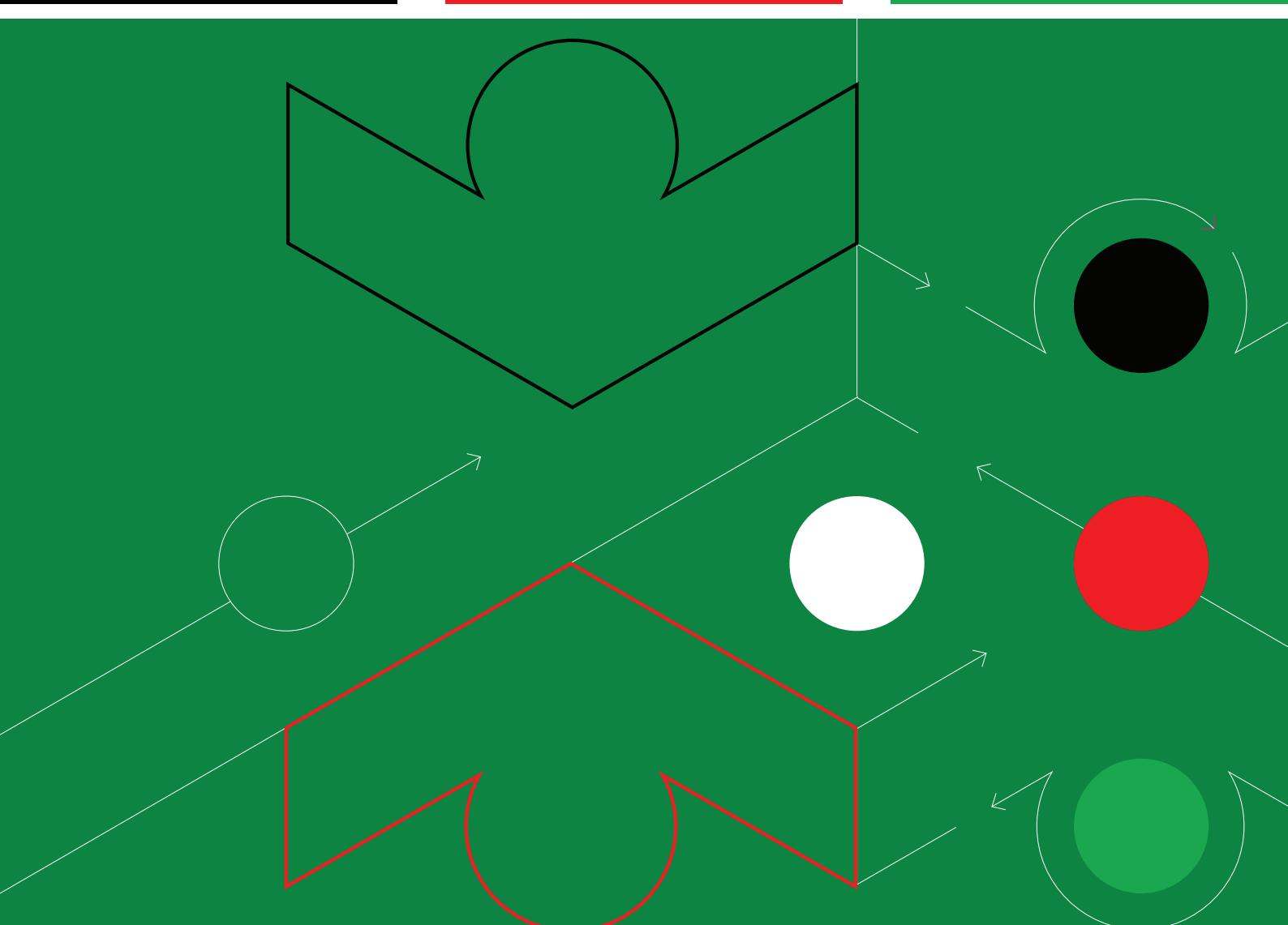**MINISTRY OF INTERIOR AND NATIONAL ADMINISTRATION**

REPUBLIC OF KENYA

National Implementation Plan of the Global Compact for Safe, Orderly and Regular Migration in Kenya 2023-2027

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Table of Contents

Abbreviations and Acronyms

AIDS	Acquired ImmunoDeficiency Syndrome
API	Advanced Passenger Information
ATD	Alternatives To Detention
BCOCC	Border Control & Operations Coordination Committee
BLMAs	Bilateral Labour Migration Agreements
BMC	Border Management Committee
BMS	Border Management Secretariat
CAP	Community Assistance Programs
CBK	Central Bank of Kenya
CBM	Coordinated Border Management
CoG	Council of Governors
CRS	Civil Registration Services
CSOs	Civil Society Organizations
CTiP	Counter-Trafficking in Persons
DIIMS	Diaspora Integrated Information Management System
DIS	Department of Immigration and Citizen Services
DRS	Department of Refugee Services
DTM	Displacement Tracking Matrix
EAC	East African Community
FAO	Food and Agriculture Organization
FBOs	Faith Based Organizations
GCM	Global Compact on Safe, Orderly and Regular Migration
HIV	Human Immunodeficiency Virus
HoDs	Heads of Departments
IBMS	Integrated border management System
IFAD	International Fund for Agricultural Development
IEC	Information, Education, and Communication
IGAD	Intergovernmental Authority on Development
ILO	International Labour Organization
IMRF	International Migration Review Forum
IOM	International Organization for Migration
IPRS	Integrated Population Registration System
JKIA	Jomo Kenyatta International Airport
JOCs	Joint Operation Centres
KAA	Kenya Airports Authority
KIMS	Kenyan Institute of Migration Studies
KNBS	Kenya National Bureau of Statistics
KNCHR	Kenya National Commission on Human Rights
KNQA	Kenya National Qualifications Authority
MECC	Migration, Environment and Climate Change
MICIC	Migrants in Crisis in Countries
MDAs	Ministries, Departments, and Agencies
MGI	Migration Governance Indicators
MSME's	Micro, Small and Medium-sized Enterprises
MoE	Ministry of Education
MoECCF	Ministry of Environment, Climate Change and Forestry
MoFDA	Ministry of Foreign and Diaspora Affairs

MoH	Ministry of Health
MIA	Moi International Airport
MoICT	Ministry of Information, Communication, and the Digital Economy
MoINA	Ministry of Interior and National Administration
MoLSP	Ministry of Labour and Social Protection
MoU	Memorandum of Understanding
NIP	National Implementation Plan
NCM	National Coordination Mechanism on Migration
NCRC	National Crime Research Centre
NCTC	National Counter Terrorism Centre
NDMA	National Drought Management Authority
NDMU	National Disaster Management Unit
NEA	National Employment Authority
NEAMIS	National Employment Authority Integrated Management System
NGAO	National Government Administration Officers
NHRPD	National Human Resource Department
NITA	National Industrial Training Authority
NPS	National Police Service
NRB	National Registration Bureau
NRM	National Referral Mechanism
NSSF	National Social Security Fund
OAG	Office of the Attorney General
ODDP	Office of the Director of Public Prosecutions
POEs	ports of entry and exit
PNR	passenger name record
PPP	public private partnership
PWDs	persons with disabilities
SACCO	Savings and Credit Cooperative Organization
SAGAs	semi-autonomous government agencies
SD	State Department
SMEs	small and medium-sized enterprises
SOM	smuggling of migrants
SOPs	standard operating procedures
TIP	trafficking in persons
ToTs	training of trainers
TVET	technical and vocational education and training
TWG	technical working group
UNAIDS	United Nations Programme on HIV/AIDS
UNHCR	United Nations High Commissioner for Refugees
UNNM	UN Network on Migration
VPB	victim protection board
VoTs	victims of trafficking
WB	World Bank

Foreword

The appreciation of migration as a development tool and strategy has continued to gain eminence in Kenya. As globalization extends further and far off lands become more accessible and with the changing demographic dynamics in many countries, the global marketplace is becoming a greater reality. Migration and mobility allows the utilization of skills anywhere on the global arena. The demographic dividend that Kenya boasts of can be usefully engaged through effective labour migration and mobility.

The value of the formidable constituency of Kenyans in the diaspora in the development of Kenya is but a subset of the potential of migration. A look at many progressive nations of the world only opens one's eyes to the urgency of effective migration governance and management if we are to make gigantic development strides.

As we embrace the positives of migration it is important new to be wary of vices that transcend national borders and strip migrants off their dignity such as migrants smuggling and trafficking in persons. The delicate balance in safeguarding national security and the upholding of migrants' rights should also be viewed not as a give or take equation but as policies that should juxtapose.

The factors that drive migration in Kenya and the greater region are increasingly being understood beyond the traditional economic factors, but focus has shifted to addressing the root drivers of migration such as climate change. Any comprehensive approaches should therefore extend to such non-traditional drivers of migration.

The Global Compact for Safe, Orderly and Regular Migration (GCM) is comprehensive in its objectives and principles in addressing wide range of concerns for diverse groups of migrants. As a result of the commitments made by Kenya in the 2022 International Migration Review Forum, the Kenya National Coordination Mechanism on Migration with the support of the International Organization for Migration embarked on a mission to develop the 2023-2027 GCM National Implementation Plan.

The elaborate process was initiated by the NCM Secretariat expressing interest to the United Nations Network on Migration team on the need to embark on the GCM Implementation Plan 2023-2027 following the expiry of the 2019-2022 plan. In a broad-based multistakeholder consultative process spanning several meetings and workshops with intense consultations involving ministries, departments and agencies to sequentially develop a roadmap on how to implement the GCM agenda in Kenya.

The team drew lessons by first reviewing the previous 2019-2022 GCM Action Plan in order to assess progress and identify priorities for the next season. The plan was developed in a multi-agency and multi-stakeholder approach. These participants played a critical role of setting the building blocks of the plan. The voice from the civil society and counties was incorporated in the development of the implementation plan. Partners from the UN Migration Network supported the process by offering technical support in the thematic areas that fall within their portfolios.

The 2023-2027 GCM Implementation Plan for Kenya went to a higher level by incorporating a monitoring and evaluation framework. Indeed, this is a critical element that will help gauge the progress of the implementation plan. There has been successive ownership of the process with validation of the plan that took place in a public participation forum and the final adopted process that took place in a National Consultative Forum on Migration Governance involving representation from fifty stakeholders representing state and non-state actors.

Efforts have been made to expand the scope of Kenya's GCM Implementation Plan to align to government development agenda with a focus on sustainability. The interventions designed are to address the challenges encountered by all types of migrants in the various phases of the migration cycle. At all design stages of these interventions was the need to uphold the human rights of the migrants. A deliberate effort was made to have gendered approach in recognition of different vulnerabilities that exist in the broad categories of migrants.

Though a non-legally binding agreement, the GCM is a cooperation framework that speaks to the values of many of Kenya's commitments including the regional cooperation protocols. The efficient movement of services and persons across borders is a principle that can be supported through such complementary frameworks.

It is my hope that Kenya's 2023-2027 GCM Implementation Plan will steer coherent actions across government portfolios to address migration governance in the areas of enhanced migration data mechanisms, protection and service delivery to migrants, comprehensive migration policies, enhanced labour migration and escalate integration and social inclusion of migrants.

Amb. (Prof) Julius K. Bitok
Principal Secretary
State Department for Immigration and Citizen Services

Acknowledgements

Summary

The Global Compact for Safe, Orderly and Regular Migration (GCM) was adopted in the UN General Assembly Resolution A/RES/73/195 in December 2018. Kenya was party to these high- level negotiations and is a signatory to this non-binding intergovernmental agreement. Kenya boasts of being recognized as a GCM Champion Country since 2021, giving to its exemplary performance in migration governance within the East and Horn of Africa.

The GCM encompasses guiding principles and objectives which covers a wide range of migration dynamics including migration data, irregular migration, labour migration, drivers of migration, vulnerabilities, border management, integration, inclusion and global partnerships among others.

Following the commitments made by Kenya during the International Migration Review Forum (IMRF) 2022 in New York and the expiry of the first National Implementation Plan of 2020-2022, it was necessary to create a new strategy to guide the implementation of the GCM in Kenya. This plan takes into consideration the eminent national contexts and government priorities. It will form the reference point in subsequent regional and international migration review fora.

The 2023-2027 GCM National Implementation Plan is an elaborate breakdown of the key interventions that many of state and non-state actors with key migration functions designed to fast track the implementation of objectives of the GCM in Kenya. These interventions seek to harness the potential of migration while addressing its associated challenges.

The GCM National Implementation Plan seeks to initiate a coherent approach to migration governance and management across all migration sectors. This will leverage the existing synergies that exist among the various migration agencies and steer efforts to mainstream migration in national development agenda in full appreciation of the nexus between migration and development. The plan was developed with the support of the UN Network guidance tool.

The plan encompasses five thematic areas of focus outlining clear set of interventions broken down into sub activities, detailing the implementing agencies and indicators of assessment. The plan incorporates a monitoring and evaluation framework that shall guide the review and eventual reporting phases.

The five thematic areas in Kenya 2023-2027 GCM Implementation plan are:

1. Promote fact- based and data driven migration discourse policy and planning.

This will be achieved through enhancing capacities of state agencies in collection, processing, and dissemination of migration data in line with national data protection guidelines and standards. The plan envisions the conduct of various research studies and generation of critical informative migration reports. Efforts to create migration data management infrastructure and mechanisms are also contained in the implementation plan.

2. Addressing drivers of migration and mitigation situations of vulnerability in migration.

The key focus in this segment is the policy and legislation tools that safeguard the protection of migrants. Additionally, the new dynamics by including emerging key drivers of migration such as climate change. In a proactive approach, the media engagement campaigns planned seek to influence the narrative on migration among the publics. The need for social protection mechanisms for migrants has been factored in this thematic area extending into disaster and emergency response initiatives.

3. Addressing irregular migration including through managing borders and combating transnational crimes.

This thematic area advocates for the support and development of policies and regulations that relate to Trafficking in Persons and Smuggling of Migrants. The pillar also calls for strengthening of critical support systems such as the National Referral Mechanism. The scope extends to promotion of the Integrated Border Management approach drawing from the support of communities. This thematic area appreciates the value of partnerships with both state and non-state actors for effective border management.

4. Facilitating regular migration, decent work, and enhancing the positive development effects of human mobility.

In line with the government agenda that seeks to harness the potential of labour migration as a development strategy for Kenya, this focus area seeks to support training programs for migrant workers, recognition of skills, harmonized laws on labour migration and accelerated protection efforts for Kenya migrant workers.

5.Improving the social inclusion and integration of migrants.

Section 5 shall steer initiatives that seek the review of laws, regulations and policies that govern the remittances regime. In the spirit of 'leave no one behind' the plight of refugees is also considered in the pillar. The decentralization of migrants' welfare and protection mechanism into the tier of county governments is proposed in this pillar through various mainstreaming efforts. Safeguards such as alternatives to detention have also been included as an important segment.

Finally, the team developed a Monitoring and Evaluation (M&E) framework which uses a data driven approach to provide a structured approach to measuring the performance and progress of the GCM and acts as a reporting mechanism.

The development of this National GCM Implementation Action Plan places Kenya in a positive and progressive trajectory among the first countries to successfully use the whole of government, whole of society and whole of UN systems approach to put in place a pragmatic plan of action for the achievement of the objectives of the GCM.
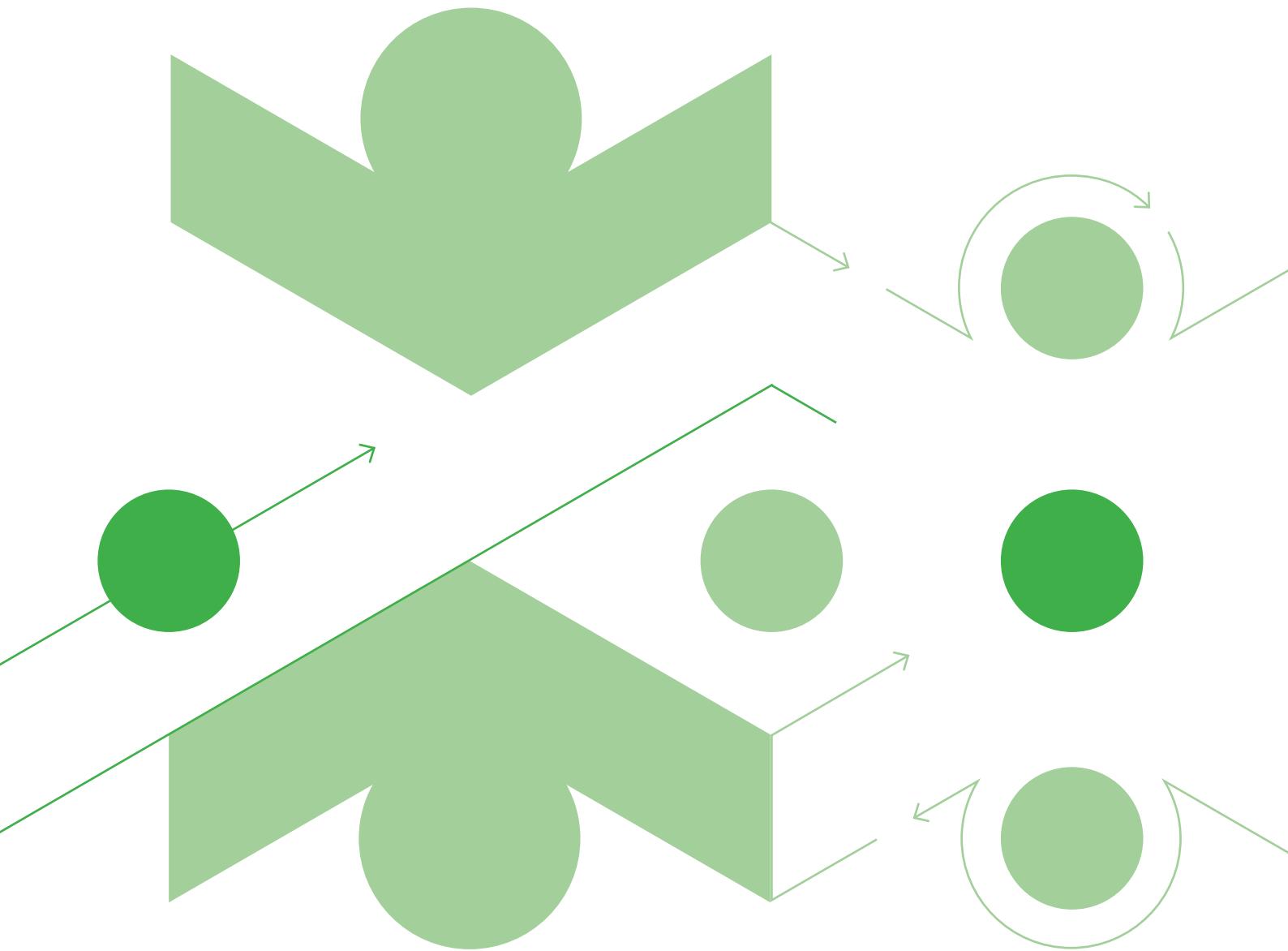
Introduction

The salience of migration issue cannot be overemphasized. Migration is affected by consistent politicization and securitization amidst increasing migrant and diaspora engagement for economic development. This prompted the African Union (AU) and the Intergovernmental Authority on Development (IGAD) to lead the continent in developing migration policy frameworks to respond to this migration challenge.

