



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



Valletta, 7-9 October 2015

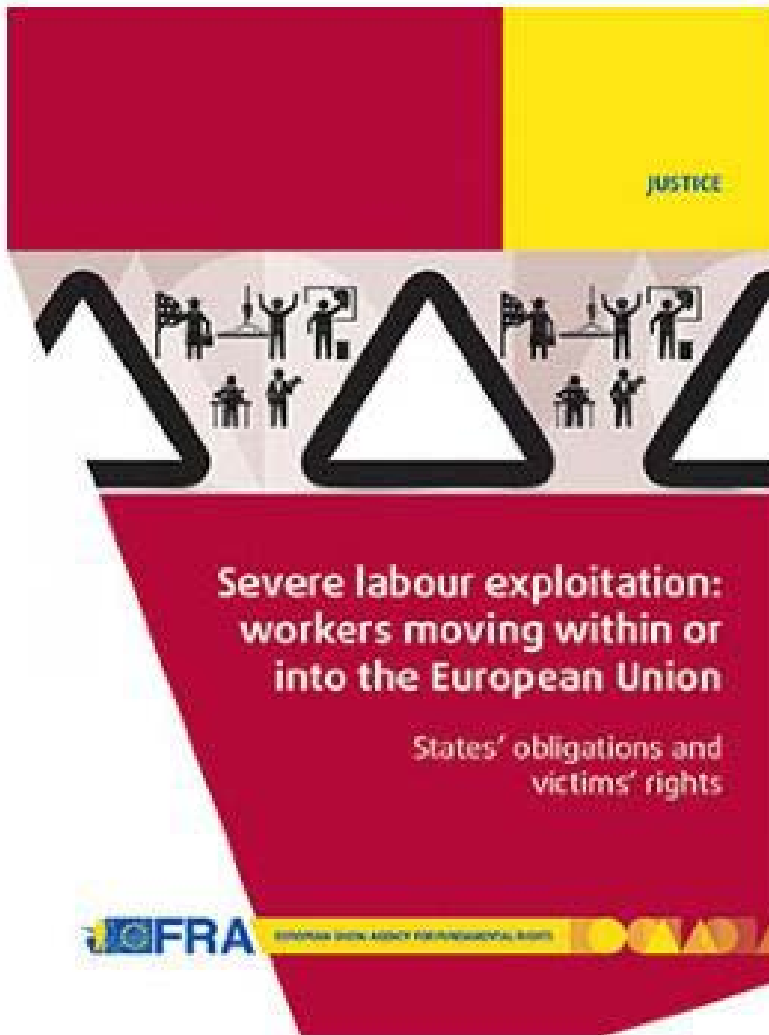


Introduction to session 3

Teresa Albano
Economic Affairs Officer

Office of the Coordinator of Economic and
Environmental Activities (OCEEA)

Which social and economic costs of a failed migration process?




Downloads

Comparative report:

<http://fra.europa.eu/en/publication/2015/severe-labour-exploitation-workers-moving-within-or-european-union>

Country reports:

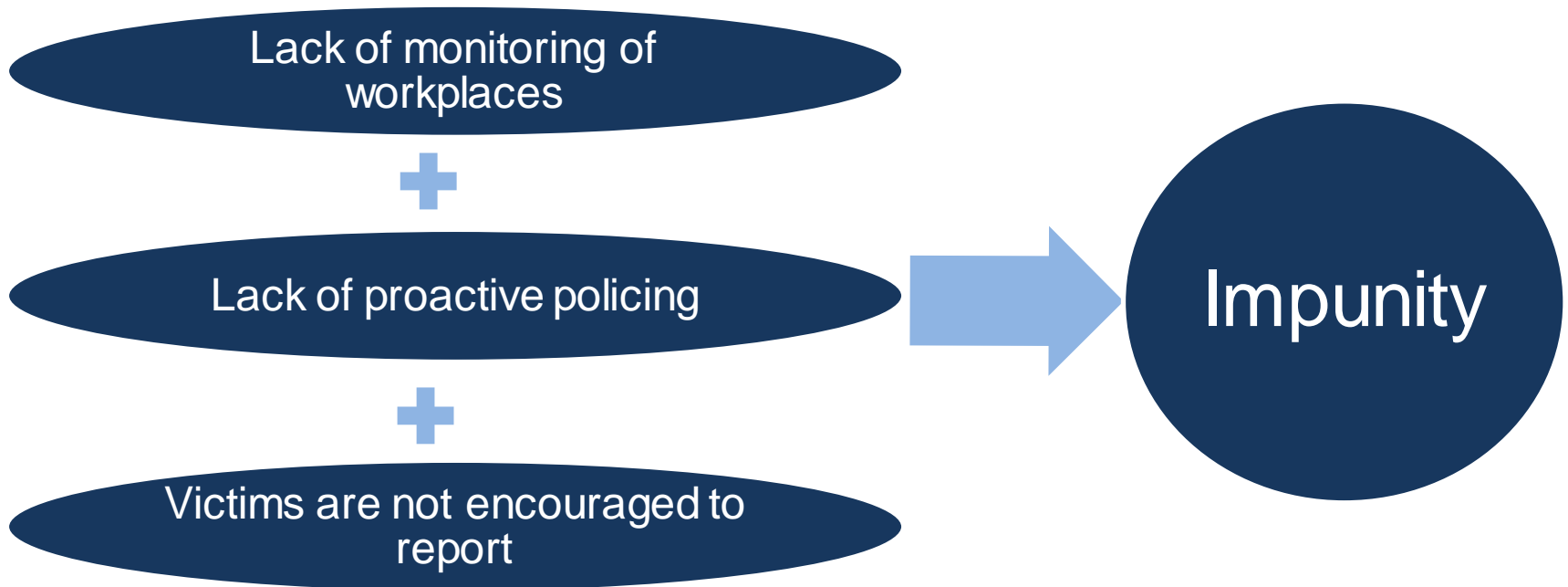
<http://fra.europa.eu/en/country-data/2015/country-reports-comparative-report-severe-labour-exploitation-workers-moving>



