

NEEDS ASSESSMENT

The GCM presents a 360-degree vision of international migration that recognizes a comprehensive approach is needed to optimize the overall benefits of migration while addressing risks and challenges for individuals and communities in countries of origin, transit and destination. In line with this 360-degree vision, the GCM objectives span many different topics across sectors.

The purpose of a needs assessment is to identify those GCM objectives related to the issues that matter most and where the greatest needs lie. It may not be possible to tackle all 23 GCM objectives at the same time, and not all objectives may be equally relevant in every context. At the same time and in line with the GCM's 360-degree vision, the 23 GCM objectives are deeply linked and should not be viewed in isolation. Action taken concerning one GCM objective will have additional impacts on other objectives. For this reason, objectives should not be selected for implementation without assessing all GCM objectives comprehensively during the needs assessment and, over time, all objectives should be addressed.

USING THIS MATERIAL

The needs assessment step includes the following actions: identify GCM objectives for immediate action and coordinate with other processes. Before beginning, reflect on the following guiding questions and the focus of your approach. Review the actions and tools provided and note those of particular interest. Use the checklist included at the end of this step to help guide your work.

GUIDING QUESTIONS

1. What are the broad migration governance issues that should be tackled in your country, and why?
2. What are the greatest needs related to migration governance at the national, regional and local levels?
3. Are there different issues and needs in different regions or territories within your country?
4. What do migrants in your country say their greatest needs are?
5. What are the most significant challenges facing your nationals when migrating?
6. What are some key opportunities for improving migration governance?
7. Reflecting on migration governance measures your government has taken in the past, what has worked and what has not? Who has benefited and who has been left behind?
8. What major migration governance issues could arise in the next five years, both nationally and locally? And the five years after that?
9. How do the needs of migrants change during a global pandemic such as COVID-19 or other global, regional or national crises?
10. What adaptations were needed in your migration governance policies and processes due to COVID-19? Which of these measures should be maintained or expanded?



ACTION 1

IDENTIFY GCM OBJECTIVES FOR IMMEDIATE ACTION

1. Map migration trends and concerns.

The map should be informed by data whenever possible. Identify gaps in existing data as it relates to specific GCM objectives. The map should also include an assessment of migrants' needs and rights and include a focus on migrants in vulnerable situations and those who tend to be left behind or invisible. This mapping should draw on the consultation process as well as existing data and other resources. Because there are numerous gaps in much migration data – particularly with regards to the human rights situation of undocumented migrants – it is likely data mapping alone would not suffice.

2. Hold multi-level and multi-stakeholder consultations.

Consultations should fulfil a range of criteria as outlined in Tool 2: Criteria for multi-level and multi-stakeholder consultations.

The following tools can support the consultation process: Tool 3: Needs assessment discussion guide and Tool 4: Needs assessment principles.

When carrying out the consultation and needs assessment, States may choose to take a GCM objective focus, a thematic focus or find a way to combine the two, while keeping in mind the guiding principles of the GCM. Tool 3 provides questions to facilitate both of these approaches to consultation.

A **GCM objective-focused approach** to consultation involves formulating discussion around specific GCM objectives and associated actions, as outlined in the GCM itself, to explore needs in a given context.

Advantages

Allows actors to stay grounded in the scope of the GCM. Helps increase familiarity with and knowledge of the GCM's content.



Disadvantages

May limit broader discussion of thematic migration-related issues from being identified and explored. May hinder a more coherent approach in which action related to several objectives is needed to move forward on an issue of importance.



A **thematic approach** to consultation involves formulating discussion around broad migration issues and then identifying GCM objectives and associated actions relevant to those issues.

Advantages

Allows actors to engage in a broad, open brainstorming about important migration issues and recognize that actions related to several objectives may be needed to address priority issues.



Disadvantages

Given that the 23 GCM objectives are comprehensive across many different topics and sectors, certain critical themes related to migration governance might be missed altogether if each of the GCM objectives is not carefully reviewed.



