



IMRC
International Migration
Research Centre

Raising the Bar: Measuring Progress on Gender-Responsive Migration Governance

Dr. Jenna L. Hennebry, PhD

Professor, Wilfrid Laurier University; Balsillie
School of International Affairs, Canada

Founder/Director, Gender + Migration Hub



Gender + Migration HUB

The Gender-Responsive Guiding Principle of the GCM

“Gender-responsive: The Global Compact ensures that the human rights of women, men, girls and boys are respected at all stages of migration, their specific needs are properly understood and addressed and they are empowered as agents of change.

It mainstreams a gender perspective, **promotes gender equality** and the empowerment of all women and girls, recognizing their independence, agency and leadership in order to move away from addressing migrant women primarily through a lens of victimhood.”



Global Compact FOR Migration



IMRC
International Migration
Research Centre



Gender + Migration HUB

Migration MPTF Thematic Areas

Thematic Area 1

GCM Objectives

Promoting fact-based and data-driven migration discourse, policy and planning

1 DATA

3 INFORMATION PROVISION

17 ELIMINATE DISCRIMINATION

Thematic Area 2

GCM Objectives

Protecting the human rights, safety and wellbeing of migrants, including through addressing drivers and mitigating situations of vulnerability in migration

2 MINIMIZE ADVERSE DRIVERS

7 REDUCE VULNERABILITIES

8 SAVE LIVES

12 SCREENING AND REFERRAL

13 ALTERNATIVES TO DETENTION

Thematic Area 3

GCM Objectives

Addressing irregular migration including through managing borders and combatting transnational crime

9 COUNTER SMUGGLING

10 ERADICATE TRAFFICKING

11 MANAGE BORDERS

14 CONSULAR PROTECTION

21 DIGNIFIED RETURN AND REINTEGRATION

Thematic Area 4

GCM Objectives

Facilitating regular migration, decent work and enhancing the positive development effects of human mobility

5 REGULAR PATHWAYS

6 RECRUITMENT AND DECENT WORK

18 SKILLS DEVELOPMENT AND RECOGNITION

19 MIGRANT AND DIASPORA CONTRIBUTIONS

20 REMITTANCES

Thematic Area 5

GCM Objectives

Improving the social inclusion and integration of migrants

4 LEGAL IDENTITY AND DOCUMENTATION

15 ACCESS TO BASIC SERVICES

16 INCLUSION AND SOCIAL COHESION

22 SOCIAL PROTECTION

Cross-Cutting

GCM Objectives

Applicable to all thematic areas

23 INTERNATIONAL COOPERATION

Towards a Gender-Responsive GCM

Objective 1: Collect and utilize accurate and disaggregated data as a basis for evidence-based policies

- Sex disaggregated data

Objective 2: Minimize adverse drivers and structural factors that compel people to leave their country of origin

- Address entrenched gender inequalities and drivers of migration

Objective 3: Provide accurate and timely information at all stages of migration

- Provide information about paths, gendered realities, routes, risks

Objective 4: Ensure that all migrants have proof of legal identity and adequate documentation

- Ensure access to documentation is not tied to parental or spousal control

Objective 5: Enhance availability and flexibility of pathways for regular migration

- Ensure equal access to safe migration pathways

Objective 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work

- Address undervalued, underpaid, de-skilled, under-regulated and exploited labour

Objective 7: Address and reduce vulnerabilities in migration

- Address gender-specific forms of vulnerability

Realizing Gender-Responsiveness for Objective 1: Data



PRODUCTION AND
COLLECTION OF
INCLUSIVE
SEX- AND
GENDER-DISAGGREGATED
MIGRATION DATA



DATA ON
INTERSECTIONAL
EXPERIENCES OF
WOMEN AND
PEOPLE WITH
DIVERSE GENDER
IDENTITIES



INCONSISTENCIES
IN TYPES AND
FREQUENCIES OF
MEASUREMENTS



LACK OF CAPACITY
IN NATIONAL
STATISTICAL OFFICES
AND DATA SYSTEMS



TRANSPARENCY,
ACCOUNTABILITY
AND ETHICS IN
MIGRATION DATA

Source: Gender and Migration Data: A guide for evidence-based, gender-responsive migration governance. IOM, 2021

