

Recommendations/Actionable commitment	Means of implementation	Partnerships
<p>Empowering migrants as development actors</p>	<ul style="list-style-type: none"> • Establish mechanisms for the recognition of skills and qualifications, including possible “skills passports”, to reduce de-skilling and brain waste, including through bilateral, regional and global qualifications/recognition standards and agreements. • Establish mechanisms for migrants to upgrade their skills and qualifications while abroad, and have those skills recognized and utilized upon their return home. • Develop mechanisms for partnerships with migrants and diaspora groups, including through the establishment of dedicated diaspora ministries and regular outreach, skills mapping, facilitation of temporary, virtual and permanent return of diaspora members and investment in home country job creation and development. • Encourage the portability of social security, pension, and other earned benefits, including through bilateral and regional portability agreements. • Review and revise regulatory restrictions on financial transfers that negatively affect migrant investment and remittance transfers. • Facilitate access of migrants and their families to banking services and financial instruments, with particular attention to the needs of lower-income and vulnerable households. • Accompany returns with robust reintegration measures, addressing the individual needs of returning migrants, their families and communities of origin, thus contributing both to the sustainability of reintegration and to local development. • Invest in host community capacity, particularly in situations of protracted crisis, through targeted development and stability initiatives and support for the delivery of services. 	<p>Whole of government cooperation; engagement with civil society, migrant and diaspora groups, private sector.</p>
<p>Address gaps in existing policy and practice to ensure effective protection of migrants’ human rights,</p>	<ul style="list-style-type: none"> • Implement IOM’s Guidelines to protect Migrants in Countries Experiencing Conflict or Natural Disaster (MICIC guidelines). 	<p>Whole of government cooperation, including down</p>

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<p>particularly of those in vulnerable situations</p>	<ul style="list-style-type: none"> • Develop systems to inform migrants about their rights and obligations as well as the availability of legal avenues for migration and employment abroad, both before departure and during the migration process should be put in place. Such pre-departure orientation should also include awareness-raising related to possible health risks associated with migration. Further information and legal counselling can be provided by representatives of the government of the country of origin in the host country (i.e. through consular outreach) or migrant information centres in countries of transit and destination. • Strengthen access to justice through adequate accountability mechanisms to investigate and remedy any abuse or discrimination, including by law enforcement or judicial officers. Free legal representation should be provided where necessary for migrants without sufficient means at all stages of the justice process, particularly in criminal proceedings, to ensure competent and efficient representation. • Provide international human rights law training to all officials who interact with migrants, including border guards, health practitioners, teachers, police officers, the judiciary. The training provided should also address migrants in vulnerable situations. • Build institutional and technical capacity of consular authorities to provide support to their citizens while abroad. 	<p>to the local/municipal level.</p>
<p>Combat racism, xenophobia and discrimination</p>	<ul style="list-style-type: none"> • Information campaigns, cultural outreach programmes as well as the education system can be used to provide accurate information about migrants and migration and address discrimination, racism and xenophobia. Promote engagement with the media to enhance the impact of these measures. • Develop a toolkit to facilitate the dissemination of accurate information about migration as well as human stories of migrant endeavours. 	<p>Whole of government cooperation; engagement with civil society, migrant and diaspora groups, private sector and the media.</p>