MIGRATION GOVERNANCE INSIGHTS

INSIGHTS

Informing People-centred Migration Policies

MGI

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

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ACKNOWLEDGEMENTS

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BACKGROUND

Having crossed the halfway point in the effort to fulfil the Sustainable Development Goals (SDGs), it is crucial to acknowledge the transformative power of well-managed migration and the role it can play in reaching these goals. Migration policies, when centred around people, can successfully enhance the well-being of migrants and contribute to positive development outcomes in countries of origin and the countries where migrants now live and work. While migration should be a choice imbued with dignity, the challenges posed by climate change, conflict and growing inequality highlight the need for tailored solutions for the most vulnerable communities.

The Migration Governance Indicators (MGI) programme is IOM's flagship initiative on migration governance. Established in 2016, the MGI process has become a powerful tool to advance evidence-based and people-centred migration policies. When informed by high-quality, timely and reliable data, these policies can effectively serve to facilitate pathways for regular migration, drive solutions to displacement and ultimately save lives.

To date, MGI assessments have been rolled out in 109 countries and 91 local jurisdictions,[1] demonstrating a truly global footprint and establishing the process as the largest source of data on migration governance globally. In addition to its extensive national and local coverage, the MGI programme stands out as a unique data source to inform policy development due to its alignment with international frameworks, comprehensive methodology and consultative process. The MGI process is grounded in target 10.7 of the SDGs and aligned with the Global Compact for Safe, Orderly and Regular Migration, with direct correspondence between the MGI indicators and the objectives of the Global Compact (IOM, 2022a). The MGI methodology is based on a comprehensive set of questions that inquire about the existence of legislation, policies, institutions and coordination mechanisms related to migration across a wide range of policy areas. This allows for a nuanced understanding of the normative, institutional and procedural aspects of countries' migration governance. Moreover, the MGI's consultative process facilitates government ownership of the results and positions itself as a crucial data source for developing policies and action plans, mobilizing funds, and reporting on achievements (IOM, 2022b).

Delivering on the promise of migration requires designing tailored policies, strengthening institutional and legislative frameworks, and fostering transformative partnerships. As IOM engages with its Member States and partners to support better migration policies and good migration governance, the central message is clear – **migration policy is about people**.

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[1]   This report is based on data from 100 countries and 69 local authorities that had concluded data collection and for which data were readily available as of the date of drafting.

"Migration is a fact of life and a force for good. ... Five years ago, the international community adopted the Global Compact for Safe, Orderly, and Regular Migration ... an important reference point and resource for Member States to assess actions, enhance cooperation, and expand rights-based pathways for migration. ... Today and every day, we must work towards a more humane and orderly management of migration for the benefit of all, including communities of origin, transit, and destination."*

António Guterres
Secretary-General of the United Nations

* This message was delivered on International Migrants Day, 18 December 2023.

INTRODUCTION

This publication provides insights into how migration is governed worldwide. Centring on selected policy areas aligned with the goals of the *IOM Strategic Plan 2024–2028* (2024), the analysis uses MGI data from 100 countries and 69 local authorities to assess global trends in migration governance, propose recommendations and showcase examples of policy responses in different contexts. The analysis also emphasizes potential complementarities across different policy areas and highlights the central role played by local governments in shaping people-centred migration policies.

To deliver on the promise of migration, while supporting the world's most vulnerable, IOM devised a transformative strategic plan with three overarching goals: saving lives and protecting people on the move, finding solutions to displacement, and facilitating pathways for regular migration. To contribute to the operationalization of these goals, the migration policy priorities of Member States – identified through the MGI consultative process – are used to inform the selection of policy enablers. Stemming from IOM's direct engagement with governments, these enablers cut across all aspects of migration governance and facilitate the achievement of the IOM strategic goals.

This publication is structured around three policy goals that echo those of the *IOM Strategic Plan*, as well as three policy enablers, i.e. the elements that underpin the development of sound policies. These are further broken down into 13 key policy areas.[2] The three goals and three enablers are as follows:

Policy goals

Saving lives and protecting people: policies to reduce vulnerabilities.

Addressing climate-related mobility and displacement: policies to tackle climate-induced migration and its consequences.

Facilitating pathways for labour migration: policies to promote labour mobility and decent work.

Policy enablers

Empowering migrants: policies to promote rights and equality of opportunities.

Promoting migration policy coherence: policies informed by data and enabled by solid institutions.

Building relevant partnerships: policies to include all stakeholders in migration governance.

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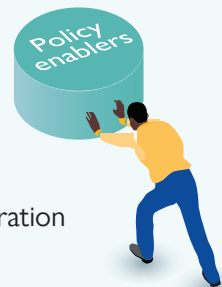
[2] The scope of analysis is confined by the methodology of the MGI process.

The central role that local governments play in the development of people-centred migration policies emerges as a recurring theme in the analysis. While many of the key policy areas usually fall under the national jurisdiction, national governments can extend their reach to enhance both vertical and horizontal policy coherence – good migration governance is only possible when migration policies are coherent not only across policy areas but also across levels of government.

Despite differences in competencies, autonomy and financial resources, local governments and service providers stand out as crucial actors in bringing policies closer to people. Often acting as migrants' first point of contact upon arrival in the destination country, local authorities have the potential to offer migrants clear information about their rights and the services available to them. Moreover, governments can foster partnerships with relevant stakeholders, including civil society organizations, the private sector and migrants themselves, to ensure that policies are formulated in a participatory manner and are tailored to meet the specific needs of migrants.

The insights presented in this report serve as benchmarks and a starting point for informing policy discussions related to the goals and enablers. The analysis aims to establish an evidence base to guide policy changes and foster international dialogues on migration.

METHODOLOGY

Migration Governance Indicators data collection

The MGI process assesses migration governance as defined by the IOM *Glossary on Migration* (2019a:138), namely "[t]he combined frameworks of legal norms, laws and regulations, policies and traditions as well as organizational structures (subnational, national, regional and international) and the relevant processes that shape and regulate States' approaches with regard to migration in all its forms, addressing rights and responsibilities and promoting international cooperation".

IOM's Migration Governance Framework (MiGOF) provides the conceptual framework for the MGI programme, a tool designed in 2016 to assist governments in evaluating the comprehensiveness of their migration governance structures. This involves taking stock of their migration policies and identifying well-developed areas and areas with potential for further development in the governance of migration (IOM, 2016). Comprising 99 questions, the MGI initiative assesses migration governance in a process that is voluntary, consultative (governments are engaged through all stages) and sensitive to local specificities.[3] Recognizing the central role that local governments can play in shaping migration policies, the MGI national methodology was adapted for its application at the subnational level in 2018. This adaptation acknowledges the differing levels of autonomy and competencies between national and local governing bodies, understanding that effective policies can take different forms in diverse contexts.

MGI data collection consists of a comprehensive desk review of migration-related legislation, policies, institutions and coordination mechanisms, complemented by interviews conducted with local experts and government representatives. These data undergo multiple stages of revision by IOM in consultation with participating governments. The active involvement of governments throughout this process ensures that MGI data reflect the procedural and institutional aspects of migration governance. Moreover, it helps governments familiarize themselves with the information, facilitating its potential use in policy development. It is this combination of a strict quality control process to ensure data consistency and accuracy and the ownership of the data by governments due to their involvement in every stage of the process that makes the MGI methodology stand out when compared to other migration governance data sets.[4] Additionally, as part of the MGI process, IOM country offices coordinate with the respective governments to single out a limited set of MGI questions on migration policy areas that are deemed as national or local priorities,[5] which can serve as a valuable tool for policymakers seeking to address migration challenges (IOM, 2022a).

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[3] More information about the MGI process is available on the Migration Data Portal.
[4] For more information about other migration governance data sets, see: IOM, 2019b.
[5] On average, the MGI-assessed countries select around one third of the 99 questions as country priorities.

Data analysis approach

The analysis in this report is based on MGI data collected between 2016 and 2023 from 100 countries and 69 local authorities that voluntarily conducted an MGI assessment.[6] To identify the cross-cutting policy enablers, a systematic evaluation was conducted of the thematic proximity between the three goals of the *IOM Strategic Plan 2024–2028* (2024) and questions in the MGI methodology. This process also accounted for the most prevalent policy areas identified as priorities by Member States during data collection and led to the identification of three policy enablers. To allow for more specific policy recommendations, the six goals and enablers are broken down into 13 key policy areas. Each of these policy areas was paired with the MGI questions that exhibit the strongest thematic link. This matching process guided the analysis, ensuring a direct association between each policy area and at least one, but no more than three, MGI question.

MGI questions inquire about the existence of policies, institutions and coordination mechanisms relevant to various facets of migration governance. Answers to MGI questions are categorized for straightforward interpretation (i.e. yes, partially or no), with clear guidance for data collectors regarding which answer applies in different cases. Generally, an affirmative answer implies that a policy, institution or coordination mechanism is well developed, meaning that it formally exists (backed up by legislation or a formal agreement), is consistently applied (meaning its provisions are implemented in practice) and is regularly updated (IOM, 2022a). The global and regional distribution of "yes" answers to the MGI questions most closely aligned with each of the 13 key policy areas is presented graphically.[7]

The categorical answer to each MGI question is supported by a detailed narrative-form justification describing the rationale behind the chosen response.[8] These justifications aim to capture the varying challenges and opportunities concerning migration that are specific to each participating country. A qualitative content analysis method was used to identify recurring patterns and common themes in migration governance. This analytical approach enabled the identification of instances where tailored policies have been put into action, dedicated institutions have been established and coordination mechanisms have been formalized by countries or local authorities. The report features over 100 selected policy examples from both national and local levels. These examples originate from over 50 countries and 15 local authorities, providing a diverse and comprehensive overview of how migration is governed worldwide.[9] The inclusion of these examples in the report should be viewed as illustrative of the types of practices used by governments in diverse contexts and geographies, facilitating the formulation of specific policy recommendations.

To help contextualize MGI data and shed light on migration as a cross-cutting and multidimensional phenomenon, the relationships between different areas of migration governance have also been examined. This involved assessing how the proportion of answers varies when countries are grouped according to the presence or absence of specific migration-related policies, institutions or coordination mechanisms. Standard statistical tests were utilized based on the data's characteristics to evaluate non-random association between variables or to determine significant differences between the means across groups.

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[6] For the full list of the 100 countries and 69 local authorities, refer to Annex I.

[7] A regional categorization of the 100 MGI-assessed countries based on United Nations continental regions leads to the following distribution of countries: 37 in Africa, 27 in the Americas, 19 in Asia, 11 in Europe and 6 in Oceania. Due to the relatively lower availability of MGI data on countries from Oceania, they are grouped with Asian countries in the Asia–Pacific category.

[8] The provided justifications are substantiated by corresponding references that cite relevant legislation, policies, action plans, government websites, internal documents and expert interviews, among other sources.

[9] For the full list of the countries and local authorities from which selected policy examples are included, see Annex II.

Limitations

MGI data reflect information at the time of completion of the respective assessments, and comparisons over time fall beyond the scope of this analysis. From 2020, the MGI team has conducted follow-up assessments aimed at showing the progress that countries have achieved in their migration governance since their first MGI assessment. As of December 2023, follow-up national-level data are available for a total of 24 countries.[10] To simplify the analysis, for these 24 countries, only the latest available data have been included in the calculation of global and regional distribution of answers so that there is only one observation per MGI question/country pair.

The primary source of policy examples is government-validated MGI reports. Since the information within these reports is bound to the date of data collection, a supplementary desk review was carried out to ascertain that relevant policies, institutions or coordination mechanisms remain active as of the date of drafting. The outcomes of this review are constrained by the availability of online data.

Of the 99 questions that constitute the current MGI national methodology, 23 were added in recent years,[11] meaning that data on these policy areas are not available for all participating countries.[12]

To investigate the relationship across policy areas, percentages or measures of central tendency, such as the arithmetic mean, have been compared across different data groupings. Despite the use of standard statistical tests to identify significant relationships or differences between variables, causation is not established. The tests do not conclusively demonstrate that one variable directly causes changes in another. The graphs and associated texts in this report never imply a causal relationship between variables.

While the MGI process provides a comprehensive methodology to examine whether countries have established robust migration governance frameworks, it offers limited insights into the effectiveness and impact of policy implementation. Policymakers and stakeholders seeking to effectively harness the full potential of migration should complement an MGI assessment with additional tools specifically designed for evaluating the practical implementation and assessing the impact of these policies.

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[10] To date, no follow-up assessment has been conducted at the local level.

[11] The MGI methodology is updated yearly based on lessons learned from its implementation.

[12] To ensure clarity, all graphs in this report include a note specifying the number of countries used in the calculations.
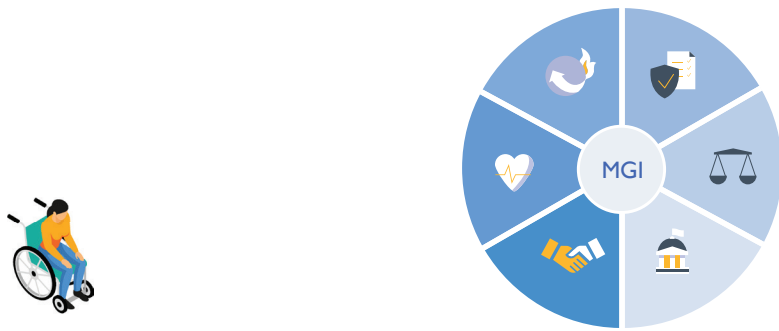
MIGRATION GOVERNANCE INSIGHTS
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POLICY GOALS

Saving lives and protecting people: policies to reduce vulnerabilities

Selected migration data

- Most victims of international human trafficking were trafficked through official border control points, such as airports and land border checkpoints.[13]

- Women and girls experience a higher risk of trafficking, as they account for 60 per cent of the total number of detected victims in 2020 (UNODC, 2023).

- Nearly 60,800 deaths during migration were recorded worldwide between January 2014 and December 2023. The remains of more than 25,000 people have not been recovered, and information on sex is available for only 1 out of 3 deaths.[14]

Photo: IOM staff member is providing information at the train station in Uzhhorod, Zakarpattia Region. © IOM 2022/Gema CORTES

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[13] See the Counter-Trafficking Data Collaborative web page on victims of trafficking on the road.

[14] Visit the Missing Migrants Project website.

Implementing tailored measures to safeguard migrants' lives is essential to uphold their dignity, reduce vulnerabilities and mitigate the negative impacts of irregular migration. This section provides selected MGI insights into policies to strengthen measures aimed at eradicating trafficking in persons and countering the smuggling of migrants, and to establish coordinated international efforts to search for and identify migrants who have gone missing in the process of international migration.

1.1. Policies to combat human trafficking and counter migrant smuggling

Developing a coherent strategy to counter human trafficking signifies a proactive approach to prevent, combat and eradicate trafficking in persons within the context of international migration. Countries often complement formal regulations[15] outlined in anti-trafficking laws, policies and specialized action plans by creating dedicated institutions responsible for executing them. These institutions usually operate under the umbrella of ministries of justice, ministries of internal affairs or the police. Examples include

the Anti Human Trafficking Department under the Ministry of Interior in Kuwait; the National Agency for the Prohibition of Trafficking in Persons under the Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development in Nigeria; and the police's Anti-Human Trafficking Unit in Fiji. Moreover, data play a crucial role in the fight against trafficking in persons, providing governments with evidence to better allocate resources and develop more effective policies to reduce the incidence of this crime. While 80 per cent of MGI-assessed countries have a strategy to combat human trafficking, fewer than 40 per cent regularly collect and publish information on anti-trafficking activities (Figure 1).

Figure 1. Percentage of countries with measures to combat human trafficking
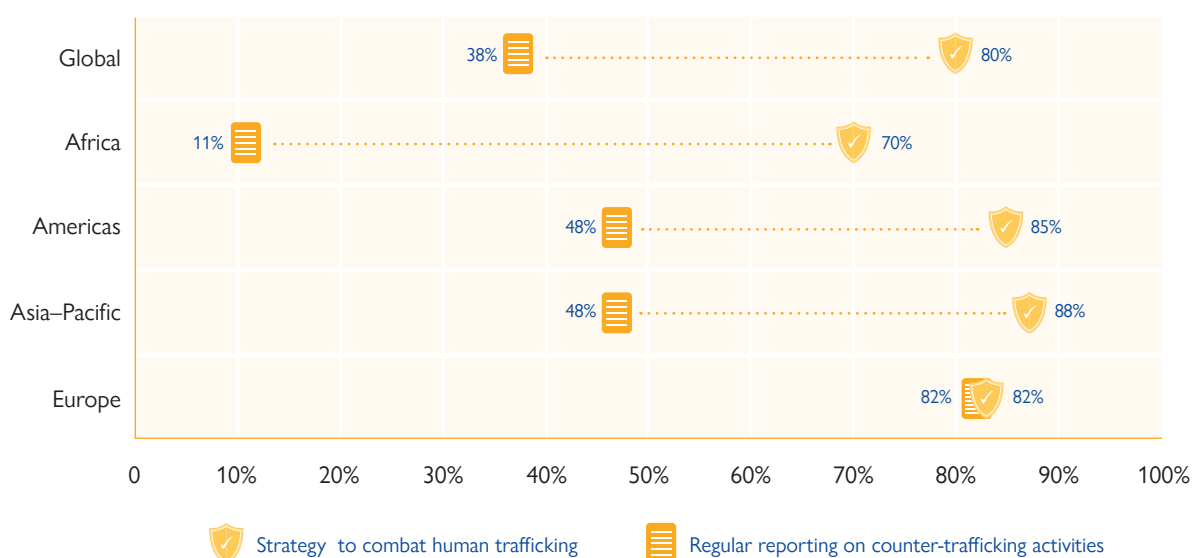
Strategy to combat human trafficking

Regular reporting on counter-trafficking activities

Note: Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.

Source: MGI database, 2023.

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[15] The MGI process interprets formal regulations as those officially documented, established and recognized by an authoritative body, encompassing legislation, policies, rules, standards or guidelines. This aligns with the definition of "formal rules" found in *Encyclopedia of Governance, Volume 1* (Bevir, 2007).

Addressing human trafficking requires a comprehensive approach that engages all relevant actors from the government and civil society.[16] The coordination of counter-trafficking efforts with various stakeholders, including civil society, could be enhanced through their inclusion in government-led mechanisms. Coordination bodies in the MGI-assessed countries typically consist of the main government ministries, with very few considering the participation of non-governmental organizations. Examples of such collaborations can be found in the National Task Force on Human Trafficking in the Marshall Islands, the Anti-Trafficking in Persons Council in Belize[17] and the National Task Force Against Trafficking in Persons in Jamaica;[18] all three mechanisms include representatives from various government entities and non-governmental organizations.

