

► ILO-IOM Joint Regional Work Plan 2023-2028 on Migration in the Americas

1. Introduction

The complementary thematic areas of expertise and mandates of the International Labour Organization (ILO) and the International Organization for Migration (IOM) support the protection of human and labour rights of migrants and their integration into sustainable development. The work of the ILO and the IOM supports the achievement of the 2030 Agenda, and particularly the targets 8.7, 8.8, 10.7, 10.c and 17.18, as well as the objectives of the Global Compact for Safe, Orderly and Regular Migration (GCM). The adoption of these global frameworks and the disruptions caused by the COVID-19 pandemic have created a new momentum for the ILO and the IOM to strengthen their collaboration at all levels in the area of migration. Given that migrant workers make up the majority of international migrants, a solid, coordinated, practical, and norms-based approach for working on migration and labour is crucial for the achievement of the 2030 Agenda, the GCM and other regional and global frameworks.

In the Latin America and the Caribbean region, the ILO and the IOM have a history of working together. They have become key actors supporting Member States, social partners, and other stakeholders in ensuring a safe, orderly, and regular migration in order to attain sustainable development and decent work. In particular, IOM and ILO have been working together in response to the situation of Venezuelan migrants and refugees, in the framework of the Inter-Agency Coordination Platform for Refugees and Migrants from Venezuela (R4V) (in which the IOM and ILO are co-leading the integration sector) and the Quito Process. In Central and North America, IOM and ILO have worked together in the framework of IOM's projects in Mesoamerica and the ILO's REFRAME project, among others. In the Caribbean, both have contributed to institutional capacity strengthening through various joint workshops and trainings on labour migration. They jointly coordinate and provide technical assistance within the framework of regional consultative processes such as the Regional Conference on Migration (RCM), the South American Conference on Migration (SACM) and the Caribbean Migration Consultations (CMC). At global, regional, and national levels, they work together in the framework of the UN Migration Network, which IOM coordinates and where the ILO is a member of the Executive Committee.

On this basis, both agencies agreed to further deepen their collaboration in various thematic areas related to migration governance: in regional integration forums and spaces with regards to regional processes, and at country level in response to the migrant flows from Venezuela, Central America, and other areas. Therefore, a Joint Regional Work Plan for the Implementation of the Global Agreement between the ILO and the IOM in the Americas for the period 2023-2028 has been developed through a joint and complementary working process with the teams of both agencies.

2. Process and Methodology

A Global Agreement was signed by both agencies on the 23rd of October 2020. In 2021, a process aiming to develop an implementation plan of this global agreement between ILO and IOM at regional level was started. As such, it was agreed that the Global Compact for Safe, Orderly and Regular Migration would provide the most appropriate framework to structure this Joint ILO-IOM Work Plan on Migration in the Americas.

The process of developing the joint plan was started in 2021 through a series of virtual participatory workshops facilitated by a consultant hired by the ILO. Technical specialists (from the region and from Geneva) on issues of mutual interest of both agencies participated in the formulation of the main lines of work of the plan. This initial work was followed by a second consultancy, contracted by IOM, to finalise the joint plan and to ensure that the plan could be adequately monitored through specific indicators. To this end, a working group of officials from both agencies was set up to work with the consultant between August 2022 and January 2023.

A participatory and co-creative approach was chosen to strategically advance in the review and development of strategic outcomes, outputs, and activities. The results of the first series of workshops were reviewed in detail, which meant that the number of outputs reduced, but that the remaining outputs were made more precise. This work of testing the outputs against the strategic outcomes also allowed for the fine-tuning of said strategic outcomes. Once the outputs were agreed with the teams of both agencies, working sessions were organised with the aim of reviewing, adjusting, and eventually incorporating detailed activities to ensure that each of the outputs could be properly achieved.

3. Summary

The Joint Regional Workplan for the Implementation of the Global Agreement between the ILO and the IOM in the Americas for the 2023-2028 period is made up of four outcomes, 12 outputs, and 41 activities that will enable the Global Agreement to be implemented in the best possible conditions within the regional context. The four agreed outcomes are as follows:

1. Evidence-based narratives to ensure informed decision-making.
2. Open and/or flexible regular migration pathways, including consular protection, assistance and cooperation throughout the migration cycle.
3. Strengthened mechanisms for the fair and ethical recruitment that safeguard decent work conditions and facilitate the prevention, combating and eradication of trafficking in persons in the international migratory context.
4. Creation of the necessary conditions to achieve social cohesion and socioeconomic integration of migrants and returnees.

Finally, eight high-profile indicators aligned with the four outcomes have been designed. The logical framework for the implementation of the plan can be found in the matrices below.

