The stage of policy design is about defining how a certain policy objective can be reached. To do so, the following elements are essential:

### Policy Analysis Tools
- In-house structures
- Largely independent, government-funded committees
- Fully independent bodies
- Ad hoc structures

### Choice of Policy Instruments
- Contradicting or incomplete research results
- Contested evidence
- Insufficient resources to process evidence
- Vested interests and political compromises influencing policy design

### Stakeholder Consultations
- Give voice to those affected by or implementing a policy. Approaches include:
  - Meetings and focus groups
  - Written inputs and e-participation
  - Surveys
  - Lack of capacities to engage stakeholders and process their inputs
  - Balancing diverging positions
  - Understanding how to identify and to reach the right target groups
  - Guidelines on how to carry out stakeholder consultations

### Evidence-based Approach
- Unbiased and easy-to-access evidence through a combination of internal and external research structures
- Choice of policy analysis tools in relation to complexity and sensitivity

### Decision Making
Once a policy proposal is on the table, a decision needs to be taken. Decision-making structures vary according to country structures, policy instruments and policy areas.

### Agenda Setting
Political parties set objectives in election manifestos & campaigns, based on:
- Public discourse
- Research, policy analysis and expert discourse
- Lobbying

### Policy Evaluation
Events such as migration crisis situations, economic downturn or political changes can open policy windows or disrupt the policy cycle.

### Monitoring and Evaluation (M&E)
- Adequate structures are needed, such as:
  - In-house M&E structures
  - Dedicated institutions for migration monitoring
  - Parliamentary Committees
  - General M&E structures
  - Independent research

### Effective Policy Implementation
- Diverging visions of the policy
- Insufficient funding and unrealistic timeframes
- Early involvement of actors who play a role in implementation at the stage of policy design creates ownership and facilitates implementation
- Action plans support policy implementation

### Policy Coherence
In order to strengthen positive and mitigate possible negative effects of migration, policy coherence needs to be ensured across different policy fields (‘horizontal coherence’) and different levels of governance (‘vertical coherence’), at all stages of the policy cycle.

### Evidence
- Lack of consultations
- Narrow understanding of migration impact
- Lack of consultations

### Overarching Structures
- Permanently inter-institutional groups
- Inter-departmental meetings
- Overarching structures

### Legend
- Main issues and approaches
- Risks or challenges
- Good practices or recommendations

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