When designing policies to assist and protect victims of trafficking in persons, it is important for countries to consider the age, gender and specific needs of the victims.[19] As an example, the Strategy for Combating Trafficking in Human Beings 2019–2024 (2019) in Montenegro emphasizes the need for training relevant staff in gender sensitivity. Consequently, police officers have participated in training sessions on how to conduct interviews with victims of human trafficking, such as those organized in 2022 and 2023 by the Organization for Security and Co-operation in Europe in coordination with the Ministry of the Interior.[20] Another example is found at the regional level. In 2023, the Association of Southeast Asian Nations (ASEAN) Intergovernmental Commission on Human Rights published

Human Rights, Gender Sensitive and Child-Friendly Approaches to Trafficking in Persons Cases for Frontline Officers: Training Manual.[21] Among different topics covered, it provides examples of good practices for interviewing victims of trafficking and vulnerable witnesses. These practices include the selection of appropriate interviewers, considering gender, culture, child and disability sensitivities.

Better data are needed to inform counter-trafficking initiatives, including prevention, protection, prosecution and partnerships (IOM and UNODC, 2023). Data should be collected and reported on a regular basis to track changes over time and assess the effectiveness of anti-trafficking strategies (UNODC, 2008). Collecting and publishing information about counter-trafficking activities in specialized reports on an annual basis can be a first step. For instance, the German Federal Criminal Police Office publishes the annual National Situation Report on Human Trafficking and Exploitation,[22] which provides an overview of the situation in the country, including law enforcement efforts and victim and suspect profiles (e.g. nationality, age and sex[23]). Moreover, to improve data collection, countries can establish specific institutions with the responsibility of compiling and harmonizing data collected by different government agencies. For example, in 2008, Chile created the Intersectoral Working Group on Trafficking in Persons, responsible for coordinating the *National Action Plan against Human Trafficking 2019–2022* (2019) and for elaborating the annual statistical report.[24] Meanwhile, the Observatory on Trafficking in Human Beings in Portugal is responsible

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[16] See "Guiding principles in developing responses to trafficking in persons" in *Toolkit to Combat Trafficking in Persons* (UNODC, 2008).

[17] More information is available on Belize's Ministry of Human Development, Families and Indigenous Peoples' Affairs website.

[18] More information is available on Jamaica's National Task Force Against Trafficking in Persons website.

[19] See Article 6 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (UNGA, 2000a).

[20] More information about training sessions in 2022 and 2023 is available on the Organization for Security and Co-operation in Europe website.

[21] The manual is intended for trainers responsible for delivering training to front-line officers.

[22] More information is available on the Bundeskriminalamt web page on situation reports on trafficking in human beings.

[23] Data are disaggregated by sex as male, female and diverse/other.

[24] The latest report is for 2011–2022, available on the Ministry of the Interior and Public Security web page on statistical data.

Figure 2. Percentage of countries regularly reporting on counter-trafficking activities
(by existence of a defined migration strategy)

- - - Global average of countries regularly reporting on counter-trafficking activities
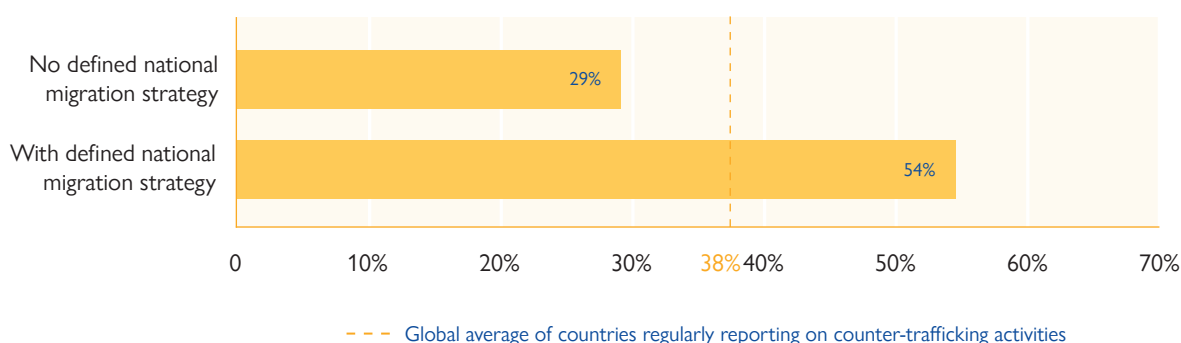
Notes: Based on MGI data from 100 countries.

A defined national migration strategy is one that is explicitly outlined in a programmatic document or manifesto and includes an implementation plan.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 5 per cent significance level was found between the existence of a migration strategy and regularly reporting on counter-trafficking activities (p-value: 0.018).

Source: MGI database, 2023.

for the production, collection, processing and dissemination of information about human trafficking as well as other forms of gender-based violence.[25]

Having a national migration strategy can be central to improving data collection on human trafficking as it provides clarity on government priorities, institutional capacities and resources.[26] For instance, MGI data show that countries with a national migration strategy tend to publish information about counter-trafficking activities at a higher proportion than those without such a strategy (Figure 2). Overall, the existence of a defined migration strategy is key to the coherence of migration governance structures.[27]

The prevention and countering of migrant smuggling also requires a comprehensive international approach, including cooperation at the national, regional and international levels.[28] MGI data show that more than half

(54%) of countries have formal cooperation agreements with other governments to prevent and counter smuggling (Figure 3). These agreements are often part of bilateral agreements covering a range of migration-related topics, including smuggling. Specific thematic agreements focused on smuggling are less common. For example, Guatemala and Ecuador signed a memorandum of understanding (MoU) in 2013 designed to strengthen joint coordination to prevent and combat the smuggling of migrants and ensure the protection of victims. The MoU included objectives such as non-discrimination of victims and medical support for victims and their families. Brazil and Portugal signed a bilateral agreement in 2003 with the purpose of exchanging information and experiences to prevent the smuggling of migrants. The agreement included a commitment to exchange information by establishing privileged communication channels to obtain updated and real-time data.

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[25] More information is available on the Observatory on Trafficking in Human Beings website.

[26] More information on national migration strategies is available in the IOM Essentials of Migration Management 2.0 Handbook.

[27] For further analysis, refer to Section 5.2.

[28] This is recognized in the Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime (UNGA, 2000b).

Figure 3. Percentage of countries with formal cooperation agreements to prevent and counter the smuggling of migrants
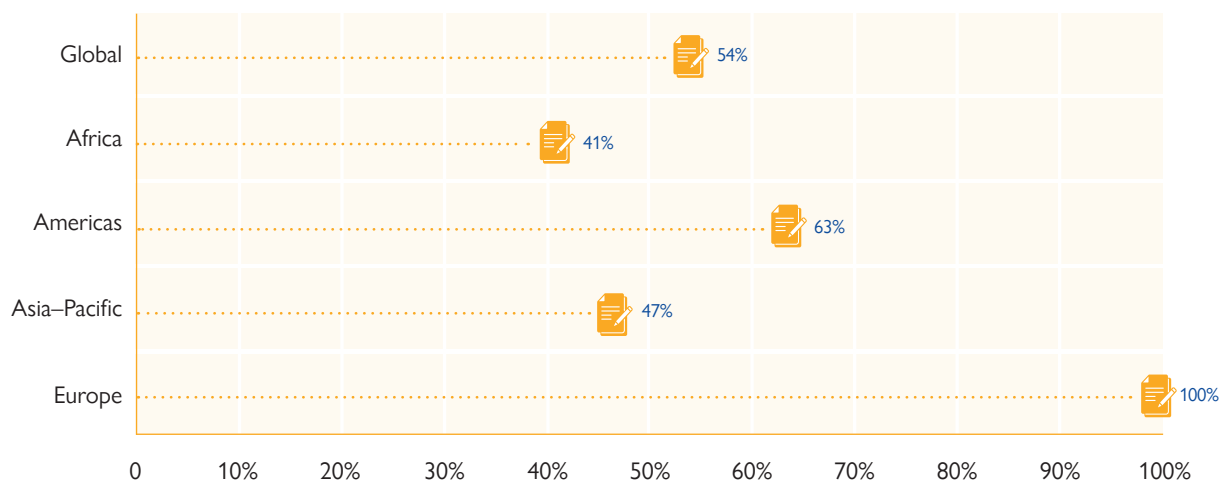
Region	Percentage
Global	54%
Africa	41%
Americas	63%
Asia–Pacific	47%
Europe	100%

Note: Based on MGI data from 82 countries: 34 from Africa, 24 from the Americas, 17 from Asia–Pacific and 7 from Europe.
Source: MGI database, 2023.

Efforts to combat human trafficking and counter smuggling could be further developed through existing regional cooperation mechanisms. For example, the Bali Process[29] Working Group on Disruption of Criminal Networks Involved in People Smuggling and Trafficking in Persons focuses on enhancing coordination to disrupt and dismantle criminal networks in the Asia–Pacific region. One of its objectives is to foster a better understanding of the routes, modus operandi, hierarchies and criminal activities in the region.[30] In the Americas, the Regional Coalition against Trafficking in Persons and Smuggling of Migrants (*Coalición Regional contra la Trata de Personas y el Tráfico Ilícito de Migrantes*, CORETT)[31] established in its Strategic Plan 2018–2027 (2018) the development and implementation of a regional strategy for the prevention of both crimes. Another example is the cooperation in the fight against trafficking and the smuggling of migrants facilitated through the Network of Common Operational Partnerships and Joint Investigation Teams in West and Central Africa (NETCOP) project.[32] The project facilitated the exchange of operational data between the national investigation units of the different countries involved.[33] The second phase of the project is scheduled to run until 2025.[34]

Local governments can also develop and implement measures to combat human trafficking and counter the smuggling of migrants, as they play an important role in identifying, referring and assisting migrants in situations of vulnerability.[35] For instance, they can establish local coordination mechanisms to monitor the implementation of national legislation and collaborate with national institutions. Examples of such initiatives

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[29] The Bali Process include 45 members from Asia–Pacific, Europe, and North America and four international organizations: IOM, the Office of the United Nations High Commissioner for Refugees, the United Nations Office on Drugs and Crime, and the International Labour Organization.

[30] For more information, see the Bali Process Working Group on Trafficking in Persons' Forward Work Plan: 2021–2023.

[31] Members include Belize, Costa Rica, the Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua and Panama.

[32] Joint operational partnerships (JOPs) and joint investigation teams (JITs) are teams made up of European law enforcement bodies that work as mentors with their counterparts in West and Central Africa.

[33] These are Côte d'Ivoire, the Gambia, Guinea, Mali, Mauritania, the Niger and Senegal, in coordination with French and Spanish police. More information about the project is available in this article on the International and Ibero-American Foundation for Public Administration and Policy (FIIAPP) website and on the NETCOP web page.

[34] More information is available on FIIAPP's web page on NETCOP II.

[35] This is recognized in Objective 7, Action k, of the Global Compact for Migration.

include the Commission for the Prevention of the Crimes of Human Trafficking and Illicit Smuggling of Migrants in Metropolitan Lima[36] (Peru) and the Committee to Fight Human Trafficking[37] in Buenos Aires (Argentina). Similarly, in the Philippines, the Provincial and Local Committees on Anti-Trafficking and Violence Against Women and Their Children are tasked with facilitating the local-level implementation of the Anti-Trafficking in Persons Act (2003) and the Anti-Violence Against Women and Their Children Act (2004). The Committees' responsibilities include instituting policies and programmes to protect victims of human trafficking, undertaking advocacy campaigns against trafficking in persons, and establishing systems of surveillance, investigation and rescue.[38]

1.2. Policies to trace and identify missing migrants

The crisis of migrant deaths and disappearances remains largely unaddressed at the national and regional levels. Efforts aimed at saving lives, preventing deaths and reducing injuries among migrants along international migration pathways still require substantive collaborative action.[39] Only 11 per cent of the MGI-assessed countries have systems, including formal cooperative agreements or arrangements with other countries, to trace and identify missing migrants within the national territory (Figure 4).

As recognized by international commitments,[40] it is fundamental that countries adopt legal, policy and institutional frameworks to prevent and address cases of deaths and disappearances during migration.

Few MGI-assessed countries have developed initiatives in this regard. For instance, in Ecuador, the Organic Law on Action in Cases of Disappeared and Missing Persons (2020) tasks the Ministry of Internal Affairs with drawing up protocols that include procedures for seeking and locating migrants who have disappeared in the country.[41] In 2021, Honduras established the Missing Migrants Tracing Board, as a forum for dialogue on initiatives aimed at searching for missing migrants and assisting their families. The Board is comprised of government institutions, civil society agencies, consular officials and the Argentine Forensic Anthropology Team; it is also supported by the International Committee of the Red Cross (ICRC). The initiatives focus on the location of Honduran migrants on the route across El Salvador, Guatemala, Mexico and the United States of America.

Figure 4. Percentage of countries with systems to trace and identify missing migrants
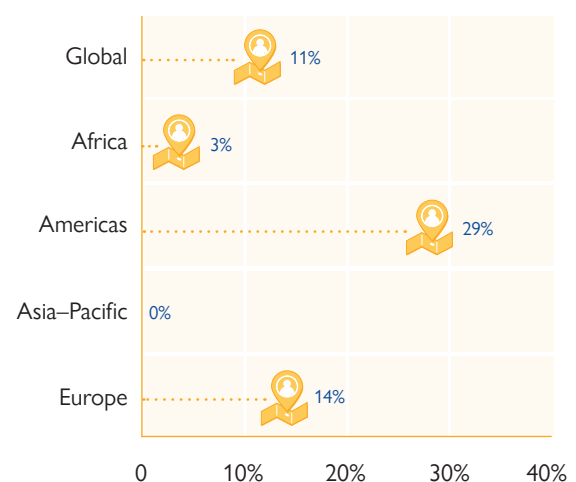
Note: Based on MGI data from 82 countries: 34 from Africa, 24 from the Americas, 17 from Asia–Pacific and 7 from Europe.

Source: MGI database, 2023.

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[36] See the Government of Peru's Ordinance No. 2347-2022 that modifies Ordinance No. 2077, which creates the Commission for the Prevention of the Crimes of Human Trafficking and Illicit Smuggling of Migrants in Metropolitan Lima.

[37] Read more on the Committee to Fight Human Trafficking on the city of Buenos Aires website.

[38] See the Government of the Philippines' Joint Memorandum Circular No. 2010-1 on the creation of local committees on anti-trafficking and violence against women and their children.

[39] See recommendations from the United Nations Network on Migration.

[40] Global Compact for Migration, Objective 8, Action a, calls on Member States to "[d]evelop procedures and agreements on search and rescue of migrants" and Action b to "[r]eview the impact of migration-related policies and laws to ensure that these do not raise or create the risk of migrants going missing".

[41] However, *Migration Governance Indicators Second Profile 2021 – Republic of Ecuador* (2022) acknowledges that there were no formal cooperation agreements with other countries for the purpose of seeking and identifying missing persons.

Establishing clear procedures that enable families to report disappearances from their countries of residence, regardless of where such incidents occurred, can help in better responding to cases of missing migrants. For instance, in 2015, Mexico established the Foreign Assistance Mechanism for Research and Investigations (*Mecanismo de Apoyo Exterior Mexicano de Búsqueda e Investigación*, MAEBI), which consists of actions and measures aimed at providing migrants or their families located outside of Mexico with direct access to Mexican legal institutions. MAEBI's Operational Guidelines (2016) establishes the criteria for inter-institutional coordination to conduct searches for missing migrants and investigations of crimes committed against them and provide support for their families. One of its purposes is to enable Mexico's diplomatic missions to assist families of missing migrants, allowing them to report disappearances, request information and initiate procedures from their countries of residence. For example, the document establishes that each Mexican embassy and consulate should have a designated person to receive disappearance reports and outlines the procedures for the reception of and communication with the families, and the follow-up of the cases.

By adopting participatory approaches, fostering cooperation and establishing international partnerships, countries can significantly enhance policy and programming efforts aimed at searching for migrants and saving lives on migration routes. For example, governments have been engaging worldwide with the ICRC[42] to create and improve capacities to record and process cases of missing persons. The pilot project Missing and Deceased Migrant Programme, implemented by the ICRC in collaboration with South African and Zimbabwean authorities, aimed to complement existing systems, tools and resources used to locate missing migrants.[43] The first phase of the Programme (2016–2018) involved registering missing-person cases in Zimbabwe (Zaka and Gwanda districts) by conducting interviews with families of migrants who went missing in South Africa. In addition to locating migrants, the project supported the creation of an identification team at Johannesburg Forensic Pathology Services, where forensic practitioners were trained in the examination and collection of unique identifiers.[44,45]

There is potential to improve regional collaboration to prevent migrants from going missing, as recognized by the African Commission on Human and Peoples' Rights (ACHPR) and the Regional Conference on Migration (*Conferencia Regional sobre Migración,* CRM). For instance, ACHPR/Res. 486 (2021) calls on States parties "to establish effective coordination mechanisms for the search for and identification of missing and deceased migrants and refugees, between authorities and concerned entities within and between countries, and to facilitate interaction with their families". Moreover, the "Recommendations on regional coordination mechanisms and exchange of information for the search for missing persons in the migration context" (2022) provides member countries of CRM[46] with criteria for the establishment of national, bilateral and multilateral mechanisms for coordinating and exchanging information on missing migrants. For instance, the document recommends using communication channels already established through consular protection officers, and it advocates for the inclusion of families, civil society and international organizations in the search mechanisms and procedures.

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[42] The International Committee of the Red Cross (ICRC) and National Red Cross and Red Crescent Societies work together as the Family Links Network. The work includes tracing family members, re-establishing contact and reuniting families.

[43] Read more on the Missing and Deceased Migrants Pilot Project in South Africa and Zimbabwe: 2016–2018 on the ICRC website.

[44] Out of 61 requests, the ICRC successfully located 15 migrants.

[45] The second phase of the project (2019–2021) expanded the collection of data into the Harare and Bulawayo districts within Zimbabwe. From 2022 onward, the ICRC started the handover phase to the Red Cross National Societies as well as the governments involved. More information about this project is available in the repository of practices of the United Nations Network on Migration.

[46] See the list of the Regional Conference on Migration member countries here.

