



Decisions adopted by the Global Migration Group on 3 July 2013.

- 1 The GMG decides to establish a rotational system by alphabetical order for a trial period of three years as the selection procedure for the Chair, with a requirement that a letter of commitment be sent well in advance by the Principal of the incoming Chairing agency. As of 2014 Chairs will serve for a period of one year. The functions of the Chair are as set out in the Annex. Each incoming Chair should consider on a case by case basis the need for a co-chair/Vice Chair. The Troika should continue with its current function of ensuring a smooth transition between Chairs. A brief annual report highlighting the achievements of the GMG will be prepared by each Chair.
- 2 The GMG decides to establish with immediate effect a small, joint, administrative, non-bureaucratic support team to support the Chair and to facilitate and ensure continuity in the work of the GMG. The tasks will be:

Under the Direction of the Chair:

- xii. Administrative functions related to GMG meetings, events, and initiatives;
- ii. Facilitate the preparation of regular and ad hoc meetings at the working and Principals level and for the thematic working groups in coordination with the relevant co-chair(s);
- iii. Maintain routine communication between GMG entities;
- iv. Collate and disseminate minutes and summary records of meetings and decisions taken at the working and Principals levels;
- v. Prepare and monitor the annual work plan and multi annual work plan;
- vi. Host and maintain the GMG website;
- vii. Ensure continuity and institutional memory of the GMG by maintaining archives of GMG information, serving as a reference point to the GMG chair and troika, and supporting the chair in collating information for future agenda items, follow-up activities and fundraising for GMG initiatives;
- viii. Maintain an annual calendar of events and coordinate related GMG activities as necessary;
- ix. Provide support for the preparation of an annual report of GMG activities;
- x. Coordinate periodic information sessions with Member States, civil society and other relevant partners on the work and priorities of the GMG;
- xi. Coordinate GMG agencies' input to meetings, conferences and events such as the HLD, GFMD, post-2015 UN development agenda deliberations, the IOM Council and other relevant fora, as agreed upon by the GMG agencies;
- xii. Such other functions as may be determined by the GMG.

The support team will be staffed by staff members made available or seconded by GMG members on a cost-free basis. The staff members of the support team will be expected to have a working knowledge of migration and its inter-linkages to related policy fields.

This decision will be implemented on a trial basis for a period of 18 months at which

time it will be reviewed and a decision taken by the GMG Principals on its extension, adaptation or cancellation.

- 3 The GMG decides to adopt the 3 year multi-annual work plan (MAWP) from 2013 to 2015 that includes two overarching work streams: (1) GMG coordination and visibility; and (2) migration and the post-2015 development agenda, and five thematic work streams, namely (1) data and research; (2) mainstreaming migration in development planning; (3) migration, human rights and gender; (4) capacity development; and (5) migration and decent work, as in the Annex. For each work stream, a costing will be provided. The GMG notes the desirability of building synergies between the MAWP and the KNOMAD project as much as possible.
- 4 The GMG decides to establish one new working group and two new task forces, with agreed ToRs as in the Annexes, in addition to the existing working groups, and that regular evaluations should be made of each group to allow adjustments to be made to work plans on the basis of lessons learnt.
- 5 The GMG decides to endorse the conclusions of the working level on the issue of a funding mechanism i.e.(i) that a multi-partner trust fund for joint activities was premature but should be kept as an option for medium to long term; (ii) that individual or small group fund-raising would be continued for the work streams of the multi annual work plan, in consultation with UN Country Teams as appropriate; and (iii) that the decentralized resource management system should include mechanisms by which the lead agencies designated for each of the work streams could channel funding, as appropriate, to participating agencies. The GMG noted that the MAWP could act as leverage to mobilize resources especially at the country level.

ANNEX I – FUNCTIONS OF THE CHAIR

Functions of the Chair

The functions of the GMG Chair are related to the GMG Terms of Reference and the working methods, which may change as a result of the ongoing review of the GMG, and should emphasize the functions of the GMG Chair at both the Working and Principals level. The list of functions below is, therefore indicative, and not conclusive. It is envisaged that the GMG Chair would, in close coordination with the GMG secretariat, do the following in the course of the Chairmanship period:

At Principals Level

- i. Keep abreast of migration related developments and identify opportunities for the GMG to provide support and make a collective contribution;
- ii. Solicit and ensure engagement at the Principals and working levels of GMG agencies in the GMG activities and programme of work;
- iii. Convene at least one Principals meeting for an in-depth strategic discussion at least once a year or as prescribed by the GMG working methods;
- iv. Develop a work programme including agendas for Principals meetings and initiatives for the period of the Chairmanship. Notify GMG agencies of the plans, including tentative dates of the meetings/initiatives at the start of each Chairmanship to the extent possible. Include specific plans for interaction with Member States, and reporting on achievements and activities during the period of the Chairmanship;
- v. Represent the GMG at external meetings, briefings and events;
- vi. Deliver statements and remarks on behalf of the GMG;
- vii. Encourage cooperation and dialogue with the Special Representative of the Secretary General on International Migration and Development (SRSG), the Special Rapporteur on Migration, the Committee on Migrant Workers, and other relevant committees, and interagency mechanisms at the regional and country level, as appropriate;
- viii. Ensure coherence and synergies between the Annual Work Plan of the Chair and the Multi-Annual Work Plan of the GMG;
- ix. Ensure continuity of GMG's work in coordination with the GMG troika; and
- x. Lead, in consultation with the Troika, on resource mobilization efforts.

At Working Level

- i. Develop, monitor and maintain the GMG multi-year work plan;
- ii. Convene working level meetings on a regular basis or as prescribed by the GMG working methods;
- iii. Develop agendas for working level meetings and notify GMG agencies of the tentative dates of the meetings at the start of each Chairmanship to the extent possible;
- iv. Ensure to the extent possible, that all GMG agencies can participate in GMG meetings and processes; Coordinate with inter-agency mechanisms at the regional level, as appropriate;
- v. Represent the GMG at external meetings, briefings and events;
- vi. Convene experts meetings and/or symposia and invite relevant experts, officials or representatives that are not members of the GMG to attend;
- vii. Ensure coherence and synergies between the Annual Work Plan of the Chair and the Multi-Annual Work Plan of the GMG;
- viii. Ensure continuity of GMG's work in coordination with the GMG troika; and
- ix. Prepare a brief annual report on activities undertaken no later than two months after end of Chairmanship.

Global Migration Group – Multi-Annual Work Plan

2013-2015

Draft version as of
6/28/2013

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Introduction

This document presents the first ever multi-annual work plan (MAWP) of the Global Migration Group, covering the three-year period from 2013 to 2015. It outlines key priorities, and expected results and deliverables over that time period, subject to the availability of resources. The work plan marks an effort to make GMG coordination more strategic and impactful, including by leveraging the voices of its member agencies for joint global advocacy; pooling its expertise for the development of guidance and knowledge products and the delivery of training; and reinforcing coordination and capacities at country-level to support governments and other relevant constituents on migration and development. The MAWP has been developed as part of an internal reform exercise of the GMG aimed at strengthening the group.¹ It reflects a commitment to reach out and work more closely with key constituents, including member states, UN country teams, social partners, research and training institutes and civil society, in order to make a difference.

