REPORT

Gaps Analysis and

Needs Assessment

on Migration Management and

Migration Capacity Development

Within the Context of the

Regional Training Center on Migration

(RTCM)

September 2022

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Disclaimer: The information and opinions contained in this Report represent solely the thoughts of the author and do not necessarily reflect the views or IOM or any other stakeholder involved in the process.

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LIST OF ACRONYMS AND ABBREVIATIONS

AA	Association Agreement
AP	Action Plan
AVVR	Assisted Voluntary Return and Reintegration
BAFIA	Bureau for Foreign Aliens and Foreign Immigrants Affairs
BMA	Bureau for Migration and Asylum
BOMCA	Border Management Program in Central Asia & Afghanistan
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CoE	Council of Europe
CSO	Civil Society Organization
DCFTA	Deep and Comprehensive Free Trade Agreement
EaP	Eastern Partnership
ECHR	European Court of Human Rights
ECoHR	European Convention on Human Rights
EMP	Extended Migration Profile
EU	European Union
EUBAM	EU Border Assistance Mission to Moldova and Ukraine
EUC	EU Commission
EUD	EU Delegation
EU MS	Member-States
EU VLAP	EU Visa Liberalization Action Plan
GBV	Gender-Based Violence
GCM	Global Compact for Migration

GCR	Global Compact on Refugees
IBM	Integrated Border Management
ICMPD	International Centre for Migration Policy Development
IDP	Internally Displaced Person
IOM	International Organization for Migration
MCC	Migration Competence Center
MENA	Middle East and North Africa
M&E	Monitoring and Evaluation
MFA	Ministry of Foreign Affairs
MIA	Ministry of Internal Affairs
MMP	Medium Migration Profile
MobP	Mobility Partnership
MP	Migration Profile
N/A	Not Available
NGO	Non-Governmental Organization
ODIHR	OSCE Office for Democratic Institutions and Human Rights
OSCE	Organization for Security and Cooperation in Europe
PCA	Partnership and Cooperation Agreement
PI	Public Information
PR	Public Relations
RTCM	Regional Training Centre for Migration
SCMI	State Commission on Migration Issues
SDGs	Sustainable Development Goals
SFDI	Social Fund for Development if IDPs

SMS	State Migration Service
SSAR	Solution Strategy for Afghan Refugees
TIP	Trafficking in Persons
THB	Trafficking in Human Beings
TOT	Training -of-Trainers
UMAS	Unified Migration Data Analytical System
UNAM	Unaccompanied Minors
UN CAT	UN Convention Against Torture
UNCT	United Nations Country Team
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations International Children' Emergency Fund
UNNM UN	Network on Migration
UNRC	UN Resident Coordinator
US DS	United States Department of State
WB	World Bank
WG	Working Group
WP	Work Plan

INTRODUCTION

1. Context

- **Terms of Reference**

This Report has been prepared following the Terms of Reference of the IOM Project aiming at the establishment of the Regional Training Center on Migration (RTCM).

The overall goal of the Project is to support the establishment of RTCM, based in Baku, Azerbaijan and the specific objective of the IOM Project is to conduct a **migration training needs assessment** in project target countries.

The TORs of the Project are attached to this Report (Annex 1)

- **Participating Countries and Stakeholders**

The main stakeholders of the Project are:
The State Migration Service (SMS) of the Republic of Azerbaijan and the IOM Mission in Azerbaijan and other participating countries to the project.
The process that led to the undertaking of the report has been supported and accompanied by the SMS of the Republic of Azerbaijan and the IOM Mission in Azerbaijan. The process has been carried out in a fully participatory manner, with countries in the Project Target Countries in the Region.
All key documents supporting the process have been approved by the SMS and IOM. It is the case in particular of:

- The Research Methodology (Annex 2)
- A Work Plan (Annex 3)
- A comprehensive Questionnaire for government stakeholders (Annex 4),
- A Questionnaire for CSOs (Annex 5)
- A specific Questionnaire for Media (Annex 6)

The Project Target Countries are:

- The Republic of Azerbaijan
- The Republic of Belarus
- Georgia
- The Islamic Republic of Iran
- The Republic of Kazakhstan
- The Kyrgyz Republic
- The Republic of Moldova
- The Russian Federation
- The Republic of Tajikistan
- The Republic of Turkey
- The Republic of Turkmenistan
- Ukraine (**the extent of participation still to be determined**)

- The Republic of Uzbekistan

2. **Leading principles in conducting the Research have been:**

   - **Transparency and Consultation**
   - **Neutrality**
   - **All inclusiveness**
   - **Gender mainstreaming** (reflected in the statistical data and qualitative analysis
   - Ensuring a **quality-based approach**
   - Ensuring that the **RTCM will be beneficial to all countries** involved
   - Supporting the **Sustainability Objective** of the RTCM

3. **Scope of the Needs Assessment Report**

The scope of the Needs assessment was broad, as it aimed at:

- encompassing all areas of Migration (as reflected in the GCM),
- including the transversal issues (human rights, gender and the environment)
- addressing both Migration management (from policy formulation to implementation) and Capacity building needs
- ensuring comprehensiveness of Stakeholders: In addition to Government stakeholders, and IOM, the research sought to include a wide range of stakeholders (such as, academia, training institutions, media outlets, migrant associations, Parliament, judiciary, ombudsmen, diaspora association, private sector, etc.).

The extent of the Research was defined jointly by the SMS of the Republic of Azerbaijan and IOM mission in Azerbaijan. It stems, in particular, from the vision of the SMS of the Republic of Azerbaijan, expressed to the Team of Experts at the induction meeting with the SMS, in which the SMS stated that the goal of the RTCM was to serve both as a Center for regional policy dialogue and for training.

4. **Main outputs/Activities conducted within the framework of the Research:**

- Map out the situation and identify gaps in **Migration Management** in all target countries
- Map out **existing training/capacity building and assess training needs** (for all stakeholders (qualitative approach to training)
- Identify existing regional/sub-regional/bilateral dialogue and priority needs in the field of migration management and training
- Identify **migration experts in the region** (and outside the region) and establish a list, to serve as a **pool of experts**.

The ambitious vision for the RTCM has been reflected in the Methodology (approved by IOM, SMS and all key stakeholders) and has led the work conducted by the Experts throughout the six-month duration of the process which led to the preparation of this report. The structure of this

report subsequently reflects those ambitious objectives, as it identifies gaps and needs both in terms of migration management dialogue and in terms of training (both being inter-related, but targeting different management levels (Policy makers and high level or mid-level managers as well as policy implementers). This report aims to provide a basis to prepare, in close consultation with stakeholders, the future Road Map of the RTCM.

5. Methodological Approach:

The Research was conducted on the basis of a Methodology, approved by the SMS of the Republic of Azerbaijan, IOM and other key stakeholders on 9 March 2021. The Methodology was accompanied by a Work Plan (WP), also approved on 9 March 2021). The full text of the Methodology and the WP are attached to this report (cf. Annex 2 and Annex 3).

- Research Team

The Research was carried out by a Team of four Consultant/migration experts (an International Consultant leading a Team of three National Consultants)

- International Consultant: Ms **Isabelle Mihoubi-Astor**
- National Consultants: Ms **Aygun Huseynli, Ms Konul Jafarova and Ms Rubaba Mammadova**,

In line with the TORs, the National Consultants have conducted the consultation process with Stakeholders and prepared the Country Reports (Annex 8 of this Report, presented by country alphabetical order). The international Consultant was in charge with ensuring the Regional coherence of the Gaps analysis process and prepared the Regional Perspectives of the Report (Chapter I, II, III and IV)

- **Method of data collection**

It consisted of **a mix of primary and secondary data:**

- Secondary data have been collected by the National Consultants during the desk review phase;

- Primary data have been collected mainly through (1) **structured and semi-structured interviews** (on-line) and (2) **questionnaires (**for Government Stakeholders, for Civil Society Organizations (CSOs) and for media**)**. The selection of stakeholders has been carried out through a Stakeholders Analysis conducted by the Team of Experts. The SMS of the Republic Azerbaijan and IOM mission in Azerbaijan have facilitated the process of engagement of government counterparts in target countries.

The Tools developed to conduct the primary data collection have been as follows:

- Comprehensive Questionnaire (13 pages) for government stakeholders
- Questionnaire for CSOs

- Questionnaire for Media outlets
- Interview grid for semi/structured meetings
- Excel Sheet for List of Experts

- **Methods for Data Analysis**

The method consisted of a mix of quantitative and qualitative data. However, in order to mitigate the fact that the sampling is limited to the analysis of **47 questionnaires and interview notes**, resulting from a consultation process with a broad range of stakeholders from 13 countries (by time constraints), some of the qualitative data presented in this report will need revalidation during the next phase of implementation of the Project. In view of the comprehensiveness of the questionnaires received, the outcome of the Desk review process as well as amount of feedback received during the structured or semi-structured interviews conducted, the main method of data analysis has been based on qualitative data. It is believed that the desk review process and outcome of the consultation process do offer at this first stage of development of the RTCM a solid basis for data analysis.

- **Identified Risks and Mitigating Factors**

Time constraints (in view of comprehensiveness and quality approaches) and the **level of responsiveness/commitment of the stakeholders** to the consultation process were the two major constraints and identified risks at the beginning of the undertaking. The diversity of the migration situation and of responses in the Region and some geo-political sensitivities have also been identified as potential constraints.

Those risks have been mitigated by:

- The support of SMS and IOM in ensuring that participating countries are well informed of the process and on board;
- Extension of the time-frame to conduct the research (originally planned to be finalized in May 2021, the deadlines were extended on two occasions, until 31 July, to allow for feedback from stakeholders and comprehensive data analysis process);
- A quality-based approach has been chosen (it resulted in comprehensive (13 pages) questionnaire for government stakeholders to be prepared, so as to allow for quality input rather than relying on an important number of responses to questionnaires;
- The challenge of the diversity of the migration situation and of responses in the Region and some geo-political sensitivities identified as potential constraints have been addressed through a process of identification of strengths and best practices throughout the process of data analysis, leading to building the funding for a regional cross-fertilization strategy amongst the project target countries.
- The principle of neutrality and commitment of the RTCM to be of relevance to all concerned has also constituted a strong mitigating factor to the complex geo-political situation in the Region.

6. Outcome of the Consultation process with Stakeholders

- Overview:

The consultation process took place during a relatively short period of time, which constituted a challenge for the Team of Consultants. In order to mitigate this challenge, a quality-based approach was followed, with the preparation of very comprehensive and well-structured Questionnaires, enabling participants in the process to provide very content-rich information in all migration related areas (and cross-cutting matters, such as gender and human rights).
The SMS of the Republic of Azerbaijan and IOM were very instrumental in ensuring support to the process by the participating countries to the RTCM and a good level of response to the Questionnaires.

In total:

- ✓ 25 Questionnaires have been filled by stakeholders, of which 12 by Government structures, 1 by IOM and 12 by the CSOs
- ✓ 22 structured interview meetings have been conducted

The level of response from government and civil society in the participating countries has however been contrasted. The host country of the RTCM has mobilized all key government structures to conduct the exercise as well as CSOs (including the Media), whilst, on the contrary other countries have been more involved in the direct interview process (it is the case of most Central Asia countries), rather than replying to the Questionnaires.

Some level of responses can also be explained by the fact **that some countries have either joined the process at a later stage** (it is the case of Georgia), or are **still contemplating the extent of their participation to the activities of the RTCM** (it is the case of the Russian Federation and Ukraine).

The civil society engagement to the process has also been contrasted. This can be explained by different factors. A key factor being the short time-frame available for the consultation process as well as some capacity issues of CSOs.

Interestingly, the overall level of response from government stakeholders and from CSOs is balanced (although very contrasted at the country-level).

The Questionnaires have been designed to be filled by functional teams rather than by individual government officials. In Azerbaijan and Moldova, several government stakeholders have filled-in the questionnaires, thus enabling to have a wide scope of their achievements as well as policy dialogue and training needs. At this first assessment stage other countries were less engaged in completing the questionary mostly due to tight limits to conduct the process, but showed interest into the development of the RTCM. During the next phase of involvement of stakeholders in the shaping role and activities of the RTCM, those government stakeholders will be given again full

opportunity to share their experience and express their views and needs, in particular in the process of preparation of the Road-Map.

Regarding participation in interviews, most countries in Central Asia, as well as Turkey, Moldova and Russia were particularly well engaged in the process. The combination of the interviews with stakeholders and the analysis of the content of the questionnaires have provided a very solid basis to prepare with report.

In view of the challenges described above, the consultation process has been successful and the Team of Consultants expressed gratitude to all countries in the region which have, in one way or another, supported this process.

During that forthcoming second phase, the stakeholders will be given ample opportunity to be consulted again. It is expected that, as the RTCM objectives and work becomes more visible, the stakeholders' engagement will subsequently increase.

- **Recapitulative Tables on Consultation Process and Stakeholders**

The two tables below present a statistical overview on the outcome of the consultation process (both interviews and questionnaires).

Statistical Overview of Outcome of Consultation Process

Table 1: Statistical Outcome of the Consultation Process with Stakeholders:

COUNTRY	Number of INTERVIEWS Conducted			Number of QUESTIONNAIRES filled		
	Gov	CSOs	Total	Gov	CSOs	Total
Azerbaijan	0	0	0	5	1 + 6 media	12
Belarus	0	1	1	0	1	1
Georgia	0	0	0	1	0	1
Iran	0	0	0	1	0	1
Kazakhstan	0	2	2	0	0	0
Kyrgyz Republic	2	1	3	0	0	0

Moldova	**4**	**0**	**4**	**4**	**0**	**4**
Russia	**0**	**3**	**3**	**0**	**4**	**4**
Tajikistan	**0**	**3**	**3**	**0**	**0**	**0**
Turkey	**6**	**0**	**6**	**1**	**0**	**1**
Turkmenistan	**0**	**0**	**0**	**1 (IOM)**	**0**	**1**
Ukraine	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**
Uzbekistan	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL	12	10	**22**	13	12	**25**

7. Conclusion:

This report reflects **a careful analysis of all the questionnaires and interview notes conducted** with key migration stakeholders of the participating countries. Although the process has been conducted very carefully, **the findings bear indicative, but with valid value**, in particular as this report constitutes a first phase and is meant to be a "work in progress" and, aims at supporting the phase of preparation of the Road Map of the RTCM (to start on 1 September 2012 to last six months).

Despite a relatively short time-frame to conduct the consultation process, the government stakeholders in the Region have been well engaged in the process carried out by the Team of IOM Consultants. Due to time constraints, the civil society was also less engaged in the process of filling-in the questionnaire (it was relatively well engaged in Azerbaijan and Russia for instance).

The Recapitulative Table annexed to this report (Annex 7) presents the full name of structures and full name of persons with who the Team of Consultants conducted structured and or semi-structured interviews as well as those who filled in a Questionnaire.

The analysis, conclusions and recommendations contained in this Report are to be considered as a work in progress, they will be constantly adjusted/revalidated and updated throughout the life cycle of the RTCM**.**

This assessment shows that there are certain areas for improvements in Migration Management in all countries in the region and at all levels (policy design and implementation, civil sector, IOs, media, etc.). The Gap Analysis below identifies number of conclusions and recommendations that will serve as a basis for creation of the RTCM Road Map, Curriculum development and the establishment of the Pool of Experts on migration.

CHAPTER 1

REGIONAL GAPS ANALYSIS AND NEEDS ASSESSMENT IN THE AREA OF MIGRATION MANAGEMENT

1. General Regional Overview

- ✓ All countries in the RTCM Region show a high level of commitment towards the establishment of comprehensive and fully functioning migration management systems.

- ✓ All countries in the Region face complex migration situations and the migration situation in all the countries are closely intertwined (for a series of geographical, historical, socio-economic and political reasons).

- ✓ All countries in the Region have some best practice to offer to other countries in the Region (see more details hereinafter).

- ✓ It stems from the Research conducted that the Migration Management Systems and their relevant remaining gaps and needs are very contrasted in the RTCM Region. This contrasted overall picture stems from a range of factors, in particular:

  - The specificities of the migration situation in each country (categories of migrants, migration trends, level of vulnerabilities of migrants, geo-political situation etc.);

  - The extent of the international cooperation (EU dialogues, Cooperation with other International Organizations (IOM, UNDP, UNHCR, UNFPA, ICMPD etc., as well as Regional cooperation);

  - The human and financial resources available for Migration Management;

  - The level of cooperation with CSO and of engagement and mobilization of the CSOs.

- ✓ Despite highly complex migration challenges some countries have also reached solid basis of migration management, but with a less comprehensive dialogue with the EU. It is in particular the case of Russia and Turkey.

- ✓ Other countries have developed comprehensive migration management system only in sectoral areas which they considered as priority areas (in view of migration patterns there). It is in particular the case of Iran, which has put into place comprehensive systems to manage the migration situation stemming from the international protection needs and has put into place a Border Management System. It is also the case in countries of the Central Asia Region, where focus has been placed on areas such as Border Management (with cooperation from EU BOMCA Project) as well as on the reduction of statelessness in particular, but less on fields

that also are priorities, such as labor migration and/or migration, rights of labor migrants, migration and the environment and/or return and integration).

- ✓ In terms of future perspective to revitalize the objective to build comprehensive migration management systems, the Global Compact for Migration represents an avenue for all countries in the Region and the participating countries to the RTCM.

- ✓ In general, structured dialogues with the European Union, in particular within the framework of the Eastern Partnership Visa Dialogues, have had a strong impact on the migration management situation of the beneficiary countries. These countries, which have demonstrated a strong political commitment towards a form of cooperation with the EU, have managed to put into place comprehensive migration system. It is in particular the case of Azerbaijan, Georgia, Moldova and Ukraine.

  - ➢ Through the process of exchange of best country practices that the RTCM is meant to facilitate, it is expected that some of the capacity building from which EU Partnership countries have benefitted, will be transferred to other countries as well.

  - ➢ The structured analysis below, will also enable to identify the best country practices, hence highlighting the full relevance and uniqueness of the role on regional dialogue and capacity building that the RTCM intends to play in the years to come in supporting the development of comprehensive migration management systems.

