



UK Consultation on the Global Compact for Migration (GCM): Event Report

Co-hosted by IOM and ODI on 21st March 2022 in hybrid modality
in London (UK) and via Zoom

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Executive Summary

This report provides a detailed account of the UK civil society consultation on the Global Compact for Migration (GCM) that was co-organised by IOM UK and ODI and took place on 21st March 2022. Four years on from the UK's endorsement of the GCM, and ahead of the inaugural International Migration Review Forum (IMRF) in May 2022, this consultation provided an opportunity for UK stakeholders to discuss progress on key themes and objectives through plenary and panel discussions led by subject-matter experts.

This report is being submitted to the UK government for their consideration as they prepare the voluntary national review and their inputs for the IMRF. Key elements of the report will also be shared during stakeholder meetings on the Progress Declaration preceding the IMRF.

The opening session of the consultation saw references from all key speakers to the important role the UK played during the GCM negotiation process and throughout the first four years of implementation, which they hope will continue. This session provided context on the history of the lead up to the GCM, the structures of the GCM and the IMRF and their salient characteristics, including opportunities for the UK as an OECD DAC country to join the list of "Champion Countries" for implementation of the GCM. The speakers described how the IMRF is a key platform for states to demonstrate sustained and increased commitment to the principles of the GCM. However, speakers and participants acknowledged that negative, racialised and xenophobic narratives about migration remain in the UK and do not always recognise the positive social and economic impact migrants have, as exemplified through their critical contribution during the COVID-19 pandemic response. The slow UK government response to the Ukraine refugee crisis and the unequal treatment of third country nationals highlighted the need to reform migration policies in line with the principles and objectives of the GCM.

The first panel session on the **drivers of migration and sustainable development** highlighted that migration is crucial for the facilitation of the green transition, the formation of climate change adaptation strategies and the fulfilment of the decarbonisation pledges made by GCM states. The contribution of migrants to decarbonisation and climate change adaptation should be more clearly reflected in the GCM, and, critically, pre-emptive action and investment are needed to fully take advantage of the opportunities in this area. The role of diaspora groups and their investment into sustainable development initiatives in their home countries was highlighted as an ongoing opportunity that - with the right support - could be more systematically exploited by GCM countries. It was highlighted that few countries have the human capital or can offer the necessary skills to successfully undertake the green transition currently, and that skills mobility in combination with increased migration present an essential strategy moving forward. The speakers suggested that migration governance should be centred around the drivers and motivations for migration, to ensure the prioritisation of 'productive migration' and not just border control. Session two on **preventing, combating, and eradicating trafficking in persons** looked at both the UK's international and domestic approach to addressing human trafficking. The critical role the UK has played internationally in funding local NGOs which tackle these issues and in investing in prevention strategies and research was highlighted by the speakers. However, it was noted that there is room for further strengthening and collaboration with key partner countries on the issue of supply chain transparency to better protect workers from exploitation.

The potential for the Nationality and Borders Bill to critically undermine the UK's good work on combatting slavery and trafficking was highlighted. The precedence given to immigration enforcement over and above the enforcement of worker's rights, the lack of a firewall between police and immigration enforcement for migrants reporting crimes and the ongoing issue of victims of trafficking being held in immigration detention, were all noted as factors making migrants more vulnerable to trafficking and continued exploitation and impacting on the provision of protection and assistance. A survivor of human trafficking described the process of dealing with the Home Office as a second experience of trafficking, which has continued for longer. She

noted that the lack of long term leave to remain for survivors prevents them from fully recovering and rebuilding their lives in the UK and that the cost of having to reapply for further leave on an annual basis is extremely high for survivors. She urged the government to look at these domestic issues to match the attention and funding given to international trafficking issues.

The speakers for session three on ***enhancing the availability and flexibility of pathways for regular migration and ethical recruitment*** described the split in the UK's migration pathways between high-skilled and low-skilled migrant workers. The pathways in place for high-skilled workers were acknowledged as being efficient and well developed. Speakers emphasised that the pathways for migrants and refugees to work in the NHS are comprehensive and ensure that recruitment is carried out in a fair way which benefits the worker, the UK and the health systems in the country of origin. The critical role migrant workers play in the health sector was highlighted, while it was also recognised that there are challenges around ensuring that the experience gained in the country of origin was sufficiently recognised so that they could enter at a grade commensurate with their skills and expertise.

In contrast, the existing pathways for low-skilled and seasonal workers were seen as overly restrictive in relation to the current labour shortages in the UK. In relation to safeguards against exploitation the agricultural sector was referenced as having improved with the development of the seasonal worker pilot which does include some safeguards. However, continuing concerns regarding payment modalities and contracts for the workers were highlighted, as well as the lack of transparency. The issue of workers paying for travel and visas fees to come to the UK was also highlighted, with their initial earnings being used to repay the costs of migration.

The lack of regularisation pathways in the UK and the significant time required for workers to achieve regularisation was emphasised as a key issue for those in the care sector and other less regulated sectors, and one which marked the UK out from other countries that have offered regularisation programmes.

A major theme which emerged from session four on ***promoting inclusive societies and ensuring access to services for migrants*** was the difference between rights to services and access to services for migrants. The confusion resulting from the differing policies of the devolved nations, a mistrust of government services due to their perceived relationship with immigration enforcement and a lack of digital and English language skills resulting in the inability to access information were all recognised as barriers in accessing services. The instability asylum seekers and refugees face as a result of frequent changes in accommodation was also referenced. It was recommended that all migrants should be able to access healthcare, that they should be invited to the table with policy makers to consult on the formulation of new policies surrounding access to services, be granted the right to vote based on residence and the payment of council tax, encouraged to apply for citizenship after they have received settled status and that the Nationality and Borders Bill should be rethought.

For the closing session, key ways forward were highlighted with a heavy focus on the active civil society in the UK which should be seen as a crucial partner for the government in formulating new migration policies, post-Brexit, and in enabling a whole-of-society approach to migration as specified in the GCM.

Background to the Consultation

The Global Compact for Safe, Orderly and Regular Migration (GCM) is the first inter-governmental agreement to cover all dimensions of international migration in a holistic and comprehensive manner. It was agreed upon by Heads of State in 2018 and provides an unprecedented opportunity to enhance cooperation in international migration governance, strengthen multi-stakeholder engagement around the opportunities and challenges of migration, and shift the nature of the public debate. It aims to identify more balanced ways to address the challenges and to maximise the benefits of international migration.

Four years on from the UK's endorsement of the GCM, and ahead of the inaugural International Migration Review Forum (IMRF) taking place in May 2022, this consultation provided an opportunity for stakeholders to discuss key themes and objectives through plenary and panel discussions led by subject-matter experts. It provided an opportunity to reflect on the UK's progress so far, emerging good practices, and recommendations to best implement these objectives. The multi-stakeholder consultation also sought to support a 'whole-of-government' and 'whole-of-society' approach to the GCM implementation, in line with its guiding principles.

The half-day event was hosted at ODI, with some attendees joining online via Zoom. The agenda can be found in Annex 1 and the list of attendees in Annex 2.

Opening Session (Plenary)

Speakers

- Marta Foresti, Executive Director, ODI Europe
- Ambassador David Donoghue, Distinguished Fellow, ODI
- Jonathan Prentice, Head of UN Migration Network Secretariat, IOM

Marta Foresti opened the consultation event highlighting the relevance of the GCM in the current UK context, marked by the COVID-19 pandemic, the New Plan for Immigration and the response to the Ukraine crisis. Foresti emphasised the need for continued support and leadership from HMG on the implementation of the GCM.

She stressed that the Government should not compromise on its commitment to the GCM and its vision for future migration policies because of the current crisis in eastern Europe and emphasised the importance of their commitment to uphold the principles of the GCM. Foresti also emphasised the unequal and racialised treatment of refugees that we have seen with the invasion of Ukraine and how this treatment has highlighted the critical need for a sustained commitment to improve migration policies.

Ambassador David Donoghue re-traced the history of how the GCM came about and the role played by the UK.

The Ambassador highlighted that the UK played an important role in the negotiations during the drafting of the New York Declaration and of the two Global Compacts. He noted that there has been much progress on many fronts since then, yet there has also been underachievement in other areas.

He emphasised that the GCM provides a comprehensive menu of options for states to choose from, and that this particular format resulted from the global political environment in the period prior to the adoption of the GCM. He noted that the political environment and the possibility of finding consensus around migration governance has become progressively harder since the negotiations on the New York Declaration in 2016. However, he noted that the IMRF will provide an opportunity to renew political will and come to terms with what the COVID-19 pandemic has meant for international migration movements. The UK has a role to bring back political commitment to where it was before the negotiations leading up to the adoption of the GCM

and can take on a leading role on the European continent. The Ambassador also referenced the challenges migrants have faced due to the COVID-19 pandemic as a result of the rise of xenophobic narratives and border closures. He also emphasised the extraordinary contribution migrants have made globally during the pandemic both socially and economically.

Jonathan Prentice gave an overview of the key features of the GCM and of the IMRF process. Prentice implored us to move away from the narrative under which migration is represented as a crisis or problem and rather understand it as a neutral reality. He started by highlighting three characteristics which make the GCM a unique document. Firstly, the GCM is the first fully comprehensive agreement, looking at migration in all its dimensions, to enter the UN system. Secondly, it is the result of an unprecedented effort of international cooperation. Thirdly, despite being non-legally binding, it is grounded in international law and human rights principle. Prentice expressed that the most note-worthy principles of the GCM are the expression of national sovereignty, in a manner which must not be nervously defended but exercised confidently with a total commitment to human rights. The whole-of-government and whole-of-society approach to implementation highlights the central role played by states in designing migration governance but also the vast array of expertise which needs to be heard and included in the process.

