THE FUTURE OF HUMAN MOBILITY: INNOVATIVE PARTNERSHIPS FOR SUSTAINABLE DEVELOPMENT

An Integrated Proposal for UAE's Chairmanship of the GFMD in 2020

Presented at the Twelfth GFMD Summit

January 2020, Quito, Ecuador

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Introduction

This document sets out the vision for the UAE's 2020 Chairmanship of the Global Forum on Migration and Development. Rather than deploy a national taskforce to develop this vision, the UAE opted to undertake a participatory process. To that end, a number of active Member States, including several past Chairs, and representatives of the three mechanisms, were invited to join the UAE in an Advisory Group.

The Advisory Group met twice over the course of 2019 to discuss inputs to the 2020 Chairmanship, and outline priorities. This proposal represents a consolidation of efforts made by all members of the Advisory Group. The UAE would like to extend its thanks to the members of the Advisory Group for their ideas and contributions.

At the heart of this proposal are three sections: the first outlining the proposed thematic priorities for 2020; the second setting out how the UAE envisages organising the GFMD as a year-long process; and the third summarising proposed innovations and initiatives for the design of the January 2021 Summit in Dubai.

Taken together, it is the UAE's belief that this proposal for 2020 represents a significant evolution for the GFMD, towards a more open and participatory forum. In-line with the recommendations of the 10 Year Review, the UAE is committed to ensuring that the entirety of the Summit is open to all stakeholders. As a long-term advocate of the benefits of regional processes in improving migration governance, the UAE is proposing a series of six Regional Meetings, in partnership with state-led Regional Consultative Processes. These evolutions will be backed by continued efforts, begun under the Germany / Morocco and Ecuadorian Chairmanships, to restate the value of the GFMD to Member States - and other stakeholders - and revitalise the funding base.

Attached to this document, in the Annex, are three additional documents: the Terms of Reference for the proposed Regional Meetings; the Guiding Questions for the Regional Meetings; and further detail on the 2020 Migration Laboratory.

The UAE remains open to any suggestions and ideas on how to continue to ensure that the GFMD remains a vibrant community where all perspectives are welcome and consensus on often-challenging issues can be built.

We count on your engagement and support in delivering a successful GFMD in 2020.

Thematic Selection

The UAE has selected the overarching title of "**The Future of Human Mobility: Innovative Partnerships for Sustainable Development**". Changes in technology, culture, wealth distribution and demographic shifts are all likely to impact migration governance in the coming decades. How can Member States anticipate the scale and impact of these changes, and how can the GFMD foster effective partnerships to deal with them?

Under this title, the Advisory Group has developed six themes and associated sub-themes. The six themes are intended to direct the course of 2020 activities towards a conversation that is future-focused and partnership-oriented. As in previous years, the six themes are the basis on which core GFMD activities will be conducted throughout 2020.

The Six Themes and Sub-Themes

1. **The Governance of Labour Migration in the Context of Changing Employment Landscapes**

   ➢ A human-centred approach to addressing Future of Work opportunities and challenges for migrants
   ➢ Improving the foundations for evidence-based policy making through gathering and sharing data, identifying gaps in migration statistics, and using analytical tools
   ➢ Integrating labour migration policies with national employment strategies to identify skills shortages and enhance regular migration pathways
   ➢ Fostering innovative admission and visa schemes to increase in-market labour mobility and enhance workforce productivity
   ➢ Developing migration policies for attracting high skilled workers

2. **Skilling Migrants for Employment**

   ➢ Mapping labour markets skills gaps in consultation with relevant stakeholders
   ➢ Harmonising skills recognition frameworks to enable portability of qualifications between countries of origin and destination
   ➢ Preparing migrants for successful migration journeys through training and certification
   ➢ Facilitating student mobility
   ➢ Affording opportunities and incentives for upskilling and in-work certification to low-skilled migrant workers

3. **Leveraging New Technologies to Empower Migrants**

   ➢ Developing and deploying technology, including electronic platforms, for improving the governance of migration, enabling transparency, fair recruitment and timely processing
   ➢ Integration and digitization of information and orientation programmes
   ➢ Linking electronic emigration and admission systems
   ➢ Using technology to reduce the costs of migrant remittances
   ➢ Ensuring privacy and the safeguarding of migrant and migration-related data

4. **Addressing Gaps in Migrant Protection**

   ➢ Mitigating risks to migrants in transit
   ➢ Ensuring the protection of migrants in labour agreements
   ➢ Protecting migrants in the informal economy
   ➢ Enabling access to social services for migrants, including portability of benefits
   ➢ Coherence in admission and integration policies
   ➢ Access to justice

5. **Discussing Approaches to Address Irregular Migration – What Works? What Doesn't?**

   ➢ What are the factors that may help to address the drivers of irregular migration such as ensuring appropriate political, economic, social and environmental conditions for peaceful, productive and sustainable lives?
   ➢ Have information campaigns focused on communicating the risks of irregular migration had a measurable impact?
   ➢ What are the most promising approaches to combat people smuggling and trafficking in persons
   ➢ Does an increased availability of pathways for regular migration decrease irregular migration?
   ➢ Ensuring universal human rights and fundamental freedoms for all migrants, irrespective of status

