

Background paper¹

Theme 1: Coordinated responses to mixed movements: Partnerships and collective action to protect rights

Roundtable Session 1.2: *Facilitating social and economic inclusion*

This background paper aims to provide elements for discussion during roundtable 1.2 on facilitating social and economic inclusion. It is complemented by an annex referencing good practices that promote benefits for migrants and host communities, as well as sample capacity-building tools. Neither the paper nor the annex is meant to be exhaustive. The purpose of the roundtable is to facilitate a fruitful exchange of models and practices that have worked to provide inclusive solutions that generate benefits for newcomers and host communities alike. Discussions aim to be relevant for states and non-state actors, regardless of national legislations, policies and priorities, and in full respect of international human rights law and States national sovereignty to manage migration within their own jurisdiction. The aim is to share knowledge and forge new partnerships to enhance the agenda of social and economic inclusion.

1. Introduction

The social and economic inclusion of migrants in receiving societies has always been an important aspect of the migration phenomenon. The degree to which newcomers¹ can find safety, opportunity and a sense of belonging in a host community is often closely linked to their migratory status and to the sense of safety, opportunity and belonging that prevails among locals in that community.² In an increasingly globalized world, the growth in the absolute number of migrants over the past 50 years³ and the diversification of migrants' origins, socio-economic backgrounds and reasons for migrating, have led to more socially, culturally and religiously diverse societies.⁴ Growth over the past 30 years has also spread the reach of migration across more countries.⁵ As a result, the impact of migration and diversity on social cohesion has become a key focus of migration policies and governance in many countries. This is illustrated by policies adopted by numerous States to promote inclusion within increasingly diverse societies.

The term *inclusion* refers to 'the process of improving the ability, opportunity, and dignity of people disadvantaged because of their identity, to take part in society'⁶ or in other terms of incorporating migrants and nationals into all areas of society, such as education, health, employment, housing and participation in political and civil life. While the inclusion process is heavily dependent on individual factors such as age, gender, level of education or social capital, the absence of inclusion policies can have negative effects on social cohesion.⁷ The concept of inclusion has recently gained currency to

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reflect the evolving debate on the limitations of past approaches to integration and acknowledges the importance of a process of mutual engagement of host societies and migrants, refugees and displaced persons in shaping prosperous, diverse and cohesive societies;⁸ it recognizes the importance for migrants and receiving societies to nurture a shared sense of safety, opportunity and belonging; it is also in line with the broader policy goal of eliminating the exclusion of all disadvantaged groups from having full access, participate, and contribute to society.⁹

While the question of how to live together in increasingly diverse communities has become central, the challenges in addressing migrants' inclusion have been compounded by the many opinions and voices on the topic. Alongside migrants and States, a wide array of actors, such as civil society organizations, communities and local authorities, play increasingly important roles in migrants' inclusion. States have recently reaffirmed the centrality of migrants' inclusion and social cohesion by making it a stand-alone objective in the Global Compact for Safe, Orderly and Regular Migration.¹⁰ The Global Compact on Refugees also promotes the inclusion of refugees through durable solutions and the enhancement of refugees' self-reliance.¹¹

Inclusive development is also at the heart of the 2030 Agenda for Sustainable Development, which recognizes the contribution of migration to sustainable development and includes a pledge to "leave no one behind" and an endeavour to reach the furthest behind first. To achieve inclusive development, migrants and migration must be considered in all aspects of implementing the SDGs.¹² The 2030 Agenda promotes policy coherence in key areas of social and economic inclusion such as, amongst others, access to basic services (SDG 1), quality education and lifelong learning opportunities (SDG 4), gender equality and the empowerment of women (SDG 5), good health and well-being (SDG 3), decent work (SDG 8), reduced inequalities (SDG 10), inclusive cities and communities (SDG 11) peaceful and inclusive societies (SDG 16).¹³

