

THE DRAFT  
**LOCAL INCLUSION  
ACTION TOOL**  
(LIAT)

An Integrated Tool for Cities and Towns  
Worldwide, Working to Advance the Inclusion  
of Migrants, Refugees, and all Residents

VERSION 1 / DRAFT



**WELCOMING  
INTERNATIONAL**  
A PROGRAM OF WELCOMING AMERICA

# THE LOCAL INCLUSION ACTION TOOL (LIAT):

## A draft tool for local actors working to advance local inclusion

The Local Inclusion Action Tool, developed by OECD, Migration Policy Group (MPG), Welcoming International and Intercultural Cities/Council of Europe, is an attempt to distill the most up-to-date knowledge on what works in terms of migrant and refugee inclusion at the local level. We formulated the following inclusion objectives in an effort to highlight common themes from the previously existing tools, making them action-oriented and adapted to very different contexts. We hope this tool will prove useful in your efforts to enact inclusion policies and practices in your community, and to measure the impact of those efforts. Below is more background on the tool:

- The goal of the LIAT is to offer local policy makers, and other practitioners working at the local level, an action-oriented approach to tangibly advancing migrant and refugee inclusion in their communities.
- The tool focuses on the role of local authorities in the inclusion process, and is designed to be relevant for practitioners working on inclusion in “migrant and refugee arrival countries” or “transit countries,” and relevant for circumstances of labour migration, spontaneous population movements, displacement, resettlement, or complementary pathways.
- The LIAT draws from the wisdom of over 400 towns and cities, whose inclusion standards and indicators form the heart of this tool. The tool also draws on the expertise and frameworks of a large and diverse array of organizations, each of which aim to support effective inclusion at the local level. Contributors include:

*Mayors Migration Council, ODIHR, UCLG- ICMPD, UNHCR, UN Habitat, IOM, the Centre for Mediterranean Integration of the World Bank, UNESCO, UNCTAD, UNICEF, WHO, Eurocities, World Economic Forum, New American Economy, EU Fundamental Human Rights Agency, in addition to Welcoming International, OECD, MPG, Mipex, Intercultural Cities and others.*

- For any questions related to the tool, please contact Anna Piccinni at OECD, at [anna.piccinni@oecd.org](mailto:anna.piccinni@oecd.org).

Sub-Categories	Action-Oriented Guidance/Objectives	GCR: Aligns to Global Compact on Refugees	GCM: Aligns to Global Compact on Migration	Frequency: # of times action appears in source documents (out of 15)
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**GOVERNANCE**

Horizontal coordination	1.1.1	Adopt an integration/intercultural/diversity strategy/action plan or framework developed through cooperation between different municipal departments			10
	1.1.2	Mainstream the needs of refugees, migrants and IDPs within local economic development and sectoral plans			10
	1.1.3	Devote a local cross-sectoral coordination taskforce/unit to mainstreaming migrant and refugee inclusion issues across local service delivery			9
Vertical coordination	1.2.1	Use multilevel tools/coordination mechanisms for the implementation of plans and strategies on migrant and refugee integration			8
Multi-stakeholders cooperation: cooperation with NGOs, private sector, universities, associations of migrants, etc.	1.3.1	Develop a community-wide plan (including local authorities, private sector, NGOs, migrant and refugee associations, foundations, churches, etc.) for migrant and refugee inclusion; implement the plan in collaboration with diverse stakeholders and maintain the plan in consultation with the migrant community			11
Political inclusion (of migrants) and consultation mechanisms	1.4.1	At the local level, adopt a process of policy consultation and/or policy co-design, and include people of all backgrounds			12
Communication/ Leadership engagement	1.5.1	Shape public perceptions regarding the positive contribution of migration and diversity through campaigns and leadership narrative		17-:33f	9
	1.5.2	Raise public awareness to end racism, xenophobia, on appreciation of migrant cultures and those of destination communities		15:31h; 17:33f	
	1.5.3	Run information campaigns on risks associated with irregular and unsafe migration, and the dangers of human trafficking and pre-departure orientation in countries of origin.		Obj 3:19e; Obj 10:26j; Obj 3:19d	
Improve data collection and use	1.6.1	Collect data on migrants and refugee outcomes at the local level to allow monitoring and evaluating inclusion practices		Obj 1:17d	13
Financing	1.7.1	Set aside appropriate financial, staff and other resources for integration-related activities	Program A 23,32		10

