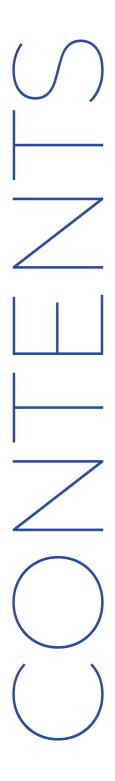


GCM Stakeholders Regional Review: Arab Region Edition

Findings of Online Survey

Table of Contents



03

Acknowledgements

04

Key Findings

12

Introduction

16

Stakeholder Portrait

22

GCM Implementation Progress, Trends, and Involvement

35

Challenges and Good Practices

43

GCM Guiding Principles in National Action Plans

55

Recommendations

57

Annexes

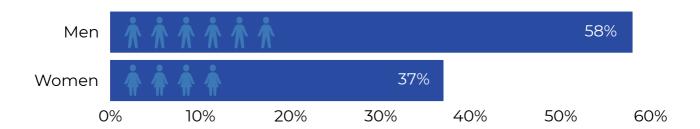
The Team of the IOM Regional Office for the Middle East and North Africa (IOM RO MENA) expresses their gratitude to the Regional UN Network on Migration in the Arab Region for their support in drafting the survey questionnaire and reviewing the report. This report was prepared in close collaboration with various stakeholders engaged in promoting safe, orderly, and regular migration across the Arab region.

KEY FINDINGS

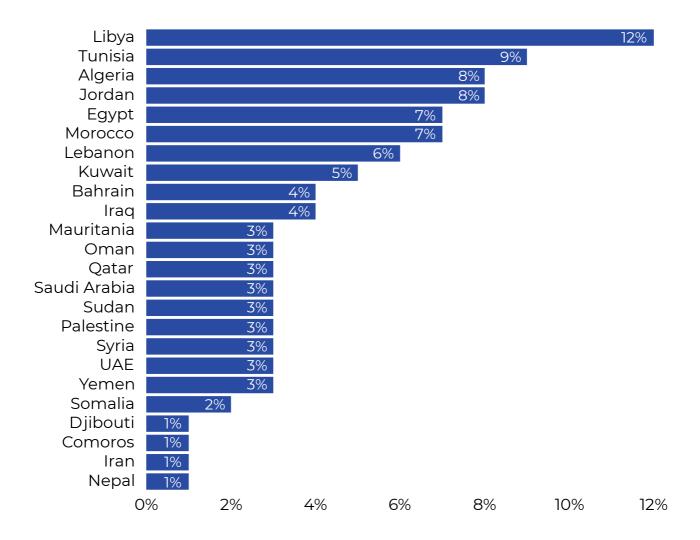
The implementation, follow-up, and review process of the Global Compact for Safe, Orderly, and Regular Migration (GCM), adopted in 2018, is based on ten core principles, one of them being the whole-of-society approach. In light of the upcoming 2024 Regional Review of the GCM in the Arab region, the IOM RO MENA — in partnership with the Regional United Nations Network on Migration — conducted the second round of the online survey on the status of the GCM implementation among the stakeholders from the Arab region, following the first survey conducted in late 2020 to early 2021. The summary of the report based on the survey inputs is provided below.

Stakeholder Portrait

58% of the survey participants are men, whilst women comprise only 37% of the interviewees.



The North African countries are the most represented in the survey (51%), with Libya, Tunisia, and Algeria ranking in the top-three.



The vast majority of the respondents to the survey in the region work for civil society organizations.



45%Civil Society
Organizations



12%Trade Unions /
Workers' Organizations



11% Academia



6%Migrant and Diaspora
Organizations

The biggest share of the participants are engaged in migration-related work through the protection of migrants' rights or collecting migration data and conducting thematic research.



23%Protection of migrants' rights

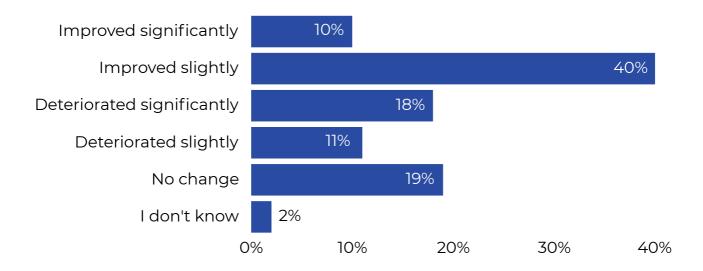


21%Data collection and research

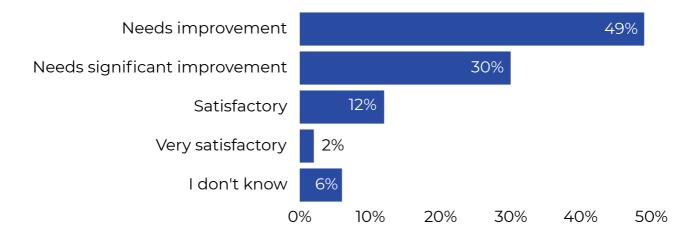
GCM Implementation Progress, Trends, and Involvement

05

Half of the respondents signal an improvement in the situation of migrants in their countries since the adoption of the GCM in 2018.

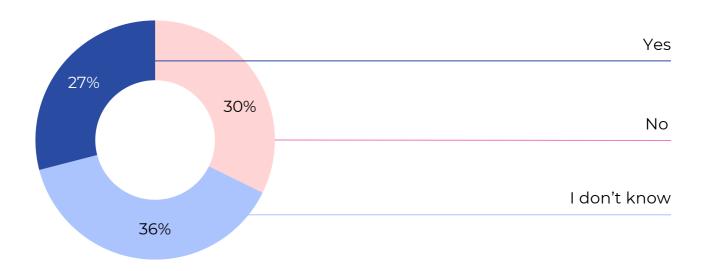


In spite of the overall satisfaction with the migration situation in the MENA countries, the overwhelming majority of the interviewees indicate a need for improvement in the progress of the GCM implementation.



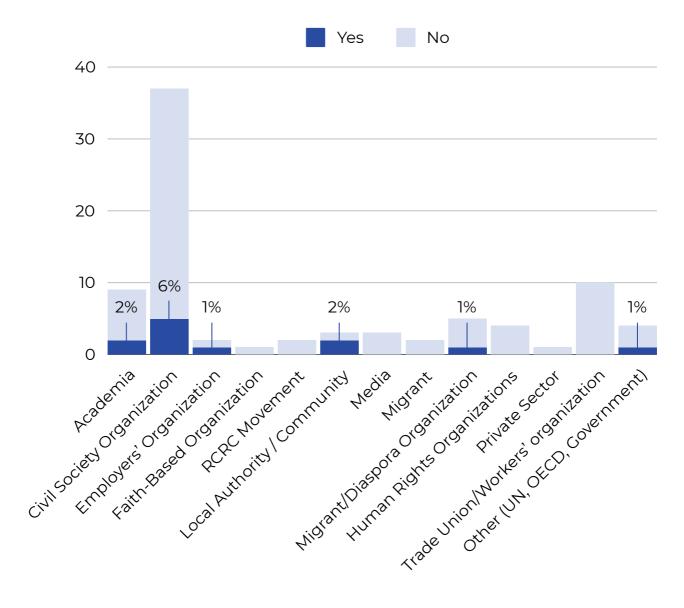
07

The majority of the stakeholders are not aware of their governments' actions regarding the drafting of national plans of action for the GCM implementation.



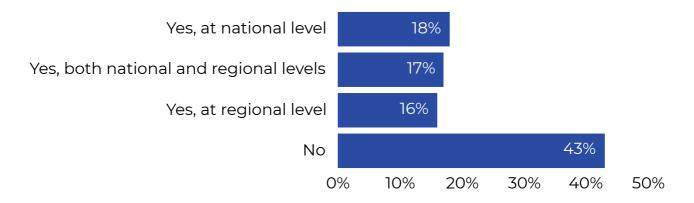
Distribution of the answers to the question "Has your country developed a national response plan/plan of action or strategy to implement the GCM?", %

A limited number of the respondents have been engaged in the development of national strategies related to the GCM implementation, most of them representing civil society organizations, academia, and local authorities.



Distribution of the answers to the question "Have you been involved in the development of the national response plan, plan of action or strategy development?", % of total responses

At the same time, half of the respondents have participated in the follow-up and review process of the GCM in their countries, with 17% of them — both at national and regional levels.



Distribution of the answers to the question "Have you been involved in the follow-up and review process of the GCM?", %

10

The majority of the stakeholders — either in partnership with a government or independently — have successfully implemented Objective 15 of the GCM related to providing access to basic services to migrants.



10%Objective 15



7%Objective 1



7%Objective 16



7%Objective 17

Most respondents agree that their biggest contribution to the GCM implementation is elevating the voices of migrants in consultations with other parties concerned.



