

Day 2, Session 1

Monitoring and evaluation of migration programmes and policies

Group exercise: Gender-sensitive indicators

Oxland and Zap are two neighbouring countries with close historical, political and economic links, which maintain a visa free travel regime for their nationals. Due to large scale migration from Oxland to Zap these countries signed a bilateral labour agreement thus opening organized migration channels for the domestic work sector and agricultural seasonal workers.

Migrant workers from Oxland have contributed to Zap's positive GDP growth of 4 per cent. Moreover Zap's economic prosperity is linked to three major factors:

- the export of agricultural goods; the steady growth of women's participation in highly profitable areas of the economy; and
- the competitive edge of the labour market and
- the fact that workers from Oxland are generally more skilled than workers from neighbouring countries.

Additionally, in Oxland there is a positive trend of women's participation in university education, which is steadily increasing. For the last five years, the proportion of female university graduates has been higher than 50%.

These were the reasons to take a first step towards gradually developing a more gender-sensitive labour migration policy with the involvement of the respective government authorities such as Oxland's departments of migration, women's affairs/equal opportunities, health and labour.

A number of measures were taken by the Zap Government towards the establishment of such labour migration policy:

- Development of a comprehensive study on the employment situation of migrant women. The Zap government is going to continue investigating the issue annually from now on and would like to develop more gender sensitive policies and corresponding programmes. In order to achieve this goal the gender trainings for all the respective government authorities' representatives are going to be organized in the following two years.
- Development of a proposal to Oxland to be involved in carrying out research to combine the findings of both countries in an annual report on the employment situation of migrant women.
- Development of proposal to Oxland to engage gender/equal opportunity experts to evaluate its national institutional framework in order to check and compare its own data with the conclusions from a recent survey carried out by the Zap-based NGO HOPE. According to their findings from research conducted on legal male and female migrant workers in Zap, there had been a high number of violations of the national labour law with respect to migrant workers from Oxland.

- Proposal to regulate the access to trades and professions in Zap, i.e. by establishing procedures for the recognition of diplomas, and adopting other special measures aimed directly at combating gender-based labour-market segregation and discrimination.
- Distribution of information to migrant workers on their labour rights in languages spoken by the main migrant communities. This information is also going to be gender-sensitive in order to ensure availability of counselling services and legal assistance for female migrant workers.

If the evaluation of those measures will indicate qualitative and quantitative changes in equal opportunities for male and female migrants in the employment market, the gender mainstreaming process will be continued by Zap Government.

Tasks:

- **Please read the objectives of Zap’s gender-sensitive labour migration policy below.**
- **Prepare examples of the gender-sensitive 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.**

Objective/target	Gender-sensitive indicator	Type of indicator Output/ Outcome/ Process
Adequate and up-to-date examination of the situation of female labour migrants at all stages of the migration process in Oxland and Zap		
Increased access to trades and professions for skilled and experienced female migrants from Oxland		
Equal (non-discriminatory) access to agriculture and domestic-work sectors for female migrants under the temporary- labour scheme		