The GCM envisages a follow-up and review mechanism. The IMRF is where the progress achieved so far is discussed. Prentice emphasised that the first IMRF will be an opportunity to set the level of ambition for future ones and establish a positive precedent.

The IMRF, taking place on 17-20 May, will be preceded by a civil society consultation on 16 May. It will include three main components, namely i) four roundtables focusing on a number of GCM objectives grouped together and informed by background notes drawn from the regional reviews, ii) a policy debate focusing on key issues and setting the direction forward, and iii) a plenary, which will result in the adoption of a progress declaration, of which the zero draft has already been published.

He noted that recent global events have both highlighted the vitality of migrants to our societies and economies, and their vulnerability. Prentice emphasised the need for greater implementation of objective 8 to save lives and establish coordinated international efforts on missing migrants. He also noted that there is now greater recognition of the importance of expanding regular pathways for migrants.

He stressed that pledges (beyond financial) by Member States will be crucial in making progress on all GCM objectives. He particularly highlighted the four priority areas identified by the UN Secretary General in his report on the implementation of the GCM, namely inclusion, regular pathways, saving lives – on which there has been little discussion so far – and capacity-building.

He also commended the UK for being among the first countries to commit to the Multi-Party Trust Fund (MTPF).

Q&A

Richard Taylor from the UK FCDO confirmed that the UK is aware of the IMRF as being a key opportunity to contribute and highlighted the intention to listen to and take into consideration the outcomes of this consultation. He also reassured participants that the UK Government is working on the Voluntary National Review (VNR).

Prentice emphasised that the process of updating VNRs should be based on a consultative, whole-of-government and society approach. He also noted that, of the 30 champion countries, only 3 OECD countries agreed to be champions. However, European countries are contributing the most to the MPTF.

Foresti noted the importance of making sure the domestic agenda does not take away from the potential role of the UK on international issues and the importance of there being coherence between these two spaces.

David Camp, Chief Executive of the Association of Labour Providers asked if it was possible for individuals and individual groups to make submissions to the IMRF or to inform a particular government.

Prentice answered that there is no structured process for influencing the national government in their voluntary national reviews and that this is context specific.

Foresti asked Prentice how satisfied he was with the geographical spread of the 30 champion countries and if this represents a global framework.

Prentice replied that there are 30 champions. This comes back to the reality that whilst the GCM was overwhelmingly endorsed by the General Assembly, the associations with the GCM were ones of controversy and violations of national sovereignty (see for example the US walking out of the room). They wanted to correct that with a group of states willing to promote the framework and integrate it into other multilateral fora. The geographical spread is reasonably well balanced except there are only have three OECD states that have agreed to be champions: Canada, Luxemburg and Portugal.

Professor Nando Sigona from the University of Birmingham thought much of the tension was because of the era of Trump and the tension between the nationalist and the globalist agendas; the tension was among people who wanted to engage in a global conversation and those who did not, even if they could subscribe to some of the objectives. Nando asked for an assessment of the situation now and of levels of resistance to the GCM.

Ambassador Donoghue responded with a positive outlook on the current status of multilateralism, noting that even if some countries are 'sceptical' of the GCM, much can be achieved in migration governance through other fora, such as the one provided by the SDGs, and adding that international frameworks are complementary. He is optimistic that there is a global consensus around the goal of a more humane treatment of migrants. He hopes to see Ireland become a champion. He also believes the appetite in Europe to be a champion of the GCM has grown.

Maja Grundler, from Queen Mary University asked whether there will be space at the IMRF to highlight regressive practices by governments and problems with implementation of the GCM.

Prentice stated that people who get the floor during the IMRF can say what they want. The progress declaration won't name individual states or regions as it is for evaluating overall progress.

Prentice returned to Nando's question and responded positively, noting that the GCM has come a remarkably long way in the past almost four years. He added that many states engaged in the review process. He referenced the mentioning of the GCM in multiple high-level UN platforms such as the Human Rights Council. He stated that even sceptical states have drawn a distinction between the GCM and the IMRF and see the IMRF as an important and the only meeting place where international migration can be discussed.

Roxana Barbulescu, from the University of Leeds asked about the role of international conventions and how they are reflected in the GCM. She stated that in the particular case of Britain we are unravelling European legislation and building a new regulatory framework. Roxana noted that when this happens, we realise we have international conventions in place that substitute for this legislation.

Foresti stated that this is where the whole-of-government-approach can become a challenge because of the extent to which domestic legislation refers to the GCM and the separation between domestic and international policies.

Holly Asquith from Talent Beyond Boundaries asked how stakeholders with lived experiences have been integrated into the development and review of the GCM.

Halaleh Tahiri Executive Director of the Middle Eastern Women and Society organisation said many migrant women fear reporting domestic abuse due to the risk of deportation. Halaleh asked if this forum would consider more migrant issues such as domestic rape and violence. Halaleh believes this forum needs a section for migrant women experiencing abuse.

Prentice remarked that the endeavour of state mobilisation is moving beyond the conventions and that non-binding, cooperative frameworks work best in the current context. He stressed that the GCM would have never been adopted as a legally binding agreement and pointed to the UN Convention on the rights of migrant workers as an example of a recent international convention which was virtually exclusively ratified by countries of origin and virtually unratified by countries of destination, emphasising the need to find a more cooperative basis to move this forward.

On how stakeholders with lived experience have been integrated into the process, Prentice noted that one of the defining features of the GCM is that getting the answers and implementing the answers is beyond any one actor and requires inputs from across society. Prentice highlighted that with regards to the inclusion of stakeholders with lived experience and the incorporation of civil society organisations the UNNM has done much work e.g. The Network's Working Group on ATD is chaired by a CSO.

The Ambassador also highlighted differences in capacity for implementation as an obstacle to the adoption of legally binding agreements. He highlighted the importance of gathering data on implementation of the GCM for an effective review. He hopes that the IMRF will recognise the huge role migrants played in response to the COVID-19 pandemic.

Thematic Breakout Sessions

Session 1 - Drivers of Migration and Sustainable Development (Objectives 2, 19, 23 and SDGs)

Chair: Katharine Barwise, IOM/UN Migration Network

Speakers:

- Ipek Gencsu, ODI
- Alex Randall, Climate and Migration Coalition
- Kouassi Dagawa, British Red Cross
- Stella Opoku-Owusu, African Foundation for Development (AFFORD)

Ipek Gencsu, Senior Research Fellow at ODI, opened the session by presenting the recent research she has been leading exploring how migrants and people on the move can support the green transition and fill skills and labour gaps. She highlighted a few key points; firstly, countries have set ambitious goals regarding decarbonisation and building low-carbon infrastructure. To achieve these goals, human capital is crucial, however few countries have it and so far, trainings have been insufficient. In this regard, migration will be essential to complement the training of national labour forces. It will be crucial to identify what skills are needed and what contribution migrants can make to fill those needs. She also highlighted the need to identify places that are leading and already harnessing migrants' potential, as well as the policies and innovations needed to accelerate the green transition.

She highlighted that relying on accurate data on skills gaps and how migrants can fill them will be fundamental as countries keep updating ambitions (e.g. the ILO forecast of 100 million jobs created by 2030 is already outdated).

She concluded highlighting some main takeaways for how migration can play a role in countries' green transition namely; that migrants need to be reskilled alongside national workers; that there is an opportunity for skills transferability which needs to be explored further; that international knowledge and skill exchanges, especially south-south, can help; and that labour mobility will be important where countries unable or unwilling to provide skills (especially in TVET sectors, transport, etc..).

Alex Randall, climate-driven migration specialist at Climate and Migration Coalition, explored the connections between migration, the environment and climate change and their implications. He referred to the recently published IPCC analysis, highlighting how scientists are now more certain than ever about the connection between human mobility and climate change. He noted that two types of migration emerge from this analysis, one that is internal and due to sudden events, and the other, which is livelihood migration and linked to slow onset processes, notably drought.

He stressed that making predictions about future mobility patterns remains incredibly hard. The impact of climate change on migration and migrants will be uneven, particularly at the household and individual level, affected by gender, age and sexuality.

On the other hand, he highlighted that new evidence points towards migration as a form of adaptation. However, in-situ adaptation might be reaching its limits, for this reason, harnessing existing patterns of migration is going to be crucial to building resilience. He emphasised that journeys are already happening and making them legal and safe is the 'fastest and smartest' way forward.

He concluded noting that important questions to ask about migration governance will be 'who is being governed?' and 'in which context?'

Kouassi Dagawa, migration advisor at BRC, tackled the question of how to address drivers of migration while contributing to sustainable development.

He discussed the experience of West Africa, noting that migration in the region has been part of daily life and an important livelihood strategy. He suggested that donors and governments should focus on the drivers and motivations of migration and on productive migration rather than on border management.

He also mentioned that high numbers of youth in Sub-Saharan Africa represent a potential driver of development in the region but that unemployment rates are very high (10.7%), causing uncertainty and driving these youth out of the country ('they dream to move to Europe'). He suggested that governments should promote entrepreneurship in the countries of origin and that funding earmarked for international migration should reflect that most migration is within African countries or cross-border and intra-regional.

Alongside promoting development in the countries of origin, Dagawa also emphasised the importance of protecting migrants on their journeys and empowering them to contribute to sustainable development where they are. To this aim, access to services and reducing risks linked to migration are crucial. He highlighted some past projects, including the UK-funded 'Safety, Support and Solution in the Central Mediterranean' (SSSII) (2017-2021) project implemented by IOM UK, which have been successful in providing protection and assistance to the most vulnerable migrants and should be extended and replicated.

He identified the main challenge as being to address drivers while facilitating productive migration.