3. Align the needs assessment process and consultations with the GCM's guiding principles.

The following resources will guide actors in the Compact's human rights-based, gender-responsive and child-sensitive principles:

› *National Mechanisms for Reporting and Follow-up: A practical guide to effective state engagement with international human rights mechanisms* (OHCHR, 2016). Available at www.ohchr.org.

› *Handbook on National Human Rights Plans of Action* (OHCHR, 2022). Available at www.ohchr.org.

› *Principles and Guidelines, supported by practical guidance, on the human rights of migrants in vulnerable situations* (OHCHR and GMG). Available at www.ohchr.org.

› *Recommended principles and guidelines on human rights at international borders* (OHCHR). Available at www.ohchr.org.

› *“A guide for gender-responsive implementation of the Global Compact for Migration”* (UN Women, 2021). Available at www.unwomen.org.

› *Toolkit for Mainstreaming Employment and Decent Work* (ILO, 2008). Available at www.ilo.org.

› *“Guidance for assessing the situation of children on the move in a national context”* (UNICEF). Available at www.unicef.org.

› *Guidelines on Adolescent Participation and Civic Engagement* (UNICEF) Available at www.unicef.org.

› *Human Rights-based Approach* (HRBA) Portal (UNDG Human Rights Working Group). Available at <https://hrbaportal.org>.

4. Synthesize the discussions and outputs of the organized consultations in a way that accurately summarizes the range of viewpoints and inputs gathered, and share with participants.

5. Jointly decide which GCM objectives to focus on for immediate action based on the consultation and needsassessment process.



TOOL 2

Criteria for multi-level and multi-stakeholder consultations

Consultation criteria:

Horizontally inclusive: Involve different ministries at all levels of government, paying special attention to those government stakeholders who may not typically be included in decision-making impacting migrants and their families.

Vertically inclusive: Involve stakeholders involved in implementing national and local plans and relevant cross-government strategies, including civil society organizations, migrant groups and other non-governmental actors.

Held in a safe and enabling environment.

Flexible: Most consultations should take place in person with groups of stakeholders, but when needed, governments should allow for consultations with individual stakeholders and, where in-person consultation is not possible, States should collect inputs through interviews or written statements.

Focus on migrants' needs and rights.

Consider the country's specific migration governance challenges and successes, including how these may differ throughout the country.

Aim to identify the specific GCM objectives that respond to migrants' needs and rights and the country's migration governance needs.

Aim to chart how GCM guiding principles will be implemented.

Assess the government's capacity and resources at all levels of governance.

Include representatives from the relevant statistical agency so that critical data, monitoring and evaluation topics can be considered.



TOOL 3

Needs assessment discussion guide

Guiding Questions

BROAD THEMATIC QUESTIONS

What migration-related areas* present the most challenges?



What migration-related areas present the most opportunities?



What are the most pressing areas related to migrants' rights and needs? Which are at risk to be left behind?



Which GCM objectives seem to respond to the challenges, opportunities and needs identified above?



How can the GCM guiding principles be followed in response to the challenges, opportunities and needs identified above?



**Examples of migration-related areas: migrants' access to services, rights-based border governance practices, ending immigration detention, addressing the needs of migrant women, children and youth, decent work for migrants.*

GCM OBJECTIVE-SPECIFIC QUESTIONS

Why is this GCM objective important?



How is this GCM objective applicable to local/national migration governance issues?



How would implementing this GCM objective help fulfil migrants' needs and rights?



What migration governance sub-issues for local/national attention fall under this objective?



How might migration issues related to this GCM objective change in the next five years? In the next ten years?



How have migration issues related to this GCM objective changed during the COVID-19 pandemic? What have you learned about how to address the impacts of future potential global pandemics or other major disruptions to migration?



What would be the main challenges in implementing this GCM objective?



How do the GCM's guiding principles relate to this objective?
How can the guiding principles inform the approach to implementing this objective given the national context?



What resources would be needed to achieve this GCM objective?