2. Why countries should facilitate social and economic inclusion

Social and economic inclusion are fundamental to cohesive, healthy, and peaceful societies. As extensive research indicates that migration-fuelled diversity has a positive effect on economic growth,¹⁴ States increasingly recognize the importance of going beyond economic considerations, promoting inclusive policies that pursue the well-being of society in broader terms and access to opportunity and prosperity for all. This helps to foster social cohesion and to prevent social exclusion, social unrest and discrimination phenomena. Social and economic inclusion are complex, multi-dimensional phenomena that require multi-sectorial approaches. As the centrality of inclusion is being recognized ever more widely, so is the importance of policies that ensure access to services, housing, education and lifelong learning opportunities, universal healthcare, including sexual and reproductive healthcare, and decent work.¹⁵

There is empirical evidence to suggest that migrants' economic and social inclusion contributes to **social cohesion¹⁶ and prosperity**. The Migrants Integration Policy Index (MIPEX) analyses policies to integrate migrants in EU Member States, Australia, Canada, Iceland, Japan, South Korea, New Zealand, Norway, Switzerland, Turkey and the USA through 167 policy indicators.¹⁷ The OECD Indicators of Integration provide comparative data on integration outcomes in EU, OECD and select G20 countries for migrants and their children.¹⁸ Recently, researchers using MIPEX around the world found that countries with inclusive integration policies tend to be more competitive and happier places for migrants and everyone to live in. The analysis of OECD indicators highlights that migrants tend to have worse economic and social outcomes at first, but gaps tend to reduce the longer they stay and become more familiar with the host country.¹⁹

A recent series of empirical studies by the OECD and ILO on migrants' contributions to low- and middle-income countries' economies shed some light on the **linkages between inclusion and development**. Based on data from 10 countries, the study found that migrants' contribution to the economy is directly linked to how well they are integrated into the destination country's labour market, both in terms of labour market participation and quality of jobs. Working and living conditions were also found to be closely linked to the way migrants contribute to their host countries' economies²⁰. Another study by the OECD based on data from Costa Rica, Côte d'Ivoire and the Dominican Republic

demonstrated the impact of public policies on migrants' social and economic inclusion with respect to investment outcomes. Integration and investment outcomes were better and more likely when migrants had regular status or had acquired the host country's nationality. The study also provided insights into the extent to which migrant fiscal contributions in developing countries may be largely a function of a lack of access to formal jobs.²¹

Access to **health services** is of paramount importance to facilitate social and economic inclusion and to ensure rights-based health systems and public efforts aimed at reducing health inequities.²² It is also important for public health, as the collective ability to prevent, detect, and respond to health threats depends on the possibility to access health services in a timely manner, regardless of migration status.²³ In terms of impact of incoming migrants on the health profile of the receiving countries, migrants are generally healthier than comparable local populations (so called 'healthy migrant effect'). Furthermore migrants represent a significant portion of the health workforce, providing health and care services for the elderly in the public and private sector, in particular migrant women who make up a large proportion of foreign-born nurses and care workers in many countries.²⁴ Paradoxically, data indicates that migrants' health status may deteriorate with additional years in the receiving country.²⁵ Universal Health Coverage (UHC) provides a framework for achieving access to equitable health services.²⁶

Education is a key driver of integration. Investing in education yields not only economic benefits through increased income and reduced poverty, but also in terms of health and social benefits. Many of the observed social impacts are linked to women's education, hence the importance of girls' education for future social welfare.²⁷ Diverse classrooms can bring benefits to all. Joint schooling opens opportunities for social integration, where not only children from host and migrant groups, but also their caregivers from diverse backgrounds contribute within and outside of the respective school communities. Evidence clearly demonstrates that child refugees and migrants – and the generations that follow them – live better lives and are more able to contribute to society when they have opportunities to learn and advance wherever they are.²⁸ A number of studies document also to what extent investment in education yields significant economic return. Each additional year of education is associated with between 13–35% higher national GDP per capita.²⁹ In particular, Early Childhood Development (ECD) interventions provide the opportunity to mitigate developmental inequalities within society.³⁰