Stella Opoku-Owusu, Deputy Director at AFFORD - an international organisation which aims to expand and enhance the contributions of Africans in the diaspora to African development – focused her intervention on

how to mobilise resources for aspiring migrants and diasporas. She highlighted that the lack of decent jobs is a major push factor for migration and that working with the diaspora may help to create decent jobs. She noted that currently, the informal and SME sector are the major employers in Africa.

She mentioned the common ground initiative which was co-funded by Comic Relief and DIFD and that there was a dedicated diaspora fund which supported many diaspora initiatives, including a diaspora finance initiative that was focused on job creation in Africa through the diaspora. It created around 200 decent jobs directly and more than 2000 jobs through the value and supply chains and trade. The whole programme was well evaluated but there has been no continuation. AFFORD has continued with this work. They also carried out a small pilot, aiming to harness diaspora contributions to the green economy in Ghana.

She emphasised that the UK has often led the way for other countries to follow. It is important for the UK to find innovative ways to fund diaspora work and continue to lead the way.

Q&A

Avidan Kent from the University of East Anglia noted that the UNFCCC has a dedicated task force on displacement and questioned the need for parallel institutional actors. Avidan asked how we can link this task force with the IMRF.

Marta Foresti shared some reflections about the current framing of the migration-climate change nexus. She highlighted that while the focus at the IMRF will be on climate-induced migration, the UK could take the lead in framing migration as a form of adaptation. She suggested that the UK could also take the lead in including labour migration and diaspora contributions in trade policies, as well as ensuring a wide spectrum of migration pathways.

Alex Randall noted that there are many global frameworks doing work on migration and climate change (PDD, Sendai Framework, etc). He stated that we do need something other than the UNFCCC to address this. This is because states go to the climate change negotiations to negotiate carbon and money and to tackle the compensation of climate-related displacement, but states do not attend COP negotiations thinking they will be asked to reach an agreement about the protection of rights, so they probably will not. It would be difficult to create a space for this within the COP framework, so we need something in addition to this and there is no harm in having multiple processes.

Katharine Barwise asked Randall to expand on what he mentioned earlier; that displacement is mostly internal and that this is not covered in the purview of the GCM but perhaps there are gaps in the migration governance response. **Alex Randall** responded that this may be outside of its remit but just because mobility is currently internal does not mean it will not become cross border as the effects of climate change worsen. The other way of looking at it is that currently people are not crossing borders but that if cross-border migration was facilitated and made safe and legal then it might be an option that people would use to counter adverse climate change impacts and perhaps we should make that a possibility for them.

Tauhid Pasha, Officer in Charge at IOM UK, shared his reflections on the SSS project, noting that there has been an interesting transition in the UK focus, from development (see the SSS project) to labour migration and productive migration. He also highlighted that the GCM gives the UK the ability to be creative about migration pathways and that these do not need to focus on humanitarian assistance only.

Ipek Gencsu reiterated that the movement of people is as essential as the movement of goods and capital in the green transition, and that the economic objectives should be aligned with migration policies. For example, Bangladesh aims to diversify its economy, for example with the production of sustainable clothing and how we can use these developments to improve migrant rights.

Finally, **Stella Opoku-Owusu** emphasised that migrants and diasporas are both providers of skills and of humanitarian aid and that their contribution is already significant and needs to be further supported.

Katharine Barwise summarised the key takeaways from the session

- 1) Empowering and enabling migrants to contribute economically and in the context of green transition is crucial.
- 2) There is a need to look at the development of migration pathways as a form of climate change adaptation.
- 3) Human mobility needs to be brought into other sectors particularly trade and economic policies.
- 4) Decent work opportunities need to be created – development should be done for the sake of development.

Session 2 - Preventing, Combatting and Eradicating Trafficking in Persons (Objective 10)

Chair: Tamara Barnett, Human Trafficking Foundation

Speakers:

- Andrew Patrick, Migration and Modern Slavery Envoy, FCDO
- Yuki Low, Freedom Fund
- Kate Roberts, Focus on Labour Exploitation (FLEX)
- Nancy Esiovwa, Survivor Alliance

The chair opened the session by saying that discussion on Objective 10 of the GCM is very timely given the current events in Ukraine and the vulnerable populations on the move. Organised Crime Groups are already targeting vulnerable populations on the move from Ukraine as well as less organised potential trafficking operations. Ukrainians seeking asylum may have limited access to the labour market creating vulnerabilities. The discussion on Objective 10 is also timely because of the current passage of the Nationality and Borders Bill. The session will be discussing issues around trafficking both domestically and internationally which are relevant to the GCM.

Andrew Patrick, the Migration and Modern Slavery Envoy, acknowledged that this was his first public speaking role since taking up his post. In these first three weeks in the role, his focus has been on humanitarian assistance and humanitarian response to the conflict in Ukraine.

He stated that nobody needs any reminders about the sheer horror of the crime of human trafficking and modern slavery and that combatting the problem remains a priority for UK government. The international agenda has become crowded, but the UK continues to play a leading role in the fight against modern slavery, responding to the risks of trafficking around the Ukraine conflict will be a priority. He added that much work had also been carried out on the impact of COVID-19 on human trafficking.

The Migration and Modern Slavery Envoy's role is international facing, making use of all the levers available to the UK government to move forward work on counter-trafficking globally. Patrick noted that the UK was able to use its presidency of the G7 to enhance efforts pushing for transparency in supply chains. In 2017 the UK launched the Call-to-Action to End Forced Labour and Modern Slavery at the UN General Assembly. He added that since 2017 the UK government has funded 120 modern slavery programmes around the world. One such example of the work funded is the International Labour Organization "Work in Freedom" programme. He also noted that the UK will be playing an active role in the fifth global conference on the elimination of child labour in May 2022.

Patrick highlighted that the UK government published its first modern slavery statement and introduced financial penalties for companies not complying with the relevant legislation. The government's modern

slavery fund has also been working to reduce the vulnerability of people in Vietnam, Albania and Nigeria to human trafficking.

He also noted that the Independent Commission for Aid Impact (ICAI) report on the UK's work on modern slavery internationally made several recommendations to the government such as increasing investment in research and empowering survivors of modern slavery. The UK government is actively working to respond to these recommendations.

Patrick closed by highlighting that the UK government is aiming to publish a new modern slavery strategy in the spring to clarify its future aims and objectives.

Yuki Lo introduced the work of the Freedom Fund, saying that they are an international non-profit organisation working to focus resources on the frontline and supporting survivors and those with lived experience to inform practice. She explained that migration and modern slavery are often treated separately so it's important to see these connected in the GCM. Lo highlighted that migrant workers who became unemployed due to the pandemic have experienced particular vulnerabilities.

Lo noted that there are three areas where the UK government has played a unique role. Firstly, in responding to the impact of COVID-19 which has pushed more people and communities into vulnerability; the UK government responded by contributing to an emergency relief fund and distributing aid – the UK's rapid response internationally was well needed. Secondly, a significant amount of aid is utilised for identification and assistance after trafficking has taken place, while the UK continues to ensure that prevention work can be supported, with FCDO funding provided to NGOs to try and help them activate localised prevention responses. For example, in Thailand, NGO partners worked with local government to ensure that migrant workers were able to access social security to help prevent those workers from being recruited by traffickers and exploited. Thirdly, the UK government is notable for investing in evidence and filling knowledge gaps, with ICAI making an important recommendation on research and evidence. Lo further highlighted the importance of ensuring that evidence and research is relevant, accessible, and actionable.

Lo noted that the main gap in the UK's international response is around supply chain transparency. It is important to acknowledge that there is going to be a gap in the aid budget and a whole-of-government approach is necessary. The UK government is behind the curve on mandatory human rights due diligence while draft legislation on this issue is already in place in the EU. She also noted that the UK government is also behind the curve on preventing the procurement of goods produced using forced labour. For example, the United States uses its Tariffs Act to ban the imports of products which have been produced using forced labour, which recently included a Malaysian rubber glove manufacturer. However, two months later, the UK government procured goods from that company. She closed by highlighting opportunities for further coordination between the UK and key partner countries and noted that the UK could further leverage learning from other countries.

The Chair then noted that it is good to hear about the things which the UK government has done well alongside the usual focus on what the UK government has not done well. Domestically, the positives would also include the introduction of the Modern Slavery Act, the non-punishment provision for victims of trafficking and the creation of the Independent Child Trafficking Advocates. However, the domestic picture is generally less positive than the international picture, and now is a critical time to talk about what's working and what isn't.

Kate Roberts explained that FLEX is a small UK-based NGO which conducts research and policy work to end trafficking for labour exploitation. They focus on structural causes of exploitation and vulnerability and coordinate the detention taskforce.

She noted that the UK has much work to do on objective 10 of the GCM. There is a clear consensus across the UK's human trafficking and modern slavery sector that the Nationality and Borders Bill will significantly undermine years of good work on responding to human trafficking in the UK.

Roberts continued by noting the lack of willingness to address the structural causes of forced labour and trafficking in the formal economy and the clear clash between immigration enforcement and enforcement of worker rights, with the former taking precedence. Currently, many workers cannot access redress until their experiences equate to slavery. She highlighted that overseas Domestic Workers (ODWs) in the UK do have some options to apply to renew their visa but only if they have been found to be a victim of trafficking, while other ODWs can change their employer but have no recourse to public funds and the change to their employer can only be done within the time limit of a 6-month visa.

Roberts noted that the UK is not structurally focused on prevention but highlighted the need to be thinking about the response to Ukraine in a way which can prevent risks of trafficking and abuse. The current proposed hosting system leaves cause for concern with its limited mitigations.

