

Human Development Report Office
A Guidance Note for Human Development Report Teams



Mobility and Migration



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Acronyms

AIDCO: EuropeAid Co-operation Office	OSCE: Organization for Security and Co-operation in Europe
EC: European Commission	PRSP: Poverty reduction strategy paper
EDF: European Development Fund	RELEX: European Commission External Relations
EU: European Union	SADC: Southern Africa Development Community
GDP: Gross domestic product	UNCTAD: UN Conference on Trade and Development
HDI: Human development index	UNDESA: UN Department of Economic and Social Affairs
HD: Human development	UNDP: UN Development Programme
HDR: Human development report	UNESCO: UN Educational, Scientific and Cultural Organization
HDRO: Human Development Report Office	UNFPA: UN Population Fund
IDP: Internally displaced people	UNHCR: UN High Commissioner for Refugees
ILO: International Labour Organization	UNICEF: UN Children's Fund
JMDI: Joint Migration and Development Initiative	UNIFEM: UN Development Fund for Women, part of UN Women
MDG: Millennium Development Goal	UNITAR: UN Institute for Training and Research
MIPEX: Migrant Integration Policy Index	UNODC: UN Office on Drugs and Crime
NGO: Non-governmental organization	USAID: US Agency for International Development
OHCHR: UN Office of the High Commissioner of Human Rights	

Introduction

Mobility is a fundamental element of human freedom, as argued in the global *Human Development Report 2009, Overcoming Barriers: Human Mobility and Development*. Mobility entails the freedom to seek opportunities to improve living standards, and health and education outcomes, and/or to live in safer, more responsive communities. The 2009 report presents a set of broad policy recommendations for all countries to strengthen human development outcomes associated with mobility and migration at origins and destinations; to better research the causes, trends, barriers and effects of migration; and to mainstream mobility and migration into national development strategies and policy responses.

This note offers guidance for national and regional human development report teams that seek to investigate and strengthen the human development gains associated with migration in their countries. The note offers suggestions on how a report on mobility can be refined and conceptualized based on a given national context, as well as on how mobility can be considered in reports on related themes.

Critical issues in applying the human development approach are discussed across the different report stages, including: initial preparations, theme selection and stakeholder engagement; data collection, research, analysis and validation, and review of findings; and the presentation and advocacy of recommendations to critical audiences.

The note highlights potential institutional partnerships and forms of collaboration. It presents sources of information on rapidly evolving international initiatives and research on migration, especially the International Organization for Migration's (IOM) country-level migration profiles, and national preparations for the annual Global Forum on Migration and Development.

The global *Human Development Report 2009* estimated the number of people on the move at nearly 1 billion. By far, the largest group of migrants comprises those who move within their own borders, approximately 740 million people. Most are labour migrants, but some are internally displaced persons (IDPs). An estimated 200 million people are international migrants. Most migrants cross borders into neighbouring countries or countries in the same region. Destination countries typically have the same or higher human development index (HDI) rankings, with a trend towards countries with very high human development rankings. Some 14 million refugees (approximately seven percent of all migrants)¹ are temporarily settled in a neighbouring or other receiving country.

The report showed that many countries are simultaneously source, transit and destination countries, facing domestic and cross-border migration of both short- and longer-term duration by men and women. Migration outcomes are posi-

tive overall for all groups, albeit with more or less calculated trade-offs and with serious exceptions. But benefits to the migrant, to people at the origin or native to the destination, and to society at large are less than they could be due to unwarranted barriers to mobility, including the lack of access to appropriate information. The report argued that migration policies should be informed by national debates based on facts and openness, rather than intolerance and prejudice.

At any given point in the life stories of those affected by migration, there can be a wide range of more or less positive outcomes depending on people's perceptions and opportunities, and the policies in place. Because the decision to move carries benefits as well as drawbacks, mobility and migration can be viewed as involving a continuum of related drivers and outcomes that demand a broad range of policy considerations and responses.

Even where initiatives related to migration may be underway, applying a human development perspective signals a longer-term, inclusive process of research, validation and formulation of policy recommendations. This takes the individual or household as the unit of analysis, and explores the barriers they face in realizing their rights and aspirations, and expanding their freedoms.

Readers should use this guidance note with other resources on mobility and migration, and more general materials that support human development reports. These include:

- The global [*Human Development Report 2009, Overcoming Barriers: Human Mobility and Development*](#)
- The [European Commission \(EC\)-UN Joint Migration and Development Initiative](#) (JMIDI)
- IOM's [*Handbook on Mainstreaming Migration in Development Planning: A Guide for Policy Makers and Practitioners*](#)
- [IOM migration profiles](#)
- [UNDESA's information on international migration and development](#)
- The Organization for Security and Co-operation in Europe's (OSCE) [Guide on Gender-Sensitive Labour Migration Policies](#)
- The [HDR Toolkit](#), [HD Measurement Primer](#) and [HDR Timeline](#)

Additional resources are provided in the annex of the guidance note.

NOTES

¹ *Human Development Report 2009*, p. 26, Box 2.2.

Stage 1: Preparations

The decision to produce a regional, multi-country or national human development report on mobility and migration and related themes involves substantial commitment and resources.

Mobility and migration tend to be highly sensitive—even emotive—subjects associated with deep-rooted prejudices, issues of ethnicity, national identity and sovereignty, and relations with neighbouring country governments, and partners from the private sector and civil society.

While a mobility- and migration-themed report can foster better understanding of how these phenomena may affect all aspects of society, a strategic focus can help catalyse needed debate. A report should under all circumstances build on, complement and add value to initiatives by other partners. Opportunities to access or collect relevant data, the availability of experts and the willingness of stakeholders to engage will to a substantive degree affect the choice of theme.

The ability to influence policies depends in large part on preparations made at the beginning of a report, including efforts to engage national and regional partners as part of a participatory, inclusive and consultative process.

Key Steps

As a reference point for this first stage of report preparations, these include:

- Mapping stakeholders, and identifying and engaging partners;
- Selecting and conceptualizing mobility and migration as a main theme, or as a contributing perspective to another report;
- Mapping available data and research covering issues, outcomes and policies around those who move, as well as impacts on other groups at origin, transit and destination locations;
- Agreeing on the main objectives;
- Mobilizing resources to match the scope of the report;
- Defining approach(es) and a programme of work;
- Building report teams with clear management and consultation mechanisms;
- Brainstorming and orientation; and
- Planning advocacy, outreach and communication strategies.

Guidelines, examples and options for each of these preparatory steps follow.

Identifying and Engaging Partners

As a first step, UNDP country offices should map stakeholders to identify possible partnerships, and help ensure that the report and its eventual findings will be supported. It is important to engage national and regional migration and related experts and institutions, as well as international partners, including the IOM, International Labour Organization (ILO) and sister UN agencies. This facilitates common understanding of the objectives and added value of the report from the beginning. Given the often strong and varied perceptions of migration, and related political sensitivities, experts and opinion leaders with differing perspectives should be considered, including from the government at all levels, civil society and the private sector, as well as from diasporas, groups of returning migrants, and people from both origin and destination communities. Engagement is critical throughout, even as the nature of it may evolve during the process.

Selecting the Report Theme

Country offices should consult with partners to agree on a report's overall theme and focus, keeping in mind that decisions on report themes will influence the structure, scope, partnerships, audience and advocacy goals of a report. Mobility and migration can serve as the central theme or as a contributing perspective to a differently themed report. National reports from [El Salvador in 2005](#), [Mexico in 2007](#) and [Armenia in 2009](#) offer examples of how a report on migration can address a wide range of related human development issues. Some themes especially suited to mobility and migration issues include equity, poverty, social inclusion, HIV and AIDS, gender, youth, urbanization, decentralization, public services, climate change, economic growth and employment.

Once general agreement on the overall theme has been reached, country offices should facilitate discussions with partners on more specific mobility and migration issues. Workshops organized with the help of external facilitators can help focus debates on country priorities, political support and the value-added of proposed topics.

During these initial discussions, country offices should explain how a human development report on mobility and migration differs from other reports and studies. For example, there may be a need to produce a detailed study on the level of remittances in a country, or to document cases

of trafficking, or to assess the legal framework for internal migration, but these may not be the best initiatives for a human development report to pursue. While the report can draw on such technical studies and include these topics in its research, its main contribution is a holistic yet focused analysis of migration, and links to related development issues and vulnerable groups; its process of engagement with a wide range of stakeholders; and its constructive objectivity in analysis and advocacy throughout preparation and follow-up.

Forms of migration

When selecting a theme, it is important to distinguish different forms of movement and migration. Globally, many more people move within borders than across them. Those who move across borders tend to stay in the region of the source country (see Figure 1 and Map 1).

There are ongoing debates on how different forms of movement can be classified, as they do not always have clear demarcations.¹ Movement can be: within or across borders; voluntary (for work, study or family reasons) or forced (as a result of conflict or natural disasters); regular (with documentation) or irregular (without documentation); and temporary, seasonal or longer term/permanent (see Figure 2). Definitions can change during the process. For example, if a person on a seasonal work contract overstays her contract, she may become an undocumented migrant.

In some instances, whole communities may be impelled to move due to conflict or natural disasters. If they remain within national borders, they are referred to as IDPs. If they cross international borders, they can become asylum seekers. If asylum is granted under the UN Convention Relating to the Status of Refugees (1951), they are known as refugees.

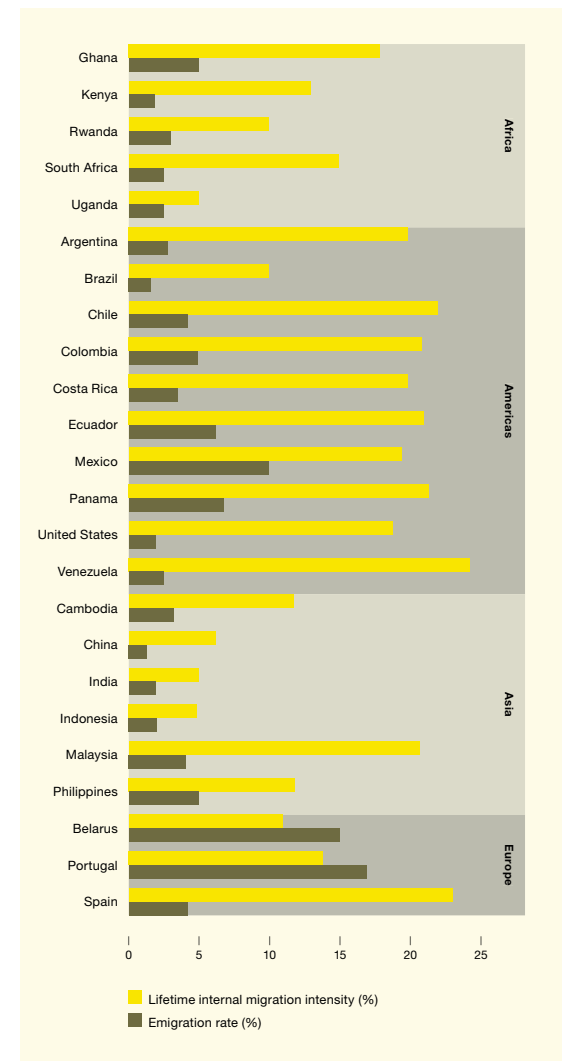
Age, gender, ethnicity and socioeconomic circumstances also influence the migration experience. Related policies and institutions should reflect these variations.

Report themes can emphasize cultural, environmental or geographical factors, or the consequence of conflict or natural disasters. Report teams may decide to focus on particular groups of migrants, such as youth, women, minorities, etc., and/or forms of migration, such as labour migration, including seasonal migration; student migration; forced displacement; etc.. It is not uncommon for a composite set of typologies or patterns to converge.² Some communities or ethnic groups may be more affected by mobility, or the lack of it, than others. Many different forms of migration may affect one particular group. Remittance patterns and their impact can vary depending on whether or not a family moves together.