34%Represent voices of migrants in consultations

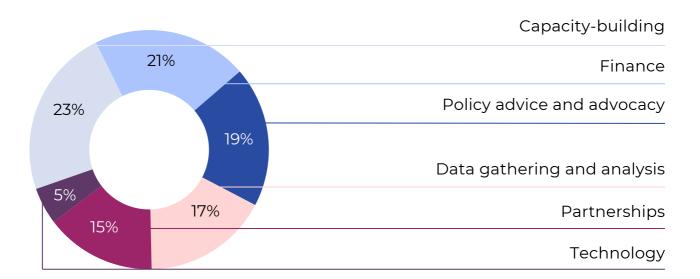


23%Provide data and research

Challenges and Good Practices

12

Capacity-building support is reported as a top priority by the participants to accelerate the implementation of the GCM.

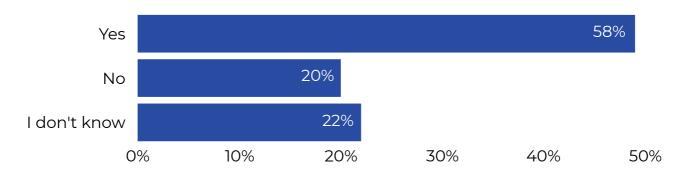


Distribution of the areas the countries need support in to accelerate the implementation of the GCM, %

GCM Guiding Principles in National Action Plans

13

The majority of the stakeholders agree that the application of the GCM guiding principles is essential to speed up the process of the GCM implementation in their countries.



Distribution of the answers to the question "Did the application of the GCM guiding principles help accelerate the implementation of action plans and strategies?", %

14

Most respondents agree that countries need to improve the application of all the GCM guiding principles highlighted in the survey.



62%

Claim improvement in principles' application is needed



19%

Appear to be satisfied with principles' integration

INTRODUCTION

Preamble

Global dialogue on migration plays a vital role in sustaining the dignity and safety of migrants around the world. In 2020 a record number of 281 million people were estimated to be international migrants, 13% of them below the age of 18, and 48% of them being women. The concerning trends of increasing armed violence and the impact of climate change in different parts of the world put additional pressure on governments, international and local humanitarian actors, and societies, to seek sustainable solutions to efficient and people-centered migration management.

After the adoption of the New York Declaration for Refugees and Migrants on September 19, 2016, the UN Member States committed to pursuing intergovernmental talks on formulating a unified approach towards global human mobility. As a result of intense cross-sectoral collaboration, the Global Compact for Safe, Orderly and Regular Migration (GCM) was adopted on December 10, 2018, by an overwhelming majority of UN Member States in Marrakesh, Morocco.

The GCM is the first ever intergovernmentally negotiated agreement, prepared under the auspices of the United Nations, covering all dimensions of international migration in a holistic and comprehensive manner. The document has a non-binding nature, which provides governments with a roadmap to play a key role in developing national migration policies in accordance with the guiding principles stated in the GCM and its 23 objectives and related actions. The GCM is framed in a way consistent with target 10.7 of the 2030 Agenda for Sustainable Development, in which Member States committed to cooperating on the international level to promote safe, orderly and regular migration.

The UN General Assembly Resolution 73/195 on the Global Compact for

Safe, Orderly, and Regular Migration stipulates the importance of the global- and regional-level review forums for building upon accomplishments and identifying opportunities for further cooperation in implementing the GCM. In a nutshell, the full GCM global and regional review cycle lasts for four years — both the GCM Regional Reviews and the International Migration Review Forum take place every four years, starting in 2020 and 2022, respectively.

As part of the IOM's alignment with the whole-of-society approach, ensuring the representation of different stakeholders engaged in migration processes — from civil society organizations to academia to migrants themselves — the IOM Regional Office, in partnership with the Regional UN Network on Migration for the Arab States, conducted an online survey on the progress of the implementation of the GCM. The written inputs provided by the regional stakeholders present an overview of the trends, challenges, and opportunities related to the implementation of the Global Compact for Migration in the MENA countries. The list of the main stakeholder groups is provided below.



Migrants



Civil Society
Organizations



Migrant and Diaspora Organizations



Faith-Based Organisations



National Human Rights Institutions



Private Sector



Local Authorities and Communities



Parliamentarians



Trade Unions



Red Cross and Red Crescent Movement



Academia



Media

Objectives

This report primarily seeks to reflect the stakeholders' vision of the progress achieved in implementing the Global Compact for Safe, Orderly, and Regular Migration since its adoption in 2018. The below mentioned objectives provide a clear understanding of what each chapter of the report focuses on.

Chapter 4 gives an overview of the United Nations Network on Migration key stakeholders in the Arab region and maps the main characteristics of the stakeholders. Chapter 5 is devoted to the analysis of the trends related to the changes in the field of migration after the adoption of the GCM. It also summarizes the progress in achieving the GCM objectives and specifies the main peculiarities in accordance with the stakeholders' vision. Special attention in the chapter is given to understanding the methods governments and societies use towards implementing the GCM in their national policies and analyzing the involvement of different stakeholders in the process. Chapter 6 focuses on identifying the challenges and downsides related to the achievement of the GCM objectives in the region. In addition, the chapter explores innovative approaches towards implementing the GCM. Finally, Chapter 7 scrutinizes the application of the GCM guiding principles in achieving the GCM objectives and its impact on the implementation of the GCM.

Methodology

The findings outlined in this report are fully based on the results of the online survey of the IOM RO MENA's main stakeholders in the Arab Region. The data collection form was prepared by the IOM RO MENA's Liaison and Policy Unit together with the Regional Office's ICT Unit. The survey was published online from October 2023 to January 2024 on the Microsoft Forms platform and comprised of 31 questions with single selection (16), multiple choice (5), and open-ended answer options (10),

following the same format used in the first round which took place from November 2020 to January 2021. The questions were divided into 4 thematic sections — Section I: Background Information; Section II: Overview on the Implementation Status of the GCM; Section III: Gaps, Challenges, Promising Practices and Lessons Learned; Section IV: The Cross-Cutting and Interdependent GCM Guiding Principles.

Invitations to participate in the online survey were disseminated with the support of the UN Network on Migration, Network member Agencies' Country Offices in the region, and IOM Country Offices through different communication channels, including newsletters, email letters, and social media. The total number of answer forms received from the stakeholders amounted to 83. The average completion time, excluding deviations, amounts to 36 minutes, whilst the median completion time is 20 minutes.

After the end of the posting period, the collected data was cleaned, and inputs in Arabic and French were translated to English for reasons of consolidation and coherence. The analysis of the data was based on calculating essential ratios, percentages, rankings, and frequencies grouped by stakeholder category, gender, or geographical coverage for better visibility. The qualitative inputs were processed both using manual and programming analysis — the main methods include summarizing, categorization, connotation analysis, and keyword extraction using the KeyBERT package in Python. The text of the report was also translated into Arabic and French.

STAKEHOLDER PORTRAIT

This chapter is devoted to the analysis of the stakeholders' background focusing on their personal and professional characteristics. The section covers questions 103-107 of the questionnaire.

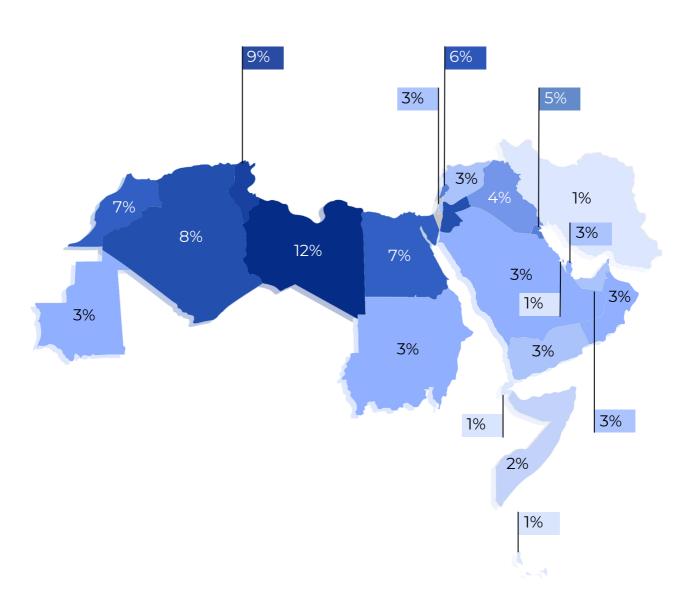
Gender and Geography

Understanding core characteristics of the respondents is an essential step towards identifying background-specific trends and challenges when it comes to the analysis of the GCM implementation in the MENA region. For example, by evaluating the gender and geographical backgrounds of the respondents, it is easier to draw insight-driven conclusions on whether a given gender group is more or less exposed to various risks, stereotypes, or approaches. Furthermore, a structured distribution by geographical presence of an organization may provide decision-makers and stakeholders themselves with deeper understanding of country-specific challenges linked to advancing the implementation of the GCM.



The gender balance of the survey respondents is predominantly male. 58% (48 answers) of the respondents are male, whilst 37% (31 answers) of the respondents identify themselves as women. 5% of the survey participants abstained from declaring their gender (4 answers).

The geographical diversity of the stakeholders expands to 24 countries, including multiple organizations covering several countries and regions. The majority of the respondents (51%) work for the organizations/reside in the countries of North Africa. Libya ranks first with 12% of the respondents mentioning it as the geographical area of focus, followed by Tunisia (9%), Algeria (8%), Jordan (8%), Egypt (7%), and Morocco (7%). The biggest countries of migrants' origin in the region are the least represented among the stakeholders in the survey, with Sudan, Palestine, Syria, Yemen, and Somalia combined scoring only 12% of the total answers (2-3% each). A more detailed overview of the respondents' geographical distribution can be found on the map below.