Roberts also noted that 67% of visas issued in 2021 for the 6-month seasonal worker visa for agricultural workers went to Ukrainians. The Home Office has worked with the scheme operators to extend the visas of Ukrainian workers until the end of 2022. However, it is important to consider whether seasonal work will actually be available until the end of the year, calling into question what the workers will do with no recourse to public funds if there is insufficient work. She highlighted that they could end up in debt and prone to exploitation. In addition, the seasonal worker visa does also not enable the worker to bring family and dependents, so it does not offer protection to wider family members

Roberts emphasised that secure reporting is important for migrants but at present, they are not encouraged to report crimes or abuse because of fears about how this data may be used to pursue immigration enforcement action against them. In December 2021, the UK government responded to a report about a super-complaint put forward by Liberty and Southall Black Sisters, rejecting the call for an introduction of a firewall between the police and the Home Office¹. The government's response mentioned plans for the Home Office to develop an Immigration Enforcement Migrant Victims Protocol, but overall, she noted that the response is very problematic.

The speaker noted that there is genuine fear of detention among victims of trafficking because victims are still being put in immigration detention. A Freedom of Information request showed a significant majority of referrals to the UK's National Referral Mechanism (NRM) made from detention resulted in a positive decision, meaning that they are found to be victims of trafficking by the government. Roberts highlighted that a detention setting is not a good place for disclosing trauma and abuse and that the detention of victims of trafficking is consistent with the threats that traffickers make to victims when they tell them not to go to the authorities because they will not help and will punish them instead. She also noted that what is also particularly concerning is the rhetoric in the New Plan for Immigration which alleges widespread abuse of the NRM from people in detention, which is not accurate, given that most of the referred individuals are found to be victims. It is important to remember that migrants do not make a referral to the NRM themselves, this is done by a first responder who has identified indicators of trafficking. The UK government highlighted several referrals from detention as evidence of abuse of the system, but this is not true.

¹ For additional details, go to <https://www.gov.uk/government/publications/review-of-data-sharing-migrant-victims-and-witnesses-of-crime/review-of-data-sharing-migrant-victims-and-witnesses-of-crime-accessible-version>

Roberts also welcomed the judgement from the KTT -v- The Secretary of State for the Home Department which ruled that victims of trafficking who had claimed asylum should be granted leave after their Conclusive Grounds decision and while their asylum claim was under consideration.

Nancy Esiovwa from Survivor Alliance started by saying that she has no personal experience of detention but highlighted that when going through the immigration system, there is constant fear and threat of deportation as reporting to the Home Office is like going to the “lion’s den”. This creates a lot of trauma and anxiety as the stories of those who have been detained are harrowing. She noted that it was important to think about what happens to victims in detention and other spaces who do not have lawyers or legal support. Esiovwa noted that she was happy when she was able to leave her situation of slavery that she was in for 4 years, and hoped to be able to rebuild her life, but the experience of dealing with the Home Office was like a second trafficking process, which has lasted for 7 years.

Esiovwa highlighted that the UK government is focused on the work they have done and the funding they have made available, but survivors of trafficking are still excluded from several choices about their lives such as going to college or choosing a job. A high percentage of trafficking victims will need to be able to claim asylum. Esiovw described herself as being more suicidal at the hands of the Home Office than when in the trafficking situation.

Esiovwa urged the UK government to provide Indefinite leave to remain to survivors to rebuild their lives. The cost of an application for Discretionary Leave to remain is £3,000. She asked where people can get that money from, particularly given that the leave is timebound and people need to apply again and again. Esiovwa has not been able to access a student loan because leave to remain is not long enough. She asked why they have to keep begging the Home Office for more time and having to pay so much money for so little. Survivors need to be able to breathe and longer status will enable this to happen.

Q&A

Melanie Teff from UNICEF asked whether the UK was considering making a pledge at IMRF on objective 10 relevant to issues of survivors of trafficking which were mentioned today.

Andrew Patrick answered that the Modern Slavery Strategy will be the main vehicle for UK response and for making any new commitments.

Claire Porter, British Red Cross – The British Red Cross is the largest provider of support for people seeking asylum in the UK and works with around 30,000 persons. Data sharing is a big concern for migrants who want to report abuse. She mentioned some of the policy and legislative issues in UK context that leave migrants at risk of trafficking and asked Andrew Patrick what work was happening across government to assess, monitor and share learning on the UK’s implementation of objective 10 domestically as well as internationally.

Meri Åhlberg, from FLEX noted that the UK is leading internationally but domestically there are challenges. The UK government has supported projects helping migrant workers who lost their jobs in Thailand due to COVID-19 to access recourse but in the UK many migrant workers were unable to access recourse to public funds during COVID-19. She asked for reflections on what learning the government can take from its international work for its domestic policies.

Yuki Lo stressed that it is important to think about how different stakeholders come together to work on the issues. Civil society groups are key, and the UK government needs to learn more from these groups.

Andrew Patrick acknowledged that he is not yet an expert on domestic affairs. Questions of migration is an area of intense public debate. There will be continued dialogue on the issues discussed. The government welcomes the opportunity to reflect on evidence presented by stakeholders regarding the policies.

Chloe Cheung, from the Home Office Multilateral engagement team intervened from the floor stating that the government and Home Office welcome the opportunity for engaging with stakeholders and survivors and the inputs shared will be key to the UK government's preparations for IMRF.

Session 3 - Enhancing the Availability and Flexibility of Pathways for Regular Migration and Ethical Recruitment (Objectives 5 and 6)

Chair: Marta Foresti, ODI

Speakers:

- Gail Marzetti, Department for Health and Social Care (DHSC)
- Ian Robinson, Fragomen
- David Camp, Alliance HR and Association of Labour Providers
- Roxana Barbulescu, University of Leeds

The chair started the session by highlighting the focus on Objectives 5 and 6 of the GCM. She emphasised that increasing and strengthening responses here is an ongoing challenge and the importance of this has been particularly highlighted and exacerbated by the COVID-19 pandemic.

Gail Marzetti, from the DHSC, explained that the National Health Service (NHS) has long relied on an international workforce (since 1948). 18% of nurses and 36% of doctors working in the NHS were trained outside of the UK, additionally there are significant numbers of migrant workers in the care sector.

The 2001 code of practice for international recruitment, which is in alignment with WHO guidance and the UK's pioneering role in developing such a code was highlighted. Marzetti underlined the idea behind the code to support safe and lucrative pathways for migrant workers which also build the health sector in the country of origin. Marzetti referenced the existence of evidence demonstrating that employment programmes for migrant health workers will lead to greater family incentive to support women and girls and more investment for education for women and girls. Marzetti highlighted a recent report focusing on the Philippines found that for every nurse registered in the US from the Philippines another 9 nurses will be registered in the Philippines.

Marzetti explained the way in which this code functions for migrant health workers in the NHS which gives these workers the same rights as domestic workers. However, Marzetti noted that in practice in the registration to the general medical council, migrant health workers were going in at the lowest grade despite having significant experience and expertise in their home country. It was however acknowledged that recently there have been examples of health workers going in at a level which reflects their actual experience and expertise.

Marzetti highlighted steps taken to prevent the UK's recruitment of health workers damaging origin countries' health care systems. For example, there are more than 40 countries which the UK government does not actively recruit health workers from (essentially low-income countries with a poor ratio of medical staff to population). In those countries workers can come to UK as health workers but the UK won't be actively recruiting unless there is a government-to-government agreement.

Marzetti described the many pathways for health workers to come to the UK. Marzetti highlighted the success of the programme to get refugees on a health and care visa. The DHSC has created a medical support worker role to enable doctors who don't have sufficient experience of the NHS to get the required

1-year experience of working within the NHS. This work has involved refugees from Syria, Lebanon, and Hong Kong. They are supported with English language training and nurse training to enable their registration. Marzetti promoted the understanding of the mutual benefit this training has for the workers and the UK health system.

Ian Robinson explained that the UK has one of the most competitive systems for the recruitment of skilled workers in the world and that the work permit for high-skilled workers is effective. He contended that t

Robinson went on to highlight the huge work vacancies in the UK: half a million vacancies in the food and drink sector, half a million vacancies to be filled in health and social care, 39,000 vacancies for nurses and more than 30 jobs in the health system on the occupation shortage list. Robinson noted that the average worker in the health sector works on a 1.3 full-time equivalent basis.

Robinson explained the way in which the skilled worker pathway functions and the opportunity for skilled workers to the UK permanently as opposed to low-skilled workers who the government does not want to settle permanently. Robinson highlighted that despite already making National Insurance contributions, migrant workers with the exception of health and social care workers are still required to pay the health surcharge.

Robinson described the positive work of Talent Beyond Boundaries in supporting refugees and other displaced job seekers to come to the UK under the health and social care visa with support from the Home Office in speeding up any required security checks.

Robinson discussed the Seasonal Worker Pilot (the Pilot) explaining that the same sponsorship rules apply for the Seasonal Worker Pilot as for other work sponsors. He highlighted the limited risk of displacement with British workers having very limited interest in applying for the jobs. He described the emphasis on preventing exploitation in the pilot, such as providing contracts in the language of the worker.

Robinson stated that low-skilled workers are at greater risk of exploitation than higher-skilled workers and that the government has room for improvement in supporting migrant workers and the businesses looking to hire them. **David Camp** from the Association of Labour Providers acknowledged the discrepancy between sponsors for high- and low-skilled workers with 35,000 sponsors for skilled workers and only 4 sponsors (the scheme operators) for low-skilled workers. Camp went onto describe the Seasonal Worker Pilot and the responsibility of the operators to manage the recruitment of 7,500 workers each. Camp explained the role of the operators in ensuring that the system is not infiltrated by people seeking to exploit workers or charging workers for the job opportunity. He noted that the operators have tools to monitor how quickly an application is made and to monitor the Internet Service Provider for the application to identify whether lots of applications are coming from the same source. Camp referenced the role of the Association of Labour Providers and others in developing a responsible recruitment toolkit for the scheme. Camp described the difficulties in the recruitment of workers from some countries because of endemic corruption. He also noted that workers were having to pay big sums of money to have a chance at getting the job.