In many countries, several types of movement exist, including internal, emigration, immigration, return, seasonal, transit, regular, irregular and forced. In Russia, for example, there are relatively large numbers of internal migrants. It is also a destination for labour migrants from Central Asia

Figure 1: Many More People Move Within Borders Than Across Them

Internal movement and emigration rates, 2000–2002



Source: Global 2009 Human Development Report.

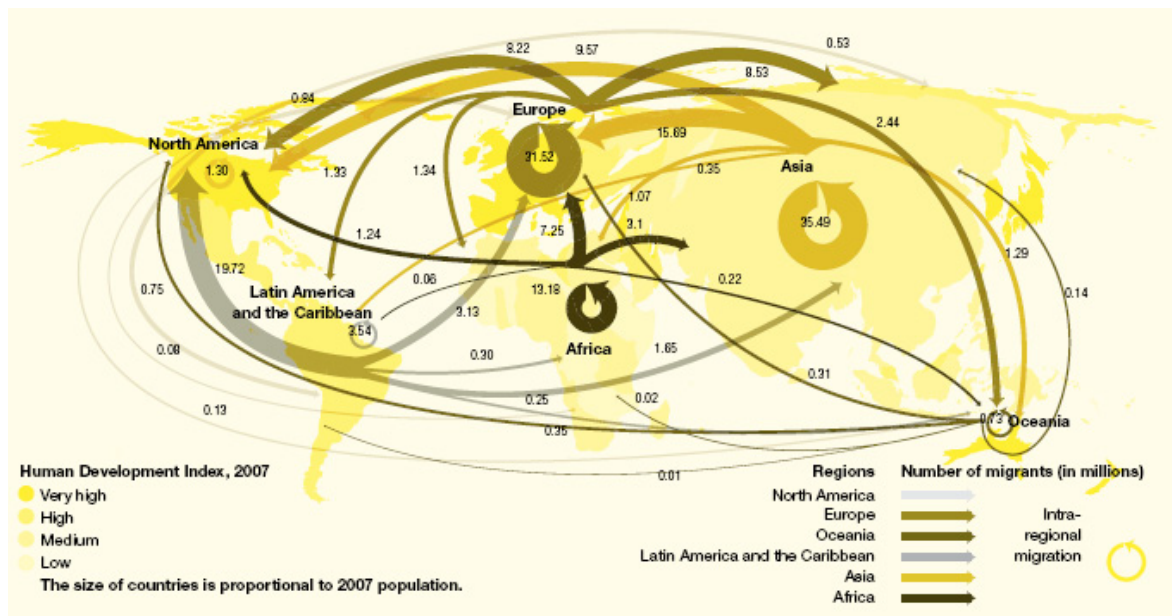
and Eastern Europe. At the same time, it is a transit country for regular and irregular migration passing through Russia to Western Europe—a picture not unlike Mexico's. Care should be given to reflect on the different forms of migration in defining a report's focus. See Annexes 1, 2 and 3 for more on migration patterns, typologies and links to other dimensions of human development.

Mapping Data and Research

Human development reports require a strong conceptual and analytical basis in order to present credible conclusions and

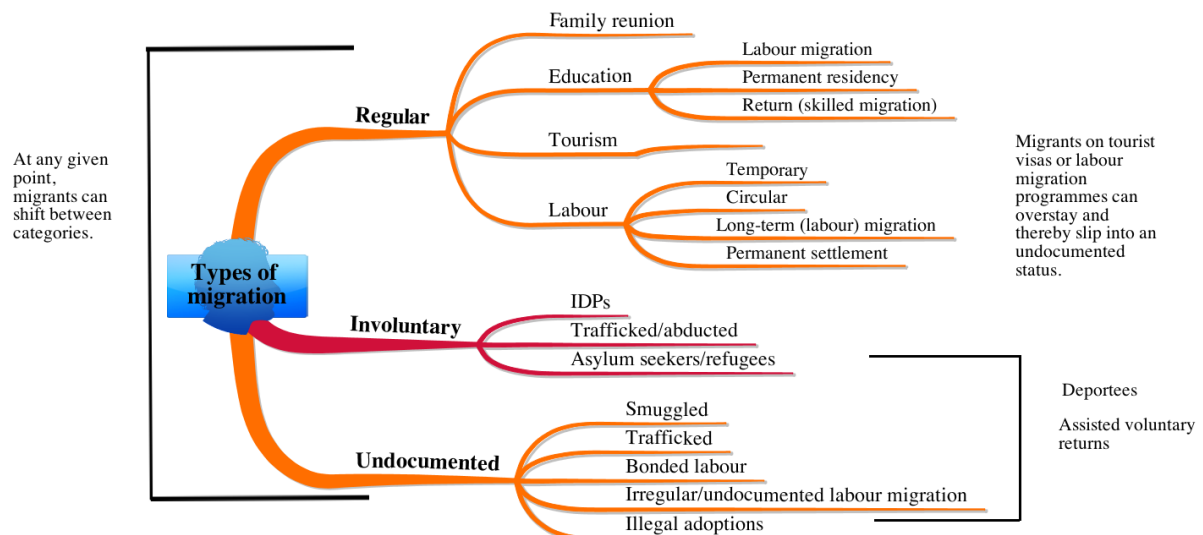
Map 1: Most Movement Occurs Within Regions

Origin and destination of international migrants, circa 2000



Source: Global 2009 Human Development Report.

Figure 2: Types of Migration Are Not Always Clear-cut



recommendations. Many have effectively put existing data to new uses, while others have complemented existing data with sentinel or broader surveys. Data to analyse migratory concentrations, flows and trends, or impacts on origin and destination communities may be particularly hard to come by, especially pertaining to undocumented migration. They may need to be sought from several different sources within and across countries.

Report teams should map available data and review existing studies and initiatives on issues, outcomes and policies related to migrants, as well as impacts on other groups at origin, transit and destination locations. Additional topics may also be important. The mapping should include a description of any gaps, as well as discrepancies in definitions or methodologies. It should define the availability of data disaggregated by sex, region, ethnic group, age, etc., which can be used to determine migration profiles, and inform policies to address inequality and empowerment.

There are many potential data and information sources for HDR teams to explore, a number of which are presented in Annex 5. In some cases, related initiatives will have already carried out extensive mapping of data and literature and can be used as reference points.

Report teams can address data gaps by commissioning new surveys and research, including opinion surveys to capture migrant motivations and perceptions (see Box 1). This work may require significant time, and financial and professional resources, but can contribute both to the analysis of a report, and to the broader work of the migration and development community.

A useful guide on how to collect migration data is provided in [Migrants Count: Five Steps to Improve Migration Data](#). Data and measurement issues are discussed further in subsequent sections of this note and in the [HD Measurement Primer](#).

Options for regional and multi-country reports

Regional or multi-country reports can be effective research and advocacy tools given the cross-border nature of some migration flows. Typical issues can include seasonal labour, the treatment of undocumented workers in destination countries and trafficking, as well as the need for better coordinated data collection and policy responses through bilateral and regional agreements. Reports can help strengthen dialogue and advocate for more balanced policies to improve outcomes for source, transit and destination communities. They need to give particular attention to the identification and engagement of strategic partners at both national and regional levels, including those from the private sector, and agricultural, border and governance bodies. As with national reports, mobility and migration can serve as a main or complementary theme (see Box 2).

Agreeing on Objectives

Country offices should facilitate discussions on the objectives of a national or regional report, as part of ensuring that it will be high quality. There are several major and secondary objectives that a report can be designed to support, including:

- To raise awareness among key stakeholders and the general population on the links between mobility, migration and human development, as well as on more specific mobility issues, including with a focus on gender equity, women's empowerment and vulnerable societal groups;
- To influence and inform specific national and regional policy processes and events, including through mainstreaming migration issues in poverty reduction strategy papers (PRSPs), national plans, sectoral policies, legislation and the work of involved institutions;
- To produce new data and develop a wide range of national capacities, including for data collection and policy analysis related to different forms of movement and their impacts on those who move, as well as other groups and communities at places of origin, transit and destination;
- To strengthen coordination of mobility- and migration-related processes within and across different groups, institutions and governments; and
- To support more inclusive, meaningful debates and exchanges of migration experiences by bringing together different partners within and across borders.

Key partners should agree on a limited set of primary objectives from the beginning to establish shared ownership and help manage expectations. Report teams should then use these objectives to establish a system for monitoring and assessing the influence of the report process. Several different tools and techniques are available for such monitoring,

Box 1: Viet Nam: Survey Promotes Inclusion

In Viet Nam, information on internal migrants in urban centres is limited. To address this gap, UNDP supported the national statistics office in launching an urban poverty survey on access to education, health, housing, and water and sanitation services, and on community participation. To capture domestic and seasonal workers living in unregistered or temporarily registered households, the survey relied on newly created lists of households and individuals residing in each neighbourhood. The survey was conducted a few days after the lists were created. Lessons from it are being used to inform a longer-term strategy for including migrants in national surveys.

Source: UNDP Viet Nam.

Box 2: Migration as a Regional Issue For Central Asia

Regional reports allow comparative perspectives across neighbouring countries that may have similar backgrounds or challenges in the areas of development, but may have different migration paths. The 2005 Central Asia report, *Bringing down barriers: Regional cooperation for human development and human security*, assesses several regional and national policy areas. The report recognizes cross-border migration as having one of the greatest roles in regional cooperation and integration. It highlights the importance of cooperation around migration issues given new migration patterns that emerged after the disintegration of the Soviet Union; the effect of new borders on work and family ties in border regions; and issues of refugees, asylum seekers and stateless individuals with limited protection.

Source: [Central Asia 2005 Human Development Report](#), p. 26.

including the [UNDP Handbook on Planning, Monitoring and Evaluating for Development Results](#).

Decisions on report objectives also influence the preparation of work plans, budgets, team composition, partnerships and advocacy strategies.

Mobilizing Resources

Country offices should secure sufficient financial resources to ensure that reports meet minimum standards for national and regional engagement, participatory and inclusive preparation, independent analysis, innovative presentation and follow-up activities, as well as any of the more specific objectives outlined above. While most reports are financed with UNDP core resources, wider collaboration can inject additional funds, encourage greater collaboration between development agencies and generate stronger technical expertise. A more collaborative approach promotes ownership among agencies well placed to help implement report recommendations.

For example, partnering with the IOM, UN High Commissioner for Refugees (UNHCR), ILO and additional members of the Global Migration Group that specialize in migration issues can generate political support and resources. In-kind contributions from these agencies can also foster better coordinated assistance to national or regional agendas on mobility and migration. Co-sponsorship with other agencies or partners may require accommodating different needs in terms of visibility (branding, logos, etc.). The parameters should be agreed early in report preparations.

Teams are encouraged to explore the following partnership options, while keeping in mind the need to protect the autonomy, independence and integrity of the report process:

- National and regional government partners responsible for development planning and related migration issues that may offer support, including through in-kind financing;
- UN system agencies and initiatives, including UN country teams, the ILO, the EC-UN JMDI, UN Women, UNICEF, UNHCR, the World Bank and the Global Migration Group (see Annex 5);
- The European Union through the European Development Fund (EDF), the EuropeAid Co-operation Office (AIDCO) or European Commission External Relations (RELEX); and
- Bilateral donors—the Nordic countries and Switzerland include migration in their cooperation strategies, while the US Agency for International Development (USAID) and the US Bureau of Population, Refugees and Migration support programmes on counter-trafficking, refugees, migration, trafficking, border control and anti-terrorism.

In addition to securing resources at the initial stages of a report, strong partnerships and collaboration throughout the process can facilitate the mobilization of post-launch resources that advance implementation of policy recommendations and programming, including by UNDP. For example, as a follow-up to the Central Asia regional report, UNDP and donors, including the EU, have backed new programmes on border control, trafficking and refugee issues.

