

POLICIES AND PRACTICE:  
A GUIDE TO GENDER-  
RESPONSIVE IMPLEMENTATION  
OF THE GLOBAL COMPACT  
FOR MIGRATION



© 2021 UN Women. All rights reserved.

Produced by Inkeri von Hase and Michael Stewart-Evans, UN Women's Economic Empowerment Section in collaboration with the Expert Working Group for Addressing Women's Human Rights in the Global Compact for Migration. Research assistance provided by students from the New School, New York. The production of this guide was made possible with financial support from Germany's Federal Ministry of Economic Cooperation and Development.

The views expressed in this publication are those of the authors and do not necessarily represent the views of UN Women, the United Nations or any of its affiliated organizations, Germany's Federal Ministry of Economic Cooperation and Development, any member organizations of the Expert Working Group for Addressing Women's Human Rights in the Global Compact for Migration or the New School.

## Purpose of the policies and practice guide

The purpose of *Policies and Practice: A Guide to Gender Responsive Implementation of the GCM* is to provide clear, concrete and practical guidance to governments and other key stakeholders on gender-responsive implementation of the Global Compact for Safe, Orderly and Regular Migration (GCM). Building on the gender-responsive approach outlined in the guiding principles of the GCM, this guide prioritizes the specific needs, challenges and vulnerable situations of women, girls and gender non-conforming people at all stages of migration due to their increased vulnerabilities to human rights violations and gender-based discrimination. It takes into consideration the multiple and intersecting forms of discrimination they may face while highlighting the positive contributions that they make in countries of origin, transit and destination.

This guide draws on cross-cutting expertise from international human rights mechanisms, Special Procedures mandate holders, civil society organizations, academia and United Nations agencies that are members of the Expert Working Group for Addressing Women's Human Rights in the GCM. It comprehensively addresses the linkages between gender and migration in all its dimensions. For each of the 23 Objectives of the GCM, the specific issues relating to migrant women and girls are outlined and concrete measures on how to address them in policies and practice are provided.

A concise checklist of actions is included for each Objective to support policymakers in developing gender-responsive migration policies. This guide also elaborates on the impacts of the COVID-19 pandemic on migrant women and girls and identifies specific measures under each Objective to mitigate these. The guide is intended to be a practical tool for policymakers and practitioners to help ensure that the empowerment of women and girls in migration and the advancement of gender equality are critical considerations in the implementation of each of the GCM Objectives.

## The importance of a gender perspective in the context of international migration

Migrants may face risks of gender-based discrimination because laws and policies often reproduce or reinforce existing gender inequalities in countries of origin, transit and destination. Every aspect of migration is influenced by a person's gender: from the reasons for migrating, the information received before leaving and the journeys embarked on to integration in countries of destination and return, the work performed, and the challenges faced. Discrimination based on race, ethnicity, cultural particularities, nationality, language, religion or other status may be expressed in gender-specific ways.<sup>1</sup> Migrants may also be discriminated against on the basis of their sexual orientation and gender identity.

Women account for approximately half of all international migrants<sup>2</sup> and remittance senders.<sup>3</sup> Migration can be a choice, and it can be an expression of women's agency and a vehicle for their empowerment. For many women, migration can be a positive experience leading to a better life and enhancing their livelihood opportunities, autonomy and agency. However, migration can also expose women and girls to situations of heightened vulnerability and rights violations because of the multiple and intersecting forms of discrimination they may face. Labour markets remain highly segregated and women, relative to men, often have limited access to information and lack decision-making power and control over resources because of structural inequalities. Migrant women and girls may face increased risks of:

- ✓ Sexual and gender-based violence (SGBV), sexual exploitation, sexual harassment and other forms of abuse, including gender-based violence in the world of work
- ✓ Labour market and occupational segregation and unequal remuneration (including concentration in low-paid, low-skilled and informal employment, precarious jobs and a higher risk of exploitation) and lack of access to decent work and social protection
- ✓ Discrimination in law and practice, including gender-specific bans on emigration, requiring permission from a male spouse or guardian to migrate, etc.
- ✓ Trafficking in persons Lack or limited access to services such as health care, including sexual and reproductive health care, social protection, justice and education
- ✓ Poverty

## Overview of the GCM from a gender perspective

The GCM is a milestone in migration governance as the first inter-governmentally negotiated set of commitments to cover all dimensions of international migration. It reaffirms the New York Declaration for Refugees and Migrants<sup>4</sup> adopted in September 2016 to address large movements of refugees and migrants. In the Declaration, Member States committed to:

- ✓ Mainstream a gender perspective
- ✓ Promote gender equality and the empowerment of all women and girls
- ✓ Fully respect and protect the human rights of women and girls
- ✓ Combat sexual and gender-based violence
- ✓ Provide access to sexual and reproductive health-care services
- ✓ Tackle the multiple and intersecting forms of discrimination against refugee and migrant women and girls

While a majority of GCM Objectives explicitly mention gender (15 out of 23 Objectives), the Compact also incorporates a gender-responsive approach as one of its guiding principles. This is a unique opportunity for Member States to ensure that the specific rights, needs and vulnerable situations of migrant women and girls are addressed by putting in place inclusive and gender-responsive migration laws, policies and programmes. The GCM seeks to:

- ✓ Ensure that the human rights of women, men, girls and boys are respected at all stages of migration
- ✓ Ensure that the specific needs and contributions of migrant women and girls are properly understood and addressed
- ✓ Ensure that migrant women and girls are recognized and empowered as agents of change
- ✓ Mainstream a gender perspective and promote gender equality and the empowerment of women and girls

- ✓ Recognize migrant women's independence, agency and leadership and move away from addressing migrant women primarily through a lens of victimhood

The GCM is rooted in the 2030 Agenda for Sustainable Development<sup>5</sup> and the Addis Ababa Action Agenda,<sup>6</sup> which recognize that sustainable development can only be achieved if the human rights of women are realized. In the 2030 Agenda, world leaders underscored that realizing gender equality is crucial to achieve sustainable development and to make progress across all the Sustainable Development Goals (SDGs). In SDG 5, Member States of the United Nations committed to achieve gender equality and empower all women and girls, including to:

- ✓ End all forms of discrimination against all women and girls everywhere
- ✓ Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking in persons and sexual and other types of exploitation
- ✓ Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- ✓ Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- ✓ Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- ✓ Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- ✓ Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

- ✓ Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- ✓ Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- ✓ Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

The 2030 Agenda acknowledges that international migration is essential for the development of countries of origin, transit and destination. For example, under SDG 10 on reducing inequality within and among countries, target 10.7 aims to:

- ✓ Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

The 2030 Agenda also highlights the linkage between gender and migration. For example, in SDG 8.8 on decent work for all, world leaders committed to:

- ✓ Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, particularly women migrants, and those in precarious employment

## Addressing multiple and intersecting forms of discrimination

This guide proposes measures for policymakers and other practitioners to address the multiple and intersecting forms of discrimination that migrant women and girls may face in countries of origin, transit and destination. These measures draw on existing tools and legal frameworks to ensure that the gender-responsive principle of the GCM is realized so that migration is safe, orderly and regular for all women and girls and their human rights are realized, protected and fulfilled at all stages of migration.

The GCM rests on international human rights frameworks that contain specific international instruments to combat different forms of discrimination. To implement the GCM in an inclusive, human rights-based and gender-responsive manner, it is vital to recognize that migrant women may face multiple and intersecting forms of discrimination not only as women and as migrants but also based on any number of other interconnected characteristics including, age, income, race, ethnicity, nationality, religion, marital and family status, sexual orientation, gender identity, disability, migration status, health status, HIV status, pregnancy, place of residence and economic and social situation.

### What is gender-responsive migration governance?

It is critical that the implementation of the GCM be gender-responsive. In this guide, gender-responsive migration governance refers to the importance of laws, policies and programmes recognizing and addressing the different experiences, needs and vulnerabilities faced by women, men, girls, boys and gender non-conforming migrants<sup>18</sup> at all stages of migration while upholding their human rights, promoting their empowerment and advancing gender equality.

## Impacts of the COVID-19 pandemic on migrant women and GCM implementation

Women migrant workers around the world have been on the frontlines of the COVID-19 pandemic, with many working in essential but low-paid, vulnerable and often unregulated jobs such as work in health, care, laundry, cleaning and agriculture, placing them at high risk of exposure to COVID-19.<sup>7</sup> Others have faced layoffs and unemployment due to the pandemic, often leaving them with no income and no benefits. Women migrant workers face a higher risk of losing their livelihoods, and often have limited or no access to health services. They are more likely to work in the informal economy, especially the domestic service and care sector, with insecure contracts and no paid leave or ability to work from home. Their jobs are generally excluded from contributory social insurance schemes, which means limited or no social safety nets to compensate for lost income and limited or no access to health care or paid family and medical leave.

Many migrant women were unable to return to their countries of origin due to lockdown measures and travel bans, with many having lost their jobs or experiencing reduced work hours and pay. Those migrants that could return experienced high rates of stigma and discrimination, being blamed for spreading COVID-19 as well as facing a lack of job opportunities. The pandemic has exacerbated migrant women's increased risk of sexual and gender-based violence (SGBV) at all stages of migration,<sup>8</sup> particularly those with irregular migration status, or sexual and gender minorities who are least likely to report violence due to discrimination or fear of arrest or deportation. The pandemic has also increased migrant women's and girls' vulnerability to trafficking in persons. Rising poverty and the inability to gain access to decent work may lead women to seek risky economic opportunities and face a heightened risk of coercion, abuse and trafficking.<sup>9</sup>

At the same time, there have been significant disruptions in the provision of essential services<sup>10</sup> for the prevention and treatment of SGBV owing to containment measures, making it even more difficult for migrant women to seek support. Some of them may also be afraid of seeking medical help, such as getting tested or accessing treatment, because of a fear of arrest and/or deportation. Migrant women—and particularly those that are undocumented—may also have been excluded from COVID-19 emergency relief packages from governments, despite their increased care burden and reduced job opportunities. It is critical that the specific vulnerabilities of migrant women and girls during the pandemic are recognized and addressed as part of the implementation of the GCM.

## Overview of the policies and practice guide

This guide elaborates on the circumstances that contribute to the specific vulnerabilities of migrant women and girls and their experiences of gender-based discrimination as both a cause and consequence of the violations of their human rights, and it proposes concrete actions that relevant stakeholders can undertake. Its focus is on migrant women and girls due to their increased vulnerabilities to human rights violations and gender-based discrimination. It also highlights the impacts of the COVID-19 pandemic on migrant women and girls and proposes specific measures to mitigate these.

For each of the 23 GCM Objectives, the guide includes:

- ✓ A concise summary of the main issues for migrant women and girls
- ✓ Concrete measures to ensure gender-responsive implementation
- ✓ A checklist of key actions

GCM Objective	What does it address?
1	Collect and utilize accurate and disaggregated data as a basis for evidence-based policies
2	Minimize the adverse drivers and structural factors that compel people to leave their country of origin
3	Provide accurate and timely information at all stages of migration
4	Ensure that all migrants have proof of legal identity and adequate documentation
5	Enhance availability and flexibility of pathways for regular migration
6	Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work
7	Address and reduce vulnerabilities in migration
8	Save lives and establish coordinated international efforts on missing migrants
9	Strengthen the transnational response to smuggling of migrants
10	Prevent, combat and eradicate trafficking in persons in the context of international migration
11	Manage borders in an integrated, secure and coordinated manner
12	Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral
13	Use migration detention only as a measure of last resort and work towards alternatives
14	Enhance consular protection, assistance and cooperation throughout the migration cycle
15	Provide access to basic services for migrants
16	Empower migrants and societies to realize full inclusion and social cohesion
17	Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration
18	Invest in skills development and facilitate mutual recognition of skills, qualifications and competences
19	Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries
20	Promote faster, safer and cheaper transfer of remittances and foster financial inclusion of migrants
21	Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration
22	Establish mechanisms for the portability of social security entitlements and earned benefits
23	Strengthen international cooperation and global partnerships for safe, orderly and regular migration

## **GCM OBJECTIVE 1**

### **Collect and utilize accurate and disaggregated data as a basis for evidence-based policies**

#### **What are the main issues for migrant women and girls?**

The GCM recognizes that migration policies need to be developed based on accurate, reliable, comparable data disaggregated by sex, age, migration status and other characteristics relevant in national contexts. Migrant women may face multiple and intersecting forms of discrimination, and it is important to collect data that reflect their experiences. Policies, laws and programmes that aim to address the specific needs and priorities of all migrant women and girls need to be informed by comprehensive sex-disaggregated data and gender statistics." This requires adopting a multisectoral approach to collecting and analysing data and building national capacities on the collection, analysis and dissemination of data on the experiences of women and girls at all stages of migration.

Sex-disaggregated data on remittances are also needed to capture the contributions of women migrant workers to economic growth and sustainable development. Data should be independent, confidential and restricted in use for prosecution. The use of firewalls between immigration enforcement activities and public service provision would prevent data sharing and mitigate data privacy concerns.

#### **What measures need to be put in place?**

- ✓ Strengthened capacity of national statistics offices, ministries responsible for labour migration and immigration, including ministries responsible for anti-trafficking, and other relevant stakeholders to collect, use and disseminate data disaggregated by sex, age and disability and gender statistics on migration, including labour migration, while guaranteeing the privacy of personal data
- ✓ Data collected include information on regular and irregular migration, the economic impacts of migration and refugee movements, smuggling, trafficking in persons, and the needs of refugees, migrants and local communities in countries of origin, transit and destination, along with other pertinent issues
- ✓ Provision of adequate tools and human and financial resources to collect, use and disseminate sex-disaggregated data and gender statistics
- ✓ Collection, analysis and dissemination of data disaggregated by sex, age, nationality, migration status, disability and other relevant characteristics
- ✓ Collection, analysis and dissemination of sex-disaggregated data on sexual and gender-based violence (SGBV), including all forms violence against migrant women and girls
- ✓ Collection, analysis and dissemination of gender statistics on migration that adequately reflect differences and inequalities in the situations of migrant women and men, including by taking into account gender stereotypes as well as social and cultural factors that may induce gender bias
- ✓ Harmonization of protocols and procedures on data collection to ensure consistency in sex-disaggregated data and gender statistics across national data systems
- ✓ Integration of questions on the gendered experiences of migrants and the sex of remittance senders and recipients in household, labour force and other relevant surveys
- ✓ Data sharing and management across countries to close protection gaps; however, data should not be shared without prior permission
- ✓ Prohibition of the use of personal data collected for migration-related statistics—or for other purposes such as protection, remedy, civil registration and access to services—by immigration enforcement activities or to refuse access to services
- ✓ Firewalls that prohibit the sharing of data of migrant women and girls with immigration enforcement agencies
- ✓ Collection of comprehensive sex- and age-disaggregated data on COVID-19 infections and gender statistics on the socio-economic impacts of the pandemic on migrants

## Checklist of actions

Question	Yes	Not Yet
Do your State's national statistics offices and/or relevant ministries produce sex-disaggregated migration data, i.e., data that is collected and presented by sex as a primary and overall classification?	<input type="radio"/>	<input type="radio"/>
Does your State collect, analyse and disseminate gender statistics that adequately reflect the differences and inequalities in the situations of women and men in migration?	<input type="radio"/>	<input type="radio"/>
Does your State collect, analyse and disseminate data on sexual and gender-based violence (SGBV), including violence against migrant women and girls?	<input type="radio"/>	<input type="radio"/>
Do migration data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data?	<input type="radio"/>	<input type="radio"/>
Does your State provide capacity-building to staff in national statistics offices and/or relevant ministries and departments on collecting, analysing and disseminating sex-disaggregated data and gender statistics on migration?	<input type="radio"/>	<input type="radio"/>
Does your State provide adequate human and financial resources to collect, use and disseminate sex-disaggregated data and gender statistics on migration?	<input type="radio"/>	<input type="radio"/>
Has your State harmonized protocols and procedures on data collection to ensure consistency in sex-disaggregated data and gender statistics across national data systems?	<input type="radio"/>	<input type="radio"/>
Does your State ensure the confidentiality and protection of all data collected for protection, remedy, civil registration and access to services?	<input type="radio"/>	<input type="radio"/>
If yes, does your State ensure no personal data is shared with immigration enforcement agencies?	<input type="radio"/>	<input type="radio"/>
Does your State collect data on the sex of remittance senders in household, labour force and other relevant surveys?	<input type="radio"/>	<input type="radio"/>
Does your State collect data on the sex of remittance recipients in household, labour force and other relevant surveys?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State collect comprehensive sex- and age-disaggregated data on COVID-19 infections and gender statistics on the socio-economic impacts of the pandemic on migrants?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 2

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

#### What are the main issues for migrant women and girls?

For migration to be a choice and not a necessity, it is critical to reduce the adverse drivers and structural factors that compel people to leave their country of origin, including economic, environmental and social crises, armed conflict, poverty and forms of unsustainable development that displace communities and people.

