

The formulation stage reflects a process of analysis and design aimed at:

1. determining whether policy intervention is justified;
2. generating policy options;
3. determining a course of action to address the problem or opportunity.

This process is rarely linear. Policy formulation is likely to involve multiple cycles through the four steps below.



## 1

### APPRAISAL

- Synthesize data from evidence and research
- Identify stakeholder groups from the stakeholder mapping done in Stage 1 - how and when can they be engaged?
- Revisit the definition of the issue – is it still accurate?
- Generate multiple ideas on solutions and policy responses through brainstorming efforts.
- What is the size and scope of the issue and who are the direct and indirect beneficiaries?
- Who are the relevant policy actors (e.g., national and sub-national authorities representing different sectors and/or non-governmental actors) to involve in formulating a policy addressing the issue identified? How will roles and responsibilities be regulated and compliance ensured?
- What inspiration can be drawn from good practices at the international level, as identified in Stage 2?

## 2

### DIALOGUE

- Facilitate dialogue in different groupings:
  - ◆ What are the opportunities for policy actors to come together in problem solving?
  - ◆ What structure is needed to ensure the different actors can best inform policy thinking?
- Consider engaging the direct and indirect beneficiaries.
- Engage experts to strengthen and refine ideas.
- Revisit the definition of the issue – is it still accurate?

## 3

### ASSESSMENT

- Map potential designs:
  - ◆ In considering policy options, what is feasible and reasonable over the short and longer term?
  - ◆ How coherent are the policy options with other national policies?
  - ◆ What policy option is best fit-for-purpose?
- Check whether the intervention is still justified
- Undertake formal and technical processes (risk, regulation, impact, human rights compatibility, financial analysis, etc).
- Questions to consider:
  - ◆ Can we do this under the current national legal framework?
  - ◆ What regulatory or other changes do we need to do this?
  - ◆ How do bilateral, regional and international frameworks guide and/or constrain us?
  - ◆ Are there international migration law obligations to consider?
  - ◆ What resources are required/available?
  - ◆ How will we regulate roles and responsibilities, and ensure compliance?
  - ◆ How will protection of rights be integrated and what redress is available?
  - ◆ How can such a policy be made gender-neutral or gender-responsive?
- Articulate causality – how will the preferred option impact?
- Consider implementation and monitoring realities now.

## 4

## CONSOLIDATION

- Refine options.
- Questions to consider:
  - ◆ Is it workable?
  - ◆ Is it affordable?
  - ◆ Is it feasible?
  - ◆ Is it able to be regulated?
  - ◆ Is it politically palatable?
  - ◆ Is it palatable for the public?
- Amend further, potentially going through the cycle again if the options seem impractical or unacceptable.
- Seek consensus on the most feasible and suitable course of action.