Partnerships can be supported through a variety of report consultation mechanisms.

Building a Report Team

Once report themes and objectives have been decided, a report team and mechanisms for management, consultation and review need to be established (see Figure 3). To ensure that all parties understand their roles and responsibilities, terms of reference should be developed for each consultation process. Gender representation and expertise should be considered. Male and female migrants are often concentrated in specific sectors; ensuring that they are equally represented or consulted is important for the fairness, accuracy and balance of the report. The involvement of the private sector may also be key; partners such as the ILO can help identify private sector contributors.

National/regional core report team: This comprises the lead writers/editors and experts producing the report, and supporting its consultations, advocacy and capacity development work. Given the complexity of mobility and migration topics, and their links to many development themes, the core team should include a full range of relevant research and analytical expertise. Country offices are responsible for balancing expertise in migration and other fields, such as economics, public administration, urbanization, poverty reduction, etc., as well as ensuring sub-national, gender and ethnic diversity to the greatest extent possible. Depending on the theme(s),

technical expertise may be warranted on migration, human geography, public policy and finance, gender, health, human rights, labour law, rural and urban planning, the environment, social protection, anthropology, education, economics, and statistical measurement and analysis.

Steering committee: This usually comprises a relatively small group of 5 to 10 high-level policy-makers from ministries and other offices, as well as civil society and private sector leaders, and international partners. Given the political sensitivities surrounding mobility and migration, the committee should be chaired by a senior official close to the country's top political leadership to facilitate engagement with political processes. The committee is responsible for discussing strategic aspects of the report process and contents, including theme, capacity development, consultation and advocacy. Its engagement throughout the report process is essential.

Advisory committee: This can involve a larger group of 10 to 15 slightly less political, more technical experts, and other stakeholders who can help shape the contents of the report. Advisory committee members may represent some of the same institutions on the steering committee, but offer more detailed comments throughout the report process, including on methodologies, outlines, drafts, etc.. The advisory committee can meet on a regular basis and/or through email.

Peer reviewers: At least three independent peer reviewers, national and international, should be identified at the start of the report process and used to comment at key stages. As with the core team, they should reflect a diverse set

of skills, but they must not be directly involved in drafting. Report teams can consult with the HDRO and regional centres for reviewer names.

Some countries may not have sufficient national expertise on migration, in which case regional or international experts can be called on to contribute to national capacity development efforts around data collection, methodologies and analysis. Report teams may also benefit from South-South collaboration, and partnering with people and institutions in countries that share similar migration patterns. The HDRO can help national teams identify international expertise through its Experts Roster and [HDR Network](#). Efforts to build national capacity may also appeal to donors interested in supporting national statistics agencies and line ministries involved in data collection, analysis and policy formulation. See Box 3 for an example of diverse collaborations.

Brainstorming and Orientation

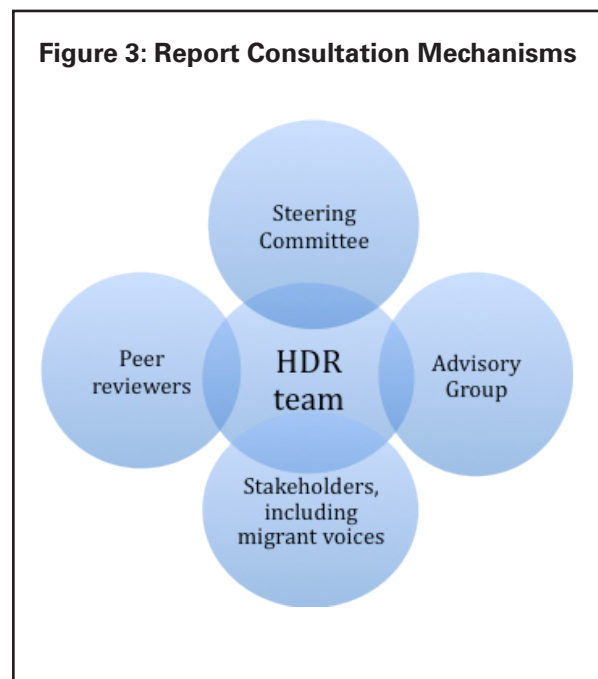
Once the core report team has been selected, workshops should be organized to introduce the members, harness initial views, develop a shared vision and provide an orientation on:

- Human development concepts, including links to mobility and migration;
- Migration scenarios within the local context, and cross-cutting issues such as gender, health, education, climate and economic development;
- Migration terminology;
- Human development measurement, including indices, and mobility-related qualitative and quantitative data;
- The incorporation of human development goals into migration and broader human development strategies; and
- Core principles and minimum standards for human development reports, as well as any specific objectives for the report being prepared.

Such an orientation is essential, as migration experts may not have human development expertise, and those with human development report experience may lack knowledge of one or more migration topics. Technical experts may not be familiar with gender issues, and so on. Without an initial orientation, subsequent team decisions on outlines, research and advocacy may be less well-informed.

Choices related to the scope and duration of this initial orientation depend on the availability of project resources. At a minimum, structured informal orientations should take place with as many team members as possible. With additional time and financial resources, larger workshops can be considered for the core team and other stakeholders.

Several technical resources are available in addition to this guidance note, as listed in the Introduction.



Box 3: Extensive Collaboration in Mexico

In Mexico, the report team drew on a wide variety of collaborations with public and civil society organizations based in the country and abroad. By engaging such a diverse group, the team was able to ensure higher-quality analysis based on an understanding of practical constraints and political economy, while also supporting stronger links between researchers and policy-makers involved in different sectors related to mobility and migration.

Partnerships were established with national public policy institutions including the National Institute of Migration; the National Council for the Evaluation of Social Development Policy; the Secretariat of Social Development; the Secretariat of Public Education; the National Institute of Public Health; the ministries of health and foreign affairs; the National Council of Popu-

lation; and the National Institute of Statistics, Geography and Information Technologies.

Through a variety of consultation mechanisms, including advisory groups and expert meetings, the team also engaged research and policy institutions in Mexico and the United States, including the Graduate School in Public Administration and Public Policy of the Monterrey Technology and Higher Education Institution of Mexico; the Institute of Sustainable Development and Social Equity, Latin American University; the Institute of Mexicans Abroad; the Center for International Development, Stanford University; and the Trans-Border Institute, University of San Diego. The IOM was also involved.

Source: UNDP Mexico.

Planning Advocacy, Outreach, Communications

One report goal should be to inform and influence policies on migration opportunities and challenges. Advocacy and follow-up strategies should be planned at the start of a report, and comprise events before, during and after the report launch. Ideally, the report and advocacy plans should feature within a larger project or programme document. This can help increase national ownership; leverage synergies with the related work of UNDP and UN agencies; and help encourage better follow-up on report recommendations.

A preliminary advocacy strategy, backed with sufficient financial and human resources, should be prepared based on the following components:

- The identification of target audiences, such as central and/or local governments, civil society, the general public, marginalized groups, migrants, diasporas, the private sector, the donor community, and other regional or international partners;
- The definition of key mobility and migration issues and messages;
- An outline of activities before, during and after the launch that complement existing migration processes; and
- Links to related regional and global migration events.

Additional options for advocacy strategies are discussed in more detail in Chapter 3.

Migration terminology

The choice of language used to present mobility and migration issues both reflects and helps shape perceptions and national debates. From the start, teams should use terminology for the report and related advocacy materials that is technically correct and advances broader advocacy objectives.

Care should also be taken to ensure the accurate translation of these terms into national languages.

Mobility, movement, migration: International migration refers to the movement of people across national borders, whereas internal migration involves the movement of people within borders. In different country contexts, however, and in different languages, the phrase “migration” can have different meanings. For example, it may connote only international migration, or a more specific type of movement, such as permanent migration from one country to another. The use of other terms such as “mobility” and “movement,” or more specific phrases such as “temporary” or “seasonal labour migration” may more clearly describe the form of movement under discussion. This can sometimes help to clarify issues and facilitate more constructive dialogue, especially in countries where the movement of people is a particularly sensitive topic. Report teams can emphasize the freedoms and choices of mobility, and help place discussions on movement and migration within a broader context of basic rights.

Illegal vs. irregular, undocumented: Some policy makers, media outlets, and other groups may either intentionally, or out of habit, use incorrect and derogatory terms such as “illegal migration,” “illegal migrants,” “illegal aliens” or even “illegals” to describe the movement of people. This type of language is inappropriate, and can exacerbate xenophobia, discrimination and the misperception that migrants are closely associated with criminal activities. Throughout the report process, teams should introduce more appropriate terminology, such as “irregular migration” or “undocumented migrants” to refer to people travelling or residing in a country without proper documentation, including those who overstay. These terms cover asylum seekers, victims of trafficking and others whose status is yet to be determined.

Smuggled vs. trafficked: Report teams should differentiate between “smuggled” and “trafficked.” Some groups use the two terms interchangeably, which has serious implications for the people concerned. A trafficked person is a victim of human rights violations recognized by international law. Victims have the legal right to protection and in some instances compensation. A person who is smuggled by definition colludes with the smuggler and commits a criminal offence by consciously entering another state’s territory without proper documentation. He or she is subject to deportation. If these terms are used interchangeably, the public perception of trafficked victims may be incorrectly anchored in the belief that the victim is a criminal, and his or her treatment may be affected accordingly.

For more detailed information on concepts, terms, and definitions, teams can review [People on the Move: Handbook of selected terms and concepts](#), issued by the UN Educational, Scientific and Cultural Organization (UNESCO). The IOM also offers a [glossary](#) available in several languages.

NOTES

¹ With the onset of climate change, the distinctions may become more diffuse as traditional definitions of people in IDP-like situations could come to include populations threatened by environmental, not man-made disasters.

² IOM. 2005. *Essentials of Migration Management for Policy Makers And Practitioners: Course Manual*. Geneva, p. 5.

Summary Points

- Identify and engage potential report stakeholders: This is key to influencing policy.
- Consider whether it is more appropriate to develop a report based on a mobility and migration theme (labour migration, human trafficking, etc.) and/or a particular migrant group or community (minorities, children, women, etc.), or to consider mobility and migration as part of a report on a related theme.
- Agree with key stakeholders on the report’s main objectives.
- Develop a partnership and resource mobilization strategy for sufficient financial, institutional and human resources.
- Establish clear management and consultation mechanisms with terms of reference for a steering committee, advisory committee, core team and peer reviewers.
- Ensure that the core team includes technical and cross-sectoral expertise, and reflects gender, ethnic and cultural diversity.
- Facilitate an orientation for the core team covering mobility, sectoral and human development topics.
- Prepare a preliminary advocacy strategy, and monitoring and evaluation plans as part of a full project document.

Stage 2: Research, Analysis, Validation And Consultation

Once preparatory steps have been largely completed, report teams can begin the stage of research, analysis, validation and consultation.

Key Steps

These include:

- Conduct data and literature reviews, and identify gaps and the scope of research;
- Commission new data collection, research and/or policy reviews;
- Carry out capacity development needs assessments;
- Create detailed chapter outlines to discuss and revise;
- Plan and implement participatory consultations and capacity development exercises;
- Draft and revise chapters based on consultations, with three or more drafts often needed, and validate them with key stakeholders;
- Organize peer reviews by experts in development, migration, statistics, gender, law and other relevant issues; and
- Plan and implement ongoing advocacy, outreach and communications activities.

The human development approach can help reduce barriers and identify opportunities for families, communities, local authorities, governments and societies at large to benefit from mobility and migration within and across borders. The approach includes a focused consideration of the poor, socially or politically marginalized people, and/or economically excluded groups defined by such parameters as age, gender, income, ethnicity, location, and physical and mental ability. Report teams should use the human development framework to inform plans for research, analysis and advocacy.