6. **Fostering Partnerships to Realise Migration-Related Goals in the Sustainable Development Agenda and Managing the Future of Human Mobility**

   ➢ Partnerships on migration: assessing what has worked to date

- ➢ Setting up and establishing partnerships on migration
- ➢ Identifying partners to assist Member States implement migration policy
- ➢ Orientating partnerships towards beneficial development outcomes
- ➢ Assessing and evaluating the success of migration partnerships
- ➢ Challenges and barriers in reporting partnerships at a regional and global level

A Year-Long Process

GFMD Regional Meetings

By a year-long process, it is meant that deliberations at the Summit in Dubai will be informed by the prepared outcomes of six regionally-organised GFMD thematic consultations. These outcomes will be compiled at the conclusion of six scheduled regional consultations, and presented at a dedicated Friends of the Forum Meeting, for adoption as background material for the Dubai Summit.

The Chair is in current contact with the following RCPs / intergovernmental organisation and awaits their confirmation as hosts of the regional meetings. The associated timeline has been proposed to the prospective RCPs:

- Abu Dhabi Dialogue (Bangkok, June 2020)
- An African Union Regional Economic Commission (Addis Ababa, March or April 2020)
- Bali Process (Abu Dhabi, 25 March 2020)
- Khartoum Process / Horn of Africa Initiative (Khartoum, April 2020)
- Prague Process (Baku, April 2020)
- Puebla Process (San Jose, May 2020)

As GFMD events, the regional meetings will be organized by the RCPs, but will be co-chaired by the GFMD Chair and open to all GFMD constituents worldwide. Selection of the RCPs took into consideration the need for geographical balance and accessibility by all participants.

A group of *Thematic Leads* has been selected to follow the proceedings of the Regional Meetings and ensure coherence between regions, and assist in the preparation of the Summit Roundtables. Each Thematic Lead will anchor one theme. Thematic Leads will be called upon to draft Reports-on-Proceedings, to be shared with the Advisory Group in preparation for discussion at a meeting of the Friends of the Forum.

The following distinguished experts have agreed to serve as Thematic Leads:

- 1 The Governance of Labour Migration in the Context of Changing Employment Landscapes: Michelle Leighton (International Labour Organisation)
- 2 Skilling Migrants for Employment: Michele Klein Solomon (International Organisation for Migration)
- 3 Leveraging New Technologies to Empower Migrants: Gibril Faal (London School of Economics)

- 4 Addressing Gaps in Migrant Protection: John Bingham
- 5 Discussing Approaches to Prevent Irregular Migration: Kathleen Newland (Migration Policy Institute)
- 6 Fostering Partnerships to Realise Migration-Related Goals: Dilip Ratha (KNOMAD)

As in past years, Member States will be invited, prior to the first meeting of the Friends of the Forum, to volunteer to co-chair Summit Roundtables. However, Roundtable Co-Chairs will have at their disposal the outcomes from Regional Meetings, and assistance from the Thematic Leads, when preparing Background Papers for the Summit.

Consequently, a timeline for GFMD 2020 activities is proposed as follows:

- ➢ **Quito Summit**: UAE presents its vision to all constituents in plenary (at invitation of Ecuadorian Chair)
- ➢ **February**: Meetings of the Troika and Steering Group in Geneva
- ➢ **March - June**: Six Regional Meetings will take place focused on the adopted hemes, with thematic reports-on-proceedings submitted to the Advisory Group
- ➢ **July:** The Chair prepares thematic reports for submission to Friends of the Forum, in consultation with the Thematic Leads and the Advisory Group
- ➢ **July**: Friends of the Forum meet for the first time and seek volunteering pairs of Member States to co-chair Summit Roundtables; process open to participation by non-government stakeholders. Steering Group and Troika meetings will be held alongside FoF
- ➢ **July – September**: Member State Co-Chairs, with support from Thematic Leads, prepare the Background Papers for the Summit
- ➢ **October:** Friends of the Forum meet to finalise the Background Papers and approve Summit preparations. Steering Group and Troika meetings will be held alongside FoF
- ➢ **January 2021**: Thirteenth GFMD Summit in Dubai

The above implies that, in line with the 10 Year Review, the Steering Group and Friends of the Forum agendas and meetings are different, with the Steering Group taking business and political decisions, and the Friends of the Forum focusing on content development, dialogue and exchange of ideas.

Migration Lab 2020

The UAE reached out to *Labor Mobility and Partnerships* (LaMP) and invited it to conceive and lead a program, modelled on GFMD Migration Labs, with a focus on facilitating the identification of potential partnerships among GFMD stakeholders, to be presented at the 13th GFMD Summit's Open Space. Below are the theme and design elements of the proposed Migration Lab 2020.

