

ACTION 1

CONDUCT MIGRATION DATA MAPPING

Migration data mapping is a prerequisite for developing strong indicators. Knowing what data is and is not available allows government actors to better assess what indicators can be developed, keeping in mind that data used for indicators must be accurate and reliable. Note that only where there are already local and national indicators in place that can be used to assess the chosen GCM objectives is it advisable to consider skipping the data mapping exercise.

1. Prepare a list of potential data sources and actors, including government agencies, local authorities and other stakeholders who may hold data relevant to the chosen GCM objectives. This should include qualitative data provided by a wide range of stakeholders, including those who are at risk of being left behind, such as undocumented migrants, women, children and youth. Refer to existing data sources as much as possible and build on existing data processes.

Example data sources

Government agencies	Databases of international and non-governmental organizations, such as the World Bank, national human rights institutions.
Local authorities and other stakeholders	Migration profiles, for example the GFMD repository of national migration profiles available at www.gfmd.org/pfp/policy-tools/migration-profiles/repository .
Population and housing censuses	IOM's Global Migration Data Portal, available at www.migrationdataportal.org . UNICEF's Global Data Portal, available at https://data.unicef.org .
Household surveys	UN Network on Migration's Migration Network Hub, available at https://migrationnetwork.un.org/hub .
Labour force surveys	ILOSTAT, available at www.ilo.org/surveyLib/index.php/catalog/LFS .



During the data mapping process, it is important to gather data on how migrants and migration are being affected by ongoing global events, such as the COVID-19 pandemic. Below are useful resources on this topic.

- › Coronavirus (COVID-19) Portal on the United Nations Network on Migration website. Available at <https://migrationnetwork.un.org/covid-19>.
- › UN COVID-19 Data Hub. Available at [unstatshub.org](https://unstats.un.org/unsd/covid19).
- › Migration data relevant for the COVID-19 pandemic. Available at migrationdataportal.org.
- › “Policy brief: Migrant workers and the COVID-19 pandemic” (FAO, 2020). Available at [www.fao.org](https://www.fao.org/publications/defaultcard/collection/13697/1369701).
- › “Quick Tips on COVID-19 and Migrant, Refugee and Internally Displaced Children” (UNICEF, 2020). Available at [www.unicef.org](https://www.unicef.org/emergencies/quick-tips-on-covid-19-and-migrant-refugee-and-internally-displaced-children).
- › COVID-19 Mobility Impact Reports (IOM). Available at <https://migration.iom.int>.
- › How COVID-19 is disrupting immigration policies and worker mobility: a tracker. Available at [www.ey.com](https://www.ey.com/en/covid-19-immigration).
- › “Migrant and displaced children in the age of COVID-19: How the pandemic is impacting them and what can we do to help” (You, D. et al., 2020). Available at [www.unicef.org](https://www.unicef.org/emergencies/migrant-and-displaced-children-in-the-age-of-covid-19).
- › “Social Protection for Children and Families in the Context of Migration and Displacement during COVID-19” (UNICEF, 2020). Available at [www.unicef.org](https://www.unicef.org/emergencies/social-protection-for-children-and-families-in-the-context-of-migration-and-displacement-during-covid-19).
- › “COVID-19: Protecting migrant workers in the workplace: Resource list” (ILO, 2020). Available at [www.ilo.org](https://www.ilo.org/publications/working-papers/working-paper/13697/1369701).

2. From the gathered sources, examine the data that is captured and how it is used.

3. Consult metadata and assess data comparability, such as by looking at levels of disaggregation.

> DATA PROTECTION

It is critical to ensure the privacy and safety of migrants when gathering, processing and analyzing personal data. During migration data mapping, actors should respect migrants' rights to privacy, safety and non-discrimination, while taking into account their human dignity and well-being. This can be accomplished by respecting the rights to privacy and data protection, as outlined in Tool 5. For more information, see the IOM Data Protection Manual (2015) available at <https://publications.iom.int>.

