

Mainstreaming migration into strategic policy development from a gender perspective

**International GFMD Policy Seminar, “Mainstreaming
Migration into Strategic Policy Development”**

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United Nations Entity for Gender Equality
and the Empowerment of Women

Overview

1. Why mainstream gender concerns in migration into strategic policy development?
2. Key gender issues in migration and development
3. Framework for mainstreaming gender concerns in migration into strategic policy development, including national planning

**WOMEN MIGRANT
WORKERS BUILD
ECONOMIES AND
ENRICH SOCIETIES**



**"Our remittances swell our country's GDP"
"Our labour supports your country's development"**

**RECOGNISE THEIR
CONTRIBUTIONS,
PROTECT THEIR RIGHTS**



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MIGRATION HAS A WOMAN'S FACE TOO



"We account for half of the world's migrants"

MIGRANT WOMEN
ARE INTEGRAL TO
THE WORLD'S WORKFORCE

Why gender matters when mainstreaming migration into strategic policy development (1)

- Women are increasingly migrating independently in search of decent work and sustainable livelihoods. Women represent 50% of the world's migrants.
- Women experience migration differently to men in terms of: vulnerabilities/risks, capacities, rights violations and the impacts of these and policy impacts throughout the migration cycle (pre-departure, in transit, on-site in countries of employment and on return to countries of origin).



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Why gender matters when mainstreaming migration into strategic policy development (2)

- The needs and capacities of migrant women must be acknowledged. When gender concerns in migration are addressed:
 1. The human rights of migrant women, men and their families are protected throughout the migration cycle.
 2. The development potential of migration is maximised and its costs are reduced:
 - High costs of violence against women (VAW). World Bank Study of annual rates of rape and domestic violence translated into 9 million years of disability-adjusted life years lost, including premature mortality, disability and illness. Domestic violence costs USD 1.16 billion in Canada and USD 5.8 billion in the United States. In Australia, violence against women and children costs USD 11.38 billion annually (UN Women, 2011).
 - In Spain in 2006, 12.2% of women migrants (as against 6% of Spanish women) indicated that they were victims of violence perpetrated by former spouses (PACE, 2009).
 3. Good governance is ensured.
 4. Legitimacy and accountability are upheld.

Key Gender Issues in Migration

PRE-DEPARTURE

- Gender-sensitive information dissemination and training on safe, legal migration for women
- Gender-sensitisation for relevant public officials on migrant women's rights and responsibilities
 - Good practice: Pre-departure training for prospective migrants in Sri Lanka, the Philippines and Nepal

ON-SITE IN COUNTRIES OF EMPLOYMENT/DESTINATION

- Labour and social protections for women-dominated sectors like domestic work; bilateral and multilateral agreements that facilitate safe and legal migration; diplomatic services; access to justice including removing restrictive visa schemes that bind workers to employers and prevent female victims of rights violations from filing and pursuing legal claims
 - Good practice: labour laws and contracts, home inspections by labour officials, and skills training for domestic workers in South Africa;
 - Good practice: labour attachés in Nepalese embassies in major countries of destination, a labour desk at Kathmandu International Airport

ON RETURN TO COUNTRIES OF ORIGIN

- Reintegration services; gender-sensitive remittances, savings and investment schemes, including for diaspora investments; family reunification
 - Good practice: woman-friendly remittance transfer schemes in the Philippines
 - Good practice: empowered Senegalese migrant women living in France collectively finance housing projects with their families and communities in Senegal



A Framework for Mainstreaming Gender Concerns in Migration into Policy Development (1)

Gender mainstreaming has two elements:

- a) Gender-mainstreaming into policies, programmes, laws and regulations
 - b) Gender-mainstreaming as an institutional support:
 - Human and financial resources – gender-responsive budgeting, gender focal points who are at the centre of gender-mainstreaming initiatives
 - Gender-sensitive performance indicators
1. Facilitate an inclusive, multi-stakeholder policy dialogue involving relevant government officials from ministries/departments dealing with: immigration, foreign affairs, labour, economic development and trade, women and the family, social development, health, education, environment etc.
 2. Create institutionalised mechanisms so that civil society (migrants' associations including diaspora organizations, women's organizations) can directly input into mainstreaming migration from a gender perspective into development planning.