The National Coordination Mechanism on Migration (NCM), a government-led Inter-Agency Coordination Platform in charge of facilitating migration dialogue among relevant stakeholders and partners. It draws its membership from all MDAs with migration-related functions, in a whole-of-government approach. It also has representation from the civil society, academia, faith-based organizations (FBOs), and international non-governmental organization (IGOs/NGOs) in a whole-of-society approach, all of whom support the cause of the mechanism.
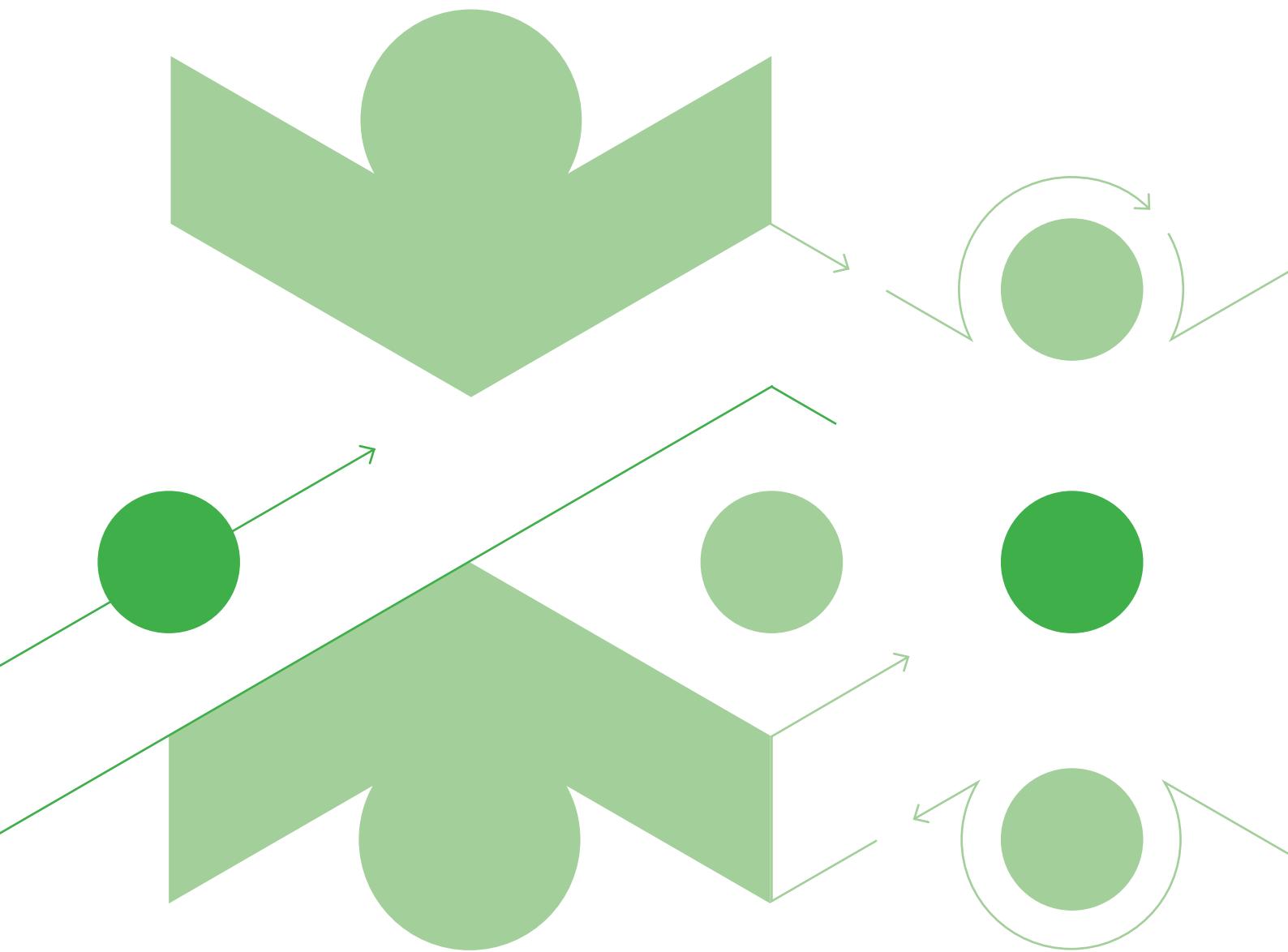
Background

Background of the NIP for GCM (2023-2027)

The UN General Assembly adopted Resolution A/RES/73/195 on the GCM on 18 December 2018. The compact consists of 10 guiding principles and 23 objectives with accompanying actions/activities for each objective. These principles and objectives were formulated through intense participatory, multilateral, and multi-stakeholder process that involved States, regional economic communities (RECs), international organization, global civil society, and academia, among other actors. The objectives greatly integrate other global and regional development frameworks such as the UN Agenda 2030, AU Agenda 2063, and the Addis Ababa Action Plan.

The guiding principles and objectives cover a range of migration issues such as migration data and policies, irregular migration, labour migration, poverty as a driver of migration, migration and vulnerability, gendered migration, border management, migration diplomacy, migration, integration and inclusion, and global partnerships in migration management. By covering such a wide range of migration issues, the GCM aims to provide progress across pertinent dimensions of migration and development: economic, social, and environmental.

Significantly, the GCM hinges on non-binding intergovernmental acceptance. All states subscribing to it must first build consensus around all its elements. This implies that within the Compact is an individual nation-state statement on migration, regional consensus, and finally the global consensus, in a multi-layered framework. The principles and objectives are interconnected, intertwined, and interdependent, creating a cosmos on global migration. This interdependency is important in building synergy for successful implementation. The Compact's clarion call is global partnership and cooperation for migration management. This will certainly cement the consensus. The principles encapsulated will be given meaning and the intent of safe, orderly, and regular migration realized.

As part of the implementation process of the GCM, the Government of Kenya—through the National Coordination Mechanism on Migration (NCM)—developed a Three-Year Implementation Plan (2020-2022) for the GCM in Kenya. This first Implementation Plan for GCM was launched in December 2020, following consultation with relevant stakeholders, and taking into consideration the five thematic areas of the National Coordination Mechanism on Migration. The main goals of the Implementation Plan were to set a road map for the implementation of GCM, mainstream the role of migration in national security, and strengthen the migration and development nexus.

The International Migration Review Forum (IMRF) is the main intergovernmental platform to review the GCM at the global, regional, and national levels. Following the commitments made in the first IMRF in May 2022, IMRF, Kenya has agreed to revisit the National Implementation Plan for GCM (2023-2027). The National Coordination Mechanism on Migration, with the support of the International Organization for Migration (IOM) as coordinator of the Kenya UN Network on Migration (UNNM) led the process of development the Implementation Plan for GCM through a series of consultations steered by the Step-by-Step Guide developed by the network globally to support countries and relevant stakeholders in GCM planning:

Step 1: Kick-off (January 2023)

- Inception meeting with the Government of Kenya and the Kenya UNNM to present and validate the workplan for the development of the GCM National Implementation Plan.

Steps 2, 3 & 4: Needs assessment; design; implementation (February-May 2023)

- Consultation with NCM stakeholders, including different MDAs, academia, and civil society, to raise awareness about the GCM and present guidance to relevant stakeholders; assess progress made on the GCM National Implementation Plan 2019-2022; and identify trends and brainstorm about GCM interventions.

- NCM Secretariat and IOM as Coordinator of the Kenya UNNM met to consolidate the inputs from the consultation and develop the first draft of GCM National Implementation Plan 2023-2027.

- Whole-of-society consultation for stakeholders to review, provide inputs/feedback and finalize the matrix of the GCM National Implementation Plan 2023-2027.

Steps 5 & 6: Monitoring, evaluation, and reporting (June-August 2023)

- Workshop to build the monitoring, evaluation, and reporting framework of the GCM National Implementation Plan 2023-2027. This will help monitor implementation and shape Kenya's contributions to future review forums.

- The GCM National Implementation Plan 2023-2027 was adopted during the NCM Consultative Forum in August by 70 stakeholders who will support its implementation.

The consultations (January-August 2023) gathered representatives from relevant MDAs whose mandates include migration/migrants, Kenya UN Migration Network representatives, civil society organizations (CSOs), religious leaders, trade unions, the private sector, and academia.

To strengthen accountability, the updated GCM Implementation Plan (2023-2027) includes a monitoring and evaluation framework and a reporting mechanism, which in turn will help shape Kenya's contributions to future review forums. By adopting the NIP for GCM (2023-2027) with its M&E Framework, Kenya has become the first country in the continent to develop an NIP for GCM drawing on the guide tool developed with a joint UN approach under the Network.
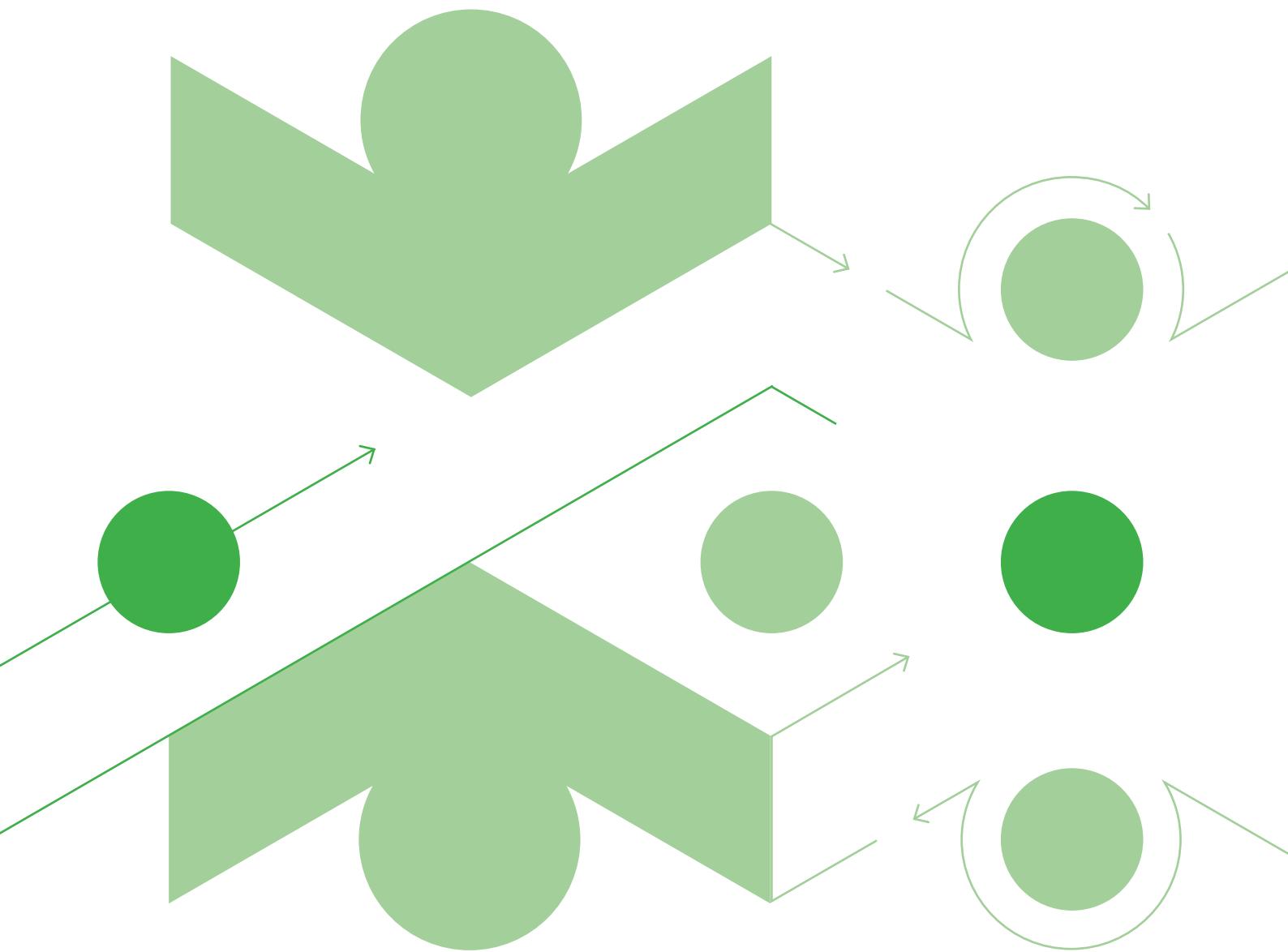
Guiding Principles and Objectives

Guiding Principles and Objectives

People-centred: Contains a strong human dimension, inherent to the migration experience itself. It promotes migrants' well-being and that of communities of origin, transit, and destination.

International cooperation: The Compact is a non-legally binding cooperative framework.

National sovereignty: It reaffirms the sovereign right of States to determine their national migration policy and their prerogative to govern migration within their jurisdiction, in conformity with international law.

Rule of law and due process: The Global Compact recognizes that respect for the rule of law, due process and access to justice are fundamental to all aspects of migration governance.

Sustainable development: The Global Compact is rooted in the 2030 Agenda for Sustainable Development and builds upon its recognition that migration is a multidimensional reality of major relevance to the sustainable development of countries of origin, transit, and destination, and it requires coherent and comprehensive responses.

Human rights: The Compact is based on international human rights law and upholds the principles of non-regression and non-discrimination.

Gender-responsive: The Global Compact mainstreams gender perspectives. It ensures that the human rights of women, men, girls, and boys are respected at all stages of migration, their specific needs are properly understood and addressed, and they are empowered as agents of change.

Child-sensitive: The Global Compact promotes existing international legal obligations in relation to the rights of the child and upholds the principle of the best interest of the child at all times.

Whole-of-government approach: The Global Compact considers migration a multidimensional reality that cannot be addressed by one government/policy/sector alone.

Whole-of-society approach: The Global Compact promotes broad multi-stakeholder partnerships to address migration in all its dimensions by including migrants, diasporas, local communities, civil society, academia, the private sector, parliamentarians, trade unions, national human rights institutions, the media, and other relevant stakeholders in migration governance.
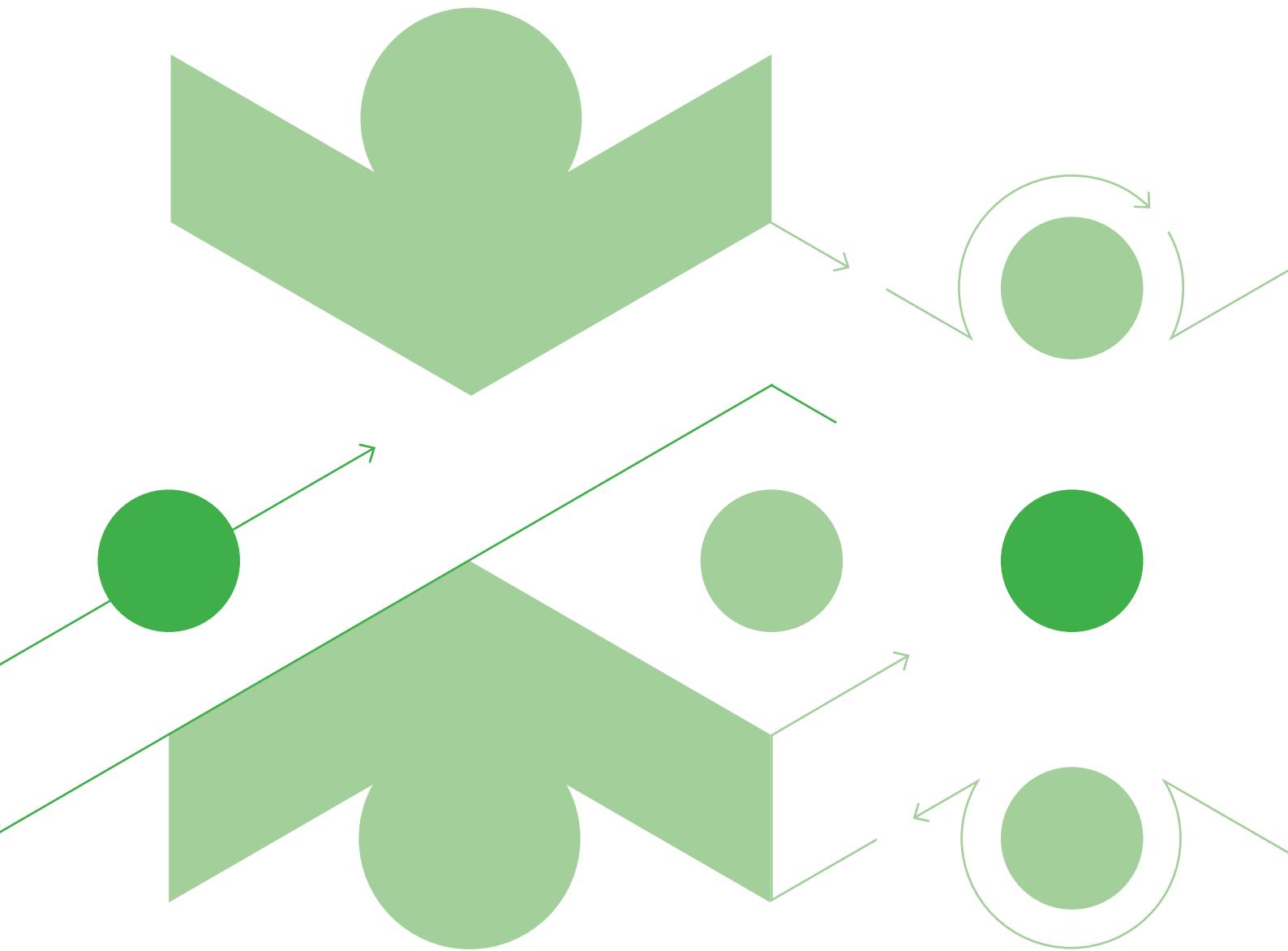
Objectives for safe, orderly and regular migration

1. Collect and utilize accurate and disaggregated data as a basis for evidence-based policies.

2. Minimize the adverse drivers and structural factors that compel people to leave their country of origin.

3. Provide accurate and timely information at all stages of migration.

4. Ensure that all migrants have proof of legal identity and adequate documentation.

5. Enhance availability and flexibility of pathways for regular migration.

6. Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work.

7. Address and reduce vulnerabilities in migration.

8. Save lives and establish coordinated international efforts on missing migrants.

9. Strengthen the transnational response to smuggling of migrants.

10. Prevent, combat, and eradicate trafficking in persons in the context of international migration.

11. Manage borders in an integrated, secure, and coordinated manner.

12. Strengthen certainty and predictability in migration procedures for appropriate screening, assessment, and referral.

13. Use migration detention only as a measure of last resort and work towards alternatives.

14. Enhance consular protection, assistance, and cooperation throughout the migration cycle.

15. Provide access to basic services for migrants.

16. Empower migrants and societies to realize full inclusion and social cohesion.

17. Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration.

18. Invest in skills development and facilitate mutual recognition of skills, qualifications, and competences.

19. Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries.

20. Promote faster, safer, and cheaper transfer of remittances and foster financial inclusion of migrants.

21. Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration.