<https://publications.iom.int/books/gender-and-migration-data-guide-evidence-based-gender-responsive-migration-governance>

The Canadian Case

OBJECTIVE 1 - Collect and utilize accurate and disaggregated data as a basis for evidence-based policies

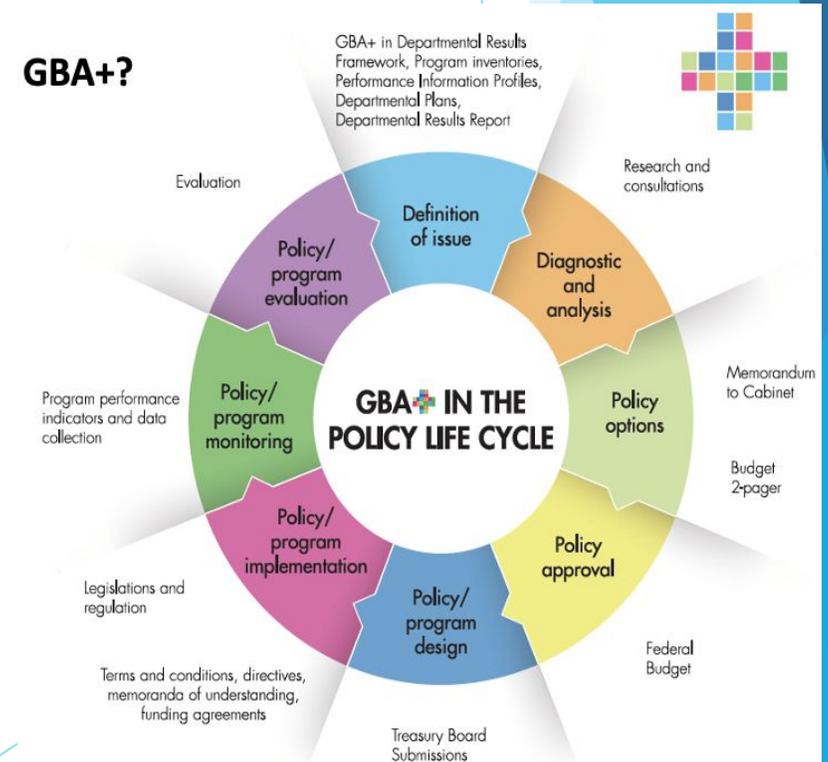
- The Government of Canada is addressing the gender data gap in alignment with its policies on gender equality through the Gender Results Framework (GRF) and Gender-Based Analysis (GBA+)
- GBA+ outlines the process for integrating gender-based analysis into the policy cycle, including collecting data on sex and gender.
- Statistics Canada has developed new standards on sex and gender variables and classifications.
- IRCC has adopted new practices for gender identification and classification (e.g. gender self identification on passports).

See Canada's Gender Results Framework:

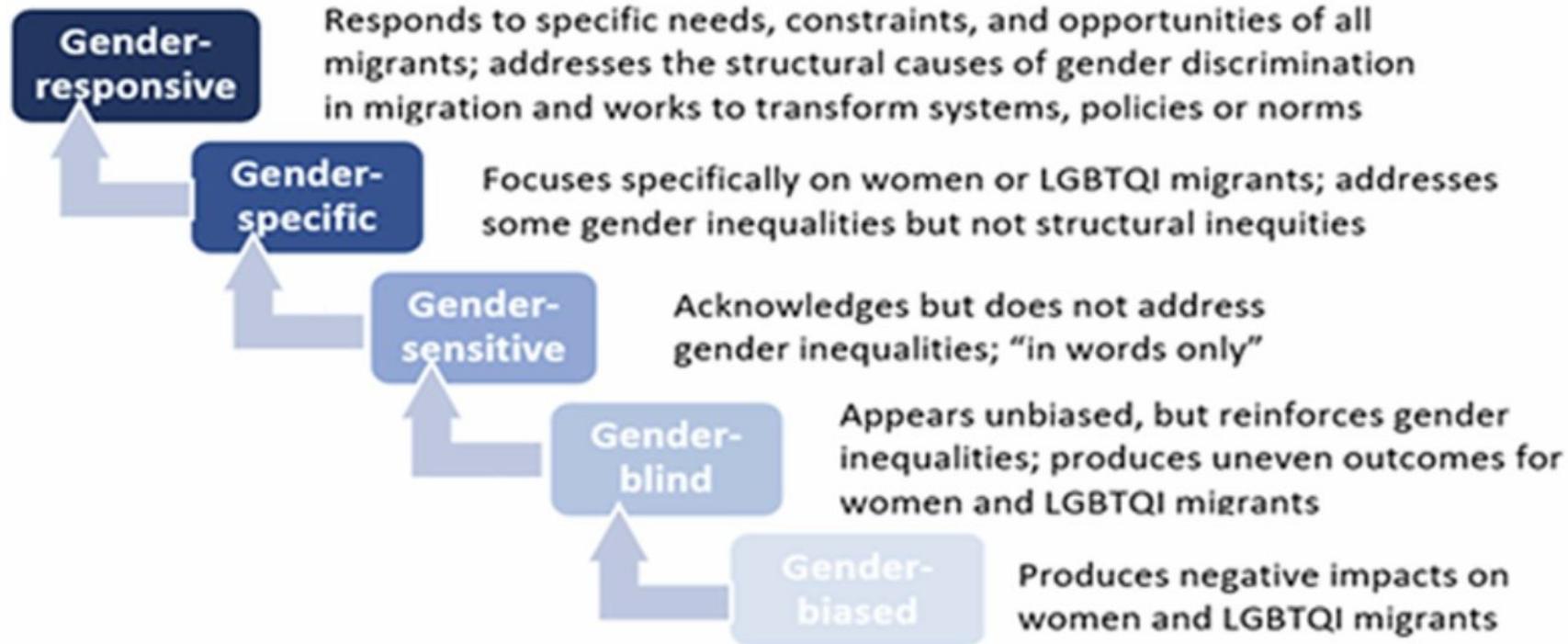
<https://women-gender-equality.canada.ca/en/gender-results-framework.html>

See Canada's Gender-Based Analysis+ available at:

<https://cfc-swc.gc.ca/qba-acis/index-en.html#what>



Gender-Responsiveness Scale



Source: Adapted from Gender + Migration Hub - <https://gendermigrationhub.org/>

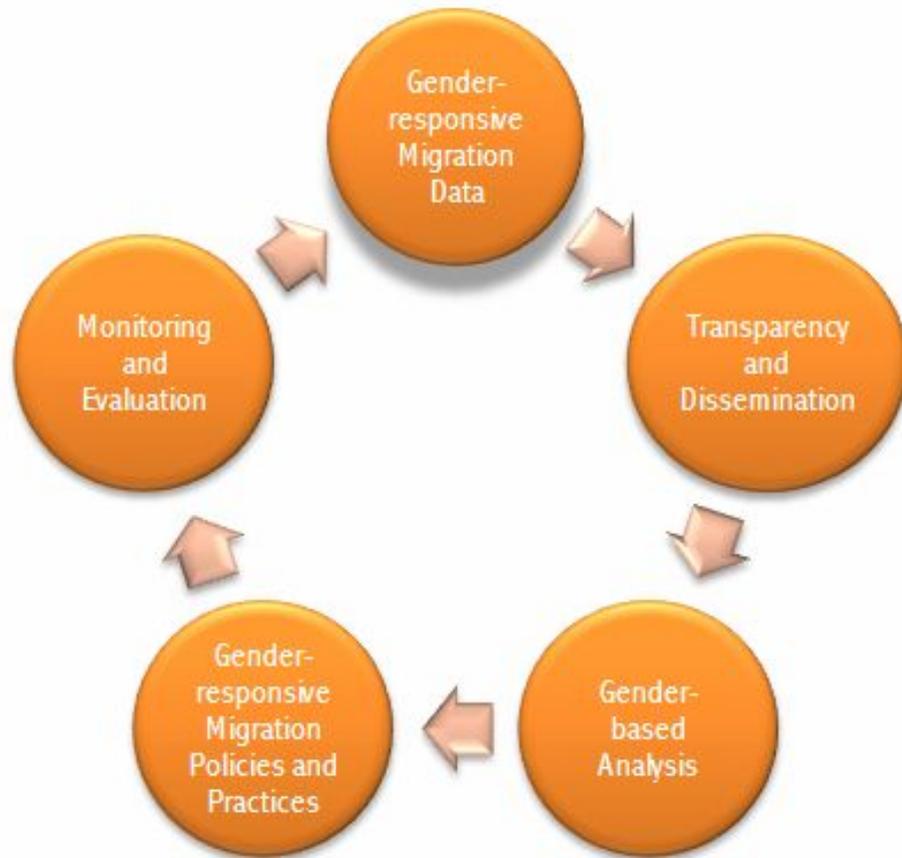


IMRC
International Migration
Research Centre



Gender + Migration HUB

How do we 'DO' gender-responsiveness?



Source: Gender + Migration Hub - <https://gendermigrationhub.org/>

Key actions for gender-responsive migration governance

Checklists have become a popular tool for mainstreaming gender considerations in policy and programming. While they can be a useful tool, it is important to remember that the larger goal is to build a system capable of incorporating gender-based analysis into policy development, implementation, monitoring and evaluation.