Deeply entrenched gender inequalities—such as sexual and gender-based violence (SGBV), including female genital mutilation, and harmful practices such as forced and early marriage, unequal access to capital, land and other resources and lack of education, decent work and social protection as well as restrictive gender roles—can influence the decision of women and girls to migrate. They are often excluded from decision-making processes and shoulder the majority of unpaid care work, which reduces their ability to engage in paid employment. The disproportionate impact of climate change on women, as well as the impact of extractive industries, may compel them to migrate in search of livelihoods elsewhere. Discrimination based on gender, race and ethnicity creates both economic and security risks for some women and may lead them to migration. Women human rights defenders and community activists may also have to flee when they are targeted for retaliation.

#### What measures need to be put in place?

- ✓ Equality before the law, equal protection of the law and equal access to justice
- ✓ The elimination of gender-based discrimination in education, employment, political participation, health-care and socioeconomic and cultural life
- ✓ Recognition of Sustainable Development Goal (SDG) 5 as a critical priority in the implementation of the 2030 Agenda for Sustainable Development and development and implementation of laws and policies in line with SDG 5
- ✓ Recognition of the specificities of gender, race, ethnicity, sexual orientation, gender identity

and migration status when developing and implementing gender-responsive legislation

- ✓ National laws, policies and action plans that prevent and address all forms of sexual and gender-based violence (SGBV), including sexual harassment and violence in the workplace, and access to essential services for survivors of SGBV independent of migration status
- ✓ Strategies and policies that promote the recognition, remuneration and redistribution of unpaid domestic and care work.
- ✓ Elimination of laws and practices, inclusive of customary laws, that criminalize women and children who are survivors of SGBV
- ✓ Policies and laws that prohibit child, early and forced marriage
- ✓ National laws, policies and action plans that ensure equal, free and inclusive access to primary and secondary education for all children
- ✓ Equal and inclusive access to gender-responsive vocational training, skills recognition and development programmes
- ✓ Employment laws and policies that promote decent work, equality of opportunity and treatment in the labour market, linked with opportunities for training and further learning, including for women migrant workers in the informal economy
- ✓ Policies and laws guaranteeing equal access for women and men to natural and economic resources, including access to ownership and control over land and other forms of property, productive assets, financial services, bank accounts, insurance and inheritance
- ✓ Policies and laws that facilitate women's equal representation in decision-making in the world of work, politics, media, law enforcement, climate change and peace processes
- ✓ Gender-responsive protection mechanisms to facilitate the work and safety of women human rights defenders and community activists
- ✓ Gender-responsive disaster risk reduction and

climate resilience strategies that reduce the disproportionate impact of natural disasters, climate change and environmental degradation on women and girls

✓ COVID-19: Inclusion of migrant women in national and local COVID-19 crisis response and recovery plans across all sectors of work, including domestic work and informal work

## Checklist of actions

Question	Yes	Not yet
Does your State give sufficient priority to achieving Sustainable Development Goal (SDG) 5 on gender equality in the implementation of the Global Compact for Migration?	<input type="radio"/>	<input type="radio"/>
Does your State guarantee gender equality under the law?  If yes, is discrimination against women in education, employment, political participation, health-care, economic life and access to land and property proscribed?	<input type="radio"/>  <input type="radio"/>	<input type="radio"/>  <input type="radio"/>
Does your State provide legal protection of the rights of women on an equal basis with men?	<input type="radio"/>	<input type="radio"/>
Does your State provide equal access to justice for women and men, including migrants?	<input type="radio"/>	<input type="radio"/>
Does your State promote equality of opportunity and treatment in employment and work at the national level?	<input type="radio"/>	<input type="radio"/>
Does your State ensure equal participation and representation in decision-making processes in the workplace?	<input type="radio"/>	<input type="radio"/>
Does your State have laws in place that ensure equal pay for equal work?  If yes, does this include migrants?	<input type="radio"/>  <input type="radio"/>	<input type="radio"/>  <input type="radio"/>
Does your State have policies recognizing, remunerating and redistributing unpaid care work?  If yes, does this include migrants?	<input type="radio"/>  <input type="radio"/>	<input type="radio"/>  <input type="radio"/>
Does your State ensure equal, free and inclusive access to primary and secondary education for girls and boys?  If yes, does this include migrants, irrespective of migration status?	<input type="radio"/>  <input type="radio"/>	<input type="radio"/>  <input type="radio"/>
Does your State prevent and address all forms of sexual and gender-based violence (SGBV) against women in a coordinated and comprehensive manner?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to essential services for survivors of SGBV, irrespective of migration status?	<input type="radio"/>	<input type="radio"/>
Does your State have national laws in place that prohibit child marriage and other practices similar to slavery?	<input type="radio"/>	<input type="radio"/>

Question	Yes	Not yet
Does your State have laws in place that prohibit female genital mutilation?	<input type="radio"/>	<input type="radio"/>
Has your State eliminated discriminatory laws and practices that penalize survivors of SGBV?	<input type="radio"/>	<input type="radio"/>
Does your State guarantee the protection of women human rights defenders and community activists?	<input type="radio"/>	<input type="radio"/>
Does your State have a climate change mitigation and response plan in place that recognizes and addresses the specific needs and contributions of women and girls?	<input type="radio"/>	<input type="radio"/>
If yes, does this include migrant women and girls?	<input type="radio"/>	<input type="radio"/>
Does your State have policies in place that support women migrant workers in the informal economy?	<input type="radio"/>	<input type="radio"/>
Does your State consider the specificities of gender, race, ethnicity, sexual orientation, gender identity and migration status in the development and implementation of gender-responsive legislation?	<input type="radio"/>	<input type="radio"/>
Does your State have a disaster risk reduction plan in place that recognizes and addresses the specific needs and contributions of women and girls?	<input type="radio"/>	<input type="radio"/>
Does your State afford migrant women and girls the same treatment as nationals in national and local COVID-19 crisis response and recovery plans across all sectors of work, including domestic work and other sectors in the informal economy?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 3

### Provide accurate and timely information at all stages of migration

#### What are the main issues for migrant women and girls?

Accurate and timely information is essential for safe, orderly and regular migration. Such information is important for migrants to make informed decisions on whether or not to migrate and how to do so safely. Migrant women and girls often lack information about their rights or entitlements under the law, including where and how to access services, as well as the challenges they may face on their journey and upon arrival. It is critical that women and girls have easy access to information on their rights as well as all the potential gendered risks, such as trafficking in persons, labour exploitation, unethical recruitment practices and sexual and gender-based violence (SGBV). Information should be gender-responsive, human rights-based, culturally sensitive and child- and adolescent-friendly, as well as accessible and easy to understand.

#### What measures need to be put in place?

- ✓ Accessible information in simple language understood by the migrant and in appropriate formats (i.e. oral, written, electronic) provided from credible sources for migrant women and girls to understand their rights and obligations at all stages of migration
- ✓ An accessible national website that provides information in different languages on the gender-specific risks of migrant women and girls
- ✓ Information available regardless of access to the Internet via community centres, religious institutions, schools, libraries, etc. covering options for legal status (including through the asylum system and residence and work permits), education, decent work, justice and due process and health services, including sexual and reproductive health-care services and mental health
- ✓ Free or affordable gender-responsive, human-rights based and accessible pre-departure information and training programmes for migrant women outlining the risks and realities of regular and irregular migration channels and providing orientation on the culture and laws in countries of destination
- ✓ Pre-departure trainings also cover skills such as confidence, conflict management and negotiation skills, understanding and analysing contracts, documenting and reporting rights violations and how to access help and services, including consular services, as well as practical information such as on housing and transport
- ✓ Trained staff to provide information in relevant languages to all migrant women and girls, including those with low literacy and sensory and intellectual disabilities
- ✓ Bilateral, regional and international cooperation and dialogue to share information on gender-specific protection risks
- ✓ Information points along relevant migration routes providing migrants with gender-responsive and child-sensitive support and counselling
- ✓ Newly arrived migrants provided with gender-responsive, child-sensitive, accessible and comprehensive information, including in accessible formats for persons with disabilities, and legal guidance on their rights and obligations, including on access to decent work and social protection, to justice to file complaints about rights violations and to social services, including health care
- ✓ Information in relevant languages on essential services (health, police, justice and social services) for migrant women and girls who are survivors of sexual and gender-based violence (SGBV); safe, confidential, and accessible SGBV referral pathways; and staff, including border officials and law enforcement professionals, trained to identify and assist survivors of SGBV
- ✓ Gender-responsive and human rights-based information and services for victims and survivors of trafficking in persons
- ✓ Information on where to seek free or low-cost assistance and legal redress in situations of distress and/or emergencies
- ✓ COVID-19: Provision of up-to-date information on immigration services, travel bans and restrictions, as well as safety and hygiene measures and availability of health services for all migrants, regardless of migration status

- ✓ COVID-19: Provision of accessible, quality and reliable COVID-19-related information to diverse groups of women and girls, bearing in mind cultural contexts, local languages (e.g., indigenous peoples, migrant and refugee women, etc.), disabilities and

gaps in access to information and communication technologies (i.e., accessible to those with no access to televisions, phones or the Internet)

## Checklist of actions

Question	Yes	Not yet
Does your State provide physically and linguistically accessible information in simple language understood by the migrant and in appropriate formats, i.e. oral, written, electronic, about safe and regular migration?	<input type="radio"/>	<input type="radio"/>
Does your State have a national website providing information on the gender-specific risks of migration?	<input type="radio"/>	<input type="radio"/>
If yes, is the information on the website available in different languages?	<input type="radio"/>	<input type="radio"/>
Does your State provide free or affordable pre-departure trainings for migrant women?	<input type="radio"/>	<input type="radio"/>
If yes, do trainings include information on the risks and realities of regular and irregular migration channels and orientation on the culture and laws in countries of destination?	<input type="radio"/>	<input type="radio"/>
If yes, do these pre-departure trainings also cover skills such as confidence, conflict management and negotiation skills; understanding and analysing contracts; documenting and reporting rights violations; and how to access help and services?	<input type="radio"/>	<input type="radio"/>
Does your State provide child- and adolescent-friendly information to migrant girls on regular migration and the risks of irregular migration?	<input type="radio"/>	<input type="radio"/>
Does your State provide training to relevant staff on providing gender-responsive, human rights-based and adolescent-friendly information to all migrant women and girls including those with low literacy and sensory and intellectual disabilities?	<input type="radio"/>	<input type="radio"/>
Does your State provide information on options for regularizing migration status?	<input type="radio"/>	<input type="radio"/>
Does your State provide information on education, decent work, justice and due process and health services, including sexual and reproductive health-care services and mental health services?	<input type="radio"/>	<input type="radio"/>
Does your State provide information on essential services for migrant women and girls who are survivors of sexual and gender-based violence (SGBV) and on SGBV referral pathways?	<input type="radio"/>	<input type="radio"/>
If yes, are staff trained to provide information about essential services in a survivor-centred manner and to identify and assist SGBV survivors?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to gender-responsive and human rights-based information and services to victims and survivors of trafficking in persons?	<input type="radio"/>	<input type="radio"/>

Question	Yes	Not yet
Does your State provide information to migrants, including those with irregular status, on where to seek help and legal redress in situations of distress and/or emergencies, including via consular and diplomatic missions?	<input type="radio"/>	<input type="radio"/>
Does your State promote bilateral, regional and international cooperation and dialogue to share information on gender-specific protection risks?	<input type="radio"/>	<input type="radio"/>
Are information points set up along relevant migration routes that refer migrants to child-sensitive and gender-responsive support and counselling?	<input type="radio"/>	<input type="radio"/>
Do newly arrived migrants receive gender-responsive, child-sensitive, accessible and comprehensive information, including in accessible formats for persons with disabilities, on their rights and obligations in a language that they understand?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State provide up-to-date information on the status of immigration services, travel bans and restrictions, safety and hygiene measures and access to health services for all migrants?	<input type="radio"/>	<input type="radio"/>
Does your State provide full and reliable information on COVID-19 in accessible formats and in different languages?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 4

### Ensure that all migrants have proof of legal identity and adequate documentation

#### What are the main issues for migrant women and girls?

Migrant women and girls should have individual and independent documentation. Documentation that is tied to a male spouse or guardian or otherwise not available on gender discriminatory grounds inhibits women's freedom of movement and may increase their exposure to sexual and gender-based violence (SGBV) and other human rights violations. Holding legal identity documentation facilitates access to regular migration pathways as well as key public services and prevents the breach of rights. Lack of documentation, however, should not preclude migrant women and girls from accessing services, such as health services, including sexual and reproductive health-care services, mental health services and essential services for survivors of sexual and gender-based violence.