Establishing partnerships with civil society organizations (CSOs) to implement coordinated search initiatives could improve the support provided to families of migrants who have gone missing. For instance, MGI data show that a higher percentage of countries formally engaging with CSOs have a system in place to trace and identify missing migrants, compared to those without any formal engagement (Figure 5). Moreover, as documented by IOM's Missing Migrants Project, given the absence of official processes, search initiatives conducted by CSOs and the accompanying support provided to families are crucial for those with missing migrant relatives (Garcia Borja and Viales Mora, 2021). For example, the Foundation for Justice and the Democratic Rule of Law (Fundación para la Justicia y el Estado Democrático de Derecho, FJEDD)[47] collaborates with associations of relatives of missing migrants through offices in Mexico, El Salvador, Guatemala and Honduras. FJEDD accompanies families to formulate formal disappearance reports, provides psychosocial support and strengthens their knowledge of the legal framework of Mexico and their home countries. Another example is the Community Studies and Psychosocial Action Team (Equipo de Estudios Comunitarios y Acción Psicosocial, ECAP), which published the *Minimum Guidelines from a Psychosocial Perspective for Processes to Search for Missing Migrants* (2020).[48] This tool serves as a guide for all actors involved in search processes and as a resource for families of missing migrants to learn how to demand their rights.[49]

Figure 5. Percentage of countries with systems to trace and identify missing migrants (by engagement with civil society)
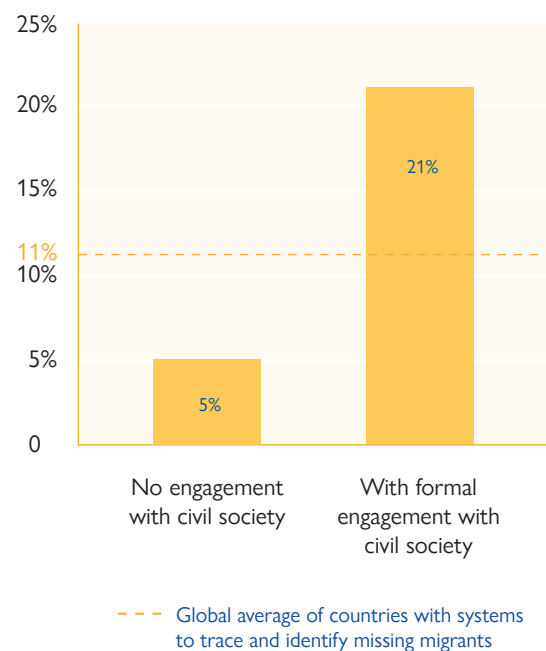
– – – Global average of countries with systems to trace and identify missing migrants

Notes: Based on MGI data from 82 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 5 per cent significance level was found between formal engagement with civil society organizations and having systems in place to identify missing migrants (p-value: 0.030).

Source: MGI database, 2023.

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[47] FJEDD is a non-governmental organization based in Mexico.
[48] More information is available on the ECAP website.
[49] These examples (FJEDD and ECAP initiatives) were extracted from: García Borja and Viales Mora, 2021.

Addressing climate-related mobility and displacement: policies to tackle climate-induced migration and its consequences

Selected migration data

- Disasters alone led to a record number of 32.6 million new internal displacements in 2022 (IDMC, 2023).

- Projections of the number of people at risk of future displacement by sea-level rise range from tens of millions to hundreds of millions by the end of this century (IPCC, 2022a).

- With every additional 1°C of warming, the global risks of involuntary displacement due to flood events are projected to rise by approximately 50 per cent (IPCC, 2022b).

Photo: An elderly woman carries a jerrycan full of water after fetching it from a borehole in Ladan, an informal settlement hosting nearly 3,000 displaced persons in Doolow. Most people living in Ladan have been displaced due to drought. This borehole, supported by World Vision International, is the only water point providing clean water to the population in the area. © IOM 2022/Claudia ROSEL

Ensuring complementarity and synergy between environmental and migration policies is crucial for mitigating the adverse impacts of climate change that compel some people to leave their communities. This section provides selected MGI insights into policies to enable comprehensive climate mobility solutions and address the displacement impacts of disasters.

2.1. Policies to enable comprehensive climate mobility solutions

Developing tailored policies to address human mobility in the context of climate change requires coordinated efforts across both the migration and environmental policy sectors. Most countries worldwide have the potential to strengthen their institutional capacities to align well-managed migration with policies for climate change adaptation. Specifically, only 22 per cent of the MGI-assessed countries include human mobility considerations in their relevant environmental and climate change policies (Figure 6). For example, in Lesotho, the *National Climate Change Policy 2017–2027* (2017) addresses climate-induced migration by outlining specific policy actions, such as enhancing access to microcredit and social benefits for migrants. Moreover, in Costa Rica, the *National Climate Change Adaptation Plan 2022–2026* (2022) sets out to develop strategies that consider the specific risks, impacts and losses affecting migrants.[50] Furthermore, in June 2022, Costa Rica's Platform on Disaster Displacement, in collaboration with IOM, organized a workshop that brought together national agencies, ministries, local governments and representatives from academia. The goal was to assess progress, identify challenges and highlight national priorities related to human mobility in the context of disasters,

environmental degradation and the adverse impacts of climate change. This illustrates how formalizing a coordinated approach to climate mobility can lead to the creation of mechanisms that enhance policy coherence across different sectors and levels of government.

In addition to aligning their climate mobility policies with national strategies, local authorities can play a crucial role in ensuring that policies are developed through participatory methods that involve relevant stakeholders.

Figure 6. Percentage of countries including human mobility considerations in their environment and climate change policies
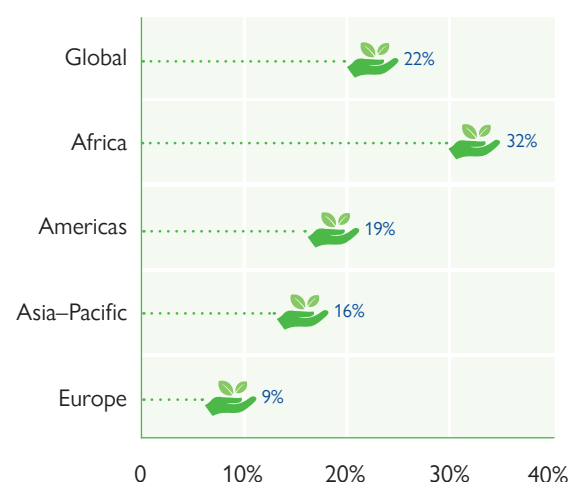
Note: Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.

Source: MGI database, 2023.

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[50] This Plan complements the *National Climate Change Adaptation Policy of Costa Rica 2018–2030* (2018), which recognizes the vulnerability of various social groups, including migrant communities.

For example, in the city of Buenos Aires, Argentina, the Law on Climate Change Adaptation and Mitigation (Law No. 3871 of 2011) mandates the Environment Secretariat of the city government to encourage public involvement among stakeholders to define the best adaptation strategies. This was put into practice by establishing the External Advisory Council, which includes members from the scientific community and representatives of civil society, such as environmental organizations and academic institutions.[51] The Council's main role is to advise on the application of Law No. 3871 and assist in evaluating the practicality of executing strategies and measures for adaptation and mitigation. Moreover, the Law recommends coordination measures with neighbouring municipalities.

The impact of climate-related migration highlights the need for regional collaboration to address migration in the context of environmental deterioration and climate change. For instance, Fiji's *National Climate Change Policy 2018–2030* (2019) not only incorporates provisions for managing human mobility and protecting climate-

vulnerable populations but also highlights the importance of regional cooperation with other countries to ensure adherence to international best practices. Examples of an action-oriented framework to address climate-induced mobility include the 2022 Kampala Ministerial Declaration on Migration, Environment, and Climate Change,[52] in which African States committed to strengthening climate resilience at the community level and developing comprehensive urban plans that include mobile populations; and the Pacific Regional Framework on Climate Mobility,[53] which aims to guide governments in addressing legal, policy and practical issues related to four types of climate mobility: displacement, migration, evacuation and planned relocation.

Recognizing the nexus between human mobility and climate change can translate into integrating climate mobility into broader national agendas. To illustrate, MGI data show that countries incorporating migration considerations into their climate change policies are more likely to have a national development strategy with specific displacement provisions compared to those without such policies (Figure 7).

Figure 7. Percentage of countries with provisions for displacement in their development strategy
(by inclusion of human mobility in climate change policies)
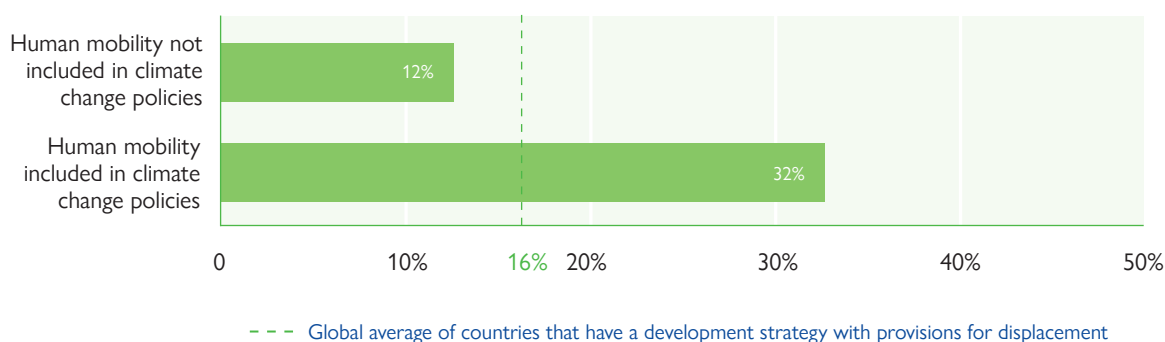
- - - Global average of countries that have a development strategy with provisions for displacement

Notes: Based on MGI data from 100 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 5 per cent significance level was found between the integration of human mobility into climate change policies and the existence of development strategies with provisions for displacement (p-value: 0.043).

Source: MGI database, 2023.

[51] Find more information about citizen participation on the city of Buenos Aires website.
[52] Initially signed and agreed upon by 15 African States, this Declaration was later expanded to the entire continent during the Africa Climate Summit in September 2023. For more information, see: IOM, 2023a.
[53] Read on the Pacific Regional Framework on Climate Mobility, endorsed in November 2023, to know more.

2.2. Policies to address the displacement impacts of disasters

When lives are disrupted by disaster, the best outcomes are often achieved when solutions are initiated as early as possible, particularly for the most vulnerable.[54] **Governments can ensure they are ready to respond to the displacement impacts of disasters by having plans and strategies in place to reduce risks.** Yet only about a third of the MGI-assessed countries (34%) have developed a national disaster risk reduction strategy with specific provisions for preventing and addressing the displacement risks of disasters (Figure 8). Examples include Ethiopia's *2018 Humanitarian and Disaster Resilience Plan* (2018), which addressed risks from both climate- and conflict-driven disasters;[55] and Tuvalu's *National Strategic Action Plan for Climate Change and Disaster Risk Management 2012–2016* (2012), which set out a strategy for addressing migration as a result of climate change impacts and associated disasters. Tuvalu's *National Climate Change Policy 2021–2030* (2021) complements these efforts by identifying 40 priority actions to reduce vulnerability to climate change impacts and increase resilience to disaster risks, among other policy outcomes. One of the prioritized actions involves developing a national plan that provides durable options for people and communities affected by climate-induced displacement.

Efficient management of climate mobility involves planning for the relocation of populations at risk. For example, in Zambia, the National Multi-Hazard Contingency Plan 2023/2024 (2023) describes the actions of different sectors, including the shelter sector, in the event of incidents such as a major flood. It outlines the necessary activities to prepare for such an event, including strengthening the emergency shelter sector and taking other

Figure 8. Percentage of countries with provisions for displacement in their disaster risk reduction strategy
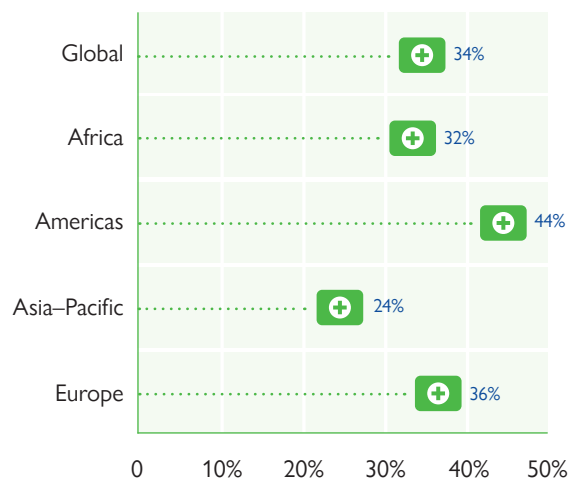
Note: Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.

Source: MGI database, 2023.

steps to ensure temporary housing and necessities are available to those who have been displaced. Similarly, in Kyrgyzstan, Resolution No. 219 on the sequence of evacuation and relocation of the population, and evacuation of material and cultural valuables to secure regional communities (2019) aims to solve several challenges associated with planned relocation due to large-scale population movements in times of climate crisis and establishes formal procedures to ensure the relocation of vulnerable groups.

Governments can strengthen disaster risk reduction plans by identifying potential challenges to be faced in responding to disasters in the short and long terms. For example, Fiji's *Displacement Guidelines in the Context of Climate Change and Disasters* (2019) includes temporary measures, focusing on the steps needed to ensure adequate interim accommodation for displaced people, and permanent measures

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such as ensuring adequate assistance and protection for those unable to return to their original residence. Another example is Chad's National Strategy and Action Plan for Disaster Risk Management (2020), which identifies the deterioration of social cohesion and potential for intercommunity conflicts in areas hosting displaced people as major risks resulting from disasters, and therefore includes provisions to enhance the local integration of refugees into host communities.

Accurate and accessible data on environmental hazards can play a crucial role in preparedness and response. When hazards occur, data and information can help decision makers and individuals devise the best plan of action, armed with knowledge about affected populations and regions, vulnerable groups, and public infrastructure at risk. Through the Indonesian Disaster Data Geoportal,[56] the National Agency for Disaster Management (Badan Nasional Penanggulangan Bencana, BNPB) regularly collects data on disaster-induced displacement. Data cover fatalities and injuries, displacement, missing persons, as well as disaster damage to infrastructure, such as the number of damaged houses and facilities. BNPB also has the Indonesian Disaster Data and Information (*Data Informasi Bencana Indonesia*, DIBI) application.[57] Through this application, data are subject to a multilevel validation process and coordinated with relevant ministries and agencies, before being presented and disseminated online in various formats, including tables, diagrams and maps.

Disasters demand swift responses, and local actors can play an important role in preparing for, mitigating and managing the displacement impacts of disasters. Governments can empower local administrations to respond in the face of crises. For example, Mongolia's Law on Disaster Protection (2017) assigns responsibility for planning, financing, managing and implementing disaster protection measures at the territorial level to the governors of the different administrative divisions. Moreover, as those working most closely with populations at risk, local governments are also well placed to develop their own prevention and mitigation strategies, accounting for the specific needs of local residents and migrants. In Beitbridge District, Zimbabwe, the District Disaster Risk Management Plan 2019–2022 (2019) made provisions for the displacement impacts of disaster, where floods are involved, by identifying areas within Beitbridge District that are at risk and proposing interventions and solutions, such as early warning and evacuation of people to pre-identified sites. Along the same lines, the city of São Paulo, Brazil, established shelters (*centros de acolhida*) specifically for migrant and refugee populations to facilitate their arrival during crises.[58] Moreover, in 2014, the city established the Immigrants' Referral and Assistance Centre (Centro de Referência e Atendimento para Imigrantes, CRAI) to guide migrants through the public system to access benefits and services. CRAI is also responsible for providing support in emergency situations resulting from the arrival of large groups of immigrants and refugees in vulnerable situations.[59]

Overall, stronger migration policy coherence can be associated with greater disaster preparedness. Governments that enhance policy coherence through formal horizontal or interministerial coordination tend to have disaster risk reduction strategies with displacement provisions at a higher proportion (45%) than those without such coordination mechanisms (24%) (Figure 9). For example, in 2015, Mauritius established the Migration Steering Committee, which coordinates the implementation of migration

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[56] Visit Geoportal Data Bencana Indonesia to know more.

[57] More information on DIBI can be found in this article on the website of the National Agency for Disaster Management.

[58] For example, as of 2019, the city had permanent shelters in the districts of Bela Vista, Pari, Penha and Bom Retiro.

[59] More information on the services offered to refugees in São Paulo can be found on the Office of the United Nations High Commissioner for Refugees website.

policy and includes stakeholders from the Ministry of Environment, Solid Waste Management and Climate Change.[60] Mauritius has also developed the National Disaster Risk Reduction and Management Policy 2020–2030 (2021) with measures related to short-term displacement triggered by rapid-onset events, such as cyclones or flash floods.

Figure 9. Percentage of countries with provisions for displacement in their disaster risk reduction strategy (by existence of horizontal coordination mechanisms on migration)
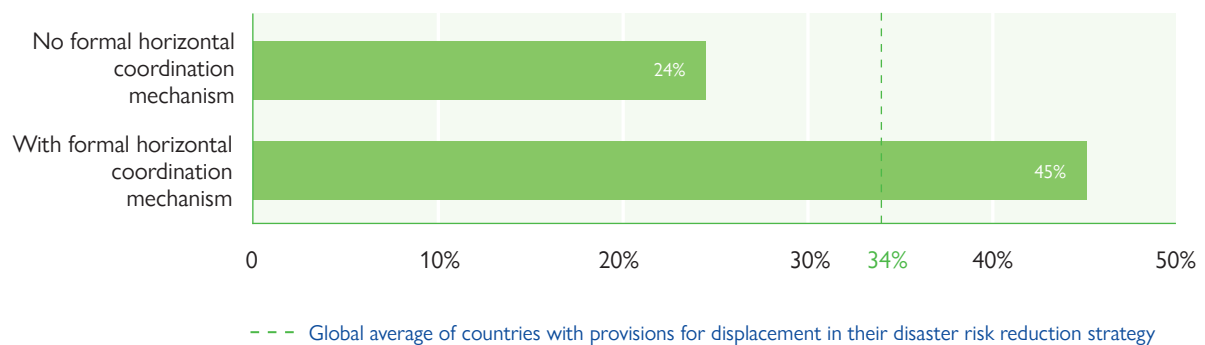
- - - Global average of countries with provisions for displacement in their disaster risk reduction strategy

Notes: Based on MGI data from 99 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 5 per cent significance level was found between the presence of horizontal coordination mechanisms on migration and the establishment of a national disaster risk reduction strategy with specific provisions for displacement (p-value: 0.032).