The current Chapter constitutes a preliminary attempt to identify the gaps and needs in the following main areas of migration management:

(1) Regional Overview
(2) Institutional frameworks on Migration
(3) Policy Development and Implementation
(4) Legislation
(5) Main thematic gaps
(6) Data collection and Data Analysis
(7) International Cooperation
(8) Cooperation with Civil Society Organizations (CSOs)

2. INSTITUTIONAL FRAMEWORKS ON MIGRATION

Having in place a coherent institutional framework is a component of paramount importance to Migration Management. **All countries in the Region have established migration institutions**. Detailed information on each of the participating countries can be found in the Country Reports (Annex 8 of this Report).

It is clear however, that in some countries, the institutional framework is either not comprehensive or is at the stage of reform (in some cases the reform processes have already been finalized). That is for instance the case of Kyrgyzstan, where a process of institutional reform

has been recently implemented. Even Russia, a country with a long experience of management of a complex migration situation, has undergone a process of reform of the institutional framework.

Iran still lacks a specific body entrusted with Migration Management and Coordination. It is in the process of establishing a Central Migration Institution, with the support of IOM.

Recapitulative Table: Overview per Country of Main Government Body in charge of Migration*

LIST OF COUNTRIES	CENTRAL MIGRATION INSTITUTION	COMMENTS
Azerbaijan	**State Migration Service**	
Belarus	**Ministry of the Interior**	
Georgia	**The State Commission on Migration Issues (SCMI)**	
Iran	**Bureau for Foreign Aliens and Foreign Immigrant Affairs** (BAFIA)	*BAFIA does not have a comprehensive migration portfolio competence*
Kazakhstan	**Committee on Migration Service of the MIA**	
Kyrgyz Republic	**Ministry of Health and Social Development** **Ministry of Foreign Affairs**	*The competences of the former State Migration Service were recently divided between the Ministry of Health* ***and Social Development*** *and MFA*
Moldova	**MIA and Bureau for Migration and Asylum (BMA) of the MIA**	
Russia	**Directorate General on Migration Issues, Ministry of Interior (DGMI)**	*In April 2016, the Federal Migration Service was dissolved and its functions transferred to the newly created Directorate General on Migration Issues of the Min of Interior (DGMI).*
Tajikistan	**Migration Service of the Ministry of Labor, Migration and Employment (MOLMEP)**	
Turkey	**The Directorate General of Migration Management, under the Ministry of Interior**	
Turkmenistan	**State Migration Service**	

Ukraine	**State Migration Service**	Responsibility for designing migration policy is shared between the MoI and the Ministry of Social Policy (MSP)
Uzbekistan	**Main Department of Migration and Citizenship of the Ministry of Internal Affairs**	

**Institutional frameworks on migration are often much more complex than presented in the Table, for details, cf. Country Reports (Annex 8 to this Report)*

*** Ministry of Internal Affairs*

There is not a one-fits-all institutional framework on migration and countries in the region have opted for various systems and structures, depending on their form of governance, migration specificities and needs and historical legacy, but the diversity and richness of best practices in countries in the region can constitute a very useful driving force to support the current design or improvement process of the on-going reforms and/or to support further institutional reforms in countries in the Region, in particular in areas of inter-agency cooperation and coordination mechanisms, consultation mechanisms with IO and SCOs, anti-corruption institutions etc.

Recommendation:

- *To share best practices on Institutional Framework on Migration (main components, coordination mechanisms, IO support etc.), within the framework of the RTCM, within a broader context of regional policy discussion on Institutional Capacity for Migration Management*

3. POLICY DEVELOPMENT AND POLICY IMPLEMENTATION

3.1 General Overview

In the area of Policy design and Policy implementation, the regional picture is contrasted as well, with countries already having put into place and implemented comprehensive migration policies and action plans, accompanied by sectorial policies, whilst others still lack global policies on migration and/or lack policies development in areas that are pertinent to their migration situation. However, all of these countries face common challenges in terms of implementation.

In identifying the needs and gaps, the Report will therefore attempt to also present existing best practices, as it is expected that the regional dynamic will allow for all participating to benefit from each other's best practices in all areas of migration management as well as cross cutting issues.

3.2 Overview of Existing Migration Policy Framework and role of SDGs in policy formulation

3.2.1 Recapitulative Table on Existing Migration Policies

The table below aims at presenting existing best practices in the Region, both in terms of Comprehensive Policy documents/Strategies and in terms of Sectoral Policies. The data will be subjected to revalidation and completion during the next phase of the Project (as some information was not available for certain countries). The document presents the role of the SDGs (as informed by the stakeholders) during the policy formulation and design process.

TABLE NO 2 ON COUNTRY MIGRATION STRATEGIES: (*N/A = Not available*)

Country	**Comprehensive Migration Policy/Strategy**	**Sectorial Policies / Strategies / AP**	**SDGs /GCM Mainstreaming**
Azerbaijan	"State Migration Management Concept of the Republic of Azerbaijan" (2004); The Order of the President of the Republic of Azerbaijan "On approval of State Migration Program of the Republic of Azerbaijan (2006-2008)" (July 25, 2006); Decree of the President of the Republic of Azerbaijan "On establishment of the State Migration Service of the Republic of Azerbaijan" (March 19, 2007); National Migration Profile of the Republic of Azerbaijan 2013-2017 National Migration Strategy 2020-2025 is under approval process	Decree No. 69 of the President of the Republic of Azerbaijan dated March 4, 2009 "On the application of the "one-stop-shop" principle in the management of migration processes"; "National Action Plan for the Protection of Human Rights in the Republic of Azerbaijan" (December 28, 2006); Migration Code of the Republic of Azerbaijan (2013)	"Yes, to a certain extent"
Belarus	For the purposes of general coordination and management of migration, a Sub-program, No. 6 "External Migration" is being implemented within the State Program, "Health of the People and Demographic Security of the Republic of Belarus" for 2016-2020.	- National Strategy of Sustainable Socio-Economic Development of the Republic of Belarus for the period until 2030 -The Concept of Integrated Management of the State Border of the Republic of Belarus for 2019-2023	SDGs 1, 3, 4, 5, 8, 10, 11, 13, 16 and 17

		-The Concept of Ensuring Border Security of the Republic of Belarus for 2018-2022 the State Program on Combating Crime and Corruption for 2019- 2022 (to combat smuggling and trafficking in human beings) - State Program on Combating Crime and Corruption for 2019-2022 (to combat smuggling and trafficking in human beings) -National action plan for the protection of minors from sexual violence and exploitation, implementation began in the first quarter of 2020.	
Georgia	2021-2030 Migration Strategy of Georgia	- 2019-2023 National Strategy on Labor and Employment Policy; - 2019-2022 Foreign Policy Strategy; - 2020-2023 National Strategy for the Development of Statistics in Georgia.	All 7 Goals of the Migration Strategy are linked to UN SDGs. Namely: 10 (10.7), 17 (17.18); 8 (8.8); 5 (5.2); 16 (16.2); 4
Iran	Lack of comprehensive strategic document on migration, only sectorial one	The Solutions Strategy for Afghan Refugees (SSAR) provides the overall guidance and strategic framework for the refugee response. SSAR is a multi-stakeholder and multi-year regional strategy between the Islamic Republics of Afghanistan, Iran and Pakistan with support of UNHCR. The SSAR was launched in 2011 to ensure the protection of Afghan refugees and to find durable solutions for them. The SSAR has three main objectives: facilitating voluntary repatriation of refugees to Afghanistan, supporting sustainable reintegration of returnees in Afghanistan and supporting the two	*N/A*

		principal host countries, Iran and Pakistan. The SSAR has been extended until 2021.	
Kazakhstan	**Migration Policy Concept (2017)** Defines strategic goals & objectives of the migration policy of the country in connection with the prospects of its economic, social and demographic development, foreign policy, cooperation processes within the EAEU and globalization trends. three directions: temporary labor migration; Optimal settlement of the population on the territory of the country; Supporting long-term permanent migration of ethnic returnees	*N/A*	*N/A*
Kyrgyz Republic	**Migration Policy Concept of the Kyrgyz Republic 2021-2030** (this is adopted already)	*N/A*	*All SDGs(except SDG 14) and all GCM objectives* *(However Kyrgyz Republic has not yet officially joined the GCM, the process is ongoing)*
Moldova	**National Strategy on Migration and Asylum 2011-2020** (Gov. Decree, 08. 09.2011) and the Action Plan (has expired, is in process of revision)	**-National Strategy on Diaspora-2025** (Gov. Decree № 200, 26.02.2016) – **-National Strategy on Integrated Border Management of the State Borders for 2018-2023** and AP 2018-2020 for its implementation (Gov. Decree 1101, 14.11.2018) Government Decision on the approval of National Strategy Diaspora 2025 Government Decision on the approval and implementation of the Program Diaspora Succeeds at Home „DAR 1+3"	*SGS 5* *SDG 8* *SDG 16*

		Government Decision on the approval of Mechanism on coordination of the state policy in the field of DMD The **National Strategy on Employment** and the Action Plan 2017-2021; The **National Strategy on prevention and combating human trafficking** and its Action Plan; The **national Plan on reintegration of returned Moldovan citizens** (expired in 2020, in the process of revision)	
Russia	Decree of the President of the Russian Federation of October 31, 2018 N 622 "On the Concept of the State Migration Policy of the Russian Federation for 2019 - 2025"	*N/A*	*N/A*
Tajikistan	Migration Policy Concept for 2017-2021	*N/A*	*N/A*
Turkey	**Draft Migration Strategy (**at final stage – approval stage, in line with the decision taken by the Migration Board, "Establishing a National Migration Policy"	-Irregular Migration Strategy Document and its National Action Plan (2021-2025)	*SDG 8* *SDG 10*
Turkmenistan	**No Comprehensive migration strategy**	*N/A*	*Not influenced by SDGs*
Ukraine	**State Migration Strategy** (12 July 2017)), which inform national migration policy for the next eight years.	*N/A*	*N/A*
Uzbekistan	*N/A*	*N/A*	*N/A*

3.2.2 Identified Gaps in Policy Documents:

The table No.2 above, although not comprehensive in the data it presents, highlights the following patterns and gaps in policy development:

- ✓ Some countries have in place comprehensive migration policies. In addition to those comprehensive migration policies/strategies, such countries have often put into place specific/sectoral policies/AP as to complement those policies (in the area of IBM, diaspora engagement, combatting THB etc.);

- ✓ Some countries are in the stage of finalization of such comprehensive strategies (it is, for instance, the case of Turkey and Kyrgyz Republic);

- ✓ Several countries in **the RTCM region still lack comprehensive migration policies but some are taking concrete steps to design such policies** (it is the case of Iran for instance).

- ✓ **All countries have put into place sectoral policie**s, those sectoral policies reflect national priorities in migration trends, but several countries recognize gaps even in priority areas for them. Even in countries with a well-advanced policy-design on migration, some sectoral gaps in terms of policy development have been stressed (Legislation on Integration, work with diaspora etc.)

- ✓ Several countries have specifically highlighted **the importance of the contribution of IOM in supporting policy development;**

- ✓ In sectoral policies, some important gaps in policy making in key migration areas have been identified, they will require further capacity building support, these gaps are in particular (but not only IBM, diaspora engagement, Integration, Reduction of Statelessness, COVID-19 and migration etc.) The Section below on Sectoral Gaps presents in details those gaps.

- ✓ The level of **knowledge of SDGs and their level of consideration by policy makers** in developing migration strategic documents vary from country to country. However, most government stakeholders stressed that SDGs have at least to a certain extent guided their work. Some governments state that the SDGs have been fully integrated into policy development. Stakeholders' perception of the importance of SDGs in supporting policy-making is fully positive.

In Conclusion, the major needs are as follows:

- ➢ *Policy-making and implementation needs consolidation in all countries. In view of the importance of the issue, the existing gaps and the rich experience in the Region, the RTCM will have a positive role to play in supporting the process of policy design in the Region.*
- ➢ *Capacity in SDGs and GCM in policy-making needs strengthening*

3.3 Challenges and Gaps in the process of policy-making

Main gaps in policy development have been identified in 3 main areas:

- ***Inter-agency cooperation***
- ***Cooperation with IOM and other IOs***
- ***Cooperation with civil society actors***

(1) Inter-agency coordination:

Inter-agency coordination in migration management is generally a complex undertaking and requires processes of regular review and readjustment.

- ✓ In several countries in the Region, **coordination mechanisms are either not in place, or are not functioning efficiently**, thus limiting the level of quality/comprehensiveness of those policies and risking a lesser level of engagement in implementing those policies.

- ✓ In other countries in the region**, impressive efforts have been made, and some countries may constitute best practices for the region** (Azerbaijan, Moldova, Georgia in particular, Russia also has also very comprehensive system in place, within a very complex system of governance).

- ✓ Even in countries which have presented sophisticated levels of inter-agency coordination, some gaps have been identified in terms of daily dialogues amongst the staff belonging to each agency and challenges in terms of **data exchange and agreement on data to be exchanged and discrepancies on data collected and definitions of terms.**

- ✓ Some countries have recently **undergone institutional reforms (**it is the case in particular of Kyrgyz Republic**)** so inter-agency cooperation system will need to be subsequently established or revisited.

- ✓ Finally**, inter-agency coordination in policy development is often considered from a centralized perspective**, and the engagement of regional/local authorities has not been reflected by the vast majority of the stakeholders during the consultation process (apart for Russia). This component will need to be addressed in the future, through exchange of best practices in the Region.

<u>Recommendations:</u>

- *Inter-agency cooperation is an important component, to be discussed within RTCM, in particular within a broader regional dialogue on Institutional Frameworks for Migration (to include regional/local branches as well);*

- *Harmonization of data and of definition of terms within different government agencies needs to be achieved, in particular through training on Data collection and Migration definition and terminology and exchange of best practices.*

- *Support enhancement of the UNNM (United Nation Network on Migration) role at country level*

(2) Cooperation with International Organizations and the GCM and Human Rights mainstreaming

- ✓ Cooperation with international organization is always **assessed highly by the stakeholders**. The main organizations referred to by the stakeholders are IOM (for all the countries), the European Union (in particular the EU Commission and its relevant programs and budget supports) for countries of the Eastern Partnership, UNRC and UNDP (SDGs, gender mainstreaming and gender and migration, migration and development etc.). UNHCR (in particular for Iran, Turkey, Central Asian countries and Moldova), ICMPD (In particular the Budapest process, the Prague process, handbooks and research reports etc.), EUBAM (Moldova and Ukraine), Frontex etc.). UNICEF, the World Bank, OSCE/ODIHR, UNFPA are also mentioned as important partners in the Region.

  In terms of cooperation with IOM and other key International and Regional organizations, some countries have put into place interesting and creative means of involvement of key international organizations involved in migration and most countries de facto do involve IOM in policy development and participate to the UNNM

  This being said, **only a few countries have put into place structured mechanisms of involvement in policy design with IOM and other key migration organizations** (it is the case for instance in Azerbaijan, Georgia and Moldova).

- ✓ The positive role of **the GCM in enhancing international cooperation** has clearly been stressed by the stakeholders. Several stakeholders have already strengthened their cooperation within the framework of the GCM and for those who have not done so, strong expectations in this direction have been expressed.

- ✓ ***In terms of international norms and principles leading policy development****, stakeholders seem* ***to generally rely more on specific migration standards*** *(for instance the UN Refugee Convention****), than on general human rights standards*** *that they have adhered to (including in the area of gender equality and rights of women). Instruments such as CEDAW or UNCAT are only rarely mentioned by stakeholders.*

- ✓ ***Standards pertaining to the Environment and relevance to Migration do not appear to be sufficiently prioritized*** *by stakeholders at present, although some impact of climate change and/or environmental disaster already have impacted the internal and international migration trends in the Region, and the phenomena are expected to increase*

Recommendations:

- *Capacity building efforts on migration and international law and on the human rights of migrants appear to be further required*
- *Capacity building activities on Migration and the environment are needed*
- *Regional dialogue and capacity building activities are required*
- *The RTCM offers the venue to present the new opportunities offered by GCM and for countries in the region to exchange best practices in this area.*

(3) Cooperation with Civil society actors in policy making

✓ Cooperation with the civil society is taking place in all the countries of the region, in one shape or another and in different areas of work. However, **this cooperation is rarely taking place at the policy-making stage**. Some government stakeholders have however put into place mechanisms of involvement of the civil society, but such mechanisms, when they exist, are mostly implemented on an ad hoc basis.

✓ **Best government practices in this area do exis**t which can serve as a driver for other countries in the Region. These best practices are in particular as follows:

- **In Azerbaijan:** Within the framework of the Government's program launched in 2012 to promote an open society and increase civic engagement in various political spheres, as well as to raise awareness about the protection of human rights and freedoms, a **Public Council** was founded under the aegis of the SMS in 2015. The **Public Council serves as a platform for dialogue with civil society organizations on improving asylum and migration policy and legislation and the access to individual rights of migrants, refugees and stateless persons (questionnaires for migrants, Advisory Board etc.)**. It operates under the chairmanship of a CSO representative. This structured mechanism aims at insuring a high level of good governance and state accountability.

- **In Georgia**, **Thematic Working Groups** have been established within the SCMI (in areas of Integration, Migration Risk Analysis, Migration Strategy, Reduction of Statelessness, Unified Migration Analytical System and Migration & Development). **In 2013, international and non-governmental organizations working in the field were granted a consultative status within the Commission to provide additional expertise and develop a format of cooperation.**

- **In Iran,** the refugee response (SSAR) is comprehensive and includes a variety of stakeholders. The Bureau for Foreign Aliens and Foreign Immigrant Affairs, (BAFIA) convenes regular SSAR Partners' Coordination Meetings, discussing achievements, challenges, and priorities related to refugee assistance and protection for Afghan refugees in Iran. SSAR partners in Iran are nine ministries and other government organizations, as well as **13 international and national non-governmental organizations**, and eight UN Organizations.

- **In Ukraine**, an interesting best practice of inclusive approach in policy-design was initiated by the UN system. In February 2021, over 90 representatives of government

structures, civil society organizations, migrants and Diaspora associations, international organizations, academia and private sector gathered online to discuss the UN Policy Paper on Migration (the document aims at presenting a to a joint UN position on both in- and out-migration in Ukraine and strategies to enhance migration governance).