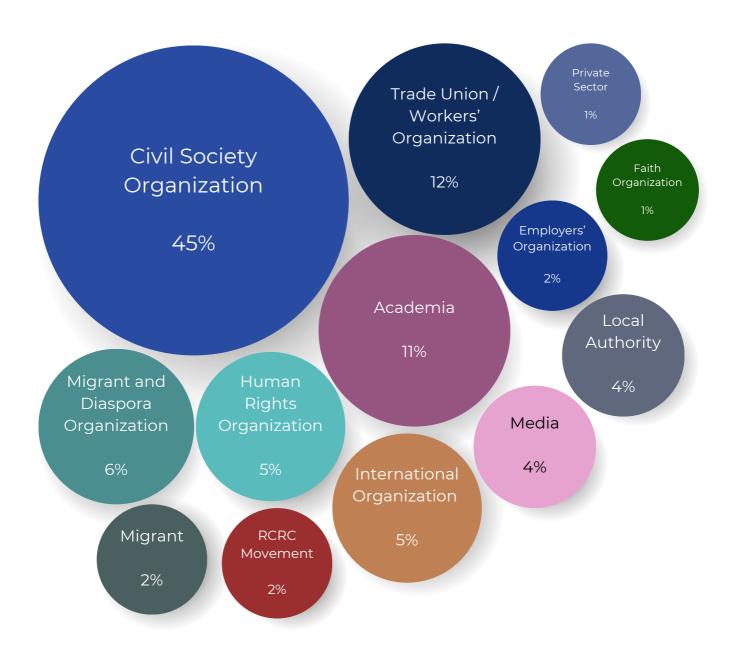


Categories and Involvement in Migration Work

The representative sample of the respondents from occupational and functional perspectives might be considered diverse. A total of 80 organizations participated in the online survey, with 3 entities represented twice. Furthermore, all the stakeholder groups stipulated in the Resolution 73/195 are represented in the sample at least once.

80
organizations
participated in
the survey

Civil society organizations constitute an overwhelming majority with 45% of the respondents (37 forms) affiliated with this stakeholder category. 12% of the survey participants (10 forms) represent workers' organizations and trade unions, whilst 11% of the interviewees (9 forms) work in the academic field. 6% of the respondents (5 forms) are engaged in migrant and diaspora organizations, 5% of them (4 forms) are a part of national human rights institutes and human rights organizations, and the same percentage of the participants belong to international organizations such as the UN and OECD. A handful of the sample is distributed more or less evenly between the representatives of local authorities/communities, media, employers' organizations, the International Red Cross and Red Crescent Movement, faith-based organizations, private sector, and migrants themselves with the total share amounting to 16% of the interviewees (14 forms). For a detailed distribution please see the visualization below.



Distribution of the survey respondents by stakeholder category, %

Almost every stakeholder organization who participated in the poll is engaged in working with migration issues and migrants — 96% of the respondents described how they are involved in migration-related activities. A considerable number of the stakeholders (23%) target multiple GCM objectives and are linked with the protection of rights for different migrant groups, including women, children, domestic workers, or victims of human trafficking. 21% of the stakeholder organizations are implementing Objectives 1 and 3 of the GCM ("Data" and "Information Provision" respectively) and mostly focus on delivering research on various migration topics.

Finally, the work of 13% of the organizations is linked with the GCM's Objective 15 ("Access to Basic Services") and aimed at increasing the accessibility of medical services, particularly in the mental and sexual/reproductive health sectors. Below you might find the 16 most popular examples of stakeholder engagement in migration-related work.

Providing support to women migrant workers	Protection of domestic workers' rights
Protection of civilian population amid conflict and violence	Defending of migrants' rights in the workplace
Human trafficking events' monitoring	Monitoring of internal displacement
Migration data collection and research on migration	Organization of scientific events on migration
Providing psychological support to migrants	Providing services in the sphere of sexual and reproductive health
Raising awareness on accessing education and welfare systems	Raising awareness on migration for youth and students
Development of IT skills for citizens and migrants	Supporting fair recruitment on national and international levels
Promotion of voluntary return	Promoting enterpreneurship among diasporas

The operational work of multiple surveyed stakeholders is connected to developing pragmatic projects as a response to the systemic issues in the field of migration. The programmatic scope of their activities ranges from awareness-raising campaigns to infrastructure projects in different corners of the MENA region. Below you can explore some of the projects highlighted by the respondents in their answer forms.



We conducted a study focused on urban economics and migration analysis of 315 quantitative surveys and 30 in-depth interviews in the Libyan municipalities of Tripoli, Misrata, and Sabkha.







We organised multiple migration awareness courses for students and youth of Cairo University.



We implemented a project on enhancing access to mental health services for individuals at risk of irregular migration in Northern Lebanon.





We launched a project related to raising awareness on Kuwaiti labour law among Yemeni migrants through distribution of structured and easily digestible visual content.

GCM IMPLEMENTATION PROGRESS, TRENDS, AND INVOLVEMENT

The chapter scrutinizes the dynamics of the situation related to the implementation of the GCM. It elaborates on the general and objective-specific trends in the GCM progress and highlights the role of governments and stakeholders in achieving the GCM's objectives. This chapter covers questions 201-209 and 304-305 of the questionnaire.

Progress Overview

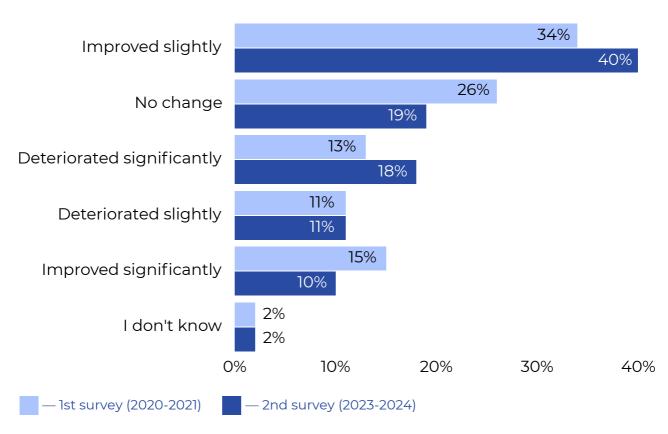
The Global Compact for Safe, Orderly, and Regular Migration serves as a blueprint for the UN State Members to base their national migration policies on. The GCM acknowledges that governments and civil societies, working in close cooperation, may refer to the agreement as a global blueprint to assess their policies against. It also assigns an important role to monitoring the process of the GCM implementation at global, regional, and national levels.

The introductory question in the Chapter deals with assessing the situation of migrants since the adoption of the GCM in 2018. On average, the prevailing majority of the respondents (40%) claim that the general state of affairs in the field of migration in their country has slightly improved since 2018. All local authorities — and 40% of civil society organizations — feel assured that the positive trend towards the advance of migration situation in their states is stably increasing. In addition, 10% of the total number of respondents highlight a significant improvement on the migration horizon.

At the same time, 29% of the interviewees point to a negative trend in the situation of migrants in their countries, with 18% of them highlighting a significant deterioration and 11% mentioning a slight deterioration. Notably, 60% of the respondents affiliated with migrant and diaspora organizations and 50% of those associated with trade/workers' unions have mentioned a decline in the situation of migrants in their states. Finally, 19% of the stakeholders have not noticed any changes in the state of affairs since the GCM's entering into force, and 2% are not aware of the migration situation in their countries.

50%

of respondents think the migration situation has improved

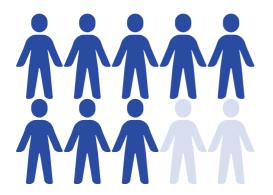


Distribution of the stakeholders' opinions on the situation of migrants during the first (2020-2021) and second (2023-2024) survey rounds, %

In comparison with the first round of the stakeholders' survey, which took place in 2020-2021, the situation of migrants has subtly changed

for the better. During the second edition, 50% of the survey participants highlighted a general improvement in the migration state of affairs in their countries, opposed to 49% of the respondents stating the same in the first survey round, conducted in 2020-2021. Specifically, this time around stakeholders were more inclined to indicate a slight improvement in the situation (40% of the interviewees in the second round and 34% — in the first one). At the same time, the number of those signaling a significant improvement decreased, with only 10% of the stakeholders choosing this answer in the 2023-2024 survey and 15% voting for it in 2020-2021. You can explore the chart above for a detailed distribution of the answers during both survey rounds.