Objectives

A core objective of the 2020 Global Forum on Migration and Development (GFMD) is to establish partnerships and cooperation between countries and other stakeholders on the six thematic streams, which will be launched during the Open Space at the Summit in Dubai. This section sets forward the method through which the Migration Lab will be used to identify opportunities to use partnerships to tackle migration-related challenges and investigate options for putting them into practice. The Lab will build on the discussions of the previous Lab sessions, and GFMD 2020 Regional Meetings, to foster constructive conversations on the challenges and barriers to labour mobility and explore the development of partnerships.

The partnerships will focus on the six key themes of the 2020 GFMD: (1) The Governance of Labour Migration in the Context of Changing Employment Landscapes; (2) Skilling Migrants for Employment; (3) Leveraging New Technologies to Empower Migrants; (4) Addressing Gaps in Migrant Protection; (5) Discussing Approaches to Prevent Irregular Migration; and (6) Fostering Partnerships to Realise Migration-Related Goals in the Sustainable Development Agenda.

The partnerships will consist of any number and nature of GFMD stakeholders from all mechanisms and will pilot interventions which tangibly implement the learnings of each of the thematic consultations. It may, for example, bring together a receiving country, a sending country, a skilling organisation, and an employer group to pilot a Global Skills Partnership in a given corridor, or it may bring together social investors, migrant community representatives, employers, and intermediation representatives to create a sustainable financial model to fund quality intermediation services.

The proposed Migration Lab 2020 will aim to understand how partnerships are formed and support their emergence, by:

> (1) working with GFMD leadership and attendees to identify entrance points to promising partnerships; and
> (2) supporting potential partners to flesh out the rationale and critical elements for partnership.

Audiences

The Lab will bring together a highly diverse set of participants representing the different stakeholders of the GFMD. These will include representatives of sending country governments, receiving country governments, key employers, the intermediation industry,

civil society, donors, and international technical support. They will also be geographically diverse in order to represent multiple key regions of labour mobility, though with sufficient actors in each region to allow for relevant partners to emerge in multiple regions. Ideally, participants would be identified and invited based on an existing interest in developing partnerships, in order to increase the likelihood of partnerships being successfully achieved.

Structure

The core of the Lab will consist of two sessions, to be held alongside the Friends of the Forum meetings in June/July and September/October. The first session, held alongside the June/July meeting, will consolidate expressions of interest from Member States and other relevant stakeholders in establishing partnerships, and as needed will identify promising areas where further work could be done to get interest in establishing partnerships. The session will identify entrance points for the partnerships and which actors should be involved, define the goals of the partnership, and barriers to reaching agreement.

Between the sessions, participants will be encouraged to engage stakeholders in their own context, both to further flesh out their needs and the design of the partnership, and to seek authorization from their leadership.

The results of the first session will set the stage for the second session alongside the September/October Friends of the Forum meeting, which will in effect be a 'Migration Hackathon' of the partnerships emerging from the first session. The objective of the second session will be to support participants in understanding and addressing barriers to agreement, and in working towards planned partnerships. Some of the participants at the second session may differ some from the first session, if new actors need to be added to promising partnerships in order to finalize them, or if potential partners drop out from the first session.

Stakeholder-Specific Workshops

The core GFMD regional meetings would not limit the ability of GFMD stakeholder groups from arranging their own regional workshops and consultations. The UAE will look for opportunities for the outcomes from these workshops to feed into the Summit.

Summit Design

The UAE will ensure that the entirety of the Summit is open to all stakeholders. Recognising the need for some stakeholder groups to hold internal consultations, time and space will be provided prior to the opening of the Summit. The 2020 Summit will therefore comprise three key elements: Stakeholder Consultations; Thematic Round-Tables; Open Space. In addition, the UAE is proposing to enable a series of 'Networking Meetings' to enable non-government participants to meet with government delegates.

Stakeholder Consultations

The GFMD community comprises, institutionally, governments, civil society, the business sector and local authorities / Mayors. While maintaining the state-led character of the GFMD, each of the above mentioned groups constitutes distinct stakeholders within the Forum. Space will be provided to these stakeholders to hold consultations amongst themselves.

Scope: Stakeholder consultations will allow, to the extent needed, internal discussions and debates, with the aim to address specific issues, consolidate positions etc.

Organization: Each group will be responsible for defining their own agenda for these consultations as well as the format, duration, chairing etc.

Duration: A half-day will be provided for these consultations. If more time is required, it will be up to the individual groups to add time outside the official period of the GFMD Summit.

Participation: These meetings are closed door. Each group can however decide to allow participation from other groups.

Costs: The venue costs for the half-day consultation will be covered by the Summit-budget. Any additional time or costs due to additional services (e.g. additional language translation) has to be covered by the respective group.

Plenary Sessions

The Dubai Summit will be officially bookended by Opening and Closing Plenary sessions. These sessions will provide an opportunity for the entire GFMD community to collectively reflect on key issues relating to thematic and organisational aspects of the Summit. Time will also be allotted for a session on the Future of the Forum. A delegation of 2 persons, each representing civil society, the business sectors and local authorities / Mayors will be invited to attend the Future of the Forum meeting.

Finally, after the official closing of the Summit, space will be given to enable discussions on the GCM, for representatives from participating governments.