#### What measures need to be put in place?

- ✓ Equal and independent access to identity and travel documents for all migrant women
  - ✓ Issuance of identify and travel documents and civil registry documents in a fast, efficient and non-laborious manner through physically accessible (within physical reach) and economically accessible (affordable or free of charge) services
  - ✓ Timely provision of documentation to migrants who may have lost theirs or had it stolen during their journey, including for internally displaced persons (IDPs), asylum seekers, victims and survivors of trafficking and smuggled migrants as well as any migrants who use irregular pathways
  - ✓ Registration of migrants' children's births and subsequent access to birth certificates
  - ✓ Prohibition of and sanctions for the retention or destruction of travel or identity documents by employers, recruiters, smugglers and/or traffickers
- ✓ Equal rights for all migrants to acquire, change or retain their nationality and to confer their nationality to their children
  - ✓ Information about municipal or citywide identification schemes for migrants that is clear, accessible, including in accessible formats for persons with disabilities, gender-responsive and age-appropriate
  - ✓ Access to services, including health services, for all migrants, irrespective of their having documentation
  - ✓ Free or affordable legal assistance for all migrant women and girls who may otherwise be denied access to services due to lack of identification provided in languages that they speak and in simple terms
  - ✓ COVID-19: Prompt provision of documentation to migrants who need to leave their country of destination because of the impact of the pandemic

## Checklist of actions

Question	Yes	Not yet
Does your State provide equal, non-discriminatory and independent access to identity and travel documents for migrant women, girls and gender non-conforming migrants?	<input type="radio"/>	<input type="radio"/>
If not yet, is your State planning to repeal all gender-based discrimination in regulations and criteria to obtain documentation?	<input type="radio"/>	<input type="radio"/>
Does your State register the births of migrants?	<input type="radio"/>	<input type="radio"/>
If yes, are birth certificates accessible to migrants free of charge?	<input type="radio"/>	<input type="radio"/>
Does your State issue identify and travel documents and civil registry documents in a fast, efficient and non-laborious manner?	<input type="radio"/>	<input type="radio"/>
If yes, are relevant services physically accessible (within physical reach), economically accessible (affordable or free of charge) and linguistically accessible (information is provided in appropriate languages and forms—i.e. oral, written, electronically—and in simple language)?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to documentation for all migrants who may have lost theirs or had it stolen during their journey, including but not limited to internally displaced persons (IDPs), asylum seekers, victims and survivors of trafficking and smuggled migrants as well as any migrants who use irregular pathways?	<input type="radio"/>	<input type="radio"/>
Does your State prohibit and sanction the retention or destruction of travel or identity documents by employers and recruiters?	<input type="radio"/>	<input type="radio"/>
Are migrant women and girls able to access services, including health services, without documentation?	<input type="radio"/>	<input type="radio"/>
Is legal assistance available to all migrant women and girls without documentation?	<input type="radio"/>	<input type="radio"/>
Does your State provide equal rights for all migrants to acquire, change or retain their nationality and to confer their nationality to their children?	<input type="radio"/>	<input type="radio"/>
Does your State provide information about municipal or citywide identification schemes for migrants in a manner that is clear, gender-responsive, age-appropriate and accessible, including in accessible formats for persons with disabilities?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State provide documentation in a timely manner to migrants who need to leave the country of destination because of the impact of the pandemic?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 5

### Enhance availability and flexibility of pathways for regular migration

#### What are the main issues for migrant women and girls?

Options and pathways for regular migration that uphold the principle of equality and non-discrimination are necessary. Regular migration pathways enable women to migrate in a safe, regular and orderly manner and can facilitate access to decent work, social protection, education and vocational training and public services. Providing equality of access to safe migration pathways can help eliminate the need for irregular migration, including through the use of smugglers, as well as prevent exploitation linked to unscrupulous brokers and intermediaries and reduce exposure to human rights violations, such as trafficking in persons and debt bondage. Pathways for regular migration should include family reunification for all migrants, in line with the right to family life and the best interest of the child, recognizing the various forms of families that exist.

States should consider expanding pathways for admission and stay for migrant women, girls and gender non-conforming migrants on humanitarian grounds or those pertaining to human rights violations, including for those migrants at risk of or survivors of sexual and gender-based violence (SGBV). In certain employment sectors, such as domestic work, workers are often not covered by national labour legislation and face serious protection gaps. Human rights-based and gender-responsive bilateral and multilateral labour arrangements need to help address these gaps for women migrant workers.

#### What measures need to be put in place?

- ✓ Policy options and legislation expanding regular migration that uphold the principles of equality and non-discrimination
- ✓ Elimination of gender discriminatory provisions, restrictions, bans or exclusions in law and practice that limit opportunities, particularly for women and girls and for people who are lesbian, gay, bisexual, transgender, intersex, queer or other identities (LGBTIQ+) to migrate

- ✓ Elimination of discrimination that prevents persons with disabilities from migrating
- ✓ Gender-responsive employment policies and labour mobility schemes with equality of opportunity and treatment, including equal pay for work of equal value, for all migrant women at all skill levels
- ✓ Pathways for regular migration, other than temporary labour schemes, that provide opportunities for long-term residency and family unity
- ✓ Abolishment of the kafala (sponsorship) system and/or other similar systems tying short-term migrant workers to one employer
- ✓ Elimination of gender discriminatory laws or policies relating to family reunification schemes, with all migrants able to exercise their right to have their immediate family members join them in the country of destination without discrimination
- ✓ Access to safe housing for survivors of domestic violence, irrespective of migration status, in the country in which they are residing (including for dependent children), in order to avoid a situation of being trapped with the perpetrator
- ✓ Accessible human rights-based and humanitarian pathways for entry and stay for migrants in vulnerable situations, including survivors and those at risk of sexual and gender-based violence (SGBV)
- ✓ Human rights-based and gender-responsive bilateral and multilateral labour migration arrangements that draw on relevant International Labour Organization (ILO) standards and principles, including key ILO Conventions that promote the rights of women migrant workers at all skills levels
- ✓ Gender-responsive and evidence-based solutions for climate-related migration that address the increased vulnerability of women and girls to the impact of climate change
- ✓ COVID-19: Adoption of measures that provide options for regular migration, including voluntary repatriation, amnesties and long-term regularization schemes, particularly for essential workers

## Checklist of actions

Question	Yes	Not Yet
Does your State provide policy options and legislation expanding regular migration that uphold the principles of equality and non-discrimination?	<input type="radio"/>	<input type="radio"/>
Does your State provide pathways for regular migration, other than temporary labour schemes, that provide opportunities for long-term residency and family unity?	<input type="radio"/>	<input type="radio"/>
Has your State eliminated the kafala and/or other similar systems that keep short-term migrant workers tied to one employer?	<input type="radio"/>	<input type="radio"/>
Has your State eliminated gender-based discrimination, including restrictions, bans and exclusions in law and practice that limit opportunities to migrate, particularly for women and girls as well as for people who are lesbian, gay, bisexual, transgender, intersex, queer or other identities (LGBTIQ+)?	<input type="radio"/>	<input type="radio"/>
Has your State eliminated all forms of discrimination against persons with disabilities that limit opportunities for them to migrate?	<input type="radio"/>	<input type="radio"/>
Has your State put in place gender-responsive employment policies and labour mobility schemes with equality of opportunity and treatment, including equal pay for work of equal value, for migrant women at all skill levels?	<input type="radio"/>	<input type="radio"/>
Has your State eliminated any gender discriminatory laws or policies relating to family reunification schemes to enable migrants to exercise their right to have their immediate family members join them in the country of destination without discrimination?	<input type="radio"/>	<input type="radio"/>
Has your State put in place human rights-based and gender-responsive bilateral and multilateral labour migration arrangements based on relevant International Labour Organization (ILO) standards and principles, including key ILO Conventions that promote the rights of women migrant workers at all skills levels?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to humanitarian pathways and those based on human rights violations for admission and stay for migrants in vulnerable situations, including survivors of sexual or gender-based violence?	<input type="radio"/>	<input type="radio"/>
Has your State developed gender-responsive and evidence-based solutions for climate-related migration that take into account the heightened vulnerability and impact on women and girls?	<input type="radio"/>	<input type="radio"/>
Has your State adopted specific COVID-19-related measures for regular migration, including voluntary repatriation, amnesties or other regularization schemes?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 6

### Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work

#### What are the main issues for migrant women and girls?

Migrant women's labour is often undervalued, underpaid, de-skilled and exploited due to deeply rooted gender inequalities and gender-specific discrimination. Migrant women are overrepresented in informal work, including care and domestic work, with limited or no labour rights protections. For migrant women with irregular status, the risk of human rights violations and labour abuse is particularly great and includes a heightened risk of debt bondage, domestic servitude, forced labour, labour exploitation and sexual and gender-based violence (SGBV). Given the high demand for migrant women's labour, States should expand alternative pathways for regular migration beyond short-term labour contracts. These temporary labour schemes are often tied to one employer, can be highly exploitative and do not provide a path to long-term residency or family reunification. Furthermore, migrant workers participating in these schemes cannot enjoy the right to organize in unions and collectively bargain, and the right to freedom of association, the right to join unions and collective bargaining are essential in ensuring migrant women have access to decent work.

Recruitment agencies play a crucial role in facilitating access to decent work and in providing information to migrant women regarding the working and living conditions in countries of destination. However, many of these agencies contribute to the exploitation of women migrant workers by charging unauthorized fees and providing misleading information. Women migrant workers may not be provided with an employment contract by the recruitment agent prior to their departure, and those who are may find themselves forced to sign a new contract in the country of destination with less favourable employment conditions. The ratification and implementation of instruments related to international labour migration, labour rights and decent work is crucial in the promotion of fair recruitment. The ratification of the International Labour Organization (ILO) Domestic Workers Convention, 2011 (No. 189) is critical to prevent abuse, harassment and violence and promote fair terms of employment and decent working conditions. Transitioning from the informal to formal economy

helps reduce exposure to precarious work conditions and increase access to social protection measures. In addition, it is critical that women migrant workers have access to the same terms and conditions of employment as nationals across all sectors of work, including domestic work, to ensure their full protection by labour law in line with international standards.

#### What measures need to be put in place?

- ✓ Regular migration pathways, including those beyond temporary labour schemes, and options for both skilled and low-skilled women migrant workers to access decent work and social protection
- ✓ Mandatory training on gender equality, gender-responsive recruitment practices and the rights of women migrant workers for public and private recruitment agencies, labour attachés, consular staff and others
- ✓ Regulations for and monitoring of recruitment agents regarding fair and equal treatment of all women migrant workers and the prohibition of recruitment fees and related costs charged to migrant workers
- ✓ Social protection coverage across sectors for women migrant workers whether in the formal or informal economy, including domestic work
- ✓ Gender-responsive migration laws and policies that mandate decent work and prohibit gender-based discrimination, occupational segregation, violence and harassment in employment and occupation and ensure equal pay for work of equal value for migrant women
- ✓ Promotion and protection of women migrant workers' rights to freedom of association and of peaceful assembly, to participate in workers' and migrant workers' organizations and collective bargaining and to form their own organizations
- ✓ Access to effective reporting, complaint and redress mechanisms for migrant women in the informal economy
- ✓ Gender-responsive standard employment contracts based on free and fair consent that are in accessible formats for persons with disabilities and understandable to workers, clearly explaining the

terms and conditions of employment in a language that the migrant worker understands

- ✓ Provision of a free hotline and/or social media messaging service to provide impartial legal advice on work contracts and terms of employment in the country of destination
- ✓ Laws and policies that prohibit and sanction the practices of contract substitution, retaining documentation and forced seclusion or locking in homes of women migrant workers, particularly domestic workers
- ✓ Prosecution and punishment of labour recruiters, intermediaries and employment agencies engaged in illegal recruitment processes, including for acts of violence, coercion, deception or exploitation
- ✓ A publicly accessible database of sanctioned or blacklisted labour recruiters, intermediaries and employment agencies
- ✓ Use of transparent online contract repositories as both a method for workers to evidence their contractual agreements when raising complaints or in situations of contract substitution and a tool for labour attachés, recruitment agencies, relevant ministries and departments to monitor employment conditions
- ✓ Ratification and implementation of the International Labour Organization (ILO) Domestic Workers Convention, 2011 (No. 189) and ILO Violence and Harassment Convention, 2019 (No. 190)

- ✓ Inclusive and gender-responsive training, in collaboration with concerned civil society organizations and employers' and workers' organizations, for labour inspection services, police and other competent bodies to protect women migrant workers from abuse
- ✓ Access to justice for migrant women for labour-related claims, including specific complaints mechanisms for harassment and discrimination to assist women in seeking redress
- ✓ COVID-19: Creation of alternative employment opportunities during socio-economic crises such as the pandemic through, for instance, public works programmes
- ✓ COVID-19: Universal access to gender-responsive social protection measures and services for all migrants, irrespective of migration status, to ensure a basic income and family and child benefits for those with caregiving responsibilities
- ✓ COVID-19: Voluntary repatriation for women in vulnerable situations, including as a result of job loss due to the current pandemic
- ✓ COVID-19: Decent working conditions such as occupational health and safety, equal remuneration and adequate support, including transport, childcare, health services and insurance, and other social support and protections for all migrant workers in essential roles, particularly migrant women frontline workers who are often most at risk

## Checklist of actions

Questions	Yes	Not yet
Does your State provide regular migration pathways, including those beyond temporary labour schemes, and options for both skilled and low-skilled women migrant workers, including those in domestic work?	<input type="radio"/>	<input type="radio"/>
Does your State facilitate women migrant workers with access to decent jobs with social protection?	<input type="radio"/>	<input type="radio"/>
Has your State made training on gender equality, gender-responsive recruitment practices and the rights of women migrant workers mandatory for public and private recruitment agencies, labour attachés, consular staff and others?	<input type="radio"/>	<input type="radio"/>

Questions	Yes	Not yet
Does your State have and enforce regulations for recruitment agents regarding fair and equal treatment of all women migrant workers, including prohibiting recruitment fees and related costs to be charged to migrant workers?	<input type="radio"/>	<input type="radio"/>
If yes, are these regulations monitored?	<input type="radio"/>	<input type="radio"/>
Does your State provide social protection coverage and access to services across sectors for women migrant workers whether in the formal or informal economy, including domestic work?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to effective reporting, complaint and redress mechanisms for migrant women in the informal economy?	<input type="radio"/>	<input type="radio"/>
Has your State adopted gender-responsive laws and policies that mandate decent work and prohibit gender-based discrimination, occupational segregation, violence and harassment in employment and occupation and ensure equal pay for work of equal value for migrant women?	<input type="radio"/>	<input type="radio"/>
Does your State promote and protect women migrant workers' rights to freedom of association and peaceful assembly, to participate in workers' and migrant workers' organizations and collective bargaining and to form their own organizations?	<input type="radio"/>	<input type="radio"/>
Does your State ensure gender-responsive standard employment contracts based on free and fair consent that are in accessible formats for persons with disabilities and understandable to workers, clearly explaining the terms and conditions of employment in a language that the migrant worker understands?	<input type="radio"/>	<input type="radio"/>
Does your State have bilateral labour agreements with other countries that include gender-responsive and human rights-based standard employment contracts?	<input type="radio"/>	<input type="radio"/>
Does your State offer a free hotline and/or social media messaging service to provide impartial legal advice on work contracts and terms of employment in the country of destination?	<input type="radio"/>	<input type="radio"/>
Does your State provide assistance for debt bondage?	<input type="radio"/>	<input type="radio"/>
Has your State adopted laws and policies that prohibit and sanction the practices of contract substitution, retention of documentation and forced seclusion or de facto imprisonment of women migrant workers, particularly domestic workers in the homes of employers?	<input type="radio"/>	<input type="radio"/>
Does your State prosecute and punish labour recruiters, intermediaries and employment agencies engaged in illegal recruitment processes, including for acts of violence, coercion, deception or exploitation?	<input type="radio"/>	<input type="radio"/>
If yes, does your State maintain a publicly accessible database of sanctioned or blacklisted labour recruiters, intermediaries and employment agencies?	<input type="radio"/>	<input type="radio"/>
Does your State use transparent online contract repositories as both a method for workers to evidence their contractual agreements when raising complaints or in situations of contract substitution and a tool for labour attachés, recruitment agencies, relevant ministries and departments to monitor employment conditions?	<input type="radio"/>	<input type="radio"/>

Questions	Yes	Not yet
Has your State ratified and implemented the following? <ul style="list-style-type: none"> <li>• International Labour Organization (ILO) Domestic Workers Convention, 2011 (No. 189)</li> <li>• ILO Violence and Harassment Convention, 2019 (No. 190)</li> </ul>	<input type="radio"/>	<input type="radio"/>
Does your State provide inclusive and gender-responsive training, in collaboration with relevant civil society organizations and employers' and workers' organizations, for labour inspection services, police and other competent bodies to protect women migrant workers from abuse?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to justice and safe reporting mechanisms for migrant women for labour-related claims, including specific complaints mechanisms for harassment and discrimination to assist women in seeking redress?	<input type="radio"/>	<input type="radio"/>
Has your State created alternative employment opportunities for both nationals and migrants— through, for instance, public works programmes—as part of COVID-19 economic recovery measures?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State provide universal access to gender-responsive social protection measures and services for all migrants, irrespective of migration status, to ensure a basic income and family and child benefits for those with caregiving responsibilities?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State offer voluntary repatriation for women in vulnerable situations, including as a result of job loss due to the current pandemic?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State ensure access to decent working conditions such as occupational health and safety, equal remuneration and adequate support, including transport, childcare, health services and insurance, and other social support and protections for all migrant workers in essential roles, particularly migrant women frontline workers who are often most at risk?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 7

### Address and reduce vulnerabilities in migration

#### What are the main issues for migrant women and girls?

The GCM aims to address and reduce vulnerabilities for all migrants. This requires understanding the specific situations of vulnerability that migrant women and girls may face. Laws and policies must promote the human rights of migrant women and girls when addressing gender-specific forms of vulnerability, including sexual and gender-based violence (SGBV), abuse and exploitation. Laws and policies must also address the multiple and intersecting forms of discrimination faced by migrant women and girls on the basis of sex, age, disability, nationality, HIV status, race and ethnicity, marital and family status, migration status, sexual orientation, gender identity, health status, pregnancy, place of residence and economic and social situation.