Camp referred to the ALP's role in arguing for the creation of the Pilot but recognised that many were not supportive of such a temporary work scheme. ALP wanted to see the old system improved, particularly the absence of remedy for workers. Camp hopes that the ambition will be for the Pilot to not only be a successful scheme, but also a model scheme demonstrating best practice. Camp impressed the importance of the scheme working for the farm, so they are able to access reliable and productive workers, but also working for the scheme operators who have to source workers. Camp highlighted the desire of operators to employ returnee workers and said a returnee rate of 80% would work well for everyone. Camp argued for a greater focus on transparency in the recruitment and supply of workers, clear messaging to workers

recruited for the Pilot about what to expect, how much they will be paid and what happens if they can't do the work well or cause damage to the property, they are living in on the farm site.

ALP have been working with the Just Good Work app to provide information for migrant workers. Camp believes that receiving information directly is key for migrant workers. Camp declared that there needs to be more collaboration from the Home Office to improve the system for all.

Camp would also like to see a common system for surveying and collecting data from workers on their experiences of work and of the work of the scheme operators.

Roxana Barbulescu from the University of Leeds noted that the seasonal worker pilot rests within Defra and Home Office and that some tensions exist between them. Much attention was given to the Pilot in the context of the Pick for Britain campaign which sought to recruit British workers whose jobs had been impacted by COVID-19 to work in agriculture but did not prove to be that effective. She added that it is important to note that the UK has relied on migrant workers (mostly from Eastern Europe) to carry out agricultural work since the Second World War.

The UK is a leader in having a licensing system managed by the Gangmasters and Labour Abuse Authority (GLAA). This has reduced the market for regulation and recruitment which is an issue in other countries.

Barbulescu noted that some elements of the Pilot create confusion and challenges for the migrant workers. For example, some work is paid for on a piece-rate basis and some is paid on an hourly rate which means that workers are not clear on how wages are calculated and whether they are being paid correctly, or if they are effectively being exploited. In addition, if workers are only paid for picking ours or on a piece rate basis, this does not consider the travel time to get to the picking locations, which can take a long time; this is essentially unpaid time and is not clear to the workers in advance.

In another example, Barbulescu noted that it is also not clear to the workers who their employer is between the farmer, the agency, or the operator.

Barbulescu also highlighted the concern that seasonal agricultural workers pay national insurance, but they do not have access to free healthcare. At the same time, they are not accruing enough earnings for their pensions in their country of origin because they are working overseas, which can create a risk of old age poverty. With this in mind, there would be benefits to providing support to workers returning home.

Barbulescu also noted the high costs that workers pay to come to the UK under the pilot, including for travel and visa fees, which means that the worker's first month of income usually just covers the cost of migration.

She closed by noting that other countries, such as the US and Canada, have a list of countries of origin which they recruit from and with whom they set up partnership working arrangements. In the UK, most workers have come from the Ukraine in recent years but once they are here, they have limited support structures to rely on as there are very few Ukrainian diaspora groups or associations when compared with other nationality groups who have more established communities.

Q&A

Melanie Teff from UNICEF highlighted that UNICEF sees lots of the children left behind when parents and family members migrate for work. She asked what can be done to support families and maintaining family unity and family reintegration.

Meri Åhlberg, Research Manager at FLEX asked how recruitment fees and labour intermediaries have been managed in the unregulated health system. FLEX has heard from stakeholders that healthcare workers have

been made to pay high exit fees to leave their contract, which can result in them being tied to their employer making them vulnerable.

Susna Cueva from the Kanlungan Filipino Consortium highlighted that worker often fear reporting their employers as they may lose their rights if they are no longer working for the employer. There are many irregular workers in the UK. Workers who came to the UK as skilled workers in health system are now here doing care work as undocumented workers. There should be opportunities for pathways to regularisation for workers who have lost their status for so many different reasons. Those who are already in the UK doing the work as irregular migrants should have an opportunity to have their status regularised and to be able to do the work that is required.

Stella Opoku-Owusu, Deputy Director at AFFORD Asked David Camp and Ian Robinson where skills mobility sits within the work that they do. Their organisation has experience in upskilling interns. When people can access the formal system, they contribute back to their countries of origin.

She further asked what can be done to financially support the health sectors of countries of origin of migrant health workers directly financially in the UK.

Gail Marzetti replied that there are always risks of exploitation. There are more problems in the care sector than in the NHS. The situation in the NHS is helped by the NHS code of practice.

There are more than 17,000 employers in social care. The rules for the international recruitment of social care workers have recently changed with a reduction in the salary threshold. There has been a lot of recruitment for these roles and there have been reports of people paying significant sums as recruitment fees.

The three-year exit fees for recruited health workers will reduce over each year.

Recruitment fees could be utilised to compensate sending countries. The NHS has over 180 partnerships and benefits from a workforce with different experiences. Workers who do return to their country of origin may establish new health institutions and services based on their experiences in the UK and may often be supported by UK staff who visit and work with them.

Ian Robinson noted that - CGD recently reported on a pilot for construction workers in Nigeria who were trained up to work in Germany. Businesses have difficulties in sourcing skilled workers and will recruit from all over the world to find the right staff.

Removing barriers that prevent people from returning home is important. In 2009 and 2010 the Independent Panel for Pandemic Preparedness (IPPR) wrote a report on circular migration which recommended allowing people to return to their country of origin for a time period without breaking their residence status.

The 14 years period needed for regularisation in the UK was increased to 20 but in reality, the requirement is 30 years.

Changes to determining particular countries of origin for low-skilled workers like seasonal agricultural workers might come with requirements for governments in the countries to support with returns of their citizens who are undocumented in the UK.

David Camp highlighted existing concerns about exploitation in the care sector. The care sector is years behind in responding to the issue but there are positive conversations taking place.

He also noted that there is a significant disconnection between the UK legislation and response regarding international standards on recruitment fees.

Session 4 - Promoting Inclusive Societies and Ensuring Access to Services for Migrants (Objectives 15 and 16)

Chair: Laura Taylor (RAMP)

Speakers:

- Yufuf Ciftci, Doctors of the World UK and the VOICES Network
- Lara Parizotto, The Young Europeans Network and The 3 Million
- Phil Arnold, British Red Cross

Yusuf Ciftci focused his intervention on the importance of ensuring inclusive access to services. He shared his personal experience of applying for asylum in the UK, including the long wait to receive a decision on his status and the lack of assistance in navigating the legal system. He stressed that access to adequate housing, to education, to legal services, and to healthcare, is essential for mental health and to allow people to live in dignity. He stressed that amongst all services, access to healthcare is the most essential and should be given to everyone. However, many migrants are not able to access it because they lack identification or proof of address.

At the most practical level, he highlighted that having the right to services does not necessarily translate into access to services. This is due, among other things, to differences in policies among devolved governments, trust issues since information might be shared between healthcare providers and immigration services and the fact that often immediate and necessary care is not given based on the immigration status of the patient.

He highlighted that meaningful engagement of migrants is needed and the need to invite migrants to the table where decisions are made.

Lara Parizotto focused her intervention on the importance of migrant voices being heard. She highlighted that the responsibility to integrate is often on the migrants, while there is not enough discussion about barriers in accessing services. She emphasised that the lack of access to services impedes integration and that this is a structural problem. She also noted that digital skills are crucial in accessing services and that these are often taken for granted, while many migrants lack these skills.

She particularly stressed the importance of granting migrants the right to vote based on residence, noting that England and Northern Ireland are not giving this right although all residents need to pay council tax.

She agreed with the previous speaker in noting that the complexity involved in applying for immigration status causes many to fall through the cracks and risk losing their status if they do not reapply. She also suggested actively encouraging migrants to apply for citizenship after having gained settled status.

Finally, she suggested that the political participation of migrants should be encouraged by all parties, noting that this would ensure that migrants are finally seen as an integral part of society.

Phil Arnold emphasised the stark difference between legal rights and the ability to access services. He suggested rethinking the Nationality and Borders Bill and for more to be done to address barriers to accessing services in the UK.

A main point in his intervention revolved around the importance of place. He noted that frequent changes in asylum accommodation make it hard for migrants to access services, noting that many asylum seekers stayed in often inappropriate accommodation for months without receiving any health screening and that frequent moving disrupts the sense of attachment and the ability to integrate within a community.

Arnold also stressed that many asylum seekers experience financial hardship, as well as related hunger and reliance on food banks, inability to use transport and to have a social life. He also pointed to mental health and wealth concerns, as well as issues regarding family reunion.

Q&A

Elana Wong from the Migration Youth and Children Platform highlighted that a key issue regarding access to services is the lack of knowledge around access and one of the main barriers is complexity of language and access to translation services. UK government websites contain a lot of jargon and are difficult to navigate. The information about what rights they have is not available or provided to them. One of the main barriers to migrant cohesion is the visa system which prevents young people from accessing a lot of jobs. Xenophobia is also a barrier to social cohesion and integration. COVID-19 brought out xenophobic narratives. There needs to be more media and educational regulation and legal rights to protect migrants from hate speech.

