

# ISSUE 5

## Implementing a gender-responsive Global Compact for Migration

The [GCMGender] Guidance Note series, presented by the Expert Working Group for addressing women's human rights in the Global Compact for Migration (GCM), identifies key challenges in migration governance whilst providing clear and concrete guidance on how to ensure 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 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>

### KEY ACTIONS

#### Operationalize the GCM

- Establish a gender-responsive GCM global taskforce composed of representatives of governments, civil society organizations, workers' and employer's organizations, national human rights institutions, migrant women's organizations, United Nations agencies (such as ILO, IOM, OHCHR, UNFPA, UNICEF, UN Women), and relevant human rights treaty bodies, to focus specifically on ensuring gender-responsive policy coherence and communication to collectively support, monitor and evaluate GCM implementation and outcomes going forward.
- Ensure all policies and programmes pertaining to the GCM and its implementation at national, regional and global levels are gender-responsive and disability-inclusive in practice and outcomes.
- Develop national action plans to operationalize GCM commitments in national and sub-national policies and programmes, mainstreaming gender equality considerations. Multi-stakeholder consultations should be held to develop these national action plans, with the participation of migrant women and representatives of their organizations.
- Align national SDG and other planning frameworks with GCM commitments.

#### Monitor Progress

- Ensure consistent and coherent gender-responsive and disability-inclusive implementation of both the Global Compact for Migration and the Global Compact on Refugees, ensuring no-one is left-behind.
- Ensure national migration laws, policies, programmes, and bilateral agreements uphold the principles of equality and non-discrimination.
- Conduct gender-sensitive analysis of migration laws, policies, programmes, and bilateral agreements. Provide gender awareness training for public officials.
- Ensure the active participation of representatives from civil society organizations, human rights treaty bodies, national human rights institutions, migrant women and their organizations, organizations of persons with disabilities, and other relevant groups, in migration policy and programme review processes, the development of guidelines, and the management and monitoring of programmes resulting from the GCM.
- Ensure multi-stakeholder participation in establishing and measuring gender-responsive and human rights-based indicators for the follow-up and review of the GCM.

## Research and Data

- Collect, analyze and disseminate data disaggregated by sex and other relevant characteristics (*inter alia*, income, age, race, ethnicity, migratory status, disability, geographic location) while protecting the right to privacy and other rights, to inform migration policies that promote and protect the human rights, including labour rights, of all migrants without discrimination, including those in transit, at borders, and those without regular migration status.
- Ensure the participation of civil society organizations, workers' and employers' organizations, organizations of persons with disabilities, and migrant women's organizations and other relevant groups as partners in data collection, analysis and use.
- Conduct, use and disseminate research and data on the gender dimensions of migration, including the experiences of women migrant workers.
- Develop, collate and use existing gender analysis and assessment mechanisms<sup>2</sup> for all migration policies and programmes, including bilateral labour agreements between countries prior to and following their establishment. Include joint guidance from the Committee on the Elimination of Discrimination against Women (CEDAW), the Committee on the Protection of the Rights of All Migrant Workers and Members of their Families (CMW), the Committee on the Rights of Persons with Disabilities (CRPD), the International Labour Organization (ILO), UN Women, and other relevant stakeholders in this process.

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## Financing

- Create a global fund for migration with seed funding for developing gender-responsive, disability-inclusive and human rights-based GCM national action plans and for GCM coordination, implementation and performance monitoring. Such funding should consider support for local municipalities and civil society organizations, including migrant women's organizations.
- Conduct gender-responsive budgeting to ensure that adequate resources are available for gender-responsive GCM implementation and related national policy development, with the involvement of migrant women and their organizations and other relevant groups, to protect and promote the human rights, including labour rights, of all migrants, combat discrimination, and enhance opportunities for regular migration.

<sup>2</sup> Such as the GBA+ used in Canada. See: <http://www.swc-cfc.gc.ca/gba-acis/index-en.html>