Source: MGI database, 2023.

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[60] More information is found in the national voluntary review of the Republic of Mauritius (United Nations Network on Migration, 2021a).

3

Facilitating pathways for labour migration: policies to promote labour mobility and decent work

Selected migration data

- In 2019, the worldwide stock of international migrant workers comprised 169 million people, representing 4.9 per cent of the global labour force (ILO, 2021).

- In 2023, nearly 4 in 5 employers globally have reported difficulty finding the skilled talent they need, which is more than double the difficulty in 2015 (38%). Additionally, over half of employers (55%) have expressed willingness to hire internationally (ManpowerGroup, 2023).

- In 2021, the prevalence rate of forced labour exploitation among adult migrant workers is more than three times higher than that among non-migrant workers (ILO, Walk Free and IOM, 2022).

Photo: IOM in Cambodia partners with a local hospitality school where students are trained in the culinary arts, hotel management and catering. Graduates from this programme are in good spots to get jobs abroad with reputable hotel chains, which allows them to be able to migrate legally for work. © IOM 2016/Muse MOHAMMED

Regular migration pathways usually comprise policies and administrative mechanisms designed to facilitate regular travel and admission and stay in a country.[61] Recognizing that alternative pathways may exist for student mobility, family reunification, refugees and more, this chapter provides selected MGI insights into facilitating pathways for regular labour migration, focusing on policies to establish a robust institutional framework to promote labour mobility and protect migrant workers.

3.1. Policies to promote labour mobility

Labour immigration programmes and bilateral and regional labour agreements provide a structured and legal framework for the movement of workers, promoting safe, orderly and regular migration while also addressing the specific labour market needs of both origin and destination countries.

Labour immigration programmes, such as specialized visas to attract migrants with specific skills, can expand pathways for admission and permanent residence while also addressing labour supply shortages in destination countries. However, such programmes are found in fewer than 20 per cent of the MGI-assessed countries (Figure 10). For instance, the Critical Skills Employment Permit in Ireland is designed to help migrant workers take up permanent residence in the country in occupations that are identified as being in short supply.[62] Similarly, Canada has three federal immigration programmes that target highly skilled migrants who want to become permanent residents: the Federal Skilled Worker Program, the Federal Skilled Trades Program and the Canadian Experience Class.[63]

Figure 10. Percentage of countries with programmes to manage labour immigration
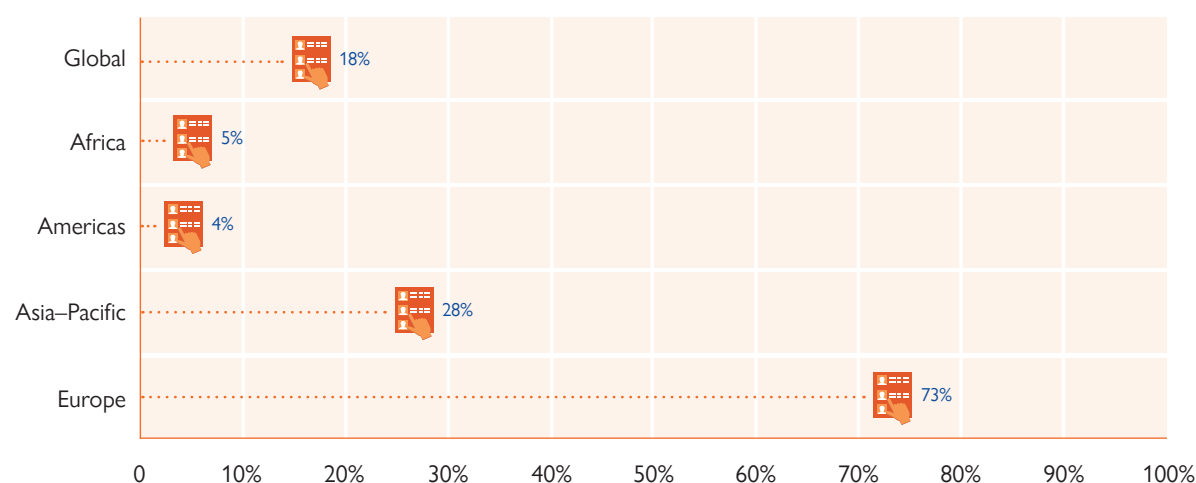
Note: Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.

Source: MGI database, 2023.

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[61] This definition is from the United Nations Network on Migration's "Regular pathways for admission and stay for migrants in situations of vulnerability" (2021). Another definition of regular migration pathways is found in the IOM *Glossary on Migration* (2019a): "Migration schemes, programmes or other migration options that allow eligible persons to migrate regularly for various purposes to a concerned country of destination based on conditions and for a duration defined by such country."

[62] More information can be found on the Critical Skills Employment Permits web page of Ireland's Department of Enterprise, Trade and Employment.

[63] More information about the three programmes is available on the Government of Canada's immigration and citizenship web page.

Figure 11. Number of countries with bilateral or regional agreements

Bilateral labour agreements
82 out of 100 countries

Regional agreements
61 out of 100 countries

Note: Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.

Source: MGI database, 2023.

Alternatively, temporary labour migration schemes[64] also offer an option for regular mobility, allowing migrants to increase their income during specific periods of time without requiring significant investments in relocation and integration.[65] Bilateral labour agreements (BLAs) are one of the tools that can support national labour migration policies (United Nations Network on Migration, 2022), by promoting regular pathways for temporary labour migration. Most of the MGI-assessed countries are part of formal BLAs (82%) or regional agreements (61%) (Figure 11), which are primarily focused on seasonal worker programmes, often in the agricultural sector. Examples include the 2014 memorandum of understanding (MoU) between Fiji and New Zealand for the employment of nationals of Fiji in the horticulture and viticulture industries, as part of New Zealand's Recognised Seasonal Employer scheme,[66] and the 2020 agreement concerning temporary agricultural and non-agricultural worker programmes between Guatemala and the United States.[67] Morover, digital nomad visas represent a growing trend in policy considerations among countries (Hooper and Benton, 2022), offering individuals the opportunity to reside abroad and work remotely for a temporary period of time. For instance, in 2021, the Government of Montenegro adopted the Programme for Attracting Digital Nomads in Montenegro until 2025,[68] and Costa Rica approved Law No. 10008 (2021) aimed at attracting remote workers and providers of international services, which granted tax benefits to digital nomads.

Harnessing the benefits of labour migration further requires regional collaboration and dialogue. Labour mobility can be enhanced through regional agreements, including free movement regimes, visa liberalization and frameworks for labour mobility cooperation. However, conditions of such agreements may vary across regions, and their practical implementation can be challenged by national divergences or priorities.[69] Examples include the Economic Community of West African States (ECOWAS) Protocol Relating to Free Movement of Persons, Residence and Establishment (1979), which facilitates the regional mobility of West African citizens; the agreement between the Republics of El Salvador, Guatemala, Honduras and Nicaragua (2005), which promotes free movement across the borders; the agreement on residence for nationals of the States parties to the Southern Common Market (MERCOSUR) (2009), which enables migrants to work in another member State on equal terms as nationals; and the agreement on mobility within the Community of Portuguese Language Countries (CPLP) (2021), which establishes a cooperation framework to facilitate the mobility of CPLP citizens.

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[64]   See the IOM *Glossary on Migration* (2019a) for the definition of "temporary migration", "seasonal migrant worker" and "circular migration".

[65]   More information about the opportunities and challenges of temporary labour migration is available in the IOM Essentials of Migration Management 2.0 Handbook.

[66]   More information on the Recognised Seasonal Employer scheme is available on the website of the New Zealand Ministry of Foreign Affairs and Trade.

[67]   More information about the agreement is available in this press release on the website of the United States Embassy in Guatemala.

[68]   More information about the programme is available in this article on the website of the Government of Montenegro.

[69]   The practical implementation of the agreements is beyond the scope of the MGI process, but for more information, see: Schöfberger, 2020.

Figure 12. Percentage of countries with a programme to manage labour immigration
(by engagement with the private sector)
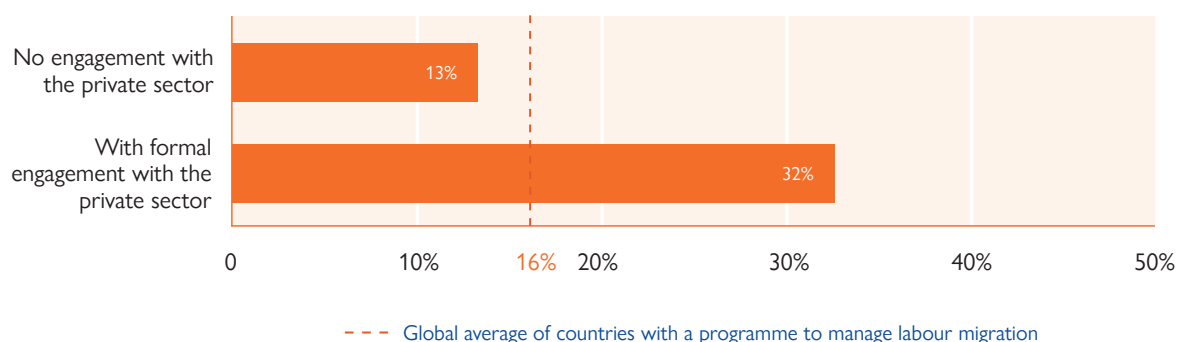
- - - Global average of countries with a programme to manage labour migration

Notes: Based on MGI data from 100 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 10 per cent significance level was found between formally engaging with the private sector and having a labour immigration programme (p-value: 0.067).

Source: MGI database, 2023.

Effective labour policies are those designed to respond to the unique circumstances of all relevant stakeholders. Enhanced collaboration with the private sector is crucial to foster labour mobility programmes. For instance, MGI data show that countries formally engaging with the private sector in agenda-setting and the implementation of migration-related policies tend to have labour immigration programmes at a higher proportion (32%) than those countries without such formal engagements (13%) (Figure 12).[70]

3.2. Policies to protect migrant workers

Policies to enhance the ethical recruitment and protection of migrant workers are pivotal for reducing migrants' susceptibility to irregular migration and preventing different forms of exploitation. Most countries at the global level have the potential to develop measures to safeguard the rights of migrant workers. Less than a third of the MGI-assessed countries have developed measures to promote the ethical recruitment of migrant workers, and only

35 per cent have mechanisms to protect the rights of nationals working abroad (Figure 13). The labour rights of regular migrants and labour entry requirements (e.g. visa and work permit) are usually recognized in migration-related legislation or labour migration policies, but only a few countries have specific strategies to improve recruitment processes and protect the rights of their workers in destination countries.

Migrant worker exploitation often begins during recruitment, where they can face excessive fees and deceptive and non-transparent recruitment practices, potentially leading to debt bondage (IOM, 2018a). However, in the regulatory frameworks of most countries (e.g. labour or immigration laws), these specific vulnerabilities faced by migrant workers are often overlooked. Consequently, it is essential to implement specific measures to regulate and monitor recruitment agencies and ensure fair contracts for migrants. For instance, Cambodia and Sri Lanka have developed specific codes of conduct for recruitment agencies, to implement standards for fair recruitment, such as having a written employment contract in a language

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[70] However, these results are significant only at the 10 per cent level, indicating a relatively weak level of statistical significance. Further research and analysis may be necessary to explore this relationship in more depth and to draw more robust conclusions.

Figure 13. Percentage of countries with measures to protect migrant workers
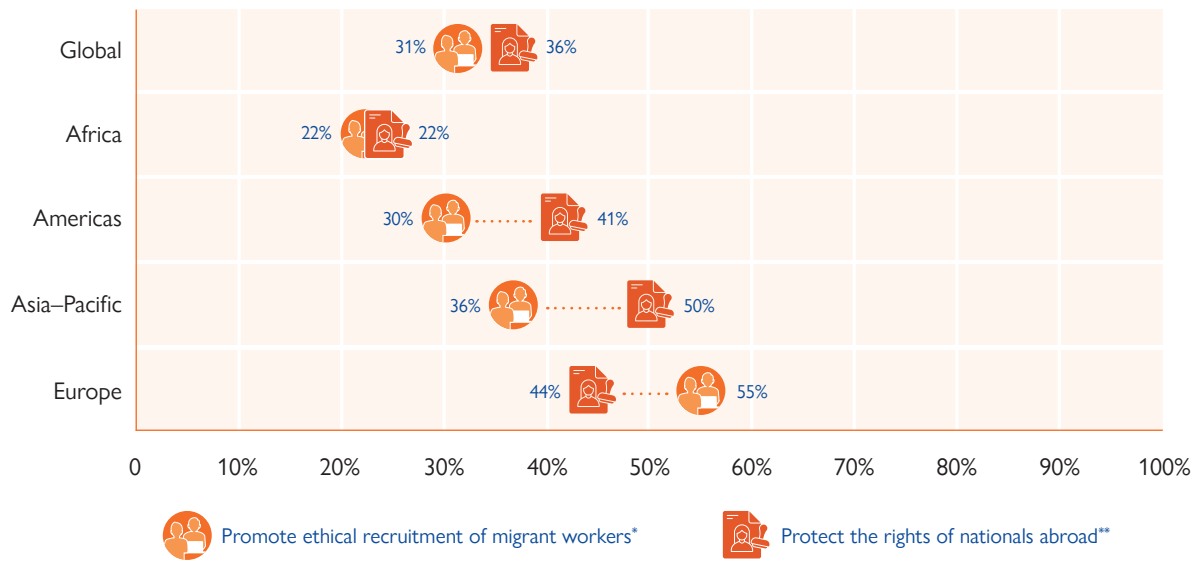
Promote ethical recruitment of migrant workers*

Protect the rights of nationals abroad**

Notes: * Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.

     ** Based on MGI data from 96 countries: 36 from Africa, 27 from the Americas, 24 from Asia–Pacific and 9 from Europe.

Source: MGI database, 2023.

that the migrant worker can understand and ensuring that contracts are clearly explained to the worker.[71] In Albania, Law No. 79 on Aliens (2021) incorporates specific conditions to promote fair employment, establishing that work permits for migrant workers are approved only if they have not been recruited to work under less favourable working conditions than those provided to nationals with the same position.

Transparency and fairness in the recruitment process can be enhanced by prohibiting recruiters and employers from charging recruitment fees to migrant workers.[72] For example, in 2018, Thailand eliminated worker-borne recruitment service fees in its Amendment to the Royal Ordinance Concerning the Management of Employment of Migrant Workers (2018).[73] Additionally,

specific labour protective conditions can be established through MoUs. For instance, the 2019 MoU between Nepal and Mauritius, to facilitate the ethical recruitment of Nepali citizens, specifies that all costs and fees must be covered by the employers. Similarly, the 2019 MoU between Seychelles and Bangladesh stipulates that employers recruiting Bangladeshi workers must engage only with recognized private employment agencies accredited by the Government of Bangladesh.[74] While the practical implementation of these regulations is beyond the scope of this report, it is acknowledged that gaps persist between regulations and their actual implementation in the recruitment process. Therefore, policies should provide clear guidance on national and local implementation, aligning with labour market realities and local capacities (Hooper, 2023).

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[71] These are the Code of Conduct for Cambodian Private Recruitment Agencies (2020) in Cambodia and the Code of Ethical Conduct for Licensed Foreign Employment Agencies/Licensees (2013) in Sri Lanka.

[72] This is recognized in the International Labour Organization's *General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs* (2019) and Objective 6, Action c, of the Global Compact for Migration.

[73] More information is available in the repository of practices of the United Nations Network on Migration.

[74] The memorandum of understanding (MoU) between Nepal and Mauritius is available on the website of the Centre for the Study of Labour and Mobility. The MoU between Seychelles and Bangladesh is not available online.

The protection of the rights of migrant workers should be guaranteed throughout the labour migration process through specific regulations or specialized agencies in both destination and origin countries. Beyond challenges during the recruitment process, workers often encounter issues in their destination country, including discrimination, limited access to information about their rights, and difficulties in seeking judicial and organizational remedies when violations occur (IOM, 2021a). As MGI data show, more efforts are required to address these challenges, as less than half of the participating countries have specific measures to combat migrant labour exploitation. Moreover, only 46 per cent have ratified or acceded to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW) (Figure 14).[75]

In addition to the legal prohibition of all forms of forced labour, specific regulations are needed to prevent migrant labour exploitation. Related initiatives are found, for example, in Ecuador, which adopted the instructions for monitoring the fulfilment of the labour rights of foreign workers in Ecuador in 2018. These instructions are mandatory for all employers in the public and private sectors. Meanwhile, the Special Migrant Workers' Unit of Mauritius is responsible for verifying and vetting the employment contracts of migrant workers before their arrival and conducting investigations into their working conditions.[76] Moreover, special measures are needed for the protection of women migrant workers, regardless of their migratory status (UNGA, 2022). For instance, countries could provide women with targeted, accessible and comprehensive information about their rights and obligations. An example of this policy is found in Mexico, where the Government published the Charter of Rights

Figure 14. Percentage of countries that have ratified the ICRMW or established measures to combat migrant labour exploitation

46%
ratified or acceded to the ICRMW*

44%
combat migrant labour exploitation**
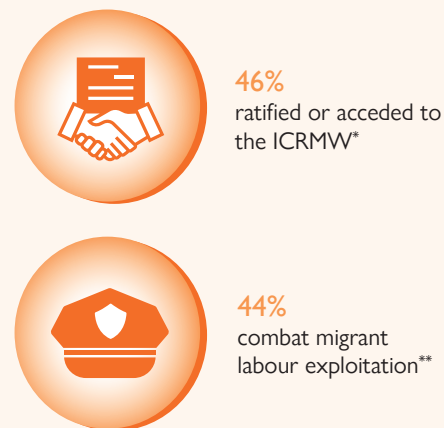
Notes: * Based on MGI data from 100 countries.
         ** Based on MGI data from 73 countries: 28 from Africa, 22 from the Americas, 16 from Asia–Pacific and 7 from Europe.

Source: MGI database, 2023.

of Migrant Women (Inmujeres, 2018), which provides migrant women living in Mexico with guidance about the State institutions that "promote, disseminate and protect their rights".