¹ Other measures include: the establishment of a small administrative support unit; the extension of chairing periods to one full year and confirmation of chairs for the next few years; and operation with thematic working groups and task forces that bring together interested sub-sets of agencies around shared concerns and enhance the ability of the GMG to deliver, including by mobilizing resources for different work streams.

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The MAWP includes five thematic work streams to be taken forward by the GMG’s working groups and task forces. These will focus on: 1) data and research, 2) mainstreaming migration into development planning, 3) human rights and gender equality, 4) capacity development and delivery, and 5) migration and decent work. In addition, the GMG has identified two overarching joint work streams – respectively on ‘migration and the post-2015 development agenda’ and ‘GMG coordination and visibility’ – which fall under the direct responsibility of the GMG Chair. The GMG is chaired in 2013 by UNESCAP on behalf of the five Regional Commissions during the first half of the year, and by IOM during the second half of the year; as of 2014, the chairmanship will rotate on an annual basis and will be assumed by ILO (2014); UN Women (2015); the World Bank (2016); and WHO (2017).

The priorities identified in this work plan reflect GMG mandates and capacities, but above all respond to some of the major challenges in the field of migration, which also rank high on the agenda of the 2013 High-level Dialogue on International Migration and Development and the Global Forum on Migration and Development: How to improve the availability of data on migration and enhance the capacity of governments to collect, analyze and use such data for policy making? How can countries mainstream migration into their national development strategies and ensure greater policy and institutional coherence? Where are the gaps when it comes to ensuring effective respect for and the protection of the human rights of all migrants? How should governments and their partners respond to a persistent demand for, and new patterns of, labour migration at all skill levels? How can policies and programmes account for the different migration experiences of men and women? What kinds of capacities are needed to tackle these challenges and how can they be developed? And, how could migration and due attention to the human rights of all migrants be included into the Post-2015 UN Development Agenda?

This document is structured in two parts: The first part presents an overview of the objectives, expected results and key outputs of each work stream, while linking these back to the priorities identified in the GMG’s Terms of Reference. The second part is organized by year; it provides an overview of the main outputs and activities to be delivered each year by the various work streams. The MAWP is meant to be a living document, to be adjusted in line with the evolving migration discussions, realities, and demands by member states and other pertinent stakeholders.

Draft GMG Multi-Annual Work Plan 2013-2015

Overview of GMG Priorities

GMG coordination and visibility

Functions as framed in the GMG TOR:

Exchanging information and expertise to improve understanding, inter-agency cooperation and collaboration so as to promote synergies and avoid duplication.

Contributing to the General Assembly High-level Dialogue on International Migration and Development, the follow-up to the recommendations of the Global Commission on International Migration and other major initiatives of the international community and GMG members.

Objective: Ensure effective GMG coordination and collaboration, as well as visibility and outreach towards member states and other stakeholders

Expected results:

1. The GMG delivers on its commitments as stated in the multi-annual work plan, demonstrates unity and added value through joint positions and substantive contributions to intergovernmental processes, and acquires enhanced visibility with member states and other relevant stakeholders.

Key outputs:

1. A joint GMG position and a series of events and briefings around the 2013 HLD and follow-up
2. Coordinated GMG input to the GFMD in 2014 & 2015
3. Ongoing coordination with The Global Knowledge Partnership on Migration and Development (KNOMAD)

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Post-2015 Development Agenda

Function as framed in the GMG TOR:

Identifying critical issues, opportunities, challenges, weaknesses, gaps and best practices in relation to international migration and its interrelations with development.

Agreeing on common positions, responses and actions in addressing specific situations or developments.

Finding appropriate mechanisms to interact with States and other key stakeholders.

Objective: Contribute to ensuring that migration is included in the post-2015 development agenda.

Expected results:

1. Elaboration and positioning of key messages and technical inputs on the relevance of migration to sustainable human development and the importance of including attention to the human rights of migrants into the post-2015 development agenda
2. Supporting documentation for the GFMD and other inter-governmental processes and stakeholders for discussing migration and post-2015/SDGs.
3. Production of technical resources and key policy advocacy messages for GMG Principals so as to ensure that the GMG has a distinct voice and visibility on migration in the post-2015/SDG process.

Key outputs:

1. Key messages on migration and post-2015
2. Strategic issues papers on migration and post-2015/SDGs
3. Side events on migration and post-2015/SDGs

Data and Research

Function as framed in the GMG TOR:

Exchanging results and pooling efforts in regard to research, data collection and analysis.

Objectives: Increase awareness among government officials and other relevant stakeholders on migration data and research in order to strengthen evidence-based policy-making on migration.

Expected results:

1. Improved knowledge and awareness among Governments, agencies and other relevant stakeholders on the collection, analysis and dissemination of migration data
2. Improved knowledge base among policymakers and other relevant stakeholders about internationally agreed migration concepts, definitions and data sources
3. Increased knowledge among government officials and other relevant stakeholders on how to use migration data, research and analysis for evidence-based policy formulation

Key outputs:

1. Practical guide on the use of migration data

Mainstreaming migration into development planning

Function as framed in the GMG TOR:

**Establishing a comprehensive and coherent approach in the overall institutional response to international migration.
Supporting the efforts of individual States, regional bodies, regional and global consultative processes to address specific migration issues.**

Objective: Facilitate effective GMG support for inter-agency coordination and cooperation on migration mainstreaming in at least eight countries and for international peer-learning among countries and in global fora such as the GFMD.

Expected results:

1. Governments and UNCTs in up to eight countries undertaking a migration mainstreaming exercise have at their disposal consolidated, evidence and experienced-based guidance materials informed by GMG expertise and are engaged in international peer exchanges.
2. Global discussions on migration mainstreaming into national development planning (HLD, GFMD) are informed by evidence generated through GMG supported mainstreaming processes, include a human rights and gender equality lens, and recognize the GMG's contribution in this area.

Key outputs:

1. Revised GMG Handbook on Mainstreaming Migration into Development Planning
2. Sector-specific guidance notes for migration mainstreaming
3. International peer-learning event for countries undertaking migration mainstreaming

Human Rights and Gender Equality

Function as framed in the GMG TOR:

Working to ensure the full respect for the human rights and labour rights of international migrants so as to promote human security and development and, in particular, provide protection to vulnerable migrants, including asylum-seekers, refugees, stranded migrants and victims of exploitation and trafficking.