These good practices demonstrate the **existence of a vibrant civil society** in the Region and the already **some good experience of direct government-CSO cooperation in the area of migration policy development**. This highlights the existing **potential for policy discussion on development, strengthening and institutionalization in the future, within the framework of the RTCM.**

- ✓ In addition to above-mentioned gaps, CSOs and Governments in the region tend, in their responses during the consultation process, **not to consider the involvement of the Migrants themselves in policy-making**, whether through ex ante consultation processes and/or direct participation in policy making. There are few interesting exceptions however (cf. for instance the example of Azerbaijan, presented above).

Recommendations:

- ➢ *There is a need to **strengthen and systematize the inclusion of the civil society role in policy dialogue and policy development on migration**, as well as the role of migrants themselves (women and men). Policy dialogue and exchange of already best practices on this topic could usefully be conducted within the framework of the RTCM.*

3.4 Main Challenges in Policy Implementation

3.4.1 Recapitulative table on challenges

*The table **3** below recapitulates the **main challenges perceived by the stakeholders** in terms of implementation of policy and legislation in the area of migration*

***TABLE 3 on Main Challenges for Policy Implementation:** (*N/A = Not Applicable)*

Challenges / Country	*COVID Crisis*	*Lack of Financial Resources*	*Lack of Fully Qualified Staff*	*Gaps in Coordi--nation Mecha--nisms*	*Insufficient Regional Coope-ration*	*Insufficient Policy Develop-ment in Certain Areas*	*Lack of Tech. Capacity*	*Geo-poli--tical situation*
Azerbaijan	+				+	+		
Belarus	+	+						+
Georgia	+	+						
Iran	+	+	+	+		+	+	+
Kazakhstan	+		+	+		+	+	
Kyrgyz Republic	+	+	+	+		+	+	
Moldova	+	+			+	+	+	+
Russia								

Tajikistan	+	+	+	+		+	+	
Turkey	+	+			+			+
Turkmenistan		+		+			+	
Ukraine	+							+
Uzbekistan[1]	***N/A***	***N/A***	***N/A***	***N/A***	***N/A***	***N/A***	***N/A***	***N/A***

3.4.2 Analysis of the Table:

(1) The vast majority of the countries in the Region identified the **current COVID 19 crises as a major challenge in terms of policy implementation.**

The current COVID crisis affects all stakeholders and at all levels and it has direct repercussions on the migrants themselves, in particular the most vulnerable (women, children and refugees in particular). The COVID 19 crisis has in particular had a negative impact in the Region on:

- the policy-making process (as some policies need to be complemented/amended in order to reflect the new challenges and as it affects the inter-agency coordination and dialogue);
- the implementation of programs and direct access to beneficiaries;
- The potential for economic opportunities and development (mobility of persons reduced drastically - students, returnees, stranded migrants - financial and social remittances;
- Affecting the health of migrants and their families (physical and mental health);
- Affecting the rights to family life (family reunion, family reunification);
- Exacerbated human rights violations (gender-based violence, irregular migrants in detention etc.).

Recommendations:

- ***The challenges and Responses to COVID 19 in the context of international migration*** *may need to be addressed in the context of the RTCM*

(2) **Lack of adequate financial resources** is highlighted by most countries in the region, including the ones which are benefitting from EU budgetary support. **Enhanced regional cooperation and strengthening capacity in the area of design of project and fund-raising are areas in which the RTCM** can contribute to addressing this challenge.

Recommendations:

- ***C****apacity building activities on* ***Fund-raising strategy, donor mobilization and Preparation of project proposals/tender and on budget lines available to all categories of stakeholders*** *would contribute to addressing some of this challenge.*

[1] As presented in Table 1 of this Report ("Statistical Outcome of the Consultation Process with Stakeholders"), data on Uzbekistan could be collected only through desk review, hence data on the perception of stakeholders from Uzbekistan on their key challenges for policy implementation could not be collected and are therefore presented as "not available" in Table 3 above.

(3) **The geo-political situation** has also been identified by several stakeholders as a major challenge. This is particularly the case in countries affected by a "frozen conflict" or conflict situation, and/or a situation of mass influx of refugees/migrants, due to their geographic proximity with countries affected by armed conflicts.
The countries of the RTCM, have agreed to participate in a dialogue on migration, that would be beneficial to all concerned. In order to contribute to addressing this concern, **the RTCM could offer dialogue and capacity-building efforts in areas pertaining to prevention of forced displacement and in responsibility sharing in the context of mass-influx.**

Recommendations:

- *Policy dialogue and Training on the **rights of persons belonging to National Minorities***

- ***Training on migration and Gender-Based-Violence (GBV) prevention and responses** (International norms and best practices) and the role of women in conflict prevention and in post-conflict reconciliation*

- *Policy dialogue on **responsibility sharing in the context of mass influx of migrants and refugees***

(4) **Gaps in coordination mechanisms** have also been identified by several stakeholders. As highlighted above (Section on Policy Development), **the RTCM can play a meaningful role in this matter, offering a forum to exchange best practices (including from outside of the region) on inter-agency cooperation within a broader event devoted to Institutional frameworks on Migration**.

Recommendations:

- ***Inter-agency coordination is suggested to be discussed with RTCM,** within the context of a broader regional dialogue on Institutional Frameworks for Migration (cf. Section above on inter-agency cooperation in the context of policy-development).*

4. LEGISLATIVE FRAMEWORK ON MIGRATION

4.1 International Law

- ✓ As evidenced by the recapitulative table on Ratification of key Migration instruments by States participating to the work of the RTCM which is annexed to this Report (Annex 9), all participating states in the Region have adhered to key UN Instruments in the area of human rights, gender and the Environment.

- ✓ The situation is more contrasted for UN and ILO Migration Conventions and the **RTCM could offer a good forum to discuss the pros and the cons of the ratification of such instruments as well as receive best practices from State Parties in the Region to those international instruments.**

- ✓ The situation is also more contrasted in the **field of protection of stateless persons,** prevention and reduction of statelessness as several countries in the Region have not yet ratified relevant UN instruments, including countries which have put into place policies and legislation to curve the statelessness phenomenon. Only 5 countries in the Region have ratified the 1954 UN Convention relating to the Status of Stateless persons (Azerbaijan, Georgia, Moldova, Turkmenistan and Ukraine). Only 4 countries in the Region have ratified the 1961 UN Conventions on the Reduction of Statelessness (Azerbaijan, Moldova, Turkmenistan and Ukraine). Regarding the European Convention on Nationality, two countries in the Region have ratified it (Moldova and Ukraine) and one country has signed it but not yet ratified (Russia).

- ➢ *The RTCM can offer the opportunity to conduct policy discussion and good practices on the pros of the ratification of such instruments and subsequent policy and legislative amendments, in a Region that is still reported to be affected by statelessness situations.*

In building dialogue in the area of legislation gaps (both in terms of content as in terms of implementation), the work of the RTCM will be supported by the strong commitment demonstrated by the RTCM countries to the international human rights regime. In addition, some countries are Council of Europe Member States and hence are State Parties to the ECHR and existing enforcement mechanisms. In addition, **all countries in the Region are members of the GCM.**

4.2 Regional Overview of Legislation

All countries in the Region have adopted and are implementing legislation in the area of migration. Some countries have an impressive track-record of legislation on migration.
Stakeholders during the consultation process did not identify specific lacunae in the existing legislation or in their implementation, but rather highlighted that some legislation is still missing.

Due to the scope and tight time-frame available to conduct this gaps analysis, the above report will not offer a gap analysis of existing migration legislation, but aims at identifying the most lacunary areas in terms of migration legislation. A **comprehensive list of existing migration legislation in each country of the RTCM can be found in the Report, under the Chapter "Country Reports".**

4.3 Presentation of Main Legal Gaps:

- ✓ Important gaps exist in legislative framework in the area of THB. This lacunae concern in particular criminalization of traffickers and protection of the victims of human trafficking.

Most countries in the Region rate average, see low) (3 or 2 Tier) on the United States Trafficking in Persons (TIP) Report [2]

- ✓ Most countries still need full-fledged legislation on IBM;
- ✓ Important gaps have also been identified in referral mechanisms for vulnerable groups and asylum-seekers and refugees at border crossing points;
- ✓ Gaps have also been identified in legislation on integration of migrants;
- ✓ Gaps have been identified in standards or reception of migrants, in particular standards of detention and alternatives to detention;
- ✓ Gaps have been identified in the area of free legal aid to migrants;
- ✓ Gaps have also been identified in legislation on return and reintegration;
- ✓ Important gaps have also been identified in legislation pertaining to labor migration, in particular the rights of migrant workers and their families;
- ✓ Despite important achievements, some gaps have been identified in the area of prevention and reduction or statelessness;
- ✓ Gaps have been identified in subsidiary protection regime;
- ✓ Gaps have been identified in data protection law;
- ✓ Gaps have been identified in policies on climate change and the protection of environmental migrants;
- ✓ Specific legislation/ provisions on COVID 19 and Migration are needed in most countries in the Region (either include migrants in existing plans/regulations with specific rights/access to vaccination, prevention campaign, reach out etc. or specific plan for them, taking into account their specific needs).

5. OVERVIEW OF MAIN MIGRATION THEMES IDENTIFIED AS PRIORITY GAPS

Through a careful analysis of the questionnaires, interview notes and Country reports, the following migration topics have been identified as **priority gaps** (**in terms of policy and legislative development as well as implementation**).

Those topical gaps have been structured around 5 pillars:

(1) Combatting irregular migration,
(2) Mobility and Legal Migration
(3) Migration and Development
(4) Migration in Crisis Situations
(5) Protection and Human Rights (including gender)
(6) Migration and the environment

(1) Combatting irregular Migration:

- **Border Management:**

[2] https://www.state.gov/reports/2021-trafficking-in-persons-report/

- ✓ All countries in the region have put into place border management system, but often they lack key components of an Integrated Border Management system (IBM). Several countries in the Region (in particular, but not only, the 5 countries in Central Asia, through the BOMCA project) receive capacity-building support in the area of IBM. IOM has been providing extensive support to countries in the Region on IBM and the **RTCM constitutes a good forum to address the above-mentioned key gaps and provide training on IBM and specific key components.**

- ✓ **The main gaps identified are:**

    - **Identification and Referral mechanisms for vulnerable persons**
    - **risk analysis and risk management**
    - **return and reintegration of third country nationals**
    - **Data collection and data management**
    - **Detention systems and standards of apprehended migrants**
    - **Development needs for building technical and technological capacities**

- ✓ Despite the identified gaps, some solid good practices on IBM exist in the region, which can serve as a driving force within the context of training and policy discussion organized by the RTCM. This sub-section aims at presenting a non-exhaustive typology of best practices as follows:

    - In terms of **policy documents/concept papers** Azerbaijan, Belarus Georgia, Moldova and Ukraine have adopted comprehensive IBM strategies. Russia also has a Federal Target Program of the State Border, which contains strong elements of an IBM.

    - In terms of **transnational cooperation on transborder crime and illegal migration**, some countries have concluded agreements with EU Member States (EU MS). This is the case of Moldova, where several bilateral agreements on countering trans-border crime and illegal migration were concluded (with in 2007 Slovakia in 2007 and with Romania in 20100.

    - In the field **of joint cooperation on border management**, the European Union Border Assistance Mission (EUBAM) to Moldova and Ukraine, constitute an interesting sub-regional best practice. EUBAM was launched in 2005 and since then it has supported the concrete border management measures in the context of the Transnistrian "frozen conflict".

      Advisory activities of the EUBAM Mission on both sides of the Moldovan-Ukrainian border aim at improving the effectiveness of operational activities related to the prevention and combating of trafficking in human beings and illegal migration, as well as the protection of the rights of victims of trafficking in human beings.

To ensure the appropriate implementation of EU standards in the area of illegal migration and THB, EUBAM assists the border services of Moldova and Ukraine in developing **common indicators used to identify victims of trafficking, to improve risk analysis and border checks procedures, and provide advice on the development of new relevant working methods and data collection to generate comparative statistics.**

- **Prevention and combatting Trafficking in Human Beings** (THB)

  - ✓ Policies and programs to prevent and address THB are often lacunary (both in terms of institution-building, policy and legislation content and implementation). There is a strong gap in the field of **victims' protection (need for strengthening referral and protection systems), but also for legislation development (penal codes) and implementation (prosecution of perpetuators, protection of victims etc.).**

  - ✓ Only one country in the Region, Georgia, is assessed on Tier 1 of the Trafficking in Persons (TIP) US Department of State (US DS) Report as fully meeting the minimum standards for the elimination of trafficking. It is the case of Georgia. Several countries of the Region rank in Tier 2 in TIP US Department of State, which means that, although they do not fully meet the minimum standards for the elimination of THB, they are making significant efforts to do so (it is the case of Azerbaijan, Kazakhstan, Kyrgyzstan, Moldova, Turkey, Uzbekistan and Ukraine). Others rank in Tier 3, which means that they are assessed as not making significant efforts to do so (it is the case of Belarus, Iran, Russia, Tajikistan, Turkmenistan - Tier 3).

  - ✓ Georgia and countries which are rated on Tier 2 have **very interesting best practices to share on the efforts they made to meet the minimum standards to eliminate THB. These efforts are particularly interesting in the area of the role of civil society, identification mechanisms of victims of THB, amendments to penal codes to impose stricter sentences on traffickers, protection of victims, training for law enforcement etc**.

- **Framework and Standards of reception and of detention of irregular migrants, including at land and air borders (including alternatives to detention, rights of children, free legal aid etc.)**

  - ✓ This is **an area requiring improvement in all the countries in the region**. Issues range from:
    - **Infrastructure development;**
    - **Protection of vulnerable groups;**
    - **Legislative frameworks on detention (Purpose and duration of detention etc.)**
    - **Access by Civil society actors to detention places (including at international borders)**
    - **Monitoring of detention and reception conditions**
    - **Referral mechanisms;**
    - **Gender perspective of reception conditions, women and children in detention;**

- **Alternatives to detention;**
- **Judicial review of detention decisions;**

➢ Return, Readmission and Reintegration of Citizens and Third-Country Nationals

✓ In the Region, **all countries are facing challenges in the field of return and readmission**. This is particular the case in the following areas:

- **Data collection on return;**
- **Negotiation of readmission agreements;**
- **Implementation of RA, including *vis a vis* third-country-nationals**
- **Pre-departure briefing and assistance to returnees**
- **Ensuring access to social funds (pensions) for returnees and recognition of skills acquired abroad (diploma recognition etc.)**
- **The COVID 19 pandemic, has further exacerbated the gaps and created new challenges, as many migrants in the region have remained stranded and unable to return home and/or the implementation of Readmission Agreements have been hampered.**

✓ **IOM plays an important role in the Region in the field of Assisted Voluntary Return and Reintegration.** AVRR programs are supported by IOM in several countries in the Region (Georgia, Moldova, Turkey etc.). In 2019 IOM published a Reintegration Handbook - Practical guidance on the design, implementation and monitoring of reintegration assistance. **This handbook constitutes a key tool for stakeholders in the region and the framework of the RTCM will offer a good avenue to present the content of the Handbook at a specific training activity devoted to return, readmission and reintegration.**

✓ **Countries in the Region are generally active in the field of negotiating and implementing Readmission Agreements (RA).** IOM has been instrumental in supporting the process of negotiations and implementation in many countries in the region. Most such agreements concern both citizens and third-country-nationals. However, the implementation of such agreements meets difficulties and, as already stressed above, the COVID 19 has affected implementation in general. Below are examples (not an exhaustive list) of existing bilateral RA in the Region:

- Most countries in the region have signed **RA with EU**, it is in particular the case of Azerbaijan, Belarus, Georgia, Moldova, Russia, Turkey, Ukraine.

- A series of **RA have been signed or are in the process of negotiation amongst countries in the Region** (Georgia concluded RA with **Ukraine**, Switzerland, Norway, Denmark, **Moldova, Belarus** and Iceland. Negotiations are currently underway with

Bosnia and Herzegovina, Serbia, Montenegro, Sri Lanka, Kazakhstan, **Azerbaijan** and Pakistan. Russia signed RA with Armenia, **Uzbekistan, Ukraine**, Vietnam, Norway, Denmark, Iceland, and Switzerland, **Kazakhstan, Kyrgyzstan, Turkey etc.).**

- **The concrete implementation of RA however remains problematic in certain areas** (and the COVID 19 Pandemic exacerbated the implementation challenges.)

✓ In the field of **readmission and re-integration**, important gaps prevail in the Region, as returning migrants are often left to their own demise to re-integrate in their country of origin and/or permanent residence. Some good practices have been put into place in some countries, as follows (non-exhaustive):

- **In Azerbaijan,** a Working Group (WG), comprised of representatives of relevant state agencies has been established under SMS. The WG meets twice a year in order to discuss reintegration issues. In terms of concrete project implementation, Azerbaijan has recently implemented the RESTART project, which aimed at providing assistance to readmitted Azerbaijani nationals, with the support from ICMPD and with the financial contribution of Germany, Poland, and the Netherlands.

- **Turkey**, around 30,000 migrants of Turkish origin are reported to return to Turkey from Germany alone every year. Assisted Voluntary Return and Reintegration (AVRR) has been a core activity of IOM in Turkey since 2009. The AVRR program facilitates the orderly and humane return and reintegration of migrants who are unable or unwilling to remain in host or transit countries and wish to return voluntarily to their countries of origin.

- **In Russia**, a "National program on assistance for voluntary relocation of fellow countrymen residing abroad to the Russian Federation" was adopted in 2006. However, this program is targeted mostly at persons who do not possess Russian citizenship - only 4% of the 80,000 persons who returned under this Program in 2007-2012 have had Russian citizenship.

- **Moldova** has signed 14 social security agreements with the countries of destination of Moldovan citizens (Bulgaria, Portugal, Austria, Estonia, Luxembourg, etc.,) which will allow the use of pension rights acquired in the country of destination, as well as on return to the country. Negotiations are currently under way with the Russian Federation, the Kingdom of Spain and the Hellenic Republic (Greece).