Specific mobility- and migration-related human development issues vary across and even within countries. The following section offers a non-prescriptive summary of some of the conceptual, analytical, data and measurement, and consultation options that report teams can explore.

Human Development Principles

Human development is characterized by several conceptual principles, including: freedom, equity, empowerment, efficiency and sustainability. Teams should use these principles when assessing the causes and impacts of, and policy responses to mobility and migration issues. The principles can be explicitly discussed in the report's main text and key messages.

Freedom and mobility

Human development is both a goal and a process of empowering people to lead lives they value through the expansion of their capabilities, freedoms and meaningful choices. Several reports—including the global 2009 report, and national reports from Cape Verde, Egypt, El Salvador, Mexico, and Kerala, India—have recognized that mobility is a basic freedom with real and perceived value for all groups affected by it. Although there is wide room for debate on the best ways to secure this freedom, some basic tenets universally apply. A person's ability to move freely in search of better opportunities should not be unnecessarily or arbitrarily restricted by policy. At the same time, policies should seek to address negative factors that force people to move involuntarily, e.g., trafficking, crises and persecution.

Equity

The human development approach involves looking at equity within and across national borders. For mobility and migration, this means identifying how different groups are affected by poverty or otherwise marginalized at different stages of the migration cycle. Potentially vulnerable groups can be characterized by age, gender, ethnicity, income or occupation, among other variables, and include not only those who move, but also those who stay at home, those not able to move, those who return, and larger communities in origin, transit and destination regions. Key issues for report analysis include the challenges and opportunities for more equitable access to information and services that can lead to more meaningful life choices and better human development outcomes, particularly for the poorest people.

Empowerment

The human development approach is concerned with reducing inequalities, and empowering individuals, families and communities as active agents of change. Reducing barriers, increasing choices and deepening social participation can have intrinsic and instrumental value. This can result in better policy-making, which in turn can spur greater empowerment and better outcomes in areas beyond mobility. The El Salvador report, for example, showed how migration represents an opportunity for the poor to take part more meaningfully in globalization, from which they would otherwise be excluded. Teams should not only consider the empowerment aspects of migration in their analysis, but also see the report process as a means of empowering different societal groups and institutions, especially those most marginalized, through surveys, focus group discussions and related consultations.

More specific examples of how these concepts can be applied to report research and analysis follow.

Potential Areas of Analysis

Depending on agreed themes and objectives, there are many potential areas of research and analysis that report teams can consider to support recommendations and policy advocacy.

Teams can help focus research plans by adapting the general framework of analysis used to inform the 2009 global report. It considers issues, outcomes and policies around those who move, as well impacts on other groups at origin, transit and destination locations.

The movers: who, why, how and where

Decisions on the scope and focus of research are influenced by the kinds of groups affected by migration, the type of movement (see Annex 1) and additional local issues. Since countries can simultaneously serve as source, transit and destination locations, for both internal and cross-border migrants, teams should be ready to adapt their analysis accordingly.

As noted by the 2009 global report, information on a country's migrants abroad, particularly those who are undocumented, is often limited and involves challenging political sensitivities that require careful management. Some of the information resources and networks to support such analysis include the [Migrant Integration Policy Index](#) (MIPEX), which measures policies to integrate migrants in 25 EU Member States and 3 non-EU countries; the [IOM Migration Profiles](#) and the [JMDI](#). Where possible, teams may also consider collaboration with diaspora organizations to compile additional information on migrants abroad.

Administrative sources in destination countries, when accessible, can provide relevant information about migrant

populations living there. For example, the El Salvador report used data from the US Census and US Immigration and Naturalization Services to create a profile of Salvadoran migrants in the United States based on income, education, employment, wages, unionization, family and standard of living. Using the same data, it was possible to make a comparison between first- and second-generation migrants.

Teams should compile information and assess different individuals and groups moving within and across borders over time, the reasons they move, and how their movement is facilitated (or not) at pre-departure, transit, destination and/or return points. As not all migrants have the same perspectives or motivations, research methodologies and consultations should be designed to ensure that migrant populations are not presented as having a single voice.

Report teams should prioritize research that considers groups who face particular risks before, during and after their move, such as low-skilled and seasonal workers, undocumented migrants, victims of trafficking, IDPs and refugees. Depending on context, additional groups who may deserve attention include women and youth, and people characterized by ethnicity, region, livelihood, or physical and mental ability.

People often decide to move based on a combination of factors involving poor conditions at home, and the idea that migration can provide greater income and opportunities for health, education, and civic, political and cultural freedom and security.

Many national reports have identified inequalities as a key trigger of migration. The Mexico 2006-2007 report profiled a typical Mexican migrant as a citizen with slightly above-average schooling and intermediate income levels, but predominantly coming from the most marginalized municipalities.¹ In Armenia, where some 1 million people have emigrated since 1991, the report team found that key drivers include lack of employment and barriers to doing business.

From a human development perspective, it is important to know how policies influence choices and outcomes at each point of migration, and link to issues of equity and empowerment. In addition to income opportunities, some of the key policy areas for teams to consider include: transaction costs associated with movement and admissions, access to basic public services, and the protection of human rights, safety and security.

Transaction costs

For both internal and cross-border migration, potential movers are often confronted by a variety of high transaction costs, especially before departure. Research can explore several related policy areas influencing these costs, including:

- Domestic, bilateral, regional and international migration regimes that may limit regular migration options through quotas and requirements for entry, family mobility, and conversion of status from temporary to permanent despite high demand, particularly for low-skilled and seasonal workers in agriculture, construction, manufacturing and services. As a result, some people may choose more costly, higher-risk options to gain admission or overstay at destination; there may also be cases where irregular migration may be less costly, as suggested below.
- Lengthy process times and high prices for official documents, such as birth certificates and passports. As noted by the global report, 1 in 10 countries has passport costs that exceed 10 percent of per capita income; not surprisingly, these costs are negatively correlated with emigration rates.
- Limited access to information on migration opportunities, risks, procedures, obligations and rights through pre-departure orientations, training and public information channels.
- Abuse and fraud by private recruiters. Intermediaries, or “middlemen,” play an important role in facilitating labour migration. The cost of their services, however, can be high. In some cases, migrants find after moving that their contract does not exist, there have been changes to their contract, or there are serious violations related to personal safety and working conditions.

Access to social services and protection of human rights

Access to social services and the protection of human rights—or a lack thereof—are issues that often influence people’s decisions to move, and also affect outcomes during transit and at destinations. Report teams can consider the following areas of research for internal and cross-border movement.

Social services at source: Teams can assess policies and capacities affecting the provision of such basic services as health, education, social safety nets and related infrastructure to families and communities through decentralized administrative authorities, as well as private partners. Particularly in the case of domestic migration, the question of registration and portability of access to services should be investigated, not least as this applies to children.

Social services at destination, including health, education, language training, social protection and pensions (for internal migrants): Many report teams, including from Albania, Egypt and Romania, have looked at ways to ensure such services for migrants and their families, and to support more sustainable human development outcomes related to longer-term stays. Reports can explore issues of urban governance needed for quality services and infrastructure, including fi-

nances and taxation; equitable pricing; the extension of services, such as to slums and shanty towns; regulation of the informal sector; and accountability through local representation and independent audits.

Basic rights and legal protection at destination: Teams should explore regular and irregular migrants’ rights to: work and employer portability; equal remuneration for equal work; decent working conditions and protection of health and safety; collective organizing and bargaining; protection from arbitrary detention; due process in the event of deportation; freedom from cruel, inhumane or degrading treatment; ability to return to place of origin; and legal recourse to address abuses. Report teams may consider more focused assessments for certain groups. Women often work in unregulated segments of the market, such as domestic work, and may be more prone to exploitation. Groups defined by ethnicity or nationality may be subject to more extreme cases of discrimination and xenophobia. Report teams can examine legal systems responsible for protecting rights, including those embodied in human rights treaties and conventions (see Annex 6), and consular services.

Treatment of victims of trafficking, deportees, refugees, IDPs and asylum seekers: Depending on country context, report teams may also look at the treatment of these groups, their right to work, and corresponding laws and institutions. Teams should consider such groups in countries abroad as well as in their own countries.

National development policies and institutions

As part of the research framework, report teams should consider how migration policies that link to issues of equity, empowerment and sustainability for particular groups are reflected in broader national Millennium Development Goal (MDG) strategies, PRSPs, sectoral and other cross-cutting development plans. Depending on the scope of the report, research can also consider people who lack the resources to move.

A 2009 review of PRSPs² showed that many only address a few, if any, aspects of mobility and migration. They often consider issues of mobility more from a perspective of control and regulation, rather than from the vantage point of facilitating opportunities through increased mobility.

For more on ways to integrate mobility and migration concerns into national strategies, teams can draw on the IOM/UN [Handbook on Mainstreaming Migration in Development Planning](#).

Impacts on other groups at origin and destination

In addition to looking at those who move, reports can explore issues, outcomes and policies as they relate to other

groups affected by migration, both at origin and destination points. This research can be applied to all forms of movement, including internal and cross-border.

As noted by the 2009 global report, there can be misconceptions about the negative impacts of movement at origins and destinations. Report research can help dispel unfounded beliefs, while supporting a more nuanced understanding of what potentially is a combination of positive and negative impacts.

Impacts at places of origin: When assessing issues at places of origin, report teams can consider households, community and national economies, and society and culture.

There are several possible household impacts at points of origin, including those related to financial remittances, gender roles, children, the elderly and civic participation.

One of the most well-known and potentially largest influences on migrant households involves financial remittances. In some countries, international remittances comprise a relatively large percentage of gross domestic product (GDP), such as 45 percent in Tajikistan, 38 percent in Moldova and 18 percent in El Salvador. Several reports have assessed how such remittances can benefit poor households. For example, data disaggregated at the district level in Kerala, India showed that, excluding remittances, districts with the highest incidence of migration have the lowest per capita income. When remittances are factored into income estimates, the differences between districts largely disappear.

Remittances are known to support better consumption, and health and education outcomes for children and other family members of migrants,³ and in particular the acquisition of housing and household appliances. Some studies also show that migrant households can be more entrepreneurial and have a higher propensity to invest than households without migrants.⁴ Given these potentially positive effects, report research can assess any legal, technical or bureaucratic barriers to transfers of remittances, as well as possible policy responses to make transfers more reliable and less expensive.

As noted by the 2009 global report, migration can have a mixed impact on traditional gender roles in migrant households: “When women move, this can change traditional roles, especially those surrounding the care of children and the elderly. When men migrate, rural women can be empowered by their absence: field studies conducted in Ecuador, Ghana, India, Madagascar and Moldova all found that, with male migration, rural women increased their participation in community decision-making.” At the same time, in some households, the burden on women as caretakers may increase, or, when a male migrant returns, traditional norms may come back into place.

Information on the gender aspects of mobility and migration can benefit from new analysis. Teams should go beyond collecting and analysing statistics disaggregated by sex to consider additional data that reveal root causes of gender inequality, imbalances in power relations, and obstacles to women’s agency and opportunities in areas linked to mobility.

Age is also a consideration. A recent [UNICEF report](#) considers the impacts of migration on young children and elderly people left behind.⁵

Community and national economic effects can include the broader impacts of financial remittances, increased education incentives and workforce changes. The El Salvador 2005 report revealed that the acceleration of migration in recent years has contributed to the transformation of the country into a service economy relying heavily on migrant remittances, and a mosaic of small businesses specialized in delivering services to migrants and their families, such as communication services or the export of nostalgia products.⁶

Report teams can also assess the role of diaspora communities in using collective remittances to support infrastructure and related community development initiatives. The 2005 Mexico report, for example, reviewed the Tres Por Uno (Three-for-One) programme, which encourages the diaspora to donate funds for local projects by complementing every peso they invest with three pesos from the Government. In general, though, these are limited investments; with the exception of some small states, the impacts on broader development initiatives may not be great.

