[GCM^{Gender}]

ISSUE 1

Steps for Ensuring a Gender-Responsive Global Compact for Migration

The GCMGender series, presented by the Expert Working Group for addressing women's human rights in the Global Compact for Migration (GCM), aims to provide Member States with clear and concrete guidance on ensuring that the human rights of all women and girls in migration are at the core of the GCM, through the development and implementation of gender-responsive migration policies in accordance with international human rights frameworks. Further guidance is elaborated in the Expert Working Group's flagship recommendations for addressing women's human rights in the GCM: http://www.unwomen.org/en/digital-library/publications/2017/3/addressing-womens-rights-in-global-compact-for-migration

5 KEY CHALLENGES

Pathways
- Increasing opportunities for women's migration, with a particular emphasis on safe and regular migration pathways, and non-discriminatory labour migration.
- Removing barriers that limit women and girls' movement under the pretext of protection.
- Granting visas or residency permits to individuals who do not fall under the Refugee Convention but are at a heightened risk of vulnerability.

Labour rights
- Ensuring labour rights protections for all workers regardless of status or sector, including informal work.
- Implementing minimum wage and freedom of association legislation for care, domestic and other sectors where there are high concentrations of women migrant workers.

Services and social protection
- Ensuring access to services for women and girls regardless of migration status, including health care, sexual and reproductive health, legal, education, and other services, as affirmed under international law.
- Establishing portable social and health insurance schemes across borders, such as bilateral social security agreements that address gendered health and social realities for women migrant workers, such as access to reproductive care, parental benefits and maternal health support.

Recruitment
- Regulating methods and costs of recruitment and hiring of labour migrants including policies which promote equality of opportunity and equal treatment of women in the labour market.
- Addressing the root causes of exploitation, rather than restricting the mobility of perceived "vulnerable" migrants including women and girls.

Justice
- Providing access to justice, including safe reporting, and due process for all migrants regardless of migration status with particular attention to those who have experienced exploitation, crime, sexual or gender-based violence and other types of violence.
- Protecting workers against, inter alia, loss of employment, threat of deportation, loss of access to essential services, for filing complaints or refusing unsafe work.

5 KEY ACTIONS

Research

- Conduct, share, and utilise research on the gendered aspects of migration, including experiences of SGBV, precarious employment and informal work, and access to information

- Involve civil society, including migrant women organizations as partners in data collection and use; and ensure data transparency while protecting privacy of individuals, particularly with respect to health and education data to ensure access to basic healthcare is not denied on the grounds of migration status.

- Encourage consistent measurement and data gathering approaches that strengthen validity, reliability and representativeness by gender, including the use of qualitative data where appropriate. Include other data disaggregation categories in order to identify and address intersectional discrimination (inter alia, gender, age, migration status, race, ethnicity, disability, sexual orientation and gender identity).

Evaluate

- Establish or utilise a mechanism for frequent ongoing gender-responsive monitoring and evaluation of migration policies, budgets, and institutional forms in partnership with women migrants and civil society organisations (e.g. a Gender-Migration Commission).

- Recognise and utilise expertise of UN Women, IOM, Human Rights Treaty Bodies (including CEDAW, CMW, CERD, CESCR, CRPD) and existing mechanisms in support of the development, implementation and monitoring of such policies.

- Utilize gender-based evaluation tools (e.g. Canada's GBA+) to examine existing relevant policies and formulate new policies to ensure policies and pathways are non-discriminatory and gender-responsive, particularly with respect to bilateral labour migration agreements. Promote intersectional analysis of policies and programmes in order to leave no-one behind.

Educate

- Foster awareness of the gendered aspects of migration and counter hate speech, racism, discrimination, and the negative perceptions of migrants by changing the narrative, and also emphasizing the positive contributions of migrant women in countries of origin, transit, destination and return.

- Implement large scale gender and migration training and capacity building, awareness raising initiatives aimed at immigration and border agencies, visa officers, embassy and consular staff.

Institutionalise

- Establish and/or strengthen institutional mechanisms (e.g. national machinery, action plans, ministries, committees, etc.) that enshrine a commitment to gender equality, with explicit attention to protecting the rights of women and girls in migration.

- Ensure full and equal representation of women in local and national government, global compact processes, regional bodies and mechanisms, intra-governmental and international meetings, judicial, legal, border control and law enforcement systems.

- Ensure effective participation of migrant women and girls at all levels (local, national, regional, international) to ensure gender is not tokenized but instead builds on their knowledge, expertise, perspectives and experiences and fosters the political and civil participation of all women.

Budget

- Adopt gender-based budgeting such that resource allocation and spending reflect needs and address inequities (e.g. pay gaps).

- Dedicate institutional resources to the formation of units with explicit mandates for addressing gender, and support gender-responsive research, education, and policy development.