Recommendations for Gaps (1):

- ***Training on International standards and best practices on Identification and Referral mechanisms for protection of asylum seekers and other vulnerable groups at international borders***

- ***Training on Risk Analysis in the area of Migration (IOM, FRONTEX etc.)***

- ***Training on standards and best practices on reception and detention of irregular migrants (including alternatives to detention, rights of children etc.)***

- ***Training in international norms and standards pertaining to THB, including a gender perspective of THB***

- ***Exchange of best practices on Counter-trafficking institutions, prosecution of perpetrators, victims' protection (Palermo protocol, Safe-houses etc.)***

- ***Policy discussion on negotiation and implementation of RA, for both citizens and third-country national (content of RA, mechanisms of implementation, implementation challenges, data collection, analysis and exchange, impact of COVID 19 and responses, best practices etc.)***

- ***Training on Return, readmission and reintegration (international standards, IOM Handbook, best practices of reintegration policies and programs etc.)***

(2) ***Legal migration:***

- ✓ All countries in the region are countries of immigration, however, **several countries in the Region lack policies and legislation to regulate migration, promote mobility and to protect the rights of the migrants. These serious gaps often lead to the presence of un-regulated migration, which in turn leads in particular to brain waste and missed opportunity for national development, to increased THB and to violation of the rights of migrant workers and their families.**

- ✓ **Main gaps are identified as follows**:

  - In the field of labor migration, **in some countries in the Region, labor-migration needs appear to lack full-fledged migration management policies and/or mechanisms**, in particular in the area of seasonal migration, which poses serious concern over the human rights of those migrants. **Some bilateral cooperation arrangements do exist in several countries in the Region**, but they seem to mostly support temporary or precarious forms of labor migration and fail to address important areas pertaining to the human rights of the migrants and their families.

  - Others do not have in place coherent systems of documentation and reception of migrants (one-stop-shop etc.).

- Some countries have put into place or are in the process of putting in place, **labor market analysis in order to match the qualification of migrants with the needs of the local market** (Moldova and Turkey for instance), but **most countries do not carry out such analysis and/or still need capacity building efforts to conduct such undertakings**.

- Most countries still need to put into place **policies and legislation to attract foreign investors and highly skilled migrants.**

- Generally speaking, **policy-making and implementation on Student Mobility are not in place**, although there are interesting practices in place in the Region.

- **The protection of human rights of Migrant workers and their families are lacunary in several countries and/or areas**. This is particularly the case when labor migration is unregulated (often in the shape of de facto "circular migration" schemes).

- The COVID 19 pandemic had a strong impact on the labor migration flows in the Region, including at the intra-regional level (it is particularly the case between Russia and countries in Central Asia). Migrants have been stranded in the country of migration, with expired documents and/or re-entry bans (this is in particular the case of Tajikistan). Despite some mitigating policies and programs put into place by some countries in the Region, the situation has led to an increase in undocumented labor migrants and subsequent increase in their vulnerability level, in THB situations as well in violation of their human rights.

✓ **Best practices** have been identified as follows:

Some countries have however developed best practices in the area of labor migration, which can serve policy discussion/training/exchange of best practice within the context of the activities of the RTCM.

- Several countries in the Region entered **bilateral cooperation agreements in the field of labor migration**, some of those agreements can offer best practices for the Region. Some of these agreements appear not fulfill international standards, hence do not permit to fully ascertain that the human rights of migrants and their families are protected. Such agreements are for instance the following:

  - **Moldova** has signed **7** bilateral agreements in the field of labor migration (with **Ukraine**, the **Russian Federation**, **Azerbaijan**, **Belarus**, Italy, Israel and Bulgaria), which regulate the right of Moldovan citizens to be employed on the territory of those countries, as well as the conditions of employment;

  - **Uzbekistan/Russia** and **Tajikistan/Russia Labor Agreements** (Russia being the main destination country for Uzbek and Tajik migrants). The authorities of the country of origin are responsible for training the migrants (pre-departure trainings)

and the Russian side (employers) are responsible for providing housing, fair salaries and safe working conditions to Uzbek migrants). This scheme is limited to temporary/seasonal migration only;

- **Ukraine (**Ministry of Social Protection) entered into an MOU with Russia on regulating labor migration. **Similar bilateral labor migration agreements have also been signed with several other countries**, including with **Azerbaijan, and Belarus.**

- Best practices have also been developed in the area of **social security and pension**. For instance, **Moldova has signed 14 social security agreements with the countries of destination of Moldovan citizens** (Bulgaria, Portugal, Austria, Estonia, Luxembourg, etc.), which will allow the use of pension rights acquired in the country of destination, as well as on return to the country. Negotiations are currently under way with the Russian Federation, the Kingdom of Spain and the Hellenic Republic.

- Several countries in the Region have adopted interesting schemes to promote **student's mobility**. Some best practices are as follows (not exhaustive):

- The Government of **Azerbaijan** launched in 2007 a **ten-year program on youth education** implemented by the Ministry of Education, **aimed at promoting and increasing students' mobility**. The program was further extended for the period of 2019-2023. it allows for selected groups of students to study abroad to acquire skills which are relevant to the national labor market The Program offer various scholarships in different course of studies targeting 5000 Azerbaijani students across all academic levels. More than half of the students are enrolled in European universities, mainly in the United Kingdom, Germany and France, while others study at universities in Turkey and the Russian Federation.

- **Russia is also a very attractive countries for foreign students' mobility** (in particular from Central Asia and the Caucasus) and has an attractive policy for students' mobility. However, work opportunities after graduation are not easily available, which in return may lead to irregular migration of highly skilled migrants.
  Russia has signed **bilateral agreements on recognition of foreign qualifications with Uzbekistan, Hungary, Angola, Cambodia and the Slovak Republic**.

- **Turkey** also is an attractive country for students. **The number of foreign students enrolled in Turkish universities has doubled since 2005**. This is due to **government policies aiming at attracting foreign students** (Turkey's educational system has been aligned to international standards, and joined ERASMUS, curricula in English have

been developed. In addition, an ambitious government scholarship policy has been implemented).

- **Ukraine** also conducted **reforms facilitating student's mobility** (the Law of Ukraine "On Higher Education" of 2014 strives to reach the integration of the national higher education system into the European educational space, and to an active participation of Ukrainian universities in programs such as Erasmus + and Horizon 2020). As the result, Ukraine is now an important supplier of students abroad.

Recommendations for Gaps (2):

- ***Training on International Standards of protection of Migrant Workers and their Families (UN and ILO Conventions)***
- *Training on standards and best practices on* ***documentation of each category of migrants and their family***
- *Exchange of best practices* ***on policies and tools to prevent and address Brain-drain and Brain waste***
- *Families left behind, identification of problems and opportunities and presentation of existing best practices*
- *Training on standards and best practices on* ***Standards of reception of migrants (one-stop-shop)***
- *Training on standards and best practices on* ***Integration of Migrants (standards and best practices)***
- *Exchange of best practices on* ***Student Mobility (with academia), including existing integration schemes into international and European Education systems (ERASMUS etc.) and diploma recognition***
- *Training on standards and best practices on* ***Family reunion, family reunification and the principle of family unity***
- *Exchange of best practices on* ***Seasonal and circular migration (including the rights of migrants, with a gender perspective)***
- ***Highly skilled migration: Definition, Best practices on attractive policies, The legal status of foreign investors (best practices)***

- ***Policy discussion on the impact of COVID on mobility in the region, mitigating measures, impact on the human rights and responses which are called for***

(3) <u>Migration and Development</u>

- ✓ **Some countries in the region have put into place sophisticated mechanisms to mainstream migration into development strategies** mostly – but not only - in the context of the Eastern Partnership (EaP) cooperation, with the support of IOM and UNDP). This is particularly the case of **Moldova (**a country with a large emigration population and an active diaspora abroad).

- ✓ All countries in the region are aware of the potential of development that migration offers, but some of them tend to see international mobility as a threat in terms of national development (through brain waste and brain drain) rather than an opportunity.

- ✓ Finally, **institutional and policy frameworks are still lacking, including in advanced/best practices-countries, so are systems of consultation with migrants** (women and men, including the youth). Best practices in the field of consultation with diaspora exist in the Region. Moldova has for instance established a specific government institution for diaspora engagement.

- ✓ It is important for the **RTCM to offer a forum to present those opportunities, so that some shift in the migration paradigm can occur to the benefit of the countries concerned** (some countries outside of the Region, can serve as a good practice for the Region in this field).

- ✓ The **SDGs are mostly known to the stakeholders in the region** and some of the countries reported during the consultation process including them systematically in policy development, however, their full potential to support mainstreaming migration into development has also not yet been reached by countries in the region.

<u>Recommendations for Gaps (3):</u>

- *Presentation of methodology, tools and best practices for mainstreaming migration into National Development Strategies and Plan*

- *Measuring the impact of migration on national development (both emigration and immigration countries), tools for data collection and data analysis, development of indicators and exchange of best practices (Region and beyond).*

- *Exchange of best practices in **engaging diaspora** in the country of origin (best practices can include countries outside of the Region as well, such as Morocco)*

- *The role of women migrants in development (country of migration and country of origin) SDGs and Migration*

- *The role of remittances (financial and immaterial remittances) in development of the country of origin of migrants*

- *Policies to prevent brain drain in emigration countries, the brain waste in Immigration and the development potential of International Mobility*

(4) <u>Migration in crisis situation</u>

- ✓ All countries in the RTCM Region are, to different quantitative degrees, **facing challenges in terms of response to migration crisis situations**. Turkey alone is hosting over 3,6 million asylum-seekers and refugees. Iran has also been home through decades to over 3 million refugees and other forced migrants. Other countries have been facing both refugee and/or IDP crisis. Azerbaijan has extensive experience in addressing protracted refugee and IDP situations. Most of the countries in the region have also had to address challenges relating to reduction and prevention of statelessness.

- ✓ Despite important achievements in those areas, key challenges still need to be addressed and the crisis dimension of migration will remain an important component of the work of the RTCM.

- ✓ In view of the rapidly changing and volatile situation in Afghanistan, and the geo-political humanitarian and security challenges it is likely to pose threat for most countries in the Region (in particular - but not only - for Tajikistan, Uzbekistan, Turkey, Iran Russia etc.). A specific regional dialogue on Afghanistan and migration in the context of the aftermath of the withdrawal of the US troops, contingency-planning and regional discussion on human rights and migration trends (voluntary return of refugees and migrants, forced out migration) is strongly recommended within the context of the RTCM (this would also include a strong gender perspective as well as discussion on responsibility-sharing).

- ✓ Taking into account that the UN Refugee Agency is supporting those government putting into place asylum systems and supporting the local integration of the refugees, the RTCM will focus on priority regional areas that have been identified as such by the stakeholders during the consultation process and for which a regional dialogue will bear a strong value-added.

- ✓ Such a policy dialogue is a sensitive topic worldwide, and it has been discussed at length within the context of the process signature of the GCM in particular as well as within the context of dialogue of EU Member States. The RTCM could offer a forum for policy dialogue on this key policy issue.

- ✓ Most countries in the Region are State Parties to the UN Refugee Convention. Countries which either are not State Party (Iran) or have ratified the Convention with a geographic limitation for non-European refugees (Turkey) have demonstrated a strong sense of hospitality towards refugees and other categories of forced migrants. Within this context, the adoption and implementation of policies and legislation including subsidiary forms of protection will enable them to **strengthen their refugee protection system, in areas beyond the strict definition of the 1951 Convention.** Some countries have undergone a process of transposition of relevant the EU Directive ("EU Qualification Directive") and have therefore fully included Subsidiary form of protection (massive violation of human rights, situation of generalized conflict etc.). All participating countries could gravely benefit from those standards and the sharing of best practices from the countries having transposed the EU Directives.

- ✓ The reduction and prevention of statelessness have constituted key priorities in most countries in the region (this is particularly the case in countries of Central Asia, in Russia, and in Ukraine). Several countries in the region have ratified relevant UN instruments (*cf. ratification table above, at chapter 1 on this Report)*. Few others are also State Parties to the Convention on Nationality within the framework of the Council of Europe (CoE). All countries in the region have adopted laws on citizenship. Some countries in the Region do offer best practices, it is particularly the case of **Turkmenistan, and Kyrgyz Republic**.

  Over the last 15 years, Turkmenistan has granted citizenship to 26,000 refugees and stateless people. These include some 13,000 stateless people who have been naturalized since the country acceded to the 1954 Convention relating to the Status of Stateless Persons in 2011. The recent Civil Status Acts helped to **prevent** statelessness at birth, by ensuring that all children born in the country, including those with undocumented parents, have their births registered.

- ✓ The **gender-perspective of crisis migration** is an important priority of the UN and it is fully reflected in the GCM.

Recommendations for Gaps (4):

- ➢ *Policy dialogue on humanitarian responses and the concept responsibility sharing in situation of mass influx of refugees and migrations, their practical realization (policy and practices) and ways forward*

- ➢ ***Training on the concept Subsidiary protection**, norms and standards and sharing of best practices*

- ➢ *Training **on international norms and standards pertaining to the prevention and reduction of statelessness and sharing of best practices in the region** (including child registration at birth, gender perspective of nationality law and international standards etc.)*

- *Training on international norms and standards pertaining to **International Humanitarian Law (including Women in conflic**t (protection and participation perspectives (GBV and conflict- UN Resolutions etc. – the role of women in conflict prevention and post-conflict)*

- ***Specific regional dialogue on Afghanistan and migration in the context of the aftermath of the withdrawal of the US troops,** contingency-planning and discussion of human rights and migration trends (voluntary return of refugees and migrants, forced migration and asylum, gender perspective of forced migration etc.).*

(5) Human rights of migrants:

Stakeholders in the region are generally concerned over the human rights of migrants (including their own country nationals abroad, yet, policies and legislation need strengthening in terms of design and implementation.

All countries in the Region are State Parties to the major UN Human Rights instruments, in addition, several countries are Council of Europe Members, hence a common platform for dialogue within the RTCM on human rights of migrants is in place. Based on the needs of the stakeholders during the consultation process as well as review of each country's situation, the main needs have been identified in the following areas:

- ✓ Some countries have in place Comprehensive Human Rights Strategies and Action Plans (AP), which expressly include migrants (this is for instance the case of Moldova and Azerbaijan) but several countries in the Region have not yet done so.

- ✓ Some gaps in policy design and implementation in terms the human rights of the migrants have been identified in all countries in the region. The main areas of gaps have been identified as follows:

    - **Specific approaches to vulnerable groups of migrants**

    - **Prevention forced displacement and/or social exclusion in ensuring the protection of persons belonging to national minorities**

    - **Child protection (all category of migrants), protection of Un-accompanied Minors (UNAMs) and Separated children**

    - **Human rights of Migrants and their families**

    - **The right to a family life and the concept of family unity**

    - **Women in crisis and GBV prevention and Protection**

    Recommendations for Gaps (5):

- *Policy dialogue and exchange of best practices on Mainstreaming Migrants' rights into the countries' human right legislation and/or into existing National Human Rights Strategy*

- *Training on Child Protection and international standards (including Unaccompanied and separated children*

- *Exchange of best practices on Mainstreaming gender, age and diversity in Migration planning and implementation*

- *Training on International standards and the Human rights of migrants and their families*
- *Prevention and Reduction of statelessness*

- *International standards, Women in crisis and GBV*

- *International standards pertaining to the protection of persons belonging to national minorities*

- *International Standards pertaining to the protection of Migrant workers*

- *The role of the ECHR (and the jurisprudence of the ECoHR) in the protection of the rights of migrants (all categories)*

- *International standards pertaining to the family, the right of migrants to a family life and the concept of family unity*

(6) <u>The environment:</u>

The environment is (typically) not much reflected in the stakeholder's priority concern, although some of them are or have already been affected by internal and external migration as the result of environmental disasters.

According to a recent WB Report [3], **water deficits are linked to 10 percent of the increase in total migration within countries between 1970 and 2000**. **By the end of this century, worsening droughts are projected to affect about 700 million people**. These climate shocks will have a disproportionate impact on the developing world, with more than 85 percent of people affected living in low or middle- income countries. The Middle East and North Africa (MENA) Region is reported to be particularly affected by such trends in the near future.

"Migration and the environment" is a broader phenomenon than climate change. The GCM recognizes that migration in the context of **disasters, climate change, and environmental degradation is a reality**, and makes commitments to support both migrants and States.

There is no doubt that **migration and the environment is a priority policy development and implementation throughout the Region.**

[3] https://www.worldbank.org/en/topic/water/publication/ebb-and-flow-water-migration-and-development

Interestingly, **in at least one country in the region (Tajikistan), the Law on Migration (**law N 881 dated 1999) **has specific provisions on environmental migration**. It would be useful to conduct a review of already existing policies and legislation in place in this area.

- ✓ This is an area that will **require further policy development and implementation in the near future**, **so that countries in the region are supported to design preventive policies, development risk analysis and contingency plan and adopt and implement protective measures for the persons concerned**

Recommendations for Gaps (6):

- *Training on Climate change and disaster related displacement, (including from outside of the region) and the prevention and protection mechanisms in place.*
- *Mainstreaming migration and the environment into government planning and monitoring and evaluation of impact of such policies and programs, including exchange of best practices (including from outside the Region)*

6. DATA COLLECTION AND DATA ANALYSIS

6.1 Overview of main achievements in Data Collection and Data Analysis

The table below outlines the main component of a data collection and data analysis system, enabling to highlight the main regional trends and gaps.

Recapitulative Table 4 on Main Components of Data Collection & Analysis per Country:
(*N/A = Not Available)

	Data Collection And analysis Unit	Pool of Qualified Analyst	Migration Profile (including type of MP)	Gender Disaggregated Data	Inter-Agency Agreement on Data Exchange	Data Protection System	Statistical Reports issued
COUNTRIES							
Azerbaijan	**YES**	**YES**	**YES**	**YES**	**YES**	**YES**	**YES, Yearly, Quarterly, Monthly (available)**
Belarus	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**

Georgia	**YES**	**YES**	**MMP**	**YES Sometimes**	**YES**	**YES**	**YES, Yearly (available)**
Iran	**NO**	**NO**	**NO**	**YES Sometimes**	**NO**	**Some elements only**	**NO**
Kazakhstan	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**
Kyrgyz Republic	**N/A**	**N/A**	**YES**	**N/A**	**N/A**	**N/A**	**N/A**
Moldova	**YES**	**YES**	**EMP**	**YES Sometimes**	**YES**	**YES**	**YES, Yearly and Quarterly (available)**
Russia	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**
Tajikistan	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**
Turkey	**YES**	**NO**	**NO**	**YES Sometimes**	**YES**	**N/A**	**YES, Yearly (available)**
Turkmenistan	**NO**	**NO**	**NO**	**YES Sometimes**	**NO**	**NO**	**YES, Yearly (Not available)**
Ukraine	**YES**	**YES**	**EMP**	**YES Sometimes**	**N/A**	**N/A**	**YES, Yearly (available)**
Uzbekistan	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**

6.2 Gap and Needs Analysis in the area of Data Collection and Data Analysis

The situation is very contrasted in the region and can be summarized as follows

- Some countries have put into place some full-fledged data collection and data analysis units (it is the case in particular of Azerbaijan, Georgia, Moldova and Ukraine), whilst others are still at an early stage of development.

