

Joint Learning Journey on Gender, Migration and Development 30 and 31 May 2017, Vienna

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Abbreviations

CAREF	Comisión Argentina para los Refugiados y Migrantes
CEDAW	Committee on the Elimination of Discrimination Against Women
CERD	Committee on the Elimination of Racial Discrimination
CESCR	Committee on Economic, Social and Cultural Rights
CMW	Committee on Migrant Workers
CRSV	Conflict Related Sexual Violence
DAWN	Development Action for Women Network
DWC	Domestic Workers Convention
GMPA	Global Migration Policy Associates
GSLMP	Gender-sensitive labour migration policies
IDP	Internally Displaced Populations
ILO	International Labour Organization
IMRC	International Migration Research Centre
IOM	International Organization for Migration
MDW	Migrant Domestic Workers
NAP	National Action Plan
OHCHR	Office of the High Commissioner for Human Rights
PKF	Peace Keeping Forces
PICUM	Platform for International Cooperation on Undocumented Migrants
SGBV	Sexual & Gender Based Violence
WDMW	Women Domestic Migrant Workers
WIMN	Women in Migration Network
WMW	Women Migrant Workers
WPS	Women Peace & Security
WRC	Women's Refugee Commission
UNHCR	United Nations High Commissioner for Refugees
UNSCR	United Nations Security Council Resolution

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1. INTRODUCTION

The third Joint Learning Journey (JLJ) of the L4Dev Gender Experts Group¹ was organized on “Gender, Migration and Development” on the 30th and 31st of May 2017 in Vienna. It was hosted and organized by the Austrian Development Agency (ADA) and took place in the “Center for Development” (C3) premises, Sensengasse 3, 1090 Vienna.

The Gender Expert Group set the scene for a common reflection on relevant gender and migration facts, and discussed on data, policies, human rights and humanitarian law, research, analysis and recommendations available. Main topics and gaps were identified, which need to be addressed by the donor community to contribute to increased coherence among gender, migration, development and labour policies, including labour rights. The JLJ provided inputs on international human rights including women’s and labour rights, as well as on the humanitarian framework related to migration. To inspire the participants, emphasis was also put on good practices and initiatives already on the way.

The inputs and common reflections led to the formulation of recommendations for donors on how to ensure proper consideration of gender and migration in their bilateral and multilateral aid, and importantly also on implementing relevant legal regulations and standards. The main goal was to contribute to positive impact and effectiveness of programming, while at the same time enhancing donor accountability and contribution to gender equality.

2. COMPLEMENTING FORMER WORK

The present report and recommendations take into account the international frameworks on gender, gender equality, gender mainstreaming and women’s rights (including the Convention on the Elimination of all Forms of Discrimination Against Women - CEDAW and its General Recommendation 26 and 30, the Beijing Platform for Action, the Convention on the Protection of Migrant Workers and their Families, the ILO Convention 189 concerning decent work for domestic workers, EU Gender Action Plan I and II, UN Security Council Resolution 1325 and the follow up Women-Peace-Security resolutions, as well as Agenda 2030 and the Addis Ababa Action Agenda).

It furthermore stresses the importance of gender mainstreaming and the empowerment of women in all international frameworks like the *Global Compact for Safe, Orderly and Regular Migration (Global Compact for Migration)*² and on Refugees, which are critical to implement.

The recommendations (see Annex 1) emphasize the importance of taking gender, gender equality, gender mainstreaming and women’s rights into account, and build further on the work conducted by multiple international, multi-disciplinary fora, in particular:

¹ For more information on Learn4Dev, please have a look on <http://www.learn4dev.net/>

² For more information, you can visit <https://www.iom.int/global-compact-migration>

- Women’s Refugee Commission (WRC)³,
- Global Migration Group’s Principles and Guidelines⁴, supported by practical guidance, on the human rights protection of migrants in vulnerable situations within large and/or mixed movements

The recommendations, presented in Annex 1, complement and build upon the recommendations previously formulated by:

- **UN Women and OHCHR:** “Recommendations for addressing women’s human rights in the global compact for safe, orderly and regular migration, Outcome of expert meeting hosted by UN Women and OHCHR, 21-22 November 2016 in Geneva”⁵.

UN Women⁶ considers them as a “one-stop shop” consisting in 56 concrete recommendations. They are informed by the 2030 Agenda for Sustainable Development, seeking to ensure the full inclusion of women’s rights in the formulation and implementation of the global compact for safe, orderly and regular migration. The recommendations highlight specific areas that need to be strengthened in order to reduce the risk that migrant women face, whilst simultaneously recognizing their agency throughout the migration journey;

- **ILO Recommendations**
- **UN Women and EU:**⁷ “At what cost? Women Migrant Workers, Remittances and Development” (January 2017)
- **UNHCR, UNFPA and WRC:**⁸ “Initial Assessment Report: Protection Risks for Women and Girls in the European Refugee and Migrant Crisis, Greece and the former Yugoslav Republic of Macedonia”, mission conducted in 2015. The recommendations are clustered as following:
 - a. Governments and the European Union (EU), addressing Leadership and Coordination; Capacity and Expertise; Access to Services and Facilities; Information and Communications Mechanisms; Inter-Agency Standing Committee (IASC) Guidelines for Integration of GBV Interventions;
 - b. Humanitarian Actors, Including Civil Society Organizations (CSOs), addressing Coordination; Capacity & Expertise; Access to Services & Facilities; Information

³ See also: <https://www.womensrefugeecommission.org/>

⁴ See: <http://www.ohchr.org/Documents/Issues/Migration/PrinciplesAndGuidelines.pdf>

⁵ “The recommendations address the rights of women at all stages of migration. This includes women and migrants, including women migrant workers, across countries of origin, transit and destination, and women remaining in or returning to countries of origin, as well as those impacted by migration. (...) Equally, the recommendations seek to reverse negative misperceptions and attitudes towards women’s migration and to treat all women in migration equally and without discrimination on the grounds of their migration status, intentions or migration route.”.

⁶ As represented by Inkeri von Hase

⁷ <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-migrant-workers-remittances-and-development.pdf?vs=3414>

⁸ <http://www.unhcr.org/569f8f419.html>

& Communication Mechanisms; Inter-Agency Standing Committee Guidelines for Integrating GBV Interventions;

- **Parliamentary Assembly of the Council of Europe**, Resolution 1765 (2010) “Gender-related claims for asylum” stressing that “*Persecution experienced by women and girls often differs from that experienced by men, but the asylum system still tends to regard it through the lens of male experiences*”. Amongst other recommendations, the Parliamentary Assembly calls its 47-member states to:
 - a. “ensure that gender-based violence is taken into account under the five different grounds of persecution (race, religion, nationality, membership of a particular social group or political opinion) in any asylum determination process and that “gender” is specifically included in the notion of a “particular social group” under the refugee definition set out in the 1951 UN Convention relating to the Status of Refugees (Geneva Convention), preferably by law, or at least in practice” (8.1);
 - b. “take into account that not only women and girls face gender-based violence and gender-related persecution, but that men and boys may also be victims” (8.2);
 - c. “take into account that gay, lesbian, bisexual or transgender persons are increasingly facing gender-based violence and gender-related persecution” (8.3).

3. THE NEXUS GENDER, MIGRATION AND DEVELOPMENT

Migration affects most countries in the world, and migrant women and men contribute substantially to development, both in countries of origin and countries of destination. However, the migration process implies complex challenges: in terms of governance, protection of migrants’ rights as well as those of their families, migration and development linkages, and international cooperation.

Today, there are an estimated 244 million⁹ international migrants around the world, women accounting for nearly 50% of them. In Europe, according to recent figures, women now account already for slightly more than half of all migrants arriving. Globalization, demographic trends, conflicts, income inequalities and climate change will encourage even more people to cross borders in search of employment and security. From a donor’s perspective it is highly relevant to mainstream gender into the linkages between migration and development, as a prerequisite to achieve the SDGs. Addressing gender both as a cross-cutting dimension and a target, is necessary to design and implement effective programs.

⁹ United Nations, Department of Economic and Social Affairs, Population Division, *International Migration Report 2015: Highlights*, UN doc.ST/ESA(SER.A/375, UN, New York, 2016. Women comprise slightly less than half of all international migrants. The share of female migrants fell from 49 per cent in 2000 to 48 per cent in 2015. Female migrants outnumber male migrants in Europe and Northern America, while in Africa and Asia, particularly Western Asia, migrants are predominantly men., p.1.

Also, security and human development are closely linked: Many of today's parties to armed conflict do use identity politics, are conservative and highly reactionary towards women's rights. Armed conflict is invading women's bodies, identities, and beliefs. Rape is widely used as weapon of war. United Nation Security Council Resolution UNSCR 1325 (2000) and subsequent Women-Peace-Security (WPS) UNSCRs show the changing nature of threats including the rise of sexual violence. Donors and UN member states need to implement the provisions of the WPS agenda, which also touches upon the link between security, gender, humanitarian aid and development.

Due to latest UN women statistics¹⁰, currently 65 million people are forcibly displaced globally (IDPs + refugees + stateless). Out of these 21.3 million are refugees. On the one hand, women and girls face increased and multiple forms of violence due to armed conflict and displacement including: sexual violence, sexual abuse, mass rape, domestic violence, forced and early marriage, slavery, trafficking, and honor crimes.

On the other hand, they are still often denied the right to participation in decision-making, post-conflict reconstruction programs, or an adequate representation of women in peace talks or Peace Keeping Forces (PKFs). Funding for women's related programming, or integration of gender in humanitarian or development related programming in and after armed conflicts, needs to be an important priority for donor countries and the international community. To minimize the risks of the differing interests between security and development sectors, it is of utmost importance to work with local women's organizations or networks in the specific contexts, to ensure adequate gender mainstreaming and targeted actions for women, girls, men and boys.

Causes and consequences of migration are frequently the same for men and women, but can also differ for both sexes: poverty, war, and looking for economic opportunities are common causes. What changes are the patterns of migration, as their gender dimensions are highly contextualized: culturally, economically, socially, politically and geographically. Evidence shows that whatever the forms and patterns of migration are, migrant women tend to face an additional layer of discrimination due to the gender specific structural, legal and cultural barriers in most societies.

At the same time, women themselves are increasingly taking the decision to migrate in search for a better life. The numbers of women who migrate independently as in search of work is on the raise and is often referred to as the phenomenon of feminization of migration. Migration and gender mutually affect each other. Gender influences who migrates, why and how the decision to migrate is made. Some drivers of migration tend to be more prevalent for women, such as family reunification.