Alexandra Bulat, from The 3 Million and a local councillor, highlighted that there is a lack of evidence on where policies don't work. Evidence, expertise, and research is not translated into evidence-based policy, we rarely see the lessons learnt from lived experience translated into policy change. The burden of responsibility is placed on migrants and small organisations who are underfunded and overworked to prove their status within a hostile environment. The third sector becomes responsible for the provision of information for migrants on domestic policies.

Lara Parizotto expressed her frustration with the consultation process that seems to go nowhere in influencing policy. She stressed that the narrative on migration needs to be changed to acknowledge that migrants belong here and that they should have the right to be involved in policy and in the local government. Lara highlighted the importance of political education around migration and the encouragement of a positive narrative.

Phil Arnold noted that the multiple layers of legal pathways and constantly changing conditions do not make it easy for migrants to integrate and contribute to society. He emphasised the need for people with lived experience and those with experience in providing services to participate in creating policy frameworks.

Yusuf Ciftci noted that GP refusal is widespread and that this prevents migrants accessing vital services. These migrants often do not feel comfortable complaining about this refusal, so it goes unnoticed by policy makers. The state needs to invest in mechanisms which actively engage with people with lived experience to form policy.

Closing Session (Plenary)

Each of the chairs of the sessions provided a summary of the key discussion points:

Session 1:

- It was recommended that the UK government should integrate migration into the green transition and ensure that migrants are seen as contributors to the green transitions. There is a need to reevaluate talent pathways and skills partnerships.
- Migration needs to be on the table as an adaptation strategy in the context of climate change.
- The GCM is a tool for migration policy and can facilitate the process of integrating migration and climate change strategies.
- There are big concerns about funding. Some of the big programmes have ended. There is a huge need for innovative funding and to acknowledge the importance of migrants in trade and economic policy.

- Diaspora and migrants need to be enabled to contribute to the development field and development interventions need to focus on sustainable development.

Session 2:

- The UK has done good work internationally. Over 20 programmes have been funded by the government and they are doing work around the modern slavery strategy at the moment.
- Highlighted the speedy response of UK abroad around COVID-19 and vulnerabilities, and its strong focus on prevention.
- Focused on the need for supply chain legislation. The UK needs to follow good international practice such as by the US.
- Discussion on domestic challenges: lack of prevention and early interventions; lack of firewalls between police and immigration enforcement for migrants reporting crimes; and the ongoing issue of victims of trafficking being held in immigration detention, even following identification.

Session 3:

- The UK immigration system is working well for skilled workers.
- There is a huge need for “unskilled” workers. There are 35,000 employers sponsoring skilled workers and only 4 employers for seasonal workers. The DHSC has done much work to prevent exploitation and abuse but there is still a huge concern around exploitation in health sector, particularly in the care sector.
- There seems to be no appetite for regularisation in UK which represents a major issue.

Session 4:

- One of the key points highlighted was the difference between having the right to services and being able to access those services, for example, due to language, digital or cultural barriers.
- Panellists highlighted the importance of place with asylum seekers having to move so often that social cohesion and integration become difficult.
- There needs to be greater availability of legal aid and advice for migrants.
- Tensions were highlighted between the individual responsibility to integrate and the state’s responsibility to make it easier for migrants to integrate into the community and access the necessary visa documents and information around their rights such as voting rights.
- The session brought to the fore the absolute necessity to include lived experiences in the policy space.

Tauhid Pasha, Officer in Charge for IOM UK then highlighted ways forward:

- The UK can lead in having a whole-of-society and whole-of-government approach.
- The UK has a very active civil society in the UK and the GCM framework can prove useful for civil society advocacy and provides an important guide for the government.
- The post-Brexit landscape leaves us with a canvas for designing policy and the GCM can help guide this.
- Stakeholders will be allowed to submit their inputs to this report.
- This event has been run to provide recommendations to the government but can also be used to create a wider report for the IMRF.

Annexes

Annex 1: Detailed Agenda

ODI Room A (Main Sessions) https://odi-org.zoom.us/j/82432250208?pwd=NkdhRmlxVTZuOEV6aE9pMFZoNXFSZz09	
1.30pm	Welcome - Marta Foresti, ODI (Chair)
1.45pm	Reflections on GCM formulation and progress so far – Ambassador David Donoghue (ODI)
2:00pm	Updates from the UN Migration Network – Jonathan Prentice, Head of Secretariat (IOM)
2:15pm	Q&A Session
Thematic Breakout Sessions – Part 1	
Session 1 2:30pm ODI Room D	Drivers of migration and sustainable development (Objectives 2, 19, 23, and the SDGs) https://odi-org.zoom.us/j/86852753080?pwd=dUFoK1BuTjJ5R1U1bERVclhNSTRNz09 Speakers: Katharine Barwise, (IOM - Chair); Ipek Gencsu (ODI), Alex Randall (Climate and Migration Coalition); Kouassi Dagawa (British Red Cross); Stella Opoku-Owusu (AFFORD)
Session 2 2:30pm ODI Room E	Preventing, combating, and eradicating trafficking in persons (Objective 10) https://odi-org.zoom.us/j/81879417567?pwd=cnl6aWQzVGxEdTgrYlEzUkd2ZmYrdz09 Speakers: Tamara Barnett (Human Trafficking Foundation -Chair); Andrew Patrick, (FCDO); Yuki Lo (The Freedom Fund); Kate Roberts (FLEX); Nancy Esiovwa (Survivor Alliance)
3:30pm	Coffee Break
Thematic Breakout Sessions – Part 2	
Session 3 3.40pm ODI Room D	Enhancing the availability and flexibility of pathways for regular migration and facilitating fair and ethical recruitment (Objectives 5 and 6) https://odi-org.zoom.us/j/86852753080?pwd=dUFoK1BuTjJ5R1U1bERVclhNSTRNz09 Speakers: Marta Foresti (ODI- Chair); Gail Marzetti (UK Department of Health and Social Care) ; Ian Robinson (Fragomen); David Camp, (allianceHR); Roxana Barbulescu (University of Leeds)
Session 4: 3.40pm ODI Room E	Promoting inclusive Societies and ensuring access to services for migrants (Objectives 15 and16) https://odi-org.zoom.us/j/81879417567?pwd=cnl6aWQzVGxEdTgrYlEzUkd2ZmYrdz09 Speakers: Laura Taylor (RAMP- Chair); Yusuf Ciftci, (Doctors of the World Uk); Lara Parizotto, (The Young Europeans Network), Phil Arnold (British Red Cross)
ODI Room A https://odi-org.zoom.us/j/82432250208?pwd=NkdhRmlxVTZuOEV6aE9pMFZoNXFSZz09	
4.40pm	Plenary Discussion and Feedback from Breakout Sessions - Marta Foresti (Chair)
5.00pm	Looking ahead – Tauhid Pasha, IOM UK
5.15pm	Close

Annex 2: List of Registered Attendees

Name	Title	Organisation	Attendance
Alexadra Bulat	Co-Manager	Young Europeans Network	In-person
Andrew Patrick	UK's Migration and Modern Slavery Envoy	FCDO	In-person
Anna Bailey-Morley	Research Assistant	ODI	In-person
Avidan Kent	Associate Professor	University of East Anglia	In-person
Celeste Abrahams	Migration & Policy Programme Officer	FCDO	In-person
Chloe Cheung	Policy Manager	Home Office	In-person
Daniela Reale	Global Policy and Advocacy Lead	Save the Children	In-person
David Camp	Chief Executive	Alliance HR	In-person
David Donoghue	ODI Distinguished Fellow	ODI	In-person
Diletta Lauro	Project Officer	RAMP	In-person
Elana Wong	Global Lead	Migration Youth & Children Platform	In-person
Evan Easton-Calabria	Senior Research Officer	Red Cross Climate Centre/Tufts University	In-person
Ghadah Alnasseri	Head of Policy and Public Affairs	Hibiscus Initiatives	In-person
Holly Asquith	Integration Lead	Talent Beyond Boundaries	In-person
Ian Robinson	Partner	Fragoman	In-person

Jen Dew	Programme Officer	IOM	In-person
Jenna Teasdale	International Lead	Independent Anti-Slavery Commissioner's Office	In-person
Joanna Moore	Senior Humanitarian Policy Adviser at British Red Cross	British Red Cross	In-person
Jonathan Prentice	Head of Secretariat	UN	In-person
Kate Henry	Team Leader	Home Office	In-person
Kate Roberts	Head of Policy	FLEX	In-person
Katy Barwise	Senior Programme Manager	IOM	In-person
Laia Aycart	Senior Policy Analyst	ODI	In-person
Lara Parizotto	Co-Manager	The Young Europeans Network	In-person
Laura Hammond	Professor	SOAS University of London	In-person
Laura Taylor	Executive Director	RAMP	In-person
Leila Monteiro	Research and Project Associate	Shabaka	In-person
Maria Almyraki	Project Management Officer	ODI	In-person
Marta Foresti	Executive Director of ODI Europe	ODI	In-person
Martina Castiglioni	Policy and Programme Assistant	IOM	In-person
Melanie Teff	Independent Consultant	UNICEF	In-person
Meri Ahlberg	Research Manager	Focus on Labour Exploitation	In-person
Meryem Recber	Economic Adviser	Migration Advisory Committee Secretariat	In-person
Najma Abdi	Business Administration Apprentice	ODI	In-person