Objectives:

- 1. Increase understanding of the importance of ensuring a human rights-based approach to migration.**
- 2. Increase the integration of human rights and gender equality standards and principles into global and regional policy discussions on migration, including the UN High-level Dialogue on International Migration and Development, Commission on the Status of Women, Human Rights Council, General Assembly, ECOSOC, Commission for Social Development, Global Forum on Migration and Development 2014 and 2015.**
- 3. Ensure that the Post 2015 Development Framework takes effective account of the human rights and gender equality dimensions of migration.**

Expected results:

1. Human rights, including women's rights standards are recognized by key stakeholders as a fundamental component of all policy-making relevant to migration at the national, regional and international levels.
2. Enhanced mainstreaming of human rights, including women's rights issues in the framing, discussion and outcomes of key policy and intergovernmental processes on migration.
3. Key intergovernmental processes, including the post-2015 development agenda, make new commitments to or reaffirm the human rights and gender equality dimensions of migration, including labour migration, in deliberations, outcomes, and where required in goals, targets, and indicators.

Key outputs:

1. Policy Committee report on human rights, migration and governance for the HLD
2. Thematic paper on a human rights response to the exploitation of migrants
3. Key messages on human rights at international borders
4. Human rights indicators on migration

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Migration and decent work

Function as framed in the GMG TOR:

Working to ensure the full respect for the human rights and labour rights of international migrants so as to promote human security and development and, in particular, provide protection to vulnerable migrants, including asylum-seekers, refugees, stranded migrants and victims of exploitation and trafficking.

Providing system-wide direction and leadership so as to promote interest, dialogue and debate on issues relevant for the governance of international migration and for its contributions to development, including its interrelations with employment, trade, financial flows, education and the distribution of skills.

Objectives:

1. **Promote a rights-based approach to labour migration**
2. **Advance on the alignment of labour migration policies with labour market needs**
3. **Promote cooperation and coherence to ensure the good governance of labour migration and mobility**
4. **Promote capacity-building activities on labour migration**
5. **Expand the knowledge base on labour migration and the linkages between labour migration and development**

Expected results:

1. Harmonize the activities of the agency members to raise awareness and promote broader dialogue on the means for better addressing issues related to migrant workers.
2. Raise awareness and promote dialogue on decent work for migrant workers in the lead-up to the United Nations General Assembly High-level Dialogue on International Migration and Development (HLD), as well as its follow-up, and in the discussions on the post-2015 development agenda.

Key outputs:

1. Series of working papers on decent work and migration-related issues
2. Compendium of good practices on labour migration
3. Labour Migration Academy
4. Employers' handbook on labour migration and development

Capacity development and delivery

Function as framed in the GMG TOR:

Developing joint activities to improve expertise, including through training programmes, capacity building and inter-agency transfers.

Objectives:

- 1) Act as the GMG focal point for activities related to capacity development, and ensure cross-over with the KNOMAD: first, by collecting and disseminating current and under development GMG and KNOMAD capacity development activities and knowledge tools (“offer driven”), and second, by exploring the possibility of receiving requests expressed by Member States and other migration stakeholders (“demand driven”).**
- 2) Promote good practices in the area of effective learning and their application to capacity development activities undertaken in the context of the GMG Multi Annual Work Plan, including relating to the actualization of GFMD recommendations, and other capacity development projects and knowledge tools undertaken in the context of the KNOMAD.**
- 3) Deliver joint GMG capacity development products in conjunction with work of other Working Groups and Task Forces, where possible geared towards developing countries, and building on priorities identified within GFMD process.**

Expected results:

1. Centralization of information on existing capacity development activities conducted by GMG members, and in relation to the KNOMAD.
2. Guidance on effective learning in the context of the development of GMG capacity development products and the KNOMAD.
3. Greater involvement of institutional partners including national and regional training centres in raising awareness and building knowledge of migration and development, and support to GFMD focal points.

Key outputs:

1. Virtual and dynamic inventory of GMG training activities, and KNOMAD capacity development products (starting in August 2013).
2. Two knowledge workshops on effective learning for GMG and KNOMAD communities (November 2013 and February 2014) pertaining to existing or newly created capacity development projects.
3. Support for actualization of GFMD recommendations, including through convening of 3 GFMD focal point workshops, and establishing network of learning on migration and development in 2014-2015.

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Annual Priorities, Joint Outputs & Activities

2013

Overview of foreseen outputs:

Key joint GMG deliverables:

1. Key messages on migration and the post-2015 development agenda
2. A series of events and briefings around the 2013 HLD and the post-2015 development agenda
3. Policy Committee report on human rights and migration for the HLD

Working group/Task force deliverables:

4. Thematic paper on a human rights response to the exploitation of migrants
1. Online and dynamic inventory of GMG training activities related to migration, and possibility of incorporating demand-driven requests, and cross-over with KNOMAD
2. One Knowledge Workshop on effective learning as applied to capacity development projects.

Outputs	Activities	Timeframe	Lead	Funding source
<i>GMG coordination and visibility</i>				
Output 1: A series of advocacy events for the 2013 High Level Dialogue	1.1 Hold a GMG side event at the HLD (at Principals' level). Possible theme: "Migrants and development", including launch of the joint GMG thematic report on Youth and Migration	October 2013	GMG Chair (IOM)	GMG chair and & members staff costs
	1.2 High-level public event on human rights and migration, held in Geneva in advance of the HLD	September 2013	OHCHR	OHCHR
	1.3 Organize two high profile seminars for member states on the gender equality and women's rights dimensions of migration, especially labor migration prior to HLD 2013	April-October 2013	UN Women	UN Women
	1.4 Organize a: <ul style="list-style-type: none"> • Panel on Decent Work, Migration and Development, UN Secretariat, New York 	26 September 2013	ILO	ILO

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	<ul style="list-style-type: none"> • Round table on The Human Rights of Migrants, the World of Work and Development with the participation of the UN Special Rapporteur on the Human Rights of Migrants 	27 May 2013		
	1.5 Organize a side event on 'Mainstreaming migration into national development strategies' during the 2013 HLD	October 2013	IOM/UNDP	UNDP
	1.6 KNOMAD Launch during the HLD	October 2013	World Bank	KNOMAD
	1.7 Organise a side event on migration and the role of Local and Regional Governments	September 2013	UNITAR/ UNDP/World Bank	KNOMAD/ UNITAR funded
Output 2: Joint messages (Policy Committee, CEB) and a GMG position agreed and fed into the 2013 HLD	2.1 Publish CEB compendium (consisting of agency submissions to inter-agency paper for HLCP)	By Oct 2013	GMG Chair (IOM) & UNFPA	IOM/UNFPA?
	2.2 Secure speaking role for GMG at opening of HLD. Possible theme of a coordinated GMG statement: "Migrants and development"	Oct 2013	GMG Chair (IOM)	GMG chair staff costs
	2.3 Organize a GMG initiative on the perspectives of migrants for the HLD, using a visual medium to transmit migrants' experiences and perspectives on migration & development, with a focus on rights and vulnerabilities (e.g. exhibition of migrant portraits and stories during HLD, with contributions from all GMG agencies)	by Oct 2013	GMG Chair (IOM)	IOM
Output 3: Policy Committee report on human rights and migration.	3.1 Outline of the paper developed 3.2 Consultation within GMG 3.3 Expert consultation	May – September 2013	OHCHR	OHCHR