22. Establish mechanisms for the portability of social security entitlements and earned benefits.

23. Strengthen international cooperation and global partnerships for safe, orderly, and regular migration
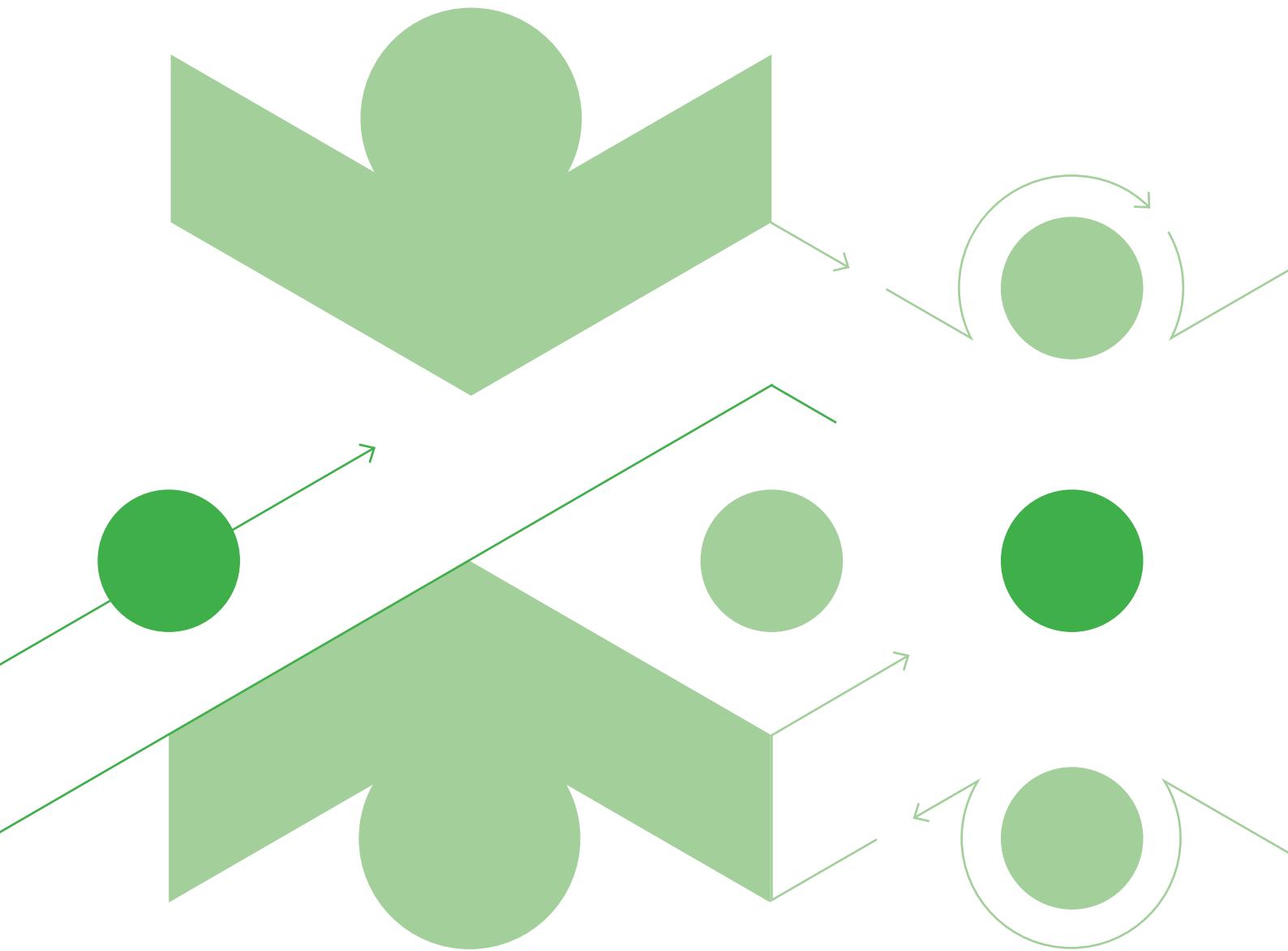
Goal of GCM
Implementation Plan

The main goal of the GCM Implementation Plan is to set a road map for the implementation of GCM, with its monitoring, evaluation, and reporting mechanisms.
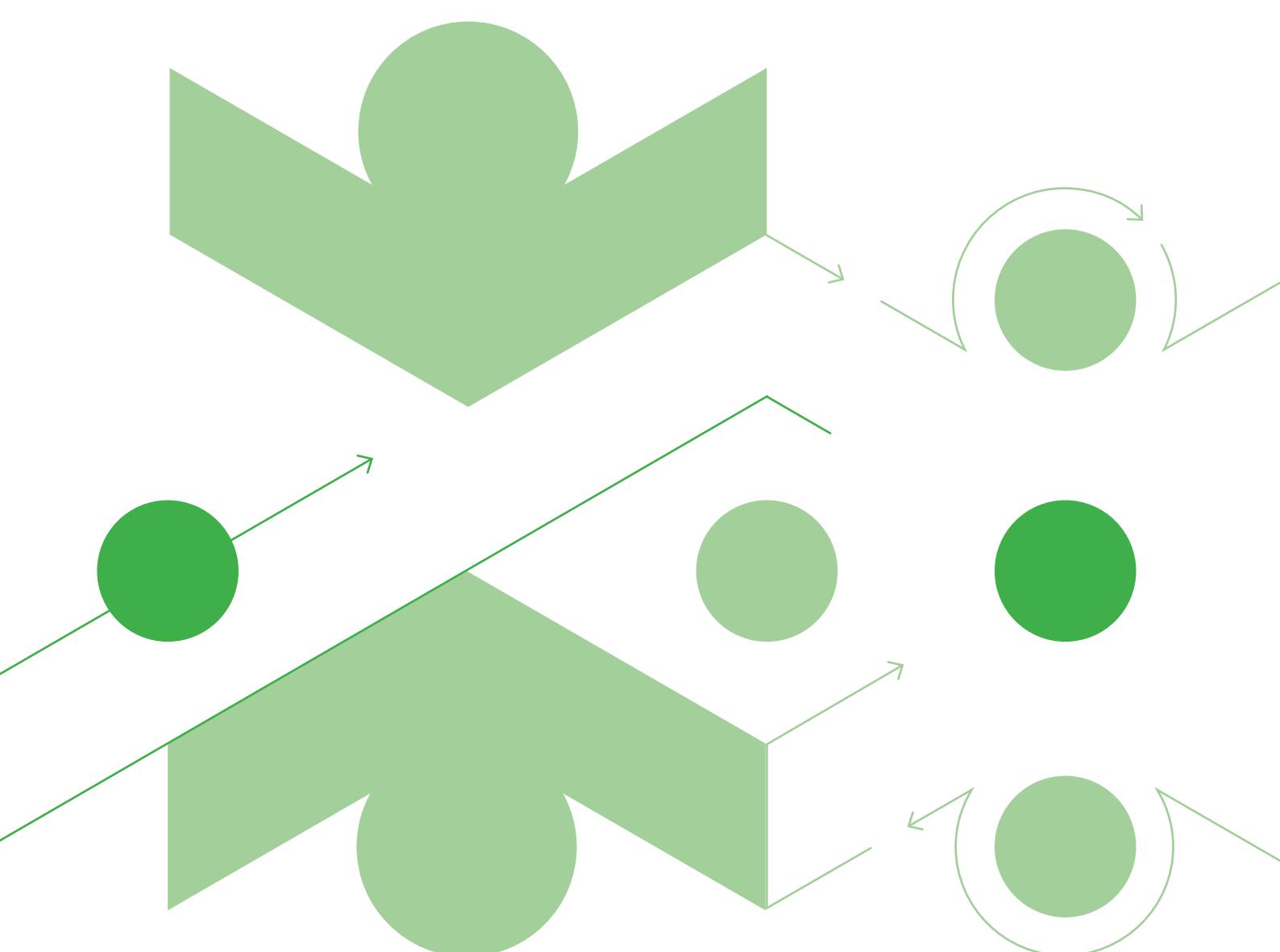
Objectives of the GCM Implementation Plan

Specific objectives are to:

a) Promote interagency and inter-State cooperation and coordination on implementation of GCM for enhanced migration management.

b) Mainstream the role of migration in development by incorporating objects of the GCM in national policymaking processes, promoting strategic actions on implementation of GCM in the country.

c) Address the challenges of migration and forced displacement by strengthening national response to their impacts.

d) Establish mechanisms for collection and collation of data on implementation of the GCM in a coherent manner for improved policymaking.

e) To enhance migration governance in the country through creating coherent, fact-based, planned policies, laws, regulations, and institutions.
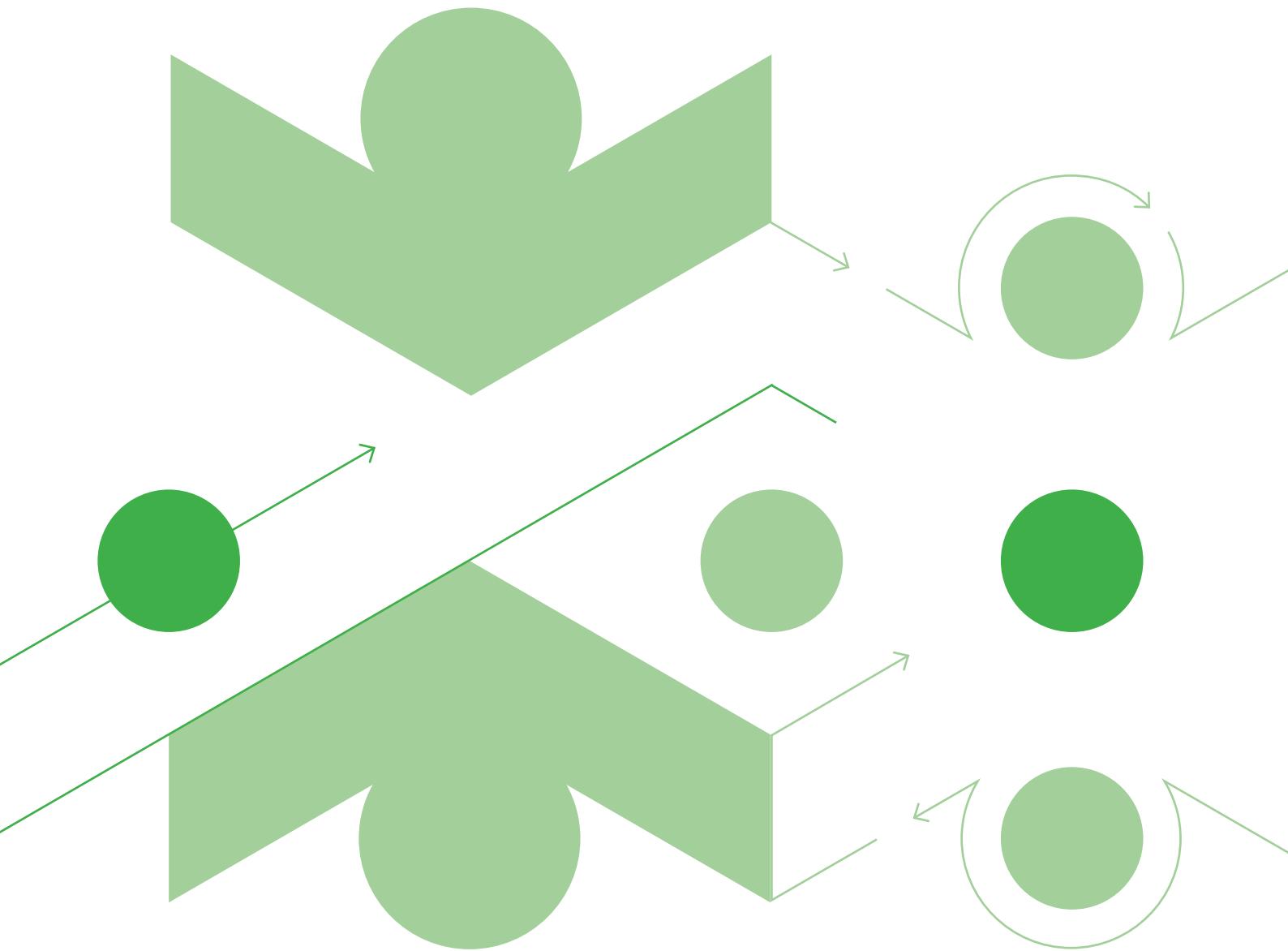
Justification

The growing importance of migration in national security and economic development can no longer be overlooked. International migration affects all countries in one way or another, as countries of origin, transit, or destination. The changing migration landscape and complex nature of migration is likely to persist.

Migration, if well managed, can benefit both origin and destination societies. On the other hand, poorly managed migration has the potential to destabilize national and regional security and development. Kenya is no exception to the reality of this global phenomenon; hence the need to develop a comprehensive road map that maximizes the opportunities created by migration and at the same time addresses the challenges.
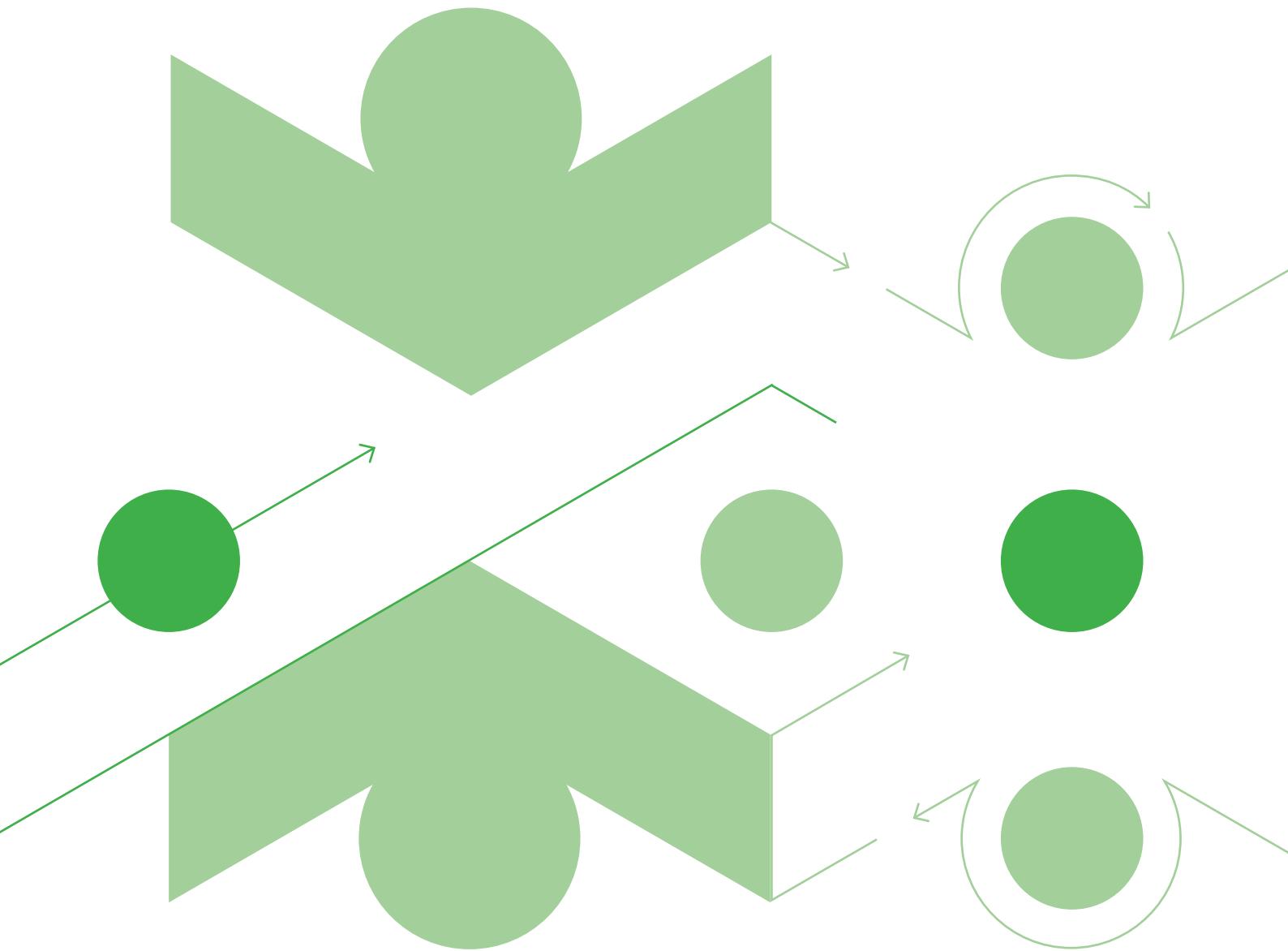
National Priorities in Migration Governance

The resolution of GCM sets clear migration goals and objectives relevant for subscribing countries within their national priorities. National priorities relevant to migration include peace, security and rule of law, climate change, mitigating drivers of migration through community empowerment, eradicating human trafficking, migrant smuggling and other forms of modern slavery, promotion of regular, diaspora engagement, immigration and border management, and public health with a focus on migration health.
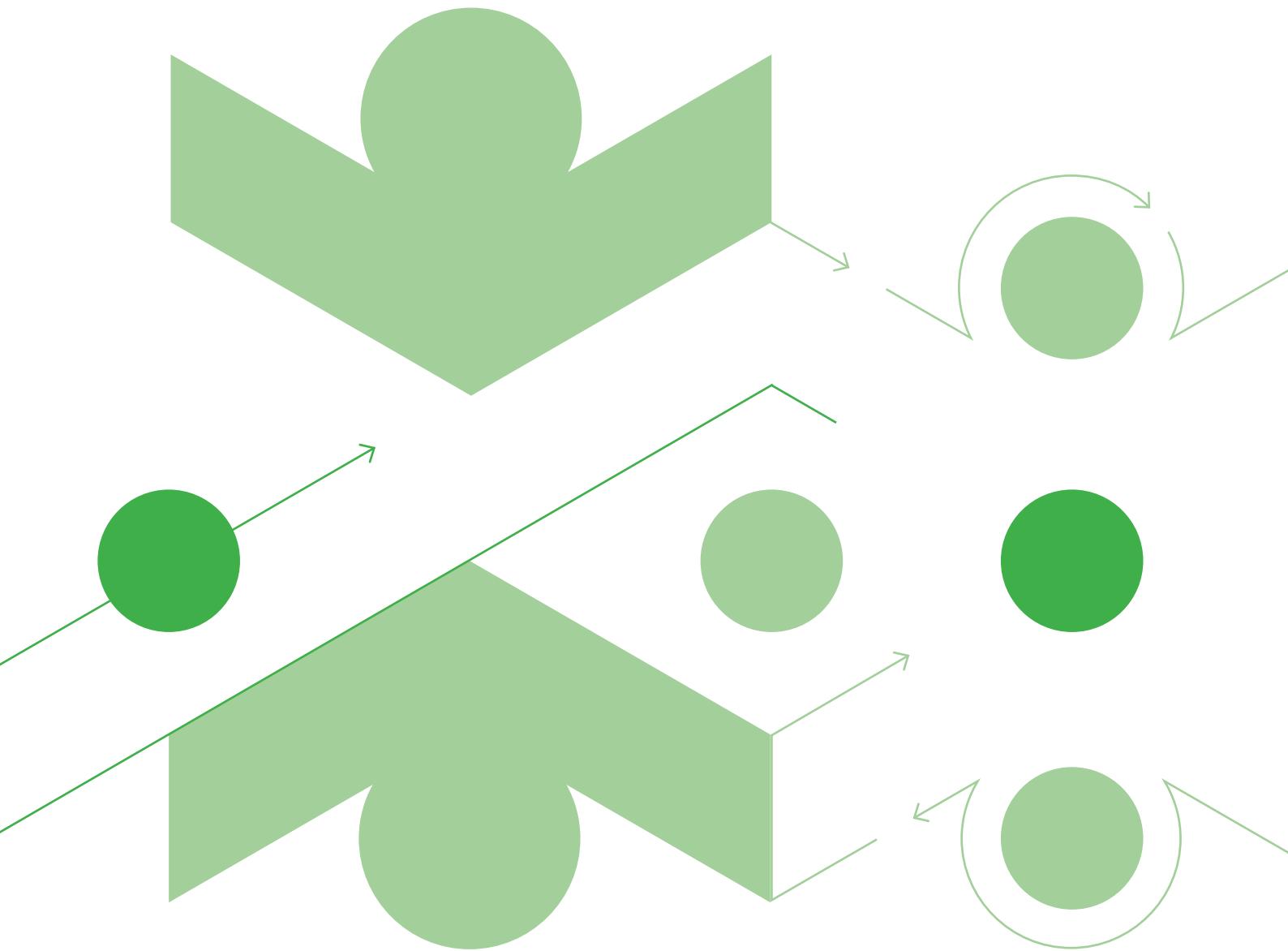
GCM Implementation
Plan Snapshot

GCM Implementation Plan snapshot

Thematic area 1

Provides activities promoting fact-based and data-driven migration discourse, policy, and planning. This thematic area relates to GCM target objectives 1, 3 and 23. Moreover, NCM objective 1 aims to provide a premium repository of valid and reliable migration data, research, and information for evidence- based policy. It is expressed into 9 GCM interventions and 28 sub-activities.

