

Policies and Practice:

A Guide to Gender-Responsive Implementation of the
Global Compact for Migration

UN Women- GCM for migrant women and girls

Final draft by UNSS Practicum team

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

What are the main issues for migrant women and girls?

The GCM recognizes that migration policies need better evidence including data on sex, age, migration status, and other characteristics relevant in national contexts. Migrant women and girls of varying cultures, races, gender expressions, and abilities may face differing experiences. Policies, laws and programmes that aim to address the specific needs and priorities of women and girls require comprehensive disaggregated data that reflects their experiences so as to create a more comprehensive understanding of needs from a gender-responsive approach. Therefore, collection of data by states needs to be gender-sensitive, child-sensitive, disability-sensitive, race-sensitive, and culturally sensitive in order to be gender-responsive to gather comprehensive documentation of migrant experiences that can better exhibit needs for migrant women and girls. Comprehensive disaggregated data on remittances is needed to capture the contributions of women migrant workers to economic growth and sustainable development. Owing to the heightened vulnerability of marginalized groups due to intersecting forms of discrimination based on cultural, physical, and spiritual attributes, data should be independent, confidential, and restricted in use for prosecution. Migration data does not remain static and will continuously change, therefore periodic data collection at all stages of migration is key.

What measures need to be put in place?

- Strengthened capacity of national statistics offices, ministries responsible for labour migration and immigration, and other relevant stakeholders to collect, use and disseminate gender-disaggregated data and gender statistics on migration, including labour migration, while guaranteeing the privacy of personal data. This data should include information on regular and irregular migration, the economic impacts of migration and refugee movements, trafficking in persons, and the needs of refugees, migrants, and host communities and other issues.
- States provide adequate tools like technology and materials; and human and financial resources to collect, use and disseminate gender-disaggregated data and gender statistics.

- Streamline data collection through enforced protocols and procedures on consistency of periodic data collection and gender-disaggregated data
- State allocated grants and funding for data collection and encouragement of philanthropic grants, specifically for data collection by independent NGOs and international organisations
- Create policies for collection of gender-responsive data for broadening demographic data, so that it includes all women and girls, regardless of race, gender expression, sexual orientation, age, religion and other protected identities under international law
- Collection, use and dissemination of data and statistics disaggregated by gender, age, migration status, disability and other characteristics
- Collection and disaggregation of qualitative data on migrant women's experiences on a six month basis
- Data sharing and management across countries to close protection gaps
- Prohibition of sharing data without prior permission
- Create and strengthen independent data collection organisations by allocating funds and grants
- Prohibition of the use of personal data for immigration enforcement that was collected for other purposes, such as protection, remedy, civil registration and access to services
- Prohibit data propaganda and make data easily understandable for migrants themselves

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

What are the main issues for migrant women and girls?

For migration to be a choice and not a necessity, it means reducing the adverse drivers and structural factors that displace people from their homes or places of habitual residence such as:

- Economic, environmental, and social crises
- Political instability
- Armed conflict
- Systemic poverty
- Forms of unsustainable development

For migrant women, girls, boys, trans and gender non-conforming migrants, various reasons can influence their decision to migrate such as:

- Deeply entrenched gender inequalities
- Gender-based violence
- Political repression
- Discriminatory segregating or exclusionary policies and laws
- Lack of access to sexual and reproductive healthcare
- Income inequality
- Lack of employment opportunities
- Forcible family separation
- Responsibility for children and the elderly

Women human rights defenders, journalists, environmental defenders, civil society justice defenders, public-interest lawyers, and community activists face particular dangers due to the nature of their work. These women can be exposed to attacks, threats, and intimidation that puts them in a vulnerable situation especially when they lack access to impartial justice. A rise of political and social conservatism as well as discrimination, including sexism and racism can result in them fleeing their homes or places of habitual residence when targeted.

Punitive approaches to the world drug problem undermine gender equality by perpetuating structural factors and adverse drivers that force women, or their families, to leave their places of origin. The population of women affected by imprisonment or imprisonment of their family members is rising. In most cases, even when women are not participants, they become responsible for mitigating the effects of punitive approaches to the world drug problem. Many women impacted by the war on drugs, find themselves trapped in sexual or worker exploitation when they try to provide for their families.

What measures need to be put in place?

- Gender equality in national laws, policies, and practice, and equal access to legal redress
- National laws, policies, and action plans that ensure equal, free, and inclusive access to primary and secondary education for girls and boys

- Equal and inclusive access to gender-responsive education, vocational training, skills development and recognition programmes for women, men, boys and girls
- National laws, policies, and action plans to ensure an appropriate health system response to address maternal deaths and early pregnancies, especially when a woman or girl has suffered from sexual abuse
- Elimination of laws and practices that criminalise women and children's victims of sexual abuse
- Policies and laws that prohibit child marriage
- National laws, policies and action plans that prevent and address all forms of gender-based violence, including violence against transgender, non-binary identities and women in politics
- National laws, policies, and action plans that ensure the elimination of all forms of discrimination and violence against women at the workplace, including racial and gender-based discrimination
- Mechanisms to detect gender-based violence in the workplace such as bottom-up and top-down clear policies and procedures and independent monitoring and evaluation tools
- A mechanism to detect indirect gender discrimination practices within each company and public institution in order to ensure access to proper remedies for individual cases of discrimination
- Employment laws and policies that promote decent work, equality of payment, opportunity, and treatment for women in the labour market, linked with opportunities for training
- National laws, policies, and action plans that ensure equal access to parental leave and day-care centers for men and women
- Elimination of restrictive and discriminatory laws and practices governing women's access and control over their property
- Policies and laws guaranteeing equal access to natural and economic resources, including access to ownership and control over housing, land, and other forms of property, productive assets, financial services, bank accounts, insurance, and inheritance

- Gender-responsive prevention, disaster risk reduction, and climate resilience strategies that reduce the disproportionate impact of natural disasters, climate change, and environmental degradation on women and girls
- Gender and evidence-based policies and laws that include women's voices capture and enhance the role of women in sustainable development and peace
- National laws that criminalise femicides, including crimes committed against all women such as non-married partners, children, pregnant women, transgender, and gender non-binary identities
- Implement national laws and policies which empower women, indigenous, trans, and gender non-conforming judges and law enforcement personnel
- Gender-sensitive curricula for judiciary and law enforcement personnel
- Policies to strengthen judges, courts, and law enforcement staff's capacities in handling cases of gender-based violence and discrimination
- Policies and laws that establish gender quotas in law enforcement agencies, parliament, and government with gender-sensitive curriculum for law enforcement personnel, public servants, and politicians
- Policies and laws that eliminate the implementation of austerity measures that threaten women's rights and safeguard women's rights in fiscal crises. Women have been facing the long term effects of austerity measures which have been exacerbated by the COVID-19 pandemic
- Effective and gender-sensitive protection mechanisms to facilitate the work and safety of human rights defenders, journalists, environmental defenders, civil society justice defenders, public-interest lawyers, and community activists
- A mechanism to document cases of violations against human rights defenders, journalists, environmental defenders, civil society justice defenders, public-interest lawyers, and community activists
- Practices, policies, and laws that promote public health, human rights, and social development solutions to the world drug problem such as family reunification of individuals deprived of their liberty locally or abroad

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

What are the main issues for migrant women and girls?

Accurate and timely information is essential for safe, orderly and regular migration for all migrants. Such information is essential for migrants to make informed decisions on whether or not to migrate and how to migrate safely. Migrant women and girls often lack information about their rights or entitlements under the law and the risks they face while migrating, especially when coming from a state of origin that denies them enjoyment of their full human rights. Women and girls at all stages of migration need information that is culturally sensitive, accessible and easy to understand including but not limited to knowing their rights in the country of destination. The information should also discuss possible risks that migrant women and girls may face on their migration journey, such as trafficking in persons, labour exploitation, unethical recruitment practices, sexual-based violence, and gender-based violence. It should also underscore that anyone caught committing such crimes during migration will be held accountable. Resources such as information on NGOs/Community programs/centers within their community that may help with aid, legal help, and community building should also be provided by countries of origin and countries of destination. Furthermore, information should be made readily available, such as in community centers, religious institutions, schools, libraries and any place in which communities congregate. Women and girls may come from states that limit or restrict their autonomy. Therefore, information should be made available independently to women and girls without need for male facilitation. While information can spread easily via social media platforms, the information may not always be the most accurate, therefore having accurate information made by the state of origin in collaboration with the state of destination is important. This information can be disseminated by international organisations independently to aid in validity and accuracy of information. All information should be made easily accessible regardless of access to personal internet or technology in a language understood by the migrant.