#### What measures need to be put in place?

- ✓ Elimination of all forms of discrimination against women and girls at all stages of migration by any person, organization or enterprise in line with the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action and fundamental International Labour Organization (ILO) conventions
- ✓ Elimination of laws and policies, including customary laws, that place restrictions on women's and girls' regular migration
- ✓ Elimination of laws, regulations and practices that require mandatory pre-departure and post-arrival pregnancy testing and HIV-status screening
- ✓ Adoption of gender-responsive migration policies that address the needs and vulnerabilities of all migrants, including for people who are lesbian, gay, bisexual, transgender, intersex, queer or other identities (LGBTIQ+), persons with disabilities, ethnic minorities, religious minorities and indigenous peoples, and provide them with assistance, human rights protections and access to decent work, social protection, justice and public services
- ✓ Adoption of policies that promote decent work and social protection for all women migrant workers, including domestic workers, and eradicate sexual harassment and violence in the world of work
- ✓ Safe, confidential and accessible reporting and response services for migrant women and girls who experience human rights abuses and establishment of firewalls between service providers and immigration enforcement activities
- ✓ Laws and policies that guarantee equal access to the full spectrum of physical and mental health care, including sexual and reproductive health care, for all migrant women and girls, regardless of migration status, with particular attention to intersecting forms of discrimination and inequalities
- ✓ Regularization of the status of migrants leading to permanent residence, with specific attention to migrant women and girls with irregular migration status or who are stateless in countries of transit or destination, victims of crime, abuse or exploitation and/or survivors of sexual and gender-based violence (SGBV)
- ✓ Laws and policies that eliminate SGBV and punish perpetrators
- ✓ Access to essential services for survivors of SGBV including health, police, justice and social services such as hotlines, shelters, legal advice, psychosocial support and trauma counselling, providing interpretation as necessary
- ✓ Laws and regulations that guarantee migrant women's access to justice, legal standing, due process, the right to defence and the provision of legal aid when necessary with a firewall between the justice system and immigration authorities
- ✓ Monitoring systems and trained officials that help identify and assist migrant women and girls at heightened risk of sexual exploitation, abuse and discrimination
- ✓ COVID-19: Adoption of gender-responsive measures to address the heightened vulnerabilities of migrant women and girls during the pandemic and to ensure their access to rights and services, irrespective of migration status

## Checklist of actions

Question	Yes	Not Yet
Has your State eliminated all forms of discrimination against women and girls at all stages of migration by any person, organization or enterprise in line with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action and fundamental International Labour Organization (ILO) conventions?	<input type="radio"/>	<input type="radio"/>
Has your State eliminated laws and policies, including customary laws, that place restrictions on women's and girls' regular migration?	<input type="radio"/>	<input type="radio"/>
Has your State eliminated laws, regulations and practices that require mandatory pre-departure and post-arrival pregnancy testing and HIV-status screening?	<input type="radio"/>	<input type="radio"/>
Has your State adopted gender-responsive migration policies that address the needs and vulnerabilities of all migrants, including for people who are lesbian, gay, bisexual, transgender, intersex, queer or other identities (LGBTIQ+), persons with disabilities, ethnic minorities, religious minorities and indigenous peoples, and provide them with assistance and human rights protections?	<input type="radio"/>	<input type="radio"/>
Has your State adopted policies that promote decent work and social protection for all women migrant workers, including domestic workers, and eradicate sexual harassment and violence in the world of work?	<input type="radio"/>	<input type="radio"/>
Does your State provide safe, confidential and accessible reporting and response services for migrant women and girls who experience human rights abuses?	<input type="radio"/>	<input type="radio"/>
Does your State ensure that reporting procedures and authorities are separated from immigration enforcement activities?	<input type="radio"/>	<input type="radio"/>
Has your State adopted laws and policies that guarantee equal access to the full spectrum of physical and mental health care, including sexual and reproductive health care, housing, education and justice, for all migrant women and girls, regardless of migration status?	<input type="radio"/>	<input type="radio"/>
Does your State provide pathways for regularization of status for the groups listed below?	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• Migrant women and girls with irregular migration status or who are stateless</li> <li>• Survivors of sexual or gender-based violence</li> <li>• Victims and survivors of trafficking</li> <li>• Victims of crime or other abuse</li> </ul>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Has your State adopted laws and policies to eliminate sexual and gender-based violence (SGBV) and punish perpetrators?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to essential services for migrants who are survivors of SGBV?	<input type="radio"/>	<input type="radio"/>

Question	Yes	Not Yet
<p>Has your State adopted laws and regulations that guarantee migrant women's access to justice, legal standing, due process, the right to defence and the provision of legal aid when necessary?</p> <p>If yes, does your State ensure there is a separation between the justice system and immigration enforcement activities?</p>	<input type="radio"/>	<input type="radio"/>
<p>Does your State have monitoring systems and trained officials that help identify and assist migrant women and girls at heightened risk of sexual exploitation, abuse and discrimination?</p>	<input type="radio"/>	<input type="radio"/>
<p>COVID-19: Has your State adopted gender-responsive measures to address the heightened vulnerabilities of migrant women and girls during the pandemic and to ensure they are fully able to enjoy their rights and access services?</p>	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 8

### Save lives and establish coordinated international efforts on missing migrants

#### What are the main issues for migrant women and girls?

Migrant women and girls, particularly those without access to safe and regular migration pathways, may embark on perilous and dangerous journeys and face high risks of sexual and gender-based violence (SGBV), exploitation, trafficking, injury and death. Along certain routes, they may travel via land and encounter physical exhaustion, starvation and dehydration (particularly those walking long distances through deserts) or attacks by criminal gangs, who capture, torture, rape and hold women and girls hostage until ransoms are received from family members and friends. In cases where the ransom is unpaid, migrant women and girls often go missing, many feared dead. During sea crossings, women and girls are at increased risk of drowning as they are less likely than men and boys to be able to swim and their clothes may impede their movement. Women and girls often succumb to hypothermia sooner than men, highlighting the need for effective gender-responsive systems for search and rescue.

#### What measures need to be put in place?

- ✓ Safe and regular migration pathways for all migrants, irrespective of gender
- ✓ Identification and assessment of gender-specific risks of all regular and irregular migration channels used by migrant women and girls, and implementation of measures to address these risks
- ✓ Systems to collect sex-disaggregated data at the national and/or regional level for those reported as dead or missing along specific migration routes and to share information with families regarding the status of missing migrants, with the participation of governments and non-State actors, including the United Nations system and migrant women's organizations
- ✓ Systems to collect sex-disaggregated data at the national level on those embarking on migration journeys to facilitate the identification of missing migrants

- ✓ Gender-responsive systems and procedures for effective search and rescue at sea, including identification of migrants who have lost their lives
- ✓ Support to families seeking information on missing migrants
- ✓ Capacity-building of search and rescue staff on the gender-specific vulnerabilities and needs of migrants in distress, and implementation of measures to address these in a gender-responsive manner

## Checklist of actions

Question	Yes	Not yet
Does your State ensure that all migrants, irrespective of gender, have access to safe and regular migration pathways?	<input type="radio"/>	<input type="radio"/>
Does your State regularly carry out assessments of the gender-specific risks of regular and irregular migration channels?	<input type="radio"/>	<input type="radio"/>
If yes, has your State adopted measures to address these gender-specific risks?	<input type="radio"/>	<input type="radio"/>
Has your State adopted a system to collect sex-disaggregated data at the national and/or regional level for those reported as dead or missing along specific migration routes?	<input type="radio"/>	<input type="radio"/>
If yes, does your State share information with families regarding the status of missing migrants?	<input type="radio"/>	<input type="radio"/>
Has your State adopted a system to collect sex-disaggregated data at the national level on those embarking on migration journeys?	<input type="radio"/>	<input type="radio"/>
Has your State put in place gender-responsive systems and procedures for effective search and rescue at sea, including identification of migrants who have lost their lives?	<input type="radio"/>	<input type="radio"/>
Has your State provided capacity-building training for search and rescue staff on the gender-specific vulnerabilities and needs of migrants in distress and how to address these in a gender-responsive manner?	<input type="radio"/>	<input type="radio"/>
Does your State provide support to families of missing migrants, including providing access to all available information?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 9

### Strengthen the transnational response to smuggling of migrants

#### What are the main issues for migrant women and girls?

Migrant women and girls who may not be able to meet legal requirements to use regular migration routes or seek to avoid lengthy administrative processes may use the services of smugglers to reach their intended destination country. What may start as a consensual agreement can abruptly turn into exploitation and abuse. Unscrupulous smugglers often charge exorbitant fees and offer 'go now, pay later' schemes that result in migrant women and girls incurring high debts. To pay these fees back, migrant women may be subjected to forced prostitution and labour exploitation, including forced labour. Smugglers may also beat and rape migrant women and girls, abandon them or sell them to traffickers or criminal gangs. Appropriate gender-responsive protection and assistance must be provided to smuggled migrant women and girls upon arrival and registration in a country of transit or destination, recognizing that they may have been survivors of psychological or physical abuse, intimidation and/or sexual and gender-based violence (SGBV).

#### What measures need to be put in place?

- ✓ Elimination of discriminatory provisions in laws or policies that restrict or exclude opportunities for women and girls to migrate through safe and regular channels
  - ✓ Development of gender-responsive and child-sensitive cooperation protocols along migration routes that specify concrete measures on how to identify and assist smuggled migrant women and girls
  - ✓ Accessible services with trained women and men case workers at ports of entry and/or processing facilities to identify, respond to and treat signs of trauma and emotional distress in migrant women and girls who may have been smuggled
  - ✓ Access to essential services including health, justice and social services for smuggled women and girls who were survivors of sexual or gender-based violence
- ✓ Reporting and referral services and access to justice for migrant women and girls, irrespective of their migration status, who have experienced human rights abuses by smugglers during their journey
  - ✓ Protection and promotion of the human rights and dignity of women and girls and promotion of the application of the broader rights protection framework during efforts to curtail and combat transnational organized crime, including the criminal act of smuggling
  - ✓ Non-criminalization of migrants who are or have been smuggled and specific gender-responsive procedures prioritizing survivors' rights
  - ✓ Non-criminalization of migrants who have attempted to migrate again after having been deported
  - ✓ Collection, analysis and dissemination of sex- and age-disaggregated data and gender statistics on smuggling of migrants
  - ✓ COVID-19: Implementation of gender-responsive measures to address the increased likelihood of migrant women and girls engaging the services of smugglers due to border closures and other containment measures enacted during the pandemic

## Checklist of action

Question	Yes	Not Yet
Has your State eliminated discriminatory provisions in laws or policies that restrict or exclude opportunities for women and girls to migrate through safe and regular channels?	<input type="radio"/>	<input type="radio"/>
Has your State developed gender-responsive and child-sensitive cooperation protocols along migration routes that specify concrete measures on how to identify and assist smuggled migrant women and girls?	<input type="radio"/>	<input type="radio"/>
Does your State provide services with trained women and men case workers at ports of entry and/or processing facilities to identify, respond to and treat signs of trauma and emotional distress in migrant women and girls who may have been smuggled?	<input type="radio"/>	<input type="radio"/>
If yes, are these services easily accessible, gender-responsive and child/adolescent-friendly and provided in a language that migrant women and girls understand?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to essential services including health, justice and social services for smuggled women and girls who are survivors of sexual or gender-based violence?	<input type="radio"/>	<input type="radio"/>
Does your State provide reporting and referral services and access to justice for migrant women and girls, irrespective of their migration status, who have experienced human rights abuses by smugglers during their journey?	<input type="radio"/>	<input type="radio"/>
Has your State adopted efforts to curtail and combat transnational organized crime?	<input type="radio"/>	<input type="radio"/>
Does your State promote non-criminalization of migrants who are or have been smuggled as well as specific gender-responsive procedures prioritizing survivor's rights?	<input type="radio"/>	<input type="radio"/>
Does your State promote non-criminalization of migrants who have attempted to migrate again after having been deported?	<input type="radio"/>	<input type="radio"/>
Does your State collect, analyse and disseminate sex- and age-disaggregated data and gender statistics on smuggling of migrants?	<input type="radio"/>	<input type="radio"/>
COVID-19: Has your State implemented gender-responsive measures to address the increased likelihood of migrant women and girls engaging the services of smugglers due to border closures and other containment measures enacted during the pandemic?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 10

### Prevent, combat and eradicate trafficking in persons in the context of international migration

#### What are the main issues for migrant women and girls?

Women and girls account for approximately 70 per cent of detected victims of trafficking in persons,<sup>12</sup> and the majority of those are foreigners in the country of detection.<sup>13</sup> According to the United Nations Office on Drugs and Crime (UNODC), 83 per cent of women and 72 per cent of girls identified as victims of trafficking were trafficked for sexual exploitation.<sup>14</sup> Over 80 per cent of transgender and gender non-conforming migrants are also trafficked for sexual exploitation.<sup>15</sup> Such exploitation demonstrates the evident gender dimension of this human rights violation, which is rooted in gender-based discrimination and gender inequalities. Furthermore, the demand for cheap and/or forced labour, including sexual exploitation, has led to an increase in the feminization of poverty.<sup>16</sup> As per the United Nations Committee on the Elimination of Discrimination against Women (UN CEDAW), trafficking in women and girls constitutes sexual and gender-based violence (SGBV) against women and is a severe violation of their human rights.<sup>17</sup> It is critical to ensure zero tolerance of trafficking in women and girls, criminalize all forms of trafficking in persons, hold perpetrators accountable and provide gender-responsive identification, assistance and reintegration services.