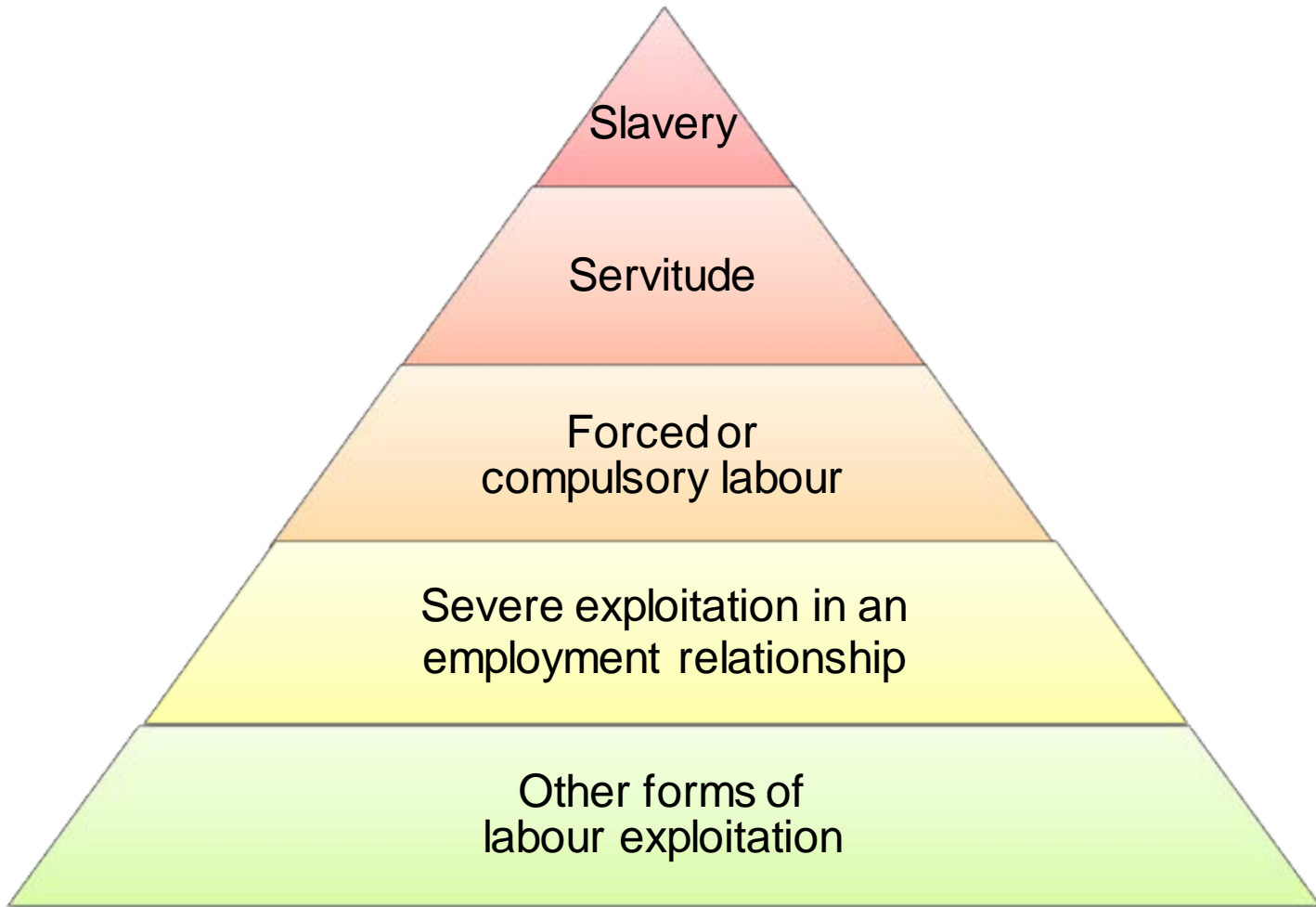
1 in 5 professionals – such as labour inspectors, victim support staff and police – come across cases of severe labour exploitation of foreign workers at least twice a week in the EU