Logical framework matrix of the ILO-IOM Joint Regional Work Plan 2023-2028 on Migration in the Americas						
Results	Outputs	Activities				
RESULTS 1: Evidence-based narratives to ensure informed decision-making INDICATORS: ► # of new policies, plans and/or programs that reflect a change in narrative ► # of governments that have implemented measures based on the findings of studies ► # of countries that have received technical assistance for the improvement of their statistical systems on migration issues	1.1 Government institutions strengthen their capacities for the development and use of migratory and labour data for evidence-based decision making	Mapping the complementarity of each agency's capacity building tools for governments on data	Exchanges between countries on experiences in the development and use of migration-related information	Technical assistance to institutional counterparts to strengthen the collection and use of migration data and statistics to support decision-making, based on the recommendations of the studies	Assessment of available statistical and data systems on migration issues, with a view to identifying needs for joint technical assistance to governments	
	1.2 Governments in the region have closed the knowledge gap and are driving decision-making through joint research in climate change, human mobility, decent work, and other innovative areas	Design of joint research agenda based on mutually identified priorities	Study with recommendations on climate change, human mobility and decent work in South America, Central America, and the Caribbean	Joint reports on issues related to labour market needs (skills mobility partnerships, etc.)	In-depth studies on the characterisation and barriers faced by migrant women	
	1.3 Public entities of the countries in the region change their discourse and narrative regarding the effect and impact of migration and human mobility	Provide support to the implementation of the regional plan against xenophobia elaborated for the Quito Process and to its extension to all migrants (not only Venezuelans)	Awareness-raising and training programme and transformation of cultural patterns for civil servants on i) migrant workers' rights; ii) combating xenophobia and iii) discrimination in the workplace			

Logical framework matrix of the ILO-IOM Joint Regional Work Plan 2023-2028 on Migration in the Americas						
Results	Outputs	Activities				
RESULTS 2: Open and/or flexible regular migration pathways, including consular protection, assistance, and cooperation throughout the migration cycle INDICATORS: ► # of processes and mechanisms linked to the migration cycle that have been improved (more flexible, more open) by competent governmental institutions ► # public officials per country who adequately apply protection and assistance standards in relation to migrants in vulnerable situations	2.1 Governments in the region develop capacity and knowledge around new labour migration agreements and improvements to existing agreements regarding openness and flexibilization	Conduct joint trainings for external counterparts using the toolkit on bilaterallabour migration agreements (Mesoamerica + Caribbean), including its adaptation for South American countries	Provide technical assistance to governments on improvements to bilateral labour migration agreements and on openness and flexibilization			
	2.2 Government institutions in the countries strengthen processes and mechanisms for the facilitation of migratory regulations aimed at the flexibilization and opening of regular migration channels	Analysis of barriers and opportunities for regular migration in specific sub-regions (prioritising South America and the Caribbean) including recommendations to states	Technical assistance for the design of measures to strengthen regular migration, based on the results of studies	Within south-south and triangular cooperation, promote exchange / learning spaces to foster innovation in the processes of openness and flexibilization		
	2.3 Technical assistance to countries regarding the migration cycle process	Identification of countries' protection and assistance needs in each phase of the migration process to determine the technical assistance	Capacity strengthening for public officials and migrants on pre-departure, consular support, and post-return integration processes	Design and exchange of tools to strengthen governments' capacities to facilitate the labour market integration of migrants and returnees	Technical assistance for the implementation of regularization programmes, which includes improvements in socio-economic characterization to facilitate access to employment opportunities	

Logical framework matrix of the ILO-IOM Joint Regional Work Plan 2023-2028 on Migration in the Americas						
Results	Outputs	Activities				
RESULTS 3: Strengthened mechanisms for the fair and ethical recruitment that safeguard decent work conditions and facilitate the prevention, combating and eradication of trafficking in persons in the international migratory context INDICATORS: ► % of actors supported, by country, who apply principles of fair and ethical recruitment ► # of bilateral agreements being implemented that include protection mechanisms for the protection of labour rights of migrants	3.1 Governments in the region ratify and implement international conventions and the promotion of standards on Fair and Ethical Recruitment	Regional campaign to promote the ratification of ILO Conventions 97, 143, and 181	Development of tools on fair and ethical recruitment and decent work based on the SDGs, the GCM, ILO and UN principles, guidelines and norms, and other international standards related to migration governance and migrants' rights.			
	3.2 Labour market actors in the countries of the region strengthen their capacities to apply Fair and Ethical Recruitment in employment and income generating programmes and services	Promotion and awareness-raising to public and private partners on fair and ethical recruitment	Training for employers' organisations on Fair and Ethical Recruitment, based on the SDGs, the GCM, ILO and UN principles, guidelines and norms, and other international standards related to migration governance and migrants' rights, with a view to promoting formal and decent jobs.	Training for PES on Fair and Ethical Recruitment, based on the SDGs, the GCM, ILO and UN principles, guidelines and norms, and other international standards related to migration governance and migrants' rights, with a view to promoting formal and decent jobs	Organise regional forums on Fair and Ethical Recruitment	Design and implementation of a pilot on Fair and Ethical Recruitment in selected countries
	3.3 Governments in the region have a joint strategy for tackling human trafficking in the region	Design and implement a joint regional strategy and validate it with the countries	Sensitize and raise awareness among States on human trafficking and forced labour in the region	Provide joint technical assistance to regional institutions and spaces working on migration issues (Quito Process, CRM, SACM, OAS and R4V)	Training and capacity building for government civil servants	