Thematic area 2

Refers to protecting safety and well-being of migrants, including through addressing the drivers, including those related to climate change, and mitigating situations of vulnerability in migration. The relevant GCM objectives are 1,2,3,8,11,12,13,14,15,17,22 and NCM objective 2 promoting effective information exchanges among all migration stakeholders and developing a targeted information campaign. It is expressed in 6 GCM interventions and 25 sub-activities.

Thematic area 3

Addressing irregular migration including through managing borders and combating transnational crimes by targeting GCM objectives 7, 9,10,11,12 and NCM objective 3 to support government efforts at managing irregular migration through fact-based policy and planning. It is expressed in six GCM interventions and 25 sub-activities.

Thematic area 4

Facilitating regular migration, decent work, and enhancing the positive development effects of human mobility. The applicable GCM objectives are 4, 5, 6, 14, 18, 19, 20, 22, and 23. NCM objective 4 seeks to promote optimal utilization and harness positive development potential of migration in Kenya. It is expressed in 11 GCM interventions and 28 sub-activities.

Thematic area 5

Improving the social inclusion and integration of migrants. This relates to GCM objectives 13, 14, 16, and 19,20,21,22 and NCM objective 5 on mainstreaming migration into national agenda and development plans. It is further divided into 7 GCM interventions and 17 sub-activities.
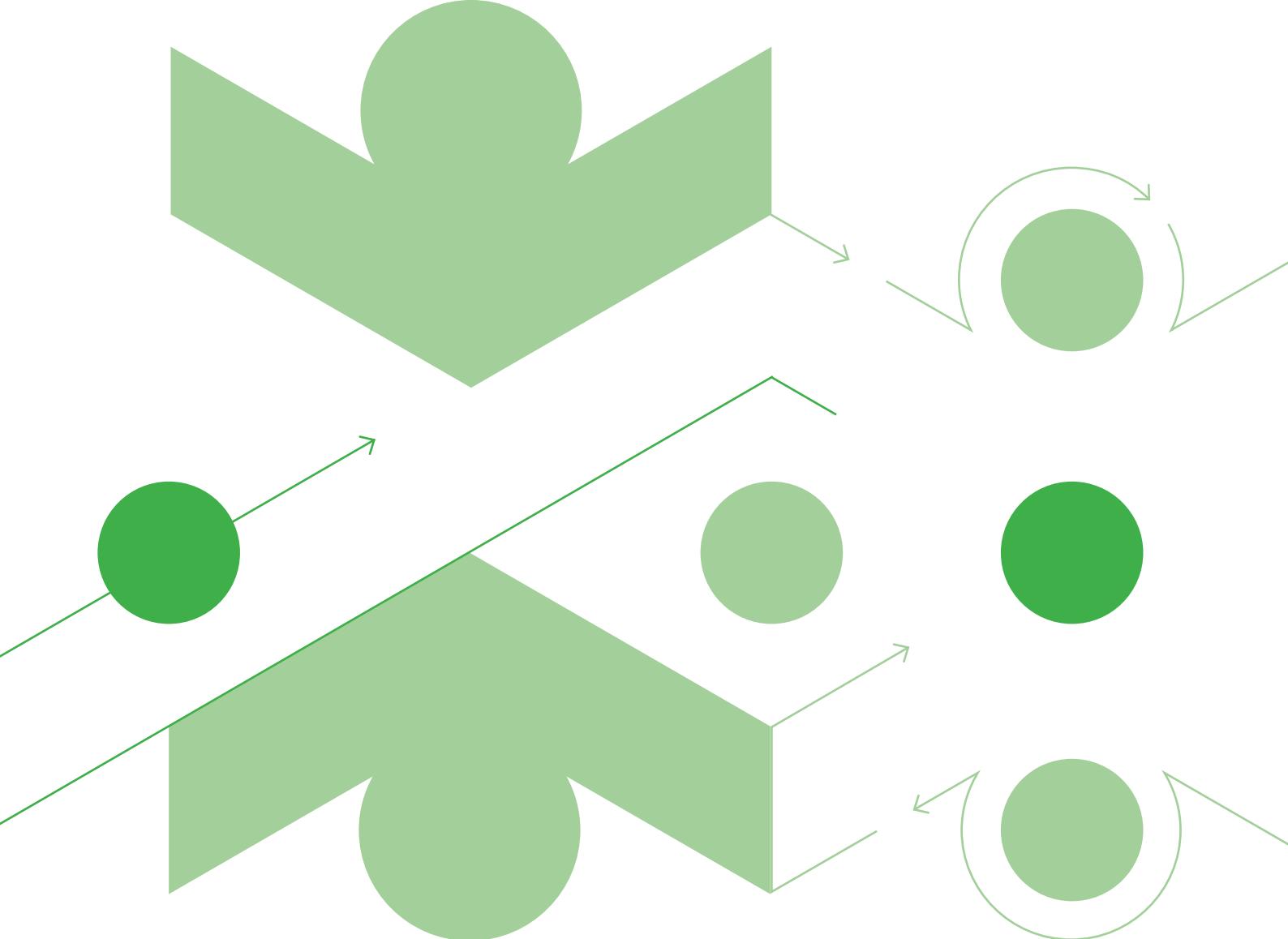
Annexes

ANNEX I: MATRIX OF THE NATIONAL IMPLEMENTATION PLAN OF THE GCM (2023-2027)

THEMATIC AREA 1

PROMOTING FACT-BASED AND DATA-DRIVEN MIGRATION DISCOURSE, POLICY, AND PLANNING.

GCM OBJECTIVES 1, 3 AND 23.

GCM intervention	Sub-activities (outputs)	Outcomes	Supporting activities	Objectively verifiable indicators	Imp. partners (role and tasks)	Foreseen challenges	Required resources	Budget (KES)
1. Conduct comprehensive migration data needs	1.1 Conduct Migration data needs assessment survey	Data gaps identified Available data and	Mapping of data sources Advocacy Trainings	1.1.1. No. of reports generated and disseminated	NCM secretariat - coordination Kenya National	Inadequate Resources to collate the data	Financial resources Pers onnel	45 million

Output	Activity	Expected outcome	Activities	Output indicators	Responsible actors	Risks/Assumptions	Resources required	Budget
assessment surveys	1.2 Develop a feedback mechanism	sources identified Data management improved	Data collection Identifying indicators to be collected	1.2.1 Feedback mechanism developed 1.2.2 Feedback received	Bureau of Statistics (KNBS)- Lead role in household survey NCM technical working group (TWG) on Data[1]- Technical expertise IOM	Memorandum of Understanding (MoUs) not signed by the principals Limited goodwill		
2. Develop a Migration Data Management strategy	2.1 Strengthen NCM Technical Working Group (TWG) on migration data and statistics	Enhanced sharing of data and reports within and across	Trainings and workshops Learning experiences	2.1.1 NCM TWG on data established 2.1.2 Migration data strategy developed	NCM secretariat- Lead role NCM TWG on Data[1]- Technical expertise	Inadequate Resources Disconnect in policy pronunciation on	Financial resources Technical support	20 million

Activity	Outcome		Indicator	Responsible	
2.2. Operationalize Migration Data Sector Committee at KNBS	MDAs and counties Increased evidence-based policies Improved data management	Advocacy among stakeholders	2.2.1 Sector Technical Working Committees (TWC) operationalized 2.2.2 No. of reports produced and disseminated	IOM and other development partners	migration in Ministries, Departments and Agencies (MDAs)
2.3. Revise migration data SOPs			2.3.1 SOPs revised.		
2.4. Establish a Migration data and research unit			2.4.1. Migration data and research unit established.		
2.5. Monitoring, Evaluation &Reporting (M, E & R) framework developed			2.5.1. M, E &R framework developed		

Objective	Activities	Outputs	Indicators	Responsible actors	Risks/Assumptions	Resources	Budget
3. Enhance the capacity of state agencies in data collection, processing, and dissemination in line with national data protection guidelines and international standards.	3.1 Carry out training needs assessment across Ministries, Departments and Agencies (MDAs)	Migration data management improved	3.1.1. Training needs assessment report	NCM TWG on Data- Lead role and technical expertise KNBS Office of the Data Protection Commissioner Border Management Secretariat (BMS) IOM and other development partners (DPs)	Staff turnover Training not regular Resources	Personnel, financial and logistical support	30.5 million
	3.2 Build capacities of the focal point persons on data collection, collation (analysis) and dissemination	Trainings and workshops Learning experiences	3.2.1. No. of training of key personnel and NCM focal point persons				
	3.3 Build capacities of entry/exit border points personnel on data collection of migrants		No of trainings • No of training manuals				

Objective	Activities	Outcomes	Means of verification	Output indicators	Responsible parties	Risks	Needs	Budget
4. Establish digital migration data management infrastructure.	4.1 Develop and procure data management software	Improved migration data management	Trainings Advocacy among stakeholders	4.1.1 Migration data management system developed and operationalized	NCM secretariat- Lead role NCM TWG on Data - Technical expertise	Inadequate financial resources	Software development expert	100 million
	4.2. Develop tools for data collection, analysis and sharing	Increased evidence-based decision making and policy on migration	Benchmarking	4.2.1 Data collection tools developed	Counter-Trafficking in Persons (CTiP) Secretariat Office of the Data Protection Commissioner[2]- Technical expertise: UN and DPs MFDA NEA	Inadequate digital hardware	Personnel, financial and logistical support	
						Lack of interconnectivity and interoperability		
	4.3. Develop a platform for migration data sharing	Timely dissemination		4.3.1 Platform for migration data sharing developed		Lack of harmonized data tools		

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	4.4. Establish Digital Information Management System (DIMS)	of migration data products	4.4.1 Displacement Tracking Matrix (DTM) and its various components expanded 4.4.2 Strengthened National Employment Authority Integrated Management System (NEAMIS) 4.4.3 Established integrated border management System (IBMS) 4.4.4 Established Diaspora Integrated Information Management System (DIIMS) 4.4.5 Strengthened Integrated Management Refugee System	Department of Immigration and Citizen Services (DIS)	Limited ICT experts	Personnel, financial and logistical support	858 million
5. Conduct migration surveys	5.1 Develop and include migration module in national surveys	Availability of reliable, disaggregated and sector	5.1 Migration module developed Trainings and workshops	KNBS - Lead NCM TWG on data to coordinate	Funding coordination among stakeholders		

Activity	Expected result	Key activities	Indicator	Responsible/Partners
5.2 Dissemination of migration module	specific migration data; Enhanced awareness on the Savings and Credit Cooperative Organization (SACCO) sector in the value chain of remittances opportunities as a business and financial inclusion conduit	Advocacy among stakeholders	5.2 No. of surveys with migration module included disseminated	Central Bank of Kenya (CBK) - to conduct household survey with Financial Sector Deepening
5.3 Conduct household migration and migration-related surveys		Data collection, analysis and report writing; Dissemination and validation workshops	5.3.1 Labor Migration Survey conducted	Kenya (FSD Kenya) and KNBS
			5.3.2 National Remittances Household Survey conducted	MoH with United Nations Programme on HIV/AIDS (UN-AIDs) and IOM to conduct migration health surveys
			5.3.3 Health Workers Migration Survey conducted	International Fund for Agricultural Development (IFAD) to carry out SACCOs study.
	Improved granular data on human immunodeficiency virus		5.3.4 Baseline survey on drivers of migration incorporated and conducted	Partners

6. Develop, up-date, and disseminate migration reports	6.1 Produce quarterly migration data factsheets	Increased availability of updated migration	Workshops Trainings	6.1.1. No. of quarterly migration data fact-sheets	KNBS -Lead NCM secretariat - Coordination UN Agencies Kenya National Commission on Human Rights (KNCHR) Financial reporting centre World Bank (WB) DIS Ministry of Labour and Social Protection (MoLSP)/ National Employment Authority (NEA)	Lack of harmonized data tools Inadequate resources Financial and human resources	60 million
		(HIV) and mobility Systematic data on HIV and migration collected		5.3.7 Integrated HIV services delivery among migrants conducted			
				5.3.6 A study on SAC-COs as part of remittances value chain in rural areas conducted			
				5.3.5 Baseline survey on irregular and mixed migration conducted			

Activity	Output Indicator	Means of Verification		Responsible Institutions
6.2 Update Kenya Remitscope	6.2.1. Updated Kenya Remitscope	Peer review	information and data	Technical expertise CBK IFAD TWG on data MFDA IOM and other development partners
6.3 Update monthly CBK data on remittance inflows	6.3.1. Monthly CBK data on remittance inflows			
6.4. Review Kenya Migration Profile	6.4.1. Kenya Migration Profile developed.			
6.5 Develop local and national migration governance indicators (MGIs).	6.5.1. No. of local and national MGI reports developed			
6.6 Dissemination of the migration reports and factsheet	6.6.1. No. of migration reports and factsheets disseminated			

Objective	Activity	Output	Activities	Indicators	Responsibility	Risks	Resources	Budget
7. Develop a resource mobilization and sustainability strategy	7.1 Fundraising and sustainability strategy	Enhanced sustainable strategy	Advocacy Anchorage of NCM in the law Workshops and training Approval of National Migration Policy	7.1.1. Develop a resource mobilization and sustainability strategy	NCM Secretariat -Funds mobilization National Treasury IOM and development partners	Coordination Lack of legal framework for NCM Non approval of policy on migration Resources	Financial and human resources	50 million
	7.2. Mobilization of internal and external resources	Sustainable implementation of National Action Plan on Migration		7.2.1. Amount of donor funds committed to migration data 7.2.2. No. of MDAs who have committed funds to migration data				
8. Strengthen Kenya Institute of Migration Studies (KIMS) to become a centre for	8.1 Review KIMS curriculum.	Increased knowledge of migration studies	Trainings Workshops Partnerships with academic and	8.1.1. Curriculum reviewed	NCM secretariat - Coordination KIMS -Lead technical expertise	Funding	Financial resources	1 billion

migration studies and research	8.2 Establish KIMS as an autonomous institute	research centres Learning experiences amongst countries and research Increased knowledge of better migration management	8.2.1. KIMS established	University of Nairobi Development partners Ministry of education	Technical expertise/Consultant
	8.3 Capacity building for KIMS Personnel	Enhanced knowledge exchange across countries	8.3.1. No of personnel trained	Office of the Attorney General Treasury UN Agencies	

9. Establish, launch, and publicize a national website on regular migration options and pathways	9.1 Develop and operationalize website	Increased awareness of regular migration pathways. Improved health information for migrants disseminated	Consultative workshops Launching Sensitization activities	• Migration options website established, launched, and publicized	NCM Secretariat-Coordination Technical expertise Ministry of Information, Communication, and the Digital Economy (MoICT) NEA Ministry of Foreign and Diaspora Affairs (MoFDA) MoLSP Media	Funding Language of the website	Website developer Human and financial resources	20 million

THEMATIC AREA 2

PROTECTING SAFETY AND WELL-BEING OF MIGRANTS, INCLUDING THROUGH ADDRESSING THE DRIVERS AND MITIGATING THE SITUATIONS OF VULNERABILITY IN MIGRATION.

GCM OBJECTIVES ARE 1,2,3,7,8,11,12,13,14,15,17, 22.