Family unity helps family members thrive and contributes more productively to host communities, encouraging acceptance and better integration. Families, in all their diversity, play a crucial role in the smooth and successful integration into host communities. Unified families are more likely to prosper through participation in economic, social, cultural and political life and through quicker integration.³¹ Families represent an essential social support system, to maintain a sense of normality, help children overcome trauma of displacement and adapt to new environments.³² From an economic perspective, when a refugee family is together, members of the family are more self-sufficient, lowering social and economic costs for the host community in the long-term.³³ In the case of migrant workers, family unity has a positive impact on the productivity of the worker.³⁴

Conversely, policies that do not foster economic and social inclusion and that do not allow family reunification may prevent a 'sense of belonging', which is critical for integration and social cohesion. An increase in divided communities - along racial, religious, or socio-economic grounds – may also give rise to increased prejudice, social exclusion and discrimination phenomena, as well as hate crimes and the spread of fear, which exacerbate social tensions.³⁵

There is empirical evidence to suggest that **restrictions of access** to social services, housing, education, healthcare, and opportunities for employment and decent work endanger the safety, health and well-being of migrants and ultimately prevent them from integrating successfully and contributing fully to society. It is also important to note that restrictions of access to services affect men and women differently. For instance, women and girls may not access health services without the permission of their husbands, families or communities. Also access to transport may affect women and men differently.³⁶ Interventions that build and reinforce links between communities and local health services can improve community support for health-seeking behaviors. In this way, they overcome barriers to access without directly challenging gender norms.

An often-cited reason for not including migrant health considerations in health care systems and **social security** schemes is the fear that it is costly. Yet neglecting access to primary health care and leaving migrants' health to be managed at the level of emergency runs counter to economic and public health principles. Late or denied treatment does not respect human rights principles, is a threat to public health and is more costly.³⁷ Furthermore social protection systems play a central role in achieving social inclusion and equality.³⁸ In a number of countries, increased social protection levels have also been linked to improved economic performance.³⁹ Studies on the usage of health services in countries where health services are available at no cost, indicate that migrants make less use of such services as compared to nationals.⁴⁰ A recent report on access to health services for migrants in an irregular situation documents that providing access to primary services is less expensive than restricting migrants to emergency only services.⁴¹ A study conducted in Germany on the effect of restricting access to health care on health expenditures among asylum-seekers and refugees, found that the cost of exclusion of these populations from accessing health services was higher than if they had been granted access to care.⁴² A study by WHO found that care workers, who are largely migrant women, often working in informal home settings, make a considerable contribution to public health in many countries but are themselves exposed to health risks, face barriers to accessing care, and enjoy few labour and social protection measures.⁴³

A lack of investment in education may increase the **risk of conflict and exploitation**. Research has shown that education inequality more than doubles risks of violent conflict between groups, whereas greater equality in educational attainment between boys and girls reduces violent conflict risk by 37 per cent.⁴⁴ Studies also show a link between education and a lower risk of being exploited. Among children travelling along the Central Mediterranean migration route, 90 per cent of adolescents without any education reported exploitation, compared to about 75 per cent of those with primary or secondary education.⁴⁵ Lack of connection between schools and migrant communities, inadequate teacher education or a testing culture focused on narrow learning metrics are factors that may result in (often unintentional) discrimination and social exclusion.⁴⁶ Research indicates that parents of migrant or refugee children are often reluctant to get involved in their children's education as they may feel marginalized and lack confidence due to language difficulties or because they have a lower level of education (combined effect of segregation by origin and by socio-economic background). This can prevent parents from becoming fully involved in their children's schooling and children from achieving their full potential.⁴⁷ At the same time, children and young people often act as 'bridges' between their families and host communities, especially when they attend and feel included in school.

Tolerance of **poor working conditions and unequal pay** negatively affect labour market opportunities for national workers and migrants alike and can degrade social cohesion through unfair competition for jobs. It can also lead to labour market segmentation with newcomers relegated to migrant-dependent sectors characterised by low-wage, low-skilled jobs and with little possibility for upward mobility.⁴⁸ Paying attention to the inclusion of newcomers in the labour market and to quality of work is also the best way of protecting nationals and prevent "social dumping" or undercutting existing working conditions for all.