Networking Meetings

Half a day of the Summit will be given over to Networking Meetings, each of an hour and a half, providing participants from the three stakeholder groups opportunities to meet specifically with government participants. The design of these networking events will be considered in more detail, in consultation between the Chair and the three mechanisms. They could be as simple as providing space for mingling between participants, or could involve more structured activities to encourage interaction.

Thematic Roundtables

The Roundtables remain the backbone of GFMD summits. They have proven to be essential to advance discussions on policy-issues. The UAE will, however, reconsider the format of the Roundtables, to ensure more interactive and action-oriented discussions.

Scope: Roundtables will remain the principal platform to discuss specific issues aligned with the overarching theme of the Chairmanship. The objective is to create common understanding, exchange experiences and present possibilities of cooperation and partnership around certain issues.

Organization: The preparation of the Roundtables will be done as described above, through Regional Meetings, followed by two Friends of the Forum. Reflections will continue on how to evolve the format so as to become more interactive and action-oriented.

Duration: Each Roundtable should be no more than 2-3 hours, depending also on the review of the format.

Participation: The Roundtables are open to all participants.

Open Space

Following the principle that the GFMD Summit should be open to all participants, Open Space will replace Common Space.

Scope: The Open Space will best capture the ambition for the GFMD to become more geared towards partnerships and practical outcomes. The Chair and Advisory Group will work with all stakeholders to develop an Open Space agenda that enables greater participation and engagement.

Organization: Open Space will consist of the 'market place', as well as stakeholder-organised events. Participants in regional thematic meetings and the Migration Lab will be encouraged to identify possible partnerships, which would then be launched and be opened to broader participation at the 'market place'. If successful in Quito, stalls could be set up to showcase specific tools and projects, enabling participants to discuss these projects in greater detail and meet the individuals responsible for them. Simultaneous stakeholder events could replicate the model of "tea-tables" already used during the GFMD CSD; stakeholders would propose specific thematic deep-dives; launch new partnerships or organize regional / inter-regional meetings (for example between RCP)s. At least half the events should be aligned with one of the Roundtable themes, with a clear objective to reach practical outcomes.

Duration: Half a day will be included in the planning of the 2020 GFMD Summit

Participation: The Open Space is accessible to all participants – organizers of individual events may decide to have them on invitation only.

Costs: The Summit Chair will define the available space and logistical support made available for events in the Open Space and hence will cover the Costs. Events outside those limitations will have to be covered by the organizers of the event.

Based on the above, the Summit will be designed along the following lines:

Morning Before Summit:	Internal consultation for stakeholder blocs and RCPs that are interested in meeting prior to the Summit.
Day 1 (Afternoon):	Opening Ceremony ➢ Key note addresses by special guests
Day 2 (Morning):	Networking Meetings ➢ Government & Civil Society ➢ Government & Business ➢ Government & Mayors
Day 2 (Afternoon):	Thematic Roundtables
Day 3 (Morning):	Thematic Roundtables
Day 3 (Afternoon):	Open Space
Day 4 (Morning):	➢ Reporting in Plenary & Launch of Partnerships ➢ Closing Ceremony
Day 4 (Afternoon):	➢ IMRF Reporting

The above reflects core activities, but there will be slots for side-events organised by participating groups principally during lunch breaks and evenings when no Summit activity is taking place.

ANNEX

GFMD 2020: Regional Meetings: Terms of Reference

In the proposal for its Chairmanship of the Global Forum on Migration and Development (GFMD) over the course of 2020, the UAE sets out a commitment to fostering a year-long process. To that end, six GFMD Regional Meetings have been proposed between February and June 2020. These Regional Meetings are designed to encourage the incorporation of more local and regional perspectives into the background papers, for discussion by GFMD participants at the end-of-year Summit, as well as stimulating the formation of partnerships on relevant issues. The Regional Meetings are being organised and hosted by RCPs, in cooperation with the GFMD Chair, and managed along the following lines:

Overview

1. Regional Meetings will be co-chaired by the GFMD Chair and the Chair of the hosting RCP.

2. They will be branded as GFMD & [hosting RCP name] co-hosted events.

3. Each Regional Meeting is invited by the GFMD Chair to address one specific theme from the GFMD 2020 proposal – in order to ensure coverage of each theme by at least one region – and is at liberty to select and address up to an additional two themes of their choice.

4. Each Regional Meeting will take place over the course of no more than one day.

5. At each Regional Meeting, we propose as many sequential thematic sessions as there are themes selected by hosting RCPs on the agenda (up to a maximum of three).

6. The format of the thematic sessions will include 1) a panel discussion focused on the guiding questions, followed by 2) a number of facilitated breakout group discussions among meeting participants, followed by 3) an in-plenary exploration of outcomes from group discussions.

7. Outcomes from breakout group discussions will ideally be oriented towards the identification of potential partnerships between participating Member States, or Member States and other stakeholders.

Hosting RCPs

8. The Chair is currently in contact with the following RCPs / intergovernmental organisations and awaits their confirmation as hosts of a total of six regional meetings. The associated timeline has been proposed to the prospective RCPs.