GCM intervention	Sub-activities (outputs)	Outcomes	Supporting activities	Objectively verifiable indicators	Imp. partners (role and tasks)	Foreseen challenges	Required resources	Budget (KES)
10. Advocate and participate in the development, enactment and implementation of national legislation and policies related to migration	10.1 Adoption of the National Migration Policy (NMP)	Operationalized NCM	- Lobby and advocacy by NCM Secretariat	10.1.1/10.2.1 No. of meetings with Parliamentarians	NCM will coordinate MDAs.	Political goodwill	Financial support	100 million advocacy and sensitization
	10.2 Anchor NCM in law	Adopted NMP	-Creating awareness and sensitization on the	10.1.2/10.2.2 No. of meetings with stakeholders	Legal departments to be engaged with ministries	Slow process of buy-in	Technical expertise	15 million side events at climate summit
	10.3 National Climate Change Action Plan reviewed with inclusion of migration	Implementation of Kampala Declaration on Migration, Environment and	policies, and integrating migration	10.3.1 No. of sectoral policies and plans that mainstream migration	Heads of Departments (HODs)	Changes in administration are a setback in the process of lobbying.		HODs Meetings
			Implementation of the		MDAs to implement and mainstream migration into the policies	Lack of funding		

Objective	Activities	Outcomes	Output indicators	Partners	Risks	Budget
		Climate Change (MECC) and IGAD Protocol on Transhumance		CSOs, FBOs and academia - technical support	Lack of capacity to strategically lobby	20 million
	10.4 Implementation of toolkit on mainstreaming migration on rural development	Nairobi Climate Summit- Sept,2023	10.4.1. No. of meetings with stakeholders			Principals Breakfast meeting 5 million
		Engagement of the platform for disaster management and displacement	10.4.2.No. of counties that have adopted the toolkit	Development partners- financial and technical support		COP-20 million
		Ratification of IGAD Protocol of Free Movement of Persons in IGAD		County Governments -mainstream the policies into CIDPs		5 million for the dissemination material
	10.5 Operationalization of SOPs on detention monitoring on protecting safety and well-being of migrants	Creation of dissemination materials to be shared at different forums	10.5.1 No. of SOPs on detention monitoring developed and operationalized	Key partner- Ministry of Health (MoH)		
11. Develop and implement media engagement guidelines to promote independent, objective, and ent, objective, and	11.1 Formulation of national media engagement guidelines on migration.	Increased awareness on migrant issues and facilitation	11.1.1. National media engagement strategy developed	NCM Secretariat -Coordinate with Communications Unit to develop a strategy	Lack of funds	Technical support in developing guidelines.
		Secondment of communications expert			Re-assignment of focal points/	30 million workshops with media

timely reports by media outlets	of better integration.		Training of media personnel on migration reporting Media engagement campaigns	11.2.1.No. of media personnel trained 11.2.2. No. of communication experts seconded to NCM	Partners Media personnel (national television stations, newspapers, social media, and radio stations)	trained personnel Institutional continuity	Financial support	personnel, media council, editor's guild 30 million media engagement campaigns
		11.2 Capacity building of media personnel on migration reporting						
		11.3 Establishing media reporting & dissemination platform		11.3.1 No. of migrant-sensitive media reports disseminated				
		11.4 Creating a social media platform for NCM to create awareness on migration matters		11.4.1.No. of joint training workshops held with media, migration, and disaster management experts				

	12.1 Mapping existing initiatives to leverage synergies and avoid duplication of efforts	Poverty reduction Food safety and nutrition security enhanced	Coordination platforms for concerted efforts Training of migrants, host communities and	Report on the mapped initiatives	Technical support: State Department (SD) of Youth Affairs, SD Labour - National Industrial Training Authority (NITA), SD	Lack of political will Limited financial resources	-Human resource expertise for capacity building initiatives	60 million Co-ordination sessions per year Regional dialogue
12. Support initiatives and programs that address the economic and livelihood drivers of migration								

Activity	Outcome	Indicator	Lead/Partners	Risks	Resources	Budget
12.2 Promote livelihood opportunities and diversification including skills development grants/loans to support micro-, small and medium-sized enterprises (MSMEs), agri-business, e-commerce	Education and employment opportunities enhanced	refugees on various skills for livelihood support Community sensitization on receiving migrants No. of projects undertaken No. of beneficiaries of and amount of government loans disbursed No. of technical trainings held	Education - technical and vocational education and training (TVET), SD of Agriculture, MFDA, County Governments (Vocational Training Centers (VTCs)), Provide low-interest loans to MSMEs: State Department of MSMEs Partners: FAO, IOM, and other UN Agencies Department of Refugee Services (DRS) National Government Administration Officers (NGAO)	High unemployment rate Duplication	-Financial resources to train, recruit expertise, establish/run information centers	platforms meetings 6million 20 million skills development Business loans 100 million

13. Build resilience of communities arising from climate change and other disasters	13.1 Mapping and assessment of areas affected by climate change, cross-border disaster risk assessments and assessments on emerging and reemerging communicable diseases	Communities are more resilient to shocks and crisis Climate change identified as a main factor of displacement	Implementation of Community Assistance Programs (CAP) Baseline surveys Mobility tracking Training workshops targeting cross-border communities, border counties	13.1.1. Reports on the mapping of affected areas	NCM - coordinate and report NGAO county's coordination MDAs- Implement and align interventions to the objectives: Disaster Management Committees, Ministry of Environment, Climate Change and Forestry (MoECCF), State Department of ASALs, SD for Youth Affairs, National Drought Management Authority (NDMA), National Disaster Management Unit (NDMU),	Cultural challenges- rigidity to adapt to new alternative livelihood Inability to use modern technology equipment	Financial resources Technical expertise including consultants, research assistants	Health assessments 60 million 10/23 target counties CAP through counties- 140 million Survey- 30M@ 5 million
	13.2 Binational and regional preparedness drills and exercises	Communities' livelihoods diversified to mitigate displacement	Disaster risk reduction projects	13.2.1. No. of binational drills conducted		Lack of funds	Anticipatory action	Mobility tracking- create- tool and deploy it- 30 million
	13.3 Design/review resilience building programmes	Enhanced peace building and	Capacity building on disaster displacement and	13.3.1.No. of peace building initiatives conducted				4 workshops

Objective	Activities	Indicator	Lead agencies / Partners	Targets
13.4 Diversify communities' livelihoods to mitigate the risks of displacement	conflict prevention; alternative livelihoods in counties	13.4.1. No. of community support projects implemented	National Steering Committee on drought response, Kenya Meteorological Department, Ministry of Water, Sanitation, and Irrigation, Ministry of Agriculture and Livestock Development, National Disaster Operation Center, Ministry of Interior and National Administration (MoINA), Ministry of Education (MoE)	targeted local level-16 million
	Disaster risks have lessened. Anticipatory actions			Anticipatory measures -30 million
	Promotion of climate-smart agriculture; Focus-based financing			
13.5 Awareness creation and early warning	Early warning production and dissemination	13.5.1. No. of community engagements held		
Disaster risk reduction to mitigate the risks of displacement.	Lobbying/sensitization with counties to have inclusive CIDP			
13.6 Assessment on identifying factors of displacement/migration		13.6.1. No. of statements, directives, strategies, and policies issued on climate change and disasters	Partners: FAO, IOM, and other UN Agencies,	

Objective	Activity	Sub-activity	Indicator	Responsible	Challenges	Support needed	Budget
	13.7 Conduct threat hazard and risk assessments to develop contingency plans		13.7.1 Contingency plan developed	MoH, County Government			
14. Enhance access to social services and legal identity	14.1 Strengthening of the National Referral Mechanism (NRM) through sensitization and dissemination of the NRM guideline at the national and county level	Promote safe, orderly regular migration Government officers trained in protecting the rights of climate-	Capacity building among the relevant government actors at national and county level 14.2.1. No. of trainings conducted for government authorities.	DIS - Issuance of registration documents (alien cards/work permits/travel documents) MFDA- travel docs National Registration Bureau (NRB) - Integrated	Bureaucracy Slow and long procedures for application and renewal of documents No harmonized migrant identity document that	Financial Support Technical support	16 million for training of government authorities Sensitization of migrant communities on services

Strategy/Activity	Indicator	Responsible institution/Partners		Budget
14.2 Build capacities of government authorities to protect the rights of migrants	14.3.1. No. of new migrants enrolled in social system.	Population Registration System (IPRS)	allows access to services	32 million
	induced migrants	Civil Registration Services (CRS) - registration of births and deaths.		NRM strengthening through website support- 6 million
14.3 Implementation of the Refugees Act 2021	14.3.2 No. of sectoral policies, subsidiary legislations and administrative institutions established to facilitate implementation of Refugee Laws	IOM-repatriation, re-integration, and capacity building support		
		United Nations High Commissioner for Refugees (UNHCR)- Resettlement and Repatriation		
		MoE & MoH - Facilitate access to education, water, sanitation and hygiene (WASH) and health services		
		NGAO, KNCHR		

Thematic Area	Activities	Expected Outcomes	Outputs	Indicators	Responsible Actors		Means of Support	Budget
15. Mainstreaming mobility dynamics into emergency preparedness and response	15.1 Enhance coordinated mechanisms between State and non-State agencies on emergency preparedness and response	Enhanced awareness on need to including migration	ToT on MI-CIC and build local ToT capacity to ensure sustainability in reaching larger counties	15.1.1. No. of non-State actors and communities trained	NDMU		Technical support	Review - 2 workshops all MDAs and validation: 12 million
				15.1.2. No. of national and county government officers trained in emergency preparedness and response	NCM		Financial support	
					Council of Governors (CoG)			
		Migrant-inclusive County emergency response plans	Workshops to review and update the national and county emergency response plan	15.2.1.No. of training, drills and exercises on disaster displacement conducted	County governments			Capacity building at border counties Marsabit, Busia, Wajir 3 each on disaster preparedness:
	15.2 Conduct training, drills, and exercises on disaster displacements (both internal and cross border)				Civil society organizations (CSOs)/faith-based organizations (FBOs)			
					NGOs			
					MDAs			
					Min of Health			

Activity		Capacity building	Indicator	Responsible			Budget
15.3 Review and update national and county emergency response plans in line with migrants in crisis in countries (MICIC) guidelines		Capacity building (sensitization, awareness creation and training)	15.3.1. No. of national and county emergency response plans reviewed.	NGAO UN Agencies			27 million Drills-table top exercise, field training, 3 million @ total 9 million
15.4 Develop SOPS on disaster displacement (bi-national and intercounty)			15.4.1.No. of SOPs on disaster displacements developed				
15.5 Review and update the national Public Health Emergency Response (PHERP) plans in line with MI-CIC guidelines			15.5.1. Review of the national public health emergency response plan				15 million for public health emergency response plans (PHERP)a t the gazetted ports of entry and exit (POEs)

THEMATIC AREA 3

ADDRESSING IRREGULAR MIGRATION INCLUDING THROUGH MANAGING BORDERS AND COMBATING TRANSNATIONAL CRIMES.

GCM OBJECTIVES 7, 9,10,11,12.

GCM intervention	Sub-activities (outputs)	Outcomes	Supporting activities	Objectively verifiable indicators	Imp. partners (role and tasks)	Foreseen challenges	Required resources	Budget (KES)
16. Advocate and support the development and implementation of relevant policies, regulations, and guidelines, relating to trafficking in persons (TIP) and smuggling of migrants (SOM).	16.1 Adopt and implement the SOPs on Trafficking in Persons (TiP) and Smuggling of Migrants (SoM)	Increased understanding of TiP and the SoM Increased successful prosecution of offenders under the	Capacity building of key actors on TiP and SoM Dissemination of SOPs Public sensitization on TiP and SoM	16.1.1 No. of key actors trained. 16.1.2. No. of information, education and communication (IEC) materials distributed on TiP and SoM 16.1.3. No. of sensitization workshops on TiP and SoM held	CTIP Secretariat - Lead agency NCM -Coordination Partners: Office of the Attorney General (OAG), Office of the Director of Public	Trainers Consultant Information, education, and communication (IEC) materials	Funding (including for repatriation) Bureaucracy Money laundering	Launch of SOPs 100 million Dissemination 100 million Sensitization 35 million

Activity	Expected output	Key activities	Indicator	Responsible actors	Assumptions/Risks	Budget
16.2 Review the Counter Trafficking in Persons (Tip) Act 2010	Ctrip act 2010. Proper handling of Victims of Trafficking (VoT) Increased	Follow up on perpetrators after prosecutions; Capacity building on the CTiP Act, 2010	16.2.1 No. of public participation forums undertaken; Revised CTiP Act	Prosecutions (ODDP), DIS, National Police Services (NPS), Judiciary, KNCHR, National Crime Research Center (NCRC),	Limited knowledge on difference between TiP and SOM	Dissemination of NCRC 47 million
16.3 Implement the CTiP Act	accessibility to regulations and guidelines related to TIP		16.3.1. No. of traffickers prosecuted		Availability of actors due other duties	
16.4 Disseminate the National Action Plan on TiP and SoM		Adoption and operationalization of SOPs on labour trafficking	16.4.1. No. of dissemination fora held.	Witness Protection Agency, Victim Protection Board (VPB) NGAO	Lack of harmonized coordination	Database 10 million
16.5 Disseminate the NCRC (National Crime Research Center) Report on Human Trafficking		Adoption and operationalization of SOPs in TiP; Development of a database on victims and convicted traffickers	16.5.1. No. of dissemination fora held	County governments, DRS		

17. Strengthen the implementation of the national referral mechanisms to enhance protection of vulnerable migrants[1]							
17.1 Provide direct services to victims of trafficking (VoTs) and vulnerable migrants e.g. psychosocial support, translators, care givers, legal aid, and re-integration	Enhanced safety of VoTs and vulnerable migrants	Increase resources for establishment and running of safe houses	17.3.1. No. of stakeholders successfully trained	NCM -Coordination	Inadequate skilled human resource	Funding	Capacity building & sensitization 400 million
17.2 Establishment of 8 safe houses for VoTs and refurbishing of the existing ones	Enhanced stakeholder collaboration to deal with vulnerable migrants	Capacity development of key actors and stakeholders	17.3.2. No. of ToTs Trained	CTIP Secretariat - Lead agency	Inadequate knowledge of what constitutes TiP and SoM	Identification, development and running of safe houses	8 Safe houses- 2 billion
17.3 Hold joint capacity building trainings for border officials on TiP and SoM	Enhanced identification of TiP and SoM cases and referral pathways	Enhance the rehabilitation of victims of human trafficking through the Returnee Program including Preventing and Countering Violent Extremism (PVCE)	17.3.3 No. of awareness campaigns held	NPS, MFDA, National Employment Authority (NEA), Labour, Directorate of immigration, KNCHR, NCM Secretariat, National Counter Terrorism Centre (NCTC), NGAO, MoH, DRS, BMS, Border Management Committees (BMCs)	Border community complexities	Trainers	Dissemination of NRM 200 million
	Enhanced border security by strengthening border control measures		17.4.1 No. of dissemination workshops held		High staff turnover	Technical expertise	Holding Facility 2 billion
			17.5.1 No. of learning exchange visits undertaken		Hostile communities	Information, education, and communication (IEC) materials	International benchmarking - 5 million
							Running of the existing safe

[1] Children on the move, unaccompanied children, women migrants, aged and persons living with disability.

			houses- 10 million per year
17.4 Disseminate and operationalize the National Referral Mechanism (NRM) guidelines	Sensitization on the NRM Guidelines to key stakeholders	to detect and prevent TiP and SoM	17.6.1 No. of holding facilities established
17.5 Learning exchange on safe houses and their management	Identify needs of vulnerable migrants, including those in need of	Effective law enforcement	17.7.1 No. of BMCs supported
17.6 Establish a national holding facility for VoTs awaiting repatriation	specific health services		17.3.1. No. of stakeholders successfully trained
	Training of trainers		17.3.2. No. of ToTs trained
	Awareness campaigns and border		17.3.3 No. of awareness campaigns held

| 17.7 Support the Border Management Committees (BMCs) to enhance protection of vulnerable migrants. | community sensitizations on NRM and assistance of vulnerable migrants

Follow up on VoTs

Running of the existing safe houses

Finalize standards for shelters of VoTs

Provide a simplified version of the NRM guidelines

Intelligence sharing | 17.4.1 No. of dissemination workshops held | | | | Support BMC to counter TiP and SoM 20 million per year |
|---|---|---|---|---|---|---|

Objective	Target	Outcomes	Activities	Indicator	Lead agencies	Means of verification	Assumptions/Risks	Budget
18. Promote a co-ordinated and integrated border management approach	18.1 Operationalize all approved ports of entry and exit (PoEs)	Increased access to regular channels of migration Increased Protection and safety of migrants Improved coordination on border management	Deployment of frontline border officers to the PoEs. Establishment of BMCs/Joint Operation Centres (JOCs) at the PoEs Capacity building for the frontline border officers on Coordinated Border Management (CBM)	18.1.1 No of PoEs gazetted and operationalized	Lead agencies DIS and Border Control & Operations Coordination Committee (BCOCC)	Human and financial resources Equipment and border management systems	Security challenge for human resource deployed on risks areas Adequate human resource to operationalize the POEs	100 million

18.2 Implementation of advance passenger Information (API) and passenger name record (PNR)	Enhanced border security Increased effective screening Efficient processing Data-driven enforcement Protection of vulnerable populations	Data collection and integration (operational pillar) Legislation and regulation (legal pillar) Capacity building data analysis tools (technical pillar) Public awareness Bilateral and multilateral agreements for implementation of API/PNR	18.2.1 Detection and interception of transnational criminals 18.2.2 Efficiency at entry points 18.2.3 Protection of vulnerable populations	DIS - Lead agency Development partners, relevant MDAs.	Financial resources Human resources Infrastructure and ICT equipment Functional API/PNR system.	Data privacy and protection challenges due to different legal frameworks Infrastructure and technology Legal and regulatory challenges Cybersecurity	10 billion

| 18.3 Inaugu-rate e- gates | Secure smooth and convenient security control op-erations at POEs

Functional e-gate sys-tem at all airports

Improved traveller experience | Carrier engagements

Data collection and integration

Legislation and regulation

Capacity building

Data analysis tools

Public awareness | 18.3.1 Secure smooth and convenient security control operations at POEs

18.3.2 Functional e-gate system at all airports

18.3.3 Improved traveller experience | Kenya Airports Authority (KAA) Lead agency

DIS | Financial resources

Trained personnel

Infrastructur e and technology | E-gates 1.8 billion for hard-ware and software |
|---|---|---|---|---|---|---|

18.4 Review and update the Immigration Border Procedures and Operations Manual (2017)	Improved efficiency, security transparency and compliance	Consultations with border officials and other stakeholders Stakeholders review meetings Publication and dissemination Training and capacity building Technology integration Public awareness campaign	18.4.1 Revised Border Procedures and Operations Manual 18.4.2 No. of trainings on procedure manual	DIS -Lead development partners County governments Other development partners	Consultants Financial resources	Resource constraints	50 million

Objective	Outcome	Activities	Indicators	Responsible agency	Resources	Risks
18.5 Monitor and evaluate implementation of SOPs on CBM	Enhanced coordination of joint activities Improved turnaround time for border processes	Review of SOPs Conduct a time release study BMC appraisals Conduct customer satisfaction surveys	18.5.1. No. of SOPs revised 18.5.2 BMC appraisal report	BCOCC Lead agency BMC, Border Management Secretariat (BMS) Development partners	Consultancy	Inadequate funds
18.6 Develop regulations for coordinated border management	Enhanced inter-agency collaboration	Conduct consultative meetings	18.6.1. Developed Co-ordinated Border Management (CBM) regulations	BCOCC Development partners CTiP	Consultancy Funding	Inadequate funding Consensus building

	Activity	Output	Sub-activities	Indicator	BCOCC / Development partners	Funding	Risks	Budget
	18.7 Develop an integrated information sharing system for CBM	Effective and secure information sharing channels at the POEs	Learning exchange on information sharing; System maintenance and update	18.7.1 Communication platform/system at the POEs	BCOCC; Development partners	Funding; Consultancy	Inadequate funding; Data protection; Changing technology	
19. Strengthen community-based and cross border initiatives through partnerships	19.1 Sensitize communities in border counties on cross-border co-existence within and across borders for increased participation in the border systems	Peaceful coexistence within and cross-border communities; Enhanced information sharing for effective border management	Continuous engagement of communities within and across the border; Sensitization of officers and skilled service providers on cross-	19.1.1 No. of border counties sensitized on cohesion	State Department of East African Community (EAC)- Lead agency; MFDA, NGAO; Implementing: Joint cross border committees/administrators; National Steering Committee	Funding and resources	Climate change; Language limitation; Proliferation of small arms and light weapons	Sensitization 100 M; Information sharing and media outreach program - 10 million
	19.2 Establish information sharing mechanisms			19.2.1 No. of information sharing mechanisms established				

19.3 Establish/strengthen peace initiatives for harmonious sharing of resources within and across border	Increased multi-stakeholder participation to border management	border co-existence Conduct a media outreach program to share information on cross-border initiatives	19.3.1. % of reduction of the number of conflict incidents	(NSC) on peace building and conflict resolution

Objective	Activities	Output	Steps	Indicators	Responsible	Resources	Assumptions/Risks	Budget
20. Support the operationalization of cross-border initiatives including cross-border co-operation initiatives, border information systems and digitization of operations	20.1. Establishing and adequately equipping travel document forensic lab at Immigration Headquarters, Jomo Kenyatta International Airport (JKIA), and Moi International Airport (MIA)	Enhanced document authentication; Strengthened border security; Skilled workforce; International collaboration	Needs assessment; Budgeting and funding; Establishing and equipping; Training and capacity building; Regulatory compliance	20.1.1 Reduction in document fraud; 20.1.2 Enhanced document verification; 20.1.3. Training effectiveness; 20.1.4 Improved integrity of our POE	DIS and development partners.	Financial and human Resources; Infrastructure; Specialized equipment	Budget constraint; Technical expertise; Infrastructure development; Data security	500 million
21. Mobilize supplementary resources through partnerships; financial and in-kind support to address irregular migration	21.1 Identify partners	NCM activities funded	Concept note development	21.1.1. No. of partnerships MoU/concepts	NCM - coordination; BCOCC- Lead agency	Financial and human resources	Funding; Systematic bureaucracy; Competing and changing priorities	Workplan development - 10 million
	21.2 Cost and prioritize activities		Need assessment and partners identification	21.2.1. No. of budgets/strategy developed				Budget 10 million

THEMATIC AREA 4

FACILITATING REGULAR MIGRATION, DECENT WORK, AND ENHANCING THE POSITIVE DEVELOPMENT EFFECTS OF HUMAN MOBILITY.