CONSIDERATIONS FOR COLLECTING DATA FROM CHILDREN

States should develop a systematic rights-based policy on the collection and public dissemination of qualitative and quantitative data on all children in the context of international migration to inform a comprehensive policy aimed at the protection of their rights. Such data should be disaggregated by nationality, migration status, sex, gender, age, ethnicity, disability and all other relevant statuses to monitor intersectional discrimination. The Committees stress the importance of developing indicators to measure the implementation of the rights of all children in the context of international migration, including through a human rights-based approach to data collection and analysis on the causes of unsafe migration of children and/or families. Such information should be available for all stakeholders, including children, in full respect of privacy rights and data protection standards. Civil society organizations and other concerned actors should be able to participate in the process of collecting and evaluating data.

Children's personal data, in particular biometric data, should only be used for child protection purposes, with strict enforcement of appropriate rules on the collection, use and retention of and access to data. The Committees urge due diligence regarding safeguards in the development and implementation of data systems and in the sharing of data between authorities and/or countries. States should implement a firewall and prohibit the sharing and use for immigration enforcement of the personal data collected for other purposes, such as protection, remedy, civil registration and access to services. This is necessary to uphold data protection principles and protect the rights of the child, as

stipulated in the Convention on the Rights of the Child.²²

Additional resources regarding data collection and children include:

- › Ethical research for children ([unicef-irc.org](https://www.unicef-irc.org))
- › *Children's online privacy and freedom of expression* (UNICEF, 2018). Available at <https://sites.unicef.org>.
- › “Ethical Considerations for Evidence Generation Involving Children on the COVID-19 Pandemic” (UNICEF, 2020). Available at www.unicef-irc.org.

22. Paragraphs 16 and 17 Joint general comment No. 3 (2017) of the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families and No. 22 (2017) of the Committee on the Rights of the Child on the general principles regarding the human rights of children in the context of international migration.

ACTION 2

REVIEW EXISTING STRUCTURES AND MECHANISMS

During the design process, existing structures and mechanisms relevant to the identified GCM objectives should be reviewed, including:

- Institutions
- Strategies and national action plans
- Legislation
- Policy frameworks
- Plans and projects
- National mechanisms for reporting and follow-up



National mechanisms are mandated to coordinate and prepare reports to and engage with international and regional human rights mechanisms, including treaty bodies, the universal periodic review and special procedures. For more information, see *National Mechanisms for Reporting and Follow-up* (OHCHR, 2016).

Reviewing these structures and mechanisms can help map out potential synergies and trade-offs between migration-related interventions, while also helping to avoid policy incoherence and prevent duplicate efforts.

The following tools can help facilitate this review process:

Migration Governance Indicators (MGI)

Migration Governance Indicators (MGI) help countries understand the strengths and weaknesses of their migration management policies. The MGI assessment is a critical tool to support governments to strengthen policy coherence across migration governance domains.

As the framework is based on policy inputs, the assessment can help governments diagnose where there may be gaps in the way they formulate their national migration governance.

More information about this tool can be found at IOM's Global Migration Data Analysis Centre at <https://gmdac.iom.int/migration-governance-indicators>.

Guidelines on Mainstreaming Migration into Local Development Planning (JMDI, 2017)

This tool can be used to identify institutional, policy and intervention gaps or weaknesses in migration governance.

Indicators cover areas such as migrant rights, inclusive education, employment and health care, and focus on the processes and structures needed to promote policy coherence. These indicators have accompanying questions to support actors in identifying policy incoherence.

Although designed for local actors, national actors may also use the tool by adapting indicator questions slightly. The Guidelines are available at <https://migration4development.org>.

ACTION 3

BRAINSTORM INTERVENTIONS

Consultations are required to allow for collective brainstorming of the types of interventions that would lead to progress on the country's chosen GCM objectives. In line with the GCM's whole-of-society approach, these consultations should comprehensively engage relevant stakeholders and involve the participation of:

- Different levels and sectors of government;
- GCM implementing partners;
- Potential beneficiaries, including those whose voices may be less likely to be heard or are at risk of being left behind (including undocumented migrants, women, children and young people);
- Service providers;
- Stakeholders who will be involved in data collection, policy development, programme/project design and indicator development; and
- Stakeholders, including experts and civil society actors, who can help government actors reflect on how GCM interventions can be tailored and adapted to significant global events, such as the COVID-19 pandemic.