What measures need to be put in place?

- Clear and accessible information from credible sources for migrant women to understand their rights and obligations at all stages of migration in the language the migrant understands
- Consolidate, create, and periodically update lists of reliable resources such as NGOs, community centers, and places of interest that can aid migrants throughout and during their migration journey
- Free or affordable pre-departure information and training programmes for migrant women that are gender-responsive, human-rights based and accessible, outlining the risks and realities of regular and irregular migration channels, and orientation on culture and laws in countries of destination
- Trained staff at governmental organisations and NGOs to provide information to all migrant women and girls including those with low literacy and sensory and intellectual disabilities
- Information should include: options for legal status (including through the asylum system and obtaining residence and working permits), legal rights as a migrant, education, decent work, justice and due process, health facilities and health services, including sexual and reproductive healthcare services logistics of their migration journey like time of journey, and what items may be useful to bring with them through data that was collected from migrants
- Information on sexual and gender-based violence prevention and response services and referral pathways, and staff trained to identify women and girls who are victims of sexual and gender-based violence
- Strengthen the collaborative relationship of independent national and international NGOs and government organisations through state policies that enforce data sharing to disseminate accurate information
- Prioritize access of information to women and girls over cultural norms that limit migrant women's and girls' innate human rights and autonomy
- Consolidate, create, and periodically update lists of reliable resources such as NGOs, community centres, and places of interest that can aid migrants throughout and during their migration journey

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

What are the main issues for migrant women and girls?

Migrant women and girls should have legal individual and independent documentation, irrespective of migration status, including but not limited to a passport, driver's license, city or state-specific identification card, social security number, and tax identification number. In order to transfer documentation information, migrants should have access to a consulate in every state. This would ensure migrant women's and girls' identities do not diminish and are not forfeited during the transit process. Documentation that is tied to a male spouse or guardian inhibits women's freedom of movement and may increase their exposure to sexual or gender-based violence and other human rights violations. Holding legal identity documentation facilitates access to key services, such as the right to marry, the right to vote, obtaining a job with decent wages, non-discriminatory housing, education, and safe working conditions. Access to proper identification leads to credible work visas, which can ensure these work-related safety protocols through contracts and labour protections. Lack of documentation should not preclude migrant women and girls from accessing these services. Minors traveling without a parent or guardian, also referred to as unaccompanied minors, should not be denied access to obtaining documentation, and should have access to adequate healthcare services including reproductive and sexual healthcare, education, and housing with or without documentation. The root of not having identification is being born without being issued with a birth certificate. This specifically affects migrant women and girls because a lack of identification almost always leads to lack of access to services, including reproductive services, which is especially problematic for pregnant women. The World Bank has stated that providing robust means of identification, such as birth certificates, will fundamentally support the achievement of at least 10 other SDGs, in areas such as social protection, women's empowerment, and health.

What measures need to be put in place?

- Equal and independent access to identity and travel documents
- Prohibit and sanction the retention or destruction of travel or identity documents by employers and recruiters
- Equal rights for all migrants to acquire, change or retain their nationality, and to confer their nationality to their children
- Information about municipal or city wide identification schemes for migrants that is clear, accessible, and gender-responsive
- Facilitate the process to obtaining a birth certificate, irrespective of marriage of parents, by working closely with government organisations and NGOs to obtain information regarding a migrant's identification and birth date, including anything that may be helpful, i.e. religious records (such as a christening letter), school records, siblings' birth records, and affidavits from anyone present at time of birth
- Legal assistance for all migrant women and girls who may otherwise be denied access to services due to lack of identification
- Increase in the universal issuance of birth certificates, by states providing public information regarding the importance of identification, and how it directly affects access to particular services
- Eliminate ID requirements as a prerequisite for access to services, in particular sexual and reproductive health care services, for all migrant women and girls

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

What are the main issues for migrant women and girls?

Options and pathways for regular migration that uphold the principle of equality and non-discrimination are necessary. This helps migrant women access labour mobility schemes and decent work without discrimination. Providing equality of access to safe migration pathways can help prevent irregular migration and trafficking in persons, as well as prevent exploitation linked to unscrupulous brokers and intermediaries such as smugglers. In recent years, many countries have decreased the number of regular migration pathways available to migrants. Without access to migration pathways, migrant women and girls are left to make

potentially life threatening decisions to migrate, such as use of smugglers and traveling through unforgiving terrain. When migrant women and girls are forced to travel through remote areas that they have little knowledge of, there is a much higher risk that they will be forced to undergo violence and sexual abuse as a means of survival. This is because actors like smugglers have power over migrants given the fact that they know how to get to the desired destination, and the migrants do not. Risks of human trafficking and smuggling are further discussed in objective 10. Pathways for regular migration should include family reunification, equal for all migrants, in line with the right to family life and the best interests of the child, recognising the various forms of families that exist. In certain employment sectors, such as domestic work, workers are often not covered by national labour legislation and face serious protection gaps. Bilateral and multilateral labour arrangements can help address these gaps for migrant workers.

Migrant women and girls must be afforded their right to save money and other valuable goods independently of a spouse or male family member. It is crucial that migrant women and girls are able to make money under decent working conditions i.e., are paid a decent and equal wage, are not used as child labourers, receive appropriate benefits, and are otherwise employed by actors who adhere to all local labour laws. Migrant women and girls must be able to accumulate wealth within their country of origin/residence so that they may acquire enough resources to migrate without a spouse or male family member if they so choose. Furthermore, the exorbitant cost of migration must also be addressed. The fact that the cost of migration is so prohibitive means many migrant women and girls have to turn to irregular migration routes putting migrant women and girls, as well as sexual and gender-based minorities, at much higher risks of being sexually-assaulted and abused on their journeys.

It is never ideal for a minor to immigrate without an adult. However, in the event that a girl who is able to sufficiently take care of herself lives in an abusive household, or is unable to survive with dignity in her country of origin, it may be necessary for some minors to migrate alone. Information on what route and mode of transportation is best suited for getting to various states should be provided in the country of origin. Migrant women and girls should be given advice and information about how to identify and avoid smugglers, traffickers, and other exploitative actors. This is necessary since many immigrants are forced to travel on foot, through rugged terrain in hopes of getting to a land of better opportunity. These types of

journeys are particularly dangerous for migrant women and girls since they are targeted and taken advantage of by smugglers, gangs, traffickers and police.

What measures need to be put in place?

- Policy options and legislation expanding regular migration that uphold the principles of equality and non-discrimination
- Programs that allow low-income migrant women and girls to obtain proper documentation at a cost they can afford
- Data and resources about modes and paths of migration that migrants can easily access in their country of origin
- Information for migrants on how to identify and avoid dangerous actors such as gangs, smugglers, and traffickers provided by country of origin. This information should be available on migration/consulate websites, in pamphlets distributed in schools, community centers, places of worship, and other public places of gathering
- Information on what to do if migrant women or girls encounter and are unable to avoid bad actors
- Hotlines to call if a migrant woman or girl becomes trapped by any form of abuser should be created by consulates and migration centres
- Upkeep and/or creation of trails/roads with appropriately placed facilities (i.e. somewhere with shelter, food, and potable water) along most commonly used migration routes
- Elimination of gender discriminatory provisions, restrictions, bans or exclusions in law and practice that limit opportunities for women and girls to migrate
- Elimination of discrimination against persons with disabilities to migrate
- Employment policies and labour mobility schemes with equality of opportunity and treatment, including equal pay for work of equal value, for all migrant women at all skill levels
- Allow for migrant women and girls to hold wealth and assets such as property under their name, separate from a male family member
- Ample opportunities for migrant women and girls to work to access equal pay/equal opportunity work for migrants of all skill levels. These opportunities should adhere to ECOSOC standards

- Bilateral and multilateral labour migration arrangements which draw on relevant ECOSOC standards and principles, including key ECOSOC Conventions which promote the rights of women migrant workers at all skills levels
- Elimination of gender discriminatory laws or policies relating to family reunification schemes. All migrants should be able to exercise their right to have their immediate family members join them in the country of destination without discrimination

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

What are the main issues for migrant women and girls?