Migrants who are excluded from access to the regular labour market, including migrants working as domestic workers in private homes, are more vulnerable to trafficking in persons, both for sexual and labour exploitation. One of the most effective ways of combating the crime of human trafficking and protecting victims is to ensure that migrants have regular access to **decent work**.⁴⁹ Furthermore, research indicates that the first few years after arrival are particularly important to long-term prospects. Integration takes place over several decades, but the failure of migrants to enter the labour market early, in occupations consistent with their skills, and in sectors that offer opportunities for upward job mobility, can have a "scarring effect" that persists throughout a worker's life.⁵⁰ Research on employment bans for asylum seekers suggests that asylum seekers who had to wait a long time before entering the labor market due to their status were less likely to be employed at a later stage. It also confirms other research that employment bans may have long-lasting negative consequences, as extended, involuntary unemployment can be powerfully demoralizing, and individuals affected by employment bans are less likely to search for a job once the ban is lifted.⁵¹

3. Key Issues of Social and Economic Inclusion

In line with the 2030 Agenda for Sustainable Development and the Global Compact on Migration⁵², it is important to develop and adjust general policies and public services to the needs of increasingly diverse populations, while at the same time it may be necessary to direct some services at particularly disadvantaged groups, ensuring a human-rights based, gender-responsive and child-sensitive approach in service design and service provisions. Within a public service context, as clients, members and stakeholders become increasingly diverse, it is important that migrants' inclusion is mainstreamed in relevant sectors and institutions.

Ensuring the protection of fundamental rights and access to services, healthcare and education

International law entitles all human beings to protection of their human rights irrespective of their migration status. This premise is a fundamental pillar on which effective policies and programmes on social and economic inclusion are to be founded. Many States have committed to ensure 'that all migrants, regardless of their migration status, can exercise their human rights through safe access to basic services' [...] and to 'strengthen migrant inclusive service delivery systems.'⁵³ However, formal and informal **barriers** often prevent access to services (see Textbox 1 below).

1 – Examples of formal and informal barriers to service access

- ❖ Access to services is dependent on migration status, nationality and/or duration of stay in the host country;
- ❖ Migrants have *de jure* access to services, programmes and public policies (i.e. access foreseen by law), but may struggle to get effective coverage beyond legal entitlements, due for instance to lack of information on services available, language barriers, cultural barriers, lack of transport, lack of cultural competence among care providers;⁵⁴
- ❖ Housing is not available and accommodation in camps or isolated areas may *de facto* contribute to social exclusion of migrants and refugees or displaced populations;
- ❖ Costs and various other economic barriers, as well as financial and administrative hurdles, inability or ineligibility to affiliate with health insurance and other social security schemes;⁵⁵
- ❖ Women and men may face differing obstacles due to societal expectations and prejudices regarding their perceived roles in society, both in the country of origin and of destination;
- ❖ Lack of policies that promote sexual and reproductive health and rights, in particular of women and girls, who often face a variety of sexual and reproductive health issues;
- ❖ Lack of access to quality education for migrant and refugee children. Although the right to education is enshrined in the Convention on the Rights of the Child and the 1951 United Nations Convention Relating to the Status of Refugees and in many national systems, access to education for migrants, refugees and displaced populations is often hindered, contributing to systematic patterns of social exclusion.⁵⁶
- ❖ Specific challenges in service provision may arise as a result of concentrated migrant populations with special needs, such as vulnerable adults, including persons with disabilities, survivors of sexual and gender-based violence, unaccompanied children, LGBTIQI individuals;
- ❖ Trauma and lack of psychological safety are potential barriers to integration and social inclusion for victims of trafficking;⁵⁷
- ❖ Lack of access to mental health services;
- ❖ Lack of access to justice;
- ❖ Poverty, stigma, racism, discrimination, social exclusion, legal status may affect access to services;⁵⁸
- ❖ Conflicts and disasters may hinder the provision of essential public services, placing migrants and refugees in a situation of heightened vulnerability;⁵⁹
- ❖ Overall lack of migrant-inclusive policies.