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	3.4 Publication and dissemination			
Output 4: Launch of longer-term initiative on the image of migrants (pending endorsement by GMG Principals)	4.1 Kick-start a broader GMG initiative on the image of migrants by generating ideas (in line with a message emanating from the HLCP paper)	July-Dec. 2013; implementation may be more long-term	IOM; future Chairs; others	GMG member agencies
Output 5: Exchange and de-brief with member states post-HLD	5.1 Invite GMG Principals to IOM Council (Geneva), and other events as appropriate	26-29 Nov 2013	IOM	GMG chair and members staff costs
Output 6: GMG-type information exchanges at field level initiated	6.1 Encourage GMG-type exchanges at field level through UN country teams	July - Dec 2013	IOM (via IOM field offices)	GMG chair and members staff costs
Output 7: Implementation / operationalisation of all Principals' recommendations of Nov 2012	7.1 Continue and finalize GMG review and reform	By Jan 2014	All	GMG chair and members staff costs
Output 8: GMG Annual work plan and report	8.1 Prepare and present at the beginning of chairing period an annual work plan for endorsement by the GMG	January 2013	GMG Chair/s	GMG chair staff costs
	8.2 Prepare at the end of each chairmanship an annual report on GMG activities and achievements, including progress on the MAWP	January 2014		GMG chair staff costs
Output 9: Establish synergies between the GMG and the KNOMAD	9.1 Liaise and create synergies with KNOMAD working groups on GMG priority themes, including data and research, labour migration, policy coherence, and capacity development.	2013	GMG Chair, GMG WGs and TFs in collaboration with the World Bank	GMG chair and members staff costs
<i>Post-2015 Development Agenda</i>				
Output 1: A number of "candidate" targets and indicators on migration.	1.1 KNOMAD retreat to identify possible goals, targets & indicators	17 April 2013	World Bank	KNOMAD

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Output 2: Key messages / a joint position on migration and post-2015.	2.1 Draft and agree upon key messages/a joint statement on migration and post-2015 for endorsement by GMG Principals ahead of the 2013 HLD	April-September 2013	GMG Chair (ESCAP), UNDP, IOM	GMG chair and & members staff costs
Output 3: Event on migration and post-2015 to raise awareness, advocate and promote dialogue with Member States	3.1 Hold a GMG event on the subject of migration and post 2015 (e.g. a high level event with the GMG Chair, SRSG Sutherland, ASG Mohamed, GFMD Chair etc. as part of UNGA high level event on post 2015 and MDGs (24 Sept – 4 Oct NY) and/or a briefing at expert level post-HLD	September 2013	GMG Chair (IOM)	GMG chair and & members staff costs
<i>Human Rights and Gender Equality</i>				
Output 1: GMG Thematic paper on a human rights-based response to exploitation of migrants	1.1. Launch and dissemination of paper at the high-profile event on migration and development, Geneva	September 2013	UNODC	UNODC
<i>Migration and Decent Work</i>				
Output 1: Series of working papers	1.1 Prepare one Working Paper focusing on inclusion of decent work for migrant workers in migration and development debates, including at the HLD	September 2013	ILO	ILO

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Capacity Development and Delivery				
Output 6: One Knowledge Workshop in NY.	6.1 Organize a Knowledge Workshop for GMG focal points, members of GMG agencies and other parties who have an interest in learning processes with a view to assessing the methodological approach to existing/in development knowledge products and capacity development projects of the GMG and other KNOMAD related projects.	13 November 2013	UNITAR/ IOM	Funding through KNOMAD
Output 5: Dynamic online inventory of existing and upcoming GMG training activities and knowledge tools and option for Member States and others to post identified training needs (demand driven), linked through cross-over with KNOMAD	6.2 Produce inventory and post on GMG website, and cross-over with KNOMAD.	August-December 2013	UNITAR and IOM (GMG Chair)	Funding through KNOMAD

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2014

Overview of foreseen outputs:

Key joint GMG deliverables:

1. Strategic issues papers on migration and post-2015/SDGs
2. Side events on migration and post-2015/SDGs
3. Coordination of GMG input to the 2014 GFMD

Working group/Task force deliverables:

4. Key messages on human rights at international borders
5. Human rights indicators on migration
2. Practical guide on the use of migration data
6. Revised GMG Handbook on Mainstreaming Migration into Development Planning
7. Employers’ handbook on labour migration and development (translated in the required languages - TBC)
8. Maintaining online and dynamic inventory of GMG training activities related to migration (incl. requests), and cross-over with KNOMAD.
9. A second workshop for GMG partners and others on effective learning as applied to capacity development projects.
10. Workshops for GFMD focal points on follow-up to GFMD recommendations, and identifying and mobilising network of national research and training institutions.

Outputs	Activities	Time frame	Lead	Funding source
<i>GMG Coordination and visibility</i>				
Output 1. Coordinated inputs to the GFMD	1.1. GMG Chair to maintain an overview of and facilitate information sharing on GMG members’ involvement in providing technical assistance to government teams, including through input paper/s and support for relevant roundtable/s in line with GMG priority themes	2014	GMG Chair in coordination with all GMG WGs, TFs and members	GMG chair and members staff costs
	1.2. Ensure coherent GMG messaging on migration and post-2015 at the GFMD 2014			GMG chair and members staff costs

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	1.3. Coordinate the organization of side events at GFMD 2014			GMG chair and members staff costs
Output 2: GMG Annual work plan and report	2.1 Prepare and present at the beginning of chairing period an annual work plan for endorsement by the GMG	January 2014	GMG Chair	GMG chair staff costs
	2.2 Prepare at the end of each chairmanship an annual report on GMG activities and achievements, including progress on the MAWP	January 2015		
Output 3: Establish synergies between the GMG and the KNOMAD	3.1 Liaise and create synergies with KNOMAD working groups on GMG priority themes, including data and research, labour migration, policy coherence, and capacity development.	2014	GMG WGs in coordination with the GMG Chair	GMG chair and members staff costs
<i>Post-2015 Development Agenda</i>				
Output 1: Short “strategic issues” papers on selected thematic issues, making the case for why migration is critical for the post-2015 (Sustainable) Development Agenda, including innovative and practical field perspectives and the voices of stakeholders, especially migrants.	1.1 Individual or teams of GMG agencies to draft strategic issues papers in line with their field of expertise (max. 16 papers), based on a standardized template to be prepared by the Chair	Spring 2014	GMG member agencies, coordinated by GMG Chair	GMG chair and members staff costs
	1.2 GMG Chair to coordinate the vetting and endorsement of the papers by the GMG and their dissemination through relevant institutional channels and the GMG website	Spring 2014	GMG Chair/support unit	GMG chair staff costs
Output 2: A series of side events on migration and the post-2015 development agenda	2.1 GMG members to identify relevant opportunities for side events; GMG Chair to establish and maintain calendar of events	2014	GMG member agencies under the coordination of the Chair	GMG chair and members staff costs
	2.2 GMG members organize, individually or in groups, side events on the occasion of: GFMD, ECOSOC,	2014	GMG member agencies	GMG chair and members staff costs