Women's labour is often undervalued, underpaid, de-skilled and exploited due to deeply-rooted gender inequalities and discrimination based on their gender, race, descent, national or ethnic origin.

Protecting the rights of migrant women workers from abusive and fraudulent practices through fair and ethical recruitment is essential to protect migrant women workers against abuse and exploitation. Recruitment agencies, when appropriately regulated, play a crucial role in facilitating access to fair and ethical decent work, and in providing information to migrant women regarding their rights in countries of destination.

Ratification and implementation of international instruments through the implementation of national laws related to labour migration, labour rights, and decent work contribute to promoting fair and ethical recruitment.

Migrant women are overrepresented in informal work and in care and domestic work. Hence, the ratification of the ILO Domestic Workers Convention, 2011 (No. 189) is critical to prevent abuse, harassment and violence and promote fair terms of employment and decent working conditions.

The transition from the informal to formal economy is important to reduce migrant women workers' exposure to precarious work conditions and to increase their access to social protection. While some private recruitment agents provide information about living and working conditions, at certain stages of migration, many unscrupulous agents take advantage of migrants.

Due to unethical recruitment practices such as misleading information about the type of work they will perform and unclear benefits they will receive, migrant women and girls may be charged with unauthorised fees and be deceived about working and living conditions.

Migrant women, particularly those who cannot return home, often are exposed to a heightened risk of abuse, sexual and gender-based violence, including in the workplace, debt bondage, domestic servitude, racism, and labour exploitation. Migrant women workers in these vulnerable situations can face an overarching fear of losing their livelihoods. Resorting to grievance mechanisms will result in the loss of their jobs, uncertain results regarding recovering unpaid wages, or being deported without allowing time for an initial assessment, or to stay in the country of origin during the duration of the legal proceedings.

Migrant women workers have been severely affected by the pandemic. Care and domestic workers, migrants with irregular status in immigration detention, as well as the ones working in the informal sector, are at an increased risk of labour exploitation, loss of livelihoods, limited freedom of movement and access to essential services linked to the movement restrictions and the socio-economic impact of COVID-19.

What measures need to be put in place?

- Regular migration pathways and options for both skilled and low skilled migrant women workers, and access to decent jobs with social protection.
- Mandatory gender-sensitivity training for public and private recruitment agencies, labour attaches, consular staff and others on the rights of migrant women workers
- Regulations and monitoring for recruitment agents regarding fair and equal treatment of all women migrant workers at all stages of migration, and prohibiting recruitment fees and related costs to be charged to migrant workers
- Elimination of laws, policies, and programs that establish punitive measures towards migrants who have been recruited by unscrupulous recruitment agencies without the proper work authorizations
- Laws and policies that mandate decent work and prohibit gender-based and other forms of discrimination such as occupational segregation, violence, and harassment
- Social protection coverage across sectors for migrant women workers, whether in the formal or informal economy, including domestic work

- Promotion and protection of migrant women workers' rights to freedom of association and of peaceful assembly, to participate in workers' and migrant workers' organisations, and to form their own organisations or cooperatives
- Standard employment contracts between employers and working migrants based on free and fair consent that is accessible and understandable to workers, clearly explaining the terms and conditions of employment in a language that the migrant worker understands

Objective 7: Address and reduce vulnerabilities in migrants

What are the main issues for migrant women and girls?

The GCM aims to address and reduce vulnerabilities for all migrants. This requires understanding the specific situations of vulnerability that migrant women and girls face in countries of origin, transit and destination.

Specific vulnerable situations facing migrant women and girls in countries of origin include but are not limited to gang-related violence, domestic violence, lack of access to adequate healthcare, lack of access to adequate education, war-torn states, political instability, income inequality, and gender-based punishment.

During transit, migrant women and girls face vulnerabilities which include but are not limited to human trafficking, unsafe sleeping conditions, sexual and gender-based violence, limited or no access to food and potable water, limited or no access to healthcare, and overall lack of resources. Timely vaccinations are also a potential issue to face during transit as the transit process can be much longer than anticipated, leading to missing timeframes to receive vaccinations, and due to the overall lack of access to medical care.

Vulnerabilities upon arrival include racism, xenophobia, lack of access to health services including mental health services and psychosocial care, inadequate housing, language barriers, separation of children and parents, forced labour, and sexual exploitation.

Addressing vulnerable situations facing migrant women and girls means developing policies that promote the human rights of migrant women and girls. These policies must

comprehensively address the multiple and intersecting forms of discrimination faced by migrant women and girls, on the basis of gender, age, disability, nationality, HIV-status, race and ethnicity, marital and family status, migration status, sexual orientation and gender identity, health status, pregnancy, place of residence and economic and social situation

With the current COVID-19 pandemic, policies should follow WHO guidelines to reduce migrant vulnerabilities by proper screening and testing. States should take steps to ending all forms of immigration detention, working towards community-based alternatives. Where immigration detention centres do exist, they should be run at a lower capacity to reduce spread of the virus, and all migrants should be provided with access to healthcare and screening. If migrants are tested positive, they should be given both the space and the opportunity to quarantine for fourteen days where they will be provided with food, a safe place to shelter, and water and sanitation facilities, separated on the basis of the migrant's gender identity.

What measures need to be put in place?

- Elimination of all forms of discrimination against migrant women and girls at all stages of migration by any person, organisation or enterprise in line with the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and fundamental ECOSOC conventions
- Elimination of laws and policies that place restrictions on women's and girls' regular migration
- Elimination of laws, regulations and practices that require mandatory pre-departure and post-arrival pregnancy testing and HIV-status screening
- Safe, confidential and accessible reporting and response services for migrant women and girls who experience human rights abuses
- Laws and policies that guarantee equal access to the full spectrum of physical and mental healthcare, including sexual and reproductive healthcare, housing, education and justice, for all migrant women and girls, irrespective of migration status

- Regularization of the status of migrants leading to permanent residence, with specific attention to migrant women and girls with irregular migration status or who are stateless in countries of transit or destination, or victims of crime, abuse or exploitation including sexual and gender-based violence
- Laws and policies to combat sexual and gender-based violence and punish perpetrators
- Gender-based violence prevention and protection services, including hotlines and accessible shelters, the provision of legal advice, interpretation as necessary, psychosocial support, and trauma counselling
- Laws and regulations that guarantee migrant women's access to justice, legal standing, due process, the right to defence, and the provision of legal aid when necessary
- Monitoring systems and trained officials that help identify migrant women and girls at heightened risk of sexual exploitation, abuse and discrimination and address these risks
- Creating accessible gender-based shelters for common transit routes for migrant women and girls who are in the process of migrating, which ample food and potable water is provided
- Providing access to medical healthcare, both in transit and on arrival, including access to contraceptives, and common vaccinations as to prevent the spread of disease. This can be established by coordination between health organizations and migrant women's civil society organizations for ambulatory and timely healthcare in strategic areas
- Establishing bilateral or multilateral trust funds in strategic areas or shelters and medical attention in common transit routes, so various states can supply funding when the route is shared
- An increase in proper sanitation precautions for detention centres and shelters to ensure the overall health and safety of migrant women and girls, irrespective of a pandemic, with special attention to migrant women with vulnerabilities, such as pregnant women or women taking care of infants and young children. These detention centers and shelters should preferably be

managed and run by women to reduce vulnerability and increase trust

- Reduction or complete eradication of victim blaming and/or shaming of women and girls who have undergone trauma such as domestic abuse, sexual and gender-based violence, trafficking, having witnessed death and destruction in war and criminal environments, through an increase of multicultural sensitivity through primary school education and awareness with the promotion of particular NGOs or international organisations

Objective 8: Save lives and establish coordinated international efforts on missing migrants

What are the main issues for migrant women and girls?