Urbanization is a major trend at global level that confronts cities with specific challenges. Migrants and displaced populations often settle in the most hazardous areas of cities, facing high risks of disaster and in terms of safety, health and quality of life. A recent report from IFRC documents how barriers to basic services for migrants and displaced populations may have dire consequences for affected populations and contribute to the emergence of humanitarian crises.⁶⁰ Investments on risk-reduction are necessary as well as building infrastructure and services for all. Access to housing and integrating migrants in housing policies are key issues, as well as overall urban planning efforts that help overcome formal and informal barriers and can foster social and economic inclusion.

Providing the necessary protection and support to **unaccompanied and separated migrant and asylum-seeking children** (UASC) to ensure their social and economic inclusion is often a challenge.⁶¹ It is important to apply to unaccompanied and separated children the same rules and standards that apply to national children in State custody, regardless of how long UASC stay in the country and to remove barriers to access to education, health care and to sustainable solutions.

To facilitate access to services, it is also important to ensure that **cooperation between service providers and immigration authorities** does not exacerbate vulnerabilities of irregular migrants by compromising their safe access to services unlawfully infringing upon their human rights to privacy, liberty and security at places of service delivery.⁶² Approaches include prohibitions on disclosure of personal data to the police (with exemptions around certain of criminal offences) e.g. for health and education authorities, or specifically to protect the information of children of undocumented migrants or those in an irregular situation. Some municipalities have also adopted ordinances framed around privacy in these areas (so called ‘firewalls’).

Promoting skills development, employment and decent work for all

Employment is key to provide income generation, economic independence and possibly social advancement. As such, it is generally a key factor supporting inclusion. Jobs can also be valued social roles, foster the acquisition of language and cultural competences and social connections. Early interventions and measures for fast inclusion in the labour market by public employment services and vocational training institutions are critical for successful social inclusion and must be gender-responsive to ensure that migrant women and men have equal access to decent work and social protection.⁶³ Employability is also linked to factors such as language and cultural competences. Some states have developed pre-departure and post-arrival programmes to facilitate smooth transition for migrants to settle in their new environment and access employment soon upon arrival, including:

- **Pre-departure measures** to enhance early employability e.g. digital-based skills profiling tool, orientation courses, technical training (sometimes in collaboration with origin countries) as well as information about access to services, rights, obligations and risks;
- **Post-arrival measures** to streamline formal and informal skills and qualifications recognition and foreign work experiences, access to bridging training, counselling and mentoring, pathways to first employment, including pre-employment training, migrant entrepreneurship programs, and mentoring; information about complaints mechanisms and procedures in the case of labour exploitation or abuse.

Partnerships for social and economic inclusion

Inclusion is multi-dimensional and multi-sectoral and requires a whole-of-government and a whole-of-community approach. Managing complex partnerships is critical to foster social and economic inclusion. To achieve long-lasting impact, it is necessary to play on the strengths of different stakeholders, acknowledging the critical role of local governments, civil society, social partners, the diaspora, the private sector and the media, and fostering effective communication among actors from different organisational cultures. To realise the multiplier effect of partnerships, States need to build sustainable and effective forms of collaboration that involve relevant levels of government, civil society, the private sector, not just in service-delivery but also in strategic planning and policy development.

*‘Local government is only responsible for some fields, but is still subject to State and supra-state legislative and regulatory frameworks. Setting control policies off against inclusion policies is to ignore [their] local impact.’⁶⁴
Gloria Rendón Toro, Coordinator of Service Centre for Immigrants, Emigrants and Refugees, Barcelona City Council, Spain*

- Ensuring a whole-of-government approach requires:
 - ‘breaking-down’ silos – strengthening coordination among different level of government (national, regional, local) and policy alignment to support social and economic inclusion;
 - inviting all key actors at the policy table, including sector leaders, social partners, and policy makers not typically involved in migration and integration discussions;⁶⁵
 - fostering a more localised approach to migrants’ integration and ensuring that local governments and cities are taking part in policy development.
 - Acknowledge the role of arrival cities and of collaborating closely with them to alleviate or prevent tensions and devise effective, inclusive policies and programs.
- Ensuring whole-of-society approach requires:
 - Engagement with civil society, including migrant and refugee-led organizations, women’s and youth organizations, non-traditional partners (e.g. private sector, sports federations, home-town associations in both host and home countries);
 - Engagement with the private sector;
 - Engagement with the media;
 - ‘Strengths-based approach’ recognising migrants as agents rather than only as beneficiaries;
 - Recognising that transnational bridges between origin communities and migrants are important to understand migrants’ social roles and to leverage inclusion.