Endemic impunity of severe exploitation resulting from three factors



Forms and severity of labour exploitation: a continuum



Risk factors





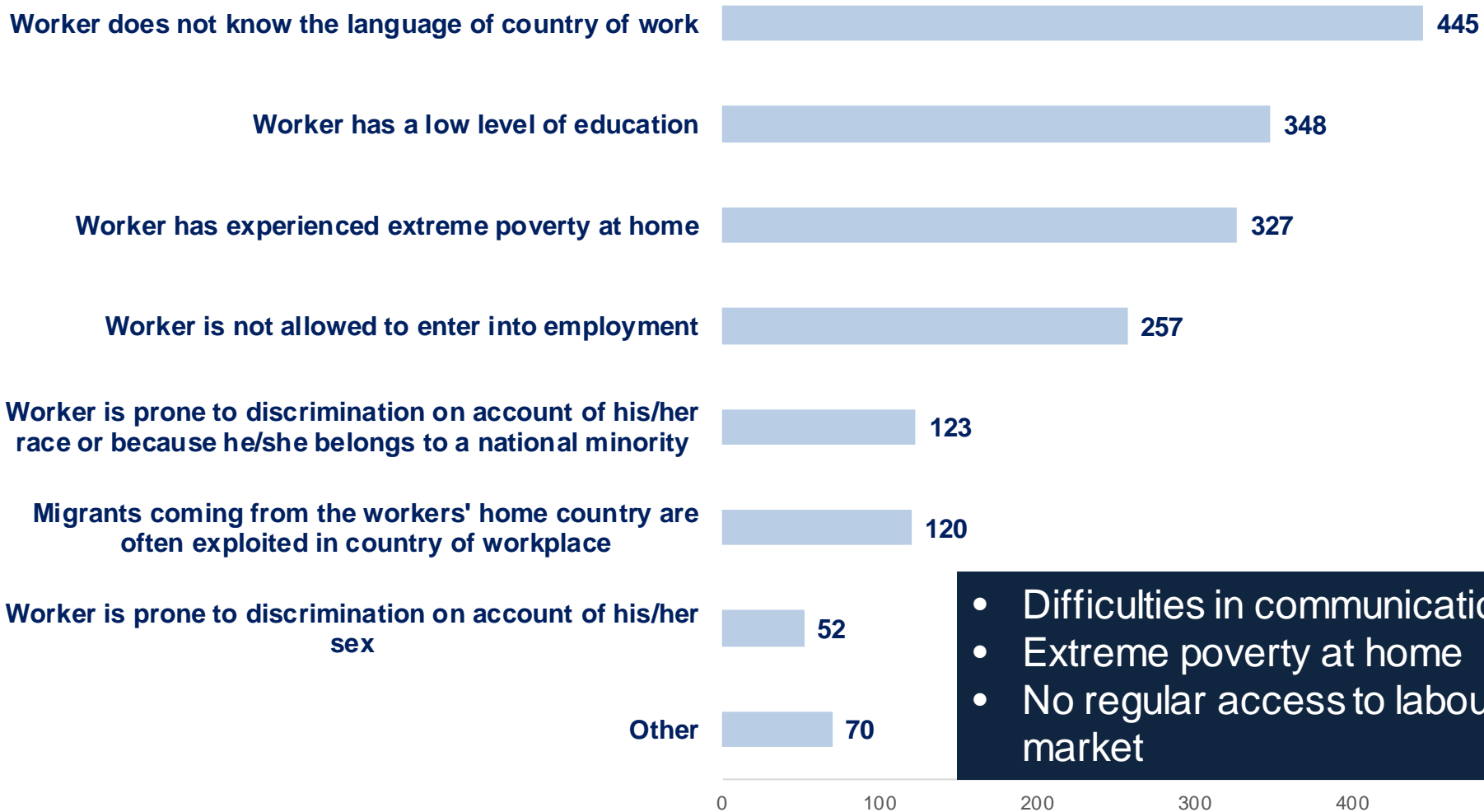
Legal and institutional risk factors



- Low risk of prosecution
- Lack of effective monitoring