Nando Sigona	Professor	University of Birmingham	In-person
Nick Herbert	Policy Researcher	The Salvation Army	In-person
Paul Asquith	Research and Advocacy Manager	Shabaka	In-person
Philomena Creffield	Civil Servant	Home Office	In-person
Richard Taylor	Global Agenda, Policy Manager	FCDO	In-person
Roxana Barbulescu	Associate Professor	University of Leeds	In-person
Sam Huckstep	Research Assistant	Center for Global Development	In-person
Sam Miller	Senior Policy Advisor	Home Office	In-person
Sara Thornton	Independent Anti-Slavery Commissioner	Independent Anti-Slavery Commissioner	In-person
Sarah Walder	Monitoring and Evaluation Lead	Talent Beyond Boundaries	In-person
Stella Opoku-Owusu	Deputy Director	AFFORD	In-person
Susan Cueva	Co-Founder	Kanlungan Filipino Consortium	In-person
Tahlia Dwyer	Legal Officer	UNHCR	In-person
Tamara Barnett	Director of Operations	Human Trafficking Foundation	In-person
Tauhid Pasha	Officer in Charge	IOM	In-person
Yuki Lo	Head of Research & Evaluation	Freedom Fund	In-person

Name	Title	Organisation	Attendance
Aké Achi	Founder & Director	Migrants at work LTD	Remotely

Alex Randall	Programme Lead	Climate and Migration Coalition	Remotely
Alexandria Bickerstaff	Senior Policy Officer	Home Office	Remotely
Andrea Man	Policy and Advocacy Officer	Doctors of the World	Remotely
Anna Yassin	Project Manager	Glass Door Homeless Charity	Remotely
Arthur Muhumuza	Project Manager	Northwest Regional Strategic Migration Partnership (RSMP)	Remotely
Ashley Beckett	London Coordinator	City of Sanctuary	Remotely
Bashair Ahmed	CEO	Shabaka	Remotely
Ben Whitton	Network Coordinator	Refugee Employment Network	Remotely
Caitlin Sturridge	Senior Research Fellow	ODI	Remotely
Caroline Lensing-Hebben	Policy Advisor	UNHCR	Remotely
Caterina Mazzilli	Research Officer	ODI	Remotely
Chris Murray	Policy Manager	COSLA	Remotely
Claire Kumar	Senior Research Fellow	ODI	Remotely
Clara Della Croce	Senior Lecturer in Law	SOAS, University of London	Remotely
Daniel Ward	Parliamentary Assistant	Home Office	Remotely
Eddie Jjemba	Urban Resilience Advisor	Red Cross Climate Centre	Remotely
Elspeth GUILD	Professor	QMUL	Remotely
Etienne Berges	Humanitarian Policy Advisor	British Red Cross	Remotely
Forward Maisokwadzo	Inclusion Adviser	Bristol City Council	Remotely

Gail Marzetti	Head of International Workforce	Department of Health and Social Care	Remotely
Gayatri Kanth	Project Manager	International Organisation of Employers	Remotely
Halaleh Taheri	Founder and Executive Director	Middle Eastern Women and Society Organisation - MEWSO	Remotely
Hannah Cooper	Europe Regional Coordinator	International Detention Coalition	Remotely
Heather Rolfe	Director of Research and Relationships	British Future	Remotely
Iddrisu Amadu	Research Fellow	Environmental Justice Foundation	Remotely
Isabella Shraiman	Campaigner/Researcher	Environmental Justice Foundation	Remotely
Jason Gagnon	Head of Unit	OECD Development Centre	Remotely
Jen Gordon	Productive Migration Lead	FCDO	Remotely
Joanna Matthews	Civil Servant	Home Office	Remotely
John Dunford	CEO	The Developer Society	Remotely
John Ponsford	Civil Servant	Home Office	Remotely
John Waite	Senior Policy Advisor	Home Office	Remotely
Joyce Mwape	Civil Servant	Home Office	Remotely
Julie-Anne Wright		Refugee and Migration Team: Birmingham City Council	Remotely
Kathryn Allinson	Lecturer in Law	University of Bristol	Remotely
Kay Huby		Northwest Strategic migration Partnership	Remotely
Kouassi Dagawa		British Red Cross	Remotely

Laura Giani	Legal Protection Assistant	UNHCR UK	Remotely
Levelle Prior	Policy Specialist	Home Office	Remotely
Lidia Kuzemska	PhD Researcher	Lancaster University	Remotely
Maja Grundler	Researcher	Queen Mary, University of London	Remotely
Margaret O'Brien	Change Manager	Home Office	Remotely
Mark Ryder	Senior Policy Advisor	Home Office	Remotely
Meredith Radke	Senior Project Support	IOM UK	Remotely
Milen Emmanuel		IOM Geneva	Remotely
Monika Peruffo	Migration & Development Specialist	UNDP	Remotely
Nancy Esiovwa	Membership Engagement Coordinator	Survivor Alliance	Remotely
Nat Jones	Civil Servant	Home Office	Remotely
Natalie Wharton	Civil Servant	Civil Service	Remotely
Nathan Denne	Resettlement and Integration	IOM UK	Remotely
Nicolette Busuttil	PhD Researcher	QMUL	Remotely
Nighut Sarwar	Business Case Owner	Home Office	Remotely
Nimisha Visavadia	Civil Servant	Home Office	Remotely
Parosha Chandran	Barrister/Professor	One Pump Court Chambers	Remotely
Phil Arnold	Head of Refugee Support	British Red Cross	Remotely
Rebecca Nathan-Amisshah		Home Office	Remotely

Sara Rathore	Head of Central Operations ARAP	Home Office	Remotely
Sarah Opitz-Stapleton	Research Associate	ODI	Remotely
Sarah Welch	Civil Servant	Home Office	Remotely
Sayre Nyce	Consultant	Consultant	Remotely
Shakira Birtwhistle	Civil Servant	Home Office	Remotely
Sherif Elgebeily	Head of Compliant Environment and Enforcement Strategy	Home Office	Remotely
Simon Behrman	Associate Professor	Warwick University	Remotely
Sophia Wolpers	Manager	Labor Mobility Partnerships	Remotely
Sophie van Haasen	Co-ordinator	Mayors Mechanism	Remotely
Stephanie Wauthier	Protection Assistant	UNHCR	Remotely
Susan Cueva	Trustee	Kanlungan Filipino Consortium	Remotely
Talia Keen	Civil Servant		Remotely
Theodore Dick	Policy Advisor	Home Office	Remotely
Thomas Fagan	Civil Servant	Home Office	Remotely
Tinu Lebechi	Civil Servant	Home Office	Remotely
Vidya Ramesh	Head of Bilateral Engagement Africa, Middle East and Gulf	UK Home Office	Remotely
Wen Li	Director	IOM	Remotely
Will Somerville	UK Director	Unbound	Remotely
Yusuf Ciftci	Policy and Advocacy Manager	VOICES	Remotely

Annex 3: Sessions 1 - 4 Speaker Bios

Session 1

Katharine Barwise

Katharine is Senior Program Manager at the United Nations Network on Migration. Before her current position at the UN Network Katharine held multiple positions with IOM in Belgium, Australia and Mozambique. Katharine led a team responsible for IOM strategic planning, business development, and communications for the Pacific region & Papua New Guinea. In this role she successfully developed the first ever IOM Pacific Strategy, and secured funding for policy and operations in the development and humanitarian fields. As head of IOM's Migration Management Unit in Mozambique, Katharine led a team which was responsible for providing strategic direction, project development and oversight of IOM's migration governance and sustainable development projects in Mozambique, including health, labour migration, human trafficking, integrated border management, and diaspora engagement. Katharine has also worked at UNHCR and Chatham House.

Stella Opoku Owusu

Stella is Deputy Director at the African Foundation for Development (AFFORD). Stella has over 15 years of experience in the development sector and is responsible for overseeing AFFORD's work on Investment, Enterprise and Employment as well as Engagement, Network Building Services and Training. This includes managing the Diaspora Finance Portfolio which is now over £1 million. She led on AFFORD's official engagement with Migration and Development (MADE) Civil Society Network and coordinated the MADE global thematic working group on diaspora and migrants in development with a focus on their role in job creation, social enterprise, investment and public policy.

Alex Randall

Alex is a leading expert in climate-driven migration and displacement at the Climate & Migration Coalition. He has over 15 years of experience leading projects on the connection between climate change, migration and human rights. He is currently part of civil society consultative committee of the Platform on Disaster Displacement and the advisory board of the HABITABLE project. Alex has led advocacy work focused on several global policy processes, with a particular focus on the UNFCCC, SDGs and Refugee and Migration Compacts – always with a focus on how these can create improved protection for people vulnerable to climate change impacts. He has provided policy guidance to national and city governments on their approach to climate driven migration and displacement. He has acted as an adviser to several major international agencies, shaping their work on climate driven mobility – including the United Nations Refugee Agency and International Organization for Migration.

Ipek Genscu

Ipek is a Senior Research Fellow at ODI. She has over 10 years of experience in climate and energy policy, with a focus on sustainable finance. She leads ODI's programme of work on fossil fuel and energy subsidies, bringing together the latest evidence of government support to production and consumption of fossil fuels, and exploring opportunities for reform. Ipek also leads ODI's work on migration as an opportunity to support low-carbon and climate-compatible development, as part of ODI's Human Mobility Initiative. Previously, when she first joined ODI in 2014, Ipek managed and conducted research for the New Climate Economy project, which brought together evidence on the economic benefits of climate-compatible development in energy, cities and land use. She had a

leading role in major annual reports and provided direct research support to several high-level members of the Global Commission on the Economy and Climate.

Kouassi Dagawa

Kouassi Dagawa, is a Migration Adviser at the British Red Cross. He has more than 15 years of experience in managing protection and migration programs working with the UN and International NGOs before joining the Red Cross Red Crescent Movement in West, Central and East Africa. Based in Dakar, he has extensive field experience including in Niger, Somalia and DR Congo. He holds a master's degree in Public Administration from Georgia State University in the US.

Session 2

Tamara Barnett

Tamara is the Director of Operations at the Human Trafficking Foundation. She has overall responsibility for the delivery of the Foundation's work to bring together the NGO anti-slavery sector, parliamentarians and statutory services to facilitate positive policy changes to better prevent slavery and support survivors.