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A Framework for Mainstreaming Gender Concerns in Migration into Policy Development (2)

- 3. Use of up-to-date, sex-disaggregated data on for policy formulation and implementation. If not data, then support the generation of gender-sensitive data and research on gender, migration and development, including sex-disaggregated migration data, gender-sensitive migration profiles and the mainstreaming of gender concerns in migration into census and remittances data**
- 4. Identify context- and country-specific issues affecting gender and migration in national development strategies – Sectoral Plans, Poverty Reduction Strategy Papers (PRSPs) etc.**
- 5. Delineate clear responsibilities between various government ministries and departments.**
- 6. Develop gender-sensitive targets and indicators to be inputted into policies.**
- 7. Ensure adequate gender-responsive budgets are in place.**
- 8. Conduct an evaluation from a gender perspective, including assessing budget allocations and expenditures to assess the difference made to women's lives on the ground.**
- 9. Readjust the policy to ensure that it is gender-sensitive and achieving set goals and targets.**



The Framework in Action: Cambodia

- Gender is mainstreamed into all national strategic plans and priorities:
 1. National Poverty Reduction Strategy (NSDP) 2006-2010, 9 of the 43 macro goals and core indicators are gender responsive .
 2. Governance Action Plan II 2005-2008 – gender equity is 1 of 9 priority areas. 19 Thematic Working Groups (TWGs) including a TWG on Gender chaired by the Minister of Women’s Affairs with UNDP and JICA (Japan International Cooperation Agency).
- Ministry of Women’s Affairs takes the lead on gender-mainstreaming on a large-scale.
- Gender-responsive budgeting ensures that gender mainstreaming remains a priority across the board



Photo credit: UN Women Cambodia



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Gender Mainstreaming at all levels: The Philippines

1. National level:

- Philippine Plan for Gender-Responsive 1995-2025 and Framework Plan for Women – a 3-year time-slice to operationalize the larger plan
- Women in Development Nation-Building Act of 1992 requires government agencies to remove gender biases in policies, General Appropriations Act amended so government agencies must allocate at least 5% of their total budgets for gender and development concerns.

2. District/municipal level:

- Gender and Development (GAD) Program integrated into the Minimum Basic Needs Approach of the Provincial Government of Davao del Norte

3. Local/city level:

- Quezon City in Metropolitan Manila – Gender Empowerment and Mainstreaming Program, Gender and Development council etc.



Photo credit: UN Women Philippines National Committee

Good Practice PRSP Activity: Pre-departure Information Dissemination and Training

Issue	Activity	Timeframe	Responsible authority	Expected result	Gender-sensitive Targets	Performance indicator	Cost
Women migrating for work using irregular channels, increasing the risk of trafficking and migrant smuggling, unaware of their rights, especially labour rights, and of access to basic services	Provide a gender-sensitive information dissemination and training course on safe, legal migration, migrant women's human rights, especially labour rights, and services in countries of employment and origin (especially on return)	2011-2013	Ministry of Labour (lead agency) in collaboration with Ministries of Women's Affairs, Immigration, Foreign Affairs and Economic Development . National human rights commissions may also be involved.	Improved numbers of women using safe, legal migration channels, equipped with the knowledge of their human rights and how to actively protect these, as well as how to access services in countries of employment and origin (especially on return for those using circular migration schemes).	Increased numbers of migrant women access pre-departure services, and improved numbers of women are aware of these services through woman-friendly communication mechanisms – radio programs, community meetings organized by women, female “safe migration ambassadors” who educate fellow women etc.	The training course is implemented	USD 1 million

Good Practice PRSP Activity: Gender-sensitive Labour Law for Domestic Workers, including Migrants

Issue	Activity	Timeframe	Responsible authority	Expected result	Gender-sensitive Targets	Performance indicator	Cost
Many migrant women work in the informal sector, including domestic work, which is excluded from labour laws and protections in 40% of the world's countries	Reform labour law to recognise domestic work as real work and implement labour and social protections for domestic workers, including female migrant domestic workers. Specific protections include paid maternity leave and healthcare etc.	2011-2013	Ministry of Labour (lead agency) in collaboration with Ministries of Women's Affairs, Immigration, Foreign Affairs and Economic Development	Improved numbers of domestic workers employed in the formal economy and protected by labour laws.	Increased numbers of female domestic workers, especially those who are migrants, accessing protections provided by labour laws .e.g paid maternity leave, healthcare services, unemployment insurance, legal aid to assist with claims for those who have experienced rights violations etc.	Labour law is reformed, adopted, implemented, monitored and evaluated	USD 750,000

Good Practice PRSP Activity: Woman-friendly Remittances Transfer Schemes

Issue	Activity	Timeframe	Responsible authority	Expected result	Gender-sensitive Targets	Performance indicator	Cost
Women migrant workers face high transaction costs and lack access to credible and reliable low-cost remittance transfer services when sending money home to their families.	Create woman-friendly remittance transfer schemes that are low-cost, credible, reliable and accessible to women migrant workers in employment/destination countries.	2011-2013	Ministry of Finance (lead agency) in collaboration with Ministries of Women's Affairs, Labour, Immigration, Foreign Affairs and Economic Development	Improved numbers of migrant women using woman-friendly remittance transfer schemes, and increased net remittances overall due to reduced transaction costs	Increased numbers of migrant women access woman-friendly remittance schemes, more women providing remittance transfer services to migrant women and more staff of remittance service provides equipped with gender-sensitivity training	Woman-friendly remittances transfer schemes are implemented	USD 1 million