Countries of origin can also formulate specific regulations and establish specialized agencies to support migrant workers before and after their departure. For example, the Law on the Protection of Employed Citizens of Montenegro Sent to Work Abroad (2021) promotes equal rights for Montenegrin workers in accordance with regulations in the destination country.[77] In Uzbekistan, the Agency for External Labour Migration is responsible for helping citizens to find work abroad and safeguarding their rights while they are overseas. Similarly, Kyrgyzstan's State Centre for Employment of Citizens Abroad

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[75] By November 2023, 59 States worldwide had ratified or acceded to the ICRMW.

[76] More information about the Special Migrant Unit is available on the website of the Government of Mauritius.

[77] This includes considerations for maximum working hours, paid vacations, earnings, health protection and workplace hygiene, parental leave and other rights.

is responsible for monitoring employers in the destination country to ensure that the rights of migrant workers from Kyrgyzstan are respected. Nevertheless, these policies have been implemented by only a few MGI-assessed countries, as the majority rely on consulates and embassies to protect their workers abroad.

The appointment of labour attachés[78] to attend to all employment-related matters in countries of destination can enhance the protection of migrant workers. Labour attachés' activities may involve assisting in labour disputes, including compensation claims and legal assistance, monitoring the working conditions of migrant workers in the destination country and supporting the repatriation of workers (ILO, n.d.). Nonetheless, only a few countries have included the appointment of labour attachés as part of their strategies for protecting migrant workers.[79] Moreover, strengthening consular capacities to assist nationals abroad who may become victims of human and labour rights violations aligns with the actions outlined to achieve Objective 14 of the Global Compact for Migration.

Establishing partnerships with local governments and stakeholders, such as civil society and the private sector, emerges as a key strategy to improve workers' access to information about their rights. Local governments can play a crucial role in safeguarding migrants' rights by acting as primary information providers in the territory and bringing services closer to them. Information must be accessible, clear, accurate and tailored to address specific vulnerabilities across the entire labour migration cycle, including pre-employment, pre-departure, post-arrival and pre-return orientations (IOM, 2023c). For example, in Quilmes, Argentina, the municipal government collaborated with consulates and migrant associations in 2022 to establish the integral mobile consulates (*consulados móviles integrales*), a programme designed to provide assistance and advice and to facilitate immigration procedures.[80] Similarly, some local governments have established dedicated departments aimed at providing information and improving migrants' access to public services. Examples include the Referral and Orientation Centre for Migrant Persons in Montevideo, Uruguay,[81] and the Migrants' Help Desk in the city of Johannesburg, South Africa.[82]

A whole-of society-approach is crucial for ensuring that labour migration policies are tailored to the needs of migrants. For instance, countries that formally engage members of the diaspora in the implementation of development policies tend to have mechanisms to protect the rights of their workers abroad at a higher proportion (58%) than those without such formal engagements (25%) (Figure 15). Further analysis of policies to harness diaspora contributions is found in Section 6.2.

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[78] Labour attachés are typically officials from the labour ministry, appointed to provide support to migrant workers in the destination country. For more information, see: ILO, n.d.

[79] In 2022, the Government of Kenya reported the appointment of labour attachés in Qatar, Saudi Arabia and the United Arab Emirates. Rwanda's National Labour Mobility Policy (2019) states that labour attachés should be assigned to Rwandan diplomatic missions where there is a strong presence of Rwandan migrant workers.

[80] Examples are apostilles, legal advice, criminal records, and birth and death records. The initiative has been included in the repository of practices of the United Nations Network on Migration.

[81] More information on the Referral and Orientation Centre for Migrant Persons is available on the website of the municipality of Montevideo.

[82] Visit the Migrants' Help Desk web page for more information.

Figure 15. Percentage of countries with mechanisms to protect the rights of their nationals working abroad (by engagement with the diaspora)

- - - Global average of countries with mechanisms to protect the rights of their nationals working abroad
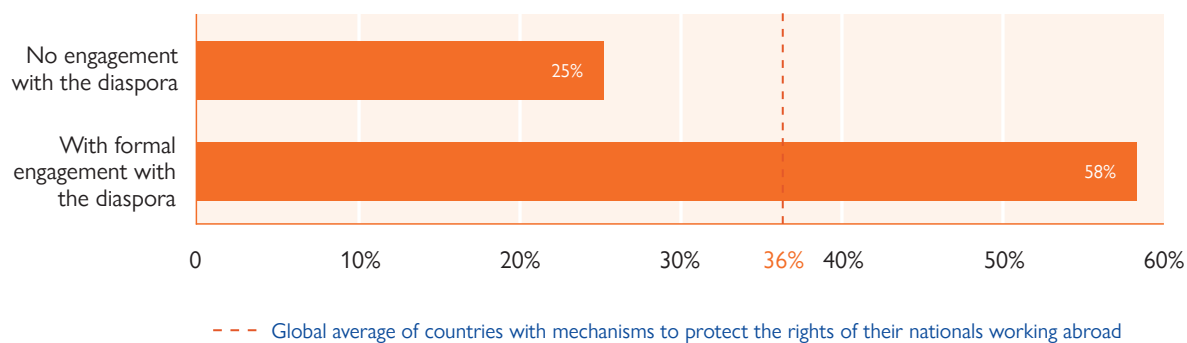
Notes: Based on MGI data from 96 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 1 per cent significance level was found between formal engagement with the diaspora and having measures to protect the rights of workers abroad (p-value: 0.003).

Source: MGI database, 2023.
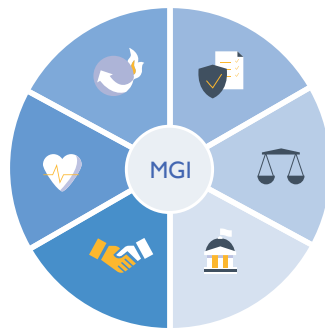
MIGRATION GOVERNANCE INSIGHTS
Informing People-centred Migration Policies

POLICY ENABLERS
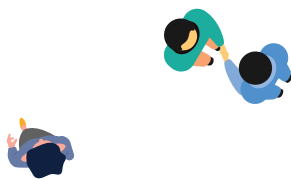
Empowering migrants: policies to promote rights and equality of opportunities

Selected migration data

- At the end of 2022, nearly 43 million children had been displaced from their homes due to crises related to conflict and violence.[83] In the same year, only 65 per cent of refugee children were enrolled in primary school and 41 per cent in secondary school (UNHCR, 2023).

- According to the ApartTogether Survey (WHO, 2020), 1 out of 6 migrants without any documentation were reluctant to seek medical care for COVID-19 symptoms. Among those who indicated not seeking health care, 25 per cent reported financial constraints as the reason, while a further 22 per cent cited fear of deportation.

- At mid-2020, female migrants constituted 135 million or 48.1 per cent of the global international migrant stock.[84] At the current rate of progress, it may take another 286 years to remove discriminatory laws and close the prevailing gaps in legal protections for women and girls (United Nations, 2022).

Photo: Haifa, a student in the second grade, participates in class in a newly built school in Marib, Yemen. © IOM 2022

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[83] More information about child displacement is available on the United Nations Children's Fund website.

[84] For more information, see the United Nations Department of Economic and Social Affairs' International Migrant Stock 2020.

Ensuring the basic well-being of migrants is fundamental for fulfilling their rights and enabling their meaningful contributions to communities of destination. This section provides selected MGI insights into policies to guarantee migrants' access to basic services, combat discrimination against migrants and promote the empowerment of migrant women.

4.1. Policies to guarantee migrants' access to basic services

Protecting and fulfilling the human rights of all migrants means guaranteeing their safe access to essential services. Most countries have the potential to enhance their efforts to ensure access to health services and education for all migrants. According to MGI data, no more than half of the participating countries have established formal regulations that grant access to government-funded health services and primary and secondary education to all migrants, regardless of their migration status (Figure 16). Many countries incorporate provisions in their constitutions to prohibit discrimination in the access of basic services based on factors like nationality, race or place of birth. Less frequent is the inclusion of specific provisions in other relevant legislation, including migration laws, to guarantee access or address migration status in the access of basic services. For instance, in the Gambia, the National Migration Policy 2020–2030 (2020) contains a section dedicated to migration and health, with specific strategies to ensure migrants' access to health care; while in Uruguay, the Law on Migration (Law No. 18250 of 2008) ensures that irregular status shall not be a barrier to accessing government services related to migrants' rights to health and education.

Figure 16. Percentage of countries with regulations granting all migrants access to government-funded health and education services
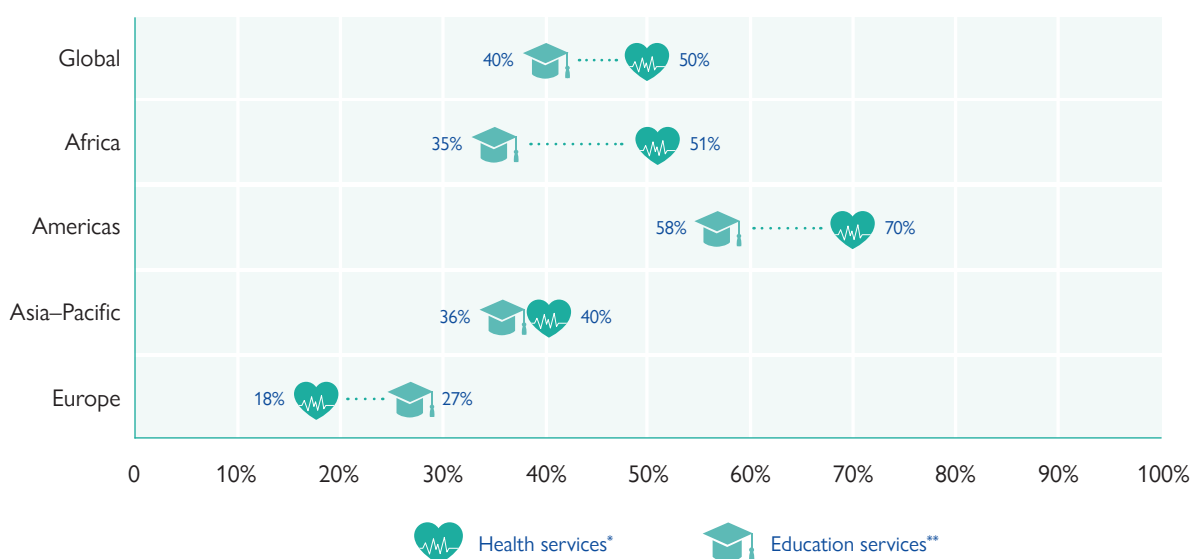
Health services*   Education services**

Notes: * Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.

** Based on MGI data from 99 countries: 37 from Africa, 26 from the Americas, 25 from Asia–Pacific and 11 from Europe.

Source: MGI database, 2023.

In most countries, the provision of health services and education is contingent on migration status or limited to specific categories of migrants. Recognizing differences in normative access based on migrant status is key, as migrants lacking a permanent residence permit, asylum-seekers or migrants in an irregular situation may be more susceptible to vulnerable situations. Therefore, it becomes even more relevant for countries to enact legislation explicitly guaranteeing the universal coverage of essential services for all migrants. For example, in Brazil, Resolution No. 1 of 2020 grants the right to enrol migrant children and adolescents, refugees, stateless people and asylum-seekers in the Brazilian public education system without the requirement for documentation proving previous education, and without discrimination based on nationality or immigration status (Article 1). In 2019, Portugal amended its Basic Health Law to explicitly state that Portuguese citizens, foreign permanent residents, foreign temporary residents, stateless persons, applicants for international protection and migrants all have access to Government-funded health services.

Enhancing the clarity of formal regulations can be complemented by tailored policies designed to improve access to basic services for all migrants. For example, Chile developed a specific *National Policy for Foreign Students 2018–2022* (2018) to guarantee the right to education of all migrant children and adolescents. This Policy, along with the Provisional School Identifier,[85] addresses migrants' registration, financial assistance and certification of studies, regardless of their migration status. Moreover, in countries where the reintegration of returning migrants is particularly relevant, such as Mexico and Honduras, specific policies have been developed to promote the reintegration of return migrants into the education system. The Government of Honduras published the "Orientation note" (2020) with specific instructions for teachers on the reintegration into the education system of returning migrant children. Meanwhile in Mexico, the EDUCATEL Migrante telephone line has been providing guidance to potential returnees since 2021 on the continuation of studies in the country upon their return.[86]

Despite differences in competencies, autonomy and financial resources, local governments and service providers have the potential to develop measures that facilitate access to health services and education for all migrants and create solutions that reach them in their host communities. For example, in the department of Montevideo, Uruguay, the *intendencia* (the government of the department of Montevideo) administers 26 polyclinics to provide primary health care, including three mobile teams that travel through the neighbourhoods, offering primary health care to populations in vulnerable situations, including migrants;[87] while in San Cristóbal de La Laguna, Spain, the Programme for Late Entry into the Educational System (*Incorporación Tardía al Sistema Educativo*, INTARSE) allows migrant students access to "reception classrooms", which promote the learning of Spanish and integration into the educational system.[88]

Embracing participatory methods in policy development is integral to a country's commitment to safeguarding and fulfilling the rights of migrants. Partnering with civil society organizations (CSOs) in shaping migration

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[85] This is a unique number, granted by the Ministry of Education to undocumented foreign children and young people, which allows them to enter the Chilean school system.

[86] More information about EDUCATEL Migrante is available on the website of the Government of Mexico.

[87] An identity card is usually required, but care is provided even in the absence of one. More information is available on the website of the municipality of Montevideo.

[88] More information about the Programme for Late Entry into the Educational System is available on the website of the Government of the Canary Islands.

Figure 17. Percentage of countries granting all migrants access to education services
(by engagement with civil society)
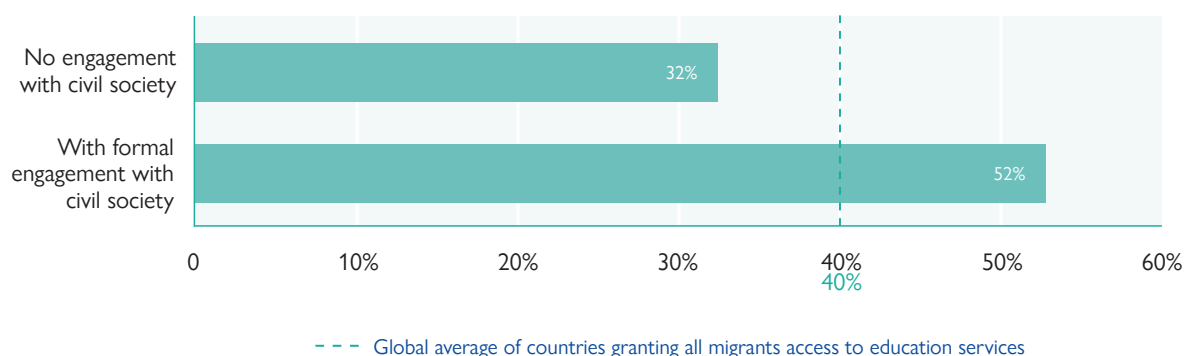
- - - Global average of countries granting all migrants access to education services

Notes: Based on MGI data from 99 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 5 per cent significance level was found between formally engaging with CSOs and the existence of regulation to grant all migrants access to government-funded education services (p-value: 0.041).

Source: MGI database, 2023.

agendas can be associated with developing policies that prioritize non-discriminatory access to basic services regardless of migration status. For instance, MGI data show that countries formally engaging with CSOs tend to have regulations granting all migrants access to government-funded education at a higher proportion than those without such formal engagements (Figure 17).

4.2. Policies to combat discrimination against migrants

Implementing consistent measures to combat discrimination against migrants represents a challenge in most countries at the global level. Countries usually incorporate general provisions in their constitutions that affirm the equality of all individuals before the law and condemn discrimination based on factors such as ethnicity, origin and various other characteristics. According to MGI data, fewer than one third of the participating countries have specific policies or strategies to combat hate crimes, violence, xenophobia and discrimination against migrants (Figure 18). Some of these countries integrate the principles of non-discrimination into migration polices, while others incorporate migration-related considerations into broader legislation designed to combat discrimination. For example, in Cabo Verde, the National Immigration Strategy (2012) seeks to strengthen the legal framework to prevent discrimination and raise awareness of immigration issues;[89] while in Costa Rica, the National Policy for a Society Free of Racism, Racial Discrimination and Xenophobia 2014–2025 (2014) outlines specific actions to promote the rights of vulnerable populations, specifically referring to people of African origin, indigenous people, migrants and refugees.

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[89] This Strategy was accompanied by the Second National Plan of Action on Immigration and the Social Inclusion of Immigrants 2018–2020, extended to 2021 (2018).

Figure 18. Percentage of countries with a policy or strategy to combat discrimination against migrants

and stateless persons in the territory of the Republic of Albania" (Article 16).

Apart from ensuring legislative coherence, countries can further strengthen their institutional frameworks by establishing dedicated institutions to combat discrimination. For example, Mexico established the National Council to Prevent and Eradicate Discrimination (Consejo Nacional para Prevenir La Discriminación, CONAPRED) in 2003 with the goal of preventing, countering and eliminating discrimination against all segments of society in Mexico, including migrants. This Council also coordinates campaigns and workshops to combat racial discrimination, violence, xenophobia, and hate crimes against migrants and serves as a mechanism for hearing complaints about discriminatory acts by individuals, civil servants or public authorities.[91]

National efforts to combat discrimination against migrants should follow a coherent whole-of-government approach,[90] ensuring they are not isolated but instead complement each other. For instance, in 2020, Albania updated its Law No. 10 221 on Protection from Discrimination (2010) to extend the "principle of equality and non-discrimination" to include foreign nationals. This aligns with the country's *National Strategy on Migration and Action Plan 2019–2022* (2019), which extends legal guarantees of non-discrimination to migrants and raises awareness of their rights and enforcement procedures. Moreover, in 2022, Albania updated its National Constitution (1998) to explicitly establish that "fundamental rights, freedoms and obligations provided for in the Constitution for Albanian citizens are also valid for foreigners

National governments can also extend their outreach and complement national laws and policies by implementing initiatives to combat discrimination at the local level. This decentralization not only fosters the vertical coherence of policies but may also simplify access to services by creating a more inclusive and non-discriminatory environment for migrants. For instance, in the Republic of Moldova, the national General Inspectorate for Migration has established Integration Centres for migrants in the cities of Balti and Cahul to help reduce intercultural and interconfessional conflicts.[92] The law that governs the Integration Centres states that "establishing and promoting links with immigrant communities/associations through joint activities" is one of the fundamental ways in which the Centres aid integration (IOM, 2023d).