Preventing discrimination and addressing racism and xenophobia

Despite the benefits of migration, migrants often face suspicion or even hostility, discrimination and xenophobia.⁶⁶ Narratives on migration are not always based on facts and data and may adversely affect social inclusion and social cohesion or result in outright discriminatory practices or feed racist and xenophobic sentiments. By underlining the benefits that migrants bring to host communities and countries of origin, including through empirical data and evidence, States and stakeholders can help overcome barriers of exclusion and discrimination and reduce the potential for community tensions. The right of migrants to enjoy their full human rights fundamental freedoms without being subject to discrimination is enshrined in international law by numerous human rights treaties, but is still far from being universally applied. It is fundamental to develop non-discriminatory policies and services that benefit everyone in the community, local and newcomers alike.

Examples of country practices

Policy development, mapping and other systemic initiatives to promote human rights and inclusion

- [Costa Rica](#)’s 2018–2022 National Integration Plan promotes equal opportunities and respect for human rights to improve inclusive social, economic and cultural spaces; a Migration Social Fund supports projects on education, health and social protection targeting migrants and refugees, but benefiting entire communities.⁶⁷ [Uruguay](#) has introduced specific measures to minimize administrative irregularity linked with international human mobility and is pursuing legal framework revisions to promote migrants’ rights, bilateral and multilateral social security agreements, visa waiver agreements, and various measures in line with civil society recommendations. [Colombia](#) has carried out an assessment to identify legal and administrative barriers to social and economic inclusion of migrants and to devise targeted responses.⁶⁸ [Argentina](#) has established Migrants and Refugees Orientation Centres as spaces of inclusion, dialogue and assistance. [Social innovation](#) initiatives have been launched in **many countries** to find solutions to local challenges involving migrants, refugees and host communities in social entrepreneurship ventures.⁶⁹

Access to Social Services

- Numerous public services have adjusted to provide [universal access or extend social protection coverage](#) to an increasingly diverse population through bilateral and multilateral social security agreements or unilateral measures.⁷⁰ One mechanism for extending social protection and paving the way for universal coverage is the establishment of **social protection floors** – nationally defined sets of basic social security guarantees that ensure at a minimum, that over a lifetime, all those in need have access to essential health care and to basic income security.⁷¹

Access to Healthcare

- **Thailand** has championed migrants' health protection for years by offering a prepaid, premium-based health insurance scheme. Undocumented migrants can buy the insurance under the condition of registering with the government;⁷² some countries offer health coverage for their citizens who move abroad, e.g. **Sri Lanka** and the **Philippines**. **Australia** offers private insurance with provisions especially for migrants; the **Republic of Moldova** gives migrants the option to buy into national insurance schemes; other countries allow migrants to pay into a social security system that includes health benefits and then carry some of those benefits when they move to other countries. This occurs primarily within the **European Union** and between countries that have negotiated specific bilateral agreements.^{73 74} Programmes promoting effective management of health workers migration, health systems capacity building, skill/knowledge transfer from the diaspora are underway in **Somalia, South Sudan, Afghanistan, Ghana**. Health system capacity building programs benefit entire communities.⁷⁵

Education and Inclusion Dimension: Fostering Links between Schools and Families

- Numerous programs encourage **links between schools and communities** to foster social inclusion of children and their families. For instance, in the **Netherlands** for second-generation Turks and Moroccans; in **Pakistan** for Hazara girls; in **Canada** among African and Caribbean-born immigrants; in the **US** for Latin America and Vietnamese communities. Such programs also contribute to countering (often unintentional) discriminatory practices; many States have tested 'two-generation' or 'whole-of-family' approaches grounded on the recognition that addressing the needs of children is key to the success of their parents, and that strong and supportive families will promote better outcomes for children.⁷⁶