The lack of information about the dangers in the migration journey exacerbates migrant women's and girls' risk of sexual and gender-based violence, exploitation, injury and death. This is even more critical for migrant women and adolescent girls who are pregnant or the main caregiver of young children, and those with a disability. To reduce irregular migrant crossings, there needs to be an increase in the availability of regular migration pathways. Migrant women and girls are at high-risk of being trafficked and kidnapped, and to lower these risks, the increase of both regular pathways and the increase of security will prevent perpetrators from acting as freely. Trafficking in persons and kidnapping are crimes under international law, and increased security enforcement will lessen the frequency of these occurrences and hold perpetrators/offenders to a higher level of accountability.

During sea crossings, migrant women and girls are at an increased risk of drowning as they are less likely than men and boys to be able to swim and their clothes may impede their movement. Women and girls often succumb to hyperthermia sooner than men. This highlights the need for effective gender-responsive systems for search and rescue, particularly at sea.

If a migrant's body is found, it must be reported to authorities to obtain a forensic investigation so the life lost can be identified, and family members may be notified. Migrant women and girls are less likely to be identified because they are less likely to carry identification. If personal belongings are found with the body, and a family member is able to confirm the identification, the belongings may be sent to them. In order for this to be successful, there must be an increase in resources available for forensic scientists to be able to perform such duties.

What measures need to be put in place?

- Identification and assessment of gender-specific risks of all regular and irregular migration channels used by migrant women and girls, especially at sea
- System to collect gender-disaggregated data at the regional level for those reported as dead or missing along specific migration routes and to share information with families regarding the status of missing migrants, with the participation of governments and non-state actors, including migrant women's organizations
- Gender-responsive systems with trained women and men staff for effective search and rescue at sea, including victim identification
- Conduct thorough forensic investigations if a body is found without identification on the person to help reunite the family with the deceased
- Working with NGOs or international organisations such as IOM to contact family members for both informing them of the missing migrant found, and to return belongings of found migrants' bodies to loved ones
- Increase in regular migration pathways where access to healthcare professionals, shelter, potable water, and food are more readily accessible

Objective 9: Strengthen the transnational response to smuggling of migrants

What are the main issues for migrant women and girls?

Smuggling of migrant women and migrant girls are facilitated and accelerated indirectly by unsafe and irregular migration. Smugglers exploit the lack of formal, affordable and safe routes of migration to extort money from migrant women and girls with the promise of safe passage. Migrant women and girls face high risks of exploitation and abuse, including sexual abuse by smugglers, such as being forced into sex for their survival. As a result, some migrant women and girls are ostracized and blamed by their families and communities. Instead of treating them as victims who have been subjected to sexual exploitation, they are excluded for taking part in dishonorable acts. Due to the psychological, physical and sexual abuse that migrant women and girls are likely to experience, smuggling has particular implication for them. International

organisations for migration and countries of destination should provide accessible information and access to safe and regular migration routes that help to eliminate the smuggling of migrant women and girls. The information should be accessible in a widely spoken language with translation available. In addition, smuggled migrant women and girls should be recognised in the country of transit and destination as potential victims of sexual, physical and psychological abuse. It is essential to provide recovery programs that provide access to psychosocial and medical services to victims of smuggling irrespective of migration status.

What measures need to be put in place?

- Transnational effort to strengthen regular, safe and accessible routes of migration, by eliminating discriminatory provisions in laws or policies that restrict or exclude opportunities for migrant women and girls to migrate through safe and regular channels
- Ensure the availability of accessible information about regular migration in a widely spoken language. Some women and girls live in remote places, therefore interested actors should ensure available resources about regular migration through pamphlets distributed in schools, community centers, places of worship and other public places of gathering
- Accessible services with trained gender-responsive caseworkers at ports of entry or processing facilities to respond to and treat possible trauma and emotional distress of migrant women and girls who may have been smuggled, in particular victims of sexual or other forms of violence
- Reporting and referral services for migrant women and girls who have experienced human rights abuses by smugglers during their journey irrespective of their migration status. In addition, the country of destination should use these reports in following up psychologically and medically with migrant women and girls, in order to guarantee healthy integration and development in society for migrant women and girls
- Efforts to curtail and combat transnational organised crime, including the criminal conduct of smuggling, must protect and promote the human rights and dignity of migrant women and girls and promote the application of the broader protection framework

Objective 10: Prevent, combat, and eradicate trafficking in persons in the context of international migration

What are the main issues for migrant women and girls?

Women and girls account for approximately three quarters of victims of trafficking in persons, the majority of whom are trafficked through migration. Nearly three out of every four trafficked women and girls are trafficked for the purpose of sexual exploitation. Rooted in pervasive gender inequalities, it is critical to address the increased vulnerability of migrant women and girls to being trafficked and to criminalise all forms of trafficking in person. Other types of trafficking aside from sexual exploitation include forced labour, bonded labour, child soldiers, and child exploitation. Migrant women and girls' chances of becoming trafficked increase significantly when crossing international borders, but it should be noted that there is a difference between smuggling and trafficking. While smuggled migrants initially consent to dangerous crossings and accept the risk, trafficked migrants, on the other hand, do not consent, or if they had initially consented, that consent is rendered meaningless at the hands of the abusive traffickers. Smuggled migrants' journey ends once their destination is reached, while trafficked migrants continue to be exploited for illicit profit, and have the potential to be trafficked transnationally, and therefore have higher risk of going missing. Women and girls who are victims of trafficking may be misidentified as migrants in an irregular situation by state officials, which may affect the support they receive or result in their detention or deportation. It is critical for border patrol agencies to both report and investigate any suspicion of a trafficked victim. It is also critical that no matter what role the trafficked victim has, they will not be held legally accountable for whatever they had to do to survive at the hands of the trafficker. This includes but is not limited to sex outside of marriage, sexual violence (including but not limited to forced sexual activity), prostitution, and the recruitment of other trafficked victims. Distinguishing between victims of trafficking in persons and smuggled migrants must not be at the expense of a human rights-based and victim-centred approach. While an increase in safe regular migration pathways is essential in reducing the cases of trafficking in persons among migrant women and girls, especially at a regional level, a more sufficient step to take would be to look at core causes for why women and girls were in circumstances that subjected them to

the danger of being trafficked. An increase in migrant pathways need to be accessible to all migrant women and girls, irrespective of socioeconomic status. By increasing regular migration pathways, it will enable states to more easily detect suspicious activity and catch traffickers.

What measures need to be put in place?

- Laws and policies to combat trafficking and exploitation of migrant women and girls in line with international human rights frameworks, specifically the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, the ILO Forced Labour Convention, 1930 (No. 29) and its 2014 Protocol, and the Worst Forms of Child Labour Convention, 1999 (No. 182)
- Training of mental health professionals, medical professionals, migration officers, and lawyers specializing in victims' rights advocacy in gender-sensitive approaches to identify and provide support to trafficked migrant women and girls
- Accessible care facilities for trafficked migrant women and girls with staff trained in gender-responsive and culturally appropriate approaches. Victims of trafficking should never be held in any form of immigration detention
- Protection of the human rights and dignity of trafficked women and girls without criminalising and detaining them in an effort to combat trafficking in persons, irrespective of what they had to do to survive
- Targeted services for victims of trafficking in countries of origin, transit and destination, including physical protection, psychosocial support, trauma counselling, access to justice, legal advice, comprehensive healthcare, including sexual and reproductive healthcare, and information in accessible formats
- Access to contraceptives for migrant women and girls through NGOs or international organisations
- Targeted long-term reintegration and rehabilitation support, including through income-generating activities, training and financial compensation

- Regularisation of the status of trafficked migrants leading to permanent residence
- Gender-responsive awareness-raising activities that seek to discourage migration that may heighten the risk of trafficking in persons; promote safe migration alternatives; and promote reporting and self-reporting of trafficking cases to, for example, a hotline
- Information in accessible formats for migrant women and girls on preventing and reporting trafficking activities
- Establish or increase the provision of free safe environments where victims of sexual abuse, trafficking, domestic violence, sexual exploitation, and gender-based violence can openly share experiences and traumas, judgement-free, and learn to heal in either a group or individual setting led by women to rebuild trust

Objective 11: Manage borders in an integrated, secure and coordinated manner

What are the main issues for migrant women and girls?