Logical framework matrix of the ILO-IOM Joint Regional Work Plan 2023-2028 on Migration in the Americas						
Results	Outputs	Activities				
RESULTS 4: Creation of the necessary conditions to achieve social cohesion and socioeconomic integration of migrants and returnees INDICATORS: ► Percentage of migrants, whose responses in the integration index surveys show an improvement in socio-economic integration	4.1 Countries' host communities strengthen their inclusion and their anti-xenophobia and anti-discrimination mechanisms	Awareness-raising campaigns on the contribution of migrants to host societies focusing on positive narratives, through media and through community actions for social cohesion	Training and awareness-raising for employers and workers to reduce unequal and discriminatory practices based on nationality	Technical assistance to civil society organisations and strengthening of their advocacy capacities for their participation in institutional forums and spaces in the host country		
	4.2 Migrants, returnees and host communities gain access to improved livelihood opportunities	Promote tools for migrant entrepreneurs to develop entrepreneurial skills (resource website, information on legislation, manuals, asynchronous courses on entrepreneurship)	Technical assistance to private employers regarding recruitment procedures for including migrants in their workforce	Business creation pilot in 2-3 countries (training, technical support, and seed capital) for business undertakings of return migrants	Strengthen the Open South America platform (IOM) and its promotion among migrants and returnees	
	4.3 Return migrants and host communities access social protection mechanisms	Technical assistance to the public and private sector in the region for the inclusion of migrants in social protection mechanisms	Technical assistance to countries of the Pacific Alliance on access to social protection and portability of social security	Awareness-raising among migrant population on the importance / value of social protection		

4. Implementation and Monitoring

To be able to systematically monitor the plan's implementation, both agencies have identified a set of internal coordination activities (among others, presenting the plan to the country offices) to ensure the smooth implementation of the activities and their respective outputs and outcomes. Based on these internal coordination activities, a working group of representatives of both agencies will meet at least three times per year (every four months) to measure progress and to move forward with the plan's implementation.

This working group will prioritize the activities to be carried out each year based on the following criteria:

- Global and regional priorities of both agencies;
- Available resources; and
- Requests from partners or actors such as members states and/or other constituents.

At the end of every year, the working group will present the status of the plan, with a particular emphasis on the progress and challenges, to the regional leadership.

After two years, a review of the plan will be carried out to ensure the relevance of its content, to update, add, or remove activities to respond to any changes in the regional context.

The internal activities can be seen in the matrix below.

Matrix of internal activities to ensure the implementation of the outcomes, outputs and activities of the Joint Regional Work Plan				
Overall objective	Specific objectives	Activities		
Ensure the smooth implementation of the strategic results, outputs and activities of the Global Agreement between ILO and IOM in the Americas for the 2023-2028 period	STRATEGIC AND OPERATIONAL PLANNING	Select 5 countries in the region for the implementation of the joint plan	Preparation of the joint strategy on fair and ethical recruitment in the region	Mapping of instruments and/or tools made available by each agency
		Define the activities foreseen in the plan that can be implemented with the resources currently available in both agencies	Coordinate key messages of ILO/IOM's participation in regional coordination spaces on priority issues within (i) consultative processes (RCM, SACM, CMC) or (ii) regional integration spaces (e.g. MERCOSUR, CARICOM, CAN, SICA, etc.)	Define objectives and strategies for advocacy, positioning, visibility, communication, and for addressing issues related to the plan
	CAPACITY DEVELOPMENT WITHIN THE AGENCIES	Joint in-house trainings to share knowledge of each agency's tools	Positioning the team of both agencies in spaces of thematic expertise (committees, events, specialised circles, media)	Strengthen the capacities of both agencies' teams in matters related to the plan (migration, human mobility, protection and assistance in regular migration, fair and ethical recruitment, among others)
	JOINT MONITORING OF OPERATIONS OR IMPLEMENTATION	Regular follow-up meetings on the plan's implementation	Regular dialogue on both agencies' work on fair and ethical recruitment	Development of baselines of the plan's indicators to allow for measurement
	RESEARCH, SYSTEMATIZATION, CASE STUDIES FOR INTERNAL USE OF THE AGENCIES	Joint prioritisation of research topics and issues that will contribute to the closing of critical information gaps	Development of Knowledge Management and programme level (studies, monitoring, results, and impact evaluations for internal use)	Systematisation of evidence-based best practices for the design of new interventions or complimentary interventions linked to the plan.
	RESOURCE MOBILIZATION	Identify sources of funding aligned with the identified objectives to ensure their implementation	Develop joint programmes/projects linked to the plan (scheduling, prioritising, define tasks, etc.) and mobilise / raise respective funds for their implementation	Commit funds for the implementation of joint IOM-ILO activities