#### What measures need to be put in place?

- ✓ Laws and policies to combat trafficking and exploitation of women and girls in line with international human rights frameworks, specifically the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, 2000; the International Labour Organization (ILO) Forced Labour Convention, 1930 (No. 29) and its 2014 Protocol; the ILO Worst Forms of Child Labour Convention, 1999 (No. 182); the United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others; 1949; and the United Nations Committee on the Elimination of Discrimination against Women (UN CEDAW) General Recommendation No. 38 on Trafficking of Women and Girls in the Context of Global Migration.
- ✓ National coordination to align policies on gender equality, criminal justice, trafficking in persons, migration governance and sustainable development in order to ensure an effective, gender-responsive and human rights-based approach to combatting trafficking in women and girls
- ✓ Development of national guidelines and standard operating procedures on identification and referral of victims of trafficking
- ✓ Capacity-building for early detection of trafficking victims by law enforcement and border personnel, immigration and asylum authorities, labour inspectors, social workers and health-care professionals to promptly identify trafficking and related offences against women and girls
- ✓ Training of officials in gender-responsive approaches to identify and provide support to migrant women and girls who are survivors of trafficking
- ✓ Protection of the human rights and dignity of trafficked women and girls without criminalizing and detaining them
- ✓ Access to essential services, including health, justice and social services, for trafficked women and girls and transgender and gender non-conforming migrants who are survivors of sexual or gender-based violence
- ✓ Accessible care facilities for trafficked migrant women and girls with staff trained in gender-responsive and culturally appropriate approaches and services provided in a language that is understood by victims
- ✓ Gender-responsive protection and support for victims and survivors of trafficking in countries of origin, transit and destination, including physical protection, psychosocial support, trauma counselling, access to justice, legal advice, comprehensive health care, including sexual and reproductive health care, and information in accessible formats
- ✓ Targeted long-term gender-responsive reintegration and rehabilitation support to prevent their re-trafficking, including through income-generating activities, vocational training, employment assistance and financial compensation



Question	Yes	Not yet
Does your State protect the human rights and dignity of victims and survivors of trafficking without criminalizing and detaining them?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to essential services, including health, justice and social services, for women and girls and transgender and gender non-confirming migrants who were victims of trafficking and/or survivors of sexual or gender-based violence?	<input type="radio"/>	<input type="radio"/>
Does your State provide accessible care facilities for migrant women and girls who are survivors of trafficking?	<input type="radio"/>	<input type="radio"/>
If yes, are staff trained in gender-responsive and culturally appropriate approaches, with services being provided in a language that is understood by trafficking survivors?	<input type="radio"/>	<input type="radio"/>
Does your State provide gender-responsive protection and support for survivors of trafficking in countries of origin, transit and destination?	<input type="radio"/>	<input type="radio"/>
If yes, do they include the following?		
• Physical protection	<input type="radio"/>	<input type="radio"/>
• Psychosocial support	<input type="radio"/>	<input type="radio"/>
• Trauma counselling	<input type="radio"/>	<input type="radio"/>
• Access to justice	<input type="radio"/>	<input type="radio"/>
• Legal advice	<input type="radio"/>	<input type="radio"/>
• Comprehensive health care, including sexual and reproductive health care	<input type="radio"/>	<input type="radio"/>
Does your State provide targeted long-term gender-responsive reintegration and rehabilitation support, including through income-generating activities, vocational training, employment assistance and financial compensation?	<input type="radio"/>	<input type="radio"/>
Does your State prosecute and punish human traffickers and perpetrators of related offences in a timely way?	<input type="radio"/>	<input type="radio"/>
Does your State provide appropriate legal remedies for survivors of trafficking, including when prosecution is undertaken in the country of detection?	<input type="radio"/>	<input type="radio"/>
Does your State provide timely access to permanent residence permits for migrant women who are at risk of being trafficked or are victims or survivors of trafficking?	<input type="radio"/>	<input type="radio"/>
Has your State carried out an impact assessment of laws and policies, including access to current visa regimes, to ensure they do not facilitate or result in trafficking of migrant women and girls?	<input type="radio"/>	<input type="radio"/>
Does your State engage in gender-responsive awareness-raising activities that inform about the risk of trafficking in persons, promote safe migration alternatives and promote reporting and self-reporting of trafficking cases?	<input type="radio"/>	<input type="radio"/>

Question	Yes	Not yet
Does your State provide information in accessible formats for migrant women and girls on preventing and reporting trafficking activities?	<input type="radio"/>	<input type="radio"/>
Does your State promote the meaningful participation of women in trafficking prevention, return, rehabilitation and reintegration efforts?	<input type="radio"/>	<input type="radio"/>
Does your State collect, analyse and disseminate sex- and age-disaggregated data and gender statistics on trafficking, including the scope, extent, forms of exploitation, causes and consequences for women and girls?	<input type="radio"/>	<input type="radio"/>
Will your State implement the United Nations Committee on the Elimination of Discrimination against Women (UN CEDAW) General Recommendation No. 38 on Trafficking of Women and Girls in the Context of Global Migration?	<input type="radio"/>	<input type="radio"/>
COVID-19: Has your State adopted gender-responsive measures to address the increased risk of trafficking in migrant women and girls resulting from border closures and the economic downturn of the pandemic?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 11

### **Manage borders in an integrated, secure and coordinated manner**

#### **What are the main issues for migrant women and girls?**

Managing borders must be done in a manner that is gender-responsive, child-sensitive, disability-sensitive and culturally sensitive, upholding the principle of non-discrimination and ensuring that all migrants, irrespective of their migration status, are treated with dignity and respect. Integrating a gender perspective into border management policies and processes can help create more representative and diverse border management institutions and processes and improve the identification of and assistance provided to migrant women and girls in vulnerable situations, including victims of trafficking. Border management policies must respect, protect and fulfil the human rights of all migrant women and girls, ensuring that measures aimed at addressing irregular migration and combating transnational organized crime do not adversely affect the rights and dignity of women and girls.

#### **What measures need to be put in place?**

- ✓ Measures to ensure gender-responsive identification, assistance, referral and protection of migrants in situations of vulnerability, victims of trauma, including victims of trafficking in persons and SGBV, at or near international borders
  - ✓ Direct communication with women and girls and not exclusively through a male spouse, relative or guardian
  - ✓ Reception and assistance facilities at borders that are gender-responsive, accessible and meet human rights and humanitarian standards, including the provision of adequately trained women case workers, lawyers, interviewers and independent interpreters as well as childcare during interviews
  - ✓ Detection and referral by trained staff at borders of victims of trafficking in persons and other situations of exploitation
  - ✓ COVID-19: Promotion of the human rights of all migrants in relation to specific border management measures related to the pandemic
- ✓ Border management policies that respect, protect and fulfil the human rights of all migrant women and girls, paying particular attention to women and adolescent girls who are pregnant, older persons, those of diverse sexual orientations and gender identities and those with medical conditions and disabilities
  - ✓ Elimination of discriminatory entry restrictions, including based on HIV status, pregnancy, disability, sexual orientation and gender identity
  - ✓ State fulfilment of international asylum and refugee obligations, as well as non-criminalization or incarceration of asylum seekers
  - ✓ Border police and other officials trained in gender-responsive, child-sensitive, disability-sensitive and non-discriminatory practices, with adequate supervision and monitoring and the capacity to detect victims of trauma, including trafficking in persons and sexual and gender-based violence (SGBV)

## Checklist of actions

Question	Yes	Not yet
Has your State adopted border management policies that respect, protect and fulfil the human rights of all migrant women and girls, paying particular attention to women and adolescent girls who are pregnant, older persons, those of diverse sexual orientations and gender identities and those with medical conditions and disabilities?	<input type="radio"/>	<input type="radio"/>
Has your State eliminated discriminatory entry restrictions, including based on HIV status, pregnancy, disability, sexual orientation and gender identity?	<input type="radio"/>	<input type="radio"/>
Has your State signed and ratified all international human rights treaties pertaining to asylum and refugee rights?	<input type="radio"/>	<input type="radio"/>
If yes, does your State uphold a commitment to the non-criminalization or incarceration of asylum seekers?	<input type="radio"/>	<input type="radio"/>
Has your State signed and ratified all international human rights treaties pertaining to asylum and refugee rights?	<input type="radio"/>	<input type="radio"/>
If yes, does your State uphold a commitment to the non-criminalization or incarceration of asylum seekers?	<input type="radio"/>	<input type="radio"/>
Has your State trained border police and other officials in gender-responsive, child-sensitive, disability-sensitive and non-discriminatory practices to detect victims of trauma, including victims of trafficking in persons and sexual and gender-based violence (SGBV)?	<input type="radio"/>	<input type="radio"/>
Has your State adopted measures to ensure gender-responsive identification, assistance, referral and protection of migrants in situations of vulnerability and victims of trauma, including survivors of trafficking and survivors of SGBV, at or near international borders?	<input type="radio"/>	<input type="radio"/>
Does your State promote direct communication with women and girls and not exclusively through a male spouse, relative or guardian?	<input type="radio"/>	<input type="radio"/>
Does your State provide reception and assistance facilities at borders that are gender-responsive, accessible and meet human rights and humanitarian standards, including the provision of adequately trained women case workers, lawyers, interviewers and independent interpreters as well as childcare during interviews?	<input type="radio"/>	<input type="radio"/>
Does your State provide gender-responsive training to staff at borders and ports of entry to ensure they are able to detect and refer victims of trafficking and other situations of exploitation?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State promote the human rights of all migrants in relation to specific border management measures related to the pandemic?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 12

### **Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral**

#### **What are the main issues for migrant women and girls?**

Screening measures and individual assessments at borders must be human rights-based, gender-responsive and conducted in a manner that is disability- and culturally sensitive to ensure that all migrants are treated with due process and dignity. Officials conducting screening assessments must be trained to recognize victims of trauma, particularly women and girls who have been victims of trafficking and/or survivors of sexual and gender-based violence (SGBV) during or prior to their journey. Officials should be trained to recognize and refer asylum seekers to relevant processes and mechanisms. During the COVID-19 pandemic, processing of migrants seeking admission and stay on humanitarian grounds should continue, including for migrant women who are victims of SGBV or other trauma. Assessments must be conducted in a gender-responsive manner in safe, dedicated spaces, in a language that the migrant understands or alternatively interpretation should be provided. In the event that minors are apprehended at a point of entry without a parent or legal guardian, they must be provided with legal representation and/or a guardian ad litem prior to and during screening and be made fully aware of their rights and entitlements under the law in a language they can understand.

#### **What measures need to be put in place?**

- ✓ Gender-responsive training for officials at borders and ports of entry on recognizing and responding to cases of trauma and abuse, including victims of trafficking and survivors of sexual and gender-based violence (SGBV)
  - ✓ Training on asylum procedures and appropriate referral mechanisms available at borders and ports of entry
  - ✓ Consideration of regularization of status for migrant women who have experienced trauma and migrants in danger of irreparable harm in accordance with the principle of non-refoulement
  - ✓ Staff trained in human-rights and gender-responsive approaches in order to recognize factors that may cause people to fear disclosing sensitive information during individual assessments, such as interrogation of a woman in the presence of her partner
  - ✓ For unaccompanied minors, the provision of an independent child advocate or guardian ad litem who can advocate for the best interests of the child and ensure they are made aware of their rights in a language they understand
  - ✓ COVID-19: Provision of personal protective equipment to migrants and appropriate distancing measures maintained during reception and screening as part of pandemic response measures
- ✓ Clear information, in accessible formats, including for persons with disabilities, on options for safe and regular migration, the risks and realities of migration (in line with Objective 3 of the GCM) and necessary entry requirements, such as for obtaining visas and work permits, provided in partnership with non-governmental stakeholders, including women's and migrant women's organizations, to ensure large-scale dissemination
  - ✓ Interpretation, including sign language interpretation, available on request to ensure the migrant fully understands each step of the process

## Checklist of actions

Question	Yes	Not yet
Does your State provide all migrant women and girls at ports of entry with full and clear information in accessible formats, including for persons with disabilities, about their rights and entitlements?	<input type="radio"/>	<input type="radio"/>
Does your State have policies in place that offer pathways for regularization of status for migrant women and girls who have been victims of trafficking and/or are survivors of other forms of trauma?	<input type="radio"/>	<input type="radio"/>
Are staff involved in screening procedures trained in human rights-based and gender-responsive approaches in order to recognize factors that may cause people to fear disclosing sensitive information during individual assessments?	<input type="radio"/>	<input type="radio"/>
Does your State train border and immigration officials in identifying victims of trafficking as well as other forms of migration-related trauma?	<input type="radio"/>	<input type="radio"/>
Does your State train border and immigration officials on asylum and humanitarian procedures and appropriate referral mechanisms?	<input type="radio"/>	<input type="radio"/>
Does your State have a reporting mechanism in place that enables migrant women to safely and confidentially report incidences of gross misconduct, including abuse and sexual and gender-based violence (SGBV), committed by immigration or border officials?	<input type="radio"/>	<input type="radio"/>
If yes, are investigations carried out based on these accusations?	<input type="radio"/>	<input type="radio"/>
If yes, are punitive measures applied to those officials found guilty of misconduct?	<input type="radio"/>	<input type="radio"/>
Does your State protect the privacy and identity of any migrant who accuses an immigration or border official of gross misconduct?	<input type="radio"/>	<input type="radio"/>
Does your State provide interpretation, including sign language, to migrants at all ports of entry?	<input type="radio"/>	<input type="radio"/>
Does your State assign unaccompanied minors to a child advocate to represent their best interests throughout the immigration process?	<input type="radio"/>	<input type="radio"/>
COVID-19: Is free personal protective equipment provided to migrants upon arrival at borders and for screening, as required?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 13

### Use immigration detention only as a measure of last resort and work towards alternatives

#### What are the main issues for migrant women and girls?

The GCM refers to detention only as a measure of last resort and states that non-custodial alternatives should be provided. Women in detention are at increased risk of discrimination and sexual and gender-based violence (SGBV) and should always be detained separately from men who do not form part of the same family unit. Detention facilities should also be open to independent monitoring by national and international human rights institutions/organizations. In any detention or detention-like facility, women's specific needs must be met, including access to gender-responsive safe and private water, sanitation and hygiene (WASH) facilities.

The COVID-19 pandemic has shone a light on the unsanitary conditions faced by migrant women in many detention facilities, which are often overcrowded, with insufficient WASH facilities and limited or no access to cleaning products (such as soap and hand sanitizers). For migrant women trapped in overcrowded rooms, physical distancing measures are virtually impossible to implement or maintain. Access to gender-responsive health care, including sexual and reproductive health services and mental health services, is critical. Migrants should only be detained in spaces that correspond to their self-identified gender, and any detention should be legal, time limited and never arbitrary. Transgender migrants are too often detained in spaces that do not correspond to their self-identified gender and face a higher likelihood of abuse, including sexual assault.<sup>19</sup> Women or adolescent girls who are pregnant or the main caregiver of infant children, as well as those who are survivors of SGBV, must never be detained. Family units must always be kept together to mitigate as much as possible the negative and traumatic impact of immigration detention, and in line with the joint General Comment on State obligations regarding the human rights of children in the context of international migration,<sup>20</sup> immigration detention is a child rights violation, and as such children should never be detained. The implementation of non-custodial alternatives to detention must be a priority for all migrants.