GCM OBJECTIVES ARE 4, 5, 6,14, 18, 19, 20, 22, 23.

GCM intervention	Sub-activities (outputs)	Outcomes	Supporting activities	Objectively verifiable indicators	Imp. partners (role and tasks)	Foreseen challenges	Required resources	Budget (KES)
22. Support training programmes for migrant workers	22.1 Conduct pre-departure training for migrant workers- culture, language, basic skills, country laws, travellers' health requirements and social security	Increased migrant workers' knowledge & skills	Awareness creation Trainings of trainers Workshops to reviewing training curriculums in the accredited training institutions	22. No. of migrant workers trained (Male/Female)	DPs- Financial/technical support NCM- Coordination MoLSP/ NITA and other accredited institutions-Conducting pre-departure trainings for migrant workers Kenya National Qualifications Authority (KNQA)-	Inadequate financial resources Illiteracy Inadequate capacity of trainers - Language & culture	Specialized Trainers Financial support to hire- trainers, purchase training materials and review of the curriculum Development and review of	70 million

Activities	Outputs	Indicators	Strategies	Actors	Challenges	Resources required	Budget
22.2 Home care trainings for migrant domestic workers							
22.3 Certification of the skills earned for migrant workers		Secure qualifications standards in the country- Qualification of certificates- Recognition of prior learning				the curriculum	
22.4 Professional training as per sectoral and/or country requirements							
23. Support development and implementation of comprehensive, coherent, and	23.1 Finalization of the National Labour Migration policy	23. No. of bills, laws, policies passed, reviewed, and implemented	Awareness raising, lobbying and advocacy campaigns, Workshops and meetings	MoLSP coordinating of stakeholders in labour including social partners NEA & NITA NCM- Coordination	Lack of political good-will Inadequate financial resources Poor coordination among	Financial resources Technical Support	50 million
	23.2 Finalization of the Labour Migration Bill		Increased regular pathways for migration				

Objective	Strategies	Output	Activities	Output Indicator	Responsible Institution	Assumptions/Risks	Budget
harmonized laws and policies on labour migration	23.3 Ratification of relevant International Labour Organization (ILO) Conventions 23.4 Review of the Labour Laws: Employment Act, 2007; Labour Relations Act 2007, Labour Institutions Act 2007				Office of the Attorney General Immigration/NEA assist in the formulation and implementation of laws related to migrant workers	relevant stakeholders	
24. Increase diaspora engagement for transfer of skills	24.1 Conduct regional survey on diaspora skills mapping in the destination countries	Increased skill matching	Awareness creation Training of research assistants and/or enumerators Carrying out surveys	24.1.1.No. of reports of the survey 24.1.2. No. of skills mapped	MFDA- Coordination and facilitation of the survey NIITA and other accredited institutions - technical expertise on skills matching KNBS- Carrying out surveys	Inadequate funding Challenges in information sharing	Financial and human resources 40 million

Objective	Activity	Expected outcome	Activities/Interventions	Indicator	Responsible actors	Risks/Assumptions	Resources	Budget
25. Identify key economic sectors that require diaspora skills	25.1 Conduct a gap analysis in the key economic sectors that require diaspora skills /knowledge and investment transfer	Increased skill matching	Awareness creation; Training of research assistants and/or enumerators; Carrying out surveys	25.1.1 No. of reports, skill gaps identified	MoICT - Providing technical skills; MFDA & immigration - Coordination and facilitation of the survey workplaces registration social partners; State Department for Labour - Availing of labour market information; MFDA (Diaspora Councils)- Providing Diaspora labour market information	Inadequate funding; Challenges in information sharing	Financial and human resources	40 million
	25.2 Collaboration with Diaspora Association			25.2.1 No. of Diaspora associations in collaboration				
26. Address the re-integration needs and enhance skills and capacities of returning migrant workers	26.1 Conduct needs assessment on returnees for re-integration	Established structures for re-integration; Full re-integration of migrant workers	Re-skilling (training); Awareness creation; Guidance & counselling	26.1.1 No. of migrant worker returnees; 26.1.2 No. of migrant workers re-integrated	IOM/ILO - Skills training, technical support; MLSP-NEA- Guidance counselling services	Inadequate resources	Financial and human resources	70 million
	26.2 Establishing structures			26.2.1 No. of structures established				

Outcome	Activity	Expected Result	Intervention	Indicator	Responsible Institution	Risk / Assumption	Resources	Budget
	26.3 Facilitate skills matching and re-integration for return and re-integration			26.3.1 No. of workers re-integrated, trained (Male/Female)	NITA- Skill-matching; Social partners- Providing support to migrant workers		Financial resources; Technical expertise	50 million
27. Strengthened regional and international partnerships for promotion of decent work	27.1 Support review of the existing bilateral labour migration agreements (BLMAs)/ Memorandums of Understanding (MOUs) and development of new BLMAs/MOUs	Increased regional international engagement; Increased number of concluded BLMAs, MOUs	Trainings on BLMAs; Workshop, consultations; Advocacy; Learning experiences with other countries	27.1. No. of BLMAs/MOU signed	MFDA- Coordination and facilitating the negotiations on BLMAs; MLSP- Technical expertise; Social partners and other relevant agencies- providing recommendations	Inadequate resources, delay in signing of the agreements, political interferences		
28. Support partner states to enter into agreements to facilitate portability of social security benefits	28.1 Initiate dialogue with partner states on portability of social security benefits	Agreements reached towards portability of the social security	Information sharing through holding meetings; Awareness creation	28.1.1 No. of meetings conducted; 28.1.2. No. of agreements signed; 28.1.3. Number of beneficiaries (male/female) accessing social	MFDA- coordinating the negotiations.; MoLSP- Coordination; National Social Security Fund (NSSF)- offers	Lack of cooperation from the partner states; Inadequate finance resources	Financial resources; Technical support; Expertise services	40 million

Objective	Strategy	Expected outcome	Activities	Indicator	Responsible agency	Risks	Resources	Budget
				... social protection to all Kenyan workers. / security benefits in Kenya				
29. Support and facilitate mobile consular services in countries of destination	29.1 Facilitation of mobile consular services	Enhanced consular protection, assistance, and cooperation across the migration cycle / Easy access to consular services	Awareness creation, advocacy, coordination / Encourage the creation of and strengthen the diaspora communities	29.1.1 No. of mobile consular services provided / 29.1.2 No. of migrants (male/female) served	MFDA-Facilitate consular services -co-operation with the diaspora communities / Immigration - Posting of immigration officers in destination countries to support the consular services / MoLSP- posting of labour attachés to destination countries	Inadequate kits / Unwillingness to participate / Lack of resources	Financial and human resources	200 million
30. Enhance protection of migrant workers	30.1 Increase the number of labour attachés, legal officers, and others / 30.2 Review of the BLMAs to enhance	Reduced distress cases in destination countries / Increased remittances	Sensitization on labour rights for migrants across the migration cycle / Countering misinformation and	30.1.1 No. of deployed Labour attaché (male/female) / 30.2.1. No. of BLMAs reviewed	MFDA- Facilitate repatriation and posting of labour attachés together with MoLSP / MoLSP- Facilitating the process of	Budgetary constraints / Poor reporting on exploitation / Inadequate registrations	Financial resources / Human resources / Legal resources	600 million

Objective	Strategy / Activity	Expected Outcome	Remarks / Assumptions	Indicator	Responsible Institution	Risks	Budget
	human rights protections				repatriation of migrant workers with MoFDA	with the Embassies	100 million
	30.3 Review of existing Labour Institution Act 2007 Regulations on ethical recruitment	Improved welfare of migrant workers	Offering advisory services to migrant workers arrested or on labour dispute	30.3.1 Reviewed Labour Institution Act 2007 Regulations on PRAs	Development partners- Financial support	Bureaucracy Long processing time	Financial resources
			fake news from media/social media		NEA- Regulation of private recruitment agencies (PRAs)		Technical support
	30.4 Establish safe houses in the destination Countries Increased information at the PoEs on safe migration.			30.4.1. No. migrant workers repatriated safely and dignified (male/female)	Social partners-sensitization of people		
	30.5 Development of the Kenya Workers Migrant Welfare Fund			30.5.1 No. Of meetings/workshops held			
31 Enhance the recognition of the legal identity documents for migrant workers to	31.1 Fasttrack establishment of machine-readable Identity Cards and smart gate	Increased access to social services	Strengthening diplomacy/collaboration with EAC countries	31.1.1. No. of machine-readable identity card and smart gate	MoFDA- Authentication of documents		

promote decent work	Activity	Output	Methods	Indicator	Responsible	Risk
	31.2 Review of the relevant statutes to enable recognition of the existing legal identity documents for the migrant workers		Workshops for information sharing Benchmarking Meetings Sensitization on rights and documents		DIS-Processing and Issuance of legal documents MoLSP- Digitization of the attestation process MoICT- Technical Support	Lack of technological knowhow
	31.3 Digitization of attestation process	Increased number of people in the database of migrant workers		31.2.1 No of clients accessing the system (male/female)	National Registration Bureau (NRB)-Processing & issuance of ientity cards Civil Registration Services (CRS) - Processing and issuance of birth certificates	
	31.4 Integration of systems for ease of information sharing	Increased information sharing		31.4.1 No. of systems integrated	DRS- Processing and issuance of refugee identity cards	

32. Support mutual recognition of skills, qualification, and competencies	32.1 Develop standards & guidelines for mutual recognition of skills between Kenya and Countries of Destinations	Increased opportunities for decent work	Awareness creation and information sharing; Advocacy; Trainings; Exchange programmes	31.1.1. No. of machine-readable identity cards and smart gates; 31.2.1 No. of clients accessing the system (male/female)	MFDA- Facilitating the negotiations; MoLSP- attestation of foreign contracts; KNQA - Develop the qualification framework; NITA- conduct trainings & develop training curricula; MoE TVET accredited institutions; Professional bodies-regulation of professional standards	Limited to buy-in from partner States	Financial resources; Technical expertise	70 million

THEMATIC AREA 5
IMPROVING SOCIAL INCLUSION AND INTEGRATION OF MIGRANTS.

GCM OBJECTIVES ARE: 13, 14, 16, 19, 20, 21 AND 22.

GCM intervention	Sub-activities (outputs)	Outcomes	Supporting activities	Objectively verifiable indicators	Imp. partners (role and tasks)	Foreseen challenges	Required resources	Budget (KES)
33. Organize national, regional, and international forums on remittances, investments, and development	33.1 Implement Global Forum on Remittances, Investment, and Development (GFRID)	Increased partnerships to enable an environment to promote faster, safer, and cheaper transfer of remittances	Coordinate local actors to achieve the objective of the summit	33.1.1 No. of delegates convened 33.1.2. Recommendations and reports from the summit & meetings	NCM coordinate stakeholders Supporting role: MFDA State Department of Diaspora Affairs CBK IFAD - custodian of the IDFR	Limited regulations Limited knowledge Lack of co-ordination Limited financial resources	Financial Technical	70 million
	33.2 Observance of the International Day for Family Remittances, 16th June (IDFR)			33.2.1 Report of IDFR within the GFRID summit				

33.3 Operationalize National Remittance Stakeholders Network (NRSN) and Community of Practice (CoP) meetings.	Increased awareness of how remittances can enable financial inclusion and adoption of additional financial services at the receivers' level

Increased diaspora participation in investment platforms

Increased awareness amongst stakeholders of the costs of remittances | 33.3.1. Remittance roadmap updated for each year and meetings highlights | National Treasury
Ministry of Trade and Industry

Partners:
UN, Banks, Fintech, Think Tank, Apex Bodies, Kenya Bankers Association |

34. Review laws, policies, and regulations to lower cost of remittances and increase investment in the country	34.1 Revision and operationalization of National Diaspora Policy 34.2 Harmonization of legislation, policies, and regulations on diaspora investment in Kenya and on remittances in Kenya and for Kenyans abroad	Reduced costs of remittances Increased diaspora and foreign investment	Workshops and consultation with stakeholders Promote tax incentives	34.1. Number of laws, policies and regulations reviewed	MFDA lead Partners: Diaspora forums & associations UN agencies Kenya Bankers Association	Coordination Limited financial resources & technical expertise	Financial Technical Political goodwill	5 million

35. Develop, adopt and Implement Shirika Plan for the implementation of the Kenyan Comprehensive Refugee Response Framework (CRRF)	35.1 Engage stakeholders in the development, adoption and implementation of the Shirika Plan including through joint programmes	Marshal plan developed, adopted, and implemented	Capacity building workshops	35.1.1 No. of stakeholders sensitized	DRS-Lead agency	Funding	Technical and financial resources	500 million
		Socio-economic inclusion of refugees	Advocacy	35.1.2. No. of settlements created	Council of Governors (COG)-Implementation at County Level	Lack of buy-in		
		Shift from encampment to settlement	Sensitization	35.1.3. No. of refugees integrated		Bureaucracy		
		Safe resettlement of migrants	Benchmarking visits		MFDA & MoINA - Facilitation of entry and exit, documentation	Lack of co-ordination		
		Increased public awareness	Health assessments and resettlements		Financial & Technical support UN agencies, WB			

Objective	Activities	Expected Outcomes	Approaches	Output Indicators	Lead	Risks	Resources	Budget
36. Review regulations and policies that support the operationalization of the Refugee Act 2021	36.1 Develop a Refugee education policy 36.2 Review policies to enable refugees' access to services 36.3 Develop regulations to operationalize the Refugee Act 2021	Gazettement of the regulations Gazettement of refugee ID Operationalization of the refugee education policy and the Refugees Act Increased access to services	Advocacy Stakeholder engagement Engage parliamentary committee Capacity building Information sharing	36. No. of relevant policies and regulations developed, adopted, and reviewed	DRS -Lead DIS and AG to support UN agencies to support	Political good Bureaucracy Lack of goodwill Political buy-in	Funding Technical support	25 million
37. Mainstream migration in development plans at national and county level	37.1 Sensitization of representatives of county and national government 37.2 Inclusion of migration in CIDPs and MTP IV	Migration issues are mainstreamed in national and county development plans Enhanced capacity of	Advocacy Capacity building Creating awareness and sensitization	37.1.1. No. of officials sensitized at the national and local level 37.2.1 No. of counties/CIDPs that have mainstreamed migration issues	NCM coordination and technical support Treasury - lead at national level County treasuries- lead at local level	Lack of buy-in Limited knowledge on migration issues Inadequate funding	Financial resources and technical expertise	20 million

	Activity	Description	Indicator	Responsible actors	Risks/Assumptions	Resource needs	Budget
	37.3 County outreach programme (COP) expanded and running	county government and stake-holders (CSOs, MDAs) on handling migration matters	37.3.1. No. of counties reached through the COP 37.3.2 No. of county focal committees established	Council of Governors (COG) support for mobilization County commissioner and country government to lead discussions	Staff transition in MDAs Insecurity- unable to hold COPs in counties in conflict		500 million
38. Facilitate safe and dignified voluntary return and readmission of refugees and vulnerable migrants	38.1 Identify vulnerable migrants in need of return 38.2 Facilitate safe and dignified voluntary return and re-admission 38.3 Profile refugees willing to return	Coordination Capacity building Health assessments Safe, digni-fied, and sustainable voluntary return and readmission	38. No. of people returned and read-mitted safely (male/female) (age)	DIS, MFDA, MoLSP, DRS, MoH, CTIP - Facilitate entry and exit and support on return and readmission	Financial Technical Recurring conflicts in countries of origin	Financial Technical	

| 39. Support efforts to alternatives to detention | 39.1 Sensitization campaign to relevant authorities on the need for alternatives to detention (ATD) | Dignified alternatives to detention (ATD) holding facilities established | Capacity building Coordination | 39.1.1 No. of officers trained and stakeholders sensitized on ATD 39.1.2 No of sensitization campaigns conducted | MoINA-Lead NPS-Support agency NCM Coordination KNCHR & MoH Technical support | Inadequate funding Limited technical capacity | Financial resources Human resources | 20 million |
| | 39.2 Enhance human rights compliance in migrant safe holding and detention facilities | | | 39.2.1 No. of human rights monitoring audits/ Inspections | | | | |

ANNEX II: M&E FRAMEWORK

THEMATIC AREA 1

PROMOTING FACT-BASED AND DATA-DRIVEN MIGRATION DISCOURSE, POLICY, AND PLANNING.

THIS THEMATIC AREA RELATES TO GCM OBJECTIVES 1, 3 AND 23.