Migration is likely to impact gender relations, either entrenching inequalities or traditional roles or challenging and changing them through empowerment. In many cases women and

¹⁰ Data from presentation of Inkeri von Haase, UN Women, and Sabine Freizer Advisor, Governance Peace and Security April 2017.

men are forced to take on new responsibilities at odds with their traditional gendered social roles, leading to a shift of gender roles which might create new opportunities but also challenges.

Education, participation in the labour force, and economic and social empowerment can provide especially women with more options, release them from traditional roles and enable them to exercise their rights more effectively. In addition, migration can represent an opportunity to gain exposure to different societal, political and cultural contexts and models. But migration also holds different dangers for women than men. Globally, women tend to be more vulnerable to physical, sexual and verbal abuse at all stages of migration. And they are more likely to fall prey to human traffickers for sexual and labour exploitation. However, the violence faced by men during migration and the abuse of children, girls and boys must not be neglected.

As women and foreigners, migrant women often face double discrimination in the labour market and the risk of deskilling is higher. The horizontal and vertical job segregation in the labour markets, often hinders women's successful integration in new societies. Their status as "dependants" often limits their access to employment, social and health programmes, and their residence may depend on their relationship with an employed male partner.

Migrant men are more often exposed to hazardous work and precarious working conditions and so-called 3D jobs (dirty, difficult and dangerous), due to the sectors they work in, and are more often involved in accidents. In some cases, the migration framework ties workers to the employers, making their residence and employment status fully dependent from the employer. While this applies to women and men equally, women may be facing more risks as they are often concentrated in the informal sector, for example as domestic workers, which exacerbate the position of dependency and isolation.

Donors, including the EU, have increased their funding (e.g. EU Trust Funds) to address migration and forced displacement especially in the regions and countries of origin. Many stakeholders are involved in international migration research, funding and implementation of programs, such as the International Organization for Migration (IOM), the Organization for Security and Co-operation in Europe (OSCE), the Organization for Economic Co-operation and Development (OECD), the UN Family including UN Women, the Office of the High Commissioner of Human Rights (OHCHR), the International Labour Organization (ILO) and many more (...), as well as many bilateral donors and international and national Non-Governmental Organizations (NGOs), and academic institutions.

Unfortunately, many of the funding instruments and interventions still seem to be gender-blind. This is despite the wide range of international Conventions, on labour and human rights and humanitarian law applicable to the situations of forced and labour migration, which specifically address the rights of women and girls, as well as gender equality. Also in the light of the EU Gender Action Plan II (2016-2020) and the ample international Women-Peace and Security Agenda, migration policies, the funding instruments and interventions need to consider the vulnerabilities, needs, roles, voice and leadership of both women and men in order

to be effective. Sometimes, interventions focusing specifically on women, but also on men, will need to be implemented.

4. OBJECTIVES OF JLJ

This gender expert JLJ was set up to contribute to a better understanding of the nexus of gender, development and migration, and thereby increase the effectiveness of development cooperation and contribute to the achievement of the 2030 Agenda for Sustainable Development.

As such, the Learn4Dev Gender Expert Group, has sought to provide an insight into the existing frameworks for ensuring that donor funded programs, policies and guidelines are in line with already existing gender and migration regulations. It further intended to enhance the benefits, and decrease the economic and social risks associated with migration through more deliberately considering the specific needs, interests and rights of migrant women and men throughout the migration cycle.

The Gender Expert Group wanted to encourage and support initiatives addressing gender specific needs, interests and rights of migrants, refugees and asylum seekers with a view not only to abide to international obligations under human and labour rights and humanitarian law, but also, as mentioned above, to contribute to the achievement of the sustainable development goals (SDGs).

5. PARTICIPANTS OF THE JLJ

The group included gender, migration and development experts (Learn4Dev, UN Women, OSZE, OECD, IOM, ICMPD, ILO) and reached out to non-experts. Already established working groups on Gender & Migration, such as members of the “Global Migration Group (GMG) working group on migration, human rights and gender”, interested bilateral donors, INGOs and representatives of Academia were invited and participated actively during the two days’ workshop.¹¹

6. RESULTS OF THE JLJ

The JLJ provided an overview of the key knowledge gaps regarding interconnections of gender, migration and development for a wider group of development and migration practitioners with a focus on development agencies and organizations. As such, it has been frequently stressed that data & statistics, studies & analysis are lacking, and that funding should be provided to close the respective gaps in knowledge. Several priorities for action have been identified during the presentations and discussions. Following areas of concern have repeatedly been put forward as key actions to be pursued:

¹¹ See Annexes 5-7 for the full list of participants & contacting details, and the full agenda.

- a) capacity development on the nexus of gender, migration and development cooperation;
- b) in-depth (gender analysis) at all levels (communities of origin and countries of transit and destination) and in all fields (migration, asylum, remittances, ...).

Group works, and presentations facilitated the formulation of concrete recommendations for donors on how to tackle the gender dimensions of:

- a) Labour migration;
- b) Different forms of displacement, in humanitarian and development cooperation;
- c) Policy dialogues.

The recommendations formulated, aim at contributing to development cooperation effectiveness, as well as the advancement of the implementation of the EU GAP II and other legal international and regional requirements.

The two days' JLJ, provided an excellent platform for exchange and networking which has been emphasized by various experts and practitioners having participated.

7. MAIN MESSAGES FROM THE JLW

7.1. INTRODUCTION TO THE WORKSHOP

The welcome speech by **ADA's Programme Director Robert Zeiner** stressed the fact, that almost half of all migrants are women and in Europe women migrants are even more than 50%. There is a clear need for the development actors 1) to obtain a better understanding of the interconnections of gender, development and migration; 2) to sharpen the awareness of their role; and 3) to question how to consider gender specific migration aspects in the programs and projects being designed and supported. The recognition of the different gendered impacts and their full consideration in any development response - be it humanitarian or with a longer-term development perspective- will impact positively on the effectiveness of donor interventions and ensure, that the human rights of migrant women and men, girls and boys are respected.

Thereafter, **Laskhmi Puri, Deputy Executive Director of UN Women**, provided an input through a video speech. Laskhmi Puri welcomed the initiative of the ADA and the Learn4Dev Gender Expert Group, and gave valuable insights and data on gender and migration from UN women's perspective and mentioned among others:



122 million women migrants make up half of the people on the move. Yet often the policies that govern migration on all levels, and seek to protect migrants, fail to address the specific experience and needs of women and this must be changed.

The contributions of women migrants are not solely monetary, but also include the transfer of norms, ideas, experiences and knowledge that result from migration. These social remittances have the potential to play a significant role in human development, particularly in shifting gender norms – both in destination and the source countries, thus, in certain cases, increasing women’s political participation.

Women migrants can be subject to restrictive gendered immigration and emigration policies, which can lead them to pursue migration through irregular, unregulated and unprotected channels. The lack of reliable information can leave women vulnerable to physical, emotional and sexual violence. Having an irregular status can result in detention, which frequently results in violence and separation from their families.

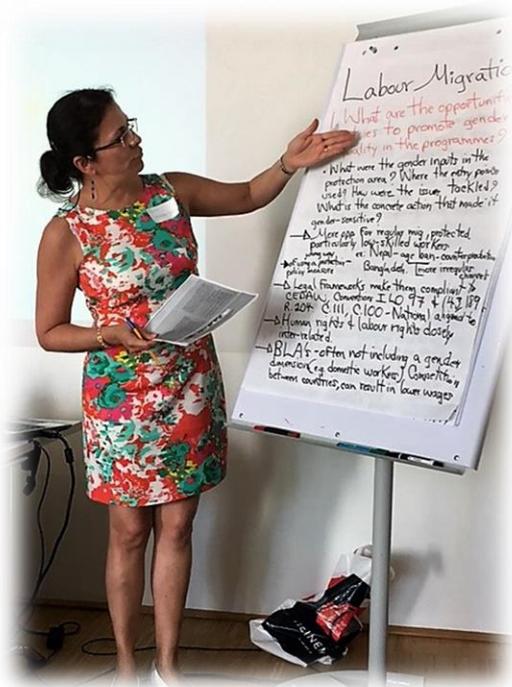
Migrant women inherent in domestic work, are typically not protected by labour laws, and often they face labour or human rights violations, including poor working conditions with no limitations on working hours, and limitations on freedom of movement and poor wages.

Ms. Puri also emphasized that women often leave their countries of origin due to conflict and war, which disproportionately affect women and girls. Women often have fewer resources to protect themselves, and with children often make up most of the displaced and refugee population. Yet, despite women have led peace movements and community recovery after conflict, they are almost completely missing from peace negotiations and peace-building. Indeed, the UN Security Council Resolution on Women, Peace and Security urges all actors to increase the participation of women, and incorporate gender perspectives into all peace and security efforts. And again, Ms Puri stressed the importance of promoting women’s and girls’ leadership and the full and equal participation of women’s rights organizations, in the development, implementation and monitoring of governance on peace, security and migration.

7.2. OUTLINE OF THE POLICY FRAMEWORK

The **Kick-off of the Joint Learning Journey** was given by **Gloria Moreno-Fontes Chammartin** (ILO, Geneva). She is a Senior Specialist on Migration Policy, Labour Migration Branch (MIGRANT). Her presentation titled, *“Gender, migration, social justice: the ILO perspective”*.¹²

Picture 1: Gloria Moreno-Fuentes



Gloria introduced the rationale for the integration of a gender perspective into migration policies, projects and programmes. Her main messages concerned the links between migration, development & employment. First of all, Gloria underscored that women migrate as labour force, consumers, tax payers, entrepreneurs, contributors to social security systems, and are therefore important contributors to the economic growth of countries of destination and origin.

From that perspective, different stereotypes about women need to be challenged: women migrants are an asset for the labour market, and should not be regarded as a drawback or a threat for labour markets of destination countries. In addition, Women Migrants start businesses and create jobs, thus contribute to paying taxes, support social security schemes, and the social systems in the

destination countries. On the other hand, women migrants dispose of a key tool for development, which are the remittances.