   - Abu Dhabi Dialogue (Bangkok, June 2020)
   - An African Union Regional Economic Commission (Addis Ababa, March or April 2020)
   - Bali Process (Abu Dhabi, 25 March 2020)
   - Khartoum / Horn of Africa Initiative (Khartoum, April 2020)
   - Prague Process (Baku, April 2020)
   - Pubela Process (San Jose, Costa Rica, May 2020)

9. The Chair anticipates finalising the roster of regional meetings prior to the Summit in Quito, or shortly thereafter.

Format of Regional Meetings & Thematic Sessions

10. Each Regional Meeting will be co-chaired by the GFMD Chair and the Chair-in-Office of the hosting RCP. It will open and conclude with remarks from the Co-Chairs.

11. Each thematic session will observe the following process:

- ***Introductory thematic remarks from Co-Chairs***: introductory remarks will cover key points raised by the guiding questions and elaborate on possible outcomes and approaches
- ***Introductory thematic remarks from one representative from each of the three GFMD Mechanisms***: each representative will have an opportunity to outline the mechanism's perspectives on the guiding questions and possible outcomes
- ***Breakout discussions in groups***: participants will be assigned to a pre-determined group to ensure a diverse mix and will address one guiding question per breakout discussion
- ***Summary of group breakout discussions***: participants in each breakout group will report back in plenary on details of the group's breakout discussion and elaborate possible outcomes from the discussion

The Role of Thematic Leads

12. One expert has been invited to anchor each theme as Thematic Lead, over the course of the year.

13. The role of the Thematic Lead began with the drafting of **five** guiding questions to be considered in the Breakout Discussions and subsequent summary discussions in plenary.

14. The guiding questions are formulated on the basis of themes under each theme in the 2020 proposal.

15. Each guiding question is framed – in order to encourage discussion in Break Out Discussions – around 1) understanding of the challenges; 2) sharing of experience; 3) identification of possible partnerships to tackle challenges.

16. The Thematic Lead will document deliberations during in-plenary Summary Sessions and prepare a set of notes that accurately reflect what was discussed during the thematic deliberations, with a particular focus on potential partnerships identified.

17. Subsequent to each Regional Meeting, the Thematic Lead will send to the Chair these summaries for posting on the GFMD website.

18. Upon the completion of all Regional Meetings at which their theme is under deliberation, each Thematic Lead will draft a consolidated report on regional deliberations relating to the theme, and submit it to the Advisory Group. They will present the final report to the first meetings of the Friends of the Forum (July 2020).

19. The consolidated report will draw on regional discussions, in addition to the Thematic Lead's understanding of the key issues, in order to deliver a comprehensive overview of the theme, including key trends and initiatives; regional points of convergence and divergence; and the identification of potential partnerships.

20. The Thematic Leads will be on hand during Roundtable Sessions at the Summit to act as a guide to inputs and findings.

21. The following distinguished experts have agreed to serve as Thematic Leads:

   ➢ 1 The Governance of Labour Migration in the Context of Changing Employment Landscapes: Michelle Leighton
   ➢ 2 Skilling Migrants for Employment: Michele Klein Solomon

> - 3 Leveraging New Technologies to Empower Migrants: Gibril Faal
> - 4 Addressing Gaps in Migrant Protection: John Bingham
> - 5 Discussing Approaches to Prevent Irregular Migration: Kathleen Newland
> - 6 Fostering Partnerships to Realise Migration-Related Goals: Dilip Ratha

Attendance

22. Attendance at Regional Meetings is open to all Friends of the Forum, subject to registration with the RCP Chair.

23. For logistical purposes, hosting RCPs reserve the right to cap the number of participants on a meeting-by-meeting basis, with priority given to Member States of the hosting RCP and non-government participants from the region.

24. A dedicated number of places will be reserved for participants from the three mechanisms and international organisations.

25. All Regional Meetings will, where possible, be available by video broadcast, to broaden the base of observers and participants.

26. Funding will be available to support participation by Member States on a meeting-by-meeting and case-by-case basis.

27. Funding will be available to support participation by Civil Society participants, the number of which will be dependent on available funding.

Thematic Guiding Questions

For each of the six themes and sub-themes, the relevant Thematic Lead has developed the following Guiding Questions. These Guiding Questions will be the foundation on which discussions at the Regional Meetings will be structured. Thematic Leads will be on-hand to explain and comment on the questions.

1: The Governance of Labour Migration in the Context of Changing Employment Landscapes

Q1. A holistic approach to labour migration governance such as a 'whole of government' and 'whole of society' approach could better help to prepare governments for a changing employment landscape and would benefit by improving the coherence between migration and employment policies. What national experiences could participants share in this regard, particularly relevant to migrant workers who may fill shortages at all skill levels? What stakeholder engagement and partnership models at national, bilateral or multilateral levels can be shared, and what are common challenges faced in taking such an approach?

Q2. A human centered approach to labour migration policy formulation calls for protection of the human rights of migrant workers, including to mitigate against potentially adverse consequences of current and anticipated changes in the world of work, and to ensure effective intermediation and fair recruitment practices and access to upskilling services, life-long learning opportunities and social protection schemes. What examples can participants share on the successful approaches used at national or regional levels?