- In all countries that benefitted from a Visa Liberalization Process with EU, Migration Profiles are in place, in the form of a MMP or EMP.

- **Inter-agency data exchange** is generally in place in countries which have put into place coherent data collection and analysis systems (it is the case of Azerbaijan, Georgia and Moldova).

- **Data Protection systems** are reported to be in place in those three countries, but generally for the Region, such systems are weak, see non existing.

- **Gender disaggregated data** are in place in countries which have a data collection system. In others there appears to be either no disaggregated data, or such data are not collected on a systematic basis

- Apart for Azerbaijan (four such agreements have been mentioned), no **specific bilateral agreement on data exchange** appears to be in place in other countries. This will be an interesting area for further research and work, within the context of the RTCM.

- **Statistical Reports are available to the public** (on-line) in countries which have put into place data collection and data analysis systems (this is in particular, but not only, the case of Azerbaijan, where relevant qualitative and quantitative data statistical are available on the website of the SMS. The SMS also issues periodic Migration journal). The regularity of the publications ranges from yearly, quarterly and monthly reports (mostly a combination of the both or of all). However, official briefing to press and/or CSOs on the occasion of the yearly reports does not seem to be a practice in any country of the region.

- **Media outlets** appear to be relying heavily on data produced by governments agencies (in particular central government agencies) as sole or main source of data the official.

Recommendations on Data Protection and Data Analysis:

In view of the above, the RMTC could play a meaningful role in the following areas:

- *Capacity building activities in the area of **consolidation of data collection and analysis and data protection systems in the field of migratio**n are needed within the context of the RTCM, including agreeing on migration concepts and definitions to reach comparability of data. Such activities should include the gender component and build on best practices available in the Region*

- ***Evidenced-based migration reportin**g is of paramount importance, the RTCM should play a role in hosting an event with all major stakeholders*

- *Seminar for **Media outlets** enabling them to understand the data that they are using and learn about additional sources of data when reporting on international migration.*

7. INTERNATIONAL COOPERATION

7.1 Regional Overview

All countries in the Region have solid experience of international and regional dialogue and cooperation in the area of migration and asylum. Each country in the RTCM Region has a long tradition of cooperation on migration matters with UN Agencies, at the first place with IOM and UNHCR. **Cooperation with IOM is mentioned as extremely valuable** by all partners in the Region.

New key partners have also emerged over the last two or three decades, **this is particularly the case of the cooperation with the European Union and its Member State**s. In parallel, some cooperation efforts have also been established in sectoral areas amongst some countries of the former Soviet Union (it is the case for instance between Russia and Belarus on matters pertaining to Border Management). Other regional dialogues/agreements, for instance within the context of the CIS for a number of States have also been established.

Bilateral cooperation in this area of Migration dialogue is also important for governments in the region, in particular in areas pertaining to return and readmission, data exchange and social protection of countries nationals abroad. Some bilateral cooperation agreements are already in place (in Azerbaijan, Georgia Moldova for instance) and exchange of best practices will serve the needs of other countries in the region.

7.2 Cooperation with IOM and the role of the GCM

This cooperation is reflected in all areas of migration by the stakeholders during the consultation process. Cooperation with IOM in supporting Migration Strategies and Action Plans (both comprehensive and sectoral) have been particularly praised by the stakeholders. Cooperation on Border Management, including IBM have also been particularly highly assessed.

IOM is known to all stakeholders, government and CSOs and is considered as the natural partner for Migration for all categories of stakeholders and consultations are always taking place in design and implementation of polices and legislation pertaining to migration.

However, such a cooperation is not always factored into the public administration policy development process of all the countries in the Region (it is the case in certain countries, such as Moldova).

The **GCM has created a dynamic for strengthened and structured cooperation with IOM**. Nearly all stakeholders consulted have knowledge about the GCM and several government stakeholders consider that it already had a positive impact on the strengthening of the cooperation with IOM, or assess that it will in the near future.

All countries have signed the Marrakesh Pact[4] A majority of countries in the Region are members of the UN Network on migration (cf. Table 5 Below). Three countries in the Region have already prepared a GCM Country report (with the support of IOM).

Recapitulative Table 5 on GCM Participation

GCM	Signatory to the GCM	Member of UNNM	GCM Country Reports

[4] The Global Compact for Safe, Orderly and Regular Migration was formally approved in Marrakesh on 10 & 11 Dec. 2018

LIST OF COUNTRIES			
Azerbaijan	X	X	X
Belarus	X	X	X
Georgia	X	X	
Iran	X		
Kazakhstan	X	X	X
Kyrgyzstan	X	X	
Moldova	X	X	X
Russia	X		
Tajikistan	X		
Turkey	X	X	
Turkmenistan	X	X	
Ukraine	X		
Uzbekistan	X		

The Implementation of the GCM is to create a strong dynamic in the years to come, this process is to be fully reflected and accompanied by the work of the RTCM.

Several countries in the Region (Azerbaijan and Moldova in particular) have prepared their voluntary National Report on GCM.

Recommendation GCM:

- *Capacity building activity (training) on GCM, to be conducted with all stakeholders within the context of the RMTC, with sharing of best practices from countries participating to UNNM (including feedback from CSOs)*

- *The Migration Review Forum (IMRF) will be held in 2022. Its conclusions to be presented and discussed to stakeholders within the framework of the RTCM (all stakeholders involvement)*

7.3 Cooperation with other key UN partners Agencies

- ✓ Several Countries in the Region have a long tradition of hosting millions of refugees and protracted refugee situation (like Iran and Turkey). Such countries have a particularly long and well-established **cooperation with UNHCR**. UNHCR is highlighted as an important partner for its specific mandate and with the increase in refugees worldwide and in the Region, it is expected that cooperation will remain at a high level.

- ✓ **The gender dimension of migration is an under-studied and under-reported t**opic. Cooperation with **UNWOMEN** has been reported in some countries in the Region (Moldova for instance), but more will need to be done, in particular in the COVID and post COVID context.

- ✓ Successful **cooperation with UNDP and WB** is also mentioned by the stakeholders, in areas pertaining to Migration and Development and to gender in particular.

- ✓ **UNICEF is also a key partner of migration** but **more cooperation is needed in the area of child protection and unaccompanied and isolated minors**.

- ✓ In the field of human rights, in addition to the UN family Organizations, several countries in the Region receive policy support and guidance from the OSCE/ODIHR. The CoE bodies are also considered as good partners by certain government stakeholders (Moldova, Ukraine for instance)

Recommendations on UN Partnerships:

- ➢ *Within the context of the GCM, it is suggested to hold regional discussions with key UN Organizations on their role and responsibilities in the context of mass influx of migrants and refugees as well as working with IDPs.*
- ➢ *Capacity-building in the gender dimension of migration, in a COVID and post-COVID context*

- ➢ *Capacity-building activities in the area of child protection and unaccompanied and isolated minors*

- ➢ *Within the context of a regional dialogue on Afghanistan, UN Organizations as well as other partners (such as OSCE), could play an important role in fostering the dialogue*

- ➢ *Within the Regional efforts to address migration and the environment, IOM and other actors (such as the WB), could play a leading role in supporting the government dialogue in this area*

7.4 Cooperation with the EU

7.4.1 General Considerations

Over the last two decades, the EU has played a major role in supporting the establishment of a comprehensive migration management system in all the beneficiary countries. It currently appears that the more comprehensive the level of dialogue with the EU, the more achievements have been reached in terms of migration systems. Such dialogues with the EU have been heavily supported by international organizations (IOM at the first place, also UNHCR, UNDP, UNWOMEN, UNICEF etc., as well as by non-UN Partners, at the first place ICMPD).

7.4.2 Overview of Dialogues/Partnerships with EU

The Table no 6 below is a recapitulative table of the cooperation arrangements/frameworks that countries in the region have with the European Union (EU).

Recapitulative Table no.6 on Cooperation Dialogues and Frameworks with EU

List of Countries / Co-operation Frameworks /Agreements	Az	Bel	Geo	Ira	Kaz	Kyr	Mo	Rus	Taj	Tur	Tk	Ukr	Uz
Eastern Partnership	X	X	X				X					X	
Mobility Partnership	X	X					X						
Association Agreement			X				X			X		X	
DCFTA			X				X					X	
Visa Liberalization			X				X					X	
Visa Facilitation	X	X											
EUBAM							X					X	
Black Sea Synergy	X	X	X				X	X		X			
EU RA	X	X	X				X	X		X		X	
PCA	X		X		X	X	X	X	X	X*	X	X	X
Budapest Process	X	X	X	X	X	X	X	X	X	X	X	X	X
Prague Process	X	X	X		X	X	X	X	X	X	X	X	X
BOMCA 10					X	X			X		X		X

**PCA with Turkmenistan is not in force*

- Eastern Partnership (EaP) and Visa Dialogues with the EU

Five countries in the Region are state parties to the Eastern Partnership with the EU. Several have successfully embarked into a process of Visa Liberalization or Visa Facilitation, which resulted in comprehensive reforms in the area of migration management.

In terms of Border Management, Central Asia countries benefit from the BOMCA Project. (BOMCA 10 is a flagship initiative funded by the EU aiming at increasing security and stability in the region by fostering sustainable economic development through IBM).

EUBAM (EU Border Assistance Mission) is supporting Moldova and Ukraine with specific border assistance needs.

- Mobility partnership (MobP)

Within the context of the Eastern Partnership with the EU, **three countries implement a Mobility partnership (MobP) Agreement.** Country-specific projects are implemented ICMPD Mobilaze 2 for instance, in Azerbaijan). A vast list of Country projects has been implemented the MP, in fields of work that reflect the countries' national priorities.

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In terms of regional capacity building and dialogue framework on migration, the capacity building processes led by ICMPD through the **Budapest and the Prague processes** are also key regional and capacity building, which include a broad regional perspective.

It has to be stressed in this context that **all countries in the Region participate in the activities carried out by in the framework of the Budapest** process (which offers opportunities to create synergies with the RTCM).

The Prague Process is a targeted migration dialogue promoting migration partnerships among the countries of the European Union, Schengen Area, Eastern Partnership, Western Balkans, Central Asia, Russia and Turkey. It is currently composed of the Czech Republic, Hungary, Lithuania, Poland, the ongoing EU Presidency, the European Commission. ICMPD is hosting the Prague Process Secretariat.

The Budapest Process is an inter-regional dialogue on migration stretching from Europe to the Silk Routes region (Afghanistan, Bangladesh, Iran, Iraq and Pakistan) also covering Europe's Eastern neighbors, the Western Balkans and Central Asia. The Budapest Process offers practical support to countries within the Silk Routes Project by offering a platform for learning and training between peers as well as for facilitating concrete project development and cooperation. It provides a platform for dialogue and operational cooperation for 55 governments as well as 17 regional and international organizations. ICMPD is hosting the Budapest Process Secretariat.

Migration Media Training Academy (MOMENTA 2) (Azerbaijan, Belarus, Georgia, Moldova and Ukraine.) It is an EU funded project which overall objective is to contribute to an informed migration decision-making through balanced and evidence-based reporting in EaP countries on existing **legal migration channels and opportunities to the EU**. It aims, in particular, at developing the capacity on migration reporting for media representatives.

Recommendations EU Partnership:

- ***Establish cooperation with the Prague process activities/countries/partners, in particular in the area of Data collection/Migration observatory, Prague process training Academy etc.***

- ***Establish cooperation and establish synergies with the Budapest process activities (all countries of the RTCM participate in the Budapest Process), and ensure complementarity of activities, also building on existing research and partnerships***

- ***To establish synergies with the MOMENTA 2 project for it to be beneficial beyond the EaP countries and support RTCM goal to develop the capacity of the Media in reporting on Migration***

- ***To support policy dialogue on partnership with EU (best practices, main instruments and programs for all categories of stakeholders)***

8. COOPERATION WITH THE CIVIL SOCIETY ACTORS

8.1 Regional Overview

✓ Cooperation with CSOs is a key component of a comprehensive migration management system and the format of activities of the RTCM will be designed so as to enable a strong synergy between government stakeholders on the one hand and CSOs on the other hand.

✓ All countries in the RTCM Region have already established successful cooperation with CSOs in the field of migration. As already highlighted, **cooperation with CSOs more rarely occurs in the area of policy design than in areas of delivery of services to migrants**.

✓ Although the cooperation with CSOs is usually positively assessed, **migration authorities in the region generally do not provide any funding to CSO**s, even those which implement activities of delivery of humanitarian services to vulnerable categories of migrants. The funding originates mostly from international organizations and/or EU projects (or other regional sources), or bilateral cooperation. NGOs are therefore reliant on sources of funding from IO, Regional project or bilateral donors.

✓ The level of cooperation with CSOs depends on the category of CSOs.

8.2 Cooperation with NGOs, with Migrants' Association and with Migrants themselves

8.2.1 Overview of Main Gaps

✓ Government authorities' **cooperation with NGOs and migrant's associations is usually in place in all the countries in the Region.**

✓ This being said, such a cooperation appears to mostly take place in the **area of delivery of psycho-social and legal services to migrants**. In the vast majority of countries, there appears to be **no systematized involvement in public policies design** by NGOs and Migrants' Associations. Some countries report receiving feedback from NGOs in processes of drafting migration-related legislation and/or Action Plans (this is in particular the case of Azerbaijan, Belarus and Moldova). In addition, several Action Plans on Migration contain specific provisions on cooperation with the civil society (that is the case of Georgia and Moldova for instance, similar efforts are also undertaken in Kyrgyzstan and Kazakhstan).

- ✓ The assessment of such a cooperation is usually good (both from Government structures and from the NGOs themselves) and both government stakeholders and NGOs appear to be willing to strengthen and expand their mutual cooperation, including in areas of

With the COVID 19 pandemic, NGOs' activities are more likely to be hampered/interrupted as access to the migrants has become problematic. It will be therefore crucial to seek feedback from the NGOs working with migrants for any dialogue/capacity building event devoted to COVID 19 and new migration challenges.

- ✓ **Cooperation with Migrants themselves** (women and men) seem to be mostly happening when the process is encouraged/driven and financially supported by International or regional organization or bilateral donors or when the migrants are representatives of diaspora organizations. **Consultations processes with Migrants at all stages (policy design and implementation) (including female migrants) needs to be enhanced in the Region**.

8.2.2 Presentation of Best Practices in the Region

Despite the above-mentioned gaps, some interesting best practices in terms of concrete cooperation with CSOs in the field of migration management and/or of programs/projects implementation have been identified in the Region[5], this sub-section aims at presenting a non-exhaustive list of such practices, as follows:

- **In Azerbaijan,** within the framework of the **Public Council under SMS**, **NGOs provide psychosocial and humanitarian assistance to vulnerable migrants**. Courses on Azerbaijani language are also organized and information sessions on their rights are held with migrants (on topics such as citizenship rights, temporary registration, visa extension etc.).

- **In Kazakhstan**, the **government financially supports some non-profits organizations to help run the shelter for victims of trafficking** (who are citizens of Kazakhstan) and offer psychological, legal and medical assistance. With the purpose to include non-citizens as well, the government launched a pilot project financially supporting one of the NGOs in one of the regions of the country to assist foreign victims as well., and accommodate them into the shelter. **This is one good practice in the Region of direct funding to NGOs by government authorities.**

- **In Central Asia**, CSOs/network of lawyers have established a **Central Asian Network on Statelessness (CANS) in 2015. CANS is composed of journalists, lawyers and overall civil society activists from all five countries in the region (**Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan and Uzbekistan)**.** The advocacy work with the Governments contributed in particular to legal amendment (such as regulation no.174 which provides for "expedient procedures" for stateless people to get naturalized). The Ferghana Lawyers assisted around 55,000 people with statelessness to get their

[5] For best practices on government/CSOs cooperation in the area of policy development, please refer to specific Section of the Report above.

documentation in order. This is an excellent example **of the positive role that civil society at large can play in the area of promotion of rights and reduction of statelessness** and it is **particularly interesting as an example of intra-regional civil society cooperation in the Region.**

- **In Russia,** some best practices in terms of cooperation with the civil society in the area of TIP are also interesting to present. In 2013, with the support of IOM, the Russian Red Cross in St. Petersburg opened a reception center to temporarily host migrants. The Centre provides comprehensive rehabilitation assistance to victims of trafficking. Between 2013-2019, more than 170 refugees, migrants and victims of trafficking have received support from this center.

  In terms of **direct government funding**, a **grant from the Russian President was received in 2018 by the St. Petersburg Red Cross** in order to support the "**St. Petersburg Information Centre for the Integration and Adaptation of Migrants**". This project included measures to help the integration of migrants and refugees in St. Petersburg, such as free Russian language and computer literacy courses, accompanying refugees and migrants to meet local authorities, and preparing school activities for migrant and refugee children.

  The President's grant was also used to fund the project "Legal and cultural integration of migrants and members of their families in St. Petersburg" which began in 2019-2020. One of the aims of the project is to teach migrant children the Russian language at educational institutions in St. Petersburg. The project also provides migrants with legal and other advice on issues related to migration legislation, integration into society, socio-economic rights and duties.

  Interesting as well, is the **support of the Russian Orthodox Church in providing support to migrants**. The External Relations Department of the Patriarchate of Moscow, the Synodal Department for Charity and the Social Department of the Orthodox Church of the same Patriarchate coordinate assistance to persons who find themselves in vulnerable situation as the result of their illegal migration situation.