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[90] See the "whole-of-government approach" guiding principle of the Global Compact for Migration.

[91] This free-of-charge process allows for complaints to be submitted online, by telephone or in person. The online form is available on the website of the National Council to Prevent and Eradicate Discrimination.

[92] More information on the integration centres for foreigners in the municipalities of Balti, Chisinau and Cahul is available on the website of the General Inspectorate for Migration.

Local-level authorities, through their own initiatives, can also play a crucial role in creating a welcoming environment for migrants in their communities by bringing services closer to the people. Local governments can combat discrimination against migrants by supporting their access to social services, conducting awareness-raising campaigns to fight xenophobia and providing cultural mediation services. For instance, in 2019, Málaga established the Equal Treatment, Non-discrimination and Hate Crimes Service to provide assistance to victims, receive reports of related crimes, and offer mediation and intervention services. In the city of Buenos Aires, Argentina, the General Directorate of Communities published a brochure in 2020 to promote inclusion in the private sector by providing information on migration processes and current legal frameworks, while enhancing intercultural communication skills (IOM and DGC, 2020). For its part, the Ombudsperson's Office of the *intendencia* of Montevideo, Uruguay, has been operating a Community Mediation Programme since 2016, dedicated to promoting harmony and respect for human rights.

Overall, implementing measures to combat discrimination against migrants can be seen as an integral component of a country's broader efforts to promote inclusion across diverse population groups. Consequently, alignment can be expected between policies addressing discrimination based on characteristics such as ethnicity and origin and those promoting gender equality and the empowerment of all women. For instance, MGI data show that countries with a gender-responsive national migration strategy[93] tend to have specific policies combating discrimination against migrants at a higher proportion than those without gender-inclusive provisions in their migration strategy or those lacking a migration strategy altogether (Figure 19).

Figure 19. Percentage of countries with a policy or strategy to combat discrimination against migrants (by existence of a gender-responsive migration strategy)
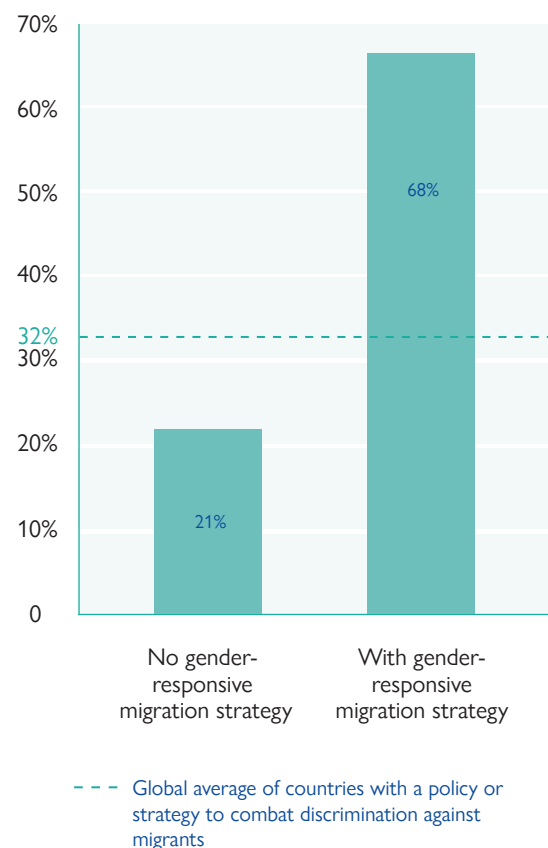
- - - Global average of countries with a policy or strategy to combat discrimination against migrants

Notes: Based on MGI data from 82 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 1 per cent significance level was found between the presence of a gender-responsive migration strategy and the implementation of measures to combat migrant discrimination (p-value: 0.000).

Source: MGI database, 2023.

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[93] A strategy is gender-responsive if it considers and addresses the different situations, roles, needs and interests of different gender groups, and it promotes an active and visible policy of promoting gender equality and the empowerment of women.

4.3. Policies to promote the empowerment of migrant women

Mainstreaming a gender perspective into migration governance entails promoting gender equality and the empowerment of all women and girls; recognizing their independence, agency and leadership; and shifting the focus from viewing migrant women primarily through a lens of victimhood.[94] **Most countries at the global level have potential to further incorporate gender perspectives into their migration policies**. According to MGI data, less than one quarter of the participating countries have a migration strategy that considers and addresses the different situations, roles, needs and interests of migrant women (Figure 20). For example, Uruguay's Migration Policy Framework Document (2016) incorporates a cross-cutting gender perspective that pays particular attention to the different difficulties faced by women in the migratory process. This strategy emphasizes safeguarding women's rights, encompassing labour rights, maternity entitlements, sexual and reproductive health, and the protection of victims of violence. For its part, the National Migration Policy (2020) in Namibia aims to establish mechanisms to collect and analyse sex-disaggregated data and produce gender-responsive evidence of migratory trends.[95]

To address migrant women's intersecting vulnerabilities (IOM, 2009), **countries can also integrate migration considerations into broader gender equality frameworks**. For example, in Ecuador, the *National Agenda for Gender Equality 2021–2025* (2022) details a series of "lines of action" aimed at advancing gender equality for women in situations of human mobility.[96] These strategies include
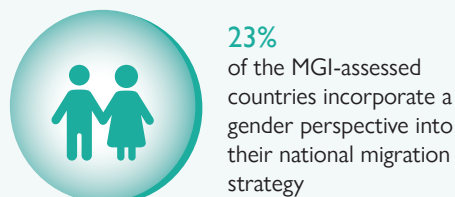
simplifying the regularization process for female heads of households, conducting awareness campaigns on labour rights for women and LGBTQ+ individuals in human mobility, and enhancing family planning and contraception programmes, specifically targeting rural populations, diverse ethnic groups, migrants and residents in border areas. Similarly, in Albania, the *National Strategy for Gender Equality 2021–2030* (2021) aims to enhance job opportunities for women from diverse backgrounds, including migrants, especially in the fields of science, technology, engineering and mathematics. The Strategy focuses on providing better information, strengthening government programmes by ensuring adequate staffing in relevant institutions, and expanding childcare facilities, including kindergartens.

Countries can strengthen the alignment between migration and gender policy frameworks by enhancing policy coordination and establishing dedicated institutions to safeguard the rights of migrant women. For example, in Guatemala, the Equal Opportunity Plan 2008–2023 (2009) recognizes the necessity of setting up mechanisms to coordinate advisory services and protect the rights of migrant women workers. Alongside

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[94] For more information about the situation of women and girls on the move, see: IOM, 2023e.

[95] Timely, reliable and disaggregated migration data are important to properly identify and address systematic gender inequalities. For more information on the relevance of gender-disaggregated data in international migration, see: IOM, 2023e.

[96] In Ecuador, the concept of "people in human mobility" includes emigrants, immigrants, persons in transit, Ecuadorian returnees, people in need of international protection, victims of the crimes of human trafficking and migrant smuggling, and their families.

the Presidential Secretariat for Women, functioning as an advisory and coordinating entity for women's development, Guatemala has dedicated institutions catering to the specific needs of women, including migrants, like the National Coordination Office for the Prevention of Domestic Violence and Violence against Women and the Ombudsperson for Indigenous Women. Additionally, the establishment of Municipal Directorates for Women's Affairs showcases the country's effort to vertically align gender and migration policies.

Enhanced cooperation and coordination between national and subnational actors in policy development helps create a more organized approach to policy implementation. This alignment could result in policies complementing each other not only across various levels but also across sectors, potentially fostering improved integration of gender and migration policy frameworks. For instance, MGI data show that countries making efforts to enhance the vertical coherence of their migration policies tend to develop gender-responsive migration strategies at a higher proportion (52%) than those lacking mechanisms for vertical policy alignment (13%) (Figure 21).

At the local level, authorities have the potential to develop tailored measures to support and empower migrant women, including by fostering their labour market participation. Working closer with the population in their communities, local governments have the insight to understand how well migrant women are integrating into the job market and formulate policies to foster their participation in the workforce. For example, in 2020, the municipality of Málaga, Spain, conducted a study[97] to evaluate the labour integration of immigrant women. The study aimed to identify disparities, particularly concerning access to the job market, entrepreneurship and self-employment. Moreover, the municipality of Rio de Janeiro, Brazil, established in 2017 the Special Municipal Secretariat for Women's Policies (Secretaria Especial de Políticas e Promoção da Mulher) to foster gender equality and protect women's rights. In collaboration with other municipal agencies, it reserves specific vacancies for migrant women and refugees in the professional courses it offers. Moreover, the Carioca Women's Houses (Casa da Mulher Carioca),[98] administrative units supported by the Municipal Department of Social Assistance (Secretaria Municipal de Assistência Social), offer free courses and workshops to encourage female entrepreneurship and facilitate their entry into the labour market.

Figure 21. Percentage of countries with a gender-responsive migration strategy (by existence of a vertical coordination mechanism on migration)
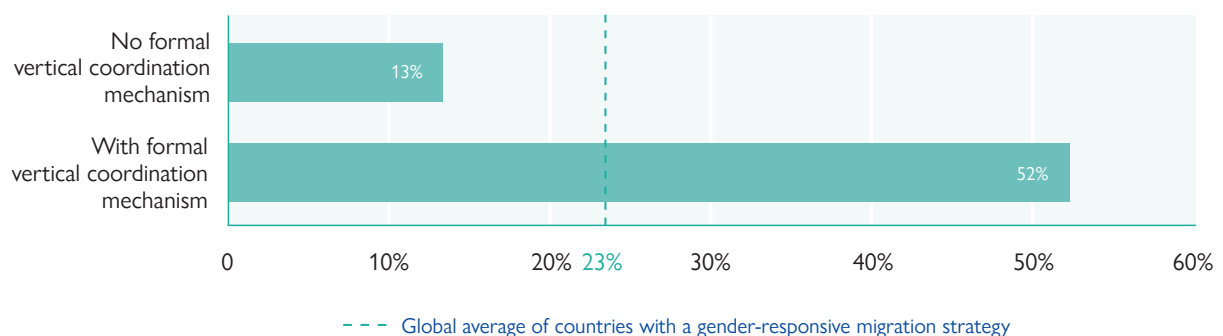
- - - Global average of countries with a gender-responsive migration strategy

Notes: Based on MGI data from 82 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 1 per cent significance level was found between the existence of a mechanism to enhance the vertical coherence of migration policies and the presence of a gender-responsive migration strategy (p-value: 0.001).

Source: MGI database, 2023.

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97 See: Municipality of Málaga, 2020.
98 More information on Carioca Women's Houses is available on the Carioca Digital Portal.

5

Promoting migration policy coherence: policies informed by data and enabled by solid institutions

Selected migration data

- Migrants are predominantly invisible in official global-level SDG data. In 2020, countries had disaggregated only one of the recommended SDG indicators by migratory status at the global level. Among the countries that reported data on this indicator, only 31 per cent provided disaggregation by migratory status (Mosler Vidal, 2021).

- As of 2022, only 42 per cent of the gender data needed to monitor the gender-specific dimensions of the SDGs were available. At the current trend, it will take 22 years for countries to make all SDG gender data available.[99]

- There is no single data set of comprehensive data assessing solutions for the more than 70 million internally displaced people, or a standardized methodology, practice or globally common framework for measuring progress towards solutions (IOM, 2023b).

Photo: Representatives of the IOM Member States are meeting in Geneva for the 114th Session of the Council. © IOM 2023

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[99] More information is available in this article on the Women Count Data Hub.

A coherent institutional framework that incorporates robust mechanisms for collecting migration data is essential for developing effective policies that impact the lives of migrants. Effective policies are those that are tailored to the needs of migrants, informed by evidence and coordinated across different levels of government. This chapter provides selected MGI insights into policies to increase the availability of high-quality, timely, and reliable migration data and to strengthen the coherence of migration policies.

5.1. Policies to increase the availability of high-quality migration data

Censuses and surveys are key sources of statistical migration data.[100] While censuses are universal, they can be costly and infrequent, whereas surveys, including household or labour surveys, sample only a portion of the population but can be conducted more frequently. Despite efforts to incorporate migration-related questions into national censuses, the regular collection of disaggregated migration data continues to be a challenge for most countries. According to MGI data, 61 per cent of the participating countries included more than one migration-related question in their most recent national census (Figure 22). This refers to questions that are specifically designed to shed light on people's mobility patterns. The most common mobility-specific questions in these censuses inquire about the respondents' previous country of residence, reasons for migrating, year of arrival in the country and regular residence five years prior, along with the mobility patterns of household members living abroad. However, a significant number of countries still use census forms that are limited to more generic population and demographic questions, collecting data only on nationality and country of birth, and in some cases, completely overlooking the migration dimension.

Figure 22. Percentage of countries including migration questions in their national census
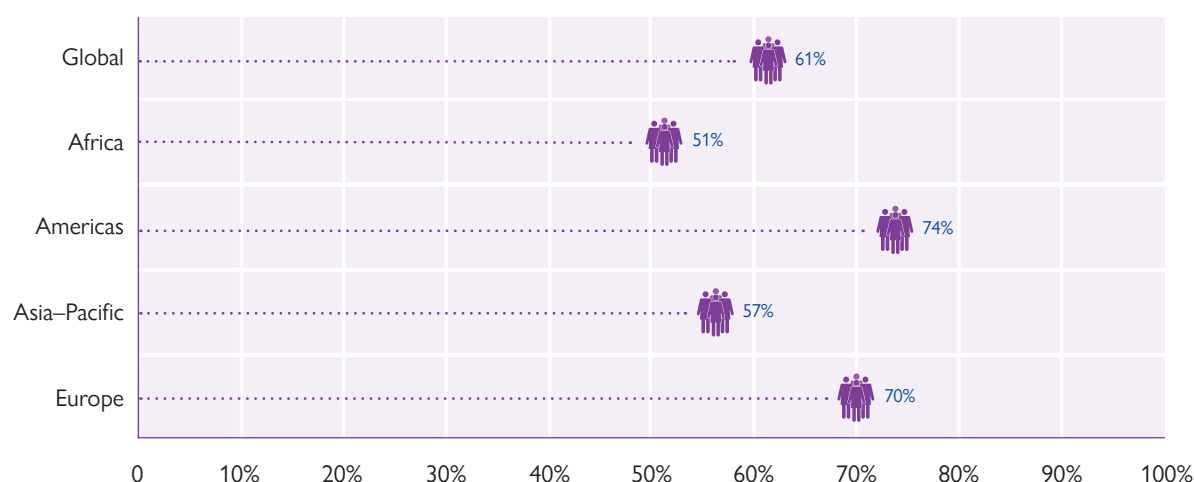
Note: Based on MGI data from 95 countries: 35 from Africa, 27 from the Americas, 23 from Asia–Pacific and 10 from Europe.

Source: MGI database, 2023.

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[100] Other sources of migration data are administrative data sources (e.g. work visa registries) and innovative data sources (e.g. big data). More information on migration data sources is available on the Migration Data Portal.

As national censuses tend to be conducted on average every 10 years, the time lapse poses significant challenges for ensuring policies are based on timely evidence. This is particularly relevant for migration, given its dynamic nature. To overcome this constraint, it is crucial for countries to collect and publish migration data beyond the census, provided that the data are regularly updated and properly disaggregated.

SDG target 17.18 emphasizes the need to enhance the availability of "high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity [and] migratory status".[101] Data are "disaggregated" when they unpack large population groups to enable comparisons (Mosler Vidal, 2021). Such comparisons can pave the way for tailored policy development. For example, gender-disaggregated migration data can play a vital role in crafting policies that address the specific vulnerabilities experienced by migrant women. However, only 37 per cent of countries worldwide regularly collect and publish sex-disaggregated migration data (Figure 23).

Regularly collecting and publishing migration data goes beyond informing evidence-based polices. The formalization of data-collection mechanisms within dedicated institutions can further help to evaluate the implementation of policies across various areas of migration governance. For example, Portugal established the Observatory for Migration[102] in 2002 to collect, analyse and disseminate statistical information on migration. Since 2014, the Observatory for Migration has published the Annual Statistical Report of Immigrant Integration Indicators, which covers data on different dimensions of the integration of migrants in Portugal.[103] Moreover, in 2016, the Ministry of Foreign Affairs funded the Emigration Observatory,[104] which contributes to the annual statistical report on Portuguese emigration.

Figure 23. Percentage of countries regularly collecting and publishing sex-disaggregated migration data
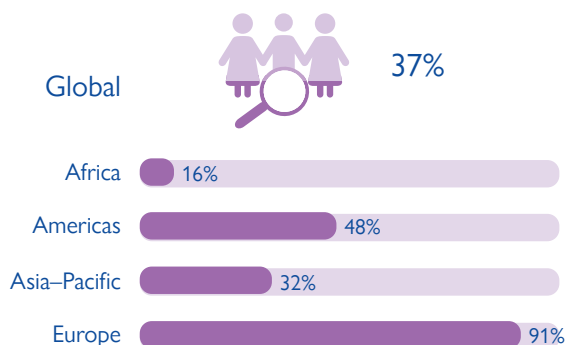
Global	37%
Africa	16%
Americas	48%
Asia–Pacific	32%
Europe	91%

Note: Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.

Source: MGI database, 2023.

Local governments are at the forefront of managing and understanding migration within their respective communities. Nevertheless, in most instances, the collection of migration data at the local level is ad hoc and takes the form of varied local service providers maintaining records of the population they serve. This information is primarily used for internal planning purposes and often remains scattered and unpublished. This is a frequent phenomenon at the national level in many countries as well. Often, migration data collection is fragmented across agencies and conducted using diverging methods, hindering its use for policy formulation. To address this, countries can establish mechanisms for collaboration between State units responsible for migration data and national statistical offices. These mechanisms would be instrumental in producing migration-related statistics, leveraging administrative records such as border records, visas, residence permits and other relevant sources, all while upholding the principles of data privacy and personal data protection.

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[101] More information on SDG 17: Partnerships for the goals is available on the Migration Data Portal.

[102] Visit the Observatory for Migration website to know more.

[103] The Immigrant Integration Indicators contain statistics on demography, education, health and housing; since 2020, the Observatory for Migration has also published the Asylum Statistical Reports, responding to Resolution No. 292/2018 of the Assembly of the Republic.

[104] Visit the Emigration Observatory website to know more.