Q3. How can Member States and other stakeholders improve the foundations for evidence-based policy making through collection, analysis and the sharing of data, and what are the most significant gaps in available data and analytical tools? What is the role of dedicated research play in policy formulation?

Q4. In some cases, increased labour mobility can result in the improvement of skills and jobs matching, workforce productivity and labour protection. What examples of innovative admission and visa schemes can participants share in this regard and what challenges do Member States face in adopting such approaches?

Q5. To better meet future employment needs, Member States could benefit from investing in skills anticipation and development for the national labour force and, in meeting some labour market shortages from the development of appropriate policies for attracting high-skilled labour. What potential partnerships on the Future of Work, including those inclusive

of the relevant ministries and stakeholders in the world of work, at regional and global levels, **can be elaborated?**

2: Skilling Migrants for Employment

Q1. TAKING STOCK OF PRACTICES IN THE REGION. What are the examples of existing national and/or inter-governmental skills-based labour mobility schemes and initiatives from your region? What infrastructures in countries of origin and destination need to be in place in order to support these initiatives and ensure labour market driven skilled development, categorisation, recognition and retention? Who are the different actors and what are their roles in the design and implementation of such schemes and initiatives?

Q2. CHALLENGES – BIG PICTURE. What have been the main impediments to the formulation/implementation of national skills identification, categorisation, development and recognition policies? To what extent are these policies a part of long-and medium term national employment strategies and regional cooperation schemes?

Q3. CHALLENGES – SPECIFIC. What type of data and sources were and are needed for informed policy decisions on skills-based migration, better matching supply and demand as well as partnerships building? What safeguards were built into these policies to benefit and empower migrants, ensure their rights, well-being and access to services and procedures (e.g. training, upskilling, recognition and certification of skills acquired on the job)? Did these initiatives take into account the needs of returning migrants in terms of their re-integration in their home labour markets? How are these initiatives linked to the implementation of GCM and SDGs?

Q4. LOOKING AHEAD. How to link skills-based migration and inter-state partnerships with student mobility schemes? What is the role of social partners, non-governmental actors, education and training institutions, employers and the private sector in the development and monitoring of student mobility schemes? How can various actors be involved into effective cooperation and ensure sectoral policy coherence?

Q5. CONCLUSION … IDENTIFYING PARTNERSHIPS. What opportunities of multi-stakeholder skills mobility partnerships can we identify, at national and more importantly on regional levels? What steps may be taken to design, develop and start implementing these partnerships during 2020 and to report on their progress to the Friends of the Forum and at the next Summit as regional good practices that can be emulated?

3: Leveraging New Technologies to Empower Migrants:

Q1. Examples of Migration-Related Technology Platforms: Can you share examples of schemes and programmes that are currently operational or being planned by government and non-governmental entities, which use online, mobile, digital, block chain, artificial intelligence and other forms of new technology, to assist and support prospective and actual migrants through the processes of emigration, employment, sending remittances and managing social and earned benefits?

Q2. How to Optimise Data Sharing and Processing: To what extent is there interoperability between different migration-related technology platforms, aimed at optimising data sharing and processing whilst adhering to Data Protection laws and regulations in different jurisdictions? What should be the do's, don'ts and operational protocols when building and managing migration-related technology platforms?

Q3. How to Improve Trust, Accessibility and Usage: What are the actions needed to differentiate between technology platforms that provide migration-related information and those that collect personal and confidential information from actual and prospective migrants? What are the actions and protocols needed to improve trust, accessibility and usage of technology platforms by migrants from different socio-economic backgrounds?

Q4. How to Reduce Recruitment and Remittance Costs: Beyond comparison websites, online platforms and apps developed in the past 15 years, how can the non-commercial public and non-governmental sectors use new technologies and open source platforms specifically to reduce migrant recruitment and remittance costs?

Q5. How to Improve Access to Welfare Services: How can new technologies such as artificial intelligence be used to collate, aggregate and synthesise diverse data sources and services to provide accurate, relevant and remote legal, welfare, health and other social services to migrants, irrespective of status? How can such synthesised services be tailored to local, national and regional realities, and accessible to migrants with literacy and language limitations?

4: Addressing Gaps in Migrant Protection

Q1: Why act?
- What gaps in migrant protection are of concern to government or non-government actors in your country or region?
- What challenges exist to addressing these gaps in migrant protection?
- What local or national values, development objectives and other incentives or imperatives are valuable in addressing these gaps?

Q2: Where to build common ground?

- In your country or region, what government (if any, and at whatever level) and non-state actors have *shared interest(s)* in improving the protection of migrants and tackling current gaps in protection?
- What are those shared interests, and what – if any – tensions exist between the different actors involved in improving migrant protection?

Taking a concrete practice described either in session documents or presentations, <u>or</u> in your own experience:

Q3: How: existing practices?
- In your experience, what specific *practices* have improved the protection of migrants?
- Have the results also promoted progress on broader local or national objectives (e.g., social, development)?
- Can such practices be replicated and /or adapted to other circumstances?