Managing borders must be done in a manner that is gender-responsive, by being gender-sensitive, child-sensitive, disability-sensitive and culturally sensitive, upholding the principle of non-discrimination, ensuring that all migrants are treated with dignity and respect by seeing the inherent humanity in migrants and ethically treating all migrants with value irrespective of intersection of multiple marginalised identities. Border agencies should provide officers with rigorous training on non-discrimination, cultural sensitivity and providing dignity and respect to all migrants.

Integrating a gender perspective into border management policies and processes can help create more representative and diverse border management institutions and improve the prevention and detection of trafficking in persons and smuggling. Border management policies must respect, protect and fulfill the human rights of all migrant women and girls, ensuring that measures aimed at addressing irregular migration and combating transnational organised crime do not adversely affect the human rights and dignity of women and girls by criminalizing victims of mistreatment or abusive actions/actors.

Authorities tasked with managing borders should ensure there is adequate availability of gender-responsive hygiene facilities, including availability of menstrual hygiene products, taking into consideration the physical and mental safety of migrants regardless of gender, sexual orientation, and other protected identities. The border authorities should also have translators that are trained in non-discrimination to be available and provide information regarding migration and migrant's rights.

What measures need to be put in place?

- Border management policies that respect, protect and fulfil the human rights of all migrant women and girls, paying particular attention to women and adolescent girls who are pregnant, older persons, those of diverse sexual orientations and gender identities, and those with medical conditions and disabilities
- Elimination of discriminatory entry restrictions, including HIV status, pregnancy, disability, sexual orientation, and gender identities
- Border police and other officials trained in providing dignity and respect that is gender-sensitive, child-sensitive, disability-sensitive and non-discriminatory practices with adequate supervision and monitoring, and the capacity to detect victims of trauma, including trafficking in persons and sexual and gender-based violence
- Channels for migrant women and girls to voice and seek recourse on abuse or trauma inflicted by officers
- Referral systems to ensure adequate detection of and appropriate assistance for victims of trauma, including trafficking in persons and sexual and gender-based violence
- Direct communication with migrant women and girls and not exclusively through a male spouse, relative or guardian
- Reception and assistance facilities at borders that are gender-responsive, accessible and meet human rights and humanitarian standards, including the provision of adequately trained women case workers, lawyers, interviewers and independent interpreters, as well as childcare during interviews

- Open to national and international independent NGOs and government organisations inquiry on safety and security of borders by periodic data collection on migrant women and girls and border facilities

Objective 12: Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral

What are the main issues for migrant women and girls?

Screening measures and individual assessments at borders must be human rights-based, gender-responsive and conducted in a manner that is disability and culturally-sensitive, to ensure that all migrant women and girls are treated with due process and dignity. In these instances dignity refers to; making sure migrant women and girls know their rights, respecting migrant's cultural and religious practices, being sensitive to varying levels of trauma migrant women and girls may have undergone, and never screening/questioning a child without their parent or guardian present. In the event that a minor is traveling without a guardian, they must be provided with legal representation prior to and during questioning. Officials conducting screening assessments must be trained to recognize victims of trauma, particularly women and girls, who have been victims of trafficking and/or sexual and gender-based violence during or prior to their journey. Assessments must be conducted in safe, dedicated spaces with windows to allow others to view what is happening inside the room. These accountability measures are crucial since the threat of sexual violence does not end once migrant women and girls make it to their country of destination. Many migrant women and girls have reported being sexually abused by officials working in detention centers, highlighting a grotesque lack of empathy and a misuse of power by border agencies.

It is necessary that migrant women and girls are assessed in a language in which they are proficient and comfortable speaking or are provided with a translator. Since migrant women and girls are already more subject to being dismissed and coerced because of a global gender-bias, it is crucial that migrant women and girls have someone to support them in navigating language and legal barriers while signing forms and processing proper documentation.

What measures need to be put in place?

- Clear and accessible information on options for safe and regular migration, the risks and realities of migration (in line with objective 3 of the GCM), and necessary entry requirements, such as for obtaining visas and work permits. Such information should be provided in partnership with nongovernmental stakeholders, including women's and migrant women's organisations, to ensure large scale dissemination
- Access to an interpreter if the assessor and migrant are unable to effectively communicate
- Access to an interpreter and a representative with sufficient knowledge of migration law when they are asked to sign any paperwork or documentation
- Access to an interpreter and legal representation for minors traveling without an adult
- Gender-responsive trained officials at borders and ports of entry on recognising and responding to cases of trauma and abuse, including victims of trafficking, sexual and gender-based violence
- Gender-responsive training for all border patrol and detention centre employees in trauma, empathy and consent to eradicate all acts of sexual violence committed by officials against migrant women and girls
- Access to a third party, such as an NGO, that migrant women and girls can swiftly and easily report crimes of sexual abuse committed by border patrol and detention centre employees to. These reports should then be investigated, and proper steps including sensitivity training, firing, and arrest should be taken to insure perpetrators cannot enact more violence. All of this should be done in a timely manner
- Elimination of victim-blaming and/or shaming of migrant women and girls who have undergone trauma such as domestic abuse, sexual and gender-based violence, trafficking, have witnessed death and destruction in war and criminal environments, etc.
 - Regularisation of status for migrant women and girls who have experienced trauma and migrant women in danger of irreparable harm in accordance with the principle of non-refoulement
- Staff trained in human-rights and gender-responsive approaches, in order to recognise factors that may cause people to fear disclosing vulnerable situations during individual assessments, such as interrogation of a migrant woman in the presence of her partner
- Creation of support groups and social spaces where migrant women and girls can come together to share their unique experiences and find support in one another

Objective 13: Use immigration detention only as a measure of last resort and work towards alternatives

What are the main issues for migrant women and girls?

The GCM refers to detention only as a measure of last resort and that non-custodial alternatives should be provided such as, for example, monthly migrant check-ins with migrant-caseworkers or officers. If detained, detention should also never be unending, and migrants should know how long their detention will last in compliance with international human rights law on detention maximums. Detention facilities/centres should also be open to independent monitoring by national and international institutions and bodies. Migrant women and girls in detention are at greater risk of discrimination and sexual and gender-based violence and should always be detained separately from men who do not form part of the same family unit. Because migrant women and girls may face abuse from men that form part of the same family unit, migrant women and girls should have an opportunity to consent to being detained with men of the same family unit. Migrant women and girls held in detention centers or facilities can often be victims of sexual abuse by border officers, detention guards and therefore there must be robust complaints mechanisms in place to address issues of abuse raised by migrants and provided recourse. In any detention or detention-like facility, women's specific needs must be met, including access to safe and private water, sanitation and hygiene (WASH) facilities as well as sanitary products, and given access to any medicines they require that are gender-sensitive, child-sensitive, and disability-sensitive. Detention should be legal and never arbitrary, and should correspond with their gender identity with safety measures in place, such as regular check-ins by officers. Migrant women or adolescent girls who are pregnant or the main caregiver of children must never be detained. Family units must always be kept together to mitigate as much as possible the negative and traumatic impact of immigration detention. Migrant girls should never be detained, as this will impact not only their mental and emotional state but their ability to cope with the migration journey and adapt to their new life beyond the immediate future due to possible Post Traumatic Stress Disorder and other mental implications caused by abuse, neglect, and lack of familial care.

What measures need to be put in place?

- Laws, policies and procedures that safeguard family life, including recognition of the various forms of families that exist, keeping families together, and prioritizing non-custodial alternatives to detention
- If detained, women and children must be separated from men unless direct family relationship and women and children being detained with men of direct family relationship must give consent to this
- Alternatives to detention for all migrants, particularly those with special protection needs, including but not limited to pregnant women, children and adolescents, elderly migrants, trans migrants, migrants with disabilities, survivors of torture or trauma, migrants with physical or mental health needs, trafficked persons, survivors of sexual and gender-based violence, stateless persons and refugees
- Oversight and care by women staff in situations where migrant women and girls are detained
- Access to periodic independent inquiry and monitoring by national and international NGOs and GOs into the safety and adequacy of migrant care in regards to but not limited to respect and dignity in detention facilities
- Safe, accessible and private water, sanitation and hygiene (WASH) facilities, menstrual hygiene materials, and access to sexual and reproductive health services and mental health services including but not limited to gender-sensitive and disability-sensitive access to medicine and medical needs
- Access to due process and independent judicial review of detention
- Access to recourse against abusers within detention facilities by fellow migrants and or detention officers
- While the UN does not promote and international law prohibits solitary confinement of any kind, if migrant is in solitary confinement, officers must regularly do verbal check-in with migrants to avoid and mitigate need for medical assistance, hygienic access, and sustenance

- Facilitate and provide access to consular assistance and legal representation

Objective 14: Enhance consular protection, assistance and cooperation throughout the migration cycle

What are the main issues for migrant women and girls?