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	Human Rights Council, CSW, agencies' governing bodies, disseminating the key joint messages on migration and post-2015 agreed by the GMG in 2013			
	2.3 GMG members to prepare, and support the Chair in the dissemination of, event outcomes and summaries, including on the GMG website	2014	GMG members in collaboration with the Chair/support unit	GMG chair and members staff costs
Data and Research				
Output 1: A practical guide for policymakers, practitioners and other relevant stakeholders on how to use concepts, data and analysis on migration for evidence-based policy-making	1.1 Develop and publish practical guide on how to use concepts, data and analysis on migration for evidence-based policy-making	2014	GMG WG on Data	KNOMAD
Mainstreaming migration into development planning				
Output 1: Revised GMG Handbook	1.1 Review the GMG Handbook with a view to update its contents based on lessons learned, and produce a summary and/or supplement that will be disseminated through relevant institutional channels and on the GMG website	2014	Interested GMG members, coordinated by UNDP & IOM	UNDP
Human rights and gender equality				
Output 1: Key messages on human rights at international borders	1.1 Key messages produced and consulted with GMG 1.2 Publication and dissemination	2014	OHCHR, UNODC	OHCHR

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<p>Output 2: Pilot set of human rights indicators on migration</p>	<p>2.1 Expert meeting to determine indicators 2.2 Briefing paper on human rights indicators produced and disseminated</p>	<p>2013 – 2014</p>	<p>OHCHR, UNICEF, ILO</p>	<p>OHCHR/ UNICEF (KNOMAD)</p>
<p><i>Migration and Decent Work</i></p>				
<p>Output 1: Employers’ Handbook</p>	<p>5.1 Develop an Employers’ Handbook on Labour Migration and Development, including a meeting of stakeholders to discuss key issues for inclusion.</p>	<p>2014</p>	<p>ILO in collaboration with: Employers’ organizations and Global Compact members GMG agencies will be invited to contribute</p>	<p>Estimated cost is approximately USD 75,000 ILO and IOM will develop the proposal in collaboration with other interested GMG agencies.</p>
<p>Output 2: A series of working papers</p>	<p>21. Prepare one to two Working Papers focusing on inclusion of productive employment and decent work for all, including for migrants, in the post-2015 development agenda.</p>	<p>January-October 2014</p>	<p>ILO will initiate the drafting for input by GMG members</p>	<p>ILO</p>
	<p>2.2 Prepare a Working Paper on Migrant Health and Decent Work to promote the importance of migrants’ health in the labour migration process.</p>	<p>February 2014</p>	<p>IOM will initiate the drafting for input by GMG members</p>	<p>IOM</p>

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	2.3 Prepare a Working Paper on the implementation of the WHO Global Code of Practice in relation to health worker migration, identifying good practices nationally and bilaterally.	June 2014	IOM will initiate the drafting for input by GMG members.	IOM
Output 3: Labour Migration Academy	Organize the Labour Migration Academy (Turin) to provide training of government agencies, workers' and employers' associations, among other stakeholders.	July 2014 (precise date TBC)	GMG agencies will be invited to contribute in kind on assisting in the trainings and/or providing materials.	ILO
Output 5: Knowledge products, tools and methodologies for capacity development on labour migration available	Update database of good practices on labour migration related to the Multilateral Framework on Labour Migration	2014	ILO GMG agencies will be invited to contribute good practices	ILO
<i>Capacity development and delivery</i>				
Output 4: Support to institutional partners including national research and training institutions.	3.1 Delivery of two regional workshops at Regional Commission sites (tbc) for 10 - 12 institutional partners including national and regional training centres focusing on strengthening their capacities to engage in results-based learning.	2014	GMG TF on Capacity Development	Funding proposals developed

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<p>Output 3: Support GFMD focal points in the coordination of national level follow-up to GFMD outcomes and recommendations</p>	<p>3.2 Convene up to three GMG Workshops on the actualization of GFMD recommendations, targeted to GFMD focal points.</p>	<p>2014</p>	<p>GMG TF on Capacity Development with: -GMG WG on Migration Mainstreaming (one workshop)</p>	<p>Funding proposals developed.</p>
<p>Output 2: One Knowledge Workshop in Geneva or Washington</p>	<p>2.1 Organize a Knowledge Workshop for GMG focal points, members of GMG agencies and other parties who have an interest in learning processes with a view to assessing the methodological approach to existing/in development knowledge products and capacity development projects of the GMG and other KNOMAD related projects.</p>	<p>February 2014</p>	<p>GMG TF on Capacity Development</p>	<p>KNOMAD funded</p>
<p>Output 1: Online inventory of GMG training activities, and cross-over with KNOMAD</p>	<p>Maintenance of an online and dynamic inventory of GMG training activities related to migration (incl. training requests), and cross-over with KNOMAD</p>	<p>2014</p>	<p>GMG TF on Capacity Development</p>	<p>KNOMAD funded</p>

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2015				
<p>Overview of foreseen outputs: <i>Key joint GMG deliverables:</i></p> <ol style="list-style-type: none"> 1. Series of side events on migration and post-2015/SDGs 2. Coordination of GMG input to the GFMD <p><i>Working group/Task force deliverables:</i></p> <ol style="list-style-type: none"> 3. Sector-specific guidance notes for migration mainstreaming 4. International peer-learning event for countries undertaking migration mainstreaming 5. Publication on human rights indicators on migration 				
Outputs	Activities	Timeframe	Lead	Funding
<i>GMG Coordination & visibility</i>				
Output 2: Provide coordinated GMG support to the GFMD	<p>3.1. Technical assistance to government teams, including through input paper/s and support for relevant rountable/s in line with GMG priority themes</p> <p>3.2 Ensure coherent GMG messaging on migration and post-2015 at the GFMD 2015</p> <p>3.2. Coordinate the organization of side events at GFMD 2015</p>	2015	GMG Chair in coordination with all GMG WGs, TFs and members	GMG chair and members staff costs
Output 1: GMG Annual work plan and report	Prepare and present at the beginning of chairing period an annual work plan for endorsement by the GMG	January 2015	GMG Chair	GMG chair staff costs

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	1.2 Prepare at the end of each chairmanship an annual report on GMG activities and achievements, including progress on the MAWP	January 2016	GMG Chair	GMG chair staff costs
Output 2: Establish synergies between the GMG and the KNOMAD	2.1 Liaise and create synergies with KNOMAD working groups on GMG priority themes, including data and research, labour migration, policy coherence, and capacity development.	2015	GMG WGs in coordination with the GMG Chair	GMG chair and members staff costs
<i>Post-2015 Development Agenda</i>				
Output 2: A series of side events on migration and the post-2015 development agenda	2.1 Adjust messaging on post-2015 as required in line with evolving post-2015/SDG discussions	2015	GMG Chair with GMG support	GMG chair and members staff costs
	2.2 Organize GMG side events to: GFMD, ECOSOC, Human Rights Council, CSW, agencies' governing bodies	2015	GMG member agencies under coordination of the Chair	GMG chair and members staff costs
	2.3 Disseminate event summaries on GMG website	2015	GMG Chair/support unit	GMG chair and members staff costs
<i>Mainstreaming migration into development planning</i>				
Output 1: Sector-specific guidance notes for migration mainstreaming	1.1 Prepare sector-specific guidance notes based on the GMG Handbook	2015	GMG WG on migration mainstreaming	UNDP

