ACTION 1
IDENTIFY GCM OBJECTIVES FOR IMMEDIATE ACTION

1. Map migration trends and concerns.

The map should be informed by data whenever possible. Identify gaps in existing data as it relates to specific GCM objectives. The map should also include an assessment of migrants' needs and rights and include a focus on migrants in vulnerable situations and those who tend to be left behind or invisible. This mapping should draw on the consultation process as well as existing data and other resources. Because there are numerous gaps in much migration data – particularly with regards to the human rights situation of undocumented migrants – it is likely data mapping alone would not suffice.

2. Hold multi-level and multi-stakeholder consultations.

Consultations should fulfil a range of criteria as outlined in Tool 2: Criteria for multi-level and multi-stakeholder consultations.

The following tools can support the consultation process: Tool 3: Needs assessment discussion guide and Tool 4: Needs assessment principles.

When carrying out the consultation and needs assessment, States may choose to take a GCM objective focus, a thematic focus or find a way to combine the two, while keeping in mind the guiding principles of the GCM. Tool 3 provides questions to facilitate both of these approaches to consultation.

A **GCM objective-focused approach** to consultation involves formulating discussion around specific GCM objectives and associated actions, as outlined in the GCM itself, to explore needs in a given context.

Advantages	Disadvantages
Allows actors to stay grounded in the scope of the GCM. Helps increase familiarity with and knowledge of the GCM's content.	May limit broader discussion of thematic migration-related issues from being identified and explored. May hinder a more coherent approach in which action related to several objectives is needed to move forward on an issue of importance.

A **thematic approach** to consultation involves formulating discussion around broad migration issues and then identifying GCM objectives and associated actions relevant to those issues.

Advantages	Disadvantages
Allows actors to engage in a broad, open brainstorming about important migration issues and recognize that actions related to several objectives may be needed to address priority issues.	Given that the 23 GCM objectives are comprehensive across many different topics and sectors, certain critical themes related to migration governance might be missed altogether if each of the GCM objectives is not carefully reviewed.

Extract from Implementing the Global Compact for Safe Orderly and Regular Migration: Guidance for governments and all relevant stakeholders

Six-step process

3. Align the needs assessment process and consultations with the GCM's guiding principles.

The following resources will guide actors in the Compact's human rights-based, gender-responsive and child-sensitive principles:

❯ *National Mechanisms for Reporting and Follow-up: A practical guide to effective state engagement with international human rights mechanisms* (OHCHR, 2016). Available at www.ohchr.org.

❯ *Handbook on National Human Rights Plans of Action* (OHCHR, 2022). Available at www.ohchr.org.

❯ *Principles and Guidelines, supported by practical guidance, on the human rights of migrants in vulnerable situations* (OHCHR and GMG). Available at www.ohchr.org.

❯ *Recommended principles and guidelines on human rights at international borders* (OHCHR). Available at www.ohchr.org.

❯ *"A guide for gender-responsive implementation of the Global Compact for Migration"* (UN Women, 2021). Available at www.unwomen.org.

❯ *Toolkit for Mainstreaming Employment and Decent Work* (ILO, 2008). Available at www.ilo.org.

❯ *"Guidance for assessing the situation of children on the move in a national context"* (UNICEF). Available at www.unicef.org.

❯ *Guidelines on Adolescent Participation and Civic Engagement* (UNICEF) Available at www.unicef.org.

❯ *Human Rights-based Approach* (HRBA) Portal (UNDG Human Rights Working Group). Available at https://hrbaportal.org.

4. Synthesize the discussions and outputs of the organized consultations in a way that accurately summarizes the range of viewpoints and inputs gathered, and share with participants.

5. Jointly decide which GCM objectives to focus on for immediate action based on the consultation and needsassessment process.

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Six-step process

ACTION 2
COORDINATE WITH OTHER PROCESSES

Ensuring coherence with other relevant processes and obtaining the buy-in of relevant government actors is critical to successful GCM implementation.

1. Identify other processes relevant to GCM implementation, such as the processes for implementing the 2030 Agenda, national plans on migration-related issues such as development, non-discrimination, housing or poverty reduction and cross-governmental strategies on health, education, child protection or other areas. Note that COVID-19 response and recovery plans should also be carefully considered.

2. Discuss the list of chosen GCM objectives with the bodies responsible for implementing the relevant processes identified and with actors from relevant sectors such as health, education, child protection, social welfare, labour and justice, regardless of whether these sectors have their own national processes. This will help promote horizontal coherence.

3. Organize a validation workshop to allow relevant government actors to approve the chosen GCM objectives.

4. Communicate with all relevant stakeholders about the outcomes of the validation workshop.

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Six-step process