Consular services must be provided in a gender-responsive manner, taking into account the particular needs of migrant women and girls irrespective of their migration status. Many migrant women and girls lack information about the services provided by consulates and may fear repercussions should they lack the necessary documentation for entry or residency in a country of destination. Special attention should be given to victims of trafficking and migrant women and girls who are victims of sexual and gender-based violence, including sexual harassment in the work place.

Migration officials should be trained in gender-responsive approaches to assisting migrants. Many migrant women and girls may be less trusting of men because of gender-based violence or mistreatment they have undergone, making it imperative that all officials are trained on bias, trauma identification, and compassion. Migrant women and girls should be able to request to work with an alternative representative if they are not being treated fairly or taken seriously. A migrant asking to speak with an alternative representative should be treated with respect and dignity and the migrant should not be penalized for making the request.

Additionally, it can be difficult to get in contact with the appropriate consulate since there may not be one close by. Traveling to consulates may be more difficult for migrant women and girls because of the fact that they provide up to 4 times more domestic labour than men. This means that with the responsibilities of providing meals and childcare, among other things, migrant women and girls may find that they have far less time to travel to a consulate or meet with municipal representatives than their male counterparts. Since it may not be possible for migrant women and girls to go to their consulate, consulates should set up hotlines that migrants can call. These hotlines should be spaces where women and girls can report and find support for domestic violence, support on obtaining/maintaining proper documentation, support on how to access housing, healthcare, and education, resources on employment opportunities, etc. Traveling consulate representatives should also be instituted to make home

visits to any migrant families that do not have phone or technology access or need in person assistance.

What measures need to be put in place?

- Ensure equal gender representation among consulate staff
- Clear, accessible and gender-responsive information on the consular services available at all stages of migration
- Accessible hotlines, telecommunication and traveling consulate representative services for migrant women and girls who are unable to travel to a consulate
- Partnerships between consulates and non-governmental organisations, in particular migrant women's organisations and workers' organisations, to share information and facilitate collaboration
- Trained and supervised diplomatic and consular staff that protect the rights of migrant women and girls abroad, including to identify, protect and assist possible victims of trauma, trafficking, sexual and gender-based violence, labour exploitation, and provide assistance to migrant women in detention or due to be returned
- Consular support services for migrant women and girls, including timely provision of interpreters, medical care, counselling, legal aid and shelter when needed
- Ensuring all consulate representatives are trained in identifying their own bias, trauma within migrant women and girls, empathy, and compassion
- Consular information on rights, obligations, norms and customs in countries of transit and destination, including information on course of action if a migrant woman, irrespective of migration status, has been a victim of a crime

Objective 15: Provide access to basic services for migrants

What are the main issues for migrant women and girls?

All migrants can exercise their human rights through basic services like housing, healthcare, education and justice under human rights instruments. Irrespective of migration status, migrants have the right to attain high standards of health services, including access to sexual and reproductive health services should be ensured. Access to healthcare services, including sexual and reproductive healthcare such as quality family planning services, prenatal and

postnatal care. According to the World Health Organization, the right to health is tied to the key principle of human rights. This right applies to everyone irrespective of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or migration status. Therefore, migrants of diverse genders and sexual orientations who are likely to experience discriminative medical treatment and lack of access to essential medications should enjoy their right to health. Gender-diverse migrants with pre-existing medical conditions should have access to all required treatments and medications, irrespective of their gender identity and medical condition. Both the GCM and SDG target 3.7 ensure universal access to sexual and reproductive healthcare services and family planning. All migrant women and girls must be guaranteed access to gender-responsive services and justice without fear of deportation or other retribution.

What measures need to be put in place?

- Laws and policies that guarantee access to gender-responsive and inclusive services, including comprehensive sexual and reproductive healthcare services, for all migrant women and girls, including migrants of diverse gender, sexual orientations, irrespective of migration status
- Policies that guarantee equal, professional and respectful health services at borders, ports and detention centres. By ensuring the independence of service providers and the confidentiality of service users through a separation between immigration enforcement activities and public service provision
- Safe, independent, confidential and accessible reporting services for all migrant women and girls who experience human rights abuses, crime and violations of labour rights, irrespective of migration status
- Clear information in accessible formats at the municipal and national level on available remedies, access to justice, and complaints mechanisms in cases of human rights violations
- Gender-sensitive curricula in primary and secondary school education, ensuring inclusive and accurate representation of migrant women and girls in school books and the promotion of migrant rights as human rights

- Health care policy for pregnant migrant women ensuring access to health services at all stages of migration (country of origin, during transit and in the country of destination), including the presence of health officials and the accessibility and quality of health care
- Policies that provide full access to health-care facilities for migrant women and girls including during global health crises, and equal access to testing and treatment for migrant women and girls as part of their right to health under any emergency, irrespective of migration status

Objective 16: Empower migrants and societies to realize full inclusion and social cohesion

What are the main issues for migrant women and girls?

The integration of migrant women and girls into communities of destination is critical to support their economic autonomy and strengthen social cohesion. This requires removing gender-based restrictions on formal employment to enable migrant women's economic and social participation. Transitioning from the informal to the formal economy reduces migrant women workers' exposure to precarious work conditions, violence and harassment. Women's and migrant women's organisations, as well as trade unions, play a key role in channelling information, acting as a bridge to the wider community, and supporting migrant women to be leaders and agents of change, helping to foster mutual respect and understanding in their communities.

Migrant women and girls may also experience significant language and cultural barriers, which may impact their ability or willingness to integrate. Providing access to free or low cost language courses and cultural courses can play a critical role in supporting the integration of migrant women and girls.

Just as it is important for migrants to be informed about the culture into which they are entering, it is equally as important for communities to be aware of the cultures of the migrants that are a part of their society. Curiosity and willingness to learn about other cultures, particularly ones that have large diasporas in the region, should be encouraged and facilitated in a gender-sensitive manner. Integration of migrant women and girls into their country of destination is necessary to combat isolation which is something that many migrants struggle with.

What measures need to be put in place?

- Inclusive policies and programmes that help migrant women and girls integrate into countries of transit and destination, while respecting their cultural identity and human rights, in compliance with international human rights standards and international labour standards
- Laws and policies that promote gender equality in employment and occupation, equal pay for work of equal value, and access to decent work for all migrant women
- Inclusive policies and programmes that foster migrant women's access to labour market integration and social inclusion in countries of origin, transit and destination
- Access to free and low cost language and cultural courses provided by the states or NGOs that specifically address challenges migrant women and girl will face in the acclimation process, i.e. how women are typically greeted and spoken to in this society, if there are any notable expectations around how women should dress and act, what the history is of the treatment of women within the society, etc.
- Community engagement and dialogue between migrants and community members, with the support of NGOs, in particular migrant women's organisations
- Engagement of civil society organisations, in particular migrant women's organisations and workers' organisations, in designing and implementing policies and programmes aimed at labour market integration of migrant women
- Adequate funding to support migrant women's organisations
- Implement primary school programmes that promote a curiosity to learn about, appreciate, and respect cultures that are different from one's own

Objective 17: Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration

What are the main issues for migrant women and girls?