*“Women migrants are responsible for halve of the worlds estimated 601 billion in global remittances – those remittances are not gender neutral neither. Migrant women tend to send home a higher percentage of their wages on a more regular basis, and their remittances are more likely to be spent on health, education, family or community development.”*¹³ (Lakshmi Puri, welcome video 30th of May 2017)

Worldwide 95% of the population depend on wages, as such income is key to poverty reduction. ILO pursues the creation of protected jobs, with at least a minimum of labour legislation, in order to provide equal treatment and opportunities. This includes a shift from informal to formal economy, as well as fighting child and forced labour, which appeals interaction, consensus, concertation, conventions, with employers (the tripartite approach).

¹² Gloria’s presentation regarded I) Social Justice and the Decent Work Agenda, II) Why do women migrants need specific labour protection, III) ILO Global Estimates on Migrant Workers, IV) The 2030 Agenda for Sustainable Development and the 2013 High Level Dialogue on Migration and Development, and V) International Legal Framework.

¹³ Citation of Lakshmi Puri in her introductory note for the JLJ participants, 30th of May 2017.

Other areas of concern for ILO are: tackling de-skilling and recognition of women's skills, women's unpaid work, non-recognition of diplomas, and the quest for minimum and equal salaries.

A third message related to the fact that only a small portion of people all over the world migrate, the majority decides to stay in their country of origin. Specific attention is not only to be given to the reasons of departure, equally important are the reasons to stay, the checks and balances migrant workers make: what do they lose, if they return – e.g. social security, maternal health-care, Nevertheless, more attention needs to be given to the situation of domestic workers from a rights-based perspective, the analysis and consideration of their (family) conditions; and voice & participation of migrant women workers from a human rights perspective.

Equality of opportunity and treatment with respect to employment and occupation aims at ensuring equal access to employment, vocational training and education, job promotion and advancement, job security, and equal pay for work of equal value and conditions of work. Workers' performance should be rewarded according to productivity and merit, taking into account the objective characteristics of the job (e.g. skills, knowledge, responsibilities, working conditions), and without interference of considerations unrelated to merit (e.g. sex, race or religion)

Gloria emphasized, that combatting discrimination at work means any distinction, exclusion or preference based on race, colour, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation (for which there is no objective or legitimate justification).

Finally, Gloria provided a quick overview of the main legal documents related to gender, migration and development. This framework includes four key gender equality conventions; eight fundamental ILO conventions; two migrant workers conventions; two main principles – equality of treatment and opportunity and combating discrimination at work¹⁴;

“To understand the specific ways in which women are impacted, female migration should be studied from the perspective of gender inequality, traditional female roles, a gendered labour market, the universal prevalence of gender-based violence and the worldwide feminization of poverty and labour migration.”

Source: (CEDAW), General Recommendation 26, § 5

Next, **Inkeri von Hase, (UN Women NY)**, Programme Manager of the EU Migration Programme, contributed with her presentation on *“Engendering the Global Compact on Migration”*. She discussed key migration terminology, to give a response to the question *“Why does gender matter in migration?”* Inkeri further explained the expert recommendations regarding the *“Engendering the global compact”* and recommendations on the next steps.

A first message regarded the fact that clear definition of the terminology is needed in order to identify the target groups.

¹⁴ see tables in Annexes 3&4 for details.

Migrant workers englobe asylum seekers, as well as (irregular) refugees (grounded refugee status). Migrants are considered as individuals staying/living/working outside the country of residence, forced migration/displacement and refugees (1951 refugee convention), can legally or irregularly be in the country of destination or transfer.

Migrant: IOM defines a migrant as any person who is moving or has moved across an international border or within a State away from his/her habitual place of residence.

Forced migration/displacement - A migratory movement in which an element of coercion exists, including threats to life and livelihood, whether arising from natural or man-made causes (e.g. movements of refugees and internally displaced persons as well as people displaced by natural or environmental disasters, chemical or nuclear disasters, famine, or development projects).

Refugee - A person who, *"owing to a well-founded fear of persecution for reasons of race, religion, nationality, membership of a particular social group or political opinions, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country."* (Art. 1(A)(2), Convention relating to the Status of Refugees, Art. 1A (2), 1951 as modified by the 1967 Protocol).

Migration is a gendered phenomenon, which impacts women and men differently. It is known, that women contribute for half of the world's estimated \$601 billion in global remittances; which means that they inform and transform, social, cultural and political norms. However specific challenges faced by women migrants include: barriers to accessing formal remittance channels; restrictive gendered immigration and emigration policies; heightened risks of economic exploitation & SGBV; limited access to decent work, social protection & services.

Migration is entrenching a new globalized gendered division of labour in which there is a demand for female migrants' labour and female migrant workers in countries of destination, specifically in the domestic and care work sector. This often leads to a de-skilling of the female migrant workers. Migration may also reinforce gender stereotypes, especially due to the sectors where female migrant workers typically work - limiting women's autonomy, their lack of power in decision-making processes, and their vulnerability to systematic human rights violations.

The Global Compact for safe, orderly and regular migration (GCSORM)

The global compact is framed consistent with target 10.7 of the 2030 Agenda for Sustainable Development. Member States are committed to cooperate internationally to facilitate safe, orderly and regular migration. The GCSORM will be the first negotiated agreement at intergovernmental level, on migration covering all dimensions of international migration in a holistic and comprehensive manner. The GCSORM will be developed through an open, transparent and inclusive process of consultations and negotiations with the participation of all relevant stakeholders. The preparatory phases will take place throughout 2017 during which all actors (Member States, UN agencies, civil society and academics) can provide inputs in a series of six thematic sessions, ahead of the intergovernmental negotiations which will take place in 2018.

Source: Inkeri von Hase, UN Women

In addition, the gender blindness of international migration governance is characterised by a lack of human rights-based and gender-responsive migration policies, neglecting specific needs and experiences of all migrants, whilst ignoring other intersectional issues (sexual and gender identity, disability, race, etc.).

Inkeri introduced the “Global Compact for safe, orderly and regular migration”¹⁵ and closed her session by presenting the “Recommendations for addressing women’s human rights in the global compact for safe, orderly and regular migration”¹⁶.

7.3. PANEL DISCUSSION: TYPES OF MIGRATION AND GENDER ASPECTS – FORCED DISPLACEMENT, LABOUR MIGRATION AND POLICIES, RURAL-URBAN MIGRATION

The first theme “**Forced Displacement**” was presented by **Sabine Freizer**, Advisor for Governance, Peace and Security at the Regional Office for Europe and Central Asia, UN Women. She outlined “*Women’s Refugees Roles and Needs in the New Wars*” touching the field of “Women Peace & Security” (WPS).

Data indicate that Turkey figures among the top hosting countries for refugees, with 2.75 million Syrians. Europe counted in 2015 over 1 M arrivals by sea, against 355,728 in 2016. In 2016, 4,690 refugees and migrants died or were reported missing in the Mediterranean Sea, 25% more than in 2015. In 2015, 90% of the refugees/migrants in Greece were from Syria, Iraq and Afghanistan. Now, Syria, Afghanistan, Nigeria = 42.8% going to Europe. 57% men – 17% women – 26% children

Source: Sabine Heizer, 2017

Currently 65 million people are forcibly displaced globally (IDPs, refugees and stateless). Out of these, 21.3 million are refugees, with a majority coming from Syria (4.9 M), Afghanistan (2.7 m), Somalia (1.1 M). These numbers are caused by the so called “New wars”, referred to as a phenomenon applied by warring parties, using identity politics to gain supporters, while referring to conservative and reactionary ideologies, especially towards women and women’s rights. By means of these “New wars”, they invade women’s families and communities, and attack bodies, identities, and beliefs.

In the autumn of 2015 UN Women conducted a detailed Gender Assessment of the Refugee and Migration Crisis in

Serbia and FYR Macedonia.

¹⁵ The Global Compact on Safe, Orderly and Regular Migration’ was one of the agreed outcomes of the UN Summit for Refugees and Migrants, held in NY in September 2016.

¹⁶ Outcome of expert meeting hosted by UN Women and OHCHR, 21-22 November 2016 in Geneva

Key findings were:

- Women are disproportionately at risk of sexual and gender based violence (SGBV) from fellow travelers, smugglers, security forces, criminals, strangers;
- Women have unequal access to information, services, legal aid, authority to decide about their future;
- They have insufficient access to safe, secure, clean spaces where women can regain a sense of dignity;
- Neither international or governmental responders following humanitarian best practice on integrating gender concerns.
- Women need to be at negotiation tables when conflicts are resolved to ensure their rights are better protected in peace time (UNSCR 1325).

Since women are targeted in new ways, new mechanisms to protect women and to assure accountability for gender based crimes are needed. The international framework, mirrors the new challenges (rise of sexual violence and the use of rape as weapon), as for example Resolution 1325 (2000) and subsequent WPS UNSCR, like Resolution 2242 (2015) focusing on violent extremism and terrorism, expressing deep concern that CRSV is often a tactic of terrorism. Notwithstanding this new context, there is still insufficient representation of women in peace talks or PKFs, and lack of funding for women's related programming. This results in inadequate integration of gender in programming, to prevent violations of women's and girl's rights (sexual violence, sexual abuse, mass rape, domestic violence, forced and early marriages slavery, prostitution, trafficking, honor crimes,). Asylum, reparations and justice is justified for survivors of gender based persecution including CRSV¹⁷.

Regarding **asylum procedures**, Sabine stressed three messages:

- **"First instance decisions"** in respect to women asylum seekers **vary significantly** across EU MS, with chances of receiving a positive outcome slightly higher for men than women;
- These differences in interpretation regarding women asylum seekers in Europe, are amongst others, **occasioned by the fact that the fundamental 1951 Convention Relating to the Status of Refugees lacks any gender reference** and that there is no agreed definition of "gender related persecution", neither of SGBV (SGBV is a form of persecution and not a simple crime by one individual against another), resulting in inadequate gender sensitive reception procedures and support services; and
- Nevertheless, there is a **strong normative basis** for gender sensitive asylum (including UNHCR Handbook for the Protection of Women and Girls (2008), CEDAW (Gen Rec 32), the Istanbul Convention) which could guide and harmonize protection, respect and realization of human rights of women asylum seekers and to find long term solutions for women on the move.

¹⁷ More regarding asylum information can be found at <http://www.unhcr.org/3d58ddef4.pdf>, regarding reparations and justice you can access <https://www.icc-cpi.int/iccdocs/otp/OTP-Policy-Paper-on-Sexual-and-Gender-Based-Crimes--June-2014.pdf>

The second theme “**Labour Migration – ILO**” was presented by Gloria under the title “**Labour Migration Policies and ILO’s Strategy and Work**”. She tackled the situation of Women Migrant Workers (WMW), in particular the working conditions of Women Domestic Migrant Workers (WDMW). Gloria reflected on the importance of gender-sensitive labour migration policies (GSLMP). She further elaborated on migrant women’s needs for specific protection and the specialized areas of ILO interventions.