NOTE: Refer to meaningful stakeholder engagement found in [Step 1: Kick-off](#) of this guidance to determine the appropriate mechanisms and modalities of stakeholder consultations.

During these consultations, participants should aim to:

- Define the target beneficiaries of the proposed interventions.
- Identify those stakeholders needed to implement the chosen GCM objectives, including both governmental and non-governmental actors.
- Estimate the human, financial and other resources needed for implementation and possible ways to increase these resources.
- Assess existing technical capacity to carry out the proposed interventions and whether additional capacity-building is needed.
- Identify existing interventions that can be modified or expanded to meet the objectives.

ACTION 4

CHOOSE INTERVENTIONS

Choosing appropriate interventions should directly relate to the identified GCM objectives, as well as to the proposed actions associated with these objectives as articulated in the GCM. All GCM interventions should be implemented in line with the GCM's guiding principles, in particular with the compact's gender-responsive and child-sensitive approaches. Implementation should also reflect the GCM's commitment to respecting, protecting and fulfilling migrants' human rights throughout all stages of the migration cycle.

EXAMPLE INTERVENTIONS FOR GCM IMPLEMENTATION

The following describes example programmatic and policy interventions for successful GCM implementation. Most often, a combination of interventions is needed to ensure comprehensive migration governance. The below interventions should be seen as complementary, with a focus on developing inclusive policies and programming that strengthen horizontal and vertical coherence.

Enact and implement a new policy and/or legislation.

Governments may wish to enact and implement a new policy and/or legislation. This can be an effective way to bring about a transformative change across one or multiple GCM objectives.

Integrate migration into sectoral policies, strategies and/or legislation.

Actors may choose to integrate migration into policies, strategies and legislation in policy sectors that both affect and are affected by migration, such as labour, housing, health education, child welfare and agriculture. For example, a government may integrate migration into its labour and education strategy, factoring migration dynamics into labour market forecasts.

Integrate migration into development programming.

Actors may wish to integrate migration into development programming that was not designed with migration in mind, but which could nevertheless benefit from the integration of migration-related considerations. This type of intervention could be applied to development programming in any sector and the aim would be to assess how different development programmes can be adapted to incorporate migration issues. For this type of intervention, the forthcoming sector toolkits from the MMICD project will be useful as they will provide practical guidance on how to integrate migration into development cooperation programmes and projects in various sectors.

Design and implement new migration programming.

Governments may decide to design and implement new migration programmes altogether. For example, if actors choose to implement GCM Objective 6 ("Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work"), they may decide that designing a specific programme on fair and ethical recruitment would be the best way to make progress on this objective.

Integrating migration across different policy sectors.

During the GCM implementation process, if actors decide to focus on integrating migration into different policy sectors, they should seek out specialized advice on designing interventions in those particular sectors and can refer to the following resources:

› *Mainstreaming Migration into Development Planning: A handbook for policymakers and practitioners* (IOM/GMG, 2010). Available at <https://publications.iom.int>.

› *Interrelations between Public Policies, Migration and Development* (OECD, 2017). Available at www.oecd.org.

› *Guidelines on Mainstreaming Migration into International Cooperation and Development (MMICD)* (IOM/European Commission's DG DEVCO, 2022) available at <https://eea.iom.int/mmicd>



Areas of GCM implementation to consider when responding to COVID-19

Migrants face the same health threats from COVID-19 as other human beings; however, migrants may face increased vulnerabilities due to their living, working or administrative situations, which put them at greater risk of contracting COVID-19 and suffering the socioeconomic consequences of the pandemic.²³ Migrants may be excluded from social protection schemes as well as from national programmes for health promotion, disease prevention, treatment and care. Migrant children and youth are less likely to have access to remote learning modalities and more likely to drop out of school. They are also at heightened risk of extreme poverty, and more likely to be negatively impacted by coping strategies such as child labour and marriage, while dwindling remittances impact their diets, livelihoods and access to services.