How does this GCM objective link to relevant local and national action plans, including development plans and COVID-19 response plans?



WRAP-UP QUESTIONS

Are there any other migration governance issues or issues related to migrants' rights and needs that should be addressed that are not reflected in the chosen objectives?



If so, how could these issues be included?



Are there migration governance issues particular to COVID-19 that are not clearly articulated in the GCM objectives?



One example might be the difficulty of balancing mobility restrictions needed for public health reasons with ensuring that States still fulfil their protection and human rights responsibilities with regards to migrants (in particular those in vulnerable situations, such as irregular migrants in the time of a global pandemic).



TOOL 4

Needs Assessment Principles

APPLICABILITY

Identify GCM objectives that are of particular relevance to the national and sub-national contexts, taking into account the country's migration governance situation, as well as the rights and needs of migrants. Carefully think through how each GCM objective could be implemented in line with the GCM's guiding principles.

LINKAGES

Wherever possible, explicitly link GCM objectives to relevant plans, strategies and mechanisms, such as CCAs, UNSDCFs, the 2030 Agenda and the work of national reporting and follow-up mechanisms that systematize the preparation of reports to international and regional human rights mechanisms.

IMPACT

Recognize where making progress in a particular migration governance area would be a significant challenge, and where it would have a largely positive impact on migrants and in fulfilling their rights and needs with attention to those migrants who are at risk to be left behind. Consider the potential synergies and trade-offs between selected objectives and other objectives.

FUTURE CONSIDERATION

Consider the country's possible migration governance needs and scenarios over the next five to ten years, taking into account how migrants' situations and needs might evolve over this time.

CONSTRAINT RECOGNITION

Identify and consider any challenges or constraints that could affect the success of implementation. Realistically consider the country's ability to meet different GCM objectives and to integrate the GCM guiding principles during the implementation effort.

ACTION 2

COORDINATE WITH OTHER PROCESSES

Ensuring coherence with other relevant processes and obtaining the buy-in of relevant government actors is critical to successful GCM implementation.

1. Identify other processes relevant to GCM implementation, such as the processes for implementing the 2030 Agenda, national plans on migration-related issues such as development, non-discrimination, housing or poverty reduction and cross-governmental strategies on health, education, child protection or other areas. Note that COVID-19 response and recovery plans should also be carefully considered.

2. Discuss the list of chosen GCM objectives with the bodies responsible for implementing the relevant processes identified and with actors from relevant sectors such as health, education, child protection, social welfare, labour and justice, regardless of whether these sectors have their own national processes. This will help promote horizontal coherence.

3. Organize a validation workshop to allow relevant government actors to approve the chosen GCM objectives.

4. Communicate with all relevant stakeholders about the outcomes of the validation workshop.



Checklist

STEP 2 - NEEDS ASSESSMENT

- ✓ Conduct a mapping of migration trends and concerns.
- ✓ Hold multi-level and multi-stakeholder consultations as part of the process for identifying GCM objectives for implementation.
- ✓ Refer to different needs assessment tools to facilitate consultations that fulfil suggested criteria and meet the intended objectives.
- ✓ Ensure alignment with the GCM's vision and guiding principles, including the commitment to human rights-based, gender-responsive and child-sensitive approaches.
- ✓ Synthesize the discussions and the outputs of the organized multi-level and multi-stakeholder consultations mentioned above.
- ✓ Based on the above, decide on which GCM objectives your country will focus on for implementation.
- ✓ Identify other processes relevant to GCM implementation (e.g., the processes for implementing the 2030 Agenda, the national plan on poverty reduction and cross-governmental strategies on health, education, child protection).

- ✓ Discuss the list of chosen GCM objectives with the bodies responsible for implementing these other processes, as well as with relevant sectors (e.g., health, education, child protection, social welfare, labour and justice).
- ✓ Organize a validation workshop to allow relevant government actors to approve the chosen GCM objectives.
- ✓ Communicate with all relevant governmental and non-governmental stakeholders about the outcomes of this validation workshop.