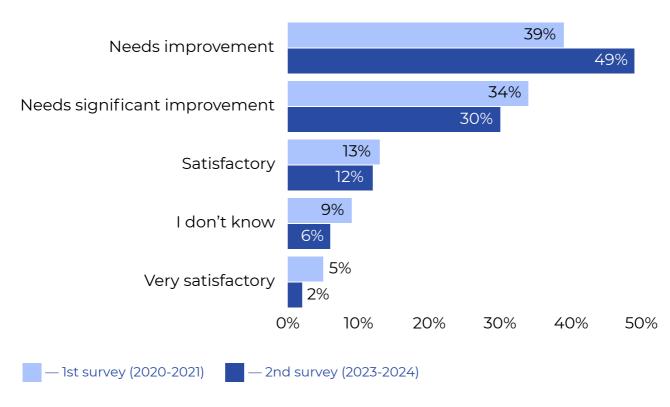
Since the first survey of 2020-2021, the stakeholders have taken a firmer stance on their attitude towards the progress on the implementation of the GCM. In spite of the overall satisfaction with the migration situation in the MENA countries, the overwhelming majority of the interviewees (79%) call for improvements in the progress of the GCM implementation, with 30% of them specifying that a significant improvement needs to be made. All the stakeholder groups, excluding local authorities and communities, align in acknowledging the fact that there is still a lot of work to do when it comes to achieving the GCM objectives. In contrast, during the first survey round 73% of the interviewees expressed a need for improvements in the GCM implementation. However, the share of those indicating a need for significant improvements has slightly declined, with 34% of the respondents choosing this answer in the first survey (and 30% — in the second one).



79%

of respondents claim the GCM implementation progress needs improvement

On the contrary, 14% of the stakeholders claim that the progress in the national GCM implementation can be described as satisfactory (12%) or very satisfactory (2%), with 66% of the local authorities/communities' stakeholders adhering to this interpretation of the GCM implementation progress. Interestingly, the share of those unaware of the progress of the GCM implementation in their countries has declined since the first survey, with only 6% of the respondents reporting their lack of the engagement in the process in 2023-2024 and 9% — in 2020-2021. A comparative chart below provides a detailed overview of the stakeholders' opinions on the GCM implementation progress during both survey rounds.

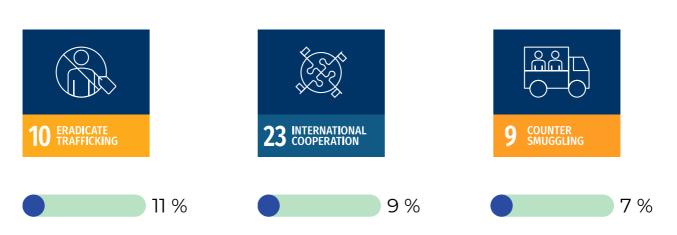


Distribution of the stakeholders' opinions on the progress of the implementation of the GCM during the first (2020-2021) and second (2023-2024) survey rounds, %

Objective-Specific Trends

The Global Compact for Safe, Orderly, and Regular Migration is based on 23 objectives and 10 guiding principles that provide governments with a 360 degree approach and an array of possible actions, drawn from best practice, that States may choose to utilize to implement their national migration policies and to implement the Global Compact for Migration. The GCM objectives are very much intertwined with the Sustainable Development Goals, therefore creating a synergistic effect for reducing the impact of the world's most pressing problems. As a part of the online survey, the respondents were asked to identify three GCM objectives their countries had achieved the most progress on, three objectives requiring more focus in the lead-up to the next International Migration Review Forum (IMRF), and three objectives their countries require more support to achieve.

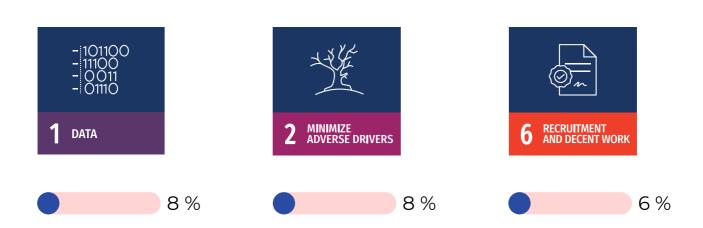
Top 3 GCM Objectives countries have made the most progress on



As for the most successful indicators, 11% of the respondents highlight that their states made the most progress on achieving Objective 10 related to preventing, combatting, and eradicating trafficking in persons in the context of international migration. 9% of the respondents emphasize the progress their countries made on achieving Objective 23 (Strengthen international cooperation and

global partnership for safe, orderly, and regular migration). 7% of the stakeholders think that Objective 9 (Strengthen the transnational response to smuggling of migrants) is the most prominent one when it comes to implementing the GCM on a national level.

Top 3 GCM Objectives countries need to make more efforts on to achieve



Out of the objectives which the countries of the region require to concentrate more until the upcoming IMRF the stakeholders identify Objective 1 (Collect and utilize accurate and disaggregated data as a basis for evidence-based policies), Objective 2 (Minimize the adverse drivers and structural factors that compel people to leave their country of origin) with 8% of the answers each, and Objective 6 (Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work) with 6% of the interviewees voting for it. The visualization above provides a more detailed overview of the response distribution.

Top 3 GCM Objectives countries require additional external support for to achieve



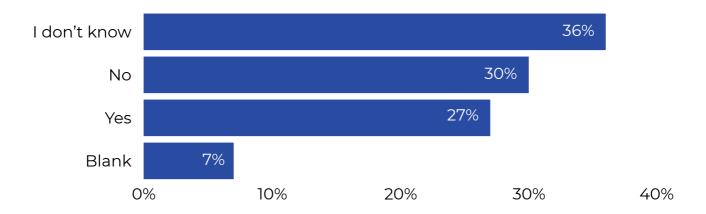
Finally, the respondents specified the objectives their countries would need support for in terms of finance, capacity-building, policy advice, data gathering and analysis, technology, and partnerships. The majority of the answers stress the need for additional external resources for achieving Objective 1 (Collect and utilize accurate and disaggregated data as a basis for evidence-based policies, 11%), Objective 7 (Address and reduce vulnerabilities in migration, 7%), and Objective 8 (Save lives and establish coordinated international efforts on missing migrants, 6%). The visual distribution reflects the ranking of the objectives the countries need extra support to achieve.

Governmental Response and Stakeholder Engagement

According to Paragraph 15 of the Resolution 73/195, the implementation of the GCM should be conducted in broad multistakeholder partnerships. Therefore, the involvement of various stakeholders and all levels of governments is crucial for developing comprehensive migration policies that respect the guiding principles and take into account the objectives of the Global Compact for Migration.

As a first step towards the GCM implementation, governments are invited to mainstream migration in their development planning or design a specific plan of action. The survey participants were asked if their countries had developed a national GCM implementation plan, mainly to analyze whether they are aware of such mechanisms and had played a role in their establishment. The highest percentage of the respondents — 36% — do not possess any knowledge of their governments' actions related to drafting the national plan of action for the GCM implementation. 30% of them state there is still no plan designed in their countries, whilst only 27% of the interviewees report their governments developed a strategy. Of those unaware of the strategy, 50% fall under the category of civil society organizations workers and 20% — trade unions/workers' organizations members.

Has your country developed a national response plan/plan of action or strategy to implement the GCM?

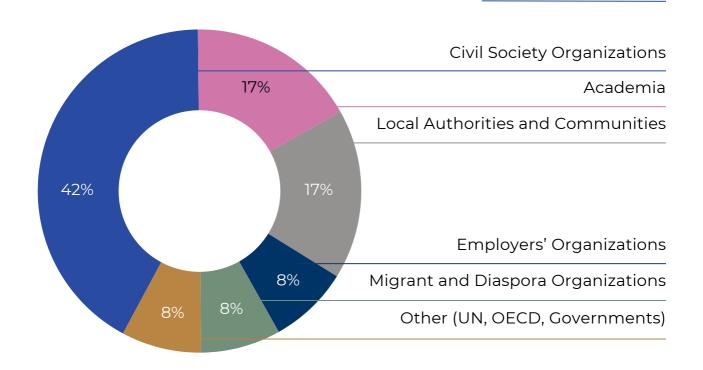


Interestingly, the next survey question related to the involvement of the stakeholders in the development of the national action plan shows that a drastic figure of 75% of the respondents left an answer field empty and 11% of the total respondents had not engaged in the design of the plan. At this point, we can assume that the final percentage of those not involved in the process amounts to 86% (which might be explained by absence of action plans in the countries). Only 14% of the participants had been engaged in the drafting of the national plan in

their countries — with the majority of them being employed by civil society organizations (42%), academic institutions (17%), or local authorities (17%). Most types of involvement are limited to the sectors of policy development and advocacy/partnerships. Below you may find the distribution of the stakeholders involved in the national action plans development and the examples of their engagement.

86%

have not been involved in the development of national strategies



Distribution of stakeholders involved in the development of national strategies by category, %



A decision was formed by the Council of Ministers to form a committee that includes official sectoral bodies (ministries and official bodies) headed by the Ministry of Migration and Displacement, relevant stakeholders, incl. us. The committee focused on conducting a study on immigration and the national plan to be submitted to the government for approval.

"

As a civil society actor we have been invited to participate in all the meetings that have been set up by Morocco since 2015 when the national immigration and asylum strategy was put in place. We were chosen as a kirikou association to intervene as a panelist at the adoption of the Global Compact for Migration in Marrakech.



OIM

Participation took place through the management of the refugee and immigrant protection project through studying in public educational institutions, judicial and legal accompaniment for refugees and immigrants, and coordination with the relevant ministries, partner bodies and organizations working on the subject.