Cooperation between service providers and immigration authorities

- **Switzerland** has firewalls between immigration enforcement and service providers to guarantee access to basic services to all, including undocumented migrants.
- In **Sweden**, the law was changed in recent years so that access to health care is now guaranteed and free for all children under 18 and for all adults in case of emergency without any requirement to provide documents. Strong rules on confidentiality apply to citizens and non-citizens, both for access to health care and education, creating a robust firewall in the sphere of health, hence patient confidentiality includes undocumented migrants.
- At the **city level**, **Amsterdam** has adopted a program called "Everyone's Police", which encourages the reporting of crimes in the interest of more effective policing and community engagement. To reach undocumented residents, the police organizes monthly information sessions. A safe reporting policy based on the Amsterdam model has been rolled out **nationwide** to encourage people who are undocumented to approach the authorities to report crimes and to promote trust.

Promoting skills development, employment and decent work

- **Norway** has recently launched its new integration strategy 2019-2022 "Integration through knowledge", which places great emphasis on investment in education, qualification and skills.
- The **Japanese Economic Partnership Agreements with Indonesia and the Philippines** established the legal framework to receive Indonesian and Filipino nurses and care workers. Japan has been receiving candidates to become nurses and care workers from these countries for years. The program provides language training and the opportunity to work in Japanese hospitals. Candidates can take the examination to become qualified nurses and care workers and access work in Japan beyond the 3- or 4 year- period foreseen by the program.⁷⁷
- **Mauritius** has bilateral agreements for circular migration with **France and Canada** for workers and students, creating opportunities for education and employment and providing pre-departure training, social security schemes, post-return financial and technical support e.g. for entrepreneurial initiatives.⁷⁸
- **Mexico** has been implementing programs to evaluate and certify middle skilled workers for migrants with relatively lower levels of formal education but who have acquired significant and complex skills through on-the-job learning. Migrants that fit this profile include, for example, skilled construction workers, experienced garment manufacturers, workers in the high-end service and hospitality industry, and home-health care providers. The Mexican government has designed a program to recognize and certify work capacities in a specific labor area with the support of institutions of bi-national recognition.⁷⁹
- The **European Qualifications Passport for Refugees** is a document providing an assessment of higher education qualifications designed for refugees, including those who cannot fully document their qualifications. This initiative has inspired a UNESCO led initiative to establish a Global Qualifications Passport for Refugees and Migrants.⁸⁰

Partnerships for social and economic inclusion

- [Ecuador](#) has put in place the National Human Mobility Round Table involving a wide range of actors (ministries, public agencies, CSO, academia, UN agencies, business) to work on various issues and identify solutions, including on inclusion. Coordination among central government, provinces and regional actors aims to ensure the application of public policies at different levels of administration;
- In [Switzerland](#), integration promotion is mainly implemented through integration programmes (CIP). These are based on strategic objectives; the Confederation is responsible for devising a strategy in consultation with the cantons; and the cantons are responsible for developing and introducing local integration measures. Additionally, the Federal Council initiated in 2007 the [fide programme](#) for promoting the linguistic integration. The aim of fide is to guaranteed people wo speak other languages and who have immigrated to Switzerland high-quality and efficient opportunities to develop and give proof of their linguistic competences;
- Numerous cities across the world introduced initiatives, programs and projects to foster social and economic inclusion,⁸¹
- In order to better deal with inclusion and integration, [Mexico](#) conducted an assessment to identify institutional competencies and attributions at different levels of government, analyze competences, identify the needs of institutions and migrants respectively, and streamline service provision across the country based on available resources for migrants' care. The assessment enabled the Government to identify key partnerships based on the data collected through the assessment;
- Successful migrants have made investments in health-care infrastructure, building clinics and hospitals, and have engaged in philanthropy with a health and health- education focus, including in disaster relief, reconstruction, training initiatives through diaspora foundations, and joint public-private initiatives.⁸²

