

Limiting the Social Costs and Optimising the Benefits of Labour Migration: A Gender Analysis



Workshop on Gender and Labour Migration:
Contemporary Trends in the OSCE Area and Mediterranean
Region



Valletta, Malta; 8 October, 2015



Outline

- ◆ **Why Gender Matters?**
- ◆ **Developing evidence based gender-sensitive policies & institutional framework**
- ◆ **Providing assistance via migration cycle**
- ◆ **Protection measures for migrants abroad**
- ◆ **Social costs and benefits of migration for CoOs and CoDs**





Why gender matters?

- ***Legislative initiative to put a ban on individual migration of young women under 21 years old***
- ***Official ban for migrants to make divorces with wives left home via mobile phones***
- ***Government supported state program to support identification and repatriation children found in children state centers abroad***

Gender- is a *social construct*

- Embedded in social norms, cultural values and attitudes
- Affects/defines behavior on individual and group social levels
 - Hidden, not obvious, on the assumption level

Seeing through «gender lenses»

Gender analysis

- High level (political) support
- Participatory approach- involvement all key stakeholders & beneficiaries
- Evidence-based (qualitative & quantitative data, multiple sources)
- Reliability of the findings
- Introducing systems of monitoring and evaluation



Gender approach: assessing the results

- **Initial assessment** - identifying if gender-sensitive approach is used or not in policies
- **Three steps of assessment:**
 - **Step one:** Evaluating differences and effects on existing policies (short-term and long-term)
 - **Step two:** Assessing factors which create differences
 - **Step three:** Formulating and assessing possible solutions





Gender-Sensitive Institutional Framework

- Gender mainstreaming
- Gender impact assessments and action plan
- Gender unit, desk, or other structure
- Gender training
- Implementation of CEDAW commitments



Pre-Departure Support

- **Information support and counselling** – making more informed decisions about migration, assessing the risks
- **Pre-employment services** – Assistance in assessing prospective applicants' preparedness and qualifications for embarking on employment abroad
- **Pre-departure orientation** – Assistance given to migrants already selected in preparation for their employment abroad, including upgrading of skills
- **Pre-departure skills upgrading**
- **Support in preparing documents** (certificates, visas)

Protection Measures

- Information support and counselling
- Legal support-right protection
- Support in job search & placement
- Access to social services
- Countering violence against female migrant workers

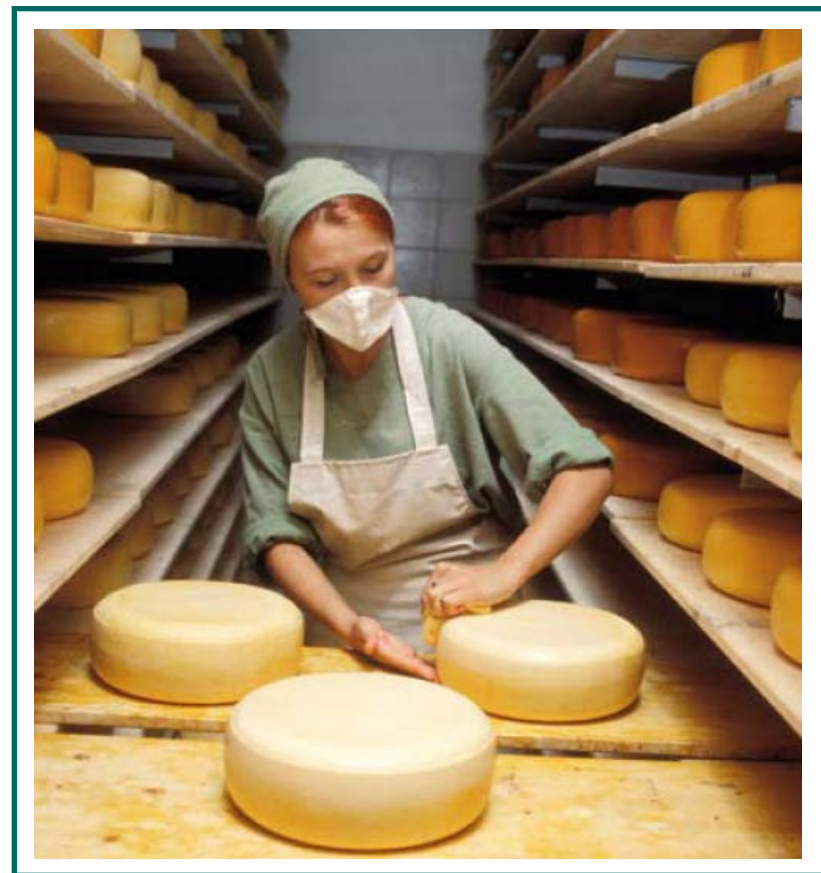
Operational modalities:

- Reliance on overseas labour attachés and trained personnel in diplomatic missions
- Developing referral networks & partnerships



Limiting the Social Costs of Migration

- Improving the situation in the country of origin of non-migration family members
- Need for special support services for family members left behind
- Information and awareness-raising
- Communication
- Counselling
- Readaptation and reintegration for returning migrants
- Migration for development options