#### What measures need to be put in place?

- ✓ Laws, policies and procedures that safeguard family life, including recognition of the various forms of families that exist, keeping families together and prioritizing non-custodial alternatives to detention
- ✓ Laws and policies that guarantee migrants are only detained in facilities that correspond to their self-identified gender
- ✓ Laws and policies that prohibit detention of migrant children
- ✓ Alternatives to detention for all migrants, particularly those with special protection needs, including but not limited to pregnant women, children and adolescents, elderly migrants, people who are lesbian, gay, bisexual, transgender, intersex, queer or other identities (LGBTIQ+), migrants with disabilities, survivors of torture or trauma, migrants with physical or mental health needs, trafficked persons, survivors of sexual and gender-based violence (SGBV), stateless persons and refugees
- ✓ Oversight and care by women staff in situations where women are detained, noting that situations of detention must be a measure of last resort, reviewable and time limited
- ✓ Gender-responsive safe, accessible and private water, sanitation and hygiene (WASH) facilities, menstrual hygiene materials and access to health care, including sexual and reproductive health services and mental health services
- ✓ Access to due process and independent judicial review of detention procedures without undue delay
- ✓ Access to periodic independent inquiry and monitoring of detention facilities by national and international human rights institutions/organizations
- ✓ Facilitation of access to consular assistance and legal representation and notification of next of kin
- ✓ COVID-19: Adherence of detention facilities to hygiene and social distancing measures and adoption of special measures to protect groups at higher risk, such as older migrants and those with pre-existing medical conditions

## Checklist of actions

Question	Yes	Not yet
Does your State ensure that families are kept together at all stages of immigration processing?	<input type="radio"/>	<input type="radio"/>
If yes, is this applicable to undocumented migrants?	<input type="radio"/>	<input type="radio"/>
Do immigration officials conduct a needs assessment of all migrants before placing them in detention or equivalent?	<input type="radio"/>	<input type="radio"/>
If yes, does the needs assessment take into account the following special protection needs before making any determinations?		
• Pregnancy	<input type="radio"/>	<input type="radio"/>
• Age	<input type="radio"/>	<input type="radio"/>
• Disability	<input type="radio"/>	<input type="radio"/>
• Physical or mental health needs	<input type="radio"/>	<input type="radio"/>
• Sexual orientation and gender identity	<input type="radio"/>	<input type="radio"/>
• Survivors of sexual and gender-violence (SGBV)	<input type="radio"/>	<input type="radio"/>
• Survivors of trafficking	<input type="radio"/>	<input type="radio"/>
Is immigration detention regulated by law and with time limits, due process and periodic judicial review?	<input type="radio"/>	<input type="radio"/>
Does your State provide and prioritize non-custodial alternatives to detention for migrant women?	<input type="radio"/>	<input type="radio"/>
In cases of detention, does your State ensure that it is a measure of last resort, time limited and reviewable?	<input type="radio"/>	<input type="radio"/>
Does your State have policies that ensure migrants are only detained in facilities that correspond to their self-identified gender?	<input type="radio"/>	<input type="radio"/>
Do detention facilities provide access to health-care services?	<input type="radio"/>	<input type="radio"/>
If yes, does this include sexual and reproductive health services?	<input type="radio"/>	<input type="radio"/>
If yes, does this include mental health services?	<input type="radio"/>	<input type="radio"/>
Are all detention facilities equipped with adequate gender-responsive water, hygiene and sanitation (WASH) facilities?	<input type="radio"/>	<input type="radio"/>
If yes, are menstrual hygiene products made available to all migrant women in detention free of charge?	<input type="radio"/>	<input type="radio"/>

Question	Yes	Not yet
Does your State always provide alternatives to detention for migrant children??	<input type="radio"/>	<input type="radio"/>
Do independent monitoring bodies have access to immigration detention facilities?	<input type="radio"/>	<input type="radio"/>
Does your State provide recourses that enable migrant women to safely and confidentially report abuse by detention facility staff?	<input type="radio"/>	<input type="radio"/>
Does your State facilitate and provide access to consular assistance and legal representation for migrants?	<input type="radio"/>	<input type="radio"/>
COVID-19: Do detention facilities adhere to hygiene and social distancing measures and have they adopted special measures to protect groups at higher risk, such as older migrants and those with pre-existing medical conditions?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State consider the removal of people from detention facilities as a result of the pandemic?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 14

### Enhance consular protection, assistance and cooperation throughout the migration cycle

#### What are the main issues for migrant women and girls?

Consular services must be provided in a gender-responsive manner and take into account the particular needs of migrant women and girls, irrespective of their migration status. Many migrant women and girls lack information about the services provided by consulates and may fear repercussions should they lack the necessary documentation for entry or residency in a country of destination. The provision of free hotlines can ensure migrant women have access to information in cases where they are unable to travel to the nearest consulate. Special attention should be paid to victims and survivors of trafficking and survivors of sexual and gender-based violence (SGBV), including sexual harassment in the workplace.

#### What measures need to be put in place?

- ✓ Clear, gender-responsive information, in accessible formats for persons with disabilities, on the consular services available at all stages of migration, including through the provision of free hotlines
  - ✓ Partnerships between consulates and non-governmental organizations, in particular women's organizations, migrant organizations and workers' organizations, to share information and facilitate collaboration
  - ✓ Gender-responsive bilateral or regional agreements on consular assistance that specify how migrant women will be supported
  - ✓ Trained and supervised diplomatic and consular staff who protect the rights of migrant women and girls abroad, including identifying, protecting and assisting possible victims of trauma, trafficked persons, survivors of sexual and gender-based violence (SGBV) and/or labour exploitation and providing assistance to women in detention or due to be returned
- ✓ Consular support services for migrant women and girls, including timely provision of interpreters, medical care, counselling, legal aid and shelter when needed
  - ✓ Consular information in accessible formats, including for persons with disabilities, on rights, obligations, norms and customs in countries of transit and destination, including information on courses of action if a migrant woman, regardless of migration status, has been the victim of a crime
  - ✓ COVID-19: Provision of consular assistance to migrant women and girls who are stranded in countries of destination or transit and information about safe and dignified return and repatriation and/or options for regularization in the country of destination

## Checklist of actions

Question	Yes	Not yet
Does your State provide access to clear, gender-responsive information in accessible formats, including for persons with disabilities, on the consular services available at all stages of migration?	<input type="radio"/>	<input type="radio"/>
Does your State take a gender-responsive approach when designing and negotiating bilateral or regional agreements on the provision of consular assistance?	<input type="radio"/>	<input type="radio"/>
Do consulates provide information on rights and entitlements in countries of transit and destination?	<input type="radio"/>	<input type="radio"/>
Do consulates provide gender training to all consulate staff?	<input type="radio"/>	<input type="radio"/>
Does your State provide information to all migrants via free or low-cost hotlines?	<input type="radio"/>	<input type="radio"/>
Does your State make interpretation, including sign language, available to all migrants where required?	<input type="radio"/>	<input type="radio"/>
Do consulates provide training to staff on how to detect and assist migrant women who are victims of sexual and gender-based violence (SGBV), trafficking or other migration-related trauma?	<input type="radio"/>	<input type="radio"/>
Do consulates partner with non-governmental organizations in order to share information related to migration and migrant rights?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State provide consular assistance to migrant women and girls who are stranded in countries of destination or transit, including information about safe and dignified return and repatriation and/or options for regularization in the country of destination?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 15

### Provide access to basic services for migrants

#### What are the main issues for migrant women and girls?

The GCM articulates the importance of basic services for all migrants, irrespective of migration status. Every individual is entitled to health care, housing, education and justice under international human rights instruments. The right of migrants to enjoy the highest attainable standard of physical and mental health should be guaranteed, including by providing age-appropriate and adolescent-friendly services. Universal health is an inalienable right that must be upheld at all times, including during global health crises—such as the COVID-19 pandemic—when existing inequalities are often exacerbated, increasing the vulnerability of migrant women and girls. Access to health-care services, including sexual and reproductive health care such as quality family planning services, prenatal and postnatal care and education and information on sexual and reproductive health, in countries of transit and destination, is an essential human right. All migrant women and girls, as well as transgender and gender non-conforming migrants, must be guaranteed access to gender-responsive services and justice without fear of abuse, discrimination, detention, deportation or other retribution. Firewalls between service providers and immigration control should be in place to ensure safe reporting and access to justice.

#### What measures need to be put in place?

- ✓ Clear information in accessible formats at the municipal and national level on available remedies, access to justice and complaints mechanisms in cases of human rights violations
  - ✓ Provision of essential services, including health, justice and social services, for survivors of sexual or gender-based violence, irrespective of migration status
  - ✓ Gender-responsive curricula in primary and secondary school education, including in immigrant learning centres, that promote gender equality and seek to dispel negative stereotypes relating to gender and migration
  - ✓ COVID-19: Provision of COVID-19 testing and other public health measures free of charge or at low-cost to all migrants, including access to other essential services for migrants, irrespective of migration status
- ✓ Laws and policies that guarantee access to gender-responsive services, including comprehensive sexual and reproductive health-care services and mental health services for all migrant women and girls, irrespective of migration status
  - ✓ Policies that guarantee the independence of service providers and the confidentiality of service users by ensuring a separation between immigration enforcement activities and public service provision
  - ✓ Safe, independent, confidential and accessible reporting services for all migrant women and girls who experience human rights abuses, crimes and/or violations of labour rights, irrespective of migration status

## Checklist of actions

Question	Yes	Not yet
Do all migrant women and girls have the legal right to access the following basic services in your country, irrespective of migration status?	<input type="radio"/>	<input type="radio"/>
• Primary health care	<input type="radio"/>	<input type="radio"/>
• Sexual and reproductive health services	<input type="radio"/>	<input type="radio"/>
• Mental health services	<input type="radio"/>	<input type="radio"/>
• Justice	<input type="radio"/>	<input type="radio"/>
• Education (primary, secondary, tertiary)	<input type="radio"/>	<input type="radio"/>
Does your State provide access to essential services for survivors of sexual or gender-based violence?	<input type="radio"/>	<input type="radio"/>
Has your State reviewed and/or revised the school curriculum to ensure it is gender-responsive?	<input type="radio"/>	<input type="radio"/>
Has your State introduced legal protections and firewalls separating immigration enforcement activities from public service provision?	<input type="radio"/>	<input type="radio"/>
Does your State ensure that migrants are able to access all basic services without having to disclose their migration status?	<input type="radio"/>	<input type="radio"/>
Does your State provide a reporting mechanism that enables migrant women, irrespective of migration status, to safely and confidentially report incidences of violence or crime without fear of retribution?	<input type="radio"/>	<input type="radio"/>
Does your State provide full information in accessible formats, including for persons with disabilities, to migrants on their right to justice and recourse?	<input type="radio"/>	<input type="radio"/>
If yes, is this available at the municipal and national level?	<input type="radio"/>	<input type="radio"/>
Does your State ensure that COVID-19 testing is made available free of charge to migrants, irrespective of migration status?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State ensure that migrants, irrespective of migration status, can access relevant services during the pandemic?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 16

### **Empower migrants and societies to realize full inclusion and social cohesion**

#### **What are the main issues for migrant women and girls?**

The integration of migrant women and girls is critical to support their economic autonomy and strengthen social cohesion. This requires removing gender-based restrictions on formal employment to enable migrant women's economic and social participation. Transitioning from the informal to the formal economy reduces women migrant workers' exposure to precarious work conditions, gender-based violence and sexual harassment. Women's and migrant women's organizations, as well as trade unions, play a key role in channelling information, acting as a bridge to the wider community, supporting migrant women to be leaders and agents of change and helping to foster mutual respect and understanding in their communities. Migrant women and girls are often marginalized and less likely to be integrated, which may be the result of language or cultural barriers that impact on their ability or willingness to integrate. Participation in language and cultural orientation courses helps not only to build the confidence of migrant women but also to bridge the gap between their expectations and the realities of living in the country of destination. Such courses also help provide migrant women with the information needed to access key services in their new communities.

#### **What measures need to be put in place?**

- ✓ Inclusive policies and programmes that help migrant women and girls integrate into countries of transit and destination, while respecting their cultural identity and human rights, in compliance with international human rights and international labour standards
- ✓ Laws and policies that promote gender equality in employment and occupation, equal pay for work of equal value and access to decent work for all women, including migrant women
- ✓ Inclusive policies and programmes that foster migrant women's access to labour market integration and social inclusion in countries of origin, transit and destination

- ✓ Community engagement and dialogue between migrants and community members, with the support of non-governmental organizations, in particular migrant women's organizations
- ✓ Adequate funding to support migrant women's organizations
- ✓ Engagement of civil society organizations, in particular migrant women's organizations and workers' organizations, in designing and implementing policies and programmes aimed at labour market integration of migrant women
- ✓ Provision of access to free or low-cost language and cultural orientation courses providing migrants with an understanding of how the culture, traditions and practices in the country of destination may differ from their own to better support integration
- ✓ COVID-19: Realization of full inclusion and social cohesion of migrants during the pandemic as well

## Checklist of actions

Question	Yes	Not yet
Has your State eliminated all gender-based discriminatory restrictions on formal employment?	<input type="radio"/>	<input type="radio"/>
Does your State promote equality of opportunity and treatment in employment and work at a national level for migrant workers, irrespective of their gender or sector of work?	<input type="radio"/>	<input type="radio"/>
Does your State have laws in place that ensure equal pay for equal work?	<input type="radio"/>	<input type="radio"/>
Does your State provide gender-responsive pre-departure and/or post-arrival programmes for migrant workers?	<input type="radio"/>	<input type="radio"/>
Does your State have gender-responsive policies in place to support the integration of migrant women, including access to the labour market?	<input type="radio"/>	<input type="radio"/>
Are there policies in place promoting the establishment of community engagement programmes to promote dialogue between migrants and community members at the national and/or local level?	<input type="radio"/>	<input type="radio"/>
Does your State provide free or low-cost language classes for migrants?	<input type="radio"/>	<input type="radio"/>
Does your State provide free or low-cost cultural orientation courses for migrants?	<input type="radio"/>	<input type="radio"/>
Is dedicated funding available to support migrant women's organizations at the national and/or local level?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State continue to promote the full inclusion and social cohesion of migrants during the pandemic?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 17

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

#### What are the main issues for migrant women and girls?

It is paramount to eradicate all forms of gender-based discrimination, including labour market segregation, gender pay gaps, lack of political participation, travel restrictions, sexual and gender-based violence (SGBV), lack of access to documentation and lack of access to education and vocational training. Racism, xenophobia and poverty compound existing inequalities and must be eliminated at all levels in line with international human rights law. Migrants around the world have been blamed and stigmatized as carrying and spreading COVID-19 and have consequently experienced discrimination. Evidence-based discourse on migration is needed to shape public perceptions about migrant women and girls based on reality and not on stereotypes. Media outlets, including social media, should be encouraged to produce gender-responsive, disability-sensitive and non-discriminatory reporting on migrants that fosters tolerance and mutual respect, including in the context of the pandemic. Use of gender-responsive language, airing women's and girls' voices and stories, portraying migrant women as actors and agents rather than victims and gender diversity on editorial boards are critical.