For instance, in Armenia, the Migration and Citizenship Service (MCS) compiles and harmonizes migration data gathered by diverse government agencies.[105] MCS ensures the availability of migration data to other government authorities, including the National Security Service of Armenia, the Ministry of Labour and Social Affairs, and the Ministry of Foreign Affairs.

Migration data should be collected using a whole-of-government approach. Having a coherent institutional structure to promote efficiency and decrease overlapping efforts in migration management can contribute to increasing the availability of high-quality, timely and reliable disaggregated data to inform the development of tailored policies (IOM, 2022a). For instance, MGI data show that governments with a formal interministerial coordination mechanism[106] on migration issues tend to collect and publish sex-disaggregated migration data at a higher proportion (50%) than those without such mechanisms (25%) (Figure 24). These insights reflect the need for a coordinated approach to managing migration.

Figure 24. Percentage of countries regularly collecting sex-disaggregated migration data (by existence of horizontal coordination mechanisms on migration)
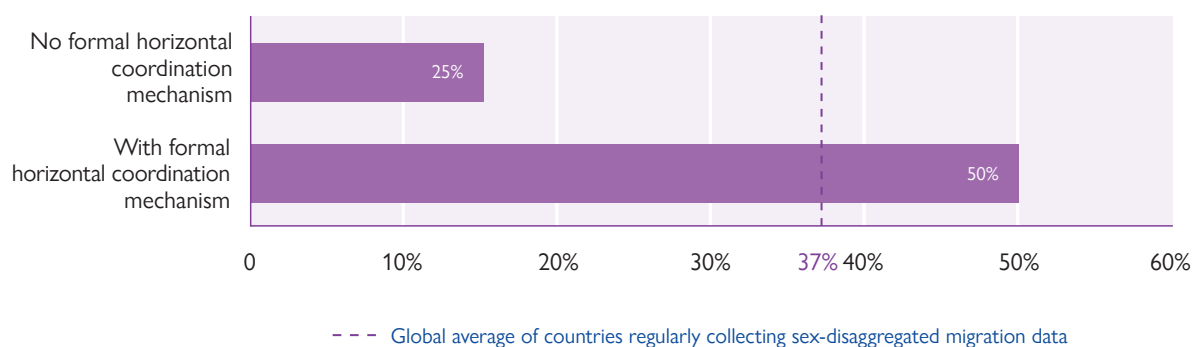
--- Global average of countries regularly collecting sex-disaggregated migration data

Notes: Based on MGI data from 99 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 5 per cent significance level was found between the presence of horizontal coordination mechanisms on migration and the collection of sex-disaggregated migration data (p-value: 0.020).

Source: MGI database, 2023.

5.2. Policies to strengthen migration policy coherence

Coherent migration governance means that policies, programmes and processes take into account the multidimensional nature of migration and are coordinated across different policy areas and levels of government. When migration governance is coherent, policies work together harmoniously to address challenges and opportunities to empower migrants, promote regular pathways and respond to the mobility dimensions of crises. Coherent migration governance allows countries to capitalize on the promise of migration.

A key indicator of coherent migration governance is the existence of an overall migration strategy, yet only 37 per cent of the MGI-assessed countries have a strategy defined in a programmatic document or manifesto (Figure 25).

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[105] This is done following the mandate of Chapter 8 of the Law of the Republic of Armenia on Foreigners (2006).

[106] "Formal" coordination mechanisms are those involving three or more ministries and occurring at established regular intervals, usually more than twice a year.

A defined migration strategy signals a shift from reactive policymaking to a more proactive approach to migration governance and encourages engagement with the diverse challenges and opportunities associated with migration management.[107] For example, in Portugal, the National Implementation Plan of the Global Compact for Migration (2019) addresses topics as diverse as data collection, labour market discrimination, remittances and border management, following a whole-of-government approach.

Migration governance is a multidimensional responsibility, spanning all policy domains. Migration policies function best when there is horizonal alignment across national government agencies and a "shared understanding of the interrelationship of policies".[108] To this end, almost half of the MGI-assessed countries (44%) have implemented an interministerial coordination mechanism on migration governance at the national level. Some operate only on an ad hoc basis, are convened to react to specific situations or oversee limited aspects of migration governance.

However, others encompass representatives from a broad range of portfolio areas and have a wide mandate to discuss migration issues that are relevant for the country. For example, the Ugandan National Coordination Mechanism for Migration, established in 2015, is an interministerial and multi-stakeholder body led by the Office of the Prime Minister, and it meets quarterly to strengthen collaboration between the actors working on migration issues, document good practices, highlight challenges and coordinate joint responses, including through policy harmonization.

Enhanced overall coordination can also translate into better alignment between migration policy and other policies and programmes. For example, less than one third of the MGI-assessed countries (30%) have implemented a migration strategy that is aligned with their development strategies. However, Figure 26 shows that countries with a formal coordination mechanism tend to align their migration and development strategies to a greater extent (43%) than those without such coordination mechanisms (20%).

Figure 25. Percentage of countries with a national migration strategy defined in a programmatic document
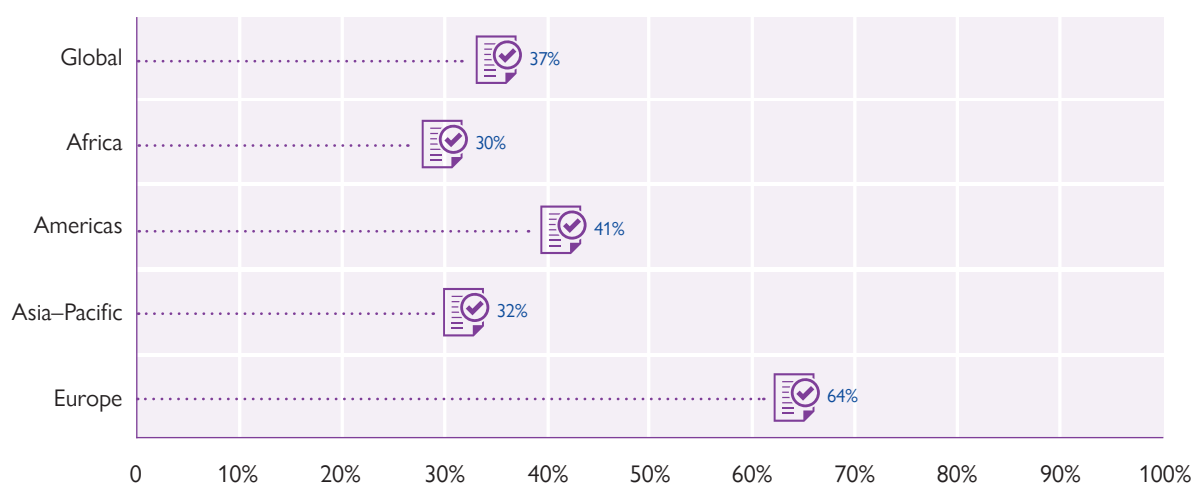
Note: Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.

Source: MGI database, 2023.

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[107] More information on the benefits of national migration strategies is available in the IOM Essentials of Migration Management 2.0 (EMM2.0) Handbook.
[108] See "Developing migration policy: The need for an appropriate institutional architecture for policymaking" in the IOM EMM2.0 Handbook.

Considering local specificities and decentralized capacities, coordination between different levels of government to align approaches can also enhance consistency in services and support while r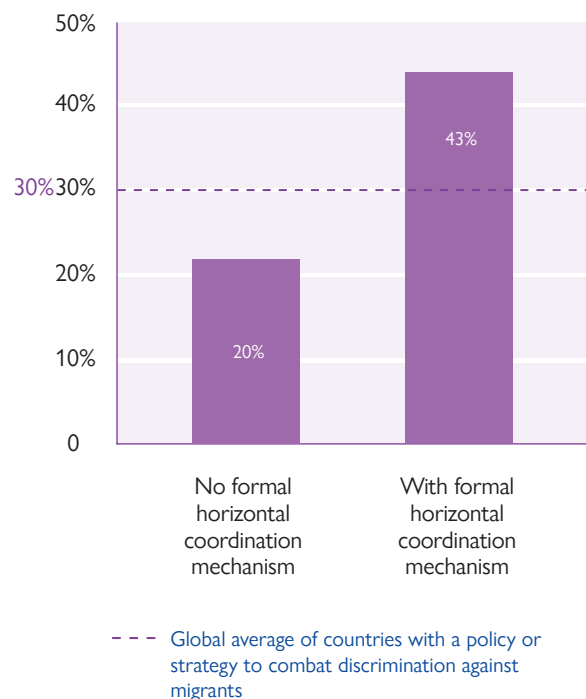educing duplication of effort. However, vertical coordination[109] on migration remains a key challenge for many governments, with less than a third (27%) of the MGI-assessed countries implementing a formal consultation mechanism between national and local governments. For example, the Philippines enhances vertical policy coherence through the Committee on Migration and Development (CMD). The CMD can serve to coordinate local, regional and national actors to build synergies between various projects, activities and services, and it is composed of district representatives from relevant national government agencies, provincial CMD teams and major stakeholders in the region, such as State universities and civil society organizations.

Given that they are at the frontier of providing services to and engaging directly with migrants, local governments can play a key role in driving outcomes themselves by designing and implementing migration strategies that address the unique challenges and opportunities in their communities, while maintaining alignment with national and international frameworks. For example, the Foreign Action Plan 2021–2023 (2021) of Málaga City Council, Spain, describes concrete and context-specific actions for the integration of migrants, such as the need to promote technological tools for capacity-building of the foreign population, and defines monitoring, evaluation, and impact indicators that are gender-sensitive and aligned with the SDGs.[110] Moreover, when local migration strategies take a whole-of-society approach, this can further help ensure that policies are people-centred and are delivered to meet the specific needs of communities.

In the municipality of Barranquilla, Colombia, local authorities hosted a round table with experts and representatives of the refugee population in the development of the Municipal Development Plan 2020–2023: *Soy Barranquilla* (2021), which outlines projects designed to support migrants.

Figure 26. Percentage of countries that aligned their migration and development strategies (by existence of horizontal coordination mechanisms on migration)

– – – Global average of countries with a policy or strategy to combat discrimination against migrants

Notes: Based on MGI data from 99 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 5 per cent significance level was found between the presence of horizontal coordination mechanisms on migration and the alignment of the migration strategy with the development strategy (p-value: 0.016).

Source: MGI database, 2023.

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[109] "Vertical coherence captures the need for cooperation and coordination in how policy frameworks are determined and delivered between national and subnational actors" (EMM2.0 Handbook).

[110] The Plan is part of the efforts of the city and its local administration to achieve the SDGs and establishes direct links with SDGs 1, 2, 3, 4, 5, 12, 16 and 17.

6

Building relevant partnerships: policies to include all stakeholders in migration governance

Selected migration data

- At least 280.5 million people (around 3% of the global population) live in a country other than their country of origin, and there are more than 200,000 diaspora and migrant organizations worldwide (IOM, 2023f).

- The private sector is the largest employer of migrant workers and accounts for 90 per cent of all jobs in the average developing country (IOM and UNDP, 2023).

- According to a Boston Consulting Group (BCG) survey for executives in 10 countries, 95 per cent of 850 private-sector executives would like to create more globally diverse teams, and 80 per cent of them are taking action in this regard (BCG and IOM, 2022).

Photo: IOM coordinates with government authorities and civil society partners to hold an information session with Cambodian migrants. © IOM 2023/Miko ALAZAS

Building partnerships with relevant stakeholders, including migrants themselves, enables the development of comprehensive policies that address all dimensions of migration. This chapter provides selected MGI insights into how countries are actively engaging with civil society and the private sector, as well as creating conditions to harness the contributions of the diaspora.

6.1. Policies to enhance partnerships with civil society and the private sector

Policies tailored to the specific needs of migrants should be designed in a participatory way, involving a wide range of stakeholders. However, partnerships between governments, the private sector and civil society organizations (CSOs) remain limited at the global level.

Less than half of the MGI-assessed countries formally engage CSOs[111] in agenda-setting and the implementation of migration-related policies, while only one quarter formally engage with the private sector[112] (Figure 27). Engagement commonly takes place through working groups, round tables, committees, commissions and councils on migration. Nevertheless, CSOs and private-sector organizations are often involved as special guests during ad hoc consultations rather than as permanent members.

Figure 27. Percentage of countries formally engaging with civil society and the private sector on migration issues
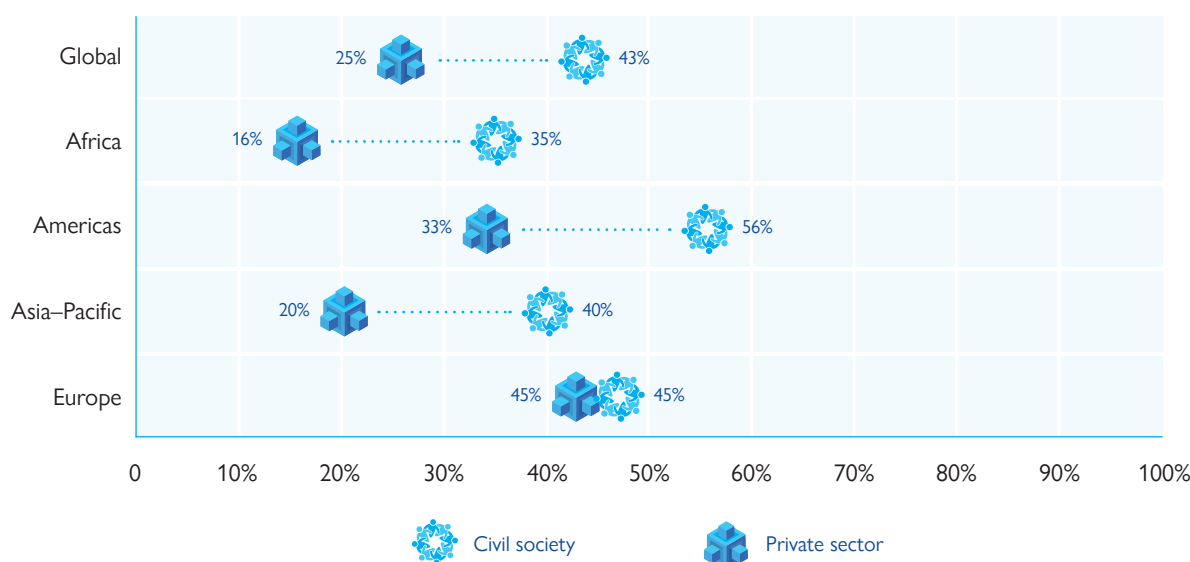
Note: Based on MGI data from 100 countries: 37 from Africa, 27 from the Americas, 25 from Asia–Pacific and 11 from Europe.
Source: MGI database, 2023.

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[111] A civil society organization is any non-profit, voluntary citizens' group organized at the local, national or international level.

[112] The private sector includes a wide range of actors, from chambers of commerce and industry and small and medium-sized enterprises to banks and trade associations.

Countries can harness the contributions of civil society and the private sector in addressing the opportunities and challenges of migration by establishing consultation mechanisms that ensure their consistent and active participation. For example, in 2010, Lesotho established the National Consultative Committee on Migration and Development, with members of various ministries, academia and CSOs; while in 2011, Jamaica created the National Working Group on International Migration and Development, including members from the Government, civil society and the private sector. Moreover, governments can make use of interministerial coordination mechanisms to actively involve relevant stakeholders in formulating or updating migration policies. For example, in 2018, the National Coordination Mechanism on Migration in Kenya convened a validation and consultation meeting with CSOs, academic institutions and international organizations on its draft migration policy.[113] Meanwhile, the Migration Steering Committee in Mauritius conducted workshops to gather inputs from CSOs and the private sector on the elaboration of the National Migration and Development Policy and Action Plan (2018).

Beyond their inclusion in consultation and coordination mechanisms, CSOs and representatives from the private sector can have an active role in the implementation and monitoring of migration policies and programmes. For example, throughout Nigeria's Plan of Action for National Migration Policy 2019–2023 (2019), CSOs are listed as implementing partners for its migration objectives. Furthermore, to monitor the implementation of the Strategy on Migration and Reintegration of Returnees in Montenegro for the Period 2021–2025 (2021), the Interdepartmental Working Group was established in 2021, comprising representatives of the Government, international organizations and CSOs.

Governments could facilitate the active participation of relevant stakeholders by formalizing their involvement in national legislation. A few of the MGI-assessed countries, such as Brazil and Mongolia, have enshrined the formal participation of the private sector and CSOs in their laws. In Brazil, the Migration Law (2017) stipulates that migration governance should be conducted in dialogue with State and city governments, as well as with civil society, international agencies and private institutions. Similarly, the Law on Development Policy, Planning and Administration (2020) in Mongolia requires the Government to formally involve civil society and private-sector organizations in agenda-setting and the implementation of policies and programmes at the national and local levels.

Local governments also have the potential to facilitate engagement with CSOs, the private sector and other relevant actors, such as academia. This engagement can occur through migration-focused consultation mechanisms like in Tulcán, Ecuador, where the Cantonal Council for the Protection of Rights and the Cantonal Consultative Council for Human Mobility are composed of representatives of the State and civil society. Similarly, in Rio de Janeiro, Brazil, the Municipal Intersectoral Committee for Refugees, Migrants and Stateless Persons is composed of local-level authorities, academia and CSOs. Moreover, local authorities can involve relevant stakeholders in the implementation of targeted projects designed for migrant populations. For example, in the city of Montréal, Canada, the Montreal Intercultural Council (Conseil interculturel de Montréal, CIM), an advisory body on intercultural relations made up of civil society members, works to promote the integration and participation of citizens in the political, economic, social and cultural life of the city.

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[113] More information on the National Coordination Mechanism on Migration is available on the Directorate of Immigration Services website.