“Respecting the principles of gender equality and non-discrimination does not necessarily mean equal treatment in all instances. Promoting gender equality in labour migration policies may include special gender-specific provisions (e.g. preferential treatment or affirmative action to compensate for long-term discrimination, particularly that suffered by women).”

Source : Gloria Moreno-Fontes Chammartin, 2017

GSLMP take into account the differences in socio-cultural roles, needs, opportunities, constraints and vulnerabilities of women and men migrant workers. While guaranteeing inclusion and respect of labour rights for women and men migrant workers, GSLMP assure that migration legislation, policies and programs promote equality of opportunity and treatment in respect of employment and occupation with a view to eliminating any discrimination based on sex.

In 2013 more than **one in every six domestic worker worldwide was an international migrant**. Out of the total number of domestic workers (67.1 M), 53.8 M are female, and 13.4 M are male domestic workers worldwide (2013). Out of the total number of migrant domestic workers, 8.45 M are female, 3.07 M are male migrant domestic workers (2013). In almost 50% of the countries, either the minimum wage regulations do not apply to domestic workers, or their wages are lower than for other workers. A strong legal framework is needed, since wages, in most cases, are the only source of income. The existing legal framework includes:

- The *ILO Convention No. 189 concerning Decent Work for Domestic Workers*, the Convention lays down basic rights and principles and requires States to take a series of measures to promote decent work for domestic workers;
- The *ILO Convention No 189 and Recommendation 201* covering all domestic workers, including migrant workers;
- The respective national legislation regarding domestic workers; and the *ILO Global Strategy on Domestic Workers*, strengthening national capacities and institutions including policy and legislative reforms, promoting the ratification and implementation of the Domestic Workers Convention (DWC) and Recommendation, facilitating the organization of domestic workers and their employers, awareness-raising and advocacy and developing knowledge bases and policy tools.

The third theme “**Rural-urban migration**” discussed during the panel was presented by **Saskia Ravesloot, Director of the Gender & Human Rights Office in Belgium (SARACO)**.

Her contribution focused on the “Who takes care of the left behind?” The concept ‘The left behind’ is characterized by its ‘dynamic’ dimension. Main questions concern - Who is left behind, and where: in the country of destination or transition?

While focusing on the case of refugees in and migrants from Morocco, the points made by Saskia can be summarized as following:

There is a shift in the stereotypical perception regarding Moroccan women migrating to Europe or elsewhere, being no longer invisible, nor dependent on their relatives and obeying their spouses. Nowadays, Moroccan women migrate on a self-determined basis, aiming for employment abroad in search of a better life for themselves and their relatives. As such, Moroccan Women Migrant Workers are empowered to send remittances to their family members 'left behind'; these remittances are an important development tool in the hands of women, considered as better remitters. At the same time, these remittances serve as a device for further empowerment, considering the findings (Hennebry, Holliday, & Moniruzzaman, 2017) that women remit (more) money that will be spent on health, education, debt repayment, housing and the establishment of informal or subsistence entrepreneurship activities, family and community development. As such women can be considered as agents of change providing structural and transformational change.

"An informed discussion of migration and development necessitates a holistic understanding of remittances which encompasses equally significant economic and social contributions of migrants to both countries of origin and destination."

Source: At what cost, women migrant workers, remittances and development, UN Women

Opportunities and potential for empowerment processes of the 'ones left behind' also relate to their either urban or rural setting. Capabilities and freedoms of rural women are more often restricted than for women in urban settings. These influence spending patterns of remittances received from emigrated relatives/spouses. Living under the authority of relatives-in-law, which is more likely in rural settings, increases risks of losing control over such funds. On the other hand, social costs of migration for women in rural settings also influence empowerment processes. They can result in increased workloads for the women left behind, family disintegration, abandoned children, delinquency, violence within households, poverty, decrease of health situation of female headed households of the left behind, or fewer decision-making powers.

Recommendations formulated by Saskia touched on the need to put more attention to gender sensitive and sex-disaggregated statistics; in addition, the importance of 'Gender Impact Analysis' concerning migration & remittances should be emphasized, with a strong focus on sustainability of financial and social remittances in countries of origin and destination.

A recommendation relating to 'Gender Budgeting of Remittances' was set up, with a connotation linking the purpose of the remittance (gender blind, gender sensitive or gender transformative) as intended by the remitter and the impact at the level of the receivers (gender blind, gender sensitive or transformative impact of spending of the transferred funds).

Further recommendations referred to the importance of integrating gender in the mainstream studies and the geographical variation of studies on remittances and gender (other than Philippines, Mexico, ...) and to the integration of women's human rights through all stages of migration.

8. THE DONOR CONTEXT

In the afternoon of the first day, the donor context was specified by a podium discussion with two representatives of the European Union and the OECD: Each gave a short input and then the floor was opened to discussion with participants. Later, the participants worked in several working groups on recommendations in three different fields.



Picture: Discussing in a Working Group

8.1. THE EU RESPONSE TO MIGRATION - ENTRY POINTS FOR LINKING GENDER, MIGRATION, AND DEVELOPMENT

The introduction of the EU response to migration was held by **Danila Chiaro**, Programme Manager on Migration and Asylum at the European Commission in DG DEVCO.

She started her presentation with the EU dimension and general policies of the EU, to explain the approach of DG DEVCO to migration: the EU migration policy is considerably broader than its development approach. There are some branches of migration policies which are neither linked with, nor under the responsibility of development cooperation. This concerns the countries of origin, transition and destination in relation to migration, as well as South-South migration.

From EU side, there is much attention on the refugee crisis, especially regarding the movement of people with different migration status to Europe. There exists pressure from the EU member states (MS) to address migration, for providing sustainable solutions in migration management.

In order to try to mainstream the 2030 SDG agenda, the EU also intends to maximize the development impact of migration. The migration - development nexus furthermore touches

upon the security nexus. Regarding Gender and Migration, gender mainstreaming is a huge priority for the EU, linked to the adoption of the EU Gender Action Plan (EU GAP) II. It is positioning the EU as an important actor globally for gender mainstreaming in development.

In terms of “policy production”, Danila described the current situation as very complex, especially since the beginning of the Syrian crisis and from 2014 onwards. The EU has put migration as one of the top priorities for both, internal and external policies. This has led to increasing resources dedicated to migration, migration management, and policy production. Some precedence has been created by the Valetta declaration¹⁸, which has together with other frameworks on migration been integrated in the new Consensus on Development¹⁹ (June, 2017) on the 2030 Agenda.

The EU GAP II: How can it help the migration agenda to be more gender sensitive?

Danila described the EU GAP II as a necessary tool to address gender in all policy areas and programs funded. It was also used to do an analysis on what EU Member States have so far implemented respectively. The reporting process was very interesting internally, and on MS level, and it has become evident that more coherence is needed.

How do you see the gender issue for migration?

Danila: “Both issues are mainstreamed, it is mainstreaming of the mainstreaming. This makes the reporting and the gender analysis very complex, if we think about migration management, the gender mainstreaming is not only a duty, it is a necessity. General objective is to maximize the development impact, and if you do not know who are the people you target and which problems they have, how can you maximize the impact?”

The thinking related to the root causes is even more complex – there are push factors, but there is no common definition on root causes of migration. It can be whatever sector polices – job creation, demography, agriculture, human development, also lack of access to public services is a push factor for people to migrate. GM is important to maximize the impact of polices and programming which have been put in place.”

8.2. THE OECD TEMPORARY WORKING GROUP ON MIGRATION AND THE ROLE OF OECD-DAC IN ENSURING ACCOUNTABILITY OF DEVELOPMENT CO-OPERATION PARTNERS

For starting her input, **Brenda Killen, Deputy Director of the OECD**, was asked by **Benedetta Magri (ILO Turin)**, on her perception of the need for more clarity for donors to be better accountable for the quality of programming in the field of migration.

¹⁸ Action Plan. The **Valletta Summit on Migration**, also called the **Valletta Conference on Migration**, was a summit held in Valetta, Malta, on 11–12 November 2015, in which European and African leaders discussed the European migrant crisis. The summit resulted in the EU setting up an Emergency Trust Fund to promote development in Africa, in return for African countries to help out in the crisis.

¹⁹ The [new Consensus](#) contributes to the objectives and principles of EU external action as laid down in the Lisbon Treaty, and supports the [Global Strategy on the EU's Foreign and Security Policy](#) presented in June 2016 by the High Representative.

Brenda Killen is working on a broad framework for the OECD in the field of refugee work, which should support donors to be more accountable. She emphasized the need for statistics in development work, on the back of all the other issues being managed – including gender – and, that there are some very specific tools available to track data, that can create incentives.

Brenda underlined, that *“if politics opens space, grab it with both hands”*. When funds for refugees were increased in OECD Member states, the lack of strategy for spending became evident and the OECD DAC was asked to bring some coherence into it. Brenda has led this work to clarify the conditions how money was spent, and what should be spent in countries of origin, and what to do in the countries of destination. Her team looked at existing best practice, and what can be learned from how to spend aid more effectively.

In the OECD countries, her team was looking on how to tell a positive story about migration and the refugee crisis – which is hugely important for the guidelines the OECD is producing. The guidance is mainly gender sensitive, and stresses the need to be context specific and to consider context analysis, especially also on women and girls in their access to the labor market. Brenda stated her great interest in the Learn4Dev JLI, for its outcome to contribute to the OECD’s work, and the provision of space for discussion on this guidance. The OECD - at the time when the JLI took place - was in the process of drafting a handbook on refugee work for better programming of aid in situations of forced displacement. Brenda also stated the need for a strong framework for accountability.

She suggested – *“Do evaluations, impact assessment, and do have a data platform for exchange and a workstream on vulnerable migrants”*.

What is the OECD Gender Net?

The *DAC Network for Gender Equality* – referenced in the following as OECD Gendernet – is supporting member countries to work on gender equality and it is an effective advocacy group. Member states practice what they say, and have done some amazing work, such as in politics for development cooperation.