For migrant women and girls, the eradication of all forms of gender-based discrimination is paramount, including labour market segregation, gender pay gaps, lack of political participation, restrictions on travel, sexual and gender-based violence, and lack of access to education and further learning. Evidence-based discourse on migration is needed to shape public perceptions about migrant women and girls, based on reality and not on deeply entrenched stereotypes. In order to combat false stereotypes, it is crucial that accurate data is collected concerning how migrant women and girls are treated in terms of their access to

services such as education and healthcare. Migrant women and girls should be appreciated for all they bring to a society including paid labour, unpaid labour of childcare and household work, diversity of life experiences and new hope for the next generation. Data relating what effect women and girl migrants have on their country of residence's national economic and sustainable development would also be important to collect to inform citizens of the economic contributions that immigrants give to society. Discrimination of gender expression should be prohibited as this can make women and girls more vulnerable to sexual exploitation and seeking underground economies. Media outlets, including social media, should be encouraged to produce gender-responsive, disability-sensitive and non-discriminatory reporting on migrants that fosters tolerance and mutual respect. Use of gender-sensitive language, airing women's and girls' voices and stories, portraying migrant women as actors rather than victims, and gender balance on editorial boards, are all important. Media representation should be gender-sensitive, showing a diversity of migrant women and customary and religious practices to normalize and create understanding around customs that may be integral to migrant women's ways of life. Media should also depict migrant women in their full scope of possibility in order to inhibit stereotypes, even if those stereotypes are considered "positive".

What measures need to be put in place?

- Data collection on women and girl migrant's access to essential services including education, healthcare, housing, decent working conditions, and food security
- Gender-responsive research and analysis based on gender-disaggregated data to highlight the contributions of migrant women and girls as well as violations of their rights
- Awareness raising by the media, information and communication sectors on the contributions of migrant women make to the economy and society, and their heightened vulnerability to gender-based discrimination, violence, and sexual harassment
- Grants and opportunities for local journalists, writers, and artists to engage with migrant women and girls in a respectful, meaningful, and mutually supportive manner so that migrant women and girls might gain more media representation
- Grants for migrant women and girls to become their own storytellers via journalism, writing, producing, and media creation

- Community awareness-raising about the financial and social costs and benefits of migration for women and the families they leave behind, in conjunction with non-governmental partners including women's organizations
- Public awareness campaigns that seek to change gender stereotypes about women migrant workers, including "positive" stereotypes
- Policies that prohibit hate speech based on negative gender and cultural stereotypes about migrant women and girls
- Holding media outlets that create or disperse false or sensational information about migrants accountable via fines and other legal measures to ensure the public is properly informed from a gender-sensitive perspective

Objective 18: Invest in skills development and facilitate mutual recognition of skills, qualifications and competences

What are the main issues for migrant women and girls?

Migrant women and girls are frequently found in informal economies such as street vendors, petty goods traders and subsistence farmers — as well as waged workers in domestic or seasonal agricultural work. Globally women comprise 63 per cent of workers in informal sectors. In particular, migrant women are overrepresented in unregulated sectors. Such sectors fall out of the purview of labour laws, expose workers to low pay and unsafe working conditions, and without social benefits, such as pensions, sick pay and health insurance. In poor working conditions migrant women are more likely to experience labour exploitation, gender-based discrimination, racism and xenophobia. To eliminate pervasive gender inequalities migrant women's work should be formalized and professionalized, including the care and domestic work they undertake. By granting visas and work permits, migrant women will be ensuring access to basic services such as housing, medical services and other basic services. Gender responsive policies should empower particularly poor migrant women with little education, those with disabilities, and those living in rural and remote areas.

What measures need to be put in place?

- Options for visas and work permits that give all migrants equal opportunities and access to the formal labour market
- Establish a minimum social protection floor for all workers, irrespective of sector or migration status
- All workers, irrespective of sector or migration status, should have access to decent work, including fair and equal remuneration, with full enjoyment of their labour rights
- Inclusive employment policies that provide equal opportunity and equal treatment for migrant women in the labour market, including through recognition of existing skills and targeted vocational training and skills development
- Policies and programmes that help returnee migrant women use their newly acquired skills and knowledge
- Gender-responsive policies and assimilation programmes which enhance the integration of migrant workers in the local labour market with an emphasis on recognition of migrants skills and education. Programmes may include literacy and language training for migrant workers to enhance skills. Gender-responsive training programs should provide women migrant workers with clear and full information about their labour rights, including their entitlements to maternity and family benefits. In addition, resources on services which are available for women migrant workers who experience sexual harassment and assault in the workplace
- Comprehensive assessment of labour market realities and opportunities for women; recognizing where migrant women work, identifying barriers to access a broader range of sectors, and addressing these barriers through inclusive skills development and private sector engagement
- Formalization, professionalization, and adequate remuneration of migrant women's care and domestic work
- Full and equal access to education, continuous learning and vocational training for all migrant women and girls. Ensuring migrant women and girls overcome barriers of language by providing adequate assistance according to the migrant's needs

- Access to information technology and the internet, including free or affordable training

Objective 19: Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries

What are the main issues for migrant women and girls?

The agency of migrant women and men in countries of origin, transit and destination merit recognition. When opportunities are unavailable in countries of origin, women may make the decision to migrate in search of education or employment, and in turn contribute to the sustainable development in their countries of origin. These contributions include financial remittances as well as social remittances the ideas, norms, values, knowledge, behavior, practices, and skills that migrants bring with them, and take home. Partnerships with migrant women's organizations are key to engage migrant women and the diaspora in knowledge and skills transfer. Due to the influential role of women in households, migrant women can be social and cultural ambassadors in country of origin and transit, as well as key actors in sustainable development, culture exchange and responsible for raising awareness on financial literacy. Additionally, migrant women play a significant role in peacebuilding and reconciliation processes in their countries of origin, especially women in peace building.

Women from various cultural backgrounds who migrate into the city may experience cultural dispossession and isolation in early stages. Migrant women who live in isolation face discrimination, gender inequality and the enforcement of traditional gender roles in their places of destination. In addition to physical abuse, most isolated migrant women survivors face financial abuse, with income taken away from them and debt racked up on credit cards taken out in their name. When isolated, migrant women lack access to affordable housing close to their workplaces, public spaces, recognition, power, and legitimacy.

What measures need to be put in place?

- Policies that facilitate the consultation or participation of migrant workers and non-workers and their families in decisions concerning the life and administration of local communities

- Policies that enable migrant women to fully participate in society, including in political decision making, peace-building, and community dialogue in countries of origin, transit and destination
- Research and outreach on the financial and social contributions of migrant women to sustainable development
- Partnerships with migrant women's organizations to support the political and civil participation of all migrant women and members of the diaspora
- Isolation of diaspora women, especially for those in domestic work, can lead to a variety of health issues such as cultural dispossession, anxiety, and depression
- Partnerships with women, academics, health institutions, and civil society organizations to prevent and treat mental health issues that disproportionately affect diaspora women.
- Many diaspora women who suffer from domestic violence fear that law enforcement authorities would use interactions as an opportunity to discriminate against them or inquire into their immigration status and that of the people they know
- Partnerships with migrant women's organisations to prevent and tackle partner-based violence in a safe and healthy environment
- Ensure access to safe public spaces for community building and integration that acknowledges their specific needs of migrant women and girls
- Promote programmes to enhance the ability of people in urban settings to appreciate and understand aspects of migrant's culture and to recognise the contributions and needs of those who have migrated

Objective 20: Promote faster, safer and cheaper transfer of remittances and foster financial inclusion of migrants

What are the main issues for migrant women and girls?

Migrant women, through their own agency, play a key role in keeping a family out of poverty and make investments in future generations. Many migrant women are responsible for the distribution of their household income which is usually spent on education and development by their families in countries of origin. The GCM calls for gender-responsive programmes and instruments that enhance the participation in the economy and the financial inclusion of migrants and their families but does not refer to gender-disaggregated data collection to

capture the gender dimensions of remittances. A gender-responsive approach to remittances would take into account the barriers to migrant women's financial inclusion, policy constraints and lack of access to formal remittance service providers. Promoting digital remittance transfer and mobile payment systems, with information booths managed by migrant women themselves and/or located within safe areas within community centres could increase women's participation in formal remittance transfer systems, particularly for women living in areas without direct access to technology and regular channels.

Given the economic downturn caused by the COVID-19 pandemic, migrant women are sending fewer remittances, further exacerbating the vulnerabilities of households that depend on this income. Migrant women and girls with irregular migration status face significant barriers in accessing formal banking and financial services, including proof of residency or documentation requirements.