#### What measures need to be put in place?

- ✓ Gender-responsive research and analysis based on sex-disaggregated data and gender statistics to analyse the specific needs, opportunities and contributions of migrant women and girls to society as well as violations of their rights
- ✓ Education of media professionals on the linkages between gender and migration
- ✓ Awareness-raising by the media, information and communication sectors on the contributions made by migrant women to the economy and society and their risks of gender-based discrimination and sexual and gender-based violence (SGBV)
- ✓ Community awareness-raising and dialogue about the financial and social costs and benefits of migration for women and the families they leave behind, in conjunction with non-governmental partners, including women's organizations
- ✓ Public awareness campaigns, based on 'communications for behaviour change' models, that seek to eliminate xenophobia and stereotypes about migrants, including those based on gender
- ✓ Policies that prohibit hate speech based on negative gender and cultural stereotypes about migrants
- ✓ Promotion of the participation and leadership of migrant women in social, economic and political life and in addressing discrimination
- ✓ Promotion of a narrative that portrays migrant women as agents rather than through a lens of vulnerability
- ✓ Provision of national and regional complaint and redress mechanisms for migrant women and girls who experienced discrimination
- ✓ The holding of media companies and other stakeholders to account on the creation, promotion or sharing of misleading or false information about migrants by enacting, implementing or maintaining gender-responsive legislation that penalizes hate crimes targeting migrants, including on the basis of gender or cultural stereotypes
- ✓ COVID-19: Ensure that information about COVID-19 is evidence-based and that its spread is not falsely or unfairly attributed to migrants

## Checklist of actions

Question	Yes	Not yet
Do national statistics offices or other relevant stakeholders collect sex-disaggregated data and gender statistics on migration in order to analyse the specific needs, opportunities and contributions of migrant women and girls to society as well as violations of their rights?	<input type="radio"/>	<input type="radio"/>
Does your State provide awareness-raising campaigns promoting the social and economic contributions of migrant women as well as the challenges they face?	<input type="radio"/>	<input type="radio"/>
Has your State carried out public awareness campaigns, based on 'communications for behaviour change' models, that seek to eliminate xenophobia and stereotypes about migrants, including those based on gender?	<input type="radio"/>	<input type="radio"/>
Has your State adopted and implemented legislation prohibiting all forms of gender-based, racist and xenophobic discrimination in public and private spheres?	<input type="radio"/>	<input type="radio"/>
Has your State adopted and implemented legislation prohibiting hate crimes and hate speech targeting migrants, including based on gender and cultural stereotypes?	<input type="radio"/>	<input type="radio"/>
Does your State promote the participation and leadership of migrant women in social, economic and political life?	<input type="radio"/>	<input type="radio"/>
Are there national and regional complaint and redress mechanisms in place for migrant women and girls who have experienced discrimination in your State?	<input type="radio"/>	<input type="radio"/>
Does an independent regulatory body monitor media output?	<input type="radio"/>	<input type="radio"/>
If yes, is this body charged with monitoring the creation, promotion or sharing of misleading or false information about migrants?	<input type="radio"/>	<input type="radio"/>
Have initiatives been carried out to educate media professionals on the linkages between gender and migration?	<input type="radio"/>	<input type="radio"/>
Is information about the pandemic evidence-based rather than COVID-19 being falsely attributed to migrants?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 18

### **Invest in skills development and facilitate mutual recognition of skills, qualifications and competences**

#### **What are the main issues for migrant women and girls?**

Women migrant workers are often concentrated in informal, low-paid and unregulated sectors with limited social protection and are at heightened risk of labour exploitation, servitude and abuse, including sexual and gender-based violence (SGBV). To address these pervasive gender inequalities, migrant women's work should be formalized and professionalized, including the care, cleaning, agricultural and domestic work they undertake. Options for visas and work permits should reflect migrant women's wealth of skills and experiences.

The digital gender gap needs to be addressed for migrant women and girls, particularly for the poorest, those with little education, those with disabilities and those living in rural and remote areas.

#### **What measures need to be put in place?**

- ✓ Options for visas and work permits that give all migrants equal opportunities and access to the formal labour market
  - ✓ Inclusive employment policies that provide equal opportunity and equal treatment for migrant women in the labour market, including through recognition of existing skills and qualifications and targeted vocational training and skills development
  - ✓ Policies for the recognition of foreign qualification and recognition of prior learning that will facilitate faster integration into host country economies
  - ✓ Establishment of gender-responsive bilateral, regional or multilateral mutual recognition agreements that make specific references to recognizing the skills of women migrant workers
  - ✓ Comprehensive assessment of labour market realities and opportunities for women: recognizing where migrant women work, identifying barriers to access a broader range of sectors and addressing these barriers through inclusive skills development and private sector engagement
- ✓ Formalization, professionalization and adequate remuneration of migrant women's care, cleaning, agricultural and domestic work
  - ✓ Full and equal access to primary, secondary and tertiary education, continuous learning and vocational training for all migrant women and girls
  - ✓ Access to information technology and the Internet, including free or affordable computer literacy training and safe online skills development for migrant women and girls
  - ✓ Standardized documentation that outlines migrant women's skills acquired on the job or through training, including in the care and domestic sectors
  - ✓ COVID-19: Ensure skills recognition for migrant woman health professionals who are awaiting accreditation of their certificates to provide essential services during the pandemic in host countries

## Checklist of actions

Question	Yes	Not yet
Has your State conducted an analysis identifying gender-specific barriers to women's access to the labour market?	<input type="radio"/>	<input type="radio"/>
Does your State recognize foreign-earned qualifications on an equal basis to those earned nationally?	<input type="radio"/>	<input type="radio"/>
Do migrant women have equal access to work visa options in line with their skills and qualifications?	<input type="radio"/>	<input type="radio"/>
Has your State established gender-responsive bilateral, regional or multilateral mutual recognition agreements that make specific reference to recognizing the skills of women migrant workers?	<input type="radio"/>	<input type="radio"/>
Does your State have policies in place that recognize and formalize domestic and care work in line with International Labour Organization (ILO) Recommendation (No. 204) on the Transition from the Informal to the Formal Economy, 2015?	<input type="radio"/>	<input type="radio"/>
Do migrant women and girls have equal access to primary, secondary and tertiary education and vocational training?	<input type="radio"/>	<input type="radio"/>
Does your State provide free or low-cost access to information technology and the Internet, including free or affordable computer literacy training and safe online skills development for women and girls?	<input type="radio"/>	<input type="radio"/>
Are women migrant workers freely able to change jobs without jeopardizing their immigration status?	<input type="radio"/>	<input type="radio"/>
If yes, does this include women migrant domestic workers and agricultural workers?	<input type="radio"/>	<input type="radio"/>
Does your State have a standardized system for documenting migrant women's skills acquired on the job or through training?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State facilitate skills recognition for migrant women to provide essential services during the pandemic in host countries?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 19

### **Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries**

#### **What are the main issues for migrant women and girls?**

The positive contributions of migrant women to sustainable development in countries of origin, transit destination and return merit recognition. These contributions include financial remittances as well as social remittances—the ideas, norms, values, knowledge, behaviour, practices and skills that migrants carry with them. Partnerships with migrant women’s organizations are key to engaging migrant women and the diaspora in knowledge and skills transfer. Migrants can play a key role in peace and reconciliation processes in their countries of origin, especially women in peacebuilding.

#### **What measures need to be put in place?**

- ✓ Partnerships with migrant women’s organizations to support the political and civil participation of all migrant women and members of the diaspora
  - ✓ Promotion of migrant women’s entrepreneurship and access to gender-responsive financial services
  - ✓ COVID-19: Provision of assistance to migrants and diaspora communities to be able to continue contributing to sustainable development in all countries during the pandemic.
- ✓ Policies that facilitate the consultation or participation of migrant workers and their families in decisions concerning the life and administration of local communities
  - ✓ Policies that enable migrant women to fully participate in society, including in political decision-making, peacebuilding and community dialogue in countries of origin, transit and destination
  - ✓ Gender-responsive policies that enable migrant women to travel between the country of origin and destination without jeopardizing work or residency requirements
  - ✓ Provision of and access to safe public spaces for migrant women and girls to support social cohesion, peacebuilding, community-building efforts and integration
  - ✓ Research and advocacy on the financial and social contributions of migrant women and members of the diaspora
  - ✓ Policies that promote and enable the agency and leadership of women in migration

## Checklist of actions

Question	Yes	Not yet
Does your State have policies in place that enable migrant women to return to their country of origin periodically without losing employment, residence status or earned social benefits?	<input type="radio"/>	<input type="radio"/>
Does your State have gender-responsive policies and programmes in place that empower returnee migrant women to use the skills they have acquired abroad in their communities?	<input type="radio"/>	<input type="radio"/>
Has your State established partnerships with migrant women's organizations?	<input type="radio"/>	<input type="radio"/>
Does your State provide and ensure access to safe public spaces for migrant women to support community efforts and integration?	<input type="radio"/>	<input type="radio"/>
Are there cities in your country that participate in UN Women's Safe Cities and Safe Public Spaces for Women and Girls Global Initiative?	<input type="radio"/>	<input type="radio"/>
Has your State fostered partnerships with migrant women's organizations to support the political and civil participation of all migrant women and members of the diaspora?	<input type="radio"/>	<input type="radio"/>
Does your State have policies that promote and enable the agency and leadership of women in migration?	<input type="radio"/>	<input type="radio"/>
Has your State conducted research and advocacy on the financial and non-financial contributions of migrant women and/or members of the diaspora?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State provide assistance to migrants and diaspora communities to be able to continue contributing to sustainable development in all countries during the pandemic?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 20

### **Promote faster, safer and cheaper transfer of remittances and foster financial inclusion of migrants**

#### **What are the main issues for migrant women and girls?**

The GCM calls for gender-responsive programmes and instruments that enhance the financial inclusion of migrants and their families. Migrant women and girls, particularly those with irregular migration status, face significant barriers in accessing formal banking and financial services and technologies, including proof of residency or documentation requirements. It is critical that women have access to bank accounts and financial services that are tailored to their specific needs. A gender-responsive approach to remittances would take into account the barriers to migrant women's financial inclusion and lack of access to formal remittance service providers and modern telecommunication technologies. The collection of sex-disaggregated data and gender statistics on remittances will enable governments to capture gender-specific trends and patterns and better address the barriers migrant women face. Promoting digital remittance transfer systems and mobile payments accompanied by relevant skills training would increase women's participation in formal remittance transfer systems, especially for women living in areas without direct access to regular channels. Additionally, access to affordable—free or low-cost—money-sending services is critical for migrant women's remittances. During economic crises, such as those resulting from the COVID-19 pandemic, migrant women's ability to remit may be impacted, increasing the vulnerabilities of households in countries of origin that may be dependent on this income.

#### **What measures need to be put in place?**

- ✓ Access to bank accounts and financial services that are specifically targeted to the needs of migrant women
- ✓ Access to free or low-cost training on financial inclusion, financial literacy and remittance transfer systems for all migrant women, regardless of migration or employment status
- ✓ Reduction and removal of barriers to migrant women's mobile phone ownership and Internet

access so that they can avail of a wide range of remittance-sending options, including by reducing costs and improving digital literacy

- ✓ Clear and accessible information and access for migrant women to formal financial institutions to send money to their countries of origin and participate in savings schemes
- ✓ Accessible and affordable access to money transfer services for migrant women
- ✓ Collection and analysis of sex-disaggregated data and gender statistics on the gendered patterns of sending and receiving remittances to inform policies and programmes
- ✓ COVID-19: Deem in-person cash transfer services an essential service and keep them in operation to the extent possible during the pandemic

## Checklist of actions

Question	Yes	Not yet
Does your State have policies to improve women's access to the Internet?	<input type="radio"/>	<input type="radio"/>
If yes, does these policies extend to migrant women?	<input type="radio"/>	<input type="radio"/>
Does your State collect sex-disaggregated data and gender statistics on financial and non-financial remittances?	<input type="radio"/>	<input type="radio"/>
If yes, do national household surveys include questions on remittances and information about the sex of the sender and/or recipient?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to free or low-cost digital literacy programmes for women, including migrant women?	<input type="radio"/>	<input type="radio"/>
Has your State introduced policies to reduce costs associated with mobile phone ownership?	<input type="radio"/>	<input type="radio"/>
Have initiatives been carried out to bridge the gaps in technical literacy and mobile phone use, with a focus on the particular needs of women?	<input type="radio"/>	<input type="radio"/>
In your State, can migrant women open a bank account independent of any male spouse or guardian?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to affordable and accessible money transfer services for migrant women?	<input type="radio"/>	<input type="radio"/>
Does your State provide information about options for affordable remittance transfer services?	<input type="radio"/>	<input type="radio"/>
COVID-19: Are in-person cash transfer services deemed to be an essential service?	<input type="radio"/>	<input type="radio"/>
If yes, have they remained in operation during any lockdowns associated with the pandemic?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 21

### Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration

#### What are the main issues for migrant women and girls?

Migrant women and girls, as well as transgender and gender non-conforming migrants, face gender-specific risks related to return and reintegration. Any decision to return someone to their country of origin must be based on a gender impact assessment of the risks they may face, including sexual and gender-based violence (SGBV), domestic abuse, discrimination and risks of being trafficked or re-trafficked. The principle of non-refoulement must always be adhered to. To ensure the sustainable reintegration of migrant women in their countries of origin, it is critical that they have access to training and financial assistance and to gender-responsive services such as justice and health care, including sexual and reproductive health services and mental health services. Essential services (including health, police and justice, and social services) for survivors of SGBV are vital. Additionally, countries of origin must ensure that equal opportunities exist for remunerative employment and sustainable livelihoods, adequate job creation, productive use of acquired skills and knowledge and full non-discriminatory access to the labour market. Contributions made to social security in countries of destination should be transferable upon return to ensure that migrant women are not disenfranchised when they need access to certain benefits such as a pension. The COVID-19 pandemic has highlighted the importance of ensuring safe options for return and readmission of migrant women. Appropriate health screening and quarantine measures need to be implemented, which allow the maintenance of free movement without jeopardizing public health.