Another potential area of analysis entails effects on community and national levels of education. The global report found that in some Chinese communities, for example, if labour migration involves low-skilled, labour-intensive sectors, higher school drop-out rates are one result. In communities providing more skilled labour migration for the internal market, children are more likely to complete their education. The prospect of moving can also strengthen incentives to invest in education. The opportunity for Fijians to migrate to Australia has encouraged greater enrolment rates in higher education. As a result, the skill-level of working age Fijians has increased, despite high emigration rates. In the Philippines, the Government actively promotes work abroad by facilitating the acquisition of professional skills that are also needed in the country. Analysis may reveal that parts of the education system are not geared to local needs.

One of the more commonly discussed forms of fallout from migration, and a key concern for many source governments, especially for small and less developed states, involves broader changes in workforce composition, or the so-called “brain-drain.” This topic is potentially relevant for reports addressing both internal and cross-border migration.

[Research for the global 2009 report](#) found that for many communities and countries, the overall impact of the emigration of both higher- and lower-skilled workers is less detrimental over the medium and long term than is often assumed, and often involves a mismatch between labour supply and demand. Report advocacy can stress that efforts to limit movement without addressing underlying structural causes are unlikely to be effective, and are contrary to the idea of mobility as a basic freedom.

In addition to looking at the economic effects of migration and the policy responses, report teams can analyse related social and cultural impacts.

The global report noted that “mobility can have profound consequences for social, class and ethnic hierarchies in origin communities if lower status groups gain access to substantially higher income streams.” In addition to higher income, return migrants and communication networks can transfer ideas and practices back to communities of origin.

These “social” remittances can help spread knowledge in households and across communities on issues related to health, nutrition and hygiene, more empowering gender roles, lower fertility rates, greater educational expectations for girls and female labour force participation. Frequent return visits and/or collective diaspora and return migrant initiatives can also affect patterns of political and social participation. There can be negative social aspects as well. Mobility can at times serve as a vehicle for the more rapid transmission of HIV and AIDS, for example. The deportation of youth from the United States back to Central America has been linked to the export of gangs and gang cultures.

Report teams may find varied perceptions on the nature of impacts in countries where there is a culture of migration, or where it is viewed as a pathway to adulthood and higher social status. In Mali, Mauritania and Senegal, for example, mobility is viewed as a necessary rite of passage.⁷

Impacts at transit and destination points: Beyond exploring the effects of mobility at places of origin, report

teams can also assess impacts at transit and destination points, bearing in mind that many developing countries are origin, transit and destination countries. Areas for potential analysis include the following.

Aggregate economic impacts is a topic often debated but difficult to measure. Migrants can bring broader economic benefits, including higher rates of innovation and long-term growth. Report teams can consider specific effects, including how migration stimulates local employment and businesses, and the level and composition of consumer demand.

Migration debates often focus on fears that migration, especially of lower-skilled workers, will negatively impact destination wages and employment. Report teams can inform these debates through analysis that looks at not just migrant numbers, but also their skills. When migrant skills complement those of locally born workers, both groups may benefit, although the results may be mixed. Report teams can also consider impacts on employment in specific sectors, including through analysis of legal and institutional factors. If, for example, migrant wages and working conditions are not protected by regulation, including the right to organize in unions, then unfair competition with locally born workers can result.

Rapid urbanization, which is frequently fed by internal migration, can cause challenges for destination communities, as well as migrants. Report teams can explore causes of urban growth and policy responses, including issues of urban governance. The global report’s research found that when people move to escape poor living standards and search for better services, urban centres may not be able to meet new demands. When movement is driven by urban employment opportunities, however, net positive results are more likely.

Another common and usually contentious debate involves whether migrants’ fiscal contributions are too high or too low with respect to the public services and welfare benefits they receive. Measuring these issues can be quite challenging. Report teams can explore them by looking at the extent and quality of benefits and services, and migrant eligibility. In general, however, the net fiscal impacts of migration, whether positive or negative, are not high.

Perceptions and concerns about migration often drive policy debates. Teams can support more informed debates by researching these concerns and helping to correct any wrong or distorted views. Some of the more common and often negative views at destination points involve perceived links between migrants, crime and terrorism, and related effects of migrants on local social, economic and cultural conditions. Reports can look at the relative success of policies designed to integrate migrants into destination communities, while still supporting complementary and diverse cultures.

Box 4: Capturing IDP Perspectives in Turkey

To help fill data gaps in Turkey, the Government commissioned a perception survey with UN country team support. The survey assessed IDP access to services, and barriers to urban integration, return and resettlement.

The survey was designed to capture variations in perspectives and priorities among civil society organizations representing IDP communities, and among IDPs themselves. To tap the views of young women, for example, separate focus group meetings were held with different age groups of female respondents. To address the needs of older women not fluent in Turkish, special interviewers were recruited to work in local dialects.

In signaling that the opinions of IDP populations would be taken into account, the survey helped build trust and create an entry point for community empowerment. It marked an important shift away from a centrally planned policy process to one in which IDP policies drew on inputs from civil society and the IDP community.

Source: UNDP Turkey.

Validation and Consultation Mechanisms

Report teams should consider a variety of consultation mechanisms to support research and advocacy objectives

throughout the report preparation process, beginning at its earliest stages.

Carefully planned consultations can advance a series of mutually re-enforcing efforts to: strengthen engagement with key national groups; raise public awareness; develop capacities; facilitate inclusive, participatory debates; empower targeted migration groups; compile qualitative data; validate and advocate key mobility messages; review and inform analysis; strengthen existing dialogues and partnerships; and increase the likelihood of follow-up actions.

Depending on report objectives, validation and consultation mechanisms can include:

- Interviews with policy-makers and opinion leaders, the media, civil society organizations, employers and chambers of commerce, migrants, their families, and members of origin, transit and destination communities;
- Focus group discussions, including with migrants and other traditionally excluded groups;
- Groups convening experts on migration issues and related development fields;
- Larger workshops and conferences bringing together many stakeholders, including media;
- Stakeholder surveys, especially when combined with other mechanisms (see Box 4);
- Online discussion forums and networks, depending on the trust and skills of target groups; and
- More formal consultative mechanisms established during the preparation stage, such as the steering committee and advisory group involved throughout the report process.

To cite some examples from past reports: In India, sub-national report teams organized a series of consultations with a broad range of stakeholders to discuss potential mobility analysis and methodologies. The Somalia team drew

on inputs from discussions with human rights organizations, regional administrations, civil society and the business community. In Mexico, the team followed the path of irregular migrants to hear directly from them about the realities and risks they face. For the Central Asia report, in addition to holding a series of workshops, the authors interviewed migrants and other actors, including drivers taking caravans of migrants across the Tajik-Russian border.

When planning consultative events at the local, national and regional levels, report teams should consider the benefits and potential drawbacks of each consultation type, including political sensitivities and requirements for meaningful participant contributions. Myths, misperceptions and competing agendas can create a challenging environment for constructive debate. When well planned and facilitated, however, public debates can help limit expressions of xenophobia, stigmatization and even violence, while still addressing the legitimate concerns of different groups.

NOTES

¹ Paola Pagliani. “Mobility and Human Development in National and Regional Human Development Reports.”

² R. Black and J. Swart. 2009. “Migration, Poverty Reduction Strategies and Human Development.” UNDP Human Development Research Paper.

³ Ibid.

⁴ D. Yang. 2009. “International Migration and Human Development.” Human Development Research Paper No. 29. Cited in *Human Development Report 2009*, op. cit. p. 74.

⁵ UNICEF Child Rights Information Center. 2007. “The situation of children left behind by migrating parents.” UNICEF country report. Chisinau, Moldova.

⁶ Paola Pagliani. “Mobility and Human Development in National and Regional Human Development Reports.”

⁷ *Human Development Report 2009*, p. 81.

Summary Points

- Use a human development lens to assess causes, impacts and policies related to mobility and migration.
- Apply human development principles of freedom, equity, empowerment, efficiency and sustainability.
- Prioritize a focus on vulnerable people, including lower-skilled workers, women, children, and additional groups defined by age, ethnicity, location, or physical and mental ability.
- Consider adapting an analytical framework that looks at those who move, why they move, and how their movement is facilitated at origin, transit and destination points, including in terms of transaction costs, access to public services, protection of human rights and broader development strategies.
- Consider assessing the social, economic and cultural impacts of mobility at points of origin and destination, including at the household, community and national levels.
- Map data and studies relevant to mobility and migration.
- Examine a variety of quantitative and qualitative information sources.
- Compile new data depending on research needs, and financial, technical and time constraints.
- Consider a variety of consultation mechanisms for national engagement, inclusive debate and validation, capacity-building, awareness-raising and advocacy.

Stage 3: Finalization, Launch and Follow-Up

Once report research, analysis and consultations have been largely completed, teams can begin the next stage of finalizing the report, and preparing for its launch and follow-up.

Key Steps

The final stage of a report is open-ended and can take four months or more to complete. In some cases, earlier work plan deadlines may have slipped by this stage. Country offices and report teams should revise time lines as necessary to ensure that final preparations and follow-up are not rushed to the detriment of report quality and advocacy goals. The key steps include:

- Finalize the publication:
 - Prepare a near final draft, drawing on consultations, including: targeted policy recommendations, clearly communicated data, and human stories and migrant voices;
 - Submit drafts to independent peer reviewers;
 - Edit the report for messaging, terminology, logical flow and consistent tone;
 - Complete document design and layout for creative, professional presentation;
 - Copy-edit the final document and subsequent publisher proofs; and
 - Translate into national and other relevant languages.
- Prepare for a high-profile launch.
- Conduct post-launch follow-up advocacy and programming activities.
- Monitor and assess the influence of the report.

Finalizing the Report

When finalizing the report, teams should consider how best to formulate policy recommendations, communicate with data, and include migrant voices, human stories and related qualitative data.

Formulating policy recommendations

Every country context is different, but teams can consider several guidelines for preparing policy recommendations, including those related to the 2009 global report and the analytical framework presented under Stage 2 in this guidance note. In general, report recommendations should:

- Go beyond a description of general goals and objectives to include specific policy suggestions;
- Prioritize recommendations in terms of short-, medium- and longer-term;
- Target specific actors for follow-up, including different public agencies at central and local levels of government, as well as groups from civil society, the private sector, the donor community, etc.;
- Include recommendations specifically addressing the needs of women and additional societal groups of particular interest, and outlining options for their greater empowerment;
- Address all points of the migration story, including pre-departure, transit, destination and return; and
- Be realistic by taking into consideration practical constraints related to political economy, trade-offs, traditional values and norms, resources and options to overcome these barriers.

Depending on the report's scope, objectives and research, national and regional recommendations may address some of the policy areas highlighted by the global report. A sample matrix of its recommendations broken down by the groups to whom they are addressed appears in Annex 4. These recommendations outline specific policy options to:

- Make mobility, including internal migration, an integral part of national development strategies;
- Liberalize and simplify regular channels of migration;
- Reduce transaction costs associated with movement;
- Ensure protection of basic rights for migrants; and
- Improve outcomes for migrants and other groups in origin and destination communities.

Several national report teams have prepared recommendations addressing one or more of these areas. Reports from Armenia, El Salvador, Kerala (India), Mexico, Moldova and Romania highlighted the underlying inequalities in human development achievements at places of origin that often drive migration. They advocated longer-term strategies to address disparities, including through national and local development and labour policies. For example, the El Salvador report outlined policies prioritizing quality and sustainable employment; investment in education, science and technology; a more transparent and accountable civil service; higher savings rates and a new fiscal pact; and better coordinated and more participatory local policy processes

that consider rural coping strategies, the empowerment of local self-governments, and non-agricultural opportunities related to tourism and handicrafts.¹

In some cases, it is easier for regional reports to formulate recommendations targeting governments and partners in origin, transit and destination countries. The Central Asia report, for instance, offered recommendations addressed to each of the five national governments in the region, to regional organizations, and to international partners based on examples of good cooperation. Recommendations included calls for the common recognition of academic qualifications; the facilitation of remittance flows; and simpler, more harmonized visa and passport requirements.