GCM intervention	Sub-activity	Objectively verifiable indicators	Timeline	Target	Means of verification	Lead agency	Frequency	Status	Remarks
1. Conduct comprehensive migration data needs assessment surveys	1.1. Conduct and publish migration data needs assessment survey	1.1.1. No. of reports generated and disseminated	2024	1 survey report	Survey report Survey datasets	KNBS	Annually		
	1.2 Develop a feedback mechanism	1.2.1 Feedback mechanism developed 1.2.2 Feedback received	2024-2027	1 feedback report 1 dissemination report with number of feedback responses received	Feedback mechanism report No of feedback responses received Dissemination report	KNBS	Annually		

Strategic objective	Activity	Output	Year	Target	Means of verification	Responsible	Frequency
2. Develop a migration data management strategy	2.1. Strengthen NCM TWG on migration data and statistics	2.1.1 NCM TWG on data established	2023	1 NCM TWG on data	strategy	NCM	Annually
		2.1.2 Migration data strategy developed		1 Migration data strategy developed			
	2.2. Operationalize Migration Data Sector Committee at KNBS	2.2.1 Sector Technical Working Committees (TWC) operationalized	2023	1 KNBS TWC SOP report TOR report TWC report MoU report	TWC SOPs, TOR Signed MOUs	NCM KNBS	Annually
		2.2.2 No. of reports produced and disseminated			Validated reports		
	2.3. Revise migration data SOPs	2.3.1 SOPs revised	2023	1 SOP 1 Terms of Reference(TOR) No. TBD MOUs	Validated SOPs	NCM	Annually
	2.4. Establish a migration data and research unit	2.4.1. Migration data and research unit established	2023	1 data and research unit	Letter of establishment	NCM	Annually
	2.5 Monitoring evaluation and reporting (M, E&R) framework developed	2.5.1. M, E &R frameworks developed	2023	1 M, E &R frameworks	Validated M, E framework	NCM	Annually

Objective	Activity	Indicator	Timeline	Target	Means of verification	Responsible	Frequency
3. Enhance the capacity of state agencies in data collection, processing, and dissemination in line with national data protection guidelines and international standards	3.1 Carry out training needs assessment across MDAs	3.1.1. Training need assessment report	2024	1 report	Training needs assessment report	KNBS	annually
	3.2. Build capacities of the NCM stakeholders on data collection, collation (analysis) and dissemination	3.2.1. No. of trainings of key personnel and NCM focal point persons	2023-2027	12 trainings	Training reports	NCM	Quarterly
	3.3. Build capacities of border points personnel on data collection and analysis	No. of trainings No. of training manuals	2023-2027	TBD		BMS	
4. Establish digital migration data management infrastructure	4.1 Develop an integrated data management system	4.1.1 Migration data management system developed and operationalized	2025	Integrated system	Operational System	NCM	Once

Objective	Indicator	Timeframe	Target	Type	Responsible	Frequency
4.2 Develop tools for data collection, analysis and sharing	4.2.1 Data collection tools developed	2023-2027	1 digital learning management system (dims)	System	NCM	Once
4.3 Develop a platform for migration data sharing	4.3.1 Platform for migration data sharing developed	2023-2027	Data sharing platform	Migration data platform	KNBS	Annually
4.4 Establish and strengthen Digital Information Management System (DIMS)	4.4.1 Displacement Tracking Matrix (DTM) and its various components expanded	2023-2027	28 DTM reports	DTM Reports	IOM	Annually
	4.4.2 Strengthened National Employment Authority Integrated Management System (NEAMIS)		1 Revised system	System	NEA	Annually
	4.4.3 Established integrated border management system (IBMS)		1 Revised system	System	MoINA	Annually
	4.4.4 Established Diaspora Integrated Information Management System (DIIMS)		System	DIIMS System	State department for Diaspora Affairs	Once

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Strategy	Activity	Output / Indicator	Timeline	Target	Means of Verification	Responsible	Frequency
		4.4.5 Strengthened Integrated Management Refugee System		1 System	System	DRS	Annually
5. Conduct migration surveys	5.1 Develop and include migration module in national surveys	5.1 Migration module developed	2023-2027	1 System / 1 Migration module	System / Survey Report	KNBS	Annually
	5.2 Dissemination of migration module	5.2 No. of surveys with migration module included disseminated.	2023-2027	12 Surveys 12 Reports	Survey Report	KNBS	Quarterly
	5.3 Conduct household migration and migration related surveys	5.3.1 Labor Migration Survey Conducted	2025	1 Report	Survey Report	KNBS	Once
		5.3.2 National Remittances Household Survey conducted	2024	1Report	Survey Report	KNBS	Bi-annually
		5.3.3 Health Workers Migration Survey conducted	2025	1 Report	Survey Report	KNBS	Once
		5.3.4 Baseline survey on drivers of migration incorporated and conducted	2023-2027	2 Reports	Survey Report	KNBS	Quarterly

	5.3.5 Baseline survey on irregular and mixed migration conducted	2023-2027	1 Report	Survey Report	KNBS	Annually	
	5.3.6 A study on "SACCOs" as part of remittances value chain in rural areas conducted	2023-2024	1 Report	Study Report	IFAD	Once	
	5.3.7 Integrated HIV services delivery among migrants conducted	2023	1 Report	Survey Report	UNAIDS	Once	Process started
6.1 Produce Quarterly Migration Data Factsheets	6.1.1. No. of Quarterly Migration Data Factsheets	2023-2027	1 Report per quarter (16 in total)	Factsheets	NCM	Quarterly	

Main Objective	Activity	Output	Timeframe	Target	Means of Verification	Responsible	Frequency	Status	Reference
6. Develop, up-date, and dissemi-nate migration re-ports	6.2 Update Kenya Re-mitscope	6.2.1. Updated Kenya Remitscope	2023	1 Report	Remitscope	IFAD	Once		Re-mitscope Kenya - https://gfrid.org/publi-ca-tions/ke-nya-country-diagnos-tic-2023/
	6.3 Update monthly CBK data on re-mittance In-flows	6.3.1. Monthly CBK data on remittance in-flows	2023-2027	1 Table per month and reference to CBK Weekly Bulletin	Monthly	CBK	Monthly	On-going	CBK monthly bulletin https://www.ce ntral-bank.go. ke/dias-pora-re-mit-tances/
	6.4 Develop Kenya Migra-tion Profile	6.4.1. Kenya Migration Profile developed	2023	1 Report	Migration Pro-file Report	NCM	Annually		

Strategic Objective	Activity	Indicator	Timeframe	Target	Means of Verification	Responsible	Frequency
	6.5 Develop local and national migration governance indicators (MGIs).	6.5.1. No. of local and national MGI reports developed	2023-2027	3 Reports	Local MGI reports	IOM	Once
	6.6 Dissemination of the migration reports and factsheet	6.6.1. No. of migration reports and factsheets disseminated	2023-2027	35 Dissemination reports	Dissemination reports	NCM	Once
7. Develop a resource mobilization and sustainability strategy	7.1 Fundraising and sustainability strategy	7.1.1. Develop a resource mobilization and sustainability strategy	2023	1 Strategy report	Strategy	NCM	Once
	7.2. Mobilization of internal and external resources	7.2.1. Amount of donor funds committed to migration data	2023-2027	825 million mobilized both internally and externally	Reports on resources mobilized	NCM	Annually
		7.2.2. No. of MDAs who have committed funds to migration data					
8. Strengthen Kenyan Institute of Migration Studies (KIMS) to become a centre for migration studies and research	8.1 Review KIMS Curriculum	8.1.1. Curriculum reviewed	2024	1 Reviewed curriculum	Reviewed curriculum	NCM	Once
	8.2 Establish KIMS as an autonomous institute	8.2.1. KIMS established	2027	1 Autonomous institute	Institutional charter	NCM	Once

	8.3 Capacity building for KIMS personnel	8.3.1. No of personnel trained	2023-2027	All personnel trained	Trained personnel	NCM	Once
9. Establish, launch, and publicize a national website on migration options and pathways	9.1 Develop and operationalize website	9.1.1 Migration options website established, launched, and publicized	2027	1 Website	Website	NCM	Once

THEMATIC AREA 2

PROTECTING SAFETY AND WELL-BEING OF MIGRANTS, INCLUDING THROUGH ADDRESSING THE DRIVERS AND MITIGATING THE SITUATIONS OF VULNERABILITY IN MIGRATION.

GCM OBJECTIVES ARE 1,2,3,7,8,11,12,13,14,15,17, 22.

GCM intervention	Sub-activity	Objectively verifiable indicators	Timeline	Target	Means of verification	Lead agency	Frequency	Status	Remarks
10. Advocate and participate in the development, enactment and implementation of national legislation and policies related to migration	10.1 Adoption of the National Migration Policy (NMP)	10.1.1/10.2.1 No. of meetings with parliamentarians	2023-2027	1 NMP	Gazette	NCM	Annually		
	10.2 Anchor NCM in law	10.1.2/10.2.2 No. of meetings with stakeholders		NCM anchored into law	Gazette	NCM	Annually		
	10.3 National Climate Change Action Plan reviewed with inclusion of migration	10.3.1 No. of sectoral policies and plans that mainstream migration	2023-2027	1 National Climate Change Action Plan reviewed with mobility integrated	National Climate Change Action Plan	MoEFCC	Once		

	10.4 Implementation of toolkit on mainstreaming migration in rural development	10.4.1. No. of meetings with stakeholders	2023-2027	10 Meetings	Meeting reports	NCM	Annually
		10.4.2.No. of counties who have adopted the toolkit	2023-2027	3 Meetings	County reports	NCM	Annually
	10.5 Operationalization of SOPs on detention monitoring on protecting safety and well-being of migrants	10.5.1 No. of SOPs on detention monitoring developed and operationalized	2023-2027	2 SOPs on detention monitoring	SOPs	NCM	Annually
11. Develop and implement media engagement guidelines to promote independent, objective, and	11.1 Formulation of national media engagement guidelines on migration	11.1.1. National media engagement strategy developed	2023 2027	1 National guidelines on media engagement	Guidelines	NCM	Annually

	Activity	Indicator	Timeframe	Target	Means of verification	Responsible	Frequency
timely reports by media outlets	11.2 Capacity building of media personnel on migration reporting	11.2.1.No. of media personnel trained	2023 - 2027	240 Sensitizations of media and communication personnel (male/female)	Training reports	NCM	Annually
		11.2.2. No. of communication experts seconded to NCM		4 Communication experts from the Ministry of ICT seconded to NCM (male/female)	TORs	NCM	
	11.3 Establish media reporting & dissemination platform	11.3.1 No. of migrant-sensitive media reports disseminated	2023 - 2027	3 Migrant-sensitive media reports disseminated	Reports	NCM	Annually
	11.4 Creating a social media platform for NCM to create awareness on migration matters	11.4.1.No. of joint training workshops held with media, migration, and disaster management experts	2023 - 2027	4 Joint training workshops held. 2 NCM social media handles (X and Facebook) activated	Training reports Social media handles	NCM	Annually

| 12. Support initiatives and programmes that address the economic and livelihood drivers of migration | 12.1 Mapping existing initiatives to leverage on synergies and avoid duplication of efforts | Report on the mapped initiatives | 2023 - 2027 | 1 Report on the mapped existing initiatives | Report | NCM | Annually |
| | 12.2 Promoting livelihood opportunities and diversification including skills development grants/loans to support MSMEs, agribusiness, e-commerce | No. of projects undertaken

No. of beneficiaries of and amount of government loans disbursed

No. of technical trainings held | 2023 - 2027 | 4 Projects undertaken that reduce vulnerability

100,000 Beneficiaries

3 Technical trainings | Projects document

Participant list

Report of trainings | NCM | Annually |

13. Build resilience of communities arising from climate change and other disasters						
13.1 Mapping and assessment of areas affected by climate change, cross-border disaster risk assessments and assessments on emerging and reemerging communicable diseases	13.1.1. Reports on the mapping of affected areas.	2023 - 2027	9 Reports on the mapping and assessment of affected areas	Reports	NDMU	Annually
13.2 Bi-national and regional preparedness drills and exercises	13.2.1. No. of bi-national drills conducted	2023 - 2027	3 Binational drills	Reports	NCM	Annually
13.3 Design/review resilience building programmes	13.3.1.No. of peace building initiatives conducted	2023 - 2027	4 Peacebuilding initiatives conducted	Reports	NCM	Annually

13.4 Diversify communities' livelihoods to mitigate the risks of displacement	13.4.1. No. of community support projects implemented	2023 - 2027	2 Community projects	Project report	COG	Annually
13.5 Awareness creation and early warning disaster risk reduction to mitigate the risks of displacement	13.5.1. No. of community engagements held	2023 - 2027	4 Community engagements	Activity report	NCM KMD	Annually
13.6 Assessment on identifying factors of displacement/migration	13.6.1. No. of statements, directives, strategies, and policies issued on climate change and disasters	2023 - 2027	4 SDS (statements, directives, and strategies)	Statements, directives, and strategies	NCM	Annually

	13.7 Conduct threat hazard and risk -assessments to develop contingency plans	13.7.1 Contingency plan developed	2023 - 2027	1 Contingency plan	Contingency plan	NCM	Annually
14. Enhance access to social services and legal identity	14.1 Strengthening of the National Referral Mechanism through sensitization and dissemination of the NRM guideline at the national and county level	14.1.1. No of referral partner meetings	2023 - 2027	12 Meetings	Activity reports on the referral meetings held	CTIP	Annually
	14.2 Build capacities of government authorities to protect the rights of migrants.	14.2.1. No. of trainings conducted for government authorities	2023 - 2027	20 Trainings	Activity reports on the trainings held	KNCHR	Annually

Objective	Strategy	Indicator	Timeframe	Target	Means of Verification	Responsible	Frequency
	14.3 Implementation of the Refugees Act 2021	14.3.1. No. of new migrants enrolled in social system	2023 - 2027	1000 Migrants enrolled in the social protection systems	Report	DRS	Annually
		14.3.2 No. of sectoral policies, subsidiary legislations and administrative institutions established to facilitate implementation of refugee laws	2023 - 2027	1 Subsidiary Regulations to the Refugee Act developed 1 Refugee Education Policy 1 Policy on Refugee Integration 2 More administrative institutions established under the Refugee Act	Act and policies	DRS	Annually
15. Mainstreaming mobility dynamics into emergency preparedness and response	15.1 Enhance coordinated mechanisms between State and non-State agencies on emergency preparedness and response	15.1.1. No. of non-State actors and communities trained	2023 - 2027	200 Stakeholders trained	Activity report	NDMU	Annually
		15.1.2. No. of national and county government officers trained on emergency preparedness and response		4 County emergency response plans reviewed			

| 15.2 Conduct training, drills, and exercises on disaster displacements (both internal and cross border) | 15.2.1.No. of training, drills and exercises on disaster displacement conducted | 2023 - 2027 | 4 Cross-border drills/exercises conducted | Activity report | NDMU | Annually |
| 15.3 Review and update national and county emergency response plans in line with Migrants in Countries in Crisis (MI-CIC) Guidelines | 15.3.1. No. of national and county emergency response plans reviewed | 2023 - 2027 | 1 National Emergency Response Plan (NERP) 4 County Emergency Response Plan reviewed | NERP | NDMU | Annually |

| 15.4 Develop SOPS on disaster displacement (binational and inter-county) | 15.4.1.No. of SOPs on disaster displacements developed | 2023 - 2027 | 4 SOPs on disaster displacement developed in 4 counties

2 Cross-border SOPs on disaster displacement developed (Kenya/Uganda, Kenya/Ethiopia) | SOPs | NDMU | Annually |
| 15.5 Review and update the national Public Health Emergency Response (PHERP) plans in line with MICIC guidelines | 15.5.1. Review of the national public health emergency response plan | 2023 - 2027 | 1 Reviewed national public health emergency response plan | PHERP | MOH | Annually |

THEMATIC AREA 3

ADDRESSING IRREGULAR MIGRATION INCLUDING THROUGH MANAGING BORDERS AND COMBATING TRANSNATIONAL CRIMES. THE RELEVANT

GCM OBJECTIVES 7, 9,10,11,12.

GCM intervention	Sub-activity	Objectively verifiable indicators	Timeline	Target	Means of verification	Lead agency	Frequency	Status	Remarks
16. Advocate and support the development and implementation of relevant policies, regulations, and guidelines, relating to TIP and SOM	16.1 Adopt and implement the National Standard Operation Procedures (SOPs) on trafficking in persons (TiP) and smuggling of migrants (SoM)	16.1.1 No. of Key actors trained	2024	10 Counties 300 Participants (male/female)	Training reports	CTiP Secretariat	Annually		
		16.1.2. No. of IEC materials distributed on TiP and SoM		IEC materials distributed in 47 counties	Collection reports/register				
		16.1.3. No. of sensitizations workshops on TiP and SoM held		16 workshops in 16 counties	Sensitization reports				

Activity	Indicator	Year	Target	Means of Verification	Responsible	Frequency
16.2 Review the Counter Trafficking in Persona (CTiP) Act 2010	16.2.1 No. of public participation forums undertaken Revised CTiP Act.	2024	8 forums in 8 regions	Public participation reports	CTiP Secretariat	Annually
16.3 Implement the CTiP Act	16.3.1. No. of traffickers prosecuted	2027	100 traffickers prosecuted	Court rulings	ODPP	Annually
16.4 Dissemination of the National Action Plan on TiP and SoM	16.4.1. No. of dissemination fora held	2027	47 Dissemination in 47 counties	Dissemination Reports	CTiP Secretariat	Annually
16.5 Disseminate the NCRC (National Crime Research Center) Report on Human Trafficking	16.5.1. No of Dissemination fora held	2027	47 Dissemination in 47 counties	Dissemination reports	NCRC	Annually

Objective	Activity	Indicator	Year	Target	Means of verification	Responsible	Frequency
17. Strengthen the implementation of the national referral mechanisms to enhance protection of vulnerable migrants[2]	17.1 Provide direct services to victims of trafficking (VoTs) and vulnerable migrants including psychosocial support, translators, care givers, legal aid, and re-integration	17.1.1.No. of re-integrated VoTs and smuggled persons

17.1.2 No. of VoTs and vulnerable migrants supported | | 100 VoTs

100 smuggled persons re-integrated | VoT support reports

SoM support reports | CTiP Secretariat | Annually |
| | 17.2 Establishment of 8 safe houses for VoTs and re-furbishing of the existing ones | 17.2.1 No. of safe houses establish and operational | 2024 | 3 safe houses for VoTs | Photos of the operationalized safe houses | CTiP Secretariat | Annually |

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[2] Children on the move, unaccompanied children, women migrants, aged and persons living with disabilities.

	Indicator	Baseline/Year	Target	Means of Verification	Responsible	Frequency
17.3 Hold joint capacity building trainings for border officials on TiP and SoM	17.3.1. No. of stakeholders successfully trained.	2027	1000 personnel underwent capacity building (male/female)	Capacity building reports	CTiP Secretariat	Annually
	17.3.2 Number of trainings of trainers (ToTs) held		50 ToTs trained	Training reports		
	17.3.3 No. of Awareness campaigns held		15 Awareness campaigns held	Awareness reports		
17.4 Disseminate and operationalize the National Referral Mechanism (NRM) guidelines	17.4.1. No. of dissemination workshops held	2027	22 Disseminations in 22 counties	Dissemination reports	CTiP Secretariat	Annually
17.5 Learning Exchange on safe houses and their management	17.5.1. No. of bench-marking visits undertaken	2027	5 Bench-marking visits undertaken	Bench-marking reports.	CTiP Secretariat	Annually

	Indicator	Year	Target	Means of verification	Responsible	Frequency
17.6 Establish a national holding facility for VoTs awaiting repatriation	17.6.1. No. of holding facilities established	2027	1 Holding facility established	Completion certificate	CTiP Secretariat	Annually
17.7 Support the Border Management Committees (BMC) to enhance protection of vulnerable migrants	17.7.1. No. of BMC's supported	2027	30 BMCs supported	Training report	CTiP	Annually
18. Promote a coordinated and integrated border management approach 18.1 Operationalize all approved and gazetted POEs	18.1.1. No. of PoEs gazetted and operationalized	2027	2 Gazetted POEs operationalized	Gazette notice	DIS	Annually

	18.2 Implementation of Advance Passenger Information (API) and Passenger Name Record (PNR)	18.2.1 Detection and interception of transnational criminals 18.2.2 Efficiency at entry points 18.2.3 Protection of vulnerable populations	2027	1 API/PNR for maritime and land borders	API/PNR system	DIS	Annually

Activity	Output	Year	Target	Means of verification	Responsible	Frequency
18.3 Inaugurate e-gates	18.3.1 Secure smooth and convenient security control operations at POEs	2027	E-gate systems operationalized at 3 airports	E-gate system	Kenya Airports Authority (KAA)	Annually
	18.3.2 Functional e-gate system at all airports					
	18.3.3 Improved traveller experience					
18.4 Review and update the Immigration Border Procedures and Operations Manual (2017)	18.4.1 Revised Border Procedures and Operations Manual	2025	1 Manual updated and operationalized	Updated manual	DIS	Annually
	18.4.2 No. of trainings on procedure manual		2 Biannual trainings in 30 POEs	Attendance lists Training reports		Biannually

Activity	Indicator	Year	Target	Means of Verification	Responsible	Frequency
18.5 Monitor and evaluate implementation of SOPs on Coordinated Border Management (CBM)	18.5.1. No. of SOPs revised	2027	1 SOP Revised	Revised SOP	BCOCC	Biannually
	18.5.2 BMC Appraisal report		1 BMC report	Report of the BMC Appraisal		Annually
18.6 Develop regulations for coordinated border management (CBM)	18.6.1. Developed CBM regulations	2027	1 Regulation	Regulation	BCOCC	Once
18.7 Develop an integrated information sharing system for CBM	18.7.1 Communication platform/system at the POEs	2027	1 Information management system	Information management system	BCOCC	Once

Strategy	Activity	Indicator	Baseline Year	Target	Means of Verification	Responsible	Frequency
19. Strengthen community- based and cross border initiatives through partnerships	19.1 Sensitize communities in border counties on cross-border co-existence within and across borders for increased participation in the border systems	19.1.1 No. of border counties sensitized on cohesion	2024	10 Counties with border communities	Reports	State Dep. of EAC	Annually
	19.2 Establish information sharing mechanisms	19.2.1 No. of information sharing mechanisms established		5 Local stations 100 Officers	Reports	State Dep. of EAC	Annually
	19.3 Establish/strengthen peace initiatives for harmonious sharing of resources within and across border	19.3.1. % reduction of the number of conflict incidents	2024	10%	Reports	NGAO/NSC on peace-building	Annually

Strategic Objective	Activity	Indicator	Baseline Year	Baseline	Target	Means of Verification	Responsible	Timeline
20. Support the operationalization of cross-border initiatives including cross-border co-operation initiatives, border information systems and digitization of operations	20.1.1 Establishing and adequately equipping travel document forensic lab at Immigration Headquarters, Jomo Kenyatta International Airport (JKIA), and Moi International Airport (MIA)	20.1.1 Reduction in document fraud 20.1.2 Enhanced document verification 20.1.3. Training effectiveness 20.1.4 Improved integrity of our POE		TBD			DIS	Annually
21. Mobilize supplementary through partnerships; financial and in-kind support to address irregular migration	21.1 Identify partners	21.1.1. No. of partnerships MoU/concepts	2024	5 partnerships MoU/concepts		Partnership MOUs/concepts	NCM	Anually
	21.2 Cost and prioritize activities	21.2.1. No. of budgets/strategy developed	2024	1 strategy developed		Strategy document	NCM	Annually

THEMATIC AREA 4

FACILITATING REGULAR MIGRATION, DECENT WORK, AND ENHANCING THE POSITIVE DEVELOPMENT EFFECTS OF HUMAN MOBILITY.