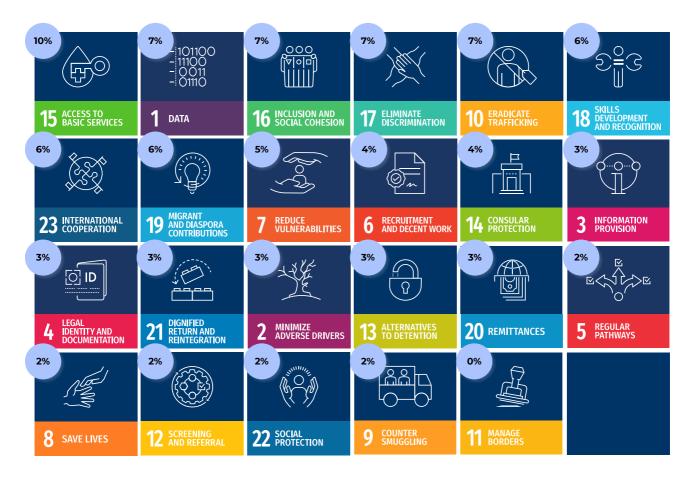
11

We were invited to participate in seminars as experts organized by the IOM in partnership with the National Observatory for Migration and with the participation of other civil society partners — National Bar Association of Tunisia and Arab Institute for Human Rights.



We are a member of project steering committees on migration and fair recruitment. Our organization is also a member of the national GCM implementation monitoring committee. Finally, we are a part of the sectoral migration committee for the development of the three-year development program.

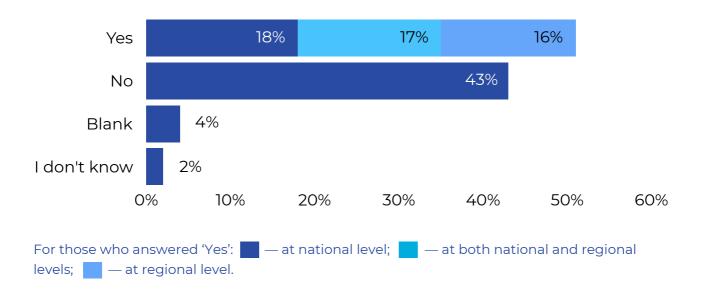
Stakeholder organizations play a vital role in contributing to the implementation of the GCM objectives at national level. When asked if their organizations implemented any of the GCM objectives on their own or in cooperation with governments/other partners, the majority of the respondents specified Objective 15 (10%) related to providing access to basic services for migrants. 7% of the votes were given to Objective 1 (Collect and utilize accurate and disaggregated data as a basis for evidence-based policies) and the same percentage to Objective 16, linked with empowering migrants and societies to realize full inclusion and social cohesion. Notably, the highest-scoring Objective 1 has been also reported in the previous questions as the one requiring the most focus and external support. The lowest numbers of votes for Objectives 9 (Strengthen the transnational response to smuggling of migrants) and 11 (Manage borders in an integrated, secure and coordinated manner) — 2% and 1%, respectively — might be explained by the fact that governmental mechanisms play a dominant role in their achievement.



Distribution of the GCM objectives' implementation progress among the stakeholders, %

Paragraph 48 of the Resolution 73/195 also stipulates the necessity of key stakeholders' engagement in the GCM progress review process in order to secure a broader overview of the on-going work. Among the survey participants the share of those involved in the process prevails — 51% of the stakeholders have participated in the follow-up and review process of the GCM versus 49% of those who never participated, unaware, or left the field blank. Out of 51% of the review participants, 17% support the process at both national and regional levels, whilst 16% are engaged at a regional level, and 18% — at a national level. When assessing the ratio of those involved against those excluded, we may conclude that the imbalance is the most evident among civil society organizations and media representatives — 45% of the former are involved in the review activities, whilst none of the latter are represented in the process.

Have you been involved in the follow-up and review process of the GCM?



When asked about the most efficient ways stakeholders can contribute to the implementation of the GCM, the respondents could choose from 4 given options or provide their vision of it. The majority of the participants (34%) consider that their close work with vulnerable populations on the ground can contribute to the process the most —

this way, they can represent voices of migrants in consultations and serve as a bridge between beneficiaries and decision-makers. 23% of the interviewees are sure that they can provide data and research as a part of the review process. 20% of the respondents consider drafting their own review reports as the best involvement possible in the review activities, whilst 14% of the stakeholders think the best idea is to report the result of their work on the implementation of the GCM during the follow-up process with a government and other actors.

51%

of stakeholders are involved in the GCM follow-up and review process

What is the best way for stakeholders to contribute better to the implementation of the GCM?



34%

Represent voices of migrants in consultations



23%

Provide data and research



20%

Draft stakeholders' own review report



14%

Report stakeholders' implementation results

CHALLENGES AND GOOD PRACTICES

This section is focused on the analysis of key gaps and challenges the stakeholders face whilst contributing to the implementation of the Global Compact for Migration. The chapter also reveals the main areas of support the countries require and elaborates on promising practices and lessons learned on the GCM implementation in different parts of the Arab Region. This part covers questions 301, 302, and 303 of the questionnaire.

Gaps in GCM Implementation

Since the adoption of the Global Compact for Safe, Orderly, and Regular Migration in 2018, the countries of the region have made a somewhat satisfactory move towards the advance of migration management at a national level. As studied in Chapter "GCM Implementation Progress, Trends, and Involvement", 50% of the respondents report an overall improvement of the situation of migrants in their country. Still, several concerning trends, including a very low share of the interviewed stakeholders involved in the development of national actions plans, signal that there might be common challenges impeding states from implementing the GCM in a dynamic manner.

The respondents were prompted to highlight the issues they face in an open-ended text. The qualitative analysis of the answers was executed in two ways, both using a manual keyword analysis technique and utilizing the "KeyBERT: Minimal keyword extraction with BERT" package in Python. The manual analysis shows there are 10 main challenges hindering the entrenchment of the GCM in national policies.

19% of the respondents consider the lack of cooperation between organizations, authorities, and communities the main problem. 18% of the interviewees, particularly those covering Libya and — less commonly — Lebanon, report that internal political issues are the core of the lags related to the GCM implementation. Both capacity-building shortages and discrimination of migrants in society and laws are thought to impede the GCM implementation by 13% of the respondents. 12% of the participants claim that both lack of funding and insufficient data hinder their governments from improving the migration situation through the application of the GCM guiding principles and objectives in national policies. Some 8% of the stakeholders note that some characteristics of the GCM, including its non-binding nature, can be a problem too.

N	Challenge	Example	Share
1	Lack of cooperation between organizations, authorities, and communities	Refusal to hold dialogue between authorities and civil society organizations; Lack of actual coordination between countries to implement the agreeement	19%
2	Political issues	International political pressure; Lack of political will; Political and security instability; Unstable political situation; Lack of political will to prioritize the GCM and migration	18%
3	Capacity-building shortage	Authorities need to improve their capabilities in migration management; Lack of capacity-building in developing countries; Insufficient capacity-building programs	13%
4	Discrimination of migrants in society and law	Corruption and expoitation of workers; Xenophobic laws; Anti-immigrant public opinion; Negative public perception; Lack of ethical standards within the private sector	13%

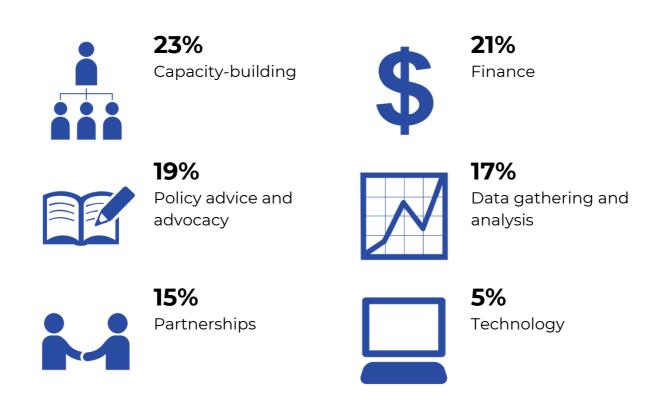
N	Challenge	Example	Share
5	Funding	Lack of funding opportunities for projects; Funding crisis for programmes; Weak financing	12%
6	Insufficient data	Weak data, statistics, and information; Lack of accurate data; Lack of access to reliable data; Limited coordination on migration-related data sharing	12%
7	Issues in the GCM	The GCM is non-binding; The GCM needs a strategy of implementation; The non-binding nature of GCM; Lack of alignment between existing national migration policies and GCM principles; Weak institutes to oversee the GCM implementation	8%
8	Migrants Influx	Large numbers of immigrants	3%
9	Lack of awareness	Lack of awareness on migration among governments and societies	3%
10	Climate change	Climate change is a part of migratory flows	1%

The keyword extraction conducted with the support of the Python's KeyBERT package confirms the result of the manual analysis to a large extent. The top 5 most common relevant phrases in the text include "Discrimination of migrants", "Anti-immigrant", "Xenophobic laws", "Unstable political", and "Funding crisis". The full list of the keyword can be scrutinized below.