PROCESS

1. Research

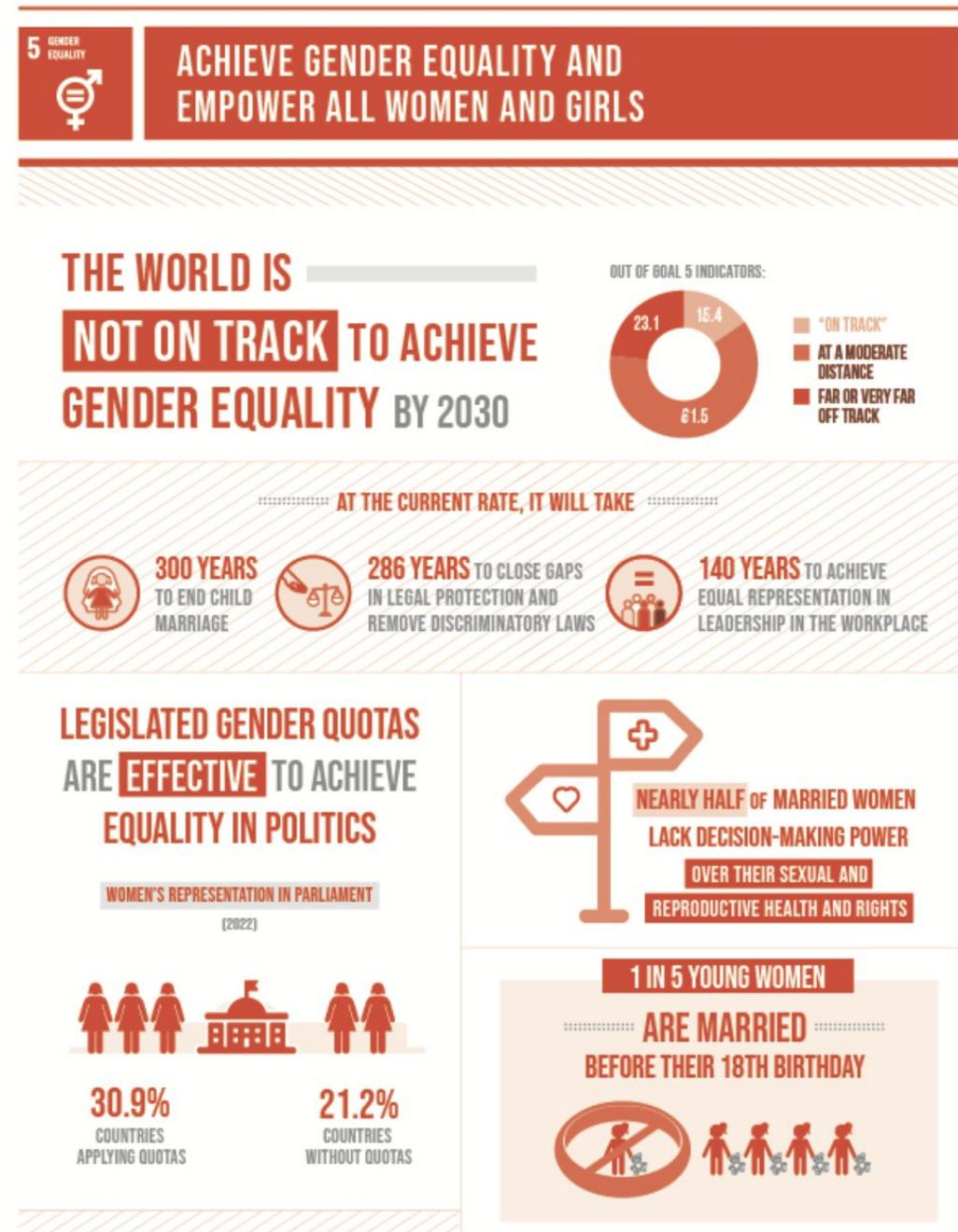
- Conduct, share, and utilize research on the gendered aspects of migration, including experiences of sexual and gender-based violence (SGBV), precarious employment and informal work, and access to information.
- Involve civil society, including migrant women organizations, as partners in data collection and use.
- Ensure data transparency while protecting privacy of individuals, particularly with respect to health and education data, to ensure access to services 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).

2. Evaluate

- Establish or utilize 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 organizations (e.g. a Gender-Migration Commission).
- Recognize and utilize expertise of UN Women, IOM, Human Rights Treaty Bodies (including CEDAW, CMW, CERD, CESCR, CRPD) and existing mechanisms, such as the UN Migration Network thematic working group on gender, in support of the development, implementation and monitoring of such policies. Ensure data transparency while protecting privacy of individuals, particularly with respect to health and education data, to ensure access to services is not denied on the grounds of migration status.
- 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.

How do we 'MEASURE' progress on gender-responsiveness in GCM implementation?

1. **INTEGRATIVE** indicators built upon and across globally agreed upon measures and frameworks, linked not siloed
2. **ACTIVE** versus passive measures that include structural mechanisms that enable change
3. **SYSTEMIC** level measurements
4. **CALIBRATED** measurements towards gender equality goals and outcomes that go beyond the GCM.



How do we '**MEASURE**' progress on gender-responsiveness in GCM implementation?

1. **INTEGRATIVE** indicators built upon and across globally agreed upon measures and frameworks, linked not siloed
2. **ACTIVE** versus passive measures that include structural mechanisms that enable change
3. **SYSTEMIC** level measurements
4. **CALIBRATED** measurements towards gender equality goals and outcomes that go beyond the GCM.



Dr. Aaraon Diaz Mendiburo: [Migranta con M de mamá
Migrant mother](https://youtu.be/RreP1TPxt2Y?si=Tz8-Y6pw_pCMSEun)
https://youtu.be/RreP1TPxt2Y?si=Tz8-Y6pw_pCMSEun

Thank you

jhennebry@wlu.ca



IMRC
International Migration
Research Centre



Gender + Migration HUB