Q4: Who: existing partnerships?
- What specific *partnerships* between government and non-state actors (including migrants, refugees and diaspora) have improved the protection of migrants?
- What are the working arrangements of these partnerships?
- Could such partnerships be replicated and / or adapted in other circumstances?

Q5: How next: practical value across borders?
- In order to build partnerships focused on strengthening migrant protection, what two or three next steps should be taken?
- How can global and regional discussions and forums assist those who are engaged "on the ground" at a national or local level (and vice versa)?

5: Discussing Approaches to Prevent Irregular Migration

Q1. What actions or processes lead to a decline in irregular migration? What role does policy play?

> *For example, Mexicans, mostly men traveling alone, used to be the most common irregular entrants to the United States. By 2015, net migration from Mexico to the United States was negative and significant numbers of irregular Mexican migrants had returned to Mexico. What changed—in Mexico, the United States or both?*

a. In your experience, what are the major barriers that prevent a decline in irregular migration in your region?

b. How effective can policy be in addressing these barriers and which—if any—policies have been effective in reducing irregular migration in your region?

c. What initiatives, partnerships or approaches would you like to see develop to help reduce irregular migration? How easily could policy changes be implemented and what resources would be needed to bring them into effect?

Q2. What is the relationship between increased opportunities to migrate through regular channels and the prevalence of irregular migration?

d. Is there adequate data to draw conclusions about this? How big a challenge is data collection and analysis on the relationship between irregular and regular pathways?

e. Have you seen specific effects of increases or reductions in pathways for regular entry for work, study and family reunification/formation on irregular migration?

f. How can countries of origin and destination work together to divert irregular migration into legal pathways?

Q3. What characteristics of national migration laws and practices encourage irregular migration? How can these be changed?

For example, asylum systems that are very slow to adjudicate claims may encourage irregular entry of people who do not have valid protection needs.

Inability to return migrants who are found, after due process, to have no legal right to remain in a country may encourage unauthorized entry and stay.

Unpublished or unclear immigration laws and regulations may result in irregular status for migrants who are not aware that they are not following the rules of entry and stay. Similarly, extremely cumbersome requirements for entry may lead both employers and migrants to circumvent legal channels. Criminalization of irregular entry may simply drive it further underground.

g. What are the major constraints you see in developing a migration system that effectively discourages irregular migration while respecting the human rights of migrants and meeting humanitarian obligations?

h. Have you seen changes in law and/or practice in your country or region that have had an effect on the direction or magnitude of irregular migration?

i. Do you think it would be useful for countries to work together, and through international organizations, to develop templates of the elements of effective migration systems, along with cooperative initiatives to help governments put them into practice?

Q4. What kinds of actions to disrupt the business models of migrant smugglers have proven to be effective?

j. How difficult is it to understand how the smuggling industry works in your region and, in particular, how smugglers adapt to changes in law enforcement?

k. What have you learned from the experience in your own or in other countries about effective ways of addressing the roles of middlemen in irregular migration?

l. What needs to be done to make cooperation among origin, transit and destination countries more effective in suppressing the exploitation of smuggled migrants?

Q5. How do potential irregular migrants gain and assess information about routes, middlemen and prospects in the country of destination? What are their most (and least) trusted sources? How do they assess risks?

m. Are information campaigns mounted by governments or International organizations effective in discouraging irregular migration? What are the challenges of providing accurate and believable information about migration processes and outcomes?

n. Is the testimony of "failed" migrants an effective deterrent to people who are thinking about making an unauthorized journey?

o. How can governments and regional bodies work with trusted sources of information in civil society (including migrant and diaspora organizations), faith-based communities and private employers to address irregular migration?

6: Fostering Partnerships to Realise Migration-Related Goals in the Sustainable Development Agenda and Managing the Future of Human Mobility

Q1: In your experience, what are the main challenges when *establishing* partnerships on migration?

- To what extent does diverse participation by multiple stakeholders assist in the establishment of partnerships? Is it a challenge to find counterparties with whom to establish a partnership?

- In your experience, what are the challenges when seeking adequate financial and human resources? What interesting case studies can you share on overcoming these challenges?

- Does a clear focus on outcome make a difference when establishing a partnership? Is it more important to find the right partner or to correctly diagnose the problem being tackled?

- What governance structures are important to take into account when establishing partnerships? Do appropriate structures make a difference in seeking financial and human resources?

Q2: In your experience, what are the main challenges when *implementing* partnerships on migration? What has worked and what has not?

- To what extent have the financial and human resources available for implementation determined the outcomes from the partnerships? To what extent are challenges strategic or related to the work programme?
- Are partnerships designed to achieve specific outcomes more successful than those that address common concerns / challenges irrespective of specific outcomes?
- Does the value added by each partner receive sufficient recognition, and are there conflicts of interest among stakeholders (e.g. sending and receiving countries, workers and employers, trade-offs between quotas for immigration and the rights of migrants etc.)?
- Are partnerships most effective at the local, regional or global level?