Given the common challenges involving data gaps, report teams can also consider recommendations that identify multi-year research priorities and highlight related institutional capacity-building needs.

Several reports have advocated for improved data systems, including revised labour and household surveys that can better assess the “migration economy.” In Romania, for example, the Ministry of Labour, Social Solidarity and Family did not keep official statistics on migration before 2005, while the Office for Labour Force Migration only tracks active work permits. The report team recommended a long-term strategy for conducting “in-depth research on determinants, characteristics and effects of migration together with a comprehensive data gathering and monitoring system.”

Communicating with data

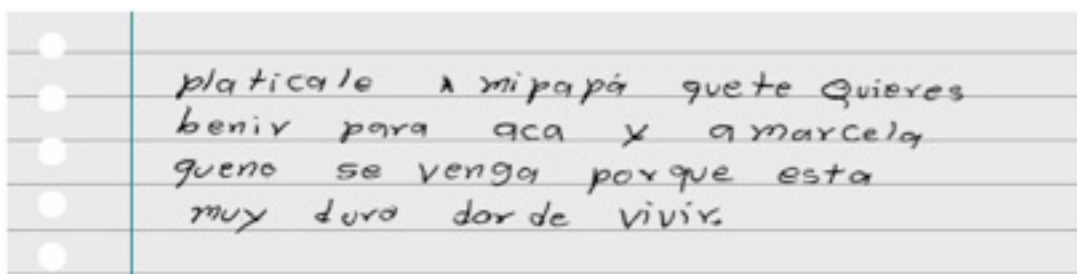
Even with the best available information, advocacy goals cannot be achieved unless data and statistics are communicated effectively in the report and all supporting materials. There are many ways for report teams to make data easily understood, including through clearly labelled and sourced maps, charts, graphics, diagrams and text boxes. See Figure 4 for examples from the global and El Salvador reports.

In general, data presentation techniques should be clear and creative. The use of too many numbers or technical terms in the main text can be avoided by shifting more detailed technical descriptions and statistical tables to annexes or publishing them as separate technical notes.

Integrating people’s experiences

To strengthen analysis and advocacy, report teams should complement quantitative data with qualitative information, including human stories; cultural references; case studies; and quotes from migrants, their families, and other groups affected by mobility and migration in origin, transit and destination locations. This can drive home the compelling realities of report messages. Gaps can be highlighted between policy objectives, their implementation and how they are perceived, for example. A further benefit comes from reflecting the voices of people who are not usually heard or involved in decision-making. The report should maintain confidentiality and the anonymity of individuals as appropriate.

Box 5: A Plethora of Voices



An extract from a migrant letter

“...talk to my Dad and tell him you want to come here, and tell Marcela that she shouldn’t come because life is very hard here.”

Quoting literature

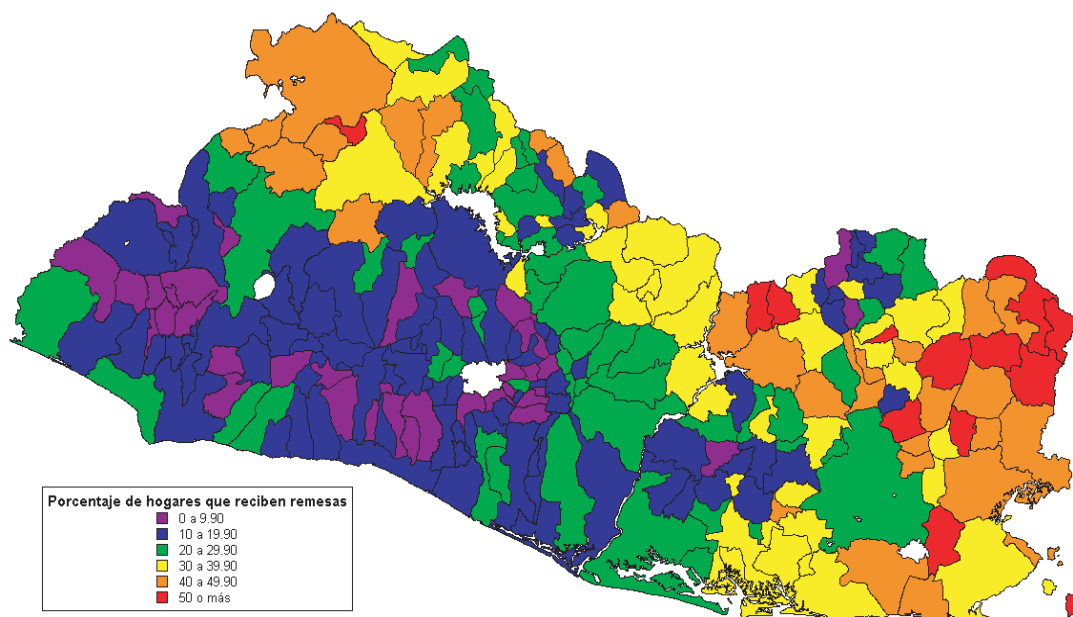
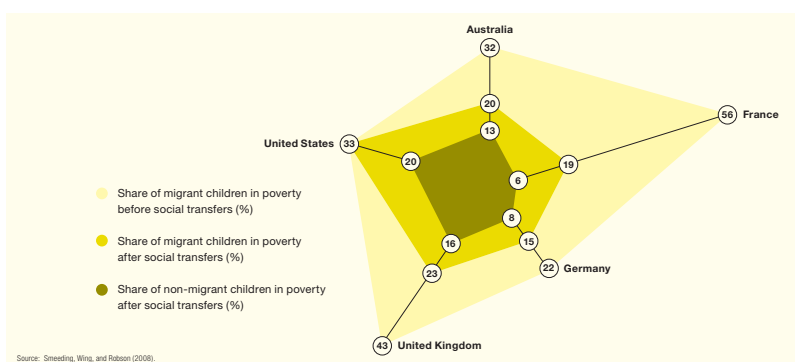
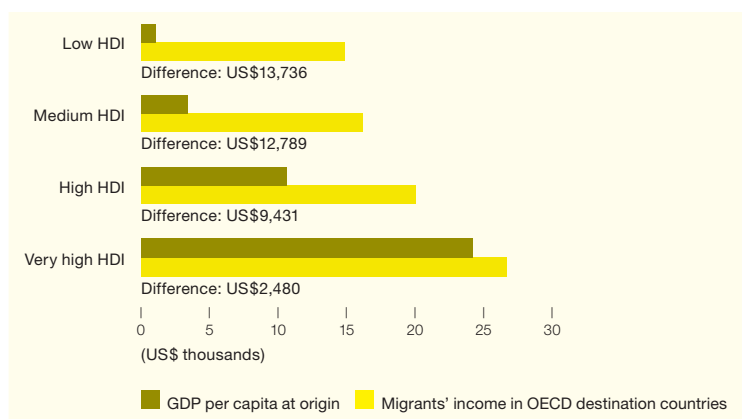
“For three or four generations now, Mexican villages have lived under the rumour of America, a rumour vaguer than paradise... Everyone knows someone who has been. Everyone knows someone who never came back. What do you expect to find? The answer is always an explanation for the journey: “I want money enough to be able to return to live with my family in Mexico.”

—Richard Rodriguez, *Days of Obligation*, 1992

Source: 2006-2007 Mexico Human Development Report.

Figure 4: Telling the Story with Graphics

Three examples of creatively using graphics to present complex data come from the global *Human Development Report 2009* and El Salvador's 2005 national report. Two charts from the global report show that migrants have higher incomes than people who stay behind (top), while migrant children tend to be poorer, but social transfers can help (middle). The El Salvador map (bottom) breaks down remittances per household by municipality (calculations are based on data from Mapa de Pobreza 2004).



There are many ways to capture the views and experiences of migrants and other groups, and incorporate them into report analysis and recommendations. The 2009 global report shared the story of Bhagyawati, a young woman constrained by caste whose children do not attend school because the construction site where she works is too far from home. Because she has found work outside her registered district, she cannot access basic services for herself or her children.

In Albania and Armenia, migrant surveys were correlated to general opinion polls on satisfaction with public services and economic opportunities. Differences in survey results were used as a proxy to help explain migrants' likelihood to move in response to poor conditions at their place of origin. In the Philippines, the report team drew on interviews with leaders of displaced communities.

The team in Mexico conveyed migrant voices by integrating anonymous extracts from actual personal letters sent home, as well as the results of migrant opinion surveys. The report also incorporated illustrative quotes from well-known literary works on the lives of migrants (see Box 5).

Launching the Report

As the report is being finalized, country offices and report teams should begin preparations for the launch. There are several aspects to consider, each requiring different advocacy, communications and media skills, and close collaboration with partners.

These include efforts to:

- Ensure that the year on the cover is the same as the year of the launch;
- Fine-tune advocacy strategies, including media, communications and outreach plans;
- Identify key advocacy messages and opinion leaders to “champion” them;
- Consider different nationally owned launch events: press conferences, policy seminars or public debates in the capital, and local and/or regional locations;
- Select launch dates to complement ongoing national, regional, and international migration and development processes, including Global Forum for Migration and Development activities and similar events;
- Prepare press kits including: a summary of the report, press releases targeting different audiences and detailing different migration messages, frequently asked questions and answers, data fact sheets, CD-ROMs and DVDs;
- Organize pre-launch briefings for print, radio, TV and electronic media;
- Offer media coaching to report team members and other launchers; and
- Plan for ways to manage politically sensitive issues.

To help prepare an effective outreach and communications strategy, report teams can look at how the media and public currently address migration and mobility, considering questions such as:

- Is there a media or political bias for/against certain migration issues and/or groups?
- Do the media understand the causes and impacts of mobility and related policy?
- What is the public perception of migration in general and of different migrant groups?
- How are communities of origin and destination portrayed?
- Are negative responses to the report anticipated?

Teams can find more detailed guidelines on launch preparations in the [HDR Toolkit](#).

Advocacy, Outreach and Programming Follow-Up

As noted earlier, outreach and communications strategies are integral to report preparation, and should include a variety of activities involving key stakeholders and media. For example, events such as national theme selection workshops can include media outreach.

Report teams, country offices and partners can consider several additional pre-launch, launch and post-launch advocacy, outreach and programming activities, including resource mobilization. Longer-term outreach and communications initiatives could include:

- The publication of background studies and data not included in the report;
- Policy briefs and seminars for national/regional partners;
- Simple summaries of key messages;
- Web-based resources, including pages with the report, and related resources and interactive features, as well as social network platforms such as Facebook and diaspora-based chat forums; and
- Public awareness campaigns, including posters, plays, and radio and TV programmes.

In addition to disseminating advocacy messages on mobility and migration, country offices can work with UN country teams, the IOM and other partners to back national implementation of report recommendations. Partnerships established for the report, including steering committees, advisory groups and other consultation mechanisms, can be maintained and/or adapted to advance policy agendas, and used to mobilize additional resources for follow-up.

In El Salvador, for example, new programmes have been designed to strengthen migration-related policies. Building on collaboration with destination country representatives during the report process, the European Commission has financed a new project on human development and migra-

tion. It is designed to: improve information and analysis; mainstream migration issues into public policies; promote interventions in communities with high rates of emigration; and improve understanding of migration among researchers, academics and opinion leaders.

Monitoring Impacts

As part of the ongoing report process and UNDP programming cycle, country offices should monitor contributions to national and regional mobility and migration discussions and actions. In general, UNDP should attempt to measure influences on each group that has been targeted by the report. Report teams should establish clear objectives and targets early, and assess results at short-, medium- and long-term intervals after the launch using qualitative and quantitative measures. Sample indicators include:

- Use of report findings in government, parliamentary and other public debates;
- Use of report recommendations in PRSPs and related national planning instruments;
- Shifts in resource allocations and the focus of development programming, including at UNDP;
- Legislative changes proposed and/or adopted at all levels;
- Establishment of new institutional bodies and/or changes in those that exist;
- Emergence of new partnerships and/or the strengthening of existing collaborations;
- Feedback from focus group discussions with migrants and additional stakeholders; and
- Media coverage over time, domestically and abroad.