In the time of a pandemic, ensuring public health is contingent on protecting all persons. For this reason, government actors should see COVID-19 as a crucial opportunity to address barriers that migrants face in accessing services and social protections, particularly concerning:²⁴

- The right to the enjoyment of the highest attainable standard of physical and mental health care
- Non-discrimination and equitable access to health services and medical supplies including vaccines

23. UN Secretary General Policy Brief, “COVID-19 and people on the move” (2020).

24. Adapted from: United Nations Network on Migration, “Enhancing Access to Services for Migrants in the Context of COVID-19 Preparedness, Prevention, and Response and Beyond” (2020). Available at <https://migrationnetwork.un.org>.

- People-centred service systems and continuity of care
- Gender equality and prevention and response to sexual and gender-based violence
- Age-sensitive support and protection through case management, including by designating child protection officials and social workers as essential workers and focusing on psychosocial support
- Education and training strategies for continued learning for all migrants, including children
- Access to adequate housing, water and sanitation
- Equal treatment in the workplace
- Social protection and mitigation of socioeconomic impacts
- Whole-of-government and whole-of-society approaches and partnership
- Engagement and empowerment of local authorities and grassroots actors
- Participation and inclusion of migrants in COVID-19 response and recovery plans

ACTION 5

DEVELOP INDICATORS

Once data mapping is complete and interventions for GCM implementation have been chosen, relevant indicators should be identified and/or developed. To do this:

1. Verify whether global indicators, such as SDG indicators, or indicators from other existing national plans, policies and programmes can be reported to measure progress on the chosen GCM objectives, drawing on the data mapping exercise. If so, these indicators should be used so that progress can be compared to that of other countries. The following resources can help connect migration-related indicators with the SDGs:

› *Migration and the 2030 Agenda: A guide for practitioners* (IOM, 2018) available at <https://publications.iom.int>. See specifically the booklet outlining linkages between migration and each SDG.

› *Handbook for improving the production and use of migration data for development* (GMG, 2017) available at www.knomad.org.

› Guidance on implementing the SDGs for and with children: issue briefs available at www.unicef.org/sdgs/resources.

2. Develop human rights indicators, as needed, to measure progress on migrants' rights, protection and access to services, drawing and building on existing resources. See the following examples:

Human Rights Indicators: A guide to measurement and implementation (OHCHR, 2012)

This guide aims to fill the gap that exists around the systematic use of indicators measuring the realization of human rights. It recognizes human rights indicators — both qualitative and quantitative — as an essential tool for policy formulation and evaluation. It also addresses head-on various concerns related to human rights indicators, including the challenges in collecting and disseminating information on human rights, as well as difficulties around what to monitor, how to collect information and how to interpret it from a human rights perspective. Available at www.ohchr.org.

Human Rights Indicators for migrants and their families (KNOMAD et al, 2015)

This paper shows that the use of indicators for the human rights of migrants can facilitate and monitor progress and compliance with legal obligations, that the fulfilment of migrants' rights is an essential tool for social integration in multicultural societies, and that migrants' rights indicators promote evidence-based policy-making. The paper was published as part of the Working Paper Series of the Global Knowledge Partnership on Migration and Development (KNOMAD). Available at www.ohchr.org.



Key human rights indicators for monitoring human rights implications of COVID-19

To support COVID-19 response and recovery, a set of 10 key human rights indicators were developed in “A UN framework for the immediate socio-economic response to COVID-19” (Annex 1, p. 41), available at <https://unsdg.un.org>.

3. Gain a clear understanding of the differences between structural indicators, process indicators and outcome indicators to refine the indicator development process. In the context of GCM implementation, these indicators would serve the following functions.²⁵

Structural indicators	Reflect the adoption of legal instruments as well as the existence and creation of basic institutional mechanisms deemed necessary for successfully implementing the GCM.
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Process indicators	Measure ongoing efforts to transform GCM objectives into desired results.
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Outcome indicators	Capture individual and collective attainments that reflect the state of successful GCM implementation in a given context.
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4. Adjust existing and/or develop new indicators as needed for each GCM implementation intervention. Tool 6 provides a template to support the formulation of indicators.

5. Refer to Tool 7, the simplified checklist for developing indicators, to ensure indicators measure each intervention accurately, while also helping to leverage and strengthen existing migration data.

25. OHCHR, Human Rights Indicators: A guide to measurement and implementation (2012).