- Work has been done to get the right language in the SDG agreements, making sure that in every single member state someone influenced the wording on gender language, etc.
- A tool box on women’s economic empowerment²⁰ was developed
- A strong instrument the OECD Gendernet developed is the *OECD DAC Gender Marker*²¹, which Member States use to demonstrate how they are spending their aid. The OECD DAC gender policy marker is a key instrument and provides powerful evidence. Finally Brenda stated that for effective gender mainstreaming *“You need to make it difficult to take the easy option.”*

8.3. SOME Q&A

²⁰ <http://www.oecd.org/dac/gender-development/economicempowermentandfinance.htm>

²¹ See: <http://www.oecd.org/dac/gender-development/dac-gender-equality-marker.htm>

- One participant asked DEVCO about the commitment regarding the implementation of the EU GAP II, and the protection of the rights of migrant workers, and how closely DEVCO monitors gender and migration; and if these themes are monitored by gender experts, or jointly monitored?

DEVCO answered, that there is a strong link of thematic units and sectoral units, HR and Gender is in lead of the GAP II guidelines. Internally, they (DEVCO) had an obligation when they present a proposal for funding, to do a gender analysis, which might change after the first EU GAP II reporting. It might become a national binding requirement to do a good gender analysis – a general coordination effort. It depends on the funding instrument, you can determine in a general way - when DEVCO is programming something, they always consult colleagues, who are experts for gender equality, and try to increase synergies. Huge efforts are made for programming in the regions, but there is not always a gender expert or a migration expert available.

- Another participant stated, that migration policy is very political, how to combine maximizing impact of migration with “the fortress Europe”? How to deal with the double moral?

DEVCO answered, that they cooperate a lot with directorate of migration, creating new opportunities for regular migration.

- Another participant stated that regarding sustainable development, she remembered that back in 2009 – when she was working in the Secretariat General of the OECD, in the Policy for Coherence (PCD) Unit – it was out of discussion to talk about migration and to analyze migration policies with a PCD lens?! She was surprised, that migration has reached such a high priority for OECD’s development work, and wondered if PCD is also taken into account –how to you reach your goal and are incentives needed?

This has to do with the enabling environment. Since many OECD member countries put migration among their top policy priorities and the funding for refugees increased in some countries considerably, it was possible to discuss about the impact of the money spend, how it should be spend as well as on coherence issues. In addition, the OECD DAC reform brings new opportunities for coherence.

Another participant asked if the Gender Equality marker can be used for MS?

In Austria for example, within the gender responsive budgeting framework, 75% of the projects should be allocated at least Gender Marker 1, which is a strong tool internally for ADC, as ADC is hold accountable on a regular basis by Parliament about the fulfillment of this achievement. It was stated, that it can also be used e.g. in Morocco, for scoring the efforts of all the departments which work on the governmental GED plan.

Brenda stated that in general, there are lots of opportunities due to DAC reform process, DAC CHAIR looks for adapting the Agenda 2030, and it is an option to enter here:

- Ministerial meeting in October 2017: the head of SIDA is putting together a proposal to present it to the DAC secretariat in Paris, and will touch on the humanitarian/development/security area.
- Make sure that the needs of women are considered there, it's not just spending money to stop people coming to Europe – it is more about achieving the goals of agenda 2030
- “Every woman-every child”, in September – you can write to the Panel– look under accountability, look into humanitarian crisis, what are the major messages. It also has to be practical and useful, and needs to be applied.
- DG DEVCO – doesn't see an entry point currently, but there is a need of being practical; how to operationalize these principles?
- EU GAP II – requires gender analysis done, and it might also be a chance to enter this requirement with the OECD reform done, with a similar request based on EU GAP II?

In the afternoon, different working groups on gender, forced displacement and development (IDPSs, refugees), started to work on the draft recommendations.

Picture 2: Discussing recommendations



9. GOOD PRACTICE EXAMPLES

Day two started after a recap of day 1 with the short presentation of Good Practice examples, and participants joined the different “market places”, where those good practice examples were presented and discussed lively, in order to feed into the recommendations.

9.1. INKERI VON HASE (UN WOMEN) REGIONAL PROGRAMME ON WOMEN MIGRANT WORKERS' LABOUR AND HUMAN RIGHTS (MEXICO, MOLDOVA, PHILIPPINES)

“Promoting and protecting women migrant workers’ labour and human rights: engaging with international, national human rights mechanisms to enhance accountability” was a three-year joint EU-UN Women research, capacity building, and advocacy programme funded that sought

to promote women migrant workers' rights and protect them against exclusion and exploitation at all stages of migration. It aimed to contribute to this objective by:

- strengthening strategic international human rights mechanisms, national human rights institutions, parliaments, governments to ensure accountability to WMWs at all stages; and
- strengthening WMWs' organizations to effectively engage with these mechanisms & governments to ensure greater accountability at all stages of migration.

The project had a global outreach and was anchored nationally in three pilots: Mexico, Moldova and the Philippines; and was implemented between Feb 2014 – Jan 2017.

9.2. ALENA MEHLAU (MEDICA MONDIALE) - PSYCHOSOCIAL ATTENTION OF IDP AND REFUGEE WOMEN

medica mondiale gave an input about “Supporting survivors of violence with a multi-sectoral, solidarity-based, stress- and trauma-sensitive approach”²².

“An attitude of sensitivity towards both trauma and stress is guiding the work of *medica mondiale*. This stress- and trauma-sensitive approach has a strengthening and relieving effect on the affected people and also the activists, specialist staff and working groups. For *medica mondiale*, trauma as consequence of violence is not to be found exclusively in the area of (individual) psychology, but also a very significantly at the level of society and politics. For this reason, even a multi-sectoral approach to supporting those affected by violence cannot stand alone: it must go hand in hand with measures to bring about change in general political conditions, societal structures and public awareness.” (Karin Griese, advocacy advisor CARE Österreich and Alena Mehlau, Trauma Work officer)

Picture 3: Stress and trauma sensitive Approach of *medica mondiale*



²² Find a fact sheet : http://www.medicamondiale.org/fileadmin/redaktion/5_Service/Mediathek/Dokumente/English/Policy-papers/medica_mondiale_Policy_Briefing_survivors_of_sexualised_violence.pdf

Consequences of human rights violations: traumatic sequence	Basic principles in dealing with affected persons, for supporters and organizations
Threat <ul style="list-style-type: none"> • Fundamental insecurity • Shattered confidence in oneself, others and the world • Increased vigilance 	1.) SECURITY: reduce stress and fear <ul style="list-style-type: none"> ✓ Psychologically and physically safe rooms ✓ Influence and control ✓ Transparency ✓ Reliability
Powerlessness <ul style="list-style-type: none"> • Helplessness • Feeling of vulnerability • Oppression • Discrimination 	2.) EMPOWERMENT: strengthen self-efficacy and self-worth <ul style="list-style-type: none"> ✓ Spaces for agency and initiative ✓ Focus on resources ✓ Political participation and access to rights ✓ Power- and gender-sensitivity
Isolation <ul style="list-style-type: none"> • Shame and guilt • Polarization and marginalization • Denial • Group-focused enmity 	3.) CONNECTEDNESS: strengthen each other <ul style="list-style-type: none"> ✓ Solidarity and networking ✓ Multiperspective view on everyone involved ✓ Informed dealing with negative group dynamics ✓ Political and individual acknowledgement of injustice and suffering
Stress- and trauma-dynamics in the support system <ul style="list-style-type: none"> • Increased exposition to stress • Risk of indirect traumatization • Transmission of trauma to group dynamics • Overload and border transgressions 	4.) Mindful organizational culture and self-care: implementation of STA-principles individually and organizationally <ul style="list-style-type: none"> ✓ Mindfulness, self-reflection, self-protection ✓ Supervision, Intervention, further qualification ✓ Stress- and traumasensitive working conditions ✓ Commitment by employers to create STA-facilitating structures

9.3. KAREN KNIPP-RENTROP (CARE): COMMUNITY-BASED APPROACHES IN THE SYRIAN REFUGEE RESPONSE

The presentation focused on the *Information Volunteer Program for Syrian Refugees in Turkey*, a community-based approach in the protection of refugees that links humanitarian and development work.

Community-based approaches build on the resources of the refugee community. Thus, they make aid delivery and services more effective and sustainable. The Information Volunteer Program, for instance, enables refugees to access services by providing skills and knowledge to female and male refugees, by restoring and promoting community support structures and positive coping mechanisms. Changes in social and gender norms that are initiated in the emergency situation are thereby sustained to strengthen efforts to gender equality also in the future.

The success of community-based approaches is based inter alia on the fact that CARE ensures gender responsive programming at all stages of the project cycle. Another important factor is the support of local partners e.g. through capacity development on gender in emergencies.

9.4. NADJA SCHUSTER (VIDC) AND BEATRIX BÜCHER (CONSULTANT) – GENDER CONCEPTS AND MIGRATION

Nadja Schuster presented the small-scale micro-sociological study *“The perception of gender relations and gender-based violence of Afghans living in Austria”* published in 2017, and thus provided an interesting insight into the gender roles, stereotypes, hierarchies and GBV in Afghan communities in Austria. In addition she shared lessons learned and knowledge gained from the intercultural Gender competence workshops the VIDC conducts in cooperation with “poika – gender sensitization for boys in education and schools” and the association “Afghan Youth – New Start in Austria”. The aim of the workshops is to combat destructive gender norms and gender-based violence by sensitizing Afghan adolescents and men for gender equality. One success factor is the tandem principle: the workshops are held by an Afghan and an Austrian man as Gender trainers.²³

²³ For the study and more information check VIDC’s website: <http://www.vidc.org/en/topics/gender/men-gender-equality/gender-competence-afghan-community/>

Beatrix Bücher presented the results of her research and report on *“Women, Work & War: Syrian women and the struggle to survive five years of conflict²⁴”*, published by CARE Middle East Management Unit in 2016.