Country offices and partners can in turn use this information to inform ongoing and new policy initiatives designed to reduce barriers to mobility within and across borders, while empowering people to benefit more equitably from the potential gains of mobility at places of origin and destination.

NOTES

¹ *El Salvador National Human Development Report 2005: A look at the new “ourselves”: the impact of migrations.*

Summary Points

- Ensure sufficient time for report finalization, including editing, design and translation;
- Formulate recommendations that offer specific, prioritized policy options; target different actors; address the needs of and empower marginalized groups; and are realistic.
- Communicate effectively with data through clearly labeled and sourced maps, charts, graphics, diagrams and text boxes; place more detailed technical explanations and data in annexes.
- Complement the use of quantitative data with qualitative information, including through human stories, cultural references, case studies, and quotes from migrants and other groups.
- Use mobility and migration terminology for the report and related advocacy materials that is technically correct and supports broader advocacy objectives.
- Prepare in advance for the report launch, including through strategic advocacy, outreach and communications plans.
- Plan and support a series of ongoing post-launch advocacy, outreach and programming follow-up activities, drawing on partnerships established throughout the report process.
- Monitor and assess the influence of the report, and use results to inform ongoing and new mobility- and migration-related research, advocacy and policy initiatives.

Annex 1: Forms of Migration and Migration Scenarios

Who are they?	Why do they move?	How is their movement and stay away facilitated, or not?	How are they protected under international/national law?
<p><i>Characteristics of migrants and migration patterns</i></p> <p>Who moves? (Disaggregate as far as possible using indicators such as income, country/region of origin, group affiliation, age, gender, education, occupation, legal status.)</p> <p>Where do they go (in the country and/or abroad)? How long do they stay (in the country and/or abroad)?</p> <p>How often do they return home? Is migration permanent, temporary or cyclical?</p>	<p><i>Push factors</i></p> <p>War, conflict, natural disasters</p> <p>Natural or man-made environmental degradation, climate change</p> <p>Lack of employment opportunities, under-employment, poverty, extreme hardship</p> <p><i>Unequal access to employment and services (healthcare, education, etc.)</i></p> <p>Gendered constraints/threats at origin (including early marriage, female circumcision, homophobia)</p> <p>Persecution (as outlined in the 1951 Refugee Convention)</p> <p>Lack of political freedom and protection of human rights</p> <p>Lack of good governance/rule of law (human rights corruption)</p> <p><i>Pull factors</i></p> <p>Perceived opportunities elsewhere (work, education)</p> <p>Family reunification (through marriage, parents/children)</p> <p>Demand for high- and low-skilled labour</p> <p>Social networks</p>	<p><i>Regular channels</i></p> <p>Work visas</p> <p>Seasonal labour migration programmes</p> <p>Study abroad/student exchange programmes</p> <p>Temporary service provision agreements (GATS Mode 4)</p> <p>Free labour market agreements</p> <p>Bilateral labour agreements</p> <p>Intra-company transfers</p> <p>Family reunification programmes</p> <p>Refugee resettlement programmes</p> <p>Returnees/deportees</p> <p>Voluntary return assistance</p> <p><i>Undocumented</i></p> <p>Overstaying visas</p> <p>Transit</p> <p><i>Irregular channels</i></p> <p>Smuggling</p> <p>Trafficking</p> <p>Informal employment</p>	<p><i>CORRELATED WITH</i></p> <p>Internationally defined legal categories</p> <p>Asylum seeker</p> <p>Refugee</p> <p>IDP</p> <p>Smuggled migrant</p> <p>Trafficked person/victim of trafficking</p> <p>Migrant worker</p> <p>Family members</p> <p>Irregular migrant</p>

Annex 2: Human Development and Migration Links

Dimension	Issues	Human Development Reports
Living standards	Employment (opportunities abroad and impact on the labour market at home)	Albania, Armenia, Cape Verde, China, Egypt, El Salvador, India/Kerala, India/Maharashtra, Lao People's Democratic Republic, Mexico, Moldova, Romania, Southern Africa Development Community (SADC), Uganda
Education	Remittances and poverty	
Health	Remittances and balance of payments	
Social cohesion	Shanty towns as by-product of internal migration	Albania, Armenia, Central Asia, Egypt, El Salvador, India/Kerala, Mexico, Romania, Uganda
Participation	Impact of remittances on education	Armenia, Central Asia, China, El Salvador, India/Maharashtra, Mexico, SADC
Rights	Access to educational opportunities in destination community	
Culture	Education to enhance migration opportunities	Albania, Armenia, Cape Verde, Central Asia, Cote d'Ivoire, El Salvador, Romania, SADC
Security	Brain drain	Armenia, Cote d'Ivoire, El Salvador
Inequalities (geographical, gender, group, etc.)	Impact of remittances on health	Albania, Armenia, Central Asia, Egypt, Romania
	Access to health services at destination	Cape Verde, El Salvador, India/Kerala, Moldova, Somalia
	HIV and AIDS	
	Adjustments in communities of origin (changes in traditional societies)	Albania, Armenia, Philippines, Somalia
	Integration and/or tensions in destination communities	Armenia, China, Egypt, El Salvador, India/Kerala, Mexico, Uganda
	Trans-border communities	
	Political participation at home	
	Impact on political life at destination	
	Human rights limitations due to movement or displacement	
	Exposure to different cultures	
	Impact on traditional values	
	Access to new technologies	
	Forced displacement	
	Trafficking	
	Inequality as the main determinant of migration	
	International inequalities	
	Internal inequalities	
	Impact of migration on inequality	

Source: Paola Pagliani. "Mobility and Human Development in National and Regional Human Development Reports."

Annex 3: Mobility and the MDGs

	Vulnerabilities	Opportunities
MDG1: Eradicate extreme poverty and hunger	<p>People who are impelled to move are more vulnerable. Away from their support networks, they are more exposed to danger, violence, stigma and exclusion.</p> <p>Women, children and the elderly are often the most vulnerable, and will face different dangers than men.</p> <p>When migration is cross-border, migrants may face additional difficulties due to language or cultural differences.</p> <p>Irregular migrants are more vulnerable as their labour rights are not protected, increasing risk of exploitation.</p>	<p>Labour migration can lead to a significant (up to 16-fold) increase in household income. Successful remitters will also contribute to the education of family members and development of their community of origin—in some instances becoming employers themselves (construction, business enterprises, etc.).</p>
MDG2: Ensure that children remain in school and receive a high-quality education	<p>Migrant children may not have access to education, negatively impacting on their ability to lead productive, healthy and happy lives.</p> <p>If opportunities for migrant children are limited due to their irregular migration status, the added stress and a sense of exclusion are detrimental to the child and their host community.</p> <p>Governments may face potential strain on infrastructure and service provision in education.</p>	<p>Migrant children should have access to education irrespective of their legal status—this is a universal right. A long-term perspective aimed at raising the skills of the very poor should prevail over short-term concerns about migration control.</p> <p>The Convention on the Rights of the Child confirms the right to an education for all children, and does not distinguish between legal or irregular status. This means that unique opportunities to access education for migrant children can be devised.</p>
MDG3: Promote gender equality and empower women	<p>Skilled and low-skilled migration can reinforce traditional gender roles. While men are engaged in physical labour (construction, fishing, etc.), women may face the double-burden of working full time and assuming traditional gendered family duties.</p> <p>Since the home is generally an unregulated environment, women can be more easily exploited. These risks increase significantly when migration is undocumented, since the migrant will not be able to ask for legal protection without risking deportation. Undocumented migrants are also more vulnerable to domestic violence as they may not seek assistance/protection.</p>	<p>Not all low-skilled, irregular migration places migrants at risk.</p> <p>Evidence exists to show that regardless of legal status, being a remitter enhances the migrant's status.</p> <p>For women, migration can be empowering through physical and financial independence, and increased self-esteem as providers in their community.</p> <p>Education, work experience and economic independence abroad can release women from their traditional roles and enable them to exercise their rights more effectively.</p> <p>Migrant women can become agents of change, bringing beneficial norms (such as family planning, health and hygiene strategies) to the community of origin.</p>

MDGs 4,5 and 6: Reduce child mortality, improve maternal health and combat HIV/AIDS, malaria and other diseases

People on the move have less access to regular healthcare providers—even more so when they are poor.

Public health concerns such as HIV and AIDS and tuberculosis can have devastating impacts on migrant communities and those they transit through.

Providing access to healthcare for migrants regardless of their legal status, voluntariness, or phase of the migration process (internal migration, transit or destination communities) benefits the migrants, host communities and communities of return.

Good health will positively affect the migrant's ability to be active in economic, social and educational spheres.

Good health includes physical, emotional and psychological well-being.

MDG7: Ensure environmental sustainability

War, conflict, famine, environmental or man-made disasters may force people to move, thereby increasing vulnerabilities and heightening the risk of gendered violence and insecurity.

Migration can also increase pressures on urban areas leading to slums with inadequate housing facilities, and a lack of safe drinking water and proper sanitation. Social exclusion and xenophobia further marginalize migrants.

Support for democratic and environmental governance can contribute positively to reducing the risk of conflict or preventing the negative impacts of man-made environmental damage (excessive construction, destruction of natural resources, etc.).

Reducing financial and environmental burdens (including those related to access to water/sanitation) on communities with high migrant populations through economic transfers can offset the impacts of negative migration and reduce the risks of social exclusion of migrants at destination points.

MDG8: Develop a global partnership for development

Governments and the private sector are not aware of the potential of diasporas.

Successful social and economic integration of migrants at destination points increases the migrant's potential to positively contribute to development in the community/country of origin.

Remittances are invested in human and economic capital—such as the health of the family or community, education and the financing of businesses at points of origin.

Reducing transfer costs associated with remittances can channel more capital into development.

Diaspora communities can be tapped to provide support to migrant communities abroad and development projects at home.

Annex 4: Global Report Policy Recommendations

Proposals for Stakeholders	Destination governments	Origin governments	NGOs, private sector, unions, international agencies	Migrants
Ensure basic human development rights for all migrants, regardless of their status.	<p>Implement core international human rights treaties.</p> <p>Ensure respect for the human rights of liberty; security of person; freedom of belief; protection against forced labour and trafficking; equal remuneration for equal work; collective organization and bargaining; freedom from arbitrary detention; freedom from cruel, inhumane or degrading treatment; and return to countries of origin.</p> <p>Bilateral and multilateral agreements and initiatives: Collaborate with governments of origin countries to ensure respect for human rights throughout the process of migration.</p>	<p>Implement core international human rights treaties.</p> <p>Collaborate with destination governments to promote respect for the human rights of migrants, including through bilateral and regional agreements.</p> <p>Advise migrants on their rights and responsibilities abroad, e.g., through resource centres and pre-departure orientation programmes.</p> <p>Provide consular services at destinations to receive complaints and provide recourse, and to offer advice on legal mechanisms and systems in destination countries.</p>	<p>Collaborate with governments in destination and origin countries to promote implementation of core international human rights treaties.</p> <p>Employers: Adopt and implement codes of conduct, ensuring protection for migrant workers' rights.</p> <p>NGOs and unions: Work closely with employers and government officials to ensure respect for migrants' rights, unionize migrant workers and advocate for paths to regularization.</p> <p>Provide information on existing institutions and legal mechanisms, and on migrants' rights and responsibilities.</p> <p>Support migrant networks and communities in pursuing peaceful forms of participation.</p>	<p>Seek to learn, understand and respect the laws of host communities.</p> <p>Pursue peaceful forms of participation and protest, when disagreeing with existing norms and rules.</p>
Reduce transaction costs associated with migration.	Open corridors for legal movement of migrants and introduce regimes allowing free movement, in collaboration with governments in origin countries and employers' associations and civil society.	<p>Collaborate with governments in destination countries to open corridors for the legal movement of migrants and to introduce regimes allowing free movement.</p> <p>Reduce the cost of and ease the bureaucratic access to official documents.</p>	<p>Private sector and unions: Develop industry associations and codes of conduct to monitor and promote ethical standards in recruitment and working conditions.</p> <p>Collaborate with governments in destination and origin countries to regulate private recruiters,</p>	<p>Participate and engage in pre-departure initiatives for training and information dissemination.</p> <p>Pursue legal recruitment procedures.</p>

Source: Global 2009 Human Development Report.