#### What measures need to be put in place?

- ✓ Policies mandating that judicial options must be exhausted before forced returns, deportations, removals and readmissions are ordered and that each case be treated individually, with due process and access to justice in accordance with international law and awareness of the gender-specific risks, including to sexual and gender-based violence (SGBV), that woman may face upon return
- ✓ Upholding of the principle of non-refoulement in all instances
- ✓ Migrant women who are survivors of trafficking must not be forcibly returned from the country of detection
- ✓ Migrant girls who are survivors of trafficking should not be returned to their country of origin unless doing so has been determined to be in their best interests via a needs assessment
- ✓ Inclusion of portability of social security contributions in bilateral labour agreements (for more details on portability of earned benefits, see Objective 22)
- ✓ Training and provision of information, including on repatriation, remittances and vocational learning opportunities, that helps migrant women to return
- ✓ Clear rules and regulations regarding responsibilities for migrant returns, including assistance in specific cases where migrant women have been abandoned by their employers, have faced abuse or have medical issues
- ✓ Comprehensive socioeconomic, psychological, legal and orientation services for returning women and girls
- ✓ Provision of vocational training, financial services and financial assistance to support women's entrepreneurship and/or participation in the labour market
- ✓ Support for returnee migrant women in accessing the labour market through jobs fairs, online job postings and skills matching programmes, recognizing the skills and qualifications earned abroad
- ✓ Elimination of discriminatory policies and programmes, including compulsory HIV testing for returnee migrant women and moral 'rehabilitation' of young women returnees who may be stigmatized as a result of negative perceptions of their behaviour abroad, including working in the sex industry
- ✓ Access to gender-responsive services for returnee migrant women such as justice and health care, including sexual and reproductive health services and mental health services

- ✓ Access to essential services (including health, police and justice and social services) for survivors of SGBV
- ✓ Legal aid and access to justice for returnee migrant women who wish to take action against employers or recruitment agencies for abusive or discriminatory conditions and practices
- ✓ COVID-19: Implement effective screening and quarantine measures for all returning migrant women while upholding the principle of non-discrimination

## Checklist of actions

Question	Yes	Not yet
Does your State ensure that due process is followed, and judicial options exhausted before forced returns, deportations, removals and readmissions are ordered?	<input type="radio"/>	<input type="radio"/>
Does your State ensure that migrant women who are survivors of trafficking are not forcibly returned from the country of detection?	<input type="radio"/>	<input type="radio"/>
Does your State ensure that migrant girls who are survivors of trafficking are not returned to their country of origin unless it is deemed in their best interests following the completion of a best interests assessment?	<input type="radio"/>	<input type="radio"/>
Does your State conduct a gender-specific risks and vulnerability assessment before making a determination on an individual's return or deportation?	<input type="radio"/>	<input type="radio"/>
Does your State offer voluntary return and reintegration services to migrant women who are unable or unwilling to remain in countries of transit/destination and wish to return voluntarily to their countries of origin?	<input type="radio"/>	<input type="radio"/>
Does your State ensure that the principle of non-refoulement is fully respected in accordance with international law?	<input type="radio"/>	<input type="radio"/>
Are migrant women entitled to and provided with full and clear information, in accessible formats for persons with disabilities, on their options for return in a language they understand?	<input type="radio"/>	<input type="radio"/>
Do returnee migrant women have full access to services, including essential gender-based violence services, and to justice in line with other nationals?	<input type="radio"/>	<input type="radio"/>
Does your State provide full access to justice and legal aid for returnee migrant women who wish to take action against abusive employers?	<input type="radio"/>	<input type="radio"/>
Are compulsory HIV tests for returnee migrant women prohibited in your State?	<input type="radio"/>	<input type="radio"/>
Does your State hold bilateral agreements that provide for the portability of earned social security benefits?	<input type="radio"/>	<input type="radio"/>
Are there clear rules and regulations in place regarding responsibilities for migrant returns, including assistance in specific cases where migrant women have been abandoned by their employers, have faced abuse or have medical issues?	<input type="radio"/>	<input type="radio"/>

Question	Yes	Not yet
Does your State provide returnee migrant women with access to relevant support services, including training and access to financial assistance, to facilitate re-entry into the labour market?	<input type="radio"/>	<input type="radio"/>
Does your State provide access to gender-responsive services for returnee migrant women such as justice and health care, including sexual and reproductive health services and mental health services?	<input type="radio"/>	<input type="radio"/>
Are there measures in place to provide returnee migrant women with access to COVID-19 testing and safe accommodation for quarantining, as required by national law?	<input type="radio"/>	<input type="radio"/>
COVID-19: Are there measures in place to protect returnee migrant women from discrimination?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 22

### Establish mechanisms for the portability of social security entitlements and earned benefits

#### What are the main issues for migrant women and girls?

Equality of treatment and non-discrimination between migrants and nationals with respect to social protection are key principles enshrined in International Labour Organization (ILO) standards. They are particularly important given the difficulties that migrants, and especially migrant women, face in accessing social protection in both countries of origin and destination. Access to gender-responsive social protection benefits and ensuring the portability of social security entitlements are essential for migrant women who may work in many different countries throughout their life, and this access must be independent of their marital status. Migrant welfare funds—unilateral mechanisms established by countries of origin to provide some benefits to their migrant workers in countries of destination—may act as a short-term lifeline for migrants and their families. Any mechanism for facilitating access to social protection for migrants and their families and the portability of social security benefits needs to consider that migrants may be legally excluded due to eligibility requirements and other obstacles, such as disability, language barriers and lack of clear and accessible information or administrative procedures. In addition, they often do not address the specific needs and situations of migrant women, who are disproportionately represented in informal, low-paid employment with limited or no child-care arrangements, which further undermines their access to social protection. The COVID-19 pandemic has highlighted the importance of universal access to gender-responsive social protection measures to ensure that everyone, irrespective of migration status, has a social safety net in times of need, such as the loss of employment.

#### What measures need to be put in place?

- ✓ Access to social security, in line with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and relevant International Labour Organization (ILO) standards on social protection
- ✓ Inclusive, gender-responsive and non-discriminatory social security systems, including social protection floors for all, in line with the Social Protection Floors

Recommendation, 2012 (No. 202), which covers all returning migrants, dependants of migrant workers who remain in the country of origin and all migrant children, irrespective of their migration status

- ✓ Gender-responsive social protection policies and mechanisms that address the specific needs of migrant women, irrespective of migration status
- ✓ Social security agreements that coordinate social security schemes across two or more countries and that include provisions on equality of treatment between nationals and non-nationals and the payment of applicable benefits while abroad
- ✓ Gender-responsive social protection provisions stipulated in bilateral labour arrangements and model employment contracts
- ✓ Policies that provide migrant women with equal access to social protection, including health care, maternity protection and sick leave, irrespective of sector and/or type of work and of migration status
- ✓ Clear information in accessible formats, including for persons with disabilities, on migrant women's social security entitlements, including portability of social security benefits, and collaboration with non-governmental organizations, trade unions and women's organizations
- ✓ COVID-19: Provision of gender-responsive social protection programmes, such as unconditional cash transfers, public works programmes and asset transfers for migrant women and girls, irrespective of their migration status, from all economic sectors to mitigate the impact of the pandemic, foster recovery and build resilience for future shocks; and extension of social protection measures to cover informal workers and facilitate processes to formalize informal work

## Checklist of actions

Question	Yes	Not yet
Has your State aligned its laws and regulations with existing human rights and labour law obligations, including the right to health and the right to social protection?	<input type="radio"/>	<input type="radio"/>
Are provisions on equality of treatment between nationals and non-nationals and the payment of applicable benefits while abroad included in social security agreements?	<input type="radio"/>	<input type="radio"/>
Does your State require portability of social protection to be included in bilateral labour agreements?	<input type="radio"/>	<input type="radio"/>
Does your State have policies in place that provide migrant women with equal access to social protection, including health care, maternity protection and sick leave, irrespective of sector and/or type of work and of migration status?	<input type="radio"/>	<input type="radio"/>
Has your State conducted a gender analysis of existing social protection policies addressing the gender-specific barriers that prevent migrant women from accessing social protection?	<input type="radio"/>	<input type="radio"/>
Is information on migrant women's social security entitlements provided in accessible formats for persons with disabilities?	<input type="radio"/>	<input type="radio"/>
Does your State extend non-contributory social protection benefits and services to non-citizens, including migrants on temporary work visas such as seasonal agricultural and domestic workers?	<input type="radio"/>	<input type="radio"/>
Do migrant women have equal access to social protection?	<input type="radio"/>	<input type="radio"/>
If yes, do social protection measures also include migrant women's dependants?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State provide access to gender-responsive social protection programmes for migrant women and girls, irrespective of migration status?	<input type="radio"/>	<input type="radio"/>

## GCM OBJECTIVE 23

### **Strengthen international cooperation and global partnerships for safe, orderly and regular migration**

#### **What are the main issues for migrant women and girls?**

To strengthen international cooperation and global partnerships, evidence-based policies that capture the gender dimensions of migration are necessary. The implementation of the 2030 Agenda for Sustainable Development underscores the importance of global partnerships in addressing the biggest challenges faced by countries all over the world, including through the promotion of safe, orderly and regular migration that works to achieve gender equality and the empowerment of all migrant women and girls. Working together, countries can address the structural issues—including pervasive gender inequalities, systemic racism, xenophobia and other forms of discrimination—that may compel women and girls to migrate and thus ensure they can enjoy their full human rights at all stages of migration.

#### **What measures need to be put in place?**

- ✓ Engagement of migrants and civil society organizations, particularly migrant women's organizations, national human rights institutions and employers' and workers' organizations, in the implementation and monitoring of the GCM at international, regional and national levels in line with the whole-of-society approach
  - ✓ Emphasis on sex-disaggregated migration data and uniformity of data collection across various jurisdictions through international and bilateral agreements that will enable evidence-based policymaking
  - ✓ COVID-19: International cooperation and partnerships to provide migrants with access to free or low-cost quality-assured vaccines, treatments and diagnostics on the same footing as nationals
- ✓ Full and effective implementation of the 2030 Agenda for Sustainable Development, including all its goals and targets, with a renewed commitment to achieve Sustainable Development Goal (SDG) 5 on the achievement of gender equality and the empowerment of all women and girls, including migrant women and girls
  - ✓ Full and effective implementation of the Addis Ababa Action Agenda, with a focus on those commitments outlined to support the implementation of the 2030 Agenda
  - ✓ Ratification and implementation of international conventions (and withdrawal of all reservations) that promote and protect the rights of women and girls at all stages of migration and incorporation of their provisions into national law, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), International Labour Organization (ILO) Domestic Workers Convention, 2011 (No. 189) and ILO Violence and Harassment Convention, 2019 (No. 190)

## Checklist of actions

Question	Yes	Not yet
Is your State on track to achieve the 2030 Agenda for Sustainable Development?	<input type="radio"/>	<input type="radio"/>
Which of the following international conventions has your State signed/ratified?		
<ul style="list-style-type: none"> <li>• Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)</li> </ul>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW)</li> </ul>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• International Labour Organization (ILO) Domestic Workers Convention, 2011 (No. 189)</li> </ul>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• ILO Violence and Harassment Convention, 2019 (No. 190)</li> </ul>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (Trafficking Protocol)</li> </ul>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• Protocol against the Smuggling of Migrants by Land, Sea and Air</li> </ul>	<input type="radio"/>	<input type="radio"/>
Has your State established a cross-sectoral working group to support GCM implementation?	<input type="radio"/>	<input type="radio"/>
<p>If yes, does this include any of the following?</p> <ul style="list-style-type: none"> <li>• Migrant women’s organizations</li> <li>• Civil society organizations</li> <li>• Lesbian, gay, bisexual, transgender, intersex, queer or other identities (LGBTIQ+) organizations</li> <li>• Trade unions</li> <li>• Employers’ organizations</li> <li>• The private sector</li> <li>• National human rights institutions</li> <li>• Academics</li> </ul>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
In your region, is there a regional working group to support GCM implementation from a gender perspective?	<input type="radio"/>	<input type="radio"/>

Question	Yes	Not yet
Is there alignment between implementation of the GCM and the Global Compact on Refugees?	<input type="radio"/>	<input type="radio"/>
Does your State promote the uniformity of sex-disaggregated data collection across various jurisdictions through international and bilateral agreements to support evidence-based policymaking?	<input type="radio"/>	<input type="radio"/>
COVID-19: Does your State foster international cooperation and partnerships to provide migrants with access to free/low-cost quality-assured vaccines, treatments and diagnostics on the same footing as nationals?	<input type="radio"/>	<input type="radio"/>

# ENDNOTES

- 1 United Nations Committee on the Elimination of Discrimination against Women (UN CEDAW). 2008. [General Recommendation No. 26 on Women Migrant Workers](#). CEDAW/C/2009/WP.1/R.
- 2 United Nations Department of Economic and Social Affairs (UN DESA), Population Division. 2020. [International Migration 2020: Highlights](#). ST/ESA/SER.A/452.
- 3 International Fund for Agricultural Development (IFAD). 2017. [Sending Money Home: Contributing to the SDGs, One Family at a Time](#). Rome: IFAD
- 4 United Nations General Assembly. 2016. [Resolution Adopted by the General Assembly: New York Declaration on Refugees and Migrants](#). A/RES/71/1.
- 5 United Nations General Assembly. 2015. [Resolution Adopted by the General Assembly: Transforming Our World – The 2030 Agenda for Sustainable Development](#). A/RES/70/1.
- 6 United Nations. 2015. “[Addis Ababa Action Agenda of the Third International Conference on Financing for Development](#).” 13-16 July.
- 7 Mlambo-Ngcuka, P. 2020. “[COVID-19: Women Front and Centre](#).” Statement by the UN Under-Secretary-General and UN Women Executive Director, 20 March.
- 8 See United Nations General Assembly. 2019. “Violence against Women Migrant Workers: Report of the Secretary-General.” A/74/235.
- 9 OSCE Office for Democratic Institutions and Human Rights (ODIHR) and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). 2020. [Guidance: Addressing Emerging Human Trafficking Trends and the Consequences of the COVID-19 Pandemic](#).
- 10 Essential services encompass a core set of services provided by the health-care, social service, police and justice sectors. These services must, at a minimum, secure the rights, safety and well-being of anyone who experiences gender-based violence.
- 11 Gender statistics are defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. They should reflect gender issues including questions, problems and concerns related to all aspects of women’s and men’s lives, such as their specific needs, opportunities and contributions to society. Producing gender statistics entails disaggregating data by sex and other characteristics to reveal those differences or inequalities and collecting data on specific issues that affect one sex more than the other or relate to gender relations between women and men. This requires that concepts and definitions used in data collection are developed in such a way as to ensure that the diversity of various groups of women and men and their specific activities and challenges are captured. Adapted from: United Nations Department of Economic and Social Affairs (UN DESA), Statistics Division. 2016. [Integrating a Gender Perspective in Statistics](#). Studies in Methods, Series F, No. 111. New York: United Nations.
- 12 United Nations Office on Drugs and Crime (UNODC). 2018. [Global Report on Trafficking in Persons 2018](#). Vienna: UNODC.
- 13 United Nations Office on Drugs and Crime (UNODC). 2016. [Global Report on Trafficking in Persons 2016](#). Vienna: UNODC.
- 14 Ibid.
- 15 Counter Trafficking Data Collaborative (CTDC). n.d. “[Human Trafficking and Gender: Differences, Similarities and Trends](#).”
- 16 United Nations Committee on the Elimination of Discrimination against Women (UN CEDAW). [2020 General Recommendation No. 38 \(2020\) on Trafficking in Women and Girls in the Context of Global Migration](#). CEDAW/C/GC/38.
- 17 Ibid.
- 18 Gender non-confirming is behaviour or appearance that is not in alignment with prevailing cultural expectations related to a particular gender. Cisgender refers to a person whose gender identity and the sex they were assigned at birth align. Trans/transgender is a term used by some people whose gender identity differs from what is typically associated with the sex they were assigned at birth.
- 19 United Nations Entity for Gender Equality and the Advancement of Women (UN Women). 2020. “[How Migration is a Gender Equality Issue](#).”
- 20 [Joint General Comments provide authoritative guidance on the interpretation of the provisions of the Convention on the Rights of the Child and, as such, apply to all State Parties of the Convention on the Rights of the Child and /or the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families](#)

**UN WOMEN IS THE UN ORGANIZATION  
DEDICATED TO GENDER EQUALITY AND  
THE EMPOWERMENT OF WOMEN. A GLOBAL  
CHAMPION FOR WOMEN AND GIRLS, UN  
WOMEN WAS ESTABLISHED TO ACCELERATE  
PROGRESS ON MEETING THEIR NEEDS  
WORLDWIDE.**

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



220 East 42nd Street  
New York, New York 10017, USA

[www.unwomen.org](http://www.unwomen.org)  
[www.facebook.com/unwomen](https://www.facebook.com/unwomen)  
[www.twitter.com/un\\_women](https://www.twitter.com/un_women)  
[www.youtube.com/unwomen](https://www.youtube.com/unwomen)  
[www.flickr.com/unwomen](https://www.flickr.com/unwomen)