- Low risk of having to

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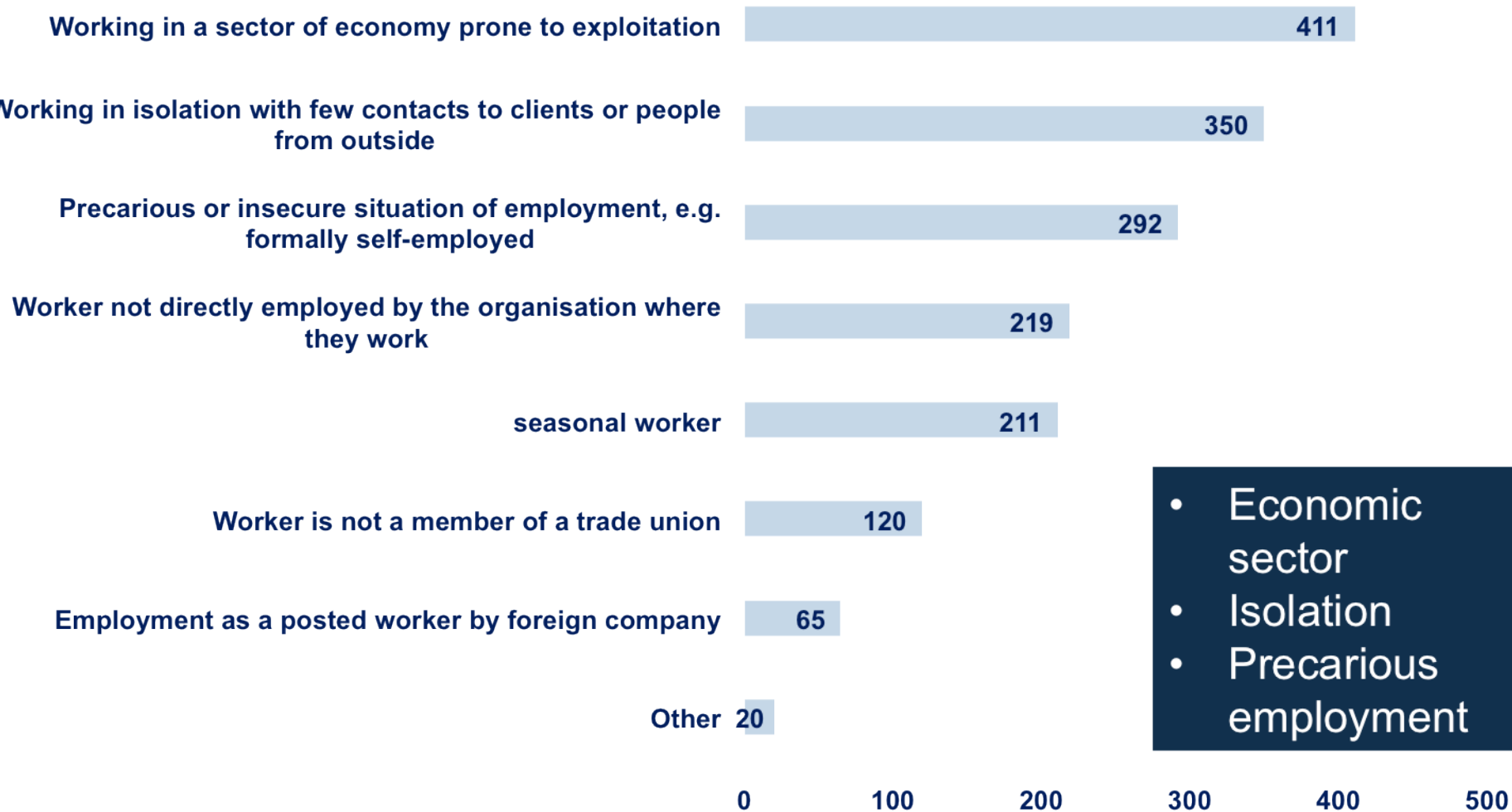
Risk factors relating to the personal situation of the victim



- Difficulties in communication
- Extreme poverty at home
- No regular access to labour market