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<p>Output 2: Capacity development and peer-learning opportunities for governments and UNCTs involved in migration mainstreaming</p>	<p>2.1 Organize one international meeting among governments and UNCTs to exchange migration mainstreaming experiences</p>	<p>2015</p>	<p>GMG WG on Migration Mainstreaming</p>	<p>UNDP</p>
<p><i>Human rights and gender equality</i></p>				
<p>Output 2: Publication on human rights indicators on migration.</p>	<p>2.1. Pilot country studies carried out on human rights indicators on migration</p> <p>2.2 Publication on human rights indicators on migration, illustrated by data from pilot countries, developed and disseminated</p>	<p>2015</p>	<p>OHCHR, UNICEF</p>	<p>OHCHR/UNICEF (KNOMAD)</p>

ANNEX IIIA. – Terms of Reference of the Working Group on Migration, Human Rights and Gender

Introduction

As stated in the Global Migration Group (GMG)'s Terms of Reference, the GMG "aims to promote the wider application of all relevant international and regional instruments and norms relating to migration and to provide leadership for the improvement of the overall effectiveness and coherence of normative and operational response by the United Nations system and the international community to the opportunities and challenges presented by international migration." The GMG has identified as key priorities, inter alia, "working to ensure the full respect for the human rights of international migrants so as to promote human security and development and, in particular, provide protection to vulnerable migrants"; "identifying critical issues [...] in relation to international migration and its interrelations with development"; "providing system-wide direction and leadership so as to promote interest, dialogue and debate on issues relevant for the governance of international migration"; "contributing to greater consistency in policy formulation and programme implementation"; and "agreeing on common positions, responses and actions."¹

The emphasis on a human rights framework in the context of migration becomes ever more crucial in the context of ongoing discussions on the post-2015 development framework and the inclusion of migration into this agenda. As stressed by the UN System-wide Task Team, any future framework should rest on the core values of human rights, equality and sustainability.²

The GMG Working Group on Migration, Human Rights and Gender has been established in pursuance of the GMG Principals' decision on 14 November 2012. The Working Group is co-chaired by OHCHR, UN WOMEN and UNICEF.

The GMG recognizes that at the heart of the phenomenon of migration are individual human beings, many of whom move, live and work in vulnerable and precarious conditions. Addressing the varied and complex human rights protection challenges raised by international migration requires the joint efforts of GMG member agencies and entities. As human mobility becomes more complex, and traditional distinctions such as the dichotomy between voluntary and forced migration become less clear-cut, there is an increasingly compelling argument to address the human rights of all those affected by migration in countries of origin, transit and destination, regardless of their migration status, in a holistic way.

Migrant women, men, children, adolescents and youth whose rights are protected are able to live with dignity and security, and, in turn, are better able than those who are exploited, abused, discriminated and marginalized to turn their migration into a positive experience, beneficial for their own human development and wellbeing, as well as for the economic and social development of their countries of origin and destination. This is especially facilitated when national, regional and international policies promote and protect the human rights of all migrants.

The GMG through its Working Group on Migration, Human Rights and Gender will address the issue of international migration from a human rights perspective, with a particular focus on the promotion and protection of the human rights of all migrants and their families thus supporting positive migration outcomes. The GMG Working Group on Migration, Human Rights and Gender has

¹ Global Migration Group, Terms of Reference, available at : http://www.globalmigrationgroup.org/uploads/what-is-gmg/Final%20GMG%20Terms%20of%20Reference_prioritized.pdf

² See UNTT Report to the SG, Realizing the Future We Want for All, June 2012. Available at: http://www.un.org/millenniumgoals/pdf/Post_2015_UNTTRreport.pdf

identified key objectives through which it aims at supporting the integration of a human rights based and gender sensitive approach to migration into key policy processes, including the post-2015 Development Framework, taking into account the rights of the most vulnerable and fostering the recognition and promotion of the important contributions migrants make to communities, societies, and to development more broadly. These objectives will be pursued through activities that will be integrated in the Multi-Annual Work Plan of the GMG.

Specific objectives of the working group

1. Integrate human rights standards and principles into global policy dialogues on migration including from a gender perspective, through technical assistance and support to intergovernmental processes, strategic partnership building, capacity building and communication and advocacy.

(a) Strengthen the human rights based and gender sensitive global policy dialogue on migration through strategic engagement involving advocacy with key stakeholders, follow up and technical support to key intergovernmental processes to ensure that the international human rights framework including the jurisprudence and recommendations of the human rights mechanisms as well as the gender dimensions of migration are discussed at key global policy forums and are integrated into global norm setting and policy development.

(b) Strengthen human rights-based approaches to migration through fostering and building of strategic partnerships with key stakeholders and promoting coherence and cooperation in this regard among members of the GMG. This comprehensive approach should address the rights and needs of all migrants and their families and have a focus on the most vulnerable among them, including children, adolescents, youth and women.

(c) Enhance the understanding of the importance of applying a comprehensive human rights-based approach to migration amongst all key stakeholders such as Member States, the United Nations System and civil society through joint capacity building on human rights, gender and migration issues.

(d) Promote a human rights based approach to migration through joint communication and advocacy activities, such as the elaboration of joint communications strategies involving social media, the production of joint outputs such as statements, publications and other materials on human rights, gender and migration as well as the creation and maintenance of a dedicated GMG website workspace on “Human Rights, Gender and Migration”

2. Support the promotion, protection, respect and fulfilment of the human rights of all migrants and their families at the national level by Member States and other relevant stakeholders, with a focus on the most vulnerable, through joint guidance, awareness raising and partnership building.

(a) Provide joint technical assistance, capacity-building and other support to Member States and other relevant stakeholders in order to enable them to protect, respect and fulfil the human rights of all migrants, including through legislative and policy reform processes and initiatives.

(b) Provide joint guidance and assistance to United Nations Country Teams (UNCTs), including through undg guidelines and post-2015 messaging, in identifying key priority human rights and gender issues which UNCTs/Resident Coordinators should consider in their CCA/UNDAF and UN cooperation strategic frameworks.

(c) Provide joint assistance, capacity-building and other support to national human rights institutions, civil society partners working at the national and grassroots level and other relevant stakeholders.