9.5. EVELYN RAINER (IOM)

Evelyn Rainer introduced the project *“Empowering Abandoned Women from Migrant Families in Tajikistan”*, (implemented by UN Women and IOM; February 2014 - December 2015). Aim of the project was to provide support to women of migrant households in need to reduce their potential exposure to domestic violence, human trafficking, or impoverishment by building their skills and access to income generation activities, increasing access to psychosocial assistance, legal counselling, and other public services. Main activities of the project:

- Research on socio-economic situations of abandoned families;
- Awareness raising on the issue of abandoned wives and children of migrants amongst local and national authorities;
- Facilitation of Self Help Groups (SHG) and their mutual exchange;
- Strengthening skills and enterprise development assistance for abandoned women (e.g. business trainings, coaching’s of individuals and SHGs);
- Provision of (mobile) legal assistance in “One-stop-shops” to abandoned wives of migrants as well as financial support for lawyers and legal accompaniment to court;
- Capacity building trainings for Government partners, local leaders and NGO partners on legal issues of abandoned families;
- Development of a national action plan for social and economic inclusion of abandoned wives;

For further information see: <http://weblog.iom.int/tajikistan/un-women-iom-project-empowers-abandoned-women-migrant-families-tajikistan> (last visited 27.09.2017)

9.6. ULRIKE SCHMIDT (OSCE): CREATING MENTOR NETWORKS IN THE OSCE REGION

The OSCE has been supporting the integration of marginalized women into society, through mentoring networks by partnering with the Danish Centre for Information on Gender, Equality and Diversity, KVINNO. Since 2013, the OSCE Gender Section has been promoting the implementation of mentor networks in the OSCE region by providing relevant resources and training to OSCE field operations.

A Mentor Network facilitates the connection between the immigrant and an actively engaged person in Danish society and the labour market. Mentor and Mentee are paired based on terms of education, professional experience or vocation. Mentoring is the strategy to overcome the barriers regarding access to jobs, and personal developments the mentee wishes for her life in the receiving country.

²⁴You can download the study here: http://insights.careinternational.org.uk/media/k2/attachments/CARE_Syria-women-work-and-war-report_2016.pdf

OSCE and KVINFO developed a Practical Road Map for Creating Mentor Networks in the OSCE Region, with concrete steps to take to set up mentoring networks. It includes samples of useful documents for mentors and mentees²⁵.

The methodology will be expanded to at least five countries in the OSCE region over the next year, with a focus on women belonging to minority groups, migrant women and women who have experienced gender-based violence.

²⁵ Creating Mentor Networks in the OSCE Region: A Practical Roadmap. <http://www.osce.org/secretariat/163006>. E.g. in Serbia, the OSCE's Women's Mentorship Programme has been running in cooperation with the U.S. Embassy, Erste Bank and the NGO European Movement for over five years and involves over 100 women who volunteer as mentors to help younger women enhance their participation in society in a meaningful way.

ANNEX.1

RECOMMENDATIONS ON GENDER & MIGRATION FOR DONORS AND DEVELOPMENT AND HUMANITARIAN ACTORS FROM THE JOINT LEARNING JOURNEY (MAY 2017; VIENNA) OF LEARN4DEV GENDER EXPERT NET

The recommendations below were formulated during the JLJ in Vienna (May 2017) and complement other recommendations as articulated in the sources below. The references are mentioned where relevant.

(A) -> Source: Recommendations for addressing women's human rights in the global compact for safe, orderly and regular migration. Outcome of expert meeting in Geneva November 2016

(B) -> Source: At what cost? Women Migrant Workers, Remittances and Development. January 2017, UN Women and EU.

1. LABOUR MIGRATION

1.1. POLICY DIALOGUE

1. In relation to the general policy frameworks for labour migration donors should systematically integrate gender-sensitive labour migration policies into their policy dialogue by clarifying on how these can contribute to the achievement of Agenda 2030 (specifically SDG 5, 8 and 10). Labour migration policies and programmes should be formulated setting goals, targets and *indicators* contributing to the monitoring process of SDG 5, 8 and 10. Complementary with 2 (B).
2. Donors should increase efforts to ensure that policy dialogue on labour migration (at national and regional level) is coherent with countries' a) economic development plans, b) labour market, and c) employment, and should be fully aligned with international, regional and national commitments to gender equality. Complementary with 5.1. (A).
3. Policy dialogue should be based on and advocate for respect of the principles included in a) the ILO *Declaration on Fundamental Principles and Rights at Work*; b) the ILO Conventions 97, 143, 189; c) the 8 fundamental ILO Conventions; and d) CEDAW and specifically its General Recommendation 26. More specifically gender responsive labour migration policies are to integrate the principle of non-discrimination by sex as well as of equal pay for work of equal value, between women and men.
4. Policy dialogue should encourage recipient governments to adopt labour migration policies that, at all stages of the migration process, are:
 - non-discriminatory on the basis of sex and other protection grounds;

- protecting women and men migrant workers and providing safe, low-cost and protected pathways for regular labour migration, with particular attention for low-skill and low status occupations, where women are usually over represented;
- improving working conditions of Women Migrant Workers (WMW) in the informal economy particularly those in irregular situations (through linkages with the social dialogue).

1.2. LABOUR MIGRATION POLICIES

5. Labour migration policies should be based on sound gender analysis, looking at countries' system of socio-economic organization of care, since the way in which countries include paid and unpaid care-related work in national policies has vast implications on women's socio-economic empowerment, both as providers of cheap care work and as unpaid care providers within their families.
6. These policies should also pay particular attention to the impact of emigration on the care system of countries and the possible detrimental effect on those who are "left behind" as care givers or recipients. Complementary with 5.9. (A).
7. Labour migration policies should support and encourage the integration of gender equality issues. The representation of WMW's interests should to be take into account in regional, inter-regional and national dialogue on labour migration issues. This should especially include the participation of the Ministries of Labour, and employers' and workers' organizations in Labour migration policies formulation and implementation. Complementary with 3.15. and 5.13. (A).

"2.8. Promote joint action between States, trade unions and other non-State actors including migrant women organizations, focusing on greater sharing of information and good practices, including in the identification of perpetrators of violations, abuse and exploitation. Encourage cooperation within the framework of joint pilot projects that produce shared results and shared learning. Ensure that all agreements are transparent, publicly available and incorporate measures for oversight, monitoring and enforcement. Encourage the conclusion of binding bilateral, multilateral or regional agreements that are in line with international human rights law, norms and standards and promote the rights of migrant women and girls."

Source: Recommendations for addressing women's human rights in the global compact for safe, orderly and regular migration, Outcome of expert meeting in Geneva November 2016

8. The policies should be designed also to support interinstitutional dialogue and coordination, on the gender dimensions of labour migration, among different Ministries such as labour, economy, development, education, health, social security and social policies as well as gender equality machineries. Complementary with 5.7. and 5.8. (A).

9. Bilateral labour agreements should include a gender dimension and a rights-based approach (e.g. including the rights of domestic workers, seasonal workers, ..., or gender-related occupations) to avoid social dumping resulting in the creation of dual labour markets (often resulting in a

female over-representation). Complementary to 2.8. and 5.6. (A).

1.3. PROGRAMME AND PROJECT DESIGN AND IMPLEMENTATION

10. Donors should support policy measures and programme interventions that are maximizing the development impact of women and men migrant workers. This means ensuring a) that migrant women as well as men obtain full and productive employment and decent work; b) that their labour rights are protected; and c) that they work in safe and secure working environments (also regarding all forms of violence). Complementary with 5.14., 3.9., 5.2., 5.3. and 5.15. (A/B?)
11. Support programmes and projects involving labour market institutions and building their capacity on gender- and migration sensitive service delivery (e.g. statistical offices, public employment services, labour inspection services, social security institutions, wage setting committees, occupational safety and health institutions, vocational training institutions). Complementary with 5.10. (A).
12. Ensure that the implementation of the Comprehensive Refugee Response Framework and all other similar modalities adhere to all gender commitments in the NY Declarations.

2. FORCED DISPLACEMENT

2.1. POLICY DIALOGUE POLITICAL

13. During all steps and phases of policy dialogue on Peace and Security, stakeholders should consider provisions of refugee and migrants' rights as a pre-condition for peace and security. Complementary with 3.11. and 3.12. (A).

“3.6. Ensure human rights-based, safe, culturally appropriate and gender-responsive spaces and processes at borders, including pre-identified and adapted places of arrival/disembarkation allowing for reception and assistance which meet human rights and humanitarian standards, including adequate medical screening, vulnerability assessments and psychological aid; also including the provision of culturally and linguistically appropriate and adequately trained women case workers, lawyers, interviewers and independent interpreters, and ensure childcare is made available during interviews, allowing for any request for human rights protection and/or international protection to be made in a safe, culturally appropriate and gender-responsive environment; ensure access to justice and due process at all times in accordance with international law, paying particular attention to pregnant women, migrants with medical conditions, disabilities, elderly, lesbian, gay, bisexual, trans and/or intersex (LGBTI) migrants and children in screening and interviewing processes. Affirm and implement the Recommended Principles and Guidelines on Human Rights at International Borders from the Office of the High Commissioner for Human Rights (OHCHR).”

Source: Recommendations for addressing women's human rights in the global compact for safe, orderly and regular migration, Outcome of expert meeting in Geneva November 2016

14. Stakeholders also need to recognize gender based persecution as criterion for asylum (Guidelines on international protection: Gender-Related Persecution within the context of Article 1A (2) of the 1951 Convention and/or its 1967 Protocol relating to the Status of Refugees, <http://www.unhcr.org/3d58ddef4.pdf> , also see presentation by Sabine Freizer).
15. Ensure a gender responsive approach in support of refugees through the whole cycle of displacement and asylum. Complementary with 3.6., 3.7., 3.8., 3.16. and 4.7. (A).
16. Donors should ensure through policy dialogue, that 1325 NAPs (or similar) include provisions addressing the situations of forced displacement and assign proper indicators to measure progress.
17. Donor countries, and UN member states, as well as member states of regional bodies need to adopt a wide definition of gender based persecution, and provide comprehensive and trauma-sensitive services to survivors. Complementary to 4.1. (A).
18. Linking development and security: Carefully weigh the risks and opportunities of linking development and security, especially its potential effects on women and women’s organizations. Complementary to 2.7. (A).

2.2. FORCED DISPLACEMENT POLICIES

19. Ensure the development and implementation of a gender responsive approach to countering transnational threats, and the meaningful participation of women at all stages.
20. Apply a human security approach, including a focus on combatting human trafficking. Complementary to 2.3., 2.4. and 3.10. (A).

“4.5. Provide access to justice and due process for women at all stages of migration, including the provision of free legal aid and access to gender-responsive and culturally appropriate legal representation, counselling, information and other material assistance, including interpretation and translation services to all migrants to enable their access to rights such as the right to an individual examination, a judicial and effective remedy, the right to appeal and support in the defense of claims. Upon exhaustion of national justice processes, provide access to regional or international mechanisms.”