The main areas of support the countries might need in order to accelerate the implementation of the GCM highly correlate with the gaps previously identified. 23% of the respondents report that capacity-building support is a top priority for their states at the moment, whilst 21% of the stakeholders claim that additional financial resources might help speed up the implementation of the GCM. Finally, policy advice and advocacy are considered by 19% of the respondents to be another area of support the countries might be in need of. 17% of the stakeholders suppose they may need support in data gathering and analysis, 15% — in building effective partnerships, whilst only 5% — in technology development.

Top areas countries need the most support in to accelerate the implementation of the GCM



Fresh Approaches and Lessons Learned

While we cannot deny the significant impact of the above-mentioned factors on the GCM implementation, the countries of the region have managed to accumulate considerable cross-sectoral experiences in applying the principles stipulated in the Global Compact for Migration to their operational work. We have divided their shared experiences into two categories — promising practices and lessons learned.

The promising practices comprise of important projects launched and local breakthroughs that might be utilized by stakeholders and governments in other countries. By consulting the infographics below you may explore the promising practices from all around the region, grouped by 8 GCM objectives mentioned by the survey participants.

Objective	Promising practice
3 INFORMATION PROVISION	An application to inform services for migrants and returned migrants (I-MIGR) was launched in our country.
6 RECRUITMENT AND DECENT WORK	The Union provided legal assistance, through support from the ILO and unions in Catalonia, to follow up on more than 300 complaints from female workers under the slogan "We leave no one behind".
6 RECRUITMENT AND DECENT WORK	In our country the sponsorship system was partially abolished.

Objective

Promising practice



6 RECRUITMENT AND DECENT WORK

Employers' organizations and trade unions signed the National Charter to promote migrants' rights and decent work for them.



6 RECRUITMENT AND DECENT WORK

The Social Insurance Law cemented the approval of end-of-service benefits for migrant workers. Also the government established an immigration centre to help migrants solve their problems.



6 RECRUITMENT AND DECENT WORK

We conducted capacity-building trainings for ports' workers. In addition, we cooperated with the ILO in training and hiring migrants in the factories of our partners.



R SAVE LIVES

In Africa we are discussing opportunities of creating a network of national focal points on missing migrants who could strengthen intergovernmental cooperation and information exchange; reinforcing search and rescue operations in desert areas; developing specific responses tailored to needs of families of the missing.



10 ERADICATE TRAFFICKING

Judicial Council in our country committed to strengthening the implementation of the revised Trafficking in Persons Law and supporting a better understanding of the role of the judiciary power in delivering protection services to migrant workers.



11 MANAGE

In our country a regularization policy for migrants in an irregular situation in a neighbouring country was established; the entry visa application process was facilitated as well.

Objective

Promising practice



15 ACCESS TO BASIC SERVICES

In our country an immigration centre concerned with immigrant affairs and providing accommodation services was established.



16 INCLUSION AND SOCIAL COHESION

Work on the project of peaceful coexistence and community development in the cities of Sebha and Qatrun in the south of Libya had a tangible impact on supporting stability in the region and community participation between citizens and immigrants.



23 INTERNATIONAL COOPERATION

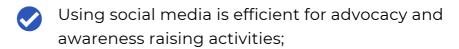
The private sector cooperates with the Jordanian government to provide decent job opportunities for immigrants.

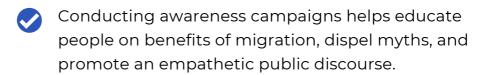
On the other hand, the lessons learned include specific exercises the stakeholders identify as crucial in order to speed up the implementation of the GCM. Some of the respondents have also shared several practice-oriented recommendations they came to whilst implementing the GCM — ranging from those that can be applied at a national level to solutions involving cooperation at a global level. The checklist below provides an overview of the lessons learned categorized according to the 6 GCM objectives.



- Digitalizing migration data and developing databases help achieve promising results;
- Using quantitative data helps reduce bias and racism;
- Collecting personal data can be risky due to lack of credibility of authorities.









Civil society and trade unions advocacy campaigns for legislative reforms can alleviate vulnerabilities;





Implementing and enforcing some of legal frameworks can contribute to protecting the rights of migrants, including measures to prevent exploitation, discrimination, and human rights abuses.



Reducing the number of stakeholders involved in readmission of returned migrants and having one focal point may be efficient for advancing the return process.



Strengthening regional and international cooperation on migration issues, sharing best practices, and collaborating with relevant international organizations can help address cross-border challenges

GCM GUIDING PRINCIPLES IN NATIONAL ACTION PLANS

This chapter touches upon the integration of the GCM's guiding principles in the national policies of the MENA region countries. The section scrutinizes the extent to which the principles are applied in national policy development processes and highlights specific examples of their application. The chapter covers questions 401-410 of the questionnaire.

The Global Compact for Migration specifies a set of 10 cross-cutting and interdependent guiding principles that lay a foundation for its 23 objectives and related actions. The online survey covers 5 of the guiding principles namely: whole-of-society, whole-ofgovernment, human rights-based, genderresponsive, and child-sensitive approaches. In the introductory part of the section the respondents were asked a general question about whether the application of the GCM guiding principles had helped accelerate the implementation of action plans and strategies. The majority of the stakeholders (49%) agree that the principles' application is essential to speeding up the process of the GCM implementation in their countries. On the other hand, 20% of the interviewees argue that sticking to the guiding principles does not foster dynamics in the GCM implementation. More interestingly, 22% of the respondents state that they are unaware

49%

of stakeholders agree that the guiding principles help implement the GCM of the GCM guiding principles. 8% of the survey participants abstained from answering the question. The resulting values signal that there is still room for more awareness-raising- and knowledge dissemination-related work in order to increase the level of awareness of the GCM basics among stakeholders, governments, and societies in general.

In this section the respondents also shared their perceptions regarding how five chosen approaches were incorporated into their national policies. Special attention has been devoted to a qualitative analysis of the free text responses to the questions related to examples of the application of the approaches to national policies. The text inputs have been analyzed using the qualitative sentiment method, meaning that the answers have been divided into three categories — positive, negative, and neutral — in order to analyze the main trends of approach adoption. Furthermore, every sentiment group is followed by examples in order to illustrate an approach to implementation in detail.

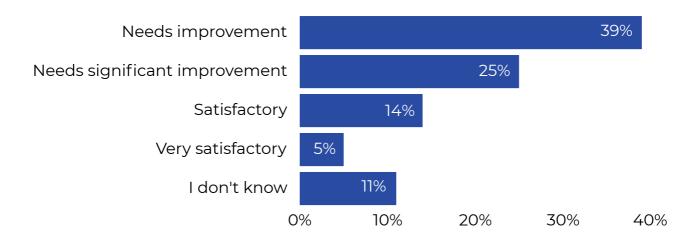
Whole-of-Society Approach

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.

When asked how they would describe the application of the whole-of-society approach in the GCM implementation in their countries, the majority of the survey participants acknowledged the fact that there is a need for improvement (64%), with 39% of them implying a need for improvement in general and 25% of them expressing a need for significant advance in this direction. On the contrary, only 19% of the respondents report a generally satisfactory performance in applying

the approach at a national level, with 5% of them assessing it as very satisfactory.

How would you describe application of the wholeof-society approach for GCM implementation in your country?



The respondents also provided multiple examples on how the whole-of-society approach was applied in the GCM implementation in their countries. In a nutshell, out of 45 quality inputs received, 40% convey a positive sentiment, which could be interpreted as demonstrating that the countries were successful in applying this specific approach in their national policies. At the same time, the same percentage of 40% is related to negative responses, meaning that the whole-of-society approach is applied either in an incorrect or non-exhaustive manner. 20% of the responses left had a neutral connotation to them, which might be explained by the fact that they were either irrelevant, incomplete, or difficult to interpret. Below you may find the cloud visualization of the positive and negative inputs.

% 04

Migrants were encouraged to speak without intermediaries.

The government works with non-governmental organizations to provide protection services for migrants.

During the IMRF in New York, I was happy to see that the voice of civil society was listened to and that our recommendations were taken into account.

We aim to integrate local civil society organizations into these initiatives as well through organizing community sessions and dialogues.

Social division impact is significant; even academia sometimes sticks to xenophobic ideas.

Civil society and universities participated only in drafting the national plan; more social actors need to be involved.

NGOs worked with people of different political views, but, unfortunately, they were paid to broadcast specific political agendas.

No much interest in applying the principle due to the lack of adequate knowledge, difficult political and economic situations.

40 %

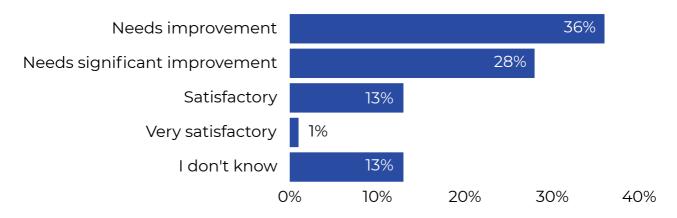
Distribution of the stakeholders' examples on the application of the whole-of-society approach in their countries by positive (in green) and negative (in red) answers, %

Whole-of-Government Approach

The Global Compact considers that migration is a multidimensional reality that cannot be addressed by one government policy sector alone. To develop and implement effective migration policies and practices, a whole-of-government approach is needed to ensure horizontal and vertical policy coherence across all sectors and levels of government.