Figure 28. Percentage of countries with measures to allow international students to work in the country after graduation (by engagement with the private sector)
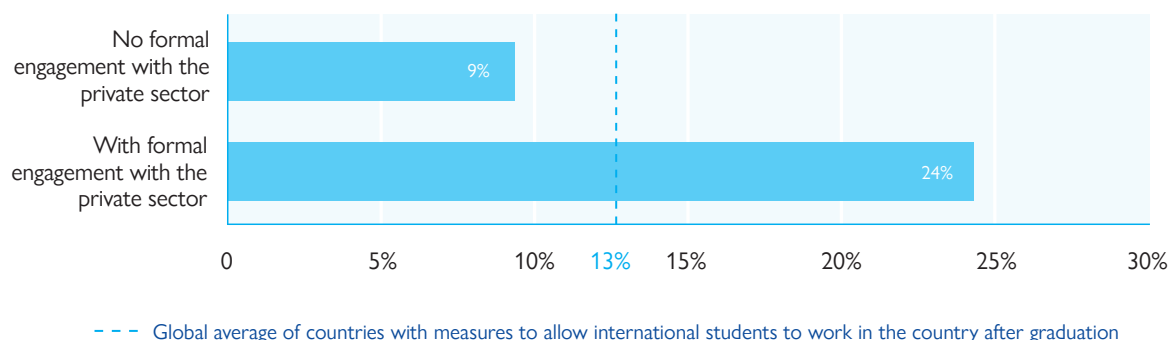
No formal engagement with the private sector: 9%

With formal engagement with the private sector: 24%

– – – Global average of countries with measures to allow international students to work in the country after graduation

Notes: Based on MGI data from 100 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 10 per cent significance level was found between formal engagement with the private sector and having measures to allow international students to work in the country after graduation (p-value: 0.066).

Source: MGI database, 2023.

Expanding partnerships with the private sector is crucial for creating employment opportunities and harnessing the contributions of migrants. Governments can engage the private sector in discussions to develop tailored programmes to facilitate access to the labour market and minimize factors compelling people to leave their country of origin. For example, in the Gambia, the Youth Empowerment Project (2017–2022) aimed to improve the employability of the youth, especially potential and returning migrants. The Project was implemented through a wide range of national partnerships, including with training institutions and private-sector associations, among others.[114] Similarly, in 2019, the Government of Guinea, in collaboration with the Italian Agency for Development Cooperation, implemented a project aimed at creating employment opportunities for young people in Guinea to reduce the risks of irregular migration.[115] Through this initiative, the Government worked directly with several private companies to address labour or training needs. Moreover, regular collaboration with the private sector can be associated with the development of measures to facilitate access to the labour market for migrants in their

destination country. For instance, MGI data show that a higher percentage of countries formally engaging with the private sector have a scheme for allowing international students to work in the country after graduation (Figure 28).

6.2. Policies to harness the contributions of the diaspora

Establishing robust mechanisms to actively engage with nationals residing abroad is crucial for countries to harness the development contributions of the members of their diasporas. However, formal involvement of diaspora members in agenda-setting and the implementation of national development policies could be further enhanced globally. Only around one third of the MGI-assessed countries (35%) formally engage their diaspora in the implementation of development policy (Figure 29). The partnership between countries and their nationals residing abroad encompasses a wide range of engagements – from occasional government initiatives, such as diaspora forums

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[114] See more information on the Youth Empowerment Project website and in this article on the International Trade Centre website.

[115] More information about other development projects implemented in Guinea is available on the Italian Agency for Development Cooperation public database.

and conferences, to formalized mechanisms dedicated to addressing migration issues, with diaspora members as key actors.

Countries can foster partnerships with their respective diasporas by formalizing their representation in national decision-making bodies. For example, Organic Law No. 71 (2014) in the Niger created five seats in the Parliament for diaspora members.[116] Similarly, the Portuguese Communities Council,[117] established by Law No. 66-A (2007), serves as the Government's advisory body on policies relating to emigration and the diaspora, with members elected by Portuguese citizens registered abroad.

Countries can also consider establishing dedicated institutions to coordinate efforts to engage with their diaspora populations. According to MGI data, significant efforts have been made in this regard, with 69 per cent of the participating countries having an institution or body responsible for coordinating diaspora engagement. Once diaspora affairs bodies are established, they can formulate differentiated policies or strategies explicitly targeting diaspora engagement in national affairs. Having a diaspora engagement policy can foster mutually beneficial partnerships between countries and their diasporas. Examples of such strategies include Ireland's *Diaspora Strategy 2020–2025* (2020) and Lesotho's National Diaspora Policy (2021), both formulated with the participation of their respective diasporas. The former focuses on building economic links with the diaspora, supporting the creation of regional business forums where the diaspora can guide Irish companies in pursuing trade and investment opportunities. The latter established the Diaspora Directorate, within the Ministry of Foreign Affairs and International Relations, and the Basotho Diaspora Association to facilitate cooperation between the Government and

Figure 29. Percentage of countries formally engaging with members of their diaspora

Global 35%

Africa 28%
Americas 44%
Asia–Pacific 21%
Europe 64%
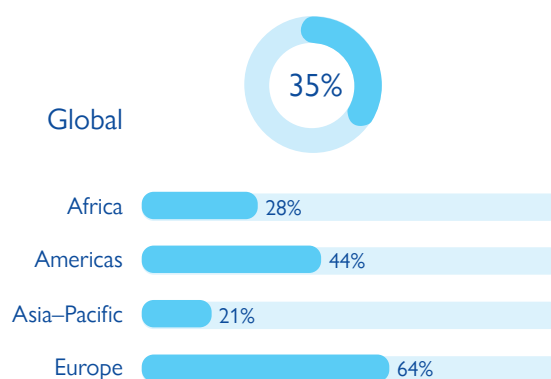
Note: Based on MGI data from 98 countries: 36 from Africa, 27 from the Americas, 24 from Asia–Pacific and 11 from Europe.

Source: MGI database, 2023.

diaspora representatives. Both institutions were created after the publication of the Policy.[118]

Establishing participation and consultation mechanisms is key to ensuring that members of diasporas actively contribute to the implementation of development policies. These mechanisms can facilitate communication, cooperation and coordination between parties. For instance, Kyrgyzstan established the Council on Relations with Compatriots Abroad in 2018 to ensure coordinated decision-making in the development and implementation of measures to strengthen interaction with the diaspora. The Council is chaired by the President of the Republic, and its members include representatives of the State executive authorities, international development partners, citizens living abroad and those who have returned.

Diasporas can be crucial partners in addressing major societal and humanitarian challenges.[119] For instance, during the COVID-19 pandemic, some diasporas developed initiatives to tackle

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[116] For more information, see the National Assembly of the Niger's electoral system.

[117] More information on the Portuguese Communities Council is available on the Diplomatic Portal of the Ministry of Foreign Affairs.

[118] More information about the Basotho Diaspora is available in this article on the website of the Government of Lesotho.

[119] This is recognized by the Dublin Declaration: A future agenda of action for global diaspora engagement (2022).

the challenges faced by their communities in both their home and host countries. These included providing migrants access to information and services regarding sanitary and security measures.[120] Countries can tap into the valuable pool of skills and knowledge within diasporas through specific thematic dialogues. For example, in 2021, the Government of Albania convened medical professionals working abroad to discuss the challenges of the COVID-19 pandemic;[121] while in 2020, it organized a Diaspora Medical Meeting.[122] Leveraging diaspora contributions can enhance the capacity of governments to better respond to crisis. For instance, MGI data show that governments formally engaging with members of their diaspora tend to have measures to assist nationals living abroad in times of crisis at a higher proportion (74%) than those without such formal engagements (48%) (Figure 30).

Countries' engagement mechanisms should adapt to the increasing mobility and dispersion of their populations around the globe.

Countries can develop innovative spaces for convergence with their nationals abroad, such as forums, regular conferences, seminars and online events that engage the diaspora in strategic debates about their respective home countries' development. Such practices can renew a sense of belonging and inclusion in the country of origin and strengthen engagement with the diaspora. For example, the Republic of Moldova's Bureau for Diaspora Relations engages citizens abroad in public consultations through the Diaspora Congress,[123] Diaspora Days[124] and the Diaspora Business Forum.[125] The Government has also enabled the eMoldovata Platform,[126] which provides information about investment opportunities in the country, return processes and voting abroad, among other services. Similarly, the World Congress of Azerbaijanis, established in 2001 as a global diaspora event, meets annually to strengthen efforts in the cultural sphere, increase cooperation activities and achieve greater representation of the Azerbaijani diaspora in the country's Parliament and public administrations, among other objectives.[127]

Figure 30. Percentage of countries with measures to assist nationals abroad in times of crises (by engagement with diaspora members)

– – – Global average of countries that formally engage with diaspora members
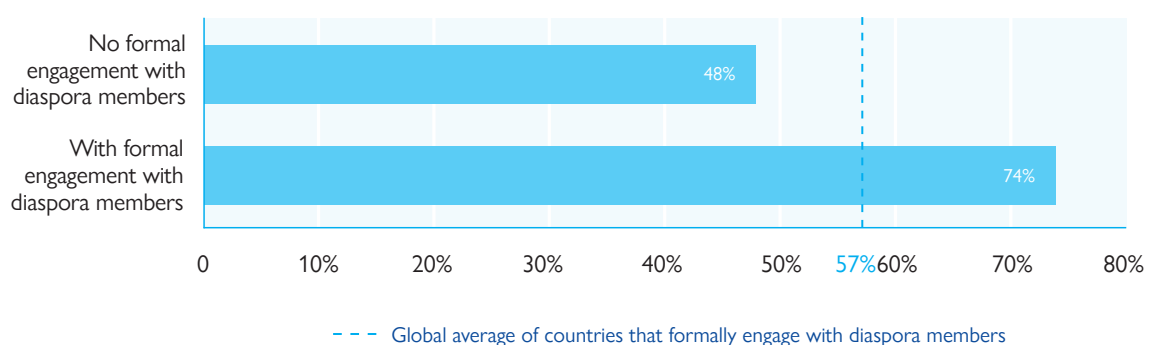
Notes: Based on MGI data from 98 countries.

A Fisher's exact test was conducted to examine the relationship between the two binary variables. In the analysed subset, a statistically significant association at the 5 per cent significance level was found between formal engagement with the diaspora and having measures to assist nationals living abroad in times of crises (p-value: 0.019).

Source: MGI database, 2023.

[120] For specific examples, see: IOM, 2020a.
[121] For more information, see the agenda of the meeting to advance medicine in the diaspora.
[122] More information on the Diaspora Medical Meeting is available in this article on the IOM Albania website.
[123] More information on the Diaspora Congress is available in this article on the IOM Moldova website.
[124] More information on Diaspora Days 2023 is available in this article from *Moldpres*.
[125] More information on Diaspora Business Forum 2023 is available in this article on the European Business Association website.
[126] More information on the eMoldovata Platform is available on the Global Forum on Migration and Development website.
[127] More information on the World Congress of Azerbaijanis is available in this article on the website of the Milli Majlis of the Republic of Azerbaijan.

Countries can leverage the economic cooperation and solidarity of their respective diasporas by facilitating mechanisms for their contribution to national development. This includes providing incentives for them to invest in development projects in their country of origin, which can include tax benefits, investment guarantees and other measures to facilitate investment in key sectors. For example, in Ethiopia, the Diaspora Trust Fund facilitates the mobilization of resources to fund social and economic development projects in the country.[128] Meanwhile, the Investment Platform for Nigerians in Diaspora, launched in 2023, provides a digital means to access investment opportunities.[129] Local governments can also implement programmes to harness economic contributions from the diaspora and positively impact the development of their communities. For example, the Secretariat of Migrants and International Liaison of Guanajuato, Mexico, works with members of the diaspora through the Support Without Borders Programme, which aims to carry out social, productive and infrastructural actions in favour of the development of migrants' communities of origin.[130]

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[128] Visit the Ethiopian Diaspora Trust Fund website to know more.

[129] More information on the Platform is available in this article from *Business Insider Africa*.

[130] More information is available on the Secretariat of Migrants and International Liaison of Guanajuato (Secretaria del Migrante y Enlace Internacional) website.

CONCLUSIONS AND WAY FORWARD

Well-managed migration benefits everyone – from migrants themselves to communities of origin, transit and destination. As the impacts of climate change intensify and overlap with other global crises, it is imperative that solutions, including mobility solutions, are put in place today.

Analysis of MGI data shows us how migration is currently being governed and sheds light on global and regional progress on the objectives of the Global Compact for Migration since the MGI *Baseline Report* (IOM, 2022a) and the International Migration Review Forum 2022.[131] Using MGI data, this report has canvassed overall trends in migration governance across six policy goals and enablers: saving lives and protecting people, addressing climate-related mobility and displacement, facilitating pathways for labour migration, empowering migrants, promoting migration policy coherence and building relevant partnerships. In addition, it has provided examples of countries that have taken steps to realize the promise of migration through governance initiatives. In doing so, it has also highlighted areas where more can be done to achieve well-managed migration and made specific recommendations.

Across the six policy goals and enablers, three cross-cutting themes emerge. First, that **migration governance should be approached from a whole-of-government perspective based on a strong institutional framework**. Dedicated laws, policies and institutions are pivotal to ensure that migration and migrant rights are prioritized. However, migration governance is also a multidimensional task. Involving stakeholders across national agencies and different levels of government ensures that all aspects of migration governance are clear, coherent, evidence-based and informed by reliable and up-to-date data.

Second, the analysis reveals how **local governments can be a powerful force in delivering people-centred migration policy**. As managers of the institutions closest to people's lives, local governments should be empowered to devise their own contextually specific policies and implement services and programmes that consider the needs of their communities, including migrants. They can also play a central role in ensuring that migrants are informed about their rights and aware of targeted support available to them.

Finally, the report highlights that **a whole-of-society approach is needed to drive solutions to migration challenges, as well as the importance of partnerships at the local, national and international levels**. Migration policies should be developed through participatory methods that include all relevant stakeholders. Working closely with civil society groups, diaspora communities and the private sector can support efforts such as investment in local development and ensure that migrants' rights are protected and fulfilled. Other issues, such as the crisis of migrant deaths and disappearances and the scourge of human trafficking, would benefit from greater regional and international collaboration.

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[131] The next International Migration Review Forum will be held in 2026.

Governments at the national and local levels around the world are encouraged to take stock of their migration governance frameworks through an MGI assessment, to highlight the policies already in place and report on achievements, while identifying potential gaps and the steps that can be taken to fill them. Follow-up assessments a few years after the last MGI report can help track progress against objectives under international frameworks and showcase recent efforts in migration governance.

The current analysis could be further complemented by regional reports with examples and analyses specific to different geographic regions, as well as thematic reports that will allow for more in-depth analyses of distinct topics. For example, while this report looked at the concept of regular pathways only through the lens of labour mobility, a thematic report could present an opportunity to do a deeper dive into the insights of MGI data on the initiatives that countries have implemented to enhance inclusive, innovative and responsive pathways for migration.

ANNEXES

Annex I. List of the 100 MGI-assessed countries and 69 local authorities covered in this document

Albania	Burkina Faso	Côte d'Ivoire
Angola	Cabo Verde	Democratic Republic of the Congo
Argentina • *Buenos Aires* • *Quilmes*	Cambodia	Djibouti
Armenia	Cameroon	Dominica
Azerbaijan	Canada • *Montréal*	Dominican Republic • *Boca Chica* • *San Cristóbal*
Bahrain	Central African Republic	Ecuador • *Cuenca* • *Manta* • *Quito* • *Tulcán*
Bangladesh	Chad	El Salvador • *Ilobasco* • *La Palma*
Belize	Chile • *Arica* • *Santiago*	Eswatini
Bolivia (Plurinational State of)	Colombia • *Barranquilla* • *Bucaramanga* • *Cúcuta* • *Medellín* • *Villa del Rosario*	Ethiopia
Botswana	Comoros	Fiji
Brazil • *Foz do Iguaçu* • *Manaus* • *Rio de Janeiro* • *São Paulo*	Costa Rica • *Coto Brus* • *Desamparados* • *Heredia* • *La Cruz* • *San José* • *Upala*	Gambia • *Kanifing*

Georgia* • *Tbilisi*		Kuwait		Niger	
Germany		Kyrgyzstan		Nigeria	
Ghana • *Accra*		Lesotho		North Macedonia	
Grenada		Liberia • *Monrovia*		Palau	
Guatemala • *Cuilco* • *San Marcos* • *Tacaná*		Madagascar		Panama • *La Chorrera*	
Guinea • *Kankan*		Malawi		Papua New Guinea	
Guinea-Bissau		Mali		Paraguay	
Guyana		Marshall Islands		Peru • *La Cruz* • *Lima*	
Haiti		Mauritania		Philippines • *Albay*	
Honduras • *Omoa*		Mauritius		Portugal	
Iraq		Mexico • *Chihuahua* • *Durango* • *Guanajuato* • *Guerrero* • *Mexico City* • *Michoacán* • *Nuevo León* • *Oaxaca* • *Tabasco* • *Tamaulipas* • *Zacatecas*		Republic of Korea	
Ireland • *Dublin*		Mongolia		Republic of Moldova • *Bălți* • *Cahul*	
Italy		Montenegro		Rwanda	
Jamaica		Morocco		Saint Lucia	
Kazakhstan		Namibia		Senegal	
Kenya • *Mombasa* • *Nairobi*		Nepal		Serbia	
		Nicaragua		Seychelles	

* Did not participate at the national level.

	Sierra Leone		Thailand		Uruguay
	• *Bo*				• *Montevideo*
	• *Freetown*				
	• *Kenema*				
	• *Makeni*				

	South Africa		Timor-Leste		Uzbekistan
	• *Johannesburg*				

	Spain*		Trinidad and Tobago		Vanuatu
	• *La Laguna*				
	• *Málaga*				

	Sri Lanka		Tuvalu		Zambia
	Suriname		Türkiye		Zimbabwe
	Sweden		Uganda		• *Beitbridge*
	Tajikistan		Ukraine		• *Harare*
					• *Mutare*
					• *Plumtree*

Number of MGI-assessed countries over total number of countries, per United Nations region

	Africa	Americas	Asia	Europe	Oceania	Total
MGI-assessed countries	37	27	19	11	6	100
United Nations members	54	35	47	43	14	193

Notes: Classification is based on the United Nations Statistics Division's geographical regions.

Countries currently implementing national assessments (including follow-up assessments): Barbados, Burundi, Colombia, Ethiopia, Indonesia, the Islamic Republic of Iran, Kazakhstan, Mozambique, Nepal, Serbia, Slovenia and Tunisia.

Countries currently implementing local assessments: Brazil, Chad, Chile, Costa Rica, Ecuador, El Salvador, Ethiopia, Georgia, Guinea, Honduras, Indonesia, Liberia, Malawi, Mexico, Panama and Uruguay.

* Did not participate at the national level.

Annex II. Selected examples from MGI data

Notes: This map is for illustration purposes only. The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations or IOM.

* At the time of drafting, Indonesia is in the process of finalizing data collection. Although this report includes selected policy examples from the country, data for Indonesia are not factored into the calculations of the global and regional distribution of answers to MGI questions.

Source: Authors' own elaboration based on MGI data.

Created with mapchart.net

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