



Gender Mainstreaming In Labour Migration Policy

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Part 1: Definitions

- **Gender and Sex**
- **Gender Roles**
- **Gender Mainstreaming & Gender Analysis**

Concept of Gender

- **Gender** refers to socially constructed differences between men and women.
- **Sex** refers to biological differences between men and women.

Being socially constructed, gender differences intersect also with:

race; caste; class; ethnicity; religion and culture; age; marital status and time.

Concept of Gender

- **Gender roles** are learned behaviors in a given society/community, or other special group, that condition which activities, tasks and responsibilities are perceived as male and female





Concept of Gender

Gender is institutionalized:

- In public and political life, history, religion, tradition, media, culture
- In economy (labour market, care)
- In social relations/roles, private life

Understanding gender also involves analysis
of **power relations = how power is used
and shared**

Gender mainstreaming – history of the concept

SHIFT IN UNDERSTANDING OF THE PROBLEM^[1]

EARLY APPROACHES	CURRENT THINKING
<p><u>Analysis:</u> women left out women lack:</p> <ul style="list-style-type: none">▶ education▶ training▶ credit self-esteem	<p><u>Analysis:</u> social structures and processes recreate inequalities between women and men in:</p> <ul style="list-style-type: none">▶ resources▶ opportunities▶ decision-making
<p><u>Problem:</u> women</p>	<p><u>Problem:</u> inequality between women and men</p>
<p><u>Approach:</u> women must change their attributes to be integrated into development</p>	<p><u>Approach:</u> society and institutions must change ideas and practices in support of equal choices and opportunities</p>



Step by Step on Gender Mainstreaming

1. Awareness raising – Creating a common knowledge – Commitment
2. Ensuring equal participation in decision making – Empowerment – Leadership
3. Creating gender responsive and sensitive policies – Accountability
4. Having support mechanisms – gender experts, advocates
5. Changing the way how organizations work and think

Gender mainstreaming – how to make it work!

- Disaggregated statistics
- Surveys and research
- Cost-benefit analyses from gender perspectives
- Checklists
- Guidelines and Terms of Reference
- Gender Impact Assessment (Screening)
- Monitoring
- Gender budgeting

Gender Analysis

Social analysis to distinguish the resources, activities, potentials and constraints of women relative to men in a given socio-economic group – help us to understand gender regimes and power relations in the given context/country.

Different types/models/tools of gender analysis;

Important questions to ask!



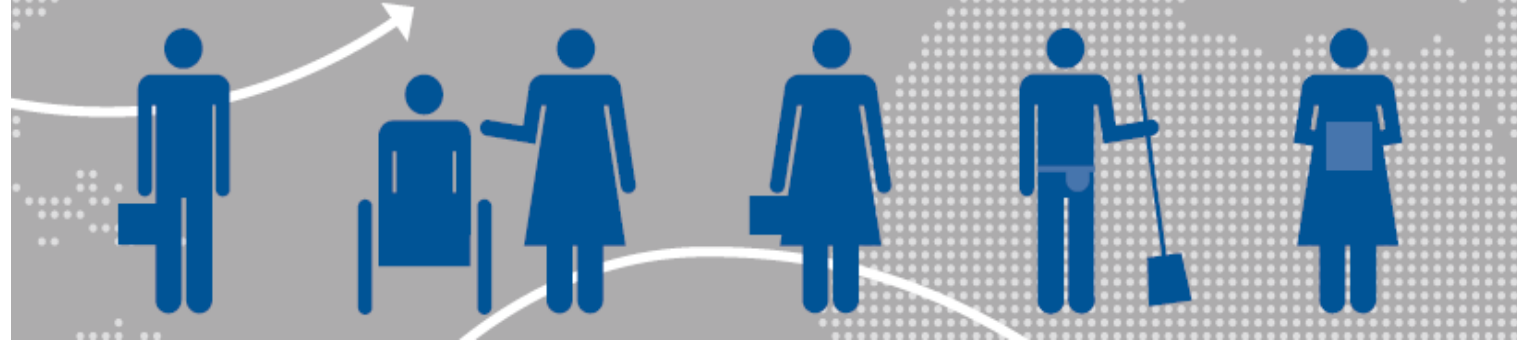
Part 2: Gender-related aspects of labour migration policies

Part 2: Gender-related aspects of labour migration policies

Box 1.3. Vulnerabilities at different stages of the migration process	
Migration Stage	Vulnerabilities faced by female migrant workers
Recruitment and Pre-departure	<ul style="list-style-type: none"> ▪ Illegal recruitment and trafficking ▪ Excessive fees for placement and documents ▪ Cheating and extortion by agencies and brokers ▪ Non-existent jobs ▪ Inappropriate and expensive training programmes ▪ Being locked up by recruiters, abuses in “training centres” ▪ Not being sent abroad at all ▪ Falsification of worker’s identity ▪ Lack of information on terms and conditions of employment
Journey	<ul style="list-style-type: none"> ▪ Expensive fares ▪ Unofficial transportation/smuggling ▪ Hazardous travel ▪ Victimization in transit
Working and living abroad	<ul style="list-style-type: none"> ▪ Contract substitution or contract violations ▪ Dependent employment relationship ▪ Withholding of papers/documents ▪ Poor working and living conditions ▪ Health and safety risks and lack of social protection ▪ Non-payment of or unauthorized deductions from wages ▪ Physical, psychological or sexual abuse or violence ▪ Limited freedom of movement ▪ Lack/absence of information, access to services and redress mechanisms ▪ No embassy or inadequate services provided by embassy
Termination of contract	<ul style="list-style-type: none"> ▪ Illegal termination ▪ Sudden, unjust termination ▪ No place to stay before being sent home ▪ Absence of complaint and redress procedure
Return and Reintegration	<ul style="list-style-type: none"> ▪ No alternative source of income, difficulties of finding employment ▪ Extortion and overpricing of services by airport and customs personnel, moneychangers, etc. ▪ Bankruptcy ▪ Family problems, adjustment ▪ Social reintegration difficulties, particularly for survivors of violence abroad ▪ Danger of being re-trafficked.

Vulnerabilities at Different Stages of the Migration Process*

*Source: Box 1.2. in Booklet 1 of Preventing Discrimination, Exploitation and Abuse of Women Migrant Workers: An Information Guide (Geneva: ILO, 2003)



Part 3:

Goals of gender-mainstreaming labour migration policies



General Strategies

- Maximize remittance benefits
- Minimize brain drain and de-skilling
- Empowerment through better information
- Better info about labour markets in destination countries
- Formalizing informal workers



**THANK YOU FOR YOUR
ACTIVE PARTICIPATION!**