What measures need to be put in place?

- Access to free or low-cost training on financial inclusion, financial literacy and remittance transfer systems, led by migrant women organisations and/or located within safe areas within community centers for all migrant women, irrespective of migration status or informal employment status
- Clear and accessible information and access for migrant women to formal financial institutions to send money to their countries of origin, and to participate in savings schemes and investment training led by migrant women themselves
- Collection and analysis of gender-disaggregated data and gender statistics on remittances
- Policies and programmes to eliminate barriers that migrant women face when utilising formal banking and financial services including high remittances transfer fees and proof of residency requirements
- Gender-sensitive policy and law reforms to ensure that migrant women and girls, irregardless of gender identity, disability, or other marginalised attributes, have access to technology

Objective 21: Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration

What are the main issues for migrant women and girls?

Migrant women face gender-specific risks and vulnerabilities of return and reintegration. Any decision to return a woman to her country of origin must be based on a gender-responsive assessment of the risks she may face, including gender-based violence, domestic abuse or risks of re-trafficking. Country of origin and country of destination should closely work to ensure physical safety, employment, social security and quality of livelihood for migrant women and girls who wish to return. In some cases, family reunification is essential, as family members can provide migrant women and girls several types of support. Migrant women should be able to reunite with their families safely. Moreover, migrant women should be able to fully enjoy their human rights and be readmitted legally in order to obtain citizenship rights. To ensure safe sustainable reintegration of returnee migrant women in their countries of origin, gender-based stereotypes of migrant women, particularly migrant women workers, including sex workers, must be addressed, and migrant women's access to services, including healthcare and justice, must be secured. Returnee migrant women may face different reintegration problems than men. For reintegration to be sustainable, countries of origin must ensure that equal opportunities exist for remunerative employment and sustainable livelihoods, adequate job creation, and productive use of acquired skills and knowledge, and full non-discriminatory access to the labour market.

What measures need to be put in place?

- Policies which mandate that judicial options must be exhausted before involuntary returns, deportations, removals and readmissions are ordered. Each case must be treated individually, with due process and access to justice in accordance with international law, and awareness of the gender-specific risks that migrant women and girls may face upon return
- Policies and laws that guarantee the consent of migrant women and girls to voluntarily return to their country of origins
- Country of origin and relevant international organisations, such as the International Organization for Migration (IOM) should facilitate family reunification for migrant women and girls only after eliminating any possible ramifications of this reunion. By creating readmission programmes for women, returnees are given the opportunity to conduct comprehensive assessments of socioeconomic status and quality life

- State of origin should guarantee legal readmission and obtaining citizenship rights to returnee irrespective of their socioeconomic status, sexual orientation, gender identity, and race
- Pre-departure training and provision of information on repatriation, remittances, and training opportunities that allows migrant women and girls to return
- Clear rules and regulations regarding responsibilities for migrant returns, including assistance in specific cases where migrant women and girls have been abandoned by their employers, have faced abuse, or have medical issues
- Comprehensive socio-economic, psychological, legal, and orientation services for returning migrant women and girls provided by the consulates of the original state in partnership with relevant international organisations such as IOM
- Elimination of discriminatory policies and programmes, including compulsory HIV/AIDS testing for returnee migrant women and moral “rehabilitation” of young women returnees who may be stigmatised as a result of negative perceptions of their behaviour abroad
- Support for returnee migrant women in accessing the labour market, by offering mutual projects between country of origin and host country that provide job fairs, online job postings, and skills matching programmes, recognizing the skills and qualifications earned abroad. These should be made available to the migrant before being returned to their country of origin
- Facilitating the process of returnee by providing accessible information on bureaucratic issues and documentations.
- Legal aid for returnee migrant women and girls who wish to take action against employers or recruitment agencies for abusive or discriminatory conditions and practices
- Migrant women and girls who wish to return to their country of origin during the pandemic COVID-19 should be tested before leaving to the country of destination. The country of origin should offer a proper place for quarantine. Family member returnees should have the opportunity to quarantine together. Returnees should be offered equal and unbiased testing for COVID 19, as part of their right to health (further explained in objective 15)

Objective 22: Establish mechanisms for the portability of social security entitlements and earned benefits

What are the main issues for migrant women and girls?

Equality of treatment and non-discrimination between migrants and nationals with respect to social protection are key principles enshrined in ILO standards. They are particularly important given the difficulties that migrants, and especially migrant women, face in accessing social protection in both countries of origin and destination. Access to social protection benefits and ensuring the portability of social security entitlements are essential for migrants who may work in many different countries throughout their life. Migrant welfare funds – unilateral mechanisms established by countries of origin to provide some benefits to their migrant workers in countries of destination – may act as a short-term lifeline for migrants and their families. Any mechanism for facilitating access to social protection for migrants and their families and the portability of social security benefits needs to consider that migrants may be legally excluded due to eligibility requirements and other obstacles such as disability, language barriers, lack of clear and accessible information, or administrative procedures. Migrant women are disproportionately represented in informal, low-paid employment with limited or no childcare arrangements, which further undermines their access to social protection. Pregnant women and new mothers are amongst some of the most vulnerable. Women are entitled to benefits irrespective of marital status.

Migrant women are more likely than non-migrant women to accept informal employment opportunities which lack labour protections and therefore result in higher labour rights abuse, such as seasonal agriculture, where women can be exposed to harmful chemicals which can ultimately affect their reproductive health. This can gravely affect their health long-term if they do not have access to healthcare that they may have had in their country of origin.

When women are less protected via social security benefits, they are more prone to gender-based violence. If they become the victim of violence, they may not have the resources to protect themselves and seek the medical, legal, or mental services they may need.

What measures need to be put in place?

- Access to social security benefits, in line with CEDAW and relevant ECOSOC standards on social protection
- Inclusive, gender-sensitive and non-discriminatory social security systems, including social protection floors for all in line with the Social Protection Floors Recommendation, 2012 (No. 202), which cover all returning migrants, dependents of migrant workers who remain in the country of origin, and all migrant children irrespective of their migration status
- Policies that address and respond to migrant women's needs and the difficulties they face in accessing social protection
- Social security agreements that coordinate social security schemes across two or more countries, which include provisions on equality of treatment between nationals and non-nationals, and the payment of applicable benefits while abroad
- Social protection provisions stipulated in bilateral labour arrangements and model employment contracts
- Policies that provide migrant women with equitable access to social protection, including healthcare, maternity protection and sick leave
- Clear and accessible information on migrant women's social security entitlements, including portability of social security benefits, and collaboration with non-governmental organisations, including trade unions and women's organisations
- Clear, concise and accessible information on portability of maternity and healthcare benefits
- Policies that transfer migrant women's benefits universally, irrespective of the state initially issued, with bilateral or multilateral agreements of social security for migrants based on reciprocity
- Increased accessibility to healthcare professionals that are gender-sensitive, child-sensitive, and disability-sensitive for migrant women and girls to obtain mental healthcare services at all stages of migration

- Policies that help to create safe working environments for work and industries reliant on migrant workers from a gender-sensitive perspective
- Options for both skilled and low skilled women migrant workers, and access to decent jobs with social protection

Objective 23: Strengthen international cooperation and global partnerships for safe, orderly and regular migration

What are the main issues for migrant women and girls?

To strengthen international cooperation and global partnership, evidence-based policies that capture the international nature and the gender dimension of migration are necessary. The lack of sustainable cooperation that includes the specific needs and contributions of migrant women and girls impede solving adverse drivers and structural factors that compel people to leave their country of origin.

What measures need to be put in place?

- Evidence-based policies that capture the international nature and the gender dimension of migration
- Sustainable international cooperation that includes the specific needs and contributions of migrant women and girls toward gender equality, sustainable development and peace
- Ratification and implementation of international conventions (and withdrawing all reservations) that promote and protect the rights of women and girls at all stages of migration and incorporation of their provisions into national law
- Engagement of migrants and civil society organisations, particularly women migrants' organisations, as well as employers' and workers' organisations, in the implementation and monitoring of the GCM at international, regional and national levels in line with the whole of society approach