

**Inputs by UN Women to the questionnaire of the Special Rapporteur on the Human Rights of Migrants**

**How do/es the country/ies on which your organisation is working define “gender responsiveness”?**

In the context of migration, UN Women considers gender responsiveness to be an approach which responds to the different realities faced by women, men, girls and boys by promoting and protecting their human rights at all stages of migration. Gender-responsive approaches in the context of migration aim to ensure that laws, policies, regulations and programmes recognize and address the specific needs, challenges and situations of vulnerability of all migrants, while promoting gender equality and the empowerment of all women and girls.

To make migration governance gender-responsive, gender-based barriers must be identified and proactively addressed. Recognizing and responding specifically to women’s needs through migration policies is the most effective way to ensure equitable and positive migration outcomes.

For example, gender-responsive policy frameworks can be used to recognize the contribution of women migrant workers to sustainable development. This increases the value placed on feminized sectors of labour, specifically domestic work. This in turn contributes to increasing wages for domestic workers, strengthening social protection systems, and increasing women’s labour force participation in countries of destination.

**Please provide information on any existing or forthcoming good practices or initiatives of gender-responsive migration legislation, policies or practices in the country/ies your organisation is working on. (Should you provide information on legislation or policy, kindly submit the original text, accompanied by an English translation if it is in a language other than the six official UN languages.)**

UN Women has developed a Policies and Practice Guide on gender-responsive implementation of the Global Compact for Migration (GCM). The Guide seeks to provide clear, concrete and practical guidance to governments and other key stakeholders for gender-responsive implementation of the GCM. The Guide draws on cross-cutting expertise from international human rights mechanisms, Special Procedures mandate holders, civil society organizations, academia and United Nations entities to comprehensively address the linkages between gender equality and the migration in all its dimensions. For each of the 23 GCM objectives, the Guide outlines the specific issues relating to migrant women and girls and provides specific measures on how to address them in policies and practice, and includes several case studies detailing examples of concrete examples of gender-responsive policies in action. The preliminary version of the guide is being included as a PDF as part of this submission.

UN Women’s Asia-Pacific Regional Office has developed ‘Empowering Women Migrant Workers from South Asia: Toolkit for Gender-Responsive Employment and Recruitment’. The Toolkit provides comprehensive guidance on ensuring the protection and promotion of the rights of women migrant workers throughout the labour migration cycle. The Toolkit includes a policy brief series that describes the process of establishing national, bilateral and regional policy protections. The Gender-responsive Guidance on Employment Contracts supports relevant stakeholders to ensure these policies and protections are reflected in employment contracts. The Gender-responsive Self-assessment Tool for Recruitment Agencies provides recruiters with information on how to protect and promote the rights of women migrant workers in practice,

throughout the migration cycle. This publication is available here: <http://asiapacific.unwomen.org/en/digital-library/publications/2019/03/empowering-women-migrant-workers-from-south-asia#view>

**What support could other stakeholders (other than governments) provide to make migration policies, legislation, and practices more gender responsive?**

Bringing together a variety of stakeholders provides the opportunity to draw on existing good practices of gender-responsive policy making and implementation. In line with this approach, UN Women serves as the substantive secretariat for the Expert Working Group (EWG) on addressing women's human rights in the Global Compact for Migration. The group is comprised of experts from UN agencies, human rights treaty bodies, Special Procedures mandate holders, civil society organizations and academia. Since 2017, the EWG advocated for the development and implementation of gender-responsive migration policies in accordance with international human rights frameworks. The EWG has organized high-level advocacy events and has produced global knowledge products which address the linkages between gender and migration. During the negotiations leading to the development of the Global Compact for Migration, the Expert Working Group produced a Guidance Note series which offered clear and concrete guidance on ensuring that the human rights of all women and girls in migration were at the core of the Global Compact for Migration.

More information about the Expert Working Group and the Guidance Note series can be found here: <https://www.empowerwomen.org/en/who-we-are/initiatives/expert-working-group-migration>