The stakeholders' opinion on the application of the whole-of-government approach in national migration policies of their countries resembles their previous viewpoints on the whole-of-society approach. 64% of the survey participants are sure that the parties involved in the implementation of the GCM in their states should pay more attention to this principle, with 36% of them signaling a general need for improvement, whilst 28% specify that a significant advance is to be made in this direction. At the same time, only 14% of the respondents are satisfied with how the approach is applied in the national GCM implementation process. 13% of the interviewees are unsure whether or not this approach is cohesively applied in their countries.

How would you describe application of the wholeof-government approach for GCM implementation in your country?

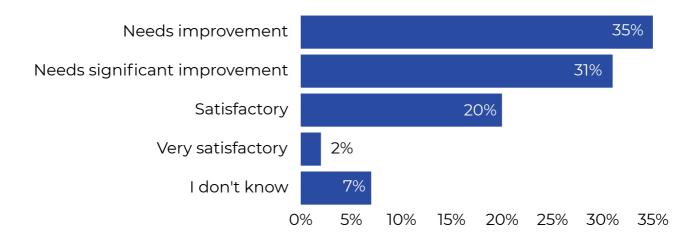


Human-Rights Based Approach

The Global Compact is based on international human rights law and upholds the principles of non-regression and non-discrimination. By implementing the Global Compact, we ensure effective respect, protection and fulfillment of the human rights of all migrants, regardless of their migration status, across all stages of the migration cycle. We also reaffirm the commitment to eliminate all forms of discrimination, including racism, xenophobia and intolerance against migrants and their families.

This particular approach is closely intertwined with the first principle mentioned in the GCM — the people-centered approach. Its specific importance is also linked to the fact that a significant number of the survey participants expressed their concern regarding the discrimination of migrants in societies which impedes the implementation of the GCM at a national level (see *Challenges and Good Practices*).

How would you describe application of the human rights-based approach for GCM implementation in your country?



Out of all the questions regarding the attitude of the stakeholders towards applying specific GCM principles, the incorporation of this approach needs the most improvement. 35% of the respondents indicate that it requires significant improvement, whilst 31% signal the need for improvement in general. 22% of the participants assume that they can assess its application as satisfactory, with 2% of them labeling it as very satisfactory. 7% of the interviewees are unaware of how this principle is applied in practice in their countries — which is also the lowest percentage in this category of questions. It means that this is the most clear and imperative guiding principle for the stakeholders who took part in the online survey.

Out of 42 responses involving examples of the application of the human rights-based approach in national policies, 40% of them convey a negative sentiment, 38% — a neutral one, and only 21% — positive. This might be explained by the fact that the governments and parties involved in the development of national action plans do not pay due attention to the principles of non-discrimination. In the visualization below you may explore the examples of the positive and negative inputs on the application of the human rights-based approach.

The Ministry of Interior works with partners to create opportunities to activate the national effort under a clear administrative umbrella.

Establishing national human rights committees, which includes the General Union of Workers, concerned with following up on human rights violations.

The principle was applied through legislative amendments and establishing mechanisms for follow-up and implementation.

The improvement was achieved throught the facilitation of the visa process for students.

It was applied by a few cities and local players — without a commitment from the government.

The country's human rights-based approach has been significantly scaled back since the introduction of the Migration and Asylum Policy. Migrants suffer from the lack of access to public services.

Migrants are not allowed to form trade unions and associations and threfore cannot engage in social dialogue.

We need a better understanding of the approach since there is a tendency to repel migrants because of high level of unemployment among residents. 40 %

Distribution of the stakeholders' examples on the application of the human rights-based approach in their countries by positive (in green) and negative (in red) answers, %

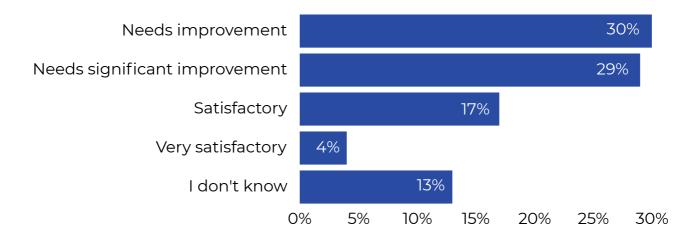
Gender-Responsive Approach

The Global Compact 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. It mainstreams a gender perspective, promotes gender equality and the empowerment of all women and girls, recognizing their independence, agency and leadership in order to move away from addressing migrant women primarily through a lens of victimhood.

The distribution of the stakeholders' opinions on the application of the gender-responsive approach is rather similar to their points of view regarding the application of other approaches to the implementation of the GCM. 59% of the participants are sure that more focus should be

devoted to this approach, with 30% of them suggesting the application of the principle requires general improvements, whilst 29% of them consider a significant improvement as the only option. In contrast, 21% of the stakeholders are satisfied with the status quo, including 4% of them being very satisfied with it. Interestingly, 69% of those who assess the application of the gender-responsive approach as satisfactory or very satisfactory, are men (versus 31% of women who think the same). Female respondents tend to be less enthusiastic about the current application of the principle, with only 16% of them being satisfied with it and 61% of them calling for further improvement.

How would you describe application of the genderresponsive approach for GCM implementation in your country?



At the same time, out of 39 responses involving examples of the approach's application, only 23% of them convey a positive message — and, on the contrary, 33% of them have a negative sentiment. The majority of the answers are neutral (44%), which means that they either do not provide an answer to the question or reflect the respondents' lack of awareness on this particular matter, e.g. replies such as "I don't know", "No comment". You may explore the examples provided by the stakeholders in the visualization below.

We recognize all genders, including non-binary and other genders, in issuance of documents.

23 %

Governmental institutions are committed to implement a participatory gender approach, gender audit and raise public awareness on these concepts.

Our country joined the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

All migrants have access to healthcare and education. All members of society, including women and youth, participate in implementing the approach.

Inequalities persist at all levels. So a major effort is needed to improve this situation.

The gender-sensitive approach does not exist due to the lack of protection mechanisms on discrimination in wages, working hours, and types of work.

In the region, especially in conflict-affected areas, women are still struggling to achieve empowerment to participate meaningfully in social change processes, including the GCM process.

Abandonment of social inclusion programs deprives female migrants from integrating into the society.

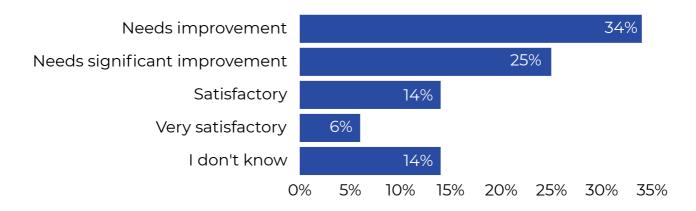
33 %

Distribution of the stakeholders' examples on the application of the gender-responsive approach in their countries by positive (in green) and negative (in red) answers, %

Child-Sensitive Approach

The Global Compact promotes existing international legal obligations in relation to the rights of the child and upholds the principle of the best interests of the child at all times, as a primary consideration in all situations concerning children in the context of international migration, including unaccompanied and separated children.

How would you describe application of the genderresponsive approach for GCM implementation in your country?



59% of the survey respondents reckon that the application of the child-sensitive approach for the implementation of the GCM in their countries requires improvement, with 34% of them highlighting a need for significant improvements. On the flipside, 20% of the interviewees are content with the way this principle is incorporated in national plans, including 6% of the stakeholders being very satisfied. Also, 14% of the respondents are unsure about the manner in which the approach is applied in the implementation of the GCM in their countries, which is the highest value among all other approaches in the survey. The respondents also shared 38 examples of how the child-sensitive

approach was applied in their countries. 29% of the answers have a negative connotation, whilst 24% of the replies can be interpreted positively. The total share of neutral inputs amounts to 47%. The visualization below provides a detailed overview of the answers.

24 %

Issue of access to education for migrant children has seen notable improvements recently. The government has taken significant steps to promote access to education for youth, regardless of status.

Our country ratified the ILO Convention No. 138 regarding the minimum age and Convention No. 182 regarding the worst forms of child labor.

The Child Protection Law was amended and the National Commissioner was chosen to implement protection plans and promote children's rights.

Laws pertaining to human/child rights are enforced to guarantee the right to life and protection.

There is no child-friendly approach, and there are many migrant children engaged in labour practices.

In the region, migration related policies and practices do not sufficiently integrate a diversity and inclusion approach, especially child protection considerations.

Children are involved in the informal economy, especially refugees. Children of migrants do not have any documentation, which affect their right to education, health care, travel, and etc.

Migrant workers lack basic knowledge related to registering children with relevant authorities.

29 %

Distribution of the stakeholders' examples on the application of the child-sensitive approach in their countries by positive (in green) and negative (in red) answers, %

RECOMMENDATIONS

This report summarizes the results of the online survey of the United Nations Network on Migration's stakeholders working in the sphere of migration. The analysis of the respondents' inputs helps to shape a set of general recommendations to governments, partners, and societies of the region that might be taken into consideration when implementing the Global Compact for Safe, Orderly, and Regular Migration in the Arab region further on.