- **In Turkey,** the NGOs play an important role in the **delivery of humanitarian aid and resilience support**. In view of the magnitude of the refuge situation in the country, both international and national NGOs have taken on key functions in aid delivery and their visibility with migrants and refugees often make them perceived by the beneficiaries as an integral part of the state humanitarian and protection mechanisms.

8.3 Cooperation with the Private Sector

8.3.1 General overview:

The private sector plays an important role in achieving development outcomes and its engagement can help strengthen the link between displacement, migration and sustainable development. The Sustainable Development Goals (SDGs), the New York Declaration on Migrants and Refugees,

the Global Compact for Migration and the Global Compact on Refugees, acknowledge this important role of the private sector.

All these frameworks advocate for joint solutions that involve the private sector in development, not only as a source of funding, but also as an active player contributing to improving the lives of migrants and their perspective for integration and contribution to the national development of the countries of immigration.

In view of the innovative character of this cooperation and strong potential of the SDGs and GCM to revitalize policy making and implementation on Private Sector Engagement, some detailed analysis and presentation of national practices are presented in this sub-section. A mix of analysis of questionnaires and desk reviews has enabled to identify the following regional trends as follows:

8.3.2 Overview of main trends and gaps:

- ✓ In the RTCM Region, **some initiatives to engage the private sector have been initiated in most countries.** However, **these initiatives remain mostly driven by international Organization, in particular within the context of comprehensive response to mass influx** of migrants as the result of situations of generalized violence and/or conflict in countries of origin of the migrants and refugees.

- ✓ **All countries hosting a mass influx of refugees or IDPs have in place some form private sector engagement programs.** Those programs are diverse and target a broad spectrum of migration fields. Some programs have been put in place on an ad hoc basis, whilst others are more systematized and included in government planning.

- ✓ **Countries in the region are not always fully aware of the content and possible extend of private sector engagement (typology of engagement are not known).**

- ✓ Governments in the region tend to under-estimate the role of the private sector in their respective countries and **they have not conducted an assessment of the existing private sector support in migration and of its impact.**

8.3.3 Presentation of Country examples of Private Sector Engagement:

The example provided below have indicative value and attempt to show the diversity of the engagements in place, they have indicative value and are far from being exhaustive:

- **Azerbaijan** has a structured cooperation mechanism in place with the private sector. The Advisory Board was established under the SMS and brings together Chambers of Commerce of several countries as well as business associations. Meetings with business associations (such as the Caspian European Club) and representatives of private sector take place on a regular basis, in order to receive feed-back and their needs and answer their questions.

As regards concrete examples of c projects of cooperation with Private Sector, Azerbaijan established, with the support from the World Bank, a 10 million USD **Social Fund for Development of IDPs (SFDI)** in October 1999. In 2000, USAID launched a **USD 2 million Social Investment Initiative**. Both funds give small grants to communities to help them improve their infrastructure (roads, schools, irrigation). To qualify for a grant e recipient community is expected to contribute 10-20 per cent of the implementation costs. **SFDI also provides loans and training for income generation activities.**

The **ENI Group/AGIP (Italian multinational oil and gas company) agreed to finance an eighteen-month USD 2.2 million integrated settlement project for some 400 IDP families at Khanlar and Beylagan**, in the course of 2000-01.

- **Iran** cooperates with the private sector from Australia, Germany, Italy, Japan, Korea, Lebanon, Spain, UK on migration and refugee matters.

  The Solutions Strategy for Afghan Refugees (SSAR) provides the overall guidance and strategic framework for the refugee response in Iran. The SSAR is a unique multi-stakeholder and multi-year regional strategy between the Islamic Republic of Afghanistan, Iran and Pakistan with support of UNHCR. The SSAR was launched in 2011 to ensure the protection of Afghan refugees and to find durable solutions for them. It is supported by Sequa (private funding).

  In June 2019, Sequa established a project office and hired a team in Teheran, Iran, in order to implement a vocational training and education project for Afghan refugees living in Iran (ARIVET). The project targets Afghan refugees currently living in Iran with the aim to improve their employability and to secure their livelihood. With the skills provided by the project, the Afghan refugees shall, when the time comes, access job opportunities in their home country in order to return to Afghanistan voluntarily.

  In cooperation with the Iranian Bureau for Aliens and Foreign Immigrants Affairs and German Organizations of skilled craft, Sequa works on the qualification of Afghan refugees in Teheran as well Kerman and Mashhad provinces until February 2022.

- **Turkey** also has a structured mechanism of cooperation with the private sector, within the framework of the Regional Refugee and Resilience Plan (3RP) 2020–2021 for Turkey (to be implemented in collaboration and partnership with the Ministry of Agriculture and Forestry (MoAF), the Directorate General of Migration Management, the Ministry of Family, Labor and Social Services (MoFLSS) and other relevant line ministries, departments and partners.) The Plan is based on a holistic cooperative approach that calls for the involvement of a variety of actors and partnerships with the private sector and local institutions that have been the main service providers.

- **Ukraine** has no specific forum for engagement with the private sector on migration issues. There is, however, evidence of ad hoc cooperation, including agreements between the MFA and mobile operators Vodafone, lifecell, Kyivstar regarding Ukrainian nationals in difficult situations abroad. In accordance with the agreements, mobile operators assist the MFA in informing citizens in affected areas about possible threats through short text messages to the phone numbers held by the diplomatic mission in the country.

Recommendations on Private Sector Engagement:

- *The Agenda for Sustainable development and GCM offer the framework and opportunity to revitalize the policy discussion on Private Sector Engagement in the Region and institutionalize the cooperation with the Private Sector through inclusion into existing development and sectorial policy and strategy documents in the field of migration.* ***The RTCM offers the opportunity to carry out that policy dialogue and exchange of best practices (including from outside of the Region).***

- *It is recommended to prepare a* ***Mapping of the private sector engagement*** *along the migration cycle (typology of private sector employment: private sector as provider of goods for migrants, Private Sector as provider of services for government, Private Sector as employer and job creator for migrants, Private Sector lobbying to influence migration governance, best practices etc.) in most countries in the Region.*

- *There is a need to* ***measure the impact of Private sector engagement*** *(in particular efficiency, effectiveness and sustainability) with a view to build from the acquired experience and develop best practice and develop national* ***Public Sector Engagement Strategies***

8.4 Cooperation with the Academia

- ✓ In the region, cooperation with the Academia is far from having reached its full potential. The situation appears to be contrasted in the Region. Countries like the Russian Federation and Azerbaijan seem to have established very interesting cooperation schemes, that can be used as best practices.

- ✓ In terms of best practices:

- **In Azerbaijan**, several best practices of cooperation with the Academia are reported. It is for example the case of the **Migration Competence Center** (MCC) of the Khazar University. The **MCC is part of the Regional Research Network** which aims to foster and conduct academic research, train academicians, researchers, students and practitioners. The MCC carries out **awareness-raising activities for researchers, faculty, students, NGOs and other practitioners** through organizing training courses

by local and international experts, including representatives of the IOM Mission in Azerbaijan and relevant state agencies.

The **MCC produces and widely disseminates publications and statistical data** to make all information accessible to the wider public (migration officials, journalists, researchers, public institutions, civil society). It **organizes seminars, conferences on the state of migration, human trafficking, irregular migration, refugees and asylum seekers.** The MCC supports the **organization and administration of a Master Program in World Economics and Migration Processes**. MCC staff are responsible to maintain and update the E-learning platform and the connected database on migration-related research and official

- Also, particularly interesting curricula on migration studies have been designed in **Russia**, in particular within the context of the Institute for Social Policy. Other universities and research centers in Russia also offer master programs on migration studies (such as, Tomsk state university (migration management, migrant strategies, migrant adaptation and integration, and other, international standards and best practices developed in various migration-related fields). Some Universities, such as the Lomonosov Moscow State University, Irkutsk State University are the partners to these programs.

  Other Regional training events were also organized (such as the national conference "Global migration trends 2020: security, healthcare system and integration" organized at the Russian University of Peoples Friendship (RUDN), with the support from experts of the Council of Europe.

- Several other countries in the Region have best practices to offer in this field (it is the case for instance of **Georgia, Turkey** etc.). There is a need to take stock of existing curricula in countries in the Region during the next phase of development of the planning of activities of the RTCM

- **Legal Clinics** to provide free legal aid seem to be quasi non-existing (**Georgia**'s experience could constitute an interesting best practice in this area).

8.5 Cooperation with the Media

8.5.1 <u>General</u>

- ✓ Due to limited time in conducting the Consultation process, feedback has only been received from 5 Media outlets (all of them from Azerbaijan), the findings below therefore rely heavily on the responses to the questionnaires received by government stakeholders, as well by the desk review conducted in parallel to the consultation process. **The situation and gaps analysis below will therefore strongly require validation and refinement during the next period of implementation of the project**.

- ✓ **The extent of the Government Stakeholders-Media cooperation and the level of development of Public information strategies in the field of migration appear to be very varied to a large degree between Countries in the Region**.

- ✓ **Cooperation with the Media appears to have an important potential for development.**

  Media outlets tend to heavily rely on governments' data on migration.

  Monthly reports on migration trends are as a rule not presented to the press (press briefings). Such press briefings would contribute to increasing the visibility of the migration situation in the country, to improving the quality of reporting by Media, to enhancing the visibility of the governments achievements and to increasing the interest of the media and the public opinion at large on the migration phenomenon and the situation of migrants.

8.5.2 Public Information Strategies, Briefing to the Media and Public Relations

- ✓ **Generally speaking, there are important gaps in the Region in the area of PI and Public Relations (PR)).** External Relations are key elements to ensure both a good level of support to the development and implementation of migration policies as well as the mobilization by donors (both national and international and public and private).

- ✓ **In several countries, public information strategies** in the area of migration - or including migration - **are already in place** within the key Organs/ministries in charge of migration management. This is for example the case of Georgia, Turkey and Moldova.

- ✓ **Few countries have put into place mechanisms to brief media outlets**, this is the case of Georgia, and Azerbaijan (the Chief of SMS holds press conferences/briefings twice a year). Some of these countries who adopted such mechanisms, do not necessarily have a Public Information (PI) strategy in place, it is for example the case of Azerbaijan, whist others, although having a PI strategy in place, do not have such a mechanism in place (this is in particular the case of Moldova).

- ✓ **Several countries in the region do not seem to have either a PI strategy, or a briefing mechanism in place for media outlet.**

- ➢ ***In view of the above, there are interesting avenues for regional cross-fertilization on the issue, with countries like Azerbaijan, Georgia, Moldova, Turkey), offering good potential for exchange of best practices*** *(for some countries, the consultation process did not permit to collect information on the subject, and therefore more countries in the Region may offer best practices).*

8.5.3 Quality Assessment of Media Reports by Government Stakeholders

- The assessment by government officials on the quality of the reports produced by the Media outlets, is that they generally reflect well the situation on the ground (it is the case of Azerbaijan, Georgia, Turkey and Turkmenistan). Few countries report a contrasted situation depending on media outlets (it is the case of Moldova), whilst few others consider that the situation is reflected generally poorly (it is the case of Iran).

- NB: With the exception of Azerbaijan, where 5 media outlets have participated in the consultation process, no data could be collected from Media outlets during the assessment process. It is therefore at this stage not possible to present a regional overview of the perception by Media of their work on migration and of their needs to improve cooperation and reporting in the area of migration.

➢ *During the next phase of designing a road map, it will be important to include the Media (selecting representative Media) into the process, in order to identify the capacity building needs of the Media and possible ways to strengthen Government/Media cooperation in the field of migration*

General Recommendations RTMC:

➢ *Exchange of best practices on Consultations processes with Migrants at all stages (policy design and implementation, needs assessment, evaluation of programs and projects etc.), with a strong gender component (to ensure that migrants of all gender and all backgrounds are included in the consultation processes)*

➢ *Training to the Media on Migration Reporting (ICMPD recently issued a Handbook) on Migration Reporting for Journalists*[6]

➢ *Exchange of best practices on private sector involvement/mobilization in migration (best practices from IO and countries outside of the region)*

➢ *Policy dialogue on Research and Migration (with representative of prominent Academic institution) and exchange of best practices*

[6] Handbook on Reporting Migration, March 2021, developed within the framework of the MOMENTA 2 (Migration Media Training Academy) project, funded by the German Federal Foreign Office and implemented by ICMPD in 2020, March 2021

CHAPTER 2

REGIONAL GAP ANALYSIS AND NEEDS ASSESSMENT IN THE AREA OF TRAINING CAPACITY DEVELOPMENT

2.1 Introduction

This Chapter aims at analyzing some gaps in the training capacity of the countries in the region and to assess to which extend government officials in the Region have put into place systemic approaches to training in the field of migration (in particular through cooperation with the Academia and other actors). It also aims at assessing some in-country expertise that could benefit other countries in the Region.

The data on the training capacity was collected mostly through the analysis of the stakeholders' responses to the questionnaires and complemented by desk research, in particular through a study of the official government websites.

Considering that the majority of the data on training capacity cannot be found through desk review processes, the information provided in the report will mostly concern countries in which government stakeholders have responded to the Questionnaires which were shared with them during the consultation process (cf. Annex 7) on the outcome of the consultation process with stakeholders).

In view of the above, **the current gaps analysis on the training capacity will require further consolidation in the future** (during the next phase of implementation of the Project starting in September 2021, in order, in particular to complement with input from countries which situation will be reflected to a lesser extend in this chapter (due to lack of specific data collected during the consultation process).

2.2 National Training Institutions and curricula in the field of Migration Management

2.2.1 Overview

- Several countries in the region **already have in place well-functioning training institutions for their civil servants working in the area of migration and asylum**. This is for instance the case of Azerbaijan, Georgia, Moldova and Turkey.

- Such institutions can either be specific training centers on migration, or can be training centers with broader portfolio, including migration management and/or some specific elements of migration management. In several countries, migration management has been mainstreamed into programs of Police academies (it is mostly the case in the field of border management) but some good experience of mainstreaming migration and international protection into such programs exist in the Region, some examples are as follows:

- In **Azerbaijan**, the State Migration Service has a specific training center "the Training Center of the State Migration Service of the Republic of Azerbaijan".

- In Georgia, the SCMI of **Georgia** reports at least 3 government training institutions which are relevant to migration management: The Training Center of Ministry of Justice, the training Academy of the Ministry of Internal Affairs, the Diplomatic Training and Research Institute under the Ministry of Foreign Affairs.

- In **Moldova**, the Ministry of Internal Affairs has a specific training institution, the "Academy Stefan Cel Mare" of the Republic of Moldova. It is an accredited public institution of higher education which organizes development and training of police staff at three levels and stages of education: Bachelor's degree (cycle I), Master's degree (cycle II) and Doctor's degree. Faculty of Police Sciences organizes bachelor's degree studies (cycle I) and master's degree studies (cycle II) for the Ministry of Internal Affairs and other beneficiaries (it includes the Border police Department, which is an organ of the MIA).

  The Stafan Cel Mare Academy concluded **36 collaboration agreements and contracts with several educational institutions**, including in countries of the RTCM Region (**Azerbaijan, Georgia, Russia, Belarus, Ukraine and Turkey**).

- In **Turkey,** the Turkish National Policy Academy and the Ministry of Education play, inter alia, instrumental roles in the capacity building development of the staff involved in migration. In the specific area of human rights, a specific journal is published on human rights and human rights violations as indicated by the judgments of the European Court of Human Rights is published under the auspices of the National Police Academy

- **In Belarus**, a Regional Training Center is in place: The International Training Center on Migration and Combating Trafficking in Human Beings (ITC). It was established IN 2007 with the support of IOM. The Center regularly hosts trainings for national and international migration and law-enforcement agencies from several former Soviet Union countries, with foreign experts acting as trainers. In 2019 alone, 23 trainings were held including 13 advanced courses, with the support of international organizations.

- Interestingly, **in some countries in the region, the government training centers are opened to external trainees as well,** it is in particular the case of Azerbaijan and Georgia. Information as to whether partnerships to receive trainees from other countries are in place in some countries in the region is not available at the time of the drafting of this report, but it would be an interesting regional issue to be discussed amongst the countries in the region.

- **Trainers** in these centers are mostly civil servants belonging to the same government structure (it is the case for instance of Georgia and Turkey). However, some countries report that **trainers can be a mix of both persons from within and from outside the government**

structure. This is in particular the case of Azerbaijan, where training is as a rule carried out by trainers of State Migration Service, but depending on the topic of the training, specialists from other government agencies, international and non-governmental organizations can be invited as trainers as well.

2.2.2 Recommendations

- *In general, there is a need to* ***enhance capacity-building activities for government officials, along the line/structure of the Global Compact on Migration****. Too often are government officials* ***either not sufficiently trained or when they are trained, they only receive training in their specific areas of work*** *(and not having sufficient exposure to all the components of migration - including the gender, human rights and environmental perspectives), which in turn does not enable for the development, implementation and/or evaluation of comprehensive migration management policies and programs. Such efforts should be accompanied by a funding strategy (including a donors' mobilization component).*

- ***Regional synergies should be enhanced, in particular through exchange of trainees/access to trainees from other countries in the region and sharing best practice on already existing cooperation agreements*** *(building on existing best practices in the Region)*

- *There is a need to* ***collect existing curricula from these institutions to help development of such centers in countries in the region and create regional synergies****, building on the complementarity*

- *There is a need to* ***explore existing cooperation agreements between Police Academies and other government training centers and the potential for regional*** *synergies on migration related curricula, to enhance exchange of trainees/scholarship for foreign trainees in government run training centers in the area of migration management. Collect best practices on regional cooperation in the area of exchange of trainees/scholarships for foreign trainees in government run training centers in the area of migration management*

2.3 Planning and implementation of capacity-building activities for government officials

2.3.1 Training Plans:

- ✓ Most countries in the region which filled-in at least one questionnaire, have declared to have a training plan. This is in particular the case of **Azerbaijan, Georgia, Moldova and Turkey**.

  - For **Azerbaijan**, **the system in place is advanced, as the training plan is included in the government approved "Perspective Work Plan of the SMS**". In addition, the annual Work Plan of the Training Center and the Action Plan for the implementation

of the annual Working Plan of the Training Center are also government approved documents.

- In **Georgia**, the training plan of the MIA Academy is an approved government document which includes training on a selected range of migration-related matters.