Risk factors relating to the workplace



- Economic sector
- Isolation
- Precarious employment

Risk factors relating to the workplace

Working in a sector of economy prone to exploitation 411

Working in isolation with few contacts to clients or people from outside 350

Precarious or insecure situation of employment, e.g. formally self-employed 292

Worker not directly employed by the organisation where they work 219

seasonal worker 211

Worker is not a member of a trade union 120

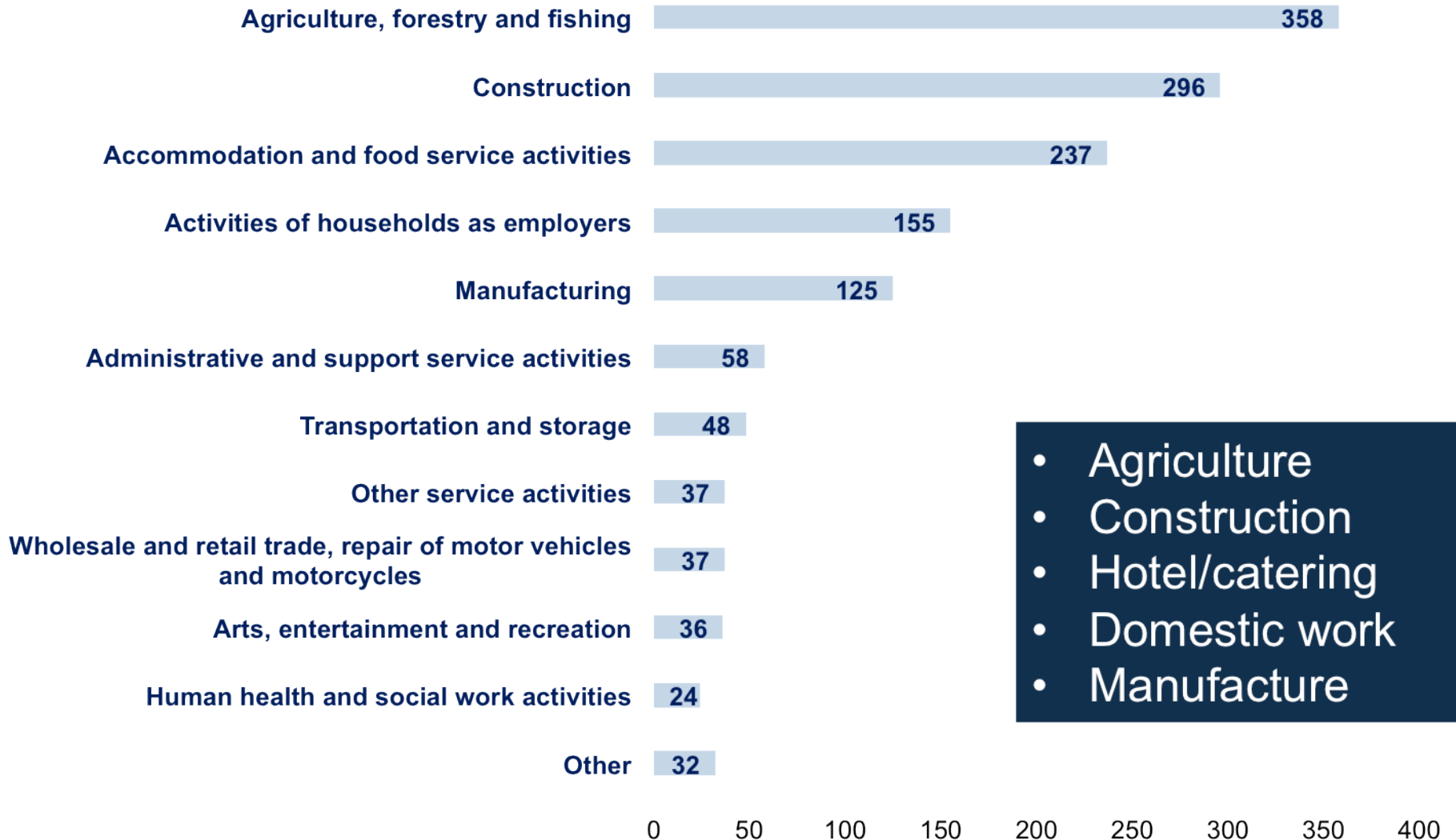
Employment as a posted worker by foreign company 65

Other 20

0 100 200 300 400 500

- Economic sector
- Isolation
- Precarious employment

Economic sectors most prone to labour exploitation





What is most important to victims?





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.)?



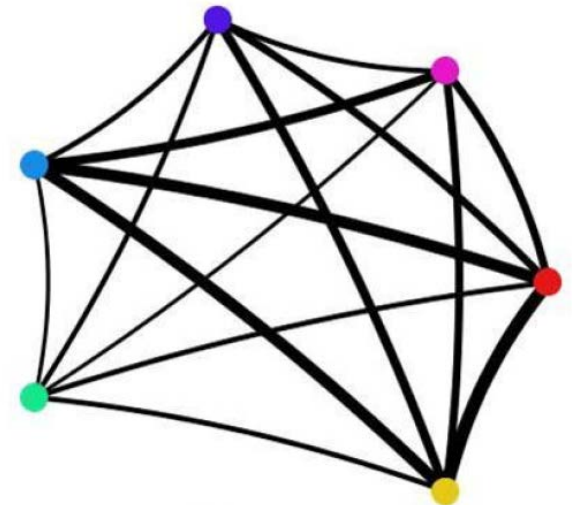
Sharing the evaluation results

- 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