Q3: How can partnerships be oriented towards beneficial development outcomes, keeping in mind the future of human mobility and future of work?

- How can we design innovative partnerships in the face of the changing nature of work and technological change?
- What data sources and insights can be brought to bear when designing and implementing partnerships?
- What key trends relating to changes in the nature of work and technological change need to be taken account?
- What role can technology play in developing and sustaining partnerships? Can technology be counterproductive under certain circumstances – and if so, what circumstances?

Q4: How can we assess the outcomes of a partnership and identify what works and what doesn't?

- What indicators / results frameworks are valuable when assessing and measuring the outcomes of partnerships?
- How can monitoring and evaluation mechanisms be successfully established at the outset of a partnership?
- How can concerns relating to confidentiality and privacy be addressed when monitoring outcomes?

Q5: What are the challenges and opportunities when reporting partnerships at a regional and global level?

- What confidentiality issues need to addressed when reporting on partnerships? How can these successfully be navigated?

- What quality control mechanisms need to be put in place when assessing the outcomes of partnerships for reporting at a regional and global level? What role can / should third parties play?
- How can reputational risks relating to the communication of partnership outcomes be managed? Is this a concern?
- What frameworks can be put in place to ensure that partnership outcomes are coherent with wide national, regional and global policy?

Migration Lab: Design Overview

The proposed approach for the 2020 Migration Lab creates the opportunity to observe and learn in real time the barriers and opportunities for partnerships. These learnings will be vital in informing the sixth thematic stream on "Fostering Partnerships to Realise Migration-Related Goals in the Sustainable Development Agenda" but will also be of significant benefit to the migration policy community in understanding how partnerships are achieved.

By developing the partnerships in a group environment, opportunities are created for learning across teams and regions, as each group working on a partnership can share their experiences and approaches and help other teams solve problems they encounter. This should foster the sharing of good practices and will hopefully result in innovative proposals.

Currently, negotiations of labour mobility partnerships largely happen informally and rely significantly on personal networks of officials in both countries. This constrains the ability of potentially interested partners to either identify areas for cooperation or develop a technically sound agreement. The proposed Lab creates a more active role for the GFMD in helping potential partners identify instances of compatible interests, and in providing information and sharing lessons to reach an agreement.

Session 1 (Alongside July FoF) – Understanding the Potential for Partnerships

The first session of the Migration Lab 2020 will conduct exercises through which to identify promising partnerships and begin the design process. This will draw on discussions at the Regional Meetings and build on existing partnerships between GFMD stakeholders.

Input
- Regional thematic reports, provided by GFMD leadership
    - (synthesis from regional reports) Barriers to regular migration by theme and rationale
    - (synthesis from regional reports) Potential alternatives or action items proposed or inferred by the regional consultations, to address identified barriers (by theme)
- List of existing potential partnerships (as identified during the regional stakeholder consultations by GFMD leadership) emerging from the regional consultations to inform the selection of participants

Questions
- Identifying potential partnerships: amongst participants, where are the entrance points? What potential partners are missing from the room?

- Identifying barriers to partnerships: by theme, what causes the problems presented to persist?
- Moving from problems to solutions: what do solutions to the barriers look like? How can agreement be reached?
  - What authorization is required for these partnerships to succeed?
  - Who has an interest in resolving this issue?
  - Who has the capability needed to resolve the problem?
- Missing information: What information is lacking and how can it be obtained?

Output
- Expressions of interest from Member States and other relevant stakeholders in establishing partnerships;
- High-level plan for stakeholders to further develop partnerships before the second Lab session.

Session 2 (Alongside October FoF) – Moving from Ideas to Proposals

The second session of the Lab will aim to support participants in addressing barriers to agreement and in working on the design and financing plan for the partnership.

Input
- Potential partnerships identified in the first session
- Consultations and information gathered by stakeholders between the two sessions

Questions
- Reaching agreement: what are barriers to agreement in final stages? How can they be overcome?
- Funding: is funding part of the issue? What are the primary funding sources? What creative financing mechanisms can be built into partnerships?
- Implementing partnerships: What design and operational considerations need to be addressed? What are the key implementation milestones?
- Next steps: How can GFMD support the partnerships following their launch at the Summit?

Output
- Process note on lessons learned on achieving partnerships and operational considerations.

Categories of Attendees

The Migration Lab 2020 process can benefit from a diverse group of stakeholders who are able to bring their personal and institutional capabilities to the table to participate in thinking about and designing potential partnerships. These would include:

- Representatives of country members;
- Mobility industry representatives;
- Key employers;
- Migrant representative organizations and research institutions from the Civil Society Mechanism;
- Donors and development agencies (such as GIZ, DFID, etc.);
- International technical support.

The size of proposed attendance is up for discussion – these activities could be meaningfully undertaken with 60 attendees. The aim is to have representation from multiple key regions, with sufficient actors in each region to allow for relevant partners to emerge in multiple regions. The participants at the second session may differ some from the first session, if new actors need to be added in to promising partnerships in order to finalize them, or if potential partners drop out after the first session.