Working modalities of the Working Group

1. The WG will convene through the GMG focal points as designated by each GMG member.
2. Participation in the WG is open to all GMG members that wish to participate. The WG will facilitate work processes that promote joint approaches and common milestones.
3. The WG will develop annual work plans in coordination with the GMG Chairs, and in line with the GMG multi-annual work plan.
4. The WG will meet as necessary, but at least three times a year.
5. The Chair of the WG will rotate on an annual basis between OHCHR, UN Women and UNICEF.
6. Meetings will be convened in a way that allows GMG members in various locations to effectively participate in the meetings. Minutes will be made available to the GMG members by the co-chairs following each meeting.
7. The WG will provide regular updates on its activities at the GMG working-level meetings through the co-chairs of the WG.
8. The WG will seek to create targeted synergies with the human rights machinery of the UN system.
9. The WG will develop strategic partnerships with civil society partners and other stakeholders (including media and the private sector).
10. The WG will conduct fundraising and in this context will explore synergies with all funding sources.

ANNEX IIIB. - Terms of Reference of the Task Force on Migration and Decent Work

Introduction

While the world of work is central to international migration given that ninety per cent of such movements are linked to the search for decent employment and livelihoods, it remains a reality that pertinent aspects of migration, such as the framework that ensures protection, dignity and equal treatment and opportunities for migrant workers and their families as well as labour market issues, have received insufficient attention to date, both in the work of the GMG and international discussions on the migration and development relationship.

Pursuant to the Global Migration Group (GMG) Principals' decision of 14 November 2012 and the subsequent recommendation of the GMG working level at its meeting on 18-19 February 2013, the GMG has agreed to establish a Task Force on Migration and Decent Work, which will seek to bridge the human rights (including labour rights) and the economic and development dimensions of labour migration, as well as to strengthen the evidence base for informed policy-making, programme implementation and evaluation in this field.

The Task Force mandate will allow it to improve understanding and raise visibility of the issues concerning migrant workers and their families, including issues arising during the labour migration process: from selection of workers for employment abroad, to their living and working conditions in countries of destination and, in cases where migration is temporary, to return and reintegration in their countries of origin. Specifically, the following issues are of particular concern to the Taskforce: ethical recruitment to avoid abuses that lead to exploitation of migrant workers, including trafficking; restrictions on departure, including current practices in medical examination and gender discrimination; pre-departure orientation; living and working conditions, such as employers withholding of wages and passports, and occupational safety and health, with a particular reference to lower and middle-skilled workers, including those in an irregular situation; portability of pensions and other social security benefits; alignment of labour migration policies with actual and projected labour market needs; mutual recognition of diplomas and qualifications, and portability of skills; return and reintegration; policy coherence and cooperation at the national and international level with a view to promoting regular migration and ensuring the good governance of labour migration; and the relationship between labour migration and development. **This list of themes is not exhaustive and may be adjusted according to priorities and in consultation with participating GMG agencies.**

The 2013 UN General Assembly High-level Dialogue on International Migration and Development and other relevant discussions, including in the context of the post-2015 development agenda, as well as on-going regional dialogues, provide an opportunity for the Task Force to heighten awareness and reflection on a rights-based approach to international labour migration that also takes into account labour market needs.

The Task Force will initiate work on joint GMG positions in its interaction with the Global Forum on Migration and Development (GFMD) on issues related to labour migration.

The ILO and the IOM will act as co-conveners of the Task Force, which will be formally launched no later than July 2013.

Overall Objective (as outlined in the GMG Multi-Annual Work Plan)

Contribute to enhancing the benefits of international migration for migrant workers and countries of origin and destination, and to ensuring improved protection for migrant workers in all spheres.

Specific Objectives

The **longer-term objectives** of the GMG Task Force on Decent Work and Migration are to:

Promote a rights-based approach to labour migration, including through promoting ratification and implementation of relevant international labour standards and human rights instruments;¹ promoting of ethical recruitment of migrant workers; expanding the work on migrant workers' working conditions, with a particular reference to lower and middle-skilled workers, including those in irregular situations; and strengthening social protection for migrant workers, with a particular reference to the portability of pensions, access to healthcare, and other social security benefits.

Advance on the alignment of labour migration policies with labour market needs, including through examining possibilities for establishing labour market assessments and labour matching mechanisms between origin and destination countries and exploring avenues for mutual recognition of diplomas and qualifications, and portability of skills.

Promote cooperation and coherence to ensure the good governance of labour migration and mobility at the national, regional and international level, among different government ministries, and in collaboration with workers' and employers' organizations, the private sector and other relevant stakeholders; and to strengthen coherence among GMG members in the area of labour migration by, inter alia, preparing joint outputs and conducting joint capacity building activities on decent work-related initiatives concerning migrant workers.

Promote capacity-building activities on labour migration, including through organization of training workshops, and preparation of technical training materials and guidelines for evidence-based policy and programme formulation, implementation, evaluation and assessment.

Expand the knowledge base on labour migration and the linkages between labour migration and development through encouraging the undertaking and dissemination of policy-relevant research on international labour migration and its linkages to development, particularly from a gender and age perspective; sharing good practices for the collection, use and dissemination of information on international labour migration, including the development of quantitative and qualitative indicators on international labour migration and its linkages to development; and considering regional and country-specific needs and experiences in the field of labour migration data and analysis.

The **shorter-term objectives** of the Taskforce are to better harmonize the activities of the agency members to raise awareness and promote broader dialogue on the means for better addressing issues related to migrant workers.

¹ See, in particular, the ILO Migration for Employment Convention (Revised), 1949 (No. 97), the ILO Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) and the UN International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990.

Key Priorities for 2013-2014 (as outlined in the GMG Multi-Annual Work Plan)

In 2013-2014, the taskforce will focus on raising awareness and promoting dialogue on decent work for migrant workers in the lead-up to the United Nations General Assembly High-level Dialogue on International Migration and Development (HLD), as well as its follow-up, and in the discussions on the post-2015 development agenda.

The following outputs/activities are foreseen:

Outputs/Activities in 2013	Timelines	Modalities/Funding
Advocate for inclusion of decent work for migrant workers in outcomes of regional preparatory meetings for the HLD in Africa and Latin America	July 2013	Task Force member agencies will actively participate in both meetings.
Prepare one Working Paper focusing on inclusion of decent work for migrant workers in migration and development debates, including at the HLD	September 2013	ILO has already earmarked some funds and an expert to assist in the drafting of this paper.
Participate in GFMD second Thematic Meeting on Labour Migration	11 September 2013	Task Force member agencies will actively participate in this meeting.
Participation in HLD and related events, such as the planned GMG side-event, with a view to ensuring that decent work for migrant workers' issues are appropriately covered	3-4 October 2013	Task Force member agencies will participate and contribute as appropriate at their cost.
Update database of good practices on labour migration related to the ILO Multilateral Framework on Labour Migration	On-going	ILO has already earmarked some funds for this activity. GMG agencies will be invited to contribute good practices.
Outputs/Activities in 2014	Timelines	Modalities/Funding
Prepare one to two Working Papers focusing on inclusion of productive employment and decent work for all, including for migrants, in the post-2015	January-October 2014	ILO has already earmarked some funds for this activity and will initiate the drafting early next year for input by GMG

