



Gender and Labour Migration contemporary trends in the OSCE area and Mediterranean region



Valletta, 7-9 October 2015



Monitoring and evaluation of migration programmes and policies

Juris Gromovs

Migration and Freedom of Movement Adviser

The OSCE Office for Democratic Institutions
and Human Rights



Agenda-setting and formulating a gender-sensitive labour migration policy

- 1) How can issues faced by female and male migrants in the labour migration process be identified?**
- 2) Which issues of gender-sensitive labour migration policy should be prioritized and why?**
- 3) Who will participate in development of gender-sensitive labour migration policy?**

Public officials, gender experts, service providers to male and female migrants

- 5) Which public institutions or other bodies should develop the gender-sensitive labour migration policy?**
- 6) Who is responsible for adopting the gender-sensitive migrant labour migration policy and at which level (local or regional authorities, relevant ministries, Government etc.)?**



Agenda-setting and formulating a gender-sensitive labour migration policy

1) Which values influence the policy adoption process?

An information campaign on the importance of gender-sensitive labour migration policy may help raise public awareness and support the adoption of this policy.

2) Did the Ministry or other body responsible for the labour migration policy check whether the gender-sensitive measures would be included in the policy document?

3) How have policy priorities been determined, adopted and implemented by various public authorities?

4) Does the implementation of the gender-sensitive labour migration policy differ from the policy document as originally formulated by decision-makers? Is it effectively implemented?

How much do the public officials know/understand about gender-sensitive aspects of the labour migration policy?



Monitoring and evaluation of labour migration policy

- Evaluation is the assessment of the labour migration policy, including its development, implementation and results. It assesses the performance of the project team, captures and documents lessons learned and identifies necessary follow-up action.
- If a gender analysis has been conducted and gender mainstreaming applied during the project cycle, evaluating the gender dimensions of an intervention is not difficult.



Monitoring and evaluation of labour migration policy

- Monitoring involves the systematic gathering and analysis of data. It is an internal policy-management tool that should be used during the whole process of policy implementation.
- It is aimed at ensuring that policy is implemented in a way that reflects their intended purpose. Thus, it can be seen as a tool for the effective implementation of the relevant policy, including any necessary amendments.



Monitoring levels

Monitoring should take place at three different levels:

- Monitoring progress towards substantive goals (outputs);
- Monitoring progress towards objectives (outcomes);
- Monitoring the implementation process.

For each level, targets (goals) must be set and indicators established to measure progress.



Monitoring policy implementation – output and outcome

Output indicators:

- A procedure for settling disputes that is open to migrants on the same terms as for national workers.
- The number of women NGOs receiving support to establish networks of female migrant workers.

Outcome indicators:

- Number of female migrants facing infringements of their employment contracts by their employers while working abroad.



Monitoring – how?

Progress towards achieving targets should be mapped with the help of specific indicators. Effective indicators are:

- Comparable over time;
- Comparable with other countries, regions, or target audiences;
- Measurable;
- Precise;
- Selective and representative.

In gender-sensitive labour migration policies, all indicators should be disaggregated by sex whenever possible.



Monitoring – how?

- The basic strategy with gender-sensitive indicators is one of using a combination of quantitative and qualitative indicators.
- Quantitative indicators can be defined as measures of quantity.
- Qualitative indicators can be defined as people's judgments and perceptions about a subject.
- The ultimate focus should be on outcome indicators.
- Gender-sensitive indicators measure gender-related changes over time.



Monitoring – how?

Examples of quantitative indicators:

- The number of male and female migrants working under a work-permit scheme for low-skilled workers;
- The number of private employment agencies inspected every year for the cases of using discriminatory advertisements.

Qualitative indicators – examples:

- The opinions of male and female migrants on the work-permit system;
- The opinions of male and female migrants on the recruitment procedure they experienced through private employment agencies.



Monitoring – who and when?