\bigcap

Diversification of stakeholders

In order to accelerate the implementation of the GCM and make it more efficient, countries should pay more attention to engaging with a broader base of stakeholders from different categories in the GCM implementation process. States are encouraged to enhance the inclusion of stakeholders of various backgrounds, besides the representatives of civil society organizations, academia, and local authorities. Stakeholders' participation in the GCM implementation should be stimulated at every level, especially through representation of migrants' voices in consultations and expertise in migration-related research.

02

Promotion of practice-oriented cooperation

Governments, stakeholders, and communities should intensify their cooperation at all levels in order to increase their capabilities related to capacity-building, fostering societal and legislative tolerance towards migrants regardless of their background, and overcoming other challenges identified by the respondents in the report. All of the parties involved should be stimulated to contribute to the GCM implementation process based on their experience and promising practices of working on migration-related issues.

03

Mainstreaming of migration in development plans

Countries need to embrace all the 23 objectives stipulated in the GCM in their national development policies according to their national priorities and capacities, so as to improve the migration situation to a maximum extent. At the same time, a specific emphasis should be given to Objectives 1 and 2 related to the collection and utilization of migration data and minimizing adverse drivers of emigration, respectively. Furthermore, governments and donors are encouraged to continue their support for stakeholders promoting safe and regular migration, especially in the field of migration data collection and utilization, through capacity-building, financial, and policy advisory means of support.

04

Application of guiding principles

Countries are encouraged to continue promoting the incorporation of the GCM guiding principles in their national action plans on paper and in practice. A specific focus should be devoted to the people-centred approach, placing the respect for individuals at the core of national strategies. Integration of the guiding principles can ensure migrants' well-being, dignity, and safety.

ANNEXES

Annex 1. Survey Questionnaire

No	Question	
Section	1. Background Information	
101	Please indicate if you would like your agency's name (or your name – in case of individual submissions) to be mentioned in the report	
102	Please provide your name	
103	Please provide your gender	
104	Please provide the name of your organization	
105	Please provide the geographical focus of your work/your organization	
106	Please identify the stakeholder category you belong to	
107	Please provide a brief description of your organization's work relevant to migrants and migration	
108	Please provide your email address (in case we need to contact you for further clarification)	
Section 2. Overview on Implementation Status of GCM		
201	In your opinion, please describe the changes in situation of migrants in your country/region since the adoption of the GCM in December 2018	
202	In your opinion, how would you describe the progress of the GCM implementation in your country?	

No	Question	
203	In your opinion, what are the Top 3 GCM Objectives that your country have made the most progress on since the adoption of the GCM in December 2018?	
204	In your opinion, what are the Top 3 GCM Objectives that your country need to make more efforts in the next two years until the International Migration Review Forum?	
205	Please select the Top 3 GCM objectives where your country would need support in terms of finance, capacity-building, policy advice, data gathering and analysis, technology, partnerships	
206	Has your country of focus developed a national response/plan of action or strategy to implement the GCM?	
207	Have you been involved in the development of the national response/plan of action or strategy?	
207.1	Please explain how you have been involved	
208	In your country, have you/your organization implemented any of the 23 GCM objectives independently, or with governments or other stakeholders since the adoption of the GCM in December 2018?	
209	In your opinion, what is the best way for stakeholders to contribute better to the implementation of the GCM?	
Section 3. Gaps, Challenges, Promising Practices and Lessons Learned		
301	Please select the Top area of support that is most needed in your country to accelerate the implementation of the GCM	
302	What are the main gaps and challenges you have identified, which hindered the implementation of the GCM in your country?	
303	Please describe some examples of promising practices and lessons learned on the implementation of the GCM in your country	

No	Question	
304	Have you been involved in the follow-up and review process of the GCM in your country?	
305	In your opinion, what is the best way for stakeholders to contribute better to the follow-up and review of the GCM led by the government?	
Section 4. Cross-Cutting and Interdependent GCM Guiding Principles		
401	Did the application of the GCM guiding principles help accelerate the implementation of action plans and strategies?	
402	How would you describe application/integration of the whole-of-society approach for the GCM implementation in your country?	
403	Please describe how the whole-of-society approach was applied in the GCM implementation in your country	
404	How would you describe application of the whole-of-government approach for the GCM implementation in your country?	
405	In your opinion, how/to what extent was the human rights-based approach applied in the GCM implementation in your country?	
406	Please describe how the human rights-based approach was applied in the GCM implementation in your country	
407	In your opinion, how/to what extent was the gender-responsive approach applied in the GCM implementation in your country?	
408	Please describe how the gender-responsive approach was applied in the GCM implementation in your country	
409	In your opinion, how/to what extent was the child-sensitive approach applied in the GCM implementation in your country?	
410	Please describe how the child-sensitive approach was applied in the GCM implementation in your country	

Annex 2. List of Contributors

Name	Organization
Abdel Salam Mkhtari	Nador
Abdul Rahman Arar	Algerian Network for the Defense of Child Rights Nada
Abdul Razzaq Al Azazi	Electronic Organization for Humanitarian Media
Abdullah Ali Abdullah Al-Shufir	Al-Itqan Center for Environmental Consulting
Adla Ragab	Migration Research Unit
Afaf Al-Walwal	Al-Bayan Organization for Women and Children
Ahmed Allouch	Youth Without Borders (Tunisia)
Alaoui	Moroccan Workers' Union (UMT)
Asia Jaafar Al-Jaafari	Belady Foundation for Human Rights
Ayman Mohareb	UNICEF ECO
Ayman Zohry	Independent Expert
Charef Mohammed	Regional Observatory on Migration, Spaces and Societies. (ORMES)
Diop Mountaga	Kirikou Association
Douja Gharbi	RedStart Tunisia
Dr. Haissam Bou-Said	International Human Rights Council
Dr. Oday Almanawee	Iraqi High Commission for Human Rights

Name	Organization
Dr. Walid Alkhatib	Center for Strategic Studies
El Hassan Fathy Bakar	Perpetual Peace Foundation
Faleh Hammoudi	Autonomous National Union of Public Administration Staff (SNAPAP)
Fatima Al-Walwal	Al-Bayan Organization for Women and Children
Grace Jabbour	Restart Center
Hadibi Zahir	University of Béjaïa
Hasan Abdulla	General Federation of Bahrain Trade Unions
Hassam Fouad	General Independent Confederation of Algerian Workers (CGATA)
Hatem Kotrane	Carthage University
Hawa Sidibe	Association for Development and Promotion of Human Rights
Hogr Chato Blbis	Public Aid Organization
Ibrahim Khaled Al Aasar	Kuwait Alahmidi
Jason Gagnon	OECD Development Centre
Jihene Belgasmi	International Domestic Workers Federation
Khaled Fadel Al-Sabah	Public Authority for Manpower
Khola Abdalla	Moomken Organization
Khoula Hanna	Jordanian Caritas Association

Name	Organization
Lagha Mohieddine	Tunisian League of Human Rights (LTDH)
Lala Arabian	Cross Regional Center for Refugees and Migrants (CCRM) / INSAN Association
Laura Milne	American Bar Association Rule of Law Initiative
Lina Khalil Attiyat	Jordanian Ministry of Local Administration
Mahjoub Muhammad Adam	Refugee and Immigrant Community Leaders
Mahmoud Al-Tawir	The National Human Rights Committee of Libya
Malik Elkebir	Moomken Organization For Awareness & Media
Maryam Ahmed Al-Ruwai'i	Tafawuq Consulting Center for Development
Maysa Ayoub	Center for Migration and Refugee Studies, The American University in Cairo
Med Wajdi Aydi	Vice-Mayor of Sfax City, Tunisia
Mohamed Rami Abdelmoula	Assafir Al-Arabi Media Platform
Mohammad Al Maita	Arab Trade Union Confederation
Mohiadin Mohamud Abdullahi	Regional Administration of Benadir, Somalia
Mohy El Din Lagha	Tunisian League for the Defense of Human Rights
Najat Saeed Al Malti	Nanamarn Community Association
Najwa Hanna	Public Services International

Name	Organization
Narjess Mkhinini	Radio Jawhara FM
Nassira Ghozlane	Autonomous National Union of Public Administration Staff (SNAPAP)
Omar	Arkeno Organization
Prof. Dr. Samir Djelti	Mascara University (Algeria)
Salem Al-Mufleh	Adalah Center for Human Rights Studies
Severin Sindizera	Indigenous Peoples Global Forum for Sustainable Development
Sundar K.C.	Pourakhi NGO (Nepal)
Tarik Lamloum	Belady Foundation for Human Rights
Torky Elsayed	Federation of Egyptian Industries
Vani Saraswathi	Migrant-Rights.Org
Ziad Saber Al Darsi	Libyan Red Crescent

The team of the IOM RO MENA also expresses their gratitude to the partners from the General Union of Workers of the Sultanate of Oman, International Labour Organization, Kuwaiti Society for Necessary Components of Human Rights, and National Federation of Trade Unions and Employees in Lebanon (FENASOL) for their participation in the survey and contribution to the report.