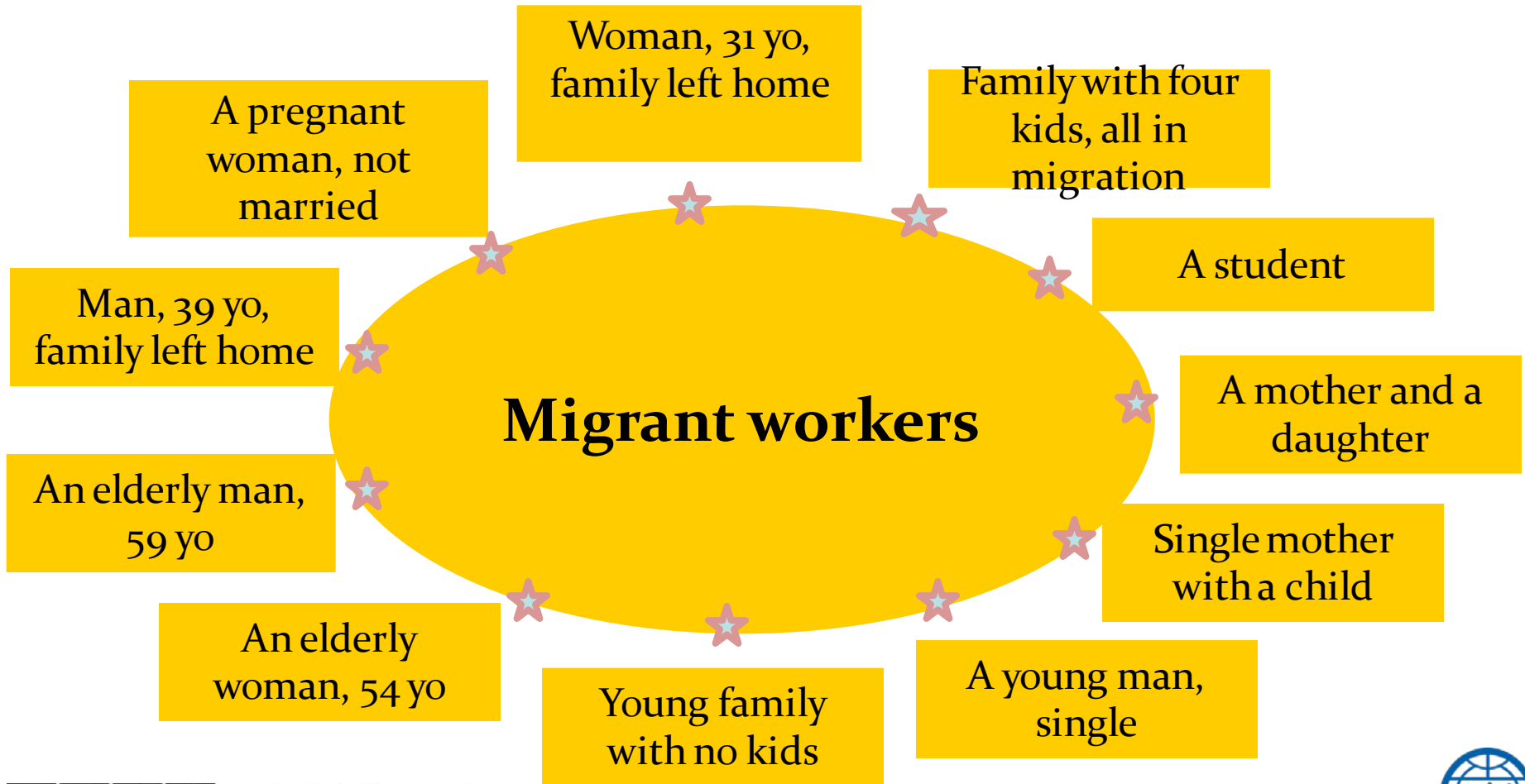




Optimising the Benefits Upon Return

- Gender and remittances (financial products, financial literacy, transfer)
- Use of remittances (short-term vs long term purposes, using for education, healthier lifestyles)
- Use of social capital & skills (reintegration of migrants)
- Long-term developmental goals, cooperating with diasporas

Changing images of migration



Social effects/costs of migration

Level/period	Immediate/Short-term	Long-term
Individual (women)	<ul style="list-style-type: none"> - conditions of stay, - employment status/sector - possibilities of adaptation/integration 	<ul style="list-style-type: none"> - potential for professional & skill development - health losses
Social group level	<ul style="list-style-type: none"> - economic benefits for the families - communication with the neighbourhood 	<ul style="list-style-type: none"> - abandoned families - social stereotypes
Societal (institutional)	<ul style="list-style-type: none"> - economic losses for the country of origin - impact to the social sphere of countries of destination 	<ul style="list-style-type: none"> - changes in social norms (labour migration as a social norm) - better educational outcomes for the kids



Case one:

Increased rate of newborn babies abandonment from young single migrant women in a country of destination



Case two:

More young and medium age migrant men return home with health problems which were acquired during labour migration



THANK YOU FOR YOUR ATTENTION!

