IOM Protection Roadmap

March 2023

LE	ADERSHIP	ACCOUNTABILITY	CAPACITY	ADVOCACY	PARTNERSHIP
Short Term (0-2 years)	Participate in sector-wide di on monitoring, evaluating, ar protection outcomes. Allocate/mobilize re	role and responsibility on Protection. Drive ownership of	Define a minimum standard of mandatory knowledge on protection and rights. Develop, pilot, and roll out training	Strengthen the voices of affected people in advocacy communicated through IOM's communication platforms. Develop an Advocacy Strategy and proposed and advocacy Strategy and advocacy Strategy and proposed and advocacy Strategy and advocacy Strate	Inform partners and stakeholders of IOM's process to develop a protection narrative,
	implement the Road Mengagement in global protectic s - such as IASC Principals, UNNN	on dialogues M and IMRE. Clarify roles and responsibilities to	on protection and human rights for all IOM staff.	ensure wide roll out of the strategy with training and tools.	Protection objectives are included in the IP Management Handbook.
U _ļ	pdate the Data Protection Policy nding to review data security, inc orage of beneficiary data.	address redlines. escalations, etc., incl. through new or revised ToRs and SoPs where necessary.	Complete an organization-wide good practice review of protection mainstreaming, integrated programming, and specialized protection programming to support training.	Country Offices develop advocacy strategies in line with institutional and HCT/UNCT priorities.	Build the profile of IOM's protection work.
end is rec	he Roadmap is dorsed, funding allocated, and commendations e implemented.	An IOM protection narrative is developed and there is strengthened awareness of IOM's role and responsibility on protection.	All staff have access to training on protection and rights.	An institutional advocacy strategy is developed and rolled out.	IOM is part of key interagency coordination mechanisms covering protection.
Medium Term 2-5 years)	Reach a decision on whether to formalize the draft protection. Raise the profile of IOM's prot work and role as a global protection actor. Ensure that those in IOM senipositions feel confident in	Strengthen accountability for achieving protection outcomes through enhanced protection analysis and results-based management including monitoring, assessment and reporting of both protection mainstreaming and specialize protection actions of IOM's work. Strengthen monitoring and assessment of both protection mainstreaming and specialized	protection as a cross-cutting issue across contexts and specialized activities. Develop and roll out specialized training modules.	Promote rights-based advocacy that is developed through a protection lens and informed by protection analyses. Give due consideration to the potential challenges of advocacy in high-risk environments. Ensure that advocacy messages are coordinated between global, regional, and country-level teams.	Contribute to strengthened partnerships through strategic communication on IOM's added value, including as part of collective response to address protection challenges. Engage donors in defining and implementing system-wide approaches to reducing risks. Strengthen partnership arrangements and partnership
that t	Those in dership positions IOM recognize and understand they have a critical in fulfilling IOM's esponsibility in	Ensure that independent evaluations of IOM's programmes and activities include evaluation question on protection and rights, look at protection outcomes and engage with affected people. Strengthened results-based protection programming is evident in project design	Country Offices demonstrate efforts to build protection capacity at the	Raise awareness of IOM's protection narrative with staff and stakeholders. IOM's advocacy (and external communication) is rights-based and developed through	strategies with local and national actors/stakeholders (particularly those that are women-led). IOM proactively engages partners in its protection work.
ong Term 5+ years) I	Ensure that at the UNCT/HCT-le OM consistently ensures that strategies are rights-based and migrant-centered. COMs and SMTs should demons leadership by driving a protection agenda, escalate sensitive protect issues, and proactively engage in UNHCT/HCT discussions and advocacy on protection and right	contributes to a measurable reduction in the protection risks experienced by crisis-affected populations. trate Institutionalise good practices.	country/response -level. Consistently advocate for	Ensure that IOM's senior management are capacitated and supported to develop IOM positio and advocacy points that are rights-based and shared in inter-agency forums and reflected in the capacitated and shared in inter-agency forums and reflected in the capacitated and shared in inter-agency forums and reflected in the capacitated and shared and sha	
IOI for it effe in pro and	M is recognised ts consistent and ective leadership moting protecton upholding rights.	Protection work is rights- and results-based and systems are in place to ensure accountability for staff in meeting their protection and rights responsibilities.	Enhanced protection capacity, including protection analysis capacity.	IOM's advocacy is consistent, and where needed robust, in defending and promoting the rights of migrants.	IOM supports and engages in collective approaches to protection.