A monitoring plan should be developed and included in a document outlining the labour migration policy. It should specify:

- Who is responsible for monitoring tasks;
- How other stakeholders and gender experts are involved in the monitoring process;
- When monitoring tasks are to take place;
- What tools are to be used to record observations;
- What mechanisms are to be used to review progress;
- Guidance for gender-sensitive monitoring (e.g. should women be involved as interviewers?)



Who performs the monitoring?

- Is there a designated official (-s) or working group responsible for monitoring of implementation of the national labour migration policy document from the gender angle?
- Which institutions and experts are involved in the process of evaluation (the state institutions, civil society actors, international organizations?)
- Do these institutions and experts possess necessary gender expertise to conduct such evaluation?
- Who will provide inputs for evaluation data? Are all stakeholders involved?
- Who will be responsible for consolidating inputs and determining the validity and priority of differing opinions or observations?
- Will the opinions of male and female migrants be taken into account during the evaluation?



Evaluation

- Evaluation is a systematic process used to determine the value of a policy or programme. It provides reliable information on whether the objectives of the policy or programme are being met and whether there are any unplanned effects.
- Evaluation is vital for identifying good practices and lessons learned for the ultimate purpose of improving initiatives in the future.
- Evaluation has educational goals. It should be practical and useful. It is based on an examination and contains judgements.



Evaluation

- Evaluation of a labour migration policy needs to take the complexities of the labour migration process into account.
- It is useful to define which stage of the labour migration process are the focus (pre-departure, travel, arrival, stay and employment, integration, return of the migrants).



Evaluation of a gender-sensitive labour migration policy - criteria

What are the evaluation criteria for the national labour migration policy?

- **Relevance:** To what extent policy implementation activities and results are relevant to the needs of the beneficiaries and to solving the problem that motivated the adoption of the policy?
- **Efficiency:** To what extent are policy implementation activities and results achieved at a reasonable cost (human and budgetary)?
- **Effectiveness:** Were the expected results and benefits realized?
- **Impact:** Did the policy implementation activities/results bring real change and are they contributing to the policy objective? What level of priority is given to gender-equality considerations?



Evaluation of a gender-sensitive labour migration policy - examples

- **Relevance**

To what extent is the policy relevant to changing demands for migrant labour in feminized employment sectors?

- **Effectiveness**

Example 1 : To what extent does the policy reduce the number of low-skilled female migrant workers exploited by their employers?

Example 2: How does the policy impact the number of female and male migrants participating in on-job language courses?

- **Efficiency**

Example: how many female migrant workers have joined trade unions in the health- and other care services after additional funds are allocated to trade unions?

- **Impact:** How far this policy has been implemented and the objectives achieved?



Monitoring and evaluation: indicators

- Collect sex-disaggregated data and establish indicators (qualitative or quantitative)
- Does your analysis show gender differences or correlations with the following variables:
 - Age
 - Migrants with disabilities
 - Education
 - Ethnic origin
 - Marital status
 - Income group
 - Migrant's employment status (high-skilled migrant, a family member of labour migrant, long-term migrant etc.)
 - Etc...



Monitoring and evaluation: indicators

1. *Considering specific needs of both genders*

- Have specific needs of migrant women and men been identified, considered and integrated in designing the labour migration policy document?
- Does the national labour migration policy document contain any specific references to migrant women or migrant men?

2. *Resources*

- Have resources been allocated to address the identified needs of migrant women and men, if any?

3. *Considering impact on women*

- Will migrant women or any sub-groups of migrant women (for example, those having high education, working mothers etc.) be affected differently from migrant men by this policy?



Monitoring and evaluation: indicators

4. Restrictions

- Will there be any restrictions or limitations, even of a temporary nature, imposed on migrant women (or sub-groups of migrant women) or migrant men by this policy?

5. Public education and promotion

- Through what communication means was the national labour migration policy document promoted?
- Has the promotional content been presented in a gender-sensitive manner? If yes, was the medium of promotion (e.g. venues, channels or time slots) effective in reaching the target group?