✓ **Some important gaps have however been identified in the region as some countries have reported not to have a training plan and when such plans exist, migration management is not sufficiently reflected in the plan**.

✓ All countries which have reported training plans have reported to have included human rights and gender into their plan(s).

✓ **All countries which have reported training plans have reported to have put into place mechanisms to ensure gender equality in terms of access to training opportunities**. This being said, **no specific practice has been shared** and it would be interesting if those countries could provide concrete country experience with other countries in the Region, on the occasion of a broader policy discussion on staff capacity development in the area of migration management.

➢ *Some exchange of best practices in this area is therefore recommended within the context of the work of the RTCM, this could take the shape of an exchange of best practice on the training plans, within the framework of a broader policy discussion on staff capacity development in the area of migration management (including the human rights and gender component)*

2.3.2 Training Budget:

- Although the situation varies in each country in the Region, all countries seem to experience **difficulties to budget and finance their own training and other capacity building activities on migration**.

- A number of countries (inter alia Georgia, Iran and Turkey) declare to have a **specific training budget** for migration-related capacity building-activities. Whilst **the vast majority** (including Azerbaijan and Moldova although having a training plan), stress that, the **training activities take place mostly though alternative sources of funding, id est through cooperation with international organizations**. Such organizations are in particular for the region: IOM, UNHCR, ICMPD, FRONTEX, ODHIR etc.

- **Train-of-Trainers system**s (TOT), which help mitigate the lack of funds for capacity building activities, **are usually not in place in countries in the region**. Georgia could constitute a good practice for the region, as the MIA Academy has a specific TOT course.

➢ *In view of the above-described gaps, the regional dialogue within the RTCM will play a key role, in particular as it aims to sustain cross-fertilization and to build regional*

synergies, enabling to maximize the efficiency and effectiveness of the training resources and strategies and tools for donor's mobilization

2.4 Data Collection and Analysis in the area of capacity building

2.4.1 Statistics

- The situation in countries in the region is contrasted. A good number of countries declare to keep yearly statistics on the number of persons trained (this is in particular the case of Azerbaijan, Georgia, Iran, Moldova and Turkey), whilst for others, the information is not available and/or no yearly statistics are kept.

- **Gender-disaggregated data** (on beneficiaries of training) is lacking in several countries, including some which do have a mechanism to ensure gender equality in terms of access to training opportunities in their training plans (thus making this mechanisms inoperant).

2.4.2 Evaluation systems and training impact assessment

Some trends and gaps in the evaluation of training sessions and the assessment of their impact on the delivery of work of the civil servants as well as their impact on the migrants themselves have been identified as follows:

- **The evaluation systems of capacity-building events appear to be generally weak**. Most countries report having put into place some evaluation of the trainings at the end of training session.
    - Such tools consist mainly of evaluation forms to be filled by trainees and score-sheets;
    - Some countries have also put into place an internal evaluation system of their professional trainers etc.

- Despite those efforts, **there seems to be no systematized qualitative analysis, either regarding content or impact of the training**.

- **Assessment of impact** of the capacity-building activities both on the work of the trainees and on the delivery of services to migrants **appear to be particularly lacking.** This is substantiated by the fact that the information on impact of the training received from stakeholders appeared to be vague and/or have not been provided at all.

  No concrete indicators of measurement of impacts seem to be in place in general in countries in the Region.

➢ *The RTCM will offer a good opportunity to discuss the topic of data collection and analysis and impact measurement of capacity-building activities, in particular within the broader context of a regional capacity-building activity on data collection and data analysis and within the framework of a specific dialogue on staff capacity development in the area of migration management (including the human rights and gender component)*

2.5 Training Material and Manuals

- Government bodies in the region **tend to rely more on the handbooks produced by other actors than to their own structures producing their own**. (this could be easily explained by the lack of time and financial resources (the good cooperation level with International Organizations, who produce regular handbooks could also be a factor complementing those factors).
  Only one country in the Region (Turkey) reported having produced its own training manual in the field of migration over the last three years (e-training), but this data will require revalidation.

- Some interesting training manuals and material have however been developed in the Region during the last three years, mostly with the support of IOM or of other international organizations. It is for instance the case of Belarus, where a Guide for Practitioners of the State Border committee has been developed in cooperation with IOM. The guide includes all key aspects, including procedures of accelerated readmission ensuring the respect for human rights and human dignity of the persons returned. The Guide is now part of the curriculum of the Border Guard Service Institute.

  - *In the future, it would be interesting to receive more in-depth information on this matter and also to take stock of the training manuals produced in the Region by government stakeholders and/or by International Organizations*

  - ***A depository of such manual/training material could be created at the RTCM – presented by modules*** *(specifying the language of the Manual/material etc.). This would have, inter alia, the effect to maximize resources.*

2.6 Overview of Main training trends in the Region over the last three years

2.6.1 Overview of Trainers and Trainees:

In most countries in the Region, **civil servants from key migration institutions in the region have been both recipient and providers of training**. This shows a good potential for TOT development as well as for a productive dialogue on capacity building needs, challenges, opportunities and impact within the context of the RTCM.

2.6.2 Training scope, content and volume:

The scope, content and quantity of the training varied according to countries, depending on their migration management priority, however some regional trends can be identified as follows:

- **Countries with a full-fledged training center within the key Migration Management Body** (Ministry, Bureau, Service etc.) **tend to have a higher quantitative offer of training** for their staff.

- **Countries with a full-fledged training center within the key Migration Management Organ** (Ministry, Bureau, Service etc.) **tend to offer a broader spectrum of training to their staff,** encompassing most chapters of the GCM and of the Global Compact on Refugees (GCR).

- Some **creative capacity-building activities have been identified in several countries**, in particular (**but not only**) in the following areas:

    - **Rules of ethical behavior of employees and code of conducts;**

    - **Combating corruption;**

    - **Electronic systems of management of documentation for migrants;**

    - **Stress-prevention and stress management;**

- Despite an interesting and creative list of training activities, it appears that **training sessions in some areas are very well represented in the list provided in the country questionnaire, whilst other topics are either not represented at all, or are under-represented**.

    - Topics related to **border management and fight against irregular migration** are **well represented in the list of training received and provided at the country level**. Such recurring topics are in particular: identification of forged documents, Procedure of border check; Profiling, communication with passengers, interview skills, escorting illegal migrants, intervention and detention decision for border-guards; anti-terrorism, trafficking and translational crimes etc.).

      This can be explained by the legitimate high demand from states to secure their borders and curb illegal migration, in a context of mix migration flows, hence the important place of training on border management over the last three years. In addition, countries in the Region have benefitted from international support to manage their borders (EU funded projects in Central Asia for instance), *inter alia* through capacity building activities (*NB: This does not infer that IBM is not a capacity-building activity for the years to come).*

    - **International refugee Protection** also appears to have been prioritized over the last three years (this appears to be particularly the case of topics such as: asylum procedures, conducting interviews with asylum seekers, country of origin information, referral mechanisms of asylum-seekers etc.).

This can be explained by the migration trends in the region, with countries (like Turkey and Iran) facing situations of mass influx and hosting high number of persons in need of international protection and/or IDPs. For countries with fewer refugees, asylum systems in line with international standards have been built and strengthened over the last years and training on international protection was a priority.

- **Training sessions on Data collection and data analysis** have been included by several countries in the list of training provided during the last three years.

  Training on relevant software have often accompanied those capacity-building efforts from governments. This tends to show that governments are aware of the importance of designing evidenced-based migration policies as well as developing tools to conduct risk analysis as well of maximizing the impact of migration on national development.

- Training on **Return and readmission** is also rather well reflected in the capacity building efforts at the national level (however, real gaps have been identified such as Readmission Agreements and their implementations).

- **During the consultation process, some important components of migration management have however not been mentioned at all as topics of training** organized during the last three years**. These gaps appear in particular in the following areas (**the list below is indicative and does not aim to be exhaustive**):**

  - **"Migration and the Environment" (it does not appear in any capacity-building events)**

  - **Detention and reception standards of migrants and asylum-seekers** (it appears in few instances)

  - **Gender and Migration** (it does not seem to appear in any capacity-building events)

  - **Prevention of forced displacement**: Anti-discrimination, preventing xenophobia and rights of national minorities has generally not been a topic of training over the last three years

  - **Human rights of migrants** appear to be under-represented (including the rights of the child migrants, UNAM, referral mechanisms for vulnerable groups, rights of migrant workers etc.)

  - **Labor migration** has also been rarely mentioned (although it is a priority in most countries, including in all countries in Central Asia)

- **Reduction of Statelessness and Citizenship** has also been rarely mentioned, despite the still prevailing gaps in terms of reduction of stateless and access to citizenship in the Region

- **Integration of Migrants** has also been rarely mentioned, although it is perceived as a policy priority by most countries in the Region.

2.6.3 Target audience/Beneficiaries of Training:

The level of diversity of the target audience/trainees for the capacity-building activities provided by government civil servants varies according to countries in the Region, but **some trends could be identified as follows**:

- ✓ In general, civil-servants from the Training entity have been the beneficiaries of the training as well as civil servants from other interested organs (Ministries/Services etc.).

- ✓ In some instances, those training center include civil society participants (that is the case of Georgia for instance) and/or members of the Academia/students (that is for instance the case of Georgia and Moldova). Very few countries mentioned having trained the Media. As for training to the migrants themselves, it appears from the analysis of the data collected during the consultation process with stakeholders that only Azerbaijan reported to have trained them during the last three years.

- ➢ ***There is clearly a need to increase training opportunities/conduct of information sessions directly by government structures to the migrants themselves in the future,*** *both through the development of specific training and information sessions to migrants (training on their rights and obligations, on access to services, on anti-corruption measures and existing hotlines, on gender equality etc.) and through the development of joint activities, aiming a creating synergies which will in turn support policy development on migration.*

2.6.4 Role of IO and CSOs providers of training:

In this area, the main trends and gaps are as follows:

- During the last three years the main trends and gaps are, **civil servants, in addition to receiving training from other government civil servants, have been mostly trained by international organizations.**

- In all countries in the Region, **cooperation with international organizations seems to have been highly appreciated by government officials**. It has included regional processes, such as the Budapest and the Prague processes, or bilateral cooperation. Capacity-building activities provided by international organizations appear to have encompassed a wide range of topic, from migration policy development, international standards as well as concrete transfer of know-how (such as identification of forged documents, border checks etc.).

- Some training delivered by representatives of the **Academic world have been reported in rare instances**, this is an area to be developed, through the support of the RTMC.

- The **same gaps have been identified with NGO sector** (cooperation on training is still insufficiently developed).

- **As for migrants and or migrants' association, no country in the region reports to have benefitted from capacity-building activities provided by migrants' associations and/or migrants themselves** (except from diaspora members and/or diaspora leaders in few countries, such as Moldova).

  Migrants and migrants' organizations do have extensive and specific knowledge and experience to share with the government counterparts of the countries of migration, which could in turn support policy development, but most governments in the Region do not seem to be fully aware of the potential that such a cooperation could bring and/or have not established mechanism to realize this potential.

✓ *In the future, it is recommended to bridge that gap through the **design and organization of capacity-building activities jointly with migrants** (the synergies could be established gradually, through joint trainings on topics like psycho-social aspects of migration, on integration of migrants, on the role of women migrants in migration and development etc.).*

✓ *The RTCM needs to **ensure whenever possible/relevant, that representatives of migrants and migrant's association be included as experts (both women and men)** in planned capacity-building events and Migrants and that **migrant experts are included in the list of experts** of the RTCM.*

2.6.5 Capacity-building activities other than training

- **Study visits:**

  Study visits aimed at receiving and/or exchanging best practices are also an important capacity-building tools. **Several countries in the Region have mentioned having conducted at least one study visit during the last three years**.
  The staff of the Bureau for Migration and Asylum (BMA) of the MIA of Moldova alone, have conducted 9 study visits.
  within the last 3 years, 19 employees of SMS participated in study visits to 7 countries. (Korea, Germany, Italy, Poland, Georgia, USA, France).
  Some other countries on the other hand (Iran for instance), have not reported any such visit during the last three years.
  During the consultation process, countries in the region have highlighted interesting and complementary areas of work, where they feel they could offer good practices for other countries in the region.

- **Twinning Projects**:

The situation is very contrasted in the region. **Several countries have benefitted from a Twinning Project in the area of migration (it is the case in particular of Azerbaijan, Georgia and Moldova)**.

Twinning Projects constitute a solid tool to transfer knowledge and experience in a structured and long-term perspective. The value-added of such projects, procedures to enter such twinning arrangements could usefully be discussed with the context of the RTCM, within a broader context of a regional discussion on capacity-building in the field of migration management.

- *It would be useful, within the framework of the RTCM, to establish a mechanism to take stock of and keep record of existing best practices in the region throughout the implementation of the curriculum of the RTCM, in order to promote exchange intra-regional of best practices, through study visits.*

- *It is also recommended to present and discuss best practices on twining experiences and procedures to enter twining agreements within the framework of a broader regional dialogue on staff capacity development in the area of migration management.*

CHAPTER 3

IDENTIFICATION OF REGIONAL CAPACITY-BUILDING/ TRAINING NEEDS ON MIGRATION

1 INTRODUCTION

1.1 Presentation of Identification Parameters

This capacity-building/training needs identification has been prepared on the basis of the following actions and parameters:

- An analysis of the Migration Management and training needs stemming from:
    - A careful analysis of the outcome of the interviews conducted by the National Consultants with the stakeholders;
    - Detailed review and analysis of questionnaires filled in by the stakeholders;
    - **An analysis of the existing gaps** (both in terms of migration management and capacity building), stemming from the Country Reports/Desk review prepared by the National Consultants (Chapter 2 of this Report)
    - **The capacity building needs expressed by the participating countries during the consultation process** (the outcome of the process is reflected in the Recapitulative Table No 7)

- **The principles and norms that participating countries to the RTCM have adhered to,** in particular within the context of the **UN Agenda for Sustainable Development,** the **Global Compact for Migration** as well as international treaties to which participating countries have also adhered to.

- The **specificities of the migration trends, systems and dialogue in the Region**

- the RTCM also has an **objective of comprehensiveness in terms of migration topics,** as migration management systems require an all-inclusive approach (cross-cutting issues, such as **human rights, gender and the environment** will hence be fully reflected).

- The RTCM strives for comprehensiveness in terms of dialogue with a wide range of stakeholders (Government, NGOs, Migrants association, migrants of all ages, genders and backgrounds, The Academia, the Media, Private Entrepreneurship). It aims at building synergies and partnership.

1.2 Stakeholders/target groups and the level of participation

- As stressed on several occasions, the RTCM aims at offering training for the participating countries as well as a forum for regional policy dialogue. This proposal therefore attempts to identify topics for both training and for regional policy dialogue.

- The current initial proposal includes, in general, all stakeholders (except the Media in view of the specificities of its activities) as it is felt that creating additional opportunities for synergies between different categories of stakeholders is a value-added of the RTCM.

- For some policy dialogue that may bear a certain level of sensitivity, those dialogues may exceptionally not include CSOs. In the next phase, the road map consultation process however, will allow to better define the target participants at every event of the RTCM, on the basis of a discussion and subsequent agreement with the participants at the forthcoming Workshop.

- In addition, some specific activities for the Media and for the Academia and Migrants have been proposed in this proposal.

- The level of participants (senior management, mid-level management, practitioners) is tentatively identified in the proposal but will require further discussion and adjustments. In general, senior and mid-level managers are planned to be involved in policy dialogue.

1.3 Next Phase

- The process of identification of training needs and development of a curriculum for the RTCM will be further consolidated during the next phase of the development of the RTCM (starting in September) when government officials and all other key migration stakeholders will be consulted on the Road Map process.

- The proposal below is therefore to be considered "work in progress" and constitutes a structured basis, to support the forthcoming discussion on the capacity building priorities and the Road map development.

2 PRESENTATION OF TRAINING NEEDS EXPRESSED BY THE STAKEHOLDERS

2.1 Recapitulative table of Training Needs

The main tools developed during the consultation process is the questionnaire for Government stakeholders, in particular **the recapitulative table of training needs**, which follows the structure of the GCM. This table has been simplified in order to facilitate data analysis, but it presents all the input received from stakeholders, in a way that data can be easily used and analyzed.

Table No 7 - Recapitulative Table of Training Priorities (*4 rates the highest priority, 1 rates the lowest*)

	Azerbaijan	Belarus	Georgia	Iran	Kazakhstan	Kyrgyz Republic	Moldova	RF	Tajikstan	Turkey	Turkmenistan	Ukraine	Uzbekistan
1.The global context of international migration	4	4	4	3			4			3	N/A	N/A	N/A
2.International cooperation on migration	4		3	4			4				N/A	N/A	N/A
3.International migration law	4		3	3			4				N/A	N/A	N/A
4.Human rights of migrants	3	4	3	2			3			3	N/A	N/A	N/A
5.Gender and migration	3	4	4				3			3	N/A	N/A	N/A
6.Children and migration	3	4	4	3			3			3	N/A	N/A	N/A
7.Migrants' vulnerability to violence, exploitation and abuse	3	4	4	4			3			3	N/A	N/A	N/A
8.Migration management & the policy cycle	4		3	3			4			3	N/A	N/A	N/A
9. Communicating on migration	4		3	3			4			3	N/A	N/A	N/A
10.Facilitating pre-arrival: passport and visa management	4		4	3			N/A			3	N/A	N/A	N/A
11.Regulating migration: border management	4		4	3			N/A				N/A	N/A	N/A

12.Migration and development	4		4				4				N/A	N/A	N/A
13.Labour migration and mobility	4	3	4				3				N/A	N/A	N/A
14.Family and migration	4	4	4	3			3				N/A	N/A	N/A
15.Youth and migration	3	4	3	3			3				N/A	N/A	N/A
16.Health and migration	3	3	3				3				N/A	N/A	N/A
17.Integration and social cohesion	4	3	3	3			4			3	N/A	N/A	N/A
18.Migration, environment and climate change	3		2	3			1			3	N/A	N/A	N/A
19.Smuggling of migrants	4		4	3			1			3	N/A	N/A	N/A
20.Trafficking in persons and associated forms of exploitation and abuse	3		4	3			1			3	N/A	N/A	N/A
21.Return and reintegration of migrants	4		4	3			4			3	N/A	N/A	N/A
22.Mobility dimensions of crises	4		3	3			4				N/A	N/A	N/A

2.2 Analysis of the Table

- ✓ Very interestingly, the entire chapter of the GCM has been highlighted at least once by the stakeholders of each country as key priority needs (value 4 in the Table), except for one chapter (the environment, whose importance is mostly recognized by Iran).

