3 PATHWAYS FOR REGULAR MIGRATION FACILITATED

IOM STRATEGIC PLAN 2024 2028 THEORY OF CHANGE

OUTPUTS	SHORT-TERM OUTCOMES	LONG-TERM OUTCOMES	OBJECTIVE 3
Capacity and tools to leverage migrants' contributions and address inequalities.	Evidence-based development strategies address inequalities.	**3** **MIGRATION POLICY AND LEGAL FRAMEWORKS ARE ALIGNED WITH INTERNATIONAL STANDARDS**	**PATHWAYS FOR REGULAR MIGRATION FACILITATED**
Skills in migration data collection, analysis and management.	The global evidence base on migration available.		
Skills & resources to mainstream migration into policies and strategies.	Migration is mainstreamed in policies and strategic decision-making across sectors.		
Expertise and access to global migration data.	Comparable migration-relevant data collected, analyzed and disseminated.		
Access to migration research and data analysis.	Enacted migration policies, coordination mechanisms and legal frameworks support good migration governance.		
Strategies and advocacy to counter xenophobia.	The public narrative of migration is well-informed and balanced, and the human rights of migrants are recognized.	**4** **MIGRANTS ARE PROTECTED FROM VIOLENCE, EXPLOITATION AND ABUSE**	
Balanced, analysis on migration, including migrants' socioeconomic and political contributions.			
Tools and guidelines to respond to the protection needs and rights of vulnerable migrants.	Gender and child sensitive protection and assistance provided to marginalized or vulnerable migrants.		
Knowledge/skills to identify and prevent (S)GBV risks and violence	Risk factors to migrant vulnerability are reduced or mitigated.		
Capacities to identify/remove barriers and establish protection pathways for migrants	Vulnerable migrants claim their rights and access protection-related services that prioritize safety and dignity of migrants.		
Vulnerable migrants have access to protection-related assistance			

Integrity, transparency and accountability | Equality, diversity and inclusion | Protection-centred approaches | Environmental sustainability

ASSUMPTIONS/ENABLERS: Better WORKFORCE planning and people management. • Long-term equitable PARTNERSHIPS built on trust. • Significant financial investment and better-quality FUNDING. • Disaggregated DATA AND EVIDENCE across the mobility spectrum. • Capacity for LEARNING AND INNOVATION underpinned by strong collaboration with partners. • Improved COMMUNICATION for awareness raising and inspiring people to support our vision. INTERNAL SYSTEMS and evolving organizational infrastructure and ways of working.

*This theory of change is an illustration of how and why a desired change is expected to happen as described in the IOM Strategic Results Framework (SRF) 2024-2028. For the full results statements please refer to the complete framework which is available at SRF Wheel (iom.int)