Monitoring and evaluation: indicators

6. *Gender-sensitive language*

- Is gender sensitive language used throughout the legislation/public policy/programme/press releases or any other related official document during the implementation of the labour migration policy?

7. *Impact on migrant women and men*

- Have migrant women or certain groups of migrant women been affected differently from men during the policy implementation process (e.g. in terms of access to employment, availability of language training, availability of child care, health care etc.)?
- Have there been any special measures to address needs of migrant women and/or men during the implementation process?



Monitoring and evaluation: consultations

Have any of the following been consulted during the evaluation, such as:

- Gender specialists (e.g. women affairs committee in the Parliament, non-governmental gender research centres, individual gender experts)
- Relevant ministries and agencies dealing with labour migration issues
- Non-governmental organisations, including those representing migrants
- Women's associations, including migrant women associations?



Lessons learned

Has the national labour migration policy document, in any way (directly and indirectly, in the short, medium or long-term), resulted in:

- Improving upon any previous national legislation/public policies/programmes that were discriminatory or disadvantageous to women and men migrants;
- Improving legal and other protection of the rights of women and men migrants;
- Strengthening participation of women and men migrants in various decision-making processes (e.g. in the migrant consultative bodies);
- Advancing empowerment of women and men migrants?



Lessons learned

- Did the current policy address the real needs of both male and female labour migrants? Are female migrants likely to be affected positively or negatively by the current labour migration policy document?
- What worked particularly well during the implementation of the policy in terms of gender mainstreaming and promoting gender equality?
- Were the objectives and results of the labour migration policy in relation to the gender equality achieved? If not, what are the main reasons and what changes could be recommended in the future?



Last but not least: what now?

How can the evaluation findings be used to further enhance gender-sensitivity in future planning, implementation and monitoring of the national labour migration policy document and other related documents (e.g. Implementing Action Plans etc.)?



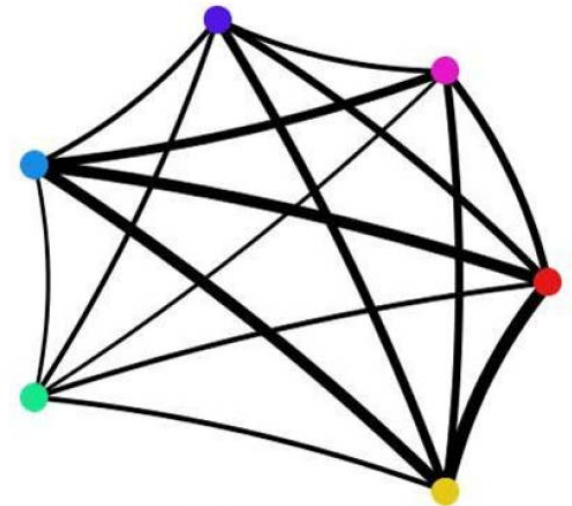
Sharing the evaluation results

- A gender-sensitive evaluation feeds back into the policy so that it is possible to make it gender-sensitive – the evaluation should come up with policy recommendations aimed at improving the situation of both male and female migrants.
- Evaluation results should be communicated to all stakeholders involved, pointing out the implications for other relevant policies (e.g. housing, health care policy etc.)
- There are state and non-state stakeholders. All of them should receive a reliable picture of:
 - ✓ The situation of male and female migrants.
 - ✓ Government or organizational mandates for gender equality.
 - ✓ The labour migration policy and its impact on gender equality.

Group exercise

Case Study

- Read the objectives of Zap's gender-sensitive labour migration policy.
- Prepare examples of the indicators that will help to monitor and evaluate the policy and its impact.
- Decide if the corresponding indicator evaluates process, output, or outcome.
- Propose how the monitoring and evaluation process should be carried out.



**THANK YOU FOR YOUR
ACTIVE PARTICIPATION!**





Questions?

Contact: Juris.Gromovs@odihr.pl