Source: Recommendations for addressing women’s human rights in the global compact for safe, orderly and regular migration, Outcome of expert meeting in Geneva November 2016

21. Ensure that national development strategies and plans and National Action Plans on UNSCR 1325 and follow up resolutions include gender responsive provisions on refugees/migrants/IDPs. Complementary to 2.5. (A).

22. Provide mechanisms for advocacy and participation of civil society – in particular women’s organisations - during policy making. This includes a) improvement of provisions enabling advocacy for inclusive peace and security and b) support mechanism for (women) refugees and migrants to organize; and c) address lack of legal, capacity related, financial, psychological obstacles to women’s meaningful participation. Complementary to 4.5. and 5.11. (A).

2.3. PROGRAMME AND PROJECT DESIGN AND IMPLEMENTATION

23. Donors should ensure that 1325 NAPs, are resultsbased and complemented with appropriate budgets, providing sufficient resources (human and financial) for enabling effective implementation of engagements.
24. Maintain family reunification programs for refugee families, make them more accessible to those who have obtained asylum. Complementary to 3.13., 3.14. and 5.12. (A).
25. Donors should promote and financially support women’s migrants & refugees’ inclusion in institutions and migration, peace and security related processes (more women mediators, also in security forces, etc.).

Provide mechanisms for advocacy and participation of civil society during design and implementation and monitoring on localization work of UNSCR 1325 and the wider WPS agenda.

26. Provide in projects and programmes, measures for gender trainings on WPS, SGBV, CRSV* for adequate gender sensitive work and implementation on the ground.
27. Ensure that the principles of stress and trauma sensitivity are applied in programming, service, and staff self-care. Complementary to 4.2., 4.3. and 4.4. (A).
28. Support more mentoring programs between host and refugee communities.
29. Support men and boy focused programming in refugee communities on Gender Equality and Women’s Empowerment (GEWE).

“3.14. Ensure that involuntary returns, deportations, removals and readmissions are ordered only in the event that all judicial options have been exhausted and that, where this is the case, each case is treated individually, with due process and access to justice in accordance with international law, and in consideration of the gender-related circumstances, the situation as it relates to family unity and the risks of human rights violations in the country of origin, transit and destination.”

Source: Recommendations for addressing women’s human rights in the global compact for safe, orderly and regular migration, Outcome of expert meeting in Geneva November 2016

3. ASYLUM & MIGRATION

3.1. POLICY DIALOGUE

30. Refer during policy dialogue concerning asylum and migration to existing engagements on international level and more specifically on regional level. Complementary to 1.3. (A).
31. Promote benchmarking to challenge countries’ ranking regarding indexes (SIGI, GII, GDI,...) and create an environment where the political will is encouraged.

32. Identify, during policy dialogue, champions to promote policy change and champions to implement this policy change. Refer to the motivation of the agents of change (the champions) during the dialogue processes. Refer to a rights based approach, and reach out for like-minded actors interested in strengthening the capacities of right-holders and duty-bearers.
33. Integrate women and more specifically women’s organizations, representing the rights of asylum seekers and migrants, into all steps of policy dialogue and create platforms to facilitate their participation.
34. Use existing mechanisms (surveillance, monitoring and evaluation, database, ...), and identify win-win situations. Complementary to 1.7. (A).

3.2. ASYLUM & MIGRATION POLICIES

35. Design and reformulate existing policies from a HR based approach and gender perspective. Complementary to 3.1., 3.2. and 3.3. (A).
36. Make use of the gender machinery for policy decision making processes and follow, reporting and assessment (Gender Impact Assessment).
37. Analyze gender differentiated needs and interests of refugees, asylum seekers and migrants, which are conditions for policy development. As such governments and donors should integrate the gender dimension into all policy-making phases. Complementary to 2.6. (A).
38. Link migration and asylum policies to existing policies and commitments and strategies at all levels, soft and hard law (including Agenda 2030, Addis Ababa Agenda for Action, Solemn Declaration on Gender Equality in Africa... European Consensus on development).

8.3.3. PROGRAMME AND PROJECT DESIGN AND IMPLEMENTATION

“3.1. Ensure that migrant women enjoy access to economic, social and cultural rights that is equivalent to that of nationals, in line with international human rights law, norms and standards, including education, decent work, training, housing, social benefits and healthcare services, including sexual and reproductive health and mental health services.”

Source: Recommendations for addressing women’s human rights in the global compact for safe, orderly and regular migration, Outcome of expert meeting in Geneva November 2016

39. Use during programming, appropriate indicators linked to the international, regional and national engagements
40. Identify what is equal to women and men and what is gender specific or different for female and male refugees, migrants and asylum seekers, to pledge for appropriate and targeted measures, in order to assure that no one is left behind (Agenda 2030) and that no one is discriminated during migration journeys. Complementary to 2.1. and 2.2. (A).

41. Think out of the box, refer to think tanks, identify good practices, eg mentoring programmes and determine skills among migrants and refugees which qualify them as mentors (role models) and match them with women in host communities for training, integration in local communities and setting.

42. Organize research. Complementary to 1.5. (A) For example, the report “Initial Assessment Report: Protection, Risks for Women and Girls in the European Refugee and Migrant Crisis, Greece and the former Yugoslav Republic of Macedonia”, conducted by UNHCR, UNFPA and WRC, provides interesting entry points for further research. The research includes 4 surveys addressing: 1) Women and Girls in destination countries; 2) Men and Boys in destination countries; 3) Individual migrants/refugees in transitory countries; and 4) Service Providers, Humanitarian Agencies, Government Authorities, NGOs and other stakeholders.

“2.1. Provide access to migration pathways which promote empowerment of women and protect their rights. Review and repeal all gender discriminatory provisions which constitute restrictions or exclusions in law or practice that limit opportunities for women and girls to migrate, or that do not recognize the capacity, autonomy and agency of women and girls in decision making.”

Source: Recommendations for addressing women’s human rights in the global compact for safe, orderly and regular migration, Outcome of expert meeting in Geneva November 2016

43. Create opportunities for the left behind to enter the labour market.

4. SHARED RECOMMENDATIONS

4.1. DATA COLLECTION

44. Analyze and respect the gender and labour migration sensitivity including the identification of constraints and vulnerabilities of different groups of female and male migrant workers. Produce sex-disaggregated data on refugees and asylum seekers from different communities and cultures regarding the offered services – regarding the satisfaction of their needs, interests, labour rights and human rights. This includes sex disaggregated mapping of stakeholders across all parts (governments, CSOs, policy), complementary to 3.5. (A) and 4 (B).

45. Promote the integration of a broader understanding of gender issues as involving both women and men migrants/refugees/asylum seekers and avoid ignoring the male-specific vulnerabilities in all areas, such as in trafficking, child labour and forced labour.

46. Base the policies and plans on sound analysis (integrate gender, power relations, conflict analysis) taking into account gender differentiated needs, interests, gender norms and stereotypes, values and social institutions (cfr SIGI, AGEI, ...) regarding refugees, migrants, communities, in the countries of origin, transit and destination and ensure collection of regular gender disaggregated data on refugees’ movements. Complementary to 1.2. (A).

47. Support capacity building for a) data collection related to women and men migrant workers and refugees; b) analysis of qualitative and sex-disaggregated data; and c) analysis of prevailing gender norms in receiving and sending countries and their potential negative gender impacts on women and men workers and refugees. Complementary to 1.6. (A) and 5 (B).
48. Support information campaigns and other awareness raising activities to prevent and combat gender and refugee/migrant-related xenophobia and discrimination. e.g. Engage culturally acceptable gender champions at policy discussion levels. Complementary to 1.1. (A).
49. Integrate existing CSO data, knowledge in communities and make use of existing tools and data for analysis and share data among stakeholders. Complementary to 3.4., 4.8. and 5.4. (A).
50. Regarding media, support training of journalists on gender sensitive interview technics and support innovative means to distribute information on rights and services to refugee women.

4.2. FINANCING

51. Provide funding opportunities for smaller CSOs (including women’s organisations, volunteer groups, diaspora,.) in sending countries, countries of transit and asylum.
52. Maintain and expand opportunities for long term and flexible funding, including staff self-care. Complementary to the recommendation 1.8 (A).
53. Provide finances for in-depth studies and analysis (e.g. to provide the gender sensitive and sex-disaggregated statistics, Gender Impact Analysis with regards to migration & remittances, sustainability of remittances, geographical differentiation of studies
54. Support the application of Gender Budgeting on remittances, at the level of receiving communities, impacting sustainable and transformative change. Complementary to the recommendation 6. (A).

“1.8. Ensure that gender-responsive and human rights-based policies and programmes are adequately resourced, such as through the allocation of financial resources to State and non-State actors to research, design and implement migration policies which promote and respect the human rights of women at all stages of migration. Adequate resourcing should also include human resources through the establishment of special inter-departmental monitoring, co-ordination and intervention bodies, which should have operational capacity to address the needs of migrant women and girls at all stages of migration.”