Proposals for Stakeholders	Destination governments	Origin governments	NGOs, private sector, unions, international agencies	Migrants
	<p>Reduce the cost of and ease the bureaucratic access to official documents.</p> <p>Regulate private recruiters to prevent abuses and fraudulent practices; and explore, e.g., joint liability, in collaboration with governments in countries of origin, employers and unions.</p> <p>Implement direct administration of recruitment by public agencies, in collaboration with governments in countries of origin, employers and unions.</p> <p>Promote and participate in forums of intergovernmental cooperation, developing partnerships with governments in origin countries to address the challenges and enhance the benefits of international migration.</p>	<p>Provide information to migrants on job opportunities abroad, rights of recourse and social networks.</p> <p>Collaborate with employers, unions and NGOs to collect and disseminate accurate information.</p> <p>Regulate private recruiters to prevent abuses and fraudulent practices; and explore, e.g., joint liability, in collaboration with governments in destination countries, employers and unions.</p> <p>Implement direct administration of recruitment by public agencies, in collaboration with governments in destination countries, employers and unions.</p> <p>Promote and participate in forums of intergovernmental cooperation, developing partnerships with governments in origin countries to address the challenges and enhance the benefits of international migration.</p>	<p>and prevent abuses and fraudulent practices.</p> <p>Collect and disseminate information on best practices.</p> <p>Collaborate with governments in origin countries to collect and disseminate accurate information on job and study opportunities abroad, rights of recourse and social networks.</p>	
Improve outcomes for migrants and destination communities.	<p>Provide access to schooling and healthcare, ensuring treatment equal to that available to locally born residents.</p> <p>Provide language training, informed by the needs identified by asso-</p>	<p>Work together with destination governments, employers and trade unions to develop clear mechanisms to facilitate the accreditation of skills.</p> <p>Collaborate with governments in destination countries, ensuring fair</p>	<p>Collaborate with governments in destination countries to provide language training when necessary.</p> <p>Work together with origin and destination governments to develop clear mechanisms to facilitate the accreditation of skills.</p>	<p>Seek accreditation of skills and qualifications.</p> <p>Respect the rule of law.</p>

Proposals for Stakeholders	Destination governments	Origin governments	NGOs, private sector, unions, international agencies	Migrants
	<p>ciations of migrants, employers and trade unions.</p> <p>Legislate to give access to the labour market and facilitate employment portability.</p> <p>Work together with origin governments, employers and trade unions to develop clear mechanisms to facilitate accreditation of skills.</p> <p>Support local government roles in:</p> <ul style="list-style-type: none"> • Promoting inclusive local governance structures, enabling participation and accountability; • Avoiding institutional practices that contribute to discrimination; • Ensuring law and order, including effective, responsive police; • Providing relevant information for the public, civil society organizations, and migrants' associations; and • Ensuring equitable land use planning, consistent with the needs of the poor. <p>Review additional costs associated with migrants and undertake redistributive fiscal measures across localities as appropriate.</p>	<p>treatment during recessions, and providing accurate data on labour market evolution.</p>	<p>Collaborate with governments in destination countries to support local government roles.</p> <p>Join with other actors to combat xenophobia and racism through awareness-raising campaigns and seminars encouraging a balanced debate.</p> <p>Collaborate with governments in destination and origin countries, ensuring fair treatment during recession, assisting those migrants who wish to return and providing job training.</p>	

Proposals for Stakeholders	Destination governments	Origin governments	NGOs, private sector, unions, international agencies	Migrants
	<p>Work directly with NGOs, migrants' associations and other civil society associations to combat xenophobia and racism.</p> <p>Ensure fair treatment during recessions by:</p> <ul style="list-style-type: none"> • Allowing time for laid-off workers to find new jobs; • Ensuring severance payments and/or unemployment benefits, when entitled; • Ensuring continued access to basic services and job searches; • Supporting institutions in origin countries in helping returning migrants and providing training; and • Improving disaggregated data on labour market evolution. 			
Enable benefits from internal mobility.	<p>Remove administrative barriers to internal mobility and discrimination against movers, ensuring that in law and reality they have equal access to the full range of public services and benefits.</p> <p>Work with NGOs to provide job searches, language support, chil-</p>	<p>Invest in social and economic facilities at the place of origin, providing opportunities for people to develop skills and productivity at the place of origin, or to prepare them for jobs abroad if they seek those.</p> <p>Use urban planning to address challenges in the provision of water, sanitation and security.</p>	<p>Collaborate with governments in destination communities to provide job searches, language support, children's education and other support as appropriate.</p> <p>Collaborate with governments in origin and destination communities to identify challenges to urban planning.</p>	<p>Seek continued access to services, e.g., children's schooling.</p>

Proposals for Stakeholders	Destination governments	Origin governments	NGOs, private sector, unions, international agencies	Migrants
	<p>dren's education and other support as appropriate.</p> <p>Review additional costs associated with migrants and undertake redistributive fiscal measures as appropriate.</p> <p>Use urban planning to address challenges in the provision of water, sanitation and security.</p>			
Make mobility an integral part of national development strategies.	<p>To maximize development gains, governments in destination countries should follow the recommendations above.</p> <p>Build policy coherence, ensuring that designed and implemented policies take into consideration the impacts of population movements (internal or international) and feedback from those people directly involved in them.</p>	<p>Improve data on and policy understanding of migration benefits and trade-offs.</p> <p>Review measures to be taken in each of the areas above.</p> <p>Identify sources of skills losses, and, where appropriate, develop mechanisms to avoid negative impacts, e.g., targeted incentives for selected sectors, education financing reforms, investments in alternative technologies, and development assistance for priority regional and national research institutions.</p> <p>Build policy coherence, ensuring that policies in their design and implementation take into consideration the impacts of and feedback from population movements (internal or international).</p>	<p>Support organizations in the diaspora.</p> <p>Support data collection.</p>	<p>Participate in the development of national strategies addressing migrants' concerns.</p>

Annex 5: Resources on Migration

National Sources

National statistical accounts;

Country censuses, and household, labour and other national surveys;

Community surveys and studies;

Migrant surveys;

National and sub-national administrative data, including from departments responsible for migration, labour, health, education, social protection, urban planning, security and borders, etc.; and

Institutional capacity assessments of public departments responsible for the areas listed above.

Global and Regional Sources

[EC-UN JMDI](#)

[Eurostat](#)

[Global Forum on Migration and Development](#)

[Global Migration Group](#)

[OECD](#)

[IOM](#), including information on regional consultative processes and migration profiles

[MIPEX](#)

UNDP, [Human Development Report 2009 data](#)

[UN Population Division](#)

[UN Statistics Division](#)

[UNHCR](#), 2009 *Global Trends* report

[UN High-level Dialogue on International Migration and Development](#)

[UK Institute of Public Policy Research](#)

[The World Bank](#), including data on remittances

UN and Affiliated Agencies Working on Migration

Various UN organizations work on migration, either as an issue central to their mandate or as a cross-cutting theme. UNDP falls in the latter category. It works with a range of stakeholders on migration and development issues, including other UN agencies and inter-governmental organizations. It implements the JMDI in association with the IOM, UNHCR, the UN Population Fund (UNFPA) and the ILO, with funding from the European Union.

The Global Migration Group consists of 14 multilateral organizations, including UNDP. Links to the migration work of these organizations follow, while a description of each agency's work on migration is available on the [group's website](#).

International Labour Organization (ILO)

International Organization for Migration (IOM)

UN Department of Social and Economic Affairs (UNDESA)

UN Educational, Scientific and Cultural Organization (UNESCO)

UN Children's Fund (UNICEF)

UN Conference on Trade and Development (UNCTAD)

UN Development Fund for Women (UNIFEM), part of UN Women

UN High Commission for Refugees (UNHCR)

UN Institute for Training and Research (UNITAR)

UN Office on Drugs and Crime (UNODC)

UN Office of the High Commissioner of Human Rights (OHCHR)

UN Population Fund (UNFPA)

UN regional commissions

The World Bank

Annex 6: Key International Human Rights Instruments

General

The following are available at www2.ohchr.org:

International Bill of Human Rights

Universal Declaration of Human Rights 1948

International Covenant on Economic, Social and Cultural Rights 1966

International Covenant on Civil and Political Rights 1966

Core international human rights instruments

International Convention on the Elimination of All Forms of Racial Discrimination

International Covenant on Civil and Political Rights

International Covenant on Economic, Social and Cultural Rights

Convention on the Elimination of All Forms of Discrimination against Women

Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

Convention on the Rights of the Child

International Convention on the Rights of Migrant Workers and Members of Their Families

International Convention for the Protection of All Persons from Enforced Disappearance

Convention on the Rights of Persons with Disabilities

Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the UN Convention against Transnational Organized Crime

Nationality, statelessness, asylum and refugees

Convention on the Reduction of Statelessness

Convention Relating to the Status of Stateless Persons

Convention Relating to the Status of Refugees

Protocol Relating to the Status of Refugees

Declaration on Human Rights of Individuals who are not Nationals of the Country in which they Live

Slavery, slavery-like practices and forced labour

Slavery Convention

Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery

C. 29 Forced Labour Convention 1930

C. 105 Abolition of Forced Labour Convention 1957

Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others

Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention Against Transnational Organized Crime

Specific to Migrants and Labour Standards

Conventions specific to migrants and other international labour standards can be found at www.ilo.org:

C.97 Migration for Employment Convention (revised) 1949

C.143 Migrant Workers (supplementary) Convention

C.181 Private Employment Agencies Convention, 1997

R.86 Migration for Employment Recommendation (revised) 1949

R.151 Migrant Workers Recommendation 1975

Annex 7: Human Development Reports on Migration, Mobility and Related Themes

Country/state/region	Theme	Year
Albania	Migration	2000
Armenia	Transition	2001
Armenia	Migration	2009
Cape Verde	Information communication and technologies	2004
China	Inequalities	2005
Cote d'Ivoire	Social cohesion	2004
Egypt	Social cohesion	2005
Egypt	Decentralization and good governance	2004
Egypt	Globalization	2001
El Salvador	Migration	2005
India/Kerala	General human development report	2005
India/Maharashtra	General human development report	2002
Lao Peoples Democratic Republic	Employment	2010
Mexico	Migration	2006-2007
Moldova	Economic growth	2006
Philippines	Human security	2005
Romania	Employment	2007
Somalia	Human rights and governance	2001
Uganda	Agriculture	2007
Central Asia	Regional cooperation	2004
SADC	Regional integration	2000
Southeast Europe	Roma, IDPs	2005



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This guidance note supports the work of human development report teams and partners in integrating mobility and migration analysis and advocacy into more equitable, empowering development planning and policy debates. The note explores each stage of report preparation, while highlighting key conceptual, data, analytical, policy and advocacy issues for teams to adapt according to regional and national contexts. It provides practical suggestions on ways that reports can complement existing migration and broader development initiatives supported by UNDP and its partners, and offers country examples and references to cutting-edge research and literature.

For more human development resources: <http://hdr.undp.org>.