- ✓ The analysis of the questionnaires and interview notes do show a broad level of response in terms capacity-building needs from all stakeholders. This tends to demonstrate that governments are fully aware of the importance of establishing comprehensive migration systems, rather than addressing sectoral gaps on an ad hoc basis.

2.2.1 Foundations of Good Governance and Management:

- ✓ Chapter 1 of the Matrix, **The International Context of Global Migration**, is a field that is generally considered of high importance. Of particular importance are:

    - The Nexus between migration and other transnational issues
    - International Cooperation in Managing International Migration

- ✓ Chapter 2 of the Matrix (**Human Rights of Migrants)** is also a field that is considered of high importance. This is logically accompanied by a strong level of interest in International Migration Law and international cooperation (Chapter 2 and 3). This profound interest for the protection of the rights of migrants is further substantiated by the **high level of response on Part 5 (Gender and migration), Part 6 (Children and Migration) and Part 7 (Migrants' vulnerability to violence, exploitation and abuse**). It is also reflected in the level of interest for Chapter 20 (**Trafficking in persons and associated forms of exploitation and abuse**).

- ✓ Finally, Chapters 8 (**Migration Management & the Policy Cycle**) and 9 (**Communicating on Migration**), Part 1 "**Foundations of Good Governance and Management**", show a strong level of response from some stakeholders.

    - As evidenced by the Chapter on **Gaps Analysis** (Chapter 1 of this Report), several governments are in the process of designing comprehensive migration management strategies and are receiving IOM support to do so, others are in the early stage of development. Policy cycle in migration management is a key capacity-building need. Stakeholders in the region report difficulties and gaps in reporting, monitoring and evaluation. The priority needs expressed are in all areas:

        - Developing migration policy (including areas such as policy framework identification – SDGs, GCM etc., inter-agency dialogue, policy formulation, consultation and adoption etc.)
        - role of IO and CSOs, involvement of migrants, mainstreaming gender etc.)
        - Data research and analysis for policy makers (methods to collect and analyze data, personal data protection, migration definitions, gender des-aggregated data etc.).
        - Implementing, monitoring and evaluating

    - Communicating on migration is also a major gap in the Region, as evidenced by the outcome of the gap analysis Chapter (Chapter 1 of this report). This issue is particularly important for the Media, in particular in terms of Terminology and Migration Narratives.

2.2.2 Key Areas of Migration Governance and Management

- ✓ **The Social and Human perspectives of Migration are also very strong priorities expressed by the Stakeholders**. This is evidenced by the high level of interest expressed on components of Chapter 14 **(Family and Migration)** Chapter 15 **(Youth and Migration),** Chapter 16 **(Health and Migration)** and Chapter 17 (**Integration and Social Cohesion).**

- ✓ **Return and Reintegration of migrants** is also a key priority for stakeholders. This interest over the return and reintegration is particular expressed for topics on voluntary and forced return and on reintegration upon return.

- ✓ The Chapter 22, on the **mobility dimension of the Crisis,** also meets a high level of interest from the stakeholders, in particular, but not limited to the area of recovery and solutions.

- ✓ **Labor Migration** (Chapter 13) also shows a contrasted picture, with a strong interest expressed by a relatively small number of countries. However, this picture must be complemented by the interview outcome, in particular for Central Asia (in Central Asia, only one questionnaire has been filled in, but several consultation meetings have been held).

  In the five Central Asia countries, key gaps and needs have been identified in the area of Labor Migration (they are represented in Chapter 1 in **Gaps Analysis** of this report and at length in Chapter 2 of this report "**Country Reports**". Labor migration has been highlighted as gaps in all of those countries (and not only in those countries). Overall, for the Region, priority topics have been identified as follows:

  - Types of labor migration and mobility (there is a strong interest from several countries on seasonal and circular form of migration)
  - Policy development for Labor migration and mobility
  - Access to national labor markets (in particular matching labor markets' needs)

- ✓ The Chapter 12 on **Migration and Development, meets a more contrasted level of interest amongst the participants.** It appears from the gap analysis (Chapter 1 of this Report), that is area of work is still under-developed in terms of policy design in several countries in the Region.

  It is therefore logical that such countries do not view the full potential of such capacity building activities for them. Some countries, in particular those with a large diaspora presence abroad, have already witnessed the potential of migration on national development but, despite already strong achievements in this area, want to pursue the matter further within the context of the RMTC.

- ✓ **Border Management** (Chapter 11) and passport and visa management, appear to also meet a lesser degree of priority and interest from the stakeholders. This could be explained by the fact that, as evidence in the **Gaps Analysis** chapter of this Report, some solid elements of BM are already in place in those countries, with the support of IOM or other partners (like ICMPD in Central Asia for BOMCA project).

However, important gaps have been identified in most countries in the region (cf. Gaps Analysis Chapter for details). Those gaps are in particular: the need for Integrated BM system and integration of the Human Rights of migrants in identification, referral and protection systems. Detention conditions of illegal migrants and alternatives to detentions have also been identified by stakeholders as priorities in interviews conducted during the consultation process.

- ✓ As for the Chapter 18, **Migration, Environment and Climate Change**, it seems to generally meet a lower level of priority amongst the stakeholders (although, as evidenced above and as demonstrated in particular by the recent fires in Turkey, it is already a top migration priority). Yet, stakeholders although not recognizing this topic as a priority need, do express an interest in the matter. This relatively low level of interest can be explained by the fact that this is an area in development for which the majority of stakeholders have not taken the full measure of its impact on forced migration today and in the near future. Capacity building activities will increase the level of knowledge and in turn the level of interest and of realization of its paramount importance.

2.3 Conclusions

The needs identified by the Stakeholders, although reflected at a preliminary stage in view of the already described limitations of this **Analysis** (cf. Introduction to this report), tends to show that the capacity needs presented by the stakeholders do match their Migration Management Gaps. This alone constitutes an excellent basis for a fully efficient dialogue and regional capacity development in the context of the RTCM.

The next chapter constitutes an attempt to draw a **preliminary curriculum for the RTCM**. It will be subject to lengthy discussion and revision at the next stage of implementation of the SMS/IOM Project on the Establishment of the RTCM.

CHAPTER 4

DRAFT OUTLINE
FOR A
RTMC MIGRATION CURRICULUM

1. INTRODUCTION

The proposal draft below, is based on the following principles and aims:

- It attempts to provide an identification of major gaps in policy design and implementation as well as the capacity-building needs;
- It tends to **complement already existing capacity-building process**es in the Region and to reflect on specific needs in the region;
- It also aims to strengthen the regional synergies/dialogues, through the themes that have been selected;
- It builds on the common human rights platform (including the GCM) and on the already best practices existing in the region, so that through regional dialogue, those best practices are available to all in the region;
- It finally attempts to strengthen synergies between government stakeholders and CSOs.

This proposal will serve as a basis for future consultation/dialogue on the activities of the RTCM, through the development of the Road Map. In no manner whatsoever does it mean to influence the outcome of Road Map development, but aims at facilitating the process.

In order to build the synergy with all stakeholders in the region, most capacity-building activities which are proposed below are meant to include government stakeholders together with key non-governmental partners. However:

- For some activities for which the policy dialogue may bear a certain level of sensitivity, only participation of government stakeholders with be envisaged/suggested;

- Media as a rule with not be included in the activities, except for specific targeted activities (in that case the Media inclusion will be specifically mentioned)

Regarding the level of involvement of stakeholders, policy dialogue will logically be conducted with policy-makers (senior and/or mid-level management), whilst training and implementation matters will be reserved for policy implementers.

The format of the capacity-building activities is not defined at this preliminary stage. It is however already apparent that the draft below encompasses an already long list of capacity building activities, the next stage of development of the curriculum will face the challenge of identifying priorities amongst those priorities (some of the suggested activities can be merged into one event,

depending on the format/duration of the events). The duration of each event will also vary (briefing for Media will traditionally be shorter than policy debate on complex issues).

2. DRAFT PROPOSAL/OUTLINE OF CURRICULUM

PART 1 FOUNDATIONS OF GOOD GOVERNANCE ON MIGRATION

Module 1 The Global Context of International Migration

- **The challenges and Responses to COVID 19 in the context of international migration (*depending on short-term future development of the Pandemic)***
  All Stakeholders
  Policy Level

- **New Technologies and innovative tool to support Migration management implementation (best practices from IO and States)**
  Government Stakeholders
  Implementation level

- **Nexus between migration and other transnational issues**
  Government Stakeholders
  Policy Level

- **Overview of Women Migration in the Region (all categories of migration), trends and specificities (Leading to Research on Women Migration in the Region)**
  All Stakeholders – Process led by the Academia
  Policy Level + Researchers

Module 2 International Cooperation on Migration

- **The role International Cooperation in Managing international Migration** (Presentation of International actors/programs, EU partnerships etc.)
  All Stakeholders
  Policy + implementation Levels

- **GCM and Migration Management**, new opportunities and cooperation avenues, presentation of the GCM and sharing of best practices from countries participating to UNNM (including feedback from CSOs)
  All Stakeholders
  Policy Level

- **Presentation of the Conclusions of the International Migration Review Forum** (IMRF) to be held in 2022. (all stakeholders involvement)

All Stakeholders
Policy Level

- **Fund-raising strategy, donor mobilization and Preparation of project proposals/tender and on budget lines available to all categories of stakeholders**
  All Stakeholders (for CSOs in priority)
  All Levels

- Exchange of best practices on **Consultations processes with Migrants at all stages of Policy cycle** (policy design and implementation, needs assessment, evaluation of programs and projects etc.), with a strong gender component (to ensure that migrants of all gender and all backgrounds are included in the consultation processes)
  All Stakeholders (including Migrants' associations)
  All Levels

- Private Sector engagement, presentation of typology of engagement and exchange of best practices (best practices from IO, from governments, from CSOs, including from countries outside of the region)
  All Stakeholders
  Policy Level

- Policy dialogue on **Research and Migration** (with representative of prominent Academic institution) and exchange of best practices and avenues for strengthened cooperation
  Government + Academic Institutions + Media + other CSOs
  Policy Level + Researchers

Module 3 International Migration Law

- **Presentation of international Migration Law and Compliance Mechanisms**
  For Youth students and Youth migrants

Module 4 Human Rights of Migrants

- International standards pertaining to the protection of **persons belonging to National Minorities** and the role of minority rights protection in forced displacement prevention and in return rand reintegration
  Government Stakeholders
  Policy Level

- Policy dialogue and exchange of best practices on Mainstreaming Migrants' rights into the countries' National Human Rights Strategy
  Government Stakeholders + CSOs
  Policy Level

- Training on International standards and the Human Rights of Migrants (all categories) and their families
  Government Stakeholders + CSOs
  All Levels

- The role of the ECHR (and the caselaw of the ECoHR) in the protection of the rights of migrants (all categories)
  CSOs in COE Countries
  All Levels

- International norms and standards pertaining to the **prevention and reduction of statelessness** and sharing of best practices in the region
  Government Stakeholders
  Policy Level

Module 5 Gender and Migration

All Gender and Migration capacity-building activities should be mainstreamed in all areas of the curriculum. Specific gender capacity-building activities are proposed in the following fields:

- **Overview of Women Migration in the Region (all categories of migration), trends and specificities (Leading to Research on Women Migration in the Region)**
  All Stakeholders – Process led by the Academia
  Policy Level + Researchers

- **Women in crisis and GBV:** International standards, **GBV prevention and responses** (International norms and best practices) and the **role of women in conflict prevention and in post-conflict reconciliation**
  Government Stakeholders + CSOs
  Policy makers

- **The role of women migrants in development** (country of migration and country of origin)
  Government Stakeholders + CSOs (including Academia)
  Policy makers

Module 6 Children and migration

- Fundamental Rights of Migrant Children (including unaccompanied and isolated minors, access to education by migrant children etc.).
  Government Stakeholders + CSOs
  All Levels

Module 8 Migration Management and the Policy Cycle

- **The policy making and policy implementation Cycle:** developing migration policy (formulation, consultation, coordination, adoption (includes exchange of best practices on Mainstreaming gender, age and diversity in Migration planning and implementation, role of SDGs etc.)
  Government Stakeholders
  Policy Level + Practitioners

- Tools and best practices for **consolidation of data collection and analysis and data protection systems in the field of migratio**n (include the gender component) and **evidenced-based migration reportin**g
  Government Stakeholders
  Policy Level + Practitioners

- Best practices on Institutional Framework on Migration (main components) and coordination mechanisms, IO support etc.)
  Government Stakeholders
  Policy Level + Practitioners

Module 9 Communicating on Migration

- Seminar for **Media outlets** enabling them to understand the data that they are using and learn about additional sources of data when reporting on international migration
  MEDIA

- **Training to the Media on Migration Reporting** (ICMPD's Handbook etc.)
  MEDIA

- Combatting **racism and xenophobia** in communication and reporting international norms and best practices
  Government Stakeholders + CSOs + Media
  Policy Level

PART 2 KEY AREAS OF MIGRATION GOVERNANCE AND MANAGEMENT

Module 11 Regulating Migration: Border Management

- International standards and best practices on Identification and Referral mechanisms for protection of asylum seekers and other vulnerable groups at international borders
  Government Stakeholders + SCOs
  Policy-makers Level

- Presentation of IBM components and best practices in the region
  Government Stakeholders
  Policy-makers Level and Implementers

- **Risk Analysis** and intelligence gathering in migration (IOM. FRONTEX etc.)
  Government Stakeholders
  Policy-makers Level

- Standards and best practices on **reception and detention of irregular migrants** (including alternatives to detention, rights of children, principle of family unity etc.)
  Government Stakeholders
  Policy-makers Level

Module 12 Migration and Development

- Presentation of methodology, tools and best practices for mainstreaming migration into development strategies and Plan
  Government Stakeholders
  Policy makers + Policy Implementers

- Exchange of best practices in engaging diaspora in the country of origin (best practices can include countries outside of the Region as well, such as Morocco)
  Government Stakeholders + CSOs (including diaspora representatives)
  Policy Implementers

- The role of women migrants in development (country of migration and country of origin)
  Government Stakeholders + CSOs (including Academia)
  Policy makers

- Families "left behind", identification of challenges and opportunities and presentation of existing best practices (including financial remittances)
  Government Stakeholders + CSOs
  Policy implementers

Module 13 Labor Migration and Mobility

- International and European standards of protection of Migrant Workers and their families (UN and ILO Conventions)

- Standards and best practices on **documentation of each category of migrants and their family**
  Government Stakeholders
  Policy implementers

- The "**Win-Win of International Mobility**": Exchange of best practices on policies and tools to prevent and address Brain-drain and Brain waste
  Government Stakeholders + CSOs
  Policy makers

- Best practices on **Standards of reception of migrants (one-stop-shop)**
  Government Stakeholders + CSOs
  Policy makers

- Exchange of best practices on **Student Mobility (**including regional and international cooperation with Academia, recognition of diploma and qualification and linkages with labor migration
  Government Stakeholders + CSOs (with academia)
  Policy makers + implementers

- **Seasonal and circular migration,** definitions and best practices **(including the rights of migrants, with a gender perspective)**
  Government Stakeholders + CSOs
  Policy makers

- **Highly skilled migration:** Definition, Best practices on attractive policies (including the legal status of foreign investors (best practices)
  Government Stakeholders + CSOs
  Policy makers

- **Integration of migrants**, standards, indicators and best practices
  - **Government Stakeholders + CSOs**
  - **Policy makers**

- Policies and tools to ***enhance access of migrants to national labor markets*** (labor market analysis and matching labor market needs)
  Government Stakeholders
  Policy makers

Module 14 Family and Migration

- Standards and best practices on ***Integration of Migrants***
  Government Stakeholders + CSOs
  Policy makers

- Training on standards and best practices on ***Family reunion, family reunification and the principle of family unity***
  Government Stakeholders + CSOs

Policy makers + Policy Implementers

Module 16 Health and Migration

- Key aspects of Migrant's health (including mental health) and access to health services, within a global pandemic
  Government Stakeholders + CSOs
  Policy makers + Policy Implementers

Module 18 Migration, Environment and Climate Change

- International standards and best practices (including from outside the region) pertaining to the Environment and Climate change and migration
  Government Stakeholders + CSOs
  Policy makers + Policy Implementers

- **Climate change and disaster related displacement, presentation of current and forthcoming regional challenges including exchange of best practices** of prevention and responses (including from outside of the region)
  Government Stakeholders + CSOs
  Policy makers

Module 20 Trafficking in Persons and Associated Forms of Abuse and Exploitation

- International norms and standards pertaining to THB and exchange of best practices on Counter-trafficking institutions, prosecution of perpetrators, victims' protection (Palermo protocol, Safe-houses etc.)
  Government Stakeholders + CSOs
  Policy makers + Policy Implementers

Module 21 Returns and Reintegration of Migrants

- International standards and best practices for return of third country nationals (including Readmission Agreements)
  Government Stakeholders
  Policy makers + Policy Implementers

Module 22 Mobility Dimension of Crisis

- Migration perspective of the Afghan crisis, contingency planning, emergency preparedness and the search for regional approaches (data exchange, responsibility-sharing mechanisms, including outside of the region etc.)
  Government Stakeholders
  Policy makers

- **Women in crisis and GBV:** International standards, **GBV prevention and responses** (International norms and best practices) and the role of women in conflict prevention and in post-conflict reconciliation (UN Resolutions, best practices on women as peace-makers etc.)
  Government Stakeholders + CSOs
  Policy makers

- Policy dialogue on **responsibility sharing in the context of mass influx of migrants and refugees,** its practical realization (policy and practices) and ways forward
  Government Stakeholders
  Policy makers

- The concept Subsidiary protection, norms and standards and sharing of best practices
  Government Stakeholders
  Policy makers + Policy Implementers

- International Standards pertaining to Humanitarian Law (the Geneva Conventions)
  Government Stakeholders + CSOs + Academia
  Policy Implementers

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