Source: Recommendations for addressing women’s human rights in the global compact for safe, orderly and regular migration ,

ANNEX 2: TIMELINE

Date	Venue	Organisation	Outcome
26 - 27 January 2017	New York	Multi-stakeholder meeting on strategies to address women's human rights in the global compact for safe, orderly and regular migration' organized by UN Women (in collaboration with the European Union ' The recommendations are drawn from a joint programme by the European Union (EU) and UN Women, 'Promoting and Protecting Women Migrant Women Migrant Workers' Labour and Human Rights'	At the 61st session of the Commission on the Status of Women (CSW61), UN Women, presented a set of expert recommendations that specifically address women's human rights in the forthcoming global compact for migration.
21 - 22 November 2016	Geneva	Experts' meeting hosted by UN Women and the Office of the High Commissioner for Human Rights (OHCHR)	Recommendations for addressing women's human rights in the global compact for safe, orderly and regular migration
2015	Sendai, Japan	Third UN World Conference on Disaster Risk Reduction,	Sendai Framework ²⁶
October 2013	New York	UN General Assembly	Declaration of the High-level Dialogue on International Migration and Development adopted by UN General Assembly ²⁷

²⁶ highlights the gender dimensions of disaster risk reduction, including the role that women play in disaster risk reduction and the importance of women's empowerment for preparedness and capacity building for alternate livelihood means in post-disaster situations

²⁷ "recognized that women and girls account for almost half of all international migrants at the global level, and the need to address the special situation and vulnerability of migrant women and girls by, inter alia, incorporating a gender perspective into policies and strengthening national laws, institutions and programmes to combat gender-based violence, including trafficking in persons and discrimination against them"

2015	New York		Paris Agreement ²⁸
2001		Declaration of the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance	Durban Declaration ²⁹
2016	New York	United Nations Conference on Housing and Sustainable Urban Development - UN General Assembly	Draft outcome document (Habitat III) -

²⁸ “acknowledged the importance of gender-responsive adaptation action, and highlighted that action must respect, promote, protect and fulfil the rights of migrants, gender equality and the empowerment of women”

²⁹ urges States to place particular focus on gender issues and gender discrimination where multiple barriers faced by migrant women intersect, and stresses that detailed research should be undertaken not only in respect of human rights violations but also on the contributions women migrants make to countries of origin and destination

ANNEX 3: GUIDELINES

GMG	2016	Principles and Guidelines, supported by practical guidance, on the human rights protection of migrants in vulnerable situations within large and/or mixed movements (Draft)	Global Migration Group
IASC	2015	Guidelines for Integrating Gender-Based Violence (GBV) Interventions in Humanitarian Action	Inter-Agency Standing Committee (IASC)
ILO	2016	Guiding principles on the access of refugees and other forcibly displaced persons to the labour market: http://www.ilo.org/global/topics/labour-migration/projects/WCMS_536440/lang--en/index.htm	International Labour Organization
ILO	2016	General principles and operational guidelines for fair recruitment: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_536755.pdf	International Labour Organization
OHCHR	2014	Recommended Principles and Guidelines on Human Rights at International Borders from the Office of the High Commissioner for Human Rights	Office of the High Commissioner of Human Rights
UNHCR	2002	GUIDELINES ON INTERNATIONAL PROTECTION: Gender-Related Persecution within the context of Article 1A(2) of the 1951 Convention and/or its 1967 Protocol relating to the Status of Refugees	United Nations High Commissioner for Refugees

ANNEX 4: SOME KEY DOCUMENTS - INTERNATIONAL HUMAN RIGHTS LAW AND RELATED RESOLUTIONS

Some key documents (not exhaustive)	Sigle	Date	binding
Convention on the Elimination of All Forms of Discrimination against Women	CEDAW	1979	Yes
United Nations Security Council Resolution 1325	UN SCR 1325	2000	Yes
General Recommendations No. 26 on women migrant workers http://www2.ohchr.org/english/bodies/cedaw/docs/GR_26_on_women_migrant_workers_en.pdf	GR 26	2008	No
General Recommendations No. 32 on the gender-related dimensions of refugee status, asylum, nationality and statelessness of women http://tbinternet.ohchr.org/_layouts/treatybodyexternal/TBSearch.aspx?SymbolNo=CEDAW/C/GC/32	GR 32	2014	No
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW) http://www.ohchr.org/Documents/ProfessionalInterest/cmw.pdf	CMW	1990	Yes
General Comments No. 1 on migrant domestic workers	GR 1	2011	No
General Comments No. 2 on the rights of migrant workers in an	Gr 2	2013	No

irregular situation and members of their families			
International Convention on the Elimination of Racial Discrimination http://www.ohchr.org/EN/ProfessionalInterest/Pages/CERD.aspx	CERD	1965	Yes
General Recommendation No. 25 on gender-related dimensions of racial discrimination	GR 25	2000	No
International Covenant on Economic, Social and Cultural Rights http://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx	CESCR	1966	Yes
International Covenant on Civil and Political Rights http://www.ohchr.org/EN/ProfessionalInterest/Pages/CCPR.aspx	CCPR	1966	Yes
Migration for Employment Convention, No. 97 http://www.ilo.org/dyn/normlex/en/f?p=NO:RMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312242	ILO	1949	Yes
Migrant Workers Convention, No. 143	ILO	1975	Yes
Convention concerning Decent Work for Domestic Workers, No. 189	ILO	2011	Yes
Domestic Workers Recommendation, No. 201	ILO	2011	No
GUIDELINES ON INTERNATIONAL PROTECTION: Gender-Related Persecution within the context of Article 1A(2) of the 1951 Convention and/or its 1967	UNHCR	2002	No

Protocol relating to the Status of Refugees			
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Joint Learning Journey on Gender, Migration and Development

30 and 31 May 2017, Vienna

Day 1	Programme	Speaker
09.00–09.20	Welcome	Robert Zeiner , Director Programmes and Projects International, ADA
09.20–09.30	Introduction and Purpose of the JLJ, methodology, output, outcome	Christina Stummer and Saskia Ravesloot Co-Chairs Learn4Dev Gender Experts Group
09.30–09.45	Setting the scene (Video Speech)	Laskhmi Puri , Deputy Executive Director UN Women
	Interactive Introduction	Benedetta Magri , Senior Programme Manager, ITC –ILO, Turin
9.45–10.15	Introduction to the Policy Framework Gender, migration, social justice: the ILO perspective	Gloria Moreno-Fontes Chammartin Senior Specialist on Migration Policy, Labour Migration Branch (MIGRANT), ILO, Geneva
10.15–10.45	Engendering the Global Compact on Migration	Inkeri von Hase , Programm Manager EU Migration Programme, UN Women NY
10.45–11.00	Coffee Break	
11.00–12.30	Panel discussion: <i>Types of migration and the specific gender relevant aspects, - narrowing our scope</i> Theme 1: Forced Displacement – WPS Theme 2: Labour Migration – ILO Theme 3: Rural-urban migration	Sabine Freizer , Advisor for Governance, Peace and Security at the Regional Office for Europe and Central Asia, UN Women, Gloria Moreno – Fontes Chammartin , Senior Specialist on Migration Policy, ILO Saskia Ravesloot , Managing Director, SARACO, Brussels
12.30–13.30	Lunch	
13.30–14.15	The donor context The EU Response to Migration - Entry points for linking gender, migration, and development The OECD Temporary Working Group on Migration and the role of DCD-DAC in ensuring	Danila Chiaro , Programme Manager - Migration and Asylum at European Commission DG DEVCO Brenda Killen , Deputy Director, DCD. OECD

	accountability of development co-operation partners	
14.15-15.30	<p>2-4 Working groups on how to ensure gender responsive development approaches to migration</p> <ul style="list-style-type: none"> • Gender, forced displacement and development (Refugees, IDPs) • Gender/labour migration along the migration cycle • International policy development on migration and gender equality 	Working Groups with facilitators from: UNWOMEN, ICMPD, ILO, SARACO
15.30-16.00	Coffee Break	
16.00-16.40	Reporting back to the Plenary	Working Groups
16.40-17.00	Wrap-up, analysis and definition of key issues, Closure	Christina Stummer , Gender and Development Advisor, ADC

Day 2		
09.00-09.15	Recap of day 1 - Film	Benedetta Magri
09.15-10.30	<p>Good Practice Examples (programs, advocacy initiatives, studies) 5“Market Stands” Displaying selected good practices in the fields of</p> <ul style="list-style-type: none"> • Implementing global migration programs • Enhanced participation and protection of women migrants at the community based level (2) Engaging men and boys • Addressing and considering gender norms and relations for an effective development response • Providing psychosocial support and trauma counselling 	<p>Inkeri von Hase, Programme Manager, UNWOMEN Ulrike Schmidt, Advisor on Gender Issues, OSCE Karen Knipp Rentrop, Advocacy Advisor, CARE Österreich Evelyn Rainer, Programme Officer, IOM Nadja Schuster, Gender Expert, VIDC and Beatrix Bücher, Consultant Alena Mehlau, Medica Mondiale, Köln</p>
10.30-10.45	Coffee	
10.45-12.00	Refining the recommendations	Benedetta Magri , Senior Programme Manager, ITC-ILO, Turin
12.00-12.30	A common version and vision on how to carry the recommendations forward	Saskia Ravesloot , Managing Director, SARACO, Brussels
12.30-13.00	Next Steps & Closure	Christina Stummer , Gender and Development Advisor, ADA

ANNEXE 6: LIST OF PARTICIPANTS

Team of Organizers:

Christina Stummer, Learn 4 Dev Co Chair, Gender and Development Advisor ADA

Saskia Ravesloot: Director SARACO, Learn4 Dev Co Chair

Benedetta Magri, Senior Programme Officer, ITC/ILO

Barbara Kühhas, Consultant

Participants:

Name	Organisation	Position
Katrin Fischer	ADA	Advisor Governance, Human Rights and Migration
Rita Glavitza	ADA	Peace and Conflict Advisor
Daniela Krejdl	ADA	Humanitäre Hilfe und MENA Region
Edwidge Prisques	Ydeborahs'Foundation (NGO)	Assistant Project Management
Anne von AU	Deutsche Gesellschaft für Intern. Zusammenarbeit	Beraterin Programm „Gleichberechtigung und Frauenrechte fördern“
Viola Raheb	Uni	
Inkeri von haase	Focal Point Migration UNWOMEN	Programme Manager
Benedetta Magri	ILO-ITC	Trainerin
Saskia Ravesloot	SARACO	Gender and Human Rights office Belgium
Nadja Schuster	VIDC	Gender Expert
Michael Fanizadeh	VIDC	Focal Point for Migration AG Globale Verantwortung
Janine Wurzer	WIDE	
Evelyn Rainer	IOM	
Angela Langenkamp	Deutsche Gesellschaft für Internationale Zusammenarbeit	Gender Ansprechperson der GIZ & Senior Fachplanerin Abteilung Governance & Konflikt
Beatrix Bücher		Consultant
Alena Mehlau	Medica Mondiale	
Danila Chiaro	EU DG	Dev Migration
Ulrike Schmidt	OSCE	Gender Advisor
Gloria Morena-Fontes	ILO	Gender Specialist
Véronique Meyers	Learn4Dev	
Sabine Freizer	UNWOMEN Istanbul	Advisor Good Governance, P&S Unwomen Istanbul
Jimmy Perumadan	International Centre for Migration Policy Development	Research Officer
Gloria Young	Ambassador Panama to Morocco	Ambassador
Bravi Alessandra	MICIC (Migrants in Countries in Crisis)	Research officer
Karin Knipp Rentrop	CARE	Advocacy Advisor

Brenda Killen	OECD	Deputy Director DCD DAC
Julia Lürzer	Abteilung IV.2	BMEIA
Teresa Albano	Economic Affairs Officer	OSCE
Barbara Kühhas	Gender & Diversity Consulting	Konsulentin