Previously Projects Leader, Tamara has been instrumental in developing the Foundation's London Project, which aims to improve the response to human trafficking and foster partnership work across London. Tamara currently leads on the London Modern Slavery Leads Group, which helps to coordinate London councils in responding to modern slavery and promoting best practice in identifying and supporting survivors.

Tamara brings experience from both Government and NGO sectors to HTF. She was lead adviser on policing and crime at the Greater London Authority, she sat on ACPO's (NPCC's) Prostitution Group and presented oral evidence for the Modern Slavery Bill. Under the umbrella of the Mayor's Office for Policing and Crime, she drafted the national police protocols on handling cases involving sex workers and established the Trafficking Reduction Advisory Partnership (TRAP) for South London.

Tamara has previously worked in Parliament; led a Research Unit at a leading think tank; and was Operations Manager at Catch21, an NGO engaging teenagers in politics.

Andrew Patrick

Andrew Patrick was appointed as the UK's Migration and Modern Slavery Envoy in February 2022. He was most recently British Ambassador to Burma 2013-18 and has worked on South Asia, as Deputy Head of Mission in Kabul and in Pretoria earlier in his career. He has also previously worked on NATO and the Balkans.

Yuki Lo

Yuki Lo is the Head of Research & Evaluation at the Freedom Fund, responsible for measuring the impact of the Fund's investment into 100+ community organisations as well as sharing data & evidence with the broader anti-slavery sector. Over the past decade, Yuki has been delivering evaluations of child protection, labour rights, women's economic empowerment and ending gender-based violence programs. She is currently supervising anti-trafficking research in Bangladesh, Brazil, Ethiopia, India, Myanmar, Nepal and Thailand. Prior to the Freedom Fund, Yuki was an Evaluation Manager at the Children's Investment Fund Foundation and the Monitoring & Evaluation Officer for UN Women Cambodia.

Kate Roberts

Kate Roberts joined Focus on Labour Exploitation (FLEX) in August 2021. Kate has a background in workers' rights, campaigning and advocacy as well as anti-trafficking work. Kate has previously worked as UK & Europe Manager at Anti-Slavery International and headed the Human Trafficking Foundation. She compiled and edited the Slavery and Trafficking Survivor Care Standards 2018, which UK Government committed to adopting in the current Victim Care Contract. Kate has also worked at Kalayaan, where she gave immigration and employment advice to migrant domestic workers in the UK as well as leading the organisation's policy and campaigning work, at a Sure Start programme and in International Development. She has a BA in Social Anthropology with Development Studies from Sussex University and an LLM (Distinction) in Human Rights from Birkbeck University, School of Law.

Nancy Esioowa

Nancy is the Founder of Bradford Survivor Alliance Chapter, the first Chapter of Survivor Alliance. Nancy has the privilege of supporting survivors to raise their voices and personally advocate for survivors of modern slavery and human trafficking in the UK. Her passion for this work is founded upon her humanity and compassion, as well as her personal identification as a survivor of modern slavery. Nancy has been an active member of Survivor Alliance since 2018. She raises awareness about modern slavery and human trafficking through public speaking in her local community, at national conferences, and at colleges and training events around the UK.

Session 3

Marta Foresti

Marta is Executive Director of ODI Europe and leads the institute's work in the region as well as ODI's migration portfolio. Her interests include the political economy of development and reform, migration and human mobility, urban development the future of cities, data and design. Before joining ODI she worked as a Senior Policy Adviser at the Italian Ministry of Finance where she advised the ministerial team on local development policies and programmes. She has over 20 years of research, policy formulation and delivery, as well as management experience and has an interest in applied social research methodologies and policy evaluation. She holds a master's degree in logic and philosophy of science from the London School of Economics and from Milan State University.

David Camp

For almost twenty years, David has developed collaborative programmes to drive systemic human rights improvements in global supply chains. David is Chief Executive of the [Association of Labour Providers](#) and allianceHR and is the founder of the not for profit global [Stronger Together](#) programme to address hidden exploitation and modern slavery risks, the [Fast Forward](#) labour standards improvement programme used throughout UK fast fashion, the global [Responsible Recruitment Toolkit](#) and the [Clearview](#) labour provider certification scheme - all of which seek to promote ethical business practices, support the rights and voice of workers, and strengthen responsible sourcing in supply chains. David served as a Board Member on the Gangmasters Licensing Authority for over ten years, founded and Co-Chairs the [Apparel and General Merchandising Public/Private Protocol](#) and received the peer group chosen 2018 Marsh Award for 'Outstanding Contribution to the fight against Modern Slavery'.

Gail Marzetti

Dr Gail Marzetti is the Head of the International Workforce team at the Department of Health and Social Care (DHSC).

Her focus is on developing the international workforce of the NHS ensuring that international recruitment is an ethical partnership with source countries. Gail has worked to establish ethical pathways into employment for displaced people and innovative partnerships to develop the health workforce in low income countries.

Prior to joining DHSC, she worked for over 20 years with the Department for International Development (DFID), including as the Deputy Director of Research and Evidence Division, and the United Nations department and (at different times) as Head of DFID in Brazil, Nepal and Myanmar. In her early career she worked as a food security expert in Mozambique, India and Kenya.

Gail holds a PhD from the Institute for Development Policy and Management at Manchester University and a master's degree in economics and development policy from Imperial College. She is interested in the inclusion of vulnerable and marginalised people, especially women, in positive, equitable and sustainable development.

Ian Robinson

Ian is a Partner at Fragomen's London office and has worked in immigration since 2002. Ian runs a large team of solicitors and other experts who can help move people to the UK, through the Points Based System. He also manages Fragomen's client service manager function in EMEA, working to ensure consistency, efficiency and a great employee experience across regional and global accounts.

Ian is on the Board of RAMP, an advisory board member of Justice Together and a trustee with Flex. He is also on the UK Board of Talent Beyond Boundaries. Ian was also called to Parliament to give evidence to several Select Committees, the 2020 Immigration Bill Committee and other events. His published work includes an analysis of the labour market and immigration after Brexit, how business can better argue for a flexible immigration system, the scope for a regional migration in Scotland and various practical guides to UK immigration from Fragomen, CIPD and others.

Ian joined Fragomen in 2011 from the Home Office, where he had variously worked or led on aspects of family, enforcement and economic migration policy and strategy.

Roxana Barbulescu

Dr Roxana Barbulescu, Associate Professor in Sociology and Social Policy, University of Leeds. Roxana leads the research project UK Research and Innovation/ESRC funded project Feeding the nation: seasonal migrant workers and food security during COVID-19 pandemic <https://feedingthenation.leeds.ac.uk/> Co-Investigator on the ESRC Northern Exposure, nation race and dissatisfaction in ordinary towns and cities <https://northernexposure.leeds.ac.uk/> , project part of the ESRC Governance after Brexit scheme <https://ukandeu.ac.uk/governance-after-brexit-programme/> and Co-I for Food Standards Agency tender on the impact of labour shortages in food systems with colleagues in N8 Agri-Food Network <https://www.n8agrifood.ac.uk/> . in co-production with the charity New Europeans UK <https://neweuropeans.uk/> a set of multimedia and multilanguage materials have been produced for seasonal workers with EUSS and T5 Seasonal Workers visa in UK <https://neweuropeans.uk/seasonal-workers/> . Roxana holds a PhD in Social and Political Sciences from European University Institute (EUI) and is the author of three books and other internationally peer-reviewed publications in migration.

Session 4

Laura Taylor

Laura joined The Refugee, Asylum and Migration Policy Project as its Director in May 2020. She has previously worked in policy, advocacy and campaigning roles in the international development

sector, and in public affairs roles in the private sector, and served on the Board of The Climate Coalition.

Yusuf Ciftci

Dr Yusuf Ciftci is an experienced campaigner and researcher for migrant rights. He is a VOICES Ambassador working to improve the UK immigration system through his lived experience of seeking asylum in the UK. He works at Doctors of the World (Medecins du Monde) as a Policy and Advocacy Manager leading coproduction projects and coordinating policy programmes to ensure inclusive access to healthcare for marginalised migrant groups. He holds a PhD in International Relations and researches about migrant health and asylum policy.

Lara Parizotto

Lara Parizotto is a migrants' rights and democracy campaigner. She has been bridging the gap between democracy and immigration campaigns by being an advocate for change on the Nationality and Borders Bill and the Elections Bill. Lara has been running several voter registration drives across the UK encouraging eligible migrants to register to vote and also campaigns for the extension of the franchise so all UK residents, no matter where they are from, can have a democratic say and shape the politics that affects them on a daily basis. Lara is co-manager of the Young Europeans Network and believes the democratic participation of migrants in UK politics is vital for the representation and inclusion of migrants.

Phil Arnold

Phil Arnold has supported people seeking asylum and refugees since 2002 in a variety of roles and countries. He is Head of Refugee Support for the British Red Cross (BRC), responsible for delivering a diverse range of programmes that support people seeking asylum, refugees, and reunited refugee families in Scotland, Wales, and Northern Ireland. Phil leads on BRC's integration programmes both in the UK and in Europe, which includes a portfolio of programmes on refugee participation, integration of reunited refugee families, and resettlement programmes.

Phil is also a Trustee at Asylos, a global network of volunteers working to research country-of-origin information. Outside of his operational experience, he has an Honorary Research role with Strathclyde University providing lecture and research inputs on human rights and social work programmes and is a member of the Scotland committee of the Equality and Human Rights Commission, responsible for ensuring the Commission's work in promoting human rights and equality meets the needs of the people in Scotland.