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Inter-municipal collaboration	1.8.1	Establish alliances to foster migrant and refugee inclusion within municipalities/ inside metropolitan areas/neighbouring municipalities/cities agglomerations, and strengthen urban-rural linkages and assess their benefits			3
City-to-city cooperation on local inclusion	1.9.1	Participate in city-to-city knowledge sharing, advocacy and capacity building initiatives on migrant and refugee inclusion			2
Include migrants into municipal workforce on the same basis as other groups	1.10.1	Promote diversity at all hierarchical levels so that the municipal workforce reflects the composition of the city's population			3
Build public officials' capacities of offering services to diverse communities	1.11.1	Train public officials on migration laws, migrant and refugees status, work permits, entitlements, and mechanisms to denounce discrimination		15:31g	
	1.11.2	A program(s) exists (inter-cultural and language proficiency, etc) to train public staff on working with diverse populations			9

#### EMPLOYMENT (ACCESS TO)

Vocational training	2.1	Establish vocational training for host and refugee communities, in particular for young people and women		GCM 15 F)	7
Skills assessment/ validation of competences	2.2	Establish mechanisms to facilitate recognition of diplomas and professional qualifications (including without original documents through on-site validation)		GCM 19	7
Involvement of private sector and social enterprises	2.3	A partnership is in place between local authorities, social enterprises, and the private sector to support new labour opportunities for migrant and host communities	GCR SECTION 3.2 PARA 42	GCM Ob 5	7
Matching Offer and Demand of labour at local level	2.4	Improve matching between local labour needs and newcomers' skills		GCM Ob 5	4
Support Migrant Entrepreneurship (including by removing barriers to mainstream services)	2.5	Ensure the offer of entrepreneurship support is as equally accessible for migrants/refugees/ IDPs as for host communities and that it is as integrated as possible (coaching, microfinance, and strengthening of business networks)	GCR para 71	GCM ob 20; 19	6
Invest in regional and cross-regional labour mobility	2.6	Encourage forms of employment that are compatible with legal stay and mobility			

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<b>EDUCATION</b>					
Ensure migrant access to compulsory national education system	3.1.1	Provide education for all children (incl. undocumented) of compulsory schooling age. Put in place measures to avoid segregation of pupils on ethnic, religious, linguistic or other grounds			
	3.1.2	Provide language support and introductory activities for pupils with other languages in public schools			4
	3.1.3	Provide intercultural competence training to educational staff			
Encourage migrant access to non-compulsory schooling, including University and vocational training	3.2	Provide support for students to attain admission requirements (incl. language, validation of curricula, financial support through municipal or philanthropic scholarships, etc)		Obj 5:21	4
Language training for migrants	3.3	Provide free language training in the host country languages, preferably through “active learning” methods (eg. in jobs, volunteering, etc.), making effort to reach hard-to-reach individuals			5
<b>WELFARE &amp; HEALTH</b>					
Support migrant access to health and social services	4.1.1	Ensure access to key health and welfare services for all migrants, including those who are undocumented and IDPs			7
	4.1.2	Provide intercultural competence training for staff of health and welfare services, as well as basic information on migrants’ rights and entitlements			
	4.1.3	Provide linguistic and cultural mediation for migrants and refugees using health and welfare services			
<b>HOUSING AND URBAN PLANNING</b>					
Foster interaction between people with a different background in public spaces	5.1	Expand the spaces/events migrants can contribute to in local public life, in partnerships with civil society, migrant associations and the third and private sector		Obj 16 f); obj 15:31h	8
Inclusive housing	5.2.1	Improve availability of attractive and affordable housing solutions for all			

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	5.3.1	Develop neighbourhood/urban/territorial profiles (mapping presence of refugees/migrants/IDPs, poverty, building stocks, connectivity, vulnerability to disasters, etc) and address situations of segregation by improving the quality of urban spaces (neighbourhood, transportation, service provision planning, develop planned city extensions, urban infill and regeneration plans, etc)			
Ensure that urban planning and design support the integration of newcomers and population with migrant background	5.3.2	Make accommodation centres and camps visible and connected to/embedded in local communities, so residents can share their daily routines and local services with their neighbours			
	5.3.3	Increase cities' resilience to conflicts by avoiding residential segregation of communities and contributing to settling land disputes, for instance by improving data collection on land ownership and tenure security			
	5.3.4	Use urban planning to address risks related to climate change, thus reducing displacement causes			8

### OVERALL SUPPORT TO MIGRANTS AND REFUGEES

Provide tailored and easily accessible information	6.1	Design specific measures to ensure newcomers and longstanding migrants and refugees can access universal services (one-stop-shops, welcome packs, guidelines on how to access public services and use transportation, etc)		Obj 3:19c; Obj 3:19d; Obj 7:23c	8
Provide legal support	6.2	Provide, directly or via NGOs, legal counselling and access to justice, in particular for the most vulnerable migrants (including those who are undocumented and children)		OBJ 7:23g	6
Issuance of registration cards to all persons living in a municipality, including migrant to facilitate access to services	6.3	Provide residents, including those who are undocumented, with formal proof of residency, such as a municipal identity card, that can be used to unlock access to city services		Obj 4:20	5