Preventing discrimination and addressing racism and xenophobia

- Community-led media campaigns developed by local authorities in partnership with the private sector, refugees, migrant communities, local stakeholders showcasing narratives of success and profiling territories as open and welcoming;⁸³
- Developing and applying anti-discrimination legislation (including monitoring of impact);
- Preventing institutional discrimination, noting gender-based discrimination, and promoting gender equality and the empowerment of migrant women and girls;
- Providing information and services through equality bodies;
- Setting in place and ensuring accessibility to confidential reporting mechanisms, mediation and redress mechanisms, as well as access to justice;
- Addressing xenophobia by promoting more constructive narratives on migration. Examples of effective strategies for engaging various types of media (e.g. IOM campaigns engaging migrants and refugees, ILO annual global media competition on labour migration, OECD Netcom, UNDP, UNICEF, UNWOMEN, civil society, private sector campaigns, etc.);
- Bottom-up approach to promote social belonging and inclusion (e.g. bridge-building activities by community-based organizations, etc.).

4. Ideas for Action

Possible action areas to be considered to foster social and economic inclusion and advance the implementation of related SDGs and GCM objectives include the following:

1. Map and address existing barriers to access to services based on accurate and disaggregated data;
2. Protect fundamental rights and access to social services, healthcare, education;
3. Promote skills development, employment and decent work;
4. Forge partnerships for social and economic inclusion and promote policy coherence across different levels of government and different sectors of society, including migrants' perspectives;
5. Prevent discrimination and addressing racism and xenophobia.

5. Guiding Questions

- What are the major obstacles to providing newcomers with access to social services, healthcare and education? How does gender affect access to services? What kind of partnerships and innovations can ease existing constraints? How can they promote the operationalization of global policy developments, for instance in migration health to achieve better health outcomes?

- How can efforts to generate livelihoods and ensure access to the labor market benefit newcomers and locals alike? How can labor standards and decent working conditions be safeguarded for all workers?
- What practices and partnerships have proven successful in addressing and mitigating mistrust and tensions between newcomers and host communities and in fostering social cohesion?
- How have innovations and new ways of doing things that were introduced as part of crisis responses, e.g. in immigration and local service delivery systems, improved service delivery for all users, including host communities? What role can local community stakeholders and newcomers play in co-creating inclusive solutions, for example, as co-developers and providers of inclusive health services?

Endnotes

¹ 'Newcomers' is a term used to refer to recent arrival and first-generation migrants. Although countries use different definitions for statistical purposes (based on country of birth, country of nationality, etc.), not always in line with the UN 1998 Recommendations on Statistics of International Migration, from an inclusion perspective, the understanding of who is a migrant is often broader than the concept of newcomer and extends to migrants' descendants born in the receiving country. Second-generation migrants, who are often citizens, may face similar challenges as recent arrival and first-generation migrants in relation to social and economic inclusion. This entails a shift of attention to planning issues and preparing institutions for inclusion and social cohesion challenges and opportunities. See also the ICLS Guidelines concerning statistics of international labour migration, 2018. ICLS/20/2018/Guidelines.

² GFMD 2019 Concept Paper, Sustainable Approaches to Human Mobility: Upholding rights, strengthening State agency, and advancing development through partnerships and collective action, March 2019.

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¹⁰ UNGA, 2018a: annex, objective 16.

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¹⁴ Bove, V. And Elia, L. *Migration, diversity and economic growth*, World Development Vol. 89, pp. 227–239, 2017.

¹⁵ Other relevant areas include access to residency and citizenship, civic engagement and political participation among others. Some of these topics were discussed during a GFMD thematic workshop organized by ICMPD in San Jose, Costa Rica on 24-25 July 2019, under the auspices of Mieux.

¹⁶ While there is no one universal definition, social cohesion is usually associated with such notions as "solidarity", "togetherness", "tolerance" and "harmonious co-existence" and refers to a social order in a specific society or community based on a common vision and a sense of belonging for all communities; where the diversity of people's different backgrounds and circumstances are appreciated and positively valued; those from different backgrounds have similar life opportunities; and strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods. IOM, *Glossary on Migration*, 2019.

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