GCM OBJECTIVES 4, 5, 6,14, 18, 19, 20, 22, 23

GCM intervention	Sub-activity	Objectively verifiable indicators	Timeline	Target	Means of verification	Lead agency	Frequency	Status	Remarks
22. Support training programmes for migrant workers	22.1 Conduct pre-departure training for migrant workers- culture, language, basic skills, country laws, travellers' health requirements and social security	22.1.1 No. of migrant work- ers trained (male/female)	2023-2027	22. 600,000 male/female (150,000 per year)	Training rec- ords Registration lists Certificates record from certifying bod- ies	MoLSP - NITA	Annually		
	22.2 Home care trainings for migrant do- mestic workers								

	Activity	Timeline	Indicator / Target	Means of verification	Responsible	Frequency
	22.3 Certification of the skills earned for migrant workers					
	22.4 Professional training as per sectoral and/or country requirements					
23. Support development and implementation of comprehensive, coherent, and harmonized laws and policies on labour migration	23.1 Finalization of the National Labour Migration policy		1 National labour migration policy	Publications in the Kenya Gazette	MoLSP	Every two years
	23.2 Finalization of the Labour Migration Bill	2023-2027	1 Labour migration management bill	Reports of meetings held / Kenya Law Report	MoLSP	Every two years
	23.3 Ratification of Relevant ILO Conventions		3 ILO Conventions ratified	Gazette notice	MOLSP / OAG	Annually

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Strategy	Activity	Indicator	Timeline	Target	Means of Verification	Responsible	Timeframe
	23.4 Review of the Labour Laws: Employment Act, 2007; Labour Relations Act 2007, Labour Institutions Act 2007			3 Laws reviewed		MOLSP	Every two years
24. Increase diaspora engagement for transfer of skills	24.1 Conduct regional survey on diaspora skills mapping in the destination countries	24.1.1. No. of reports of the survey	2023-2027	2 Surveys: 1 at the beginning of implementation (2023), 1 at the end 2027).	Validated reports of the survey in 2023 and 2027	MFDA/KNBS	2023 and 2027
		24.1.2. Number of skills mapped		5 Skills mapped: medical workers; Technician's; domestic workers; hotel industry workers; and engineers.	Mapping	MFDA/KNBS/NITA & TVET	2023 and 2027

Objective	Activity	Indicator	Period	Target	Means of verification	Responsible	Timeframe
25. Identify key economic sectors that require diaspora skills	25.1 Conduct a gap analysis in the key economic sectors that require diaspora skills /knowledge and investment transfer	25.1.1 No. of reports, skill gaps identified	2023-2027	2 Gap analysis reports, 1 (2023) at the begging of implementation, 1 (2027) at the end of implementation	Validated gap analysis report	MFDA/MLSP	2023 and 2027
	25.2 Collaboration with diaspora association	25.2.1 No. of diaspora associations in collaboration	2023-2027	Diaspora association	MFDA records	MFDA	2023 & 2027
26. Address the re-integration needs and enhance skills and capacities of returning migrant workers	26.1 Conduct needs assessment on returnees for re-integration	26.1.1 No. of migrant worker returnees	2023-2027	Returned migrant workers	Returnees needs assessment reports	MoLSP - NEA	Annually
		26.1.2 No. of migrant workers re-integrated		15,000 (male/female) per year	Training records Registration lists		

Objective	Output	Indicator	Timeframe	Target	Means of Verification	Responsible	Frequency
	26.2 Establish structures for return and re-integration	26.2.1 No. of structures established	2023-2027	2 Structures established i. Kenya Migrant Workers Welfare Fund ii. Migrant Workers Resource Centre	Meeting records / Physical verification	MoLSP - NEA	Annually
	26.3 Facilitate skills matching and re-integration	26.3.1 No. of workers re-integrated, trained (male/female)	2023-2027	60,000 (male/female) workers reintegrated and trained (15,000 per year)	Training records / Registration lists	MoLSP - NEA	Annually
27. Strengthen regional and international partnerships for promotion of decent work	27.1 Support review of the existing BLMAs/MOUs and development of new BLMAs/MOUs	27.1. No. of BLMAs/MOU signed	2023-2027	12 BLMAs/MOUs signed (3 per year)	BLMAs/MOUs signed / Meeting records	MoLSP	Annually
28. Support partner States to enter into agreements to facilitate portability of social security benefits	28.1 Initiate dialogue with partner States on portability of social security benefits	28.1.1 No. of meetings conducted.	2023-2027	48 Meetings (12 per year) with partner states (inter-state)	Meeting records	MoLSP	Annually
		28.1.2. No. of agreements signed		Agreement signed	Agreements Meeting records	MoLSP	Once

Objective	Activity	Indicator	Timeline	Target	Means of verification	Responsible	Frequency
		28.1.3. No. of beneficiaries (male/female) accessing social security benefits in Kenya		100,000 (male/female) beneficiaries per year	Beneficiary records	NSSF	Annually
29. Support and facilitate mobile consular services in countries of Destination	29.1 Facilitation of mobile consular services	29.1.1 No. of mobile consular services provided	2023-2027	Pilot with 10 mobile consular services (UAE, Oman, Saudi Arabia, Qatar, UK, USA, Canada, New Zealand Germany, Australia)	Meeting records / Record from the mobile consular service	MFDA	Annual updates
		29.1.2 No. of migrants (male/female) served	2023-2027	No. of migrant workers served per year	Record from the mobile consular service	MFDA	Annually
30. Enhance protection of migrant workers	30.1 Increase the number of labour attachés, legal officers, and others	30.1.1 No. of deployed Labour attachés (male/female)	2023-2027	15 Labour attachés	Deployment letters	MFDA	2023 & 2027

Activity	Indicator	Timeframe	Target	Means of verification	Responsible	Frequency
30.2 Review of the BLMAs to enhance human rights protections	30.2.1. Number BLMAs reviewed	2023-2027	2 BLAs/MOUs reviewed	Meetings records BLMAs reviewed & signed	MoLSP	Annually
30.3 Review of existing Labour Institution Act 2007 regulations on ethical recruitment	30.3.1 Reviewed Labour Institution Act 2007 Regulations on PRAs	2023-2027	Regulations reviewed	Gazette notice	MoLSP	Annually
30.4 Establish safe houses in the destination countries. Increased information at the PoEs on safe migration	30.4.1. No. of migrant workers repatriated safely and with dignity (male/female)	2023-2027	200 Migrant workers repatriated (male/female)	Labour attaché reports, repatriation records	MLSP/Labour attache'	Annually
30.5 Development of the Kenya Workers Migrant Welfare Fund	30.5.1 No. of meetings/workshops held	2023-2027	5 Workshops held towards development of the fund	Workshop reports	MLSP/NEA	Annually

Objective	Activity	Indicator	Timeframe	Target	Means of Verification	Responsible	Frequency	Note
31. Enhance recognition of the legal identity documents for migrant workers to promote decent work	31.1 Fast-track establishment of machine-readable identity cards and smart gate	31.1.1. No. of machine-readable identity card and smart gate	2023-2027	Established machine-readable IDs & smart gate		Ministry of EAC, ASALS & Regional Development	Annually	Note- EAC Rep to provide info
	31.2 Review of the relevant statutes to enable recognition of the existing legal identity documents for migrant workers							
	31.3 Digitization of attestation process	31.2.1 No. of clients accessing the system (male/female)	2023-2027	System developed No. Of PRAs accessing the system	Online traffic/ website analytics	MoLSP	Annually	
	31.4 Integration of systems for ease of information sharing	31.4.1 Number of systems integrated	2023-2027	3 Systems Integrated	Website analytics	MoICT	Annually	

32. Support mutual recognition of skills, qualification, and competencies	32.1 Develop standards & guidelines for mutual recognition of skills between Kenya and countries of destination	32.1.1. No. of standards and guidelines developed (male/female)	2023-2027	4 Standards and guidelines developed	Signed guidelines Meeting records	MoE KNQA NITA	Annually
		32.1.2 No of skilled labour migrants (male/female)	2023-2027	150,000 (male/female)	Migration records	MoLSP NITA	Annually

THEMATIC AREA 5

IMPROVING THE SOCIAL INCLUSION AND INTEGRATION OF MIGRANTS.
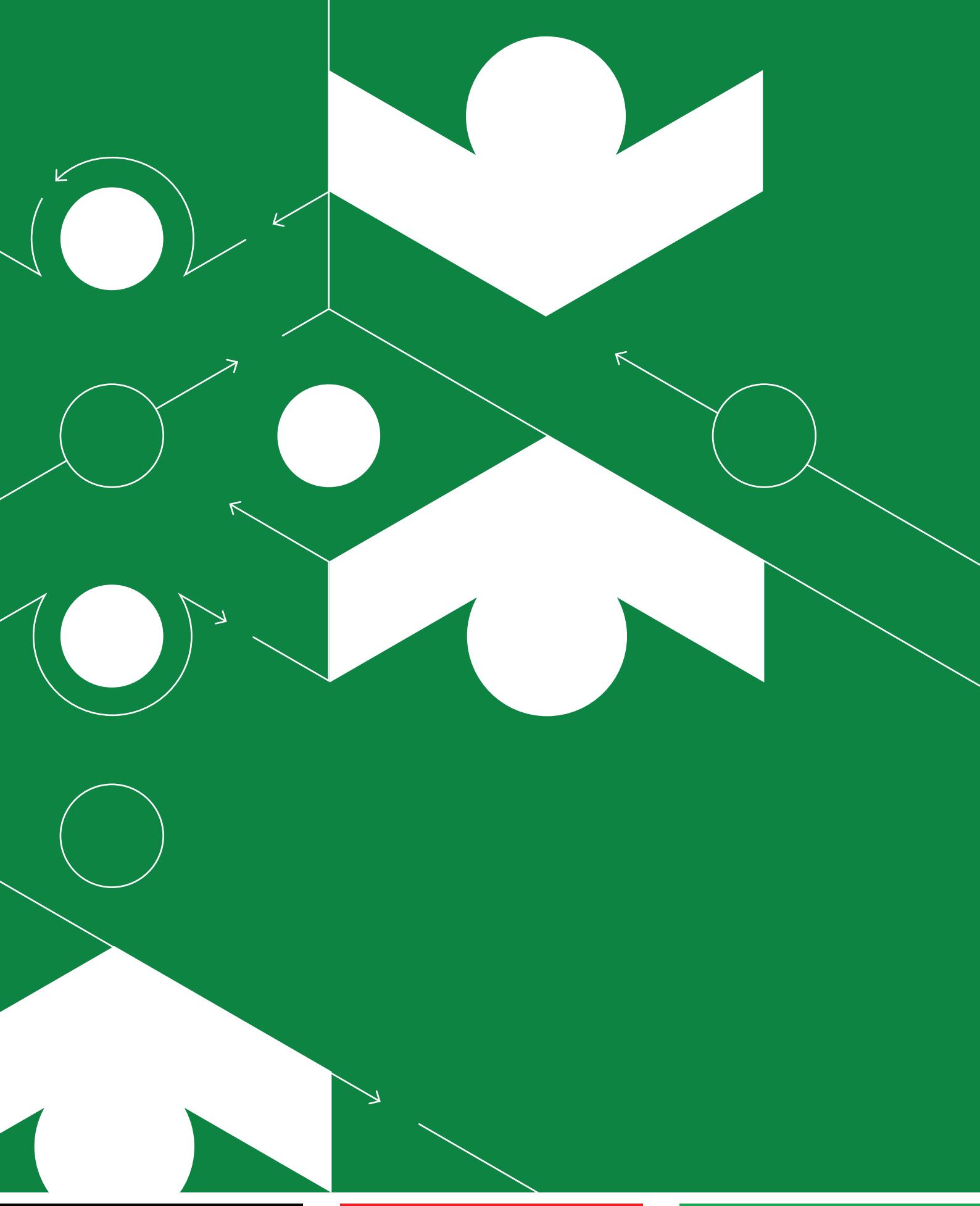
GCM OBJECTIVES ARE: 13, 14, 16, 19, 20, 21 AND 22.

GCM intervention	Sub-activity	Objectively verifiable indicators	Timeline	Target	Means of verification	Lead agency	Frequency	Status	Remarks
33. Organize national, regional, and international forums on remittances, investments, and development	33.1 Implement Global Forum on Remittances, Investment, and Development (GFRID)	33.1.1 No. of Delegates convened 33.1.2. Recommendations and reports from the summit & meetings	June 2023	500 delegates Flash report and summit outcomes report	Summit registration and reports	IFAD	Once	Completed Involved over 600 delegates at the GFRID forum	GFRID Flash report and preliminary report are out https://gfrid.org/summits/gfrid2023/
	33.2 Observance of the International Day for Family Remittances, 16th June (IDFR)	33.2.1 Report of IDFR within the GFRID summit	2023	One day of public discussions for the observance of IDFR	IDFR highlights within the GFRID reports	IFAD	Once	Completed	GFRID Flash report and preliminary report are out: https://gfrid.org/summits/gfrid2023/

	33.3 Operationalize National Remittance Stakeholders Network (NRSN) and Community of Practice (CoP) meetings	33.3.1. Remittance Roadmap updated for each year and meetings highlights	2023-2024	10 meetings	Summit reports	IFAD	Quarterly & Annually		In 2023, hosted one NRSN and one COP, reference to the first two meetings: https://gfrid.org/event/fourth-nrsn-and-third-cop-meeting-2/
34. Review laws, policies, and regulations to lower cost of remittances and increase investment in the country	34.1 Revision and operationalization of National Diaspora Policy	34.1. No. of laws, policies and regulations reviewed	2023-2027	1 National Diaspora Policy reviewed	Kenya Gazette	MoFDA	Once	Inception meeting held on 17-18 March on the diaspora policy	Ongoing
	34.2 Harmonization of legislation, policies, and regulations on diaspora investment in Kenya and on remittances in Kenya and for Kenyans abroad			2 Workshops on harmonization of legislation (1 sensitization and 1 stakeholder)	Letters of invitation Workshop reports	MoFDA	Twice	Preliminary stages	
35. Develop, adopt and Implement Shirika Plan for the implementation of	35.1 Engage stakeholders in the	35.1.1 No. of stakeholders sensitized	2023-2027	5,000 Stakeholders (female/male)	Meeting reports Work Plans	DRS	Annually		

Activity	Indicator / Sub-activity	Indicator code	Year	Target	Means of Verification	Responsible	Frequency	Status	Remarks
the Kenyan Comprehensive Refugee Response Framework (CRRF)	development, adoption and implementation of the Shirika Plan including through joint programmes	35.1.2. No. of settlements created		2 Settlements (in Turkana and Garissa)	Shirika Plan report	DRS	Annually		This period could have additional counties that are affected
		35.1.3. No. of refugees integrated		(TBD) No. of integrated refugees		DRS			
36. Review regulations and policies	36.1 Develop a refugee education policy	36. No. of relevant policies and regulations developed, adopted, and reviewed	2024	1 Policy	Refugee education policy	DRS	Once	Ongoing	Zero draft developed
	36.2 Review policies to enable refugees' access to services		2027	4 Facilitation meetings with stakeholders	Letters Meeting minutes Participants' list Report	DRS	Annually		
	36.3 Develop regulations to operationalize the Refugee Act 2021		2024	1 Regulation	Regulation	DRS	Once	Ongoing	
37. Mainstream Migration in development plans at national and county level	37.1 Sensitization of representatives of county and national governments	37.1.1. No. of officials sensitized at the national and local levels	2027	800 Sensitized people (male/female)	Sensitization reports	NCM	Biannually	Ongoing	

Activity	Indicator	Timeline	Target	Source of verification	Responsible	Frequency	Remarks
37.2 Inclusion of migration in CIDPs and MTP IV	37.2.1 No. of counties/ CIDPs that have mainstreamed migration issues.	2027	6 CIDPs 1 MTP IV with migration included	County reports Letter of invitation to stakeholders MTP IV report	NCM	Annually	Look at CIDPs of respective countries to see if migration is included Engage county planners
37.3 County outreach programme (COP) expanded and running	37.3.1. No. of counties reached through the COP 37.3.2 No. of county focal committee established.	2023 - 2027	20 Counties 20 focal points from counties	Reports Contact list	NCM	Annually	
38. Facilitate safe and dignified voluntary return and readmission of refugees and vulnerable migrants 38.1 Identify vulnerable migrants in need of return 38.2 Facilitate safe and dignified voluntary return and readmission 38.3 Profile refugees willing to return	38. No. of people returned and readmitted safely (male/female) (age)	2027	3,000 Refugees, victims of human trafficking and smuggling	Statistical reports	MoINA	Annually	

Strategic objective	Activity	Indicator	Timeline	Target	Means of verification	Responsible	Frequency	Remarks
39. Support efforts for alternatives to detention	39.1 Sensitization campaign for relevant authorities on the need for alternatives to detention (ATD)	39.1.1 No. of officers trained and stakeholders sensitized on ATD	2027	2,000 Sensitized people (male/female)	Training reports	KNCHR	Annually	
		39.1.2 No. of sensitization campaigns conducted		6 Campaigns	Activity report	KNCHR	Annually	On Intl. days for Women, Trafficking, Children and Migration
	39.2 Enhance human rights compliance in migrant safe holding and detention facilities	39.2.1 No. of human rights monitoring audits/inspections		6 Monitoring audits	Monitoring report	KNCHR	Annually	