development agenda.		members.
Prepare a Working Paper on Migrant Health and Decent Work to promote the importance of migrants' health in the labour migration process.	February 2014	IOM will initiate the drafting later this year for input by GMG members.
Participate in GFMD summit with a view to ensuring that migration and decent work issues are appropriately covered	12-16 May 2014	Task Force member agencies will participate at their cost.
Prepare a Working Paper on the implementation of the WHO Global Code of Practice in relation to health worker migration, identifying good practices nationally and bilaterally.	June 2014	IOM will initiate the drafting later this year for input by GMG members.
Organize the Labour Migration Academy (Turin) to provide training of government agencies, workers and employers associations, among other stakeholders.	July 2014 (precise date TBC)	ILO has already earmarked some funds for this activity. GMG agencies will be invited to contribute in kind on assisting in the trainings and/or providing materials.
Develop an Employers' Handbook on Labour Migration and Development		This activity is subject to the availability of funding Estimated cost at approximately USD 75,000 (including a meeting of stakeholders to discuss key issues for inclusion, editing, layout and publication, translation, launch). ILO and IOM will develop the proposal in collaboration with other interested GMG agencies.

Working Modalities of the Taskforce on Migration and Decent Work

1. The Taskforce will convene through the GMG focal points as designated by each GMG member.
2. Participation in the Task Force is open to all GMG members that wish to participate.
3. The Task Force will develop annual work plans for 2013 and 2014 in coordination with the GMG Chairs, and in line with the GMG multi-annual work plan.
4. The Task Force will meet as often as necessary, but at least three times a year.
5. Meetings will be convened in a way that allows interested GMG agencies in various locations to participate effectively.
6. Minutes of the meetings will be made available by the co-convenors of the Task Force to all GMG members.
7. The co-convenors of the Task Force will brief the GMG working-level meetings on its work and activities.
8. The GMG website will be used for sharing and archiving relevant documents and materials.
9. The co-convenors of the Task Force will coordinate its work plan with that of the GMG Working Groups on data and research, migration mainstreaming, human rights, gender and migration, and the Task Force on capacity development.
10. The work of the Task Force will be reviewed after a one-year period in 2014, and on that basis, consideration will be given to its future status.

ANNEX IIIC. – Terms of Reference of the Task Force on Capacity Development

In pursuance of the GMG Principals' decision on 14 November 2012 and ensuing recommendation at the GMG working level on 18-19 February 2013, the GMG is to establish a Task Force (TF) on Capacity Development, designed to strengthen its ability to centralize and disseminate information on existing capacity development activities; collect, deepen reflection, and share research on existing efforts across different fields to strengthen capacity development and related monitoring and evaluation activities; and, as indicated in the GMG's Terms of Reference, "develop(ing) joint activities ...including...training programmes,(and) capacity building." The TF is to be co-convened by IOM and UNITAR.

The TF shall support the GMG prioritiesⁱ with a view to: improving understanding, inter-agency cooperation and collaboration so as to promote synergies and avoid duplication in the area of capacity development; exchange information and results on capacity development activities including their assessment and evaluations; establish a more comprehensive and systematic approach to the training needs of migration stakeholdersⁱⁱ; and identify opportunities for imparting new and innovative approaches to capacity development in the field of international migration and development.

Objectives as outlined in the GMG Multi-Annual Work Plan:

1. Act as the GMG focal point for activities related to capacity development, collecting and disseminating current GMG capacity development activities within the GMG and to the wider public;
2. Promote good practices in the area of effective learning and knowledge management (including needs assessments and evaluations) and their application to capacity development activities undertaken within the context of the GMG Multi-Annual Work Plan, and where relevant, relating to the actualization of GFMD recommendations;
3. Deliver joint GMG capacity development products in conjunction with work of other Working Groups and Task Forces and building on priorities identified within GFMD process;
4. Build and support a network of institutional partners including (migration dedicated and non-dedicated) national and regional training centres in the field of migration and development in the post-2015 context.

The Working Group has identified the following key priorities:

- **Function (1): (Internal)** Centralize and disseminate information on existing training activities (including, when possible, impact assessments) undertaken by GMG members, including how best to inform a wider audience;
- **Function (2): (External)** Collect, deepen reflection, and share existing research on strengthening capacity development activities and innovative knowledge tools implemented across different fields, and for different sectors of society (including sub-national authorities); and
Offer relevant policy guidance on effective capacity development tools in the context of the HLD 2013, GFMD, KNOMAD Project and post 2015 process;
- **Function (3): (Knowledge Products and Processes)** Develop joint GMG capacity development products;

Work toward the creation of a standing curriculum of GMG training packages based on existing material; Build and support a network of institutional partnerships including with national and regional training centres in the field of migration and development in the post-2015 context; Support and feed into existing platforms that have/could have a training component (KNOMAD Project, PfP, JMDI, ACP Observatory, etc.).

Outputs (2013-2014) as outlined in the GMG Multi-Annual Work Plan:

Activity	Partners	Time-Frame
Create an inventory of existing training activities and coordinate information dissemination on GMG and other relevant websites.		2013
Host 2 “Educating in the 21 st Century” meetings combining experts in learning with GMG Working Groups that are developing capacity development products.		2013
Convene up to 3 GMG workshops on the actualization of GFMD recommendations, targeted to GFMD focal points.		2014
Create and support a network of learning on migration and development in the post 2015 context for institutional partners including national and regional training centres (migration dedicated and non- dedicated).		2014

Working modalities of the Working Group:

1. The TF will convene through the GMG focal points as designated by each GMG member.
2. The TF work will be reviewed in 2014 with a view to evaluating its impact and, if required, extending its mandate.
3. Participation in the TF is open to all GMG members that wish to participate. The TF will facilitate work processes that promote joint approaches and common milestones.
4. The TF will develop annual work plans for 2013 and 2014 in coordination with the GMG Chairs, and in line with the GMG multi-annual work plan.
5. The TF will meet as necessary, but at least three times a year.
6. Meetings will be convened in a way that allows GMG members in various locations to effectively participate in the meetings. Minutes and key action points will be made available to the GMG members by the co-chairs following each meeting.
7. The TF will provide regular updates on its activities at the GMG working-level meetings through the co-convenors of the TF.

8. The co-conveners of the TF will closely coordinate its work plan with that of the GMG WGs on data and research, migration mainstreaming, and human rights and gender, and will regularly consult with the conveners of the WGs to ensure synergies and avoid duplication of efforts.

ⁱ Taken from GMG Terms of Reference (ToRs):

http://www.globalmigrationgroup.org/uploads/documents/Final%20GMG%20Terms%20of%20Reference_prioritized.pdf

ⁱⁱ In GMG ToRs: “Establishing a comprehensive and coherent approach in the overall institutional response to international migration”; and drawn from IOM’s World Migration Report (2010) which indicates a need for a more comprehensive and systematic approach to meeting the training needs of migration stakeholders.