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

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

Addressing irregular migration including through managing borders and combating transnational crime

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

Improving the social inclusion and integration of migrants

Applicable to all thematic areas
<table>
<thead>
<tr>
<th>Objective 1: Collect and utilize accurate and disaggregated data as a basis for evidence-based policies</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Sex disaggregated data</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Objective 2: Minimize adverse drivers and structural factors that compel people to leave their country of origin</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Address entrenched gender inequalities and drivers of migration</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Objective 3: Provide accurate and timely information at all stages of migration</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Provide information about paths, gendered realities, routes, risks</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Objective 4: Ensure that all migrants have proof of legal identity and adequate documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Ensure access to documentation is not tied to parental or spousal control</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Objective 5: Enhance availability and flexibility of pathways for regular migration</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Ensure equal access to safe migration pathways</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Objective 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Address undervalued, underpaid, de-skilled, under-regulated and exploited labour</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Objective 7: Address and reduce vulnerabilities in migration</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Address gender-specific forms of vulnerability</td>
</tr>
</tbody>
</table>
Realizing Gender-Responsiveness for Objective 1: Data

Source: Gender and Migration Data: A guide for evidence-based, gender-responsive migration governance. IOM, 2021
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-Based Analysis+ available at: https://cfc-swc.gc.ca/gba-acs/index-en.html#what
Gender-Responsiveness Scale

- **Gender-responsive**: Responds to specific needs, constraints, and opportunities of all migrants; addresses the structural causes of gender discrimination in migration and works to transform systems, policies or norms.

- **Gender-specific**: Focuses specifically on women or LGBTQI migrants; addresses some gender inequalities but not structural inequities.

- **Gender-sensitive**: Acknowledges but does not address gender inequalities; “in words only.”

- **Gender-blind**: Appears unbiased, but reinforces gender inequalities; produces uneven outcomes for women and LGBTQI migrants.

- **Gender-biased**: Produces negative impacts on women and LGBTQI migrants.

Source: Adapted from Gender + Migration Hub - https://gendermigrationhub.org/
How do we ‘DO’ gender-responsiveness?

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, CED, CERD, CESC, 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 programming.

Source: Gender + Migration Hub - [https://gendermigrationhub.org/](https://gendermigrationhub.org/)
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_9CMSEun
Thank you

jhennebry@wlu.ca