Gender-Migration Index (GMI):
A Guidance Tool for Gender-Responsiveness and Migrant-Inclusion in Policy Planning, Implementation, Monitoring, and Evaluation

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Gender-Migration Index: Overview

The GMI....

- facilitates gender-responsiveness and migrant-inclusion in policy
- addresses the needs and challenges of women, girl, LGBTQIA+, and gender diverse migrants
- is based on an indicator system that centers migrants’ lived experiences
- aligns with international review processes such as periodic and voluntary reviews

Methodology

- participatory action research
Gender-Migration Index: Indicators

Overall and Policy Gender-Responsiveness Indicators 1:
Overall and Policy Migrant-Inclusion Indicators 2:

- Content
- Engagement
- Commitment

Migrant Experiences Indicators 3:

- Resources
- Services
- Information
- Accountability

Limited
Moderate
Extensive
Gender-Migration Index: Engagement

The GMI is premised on collaborative inquiry into gender-responsiveness and migrant-inclusion in policy. It involves:

- Center for Migration, Gender, and Justice → analysis of Overall and Policy Indicators 1 & 2
- Stakeholders → analysis of Migrant Experience Indicators 3
- follows research-action trajectory, resulting in civil society/shadow reports

Case Study

- Germany Voluntary National Review (VNR) on Global Compact for Migration (GCM)
Gender-Migration Index: Engagement

GERMANY

Legal-Institutional Framework:
Global Compact for Safe, Orderly and Regular Migration (GCM)
Voluntary National Review
Gender-Responsiveness: Overall

Gender-Responsiveness Indicators Overall

Content Indicator 1.1.1
Migrant women are mentioned five times in relation to labor, empowerment, and violence prevention. There is one mention of LGBTQIA+ migrants and four mentions of gender and gender-specific dynamics in migration, respectively. Gender-specific violence is discussed in the context of human trafficking. There is no reference to sex, gender identity, sexuality, sexual orientation, gender-responsiveness.

Engagement Indicator 1.1.2
Given the moderate content that addresses gender dynamics in migration, there is similarly moderate engagement with gender dynamics in existing programs/policies/initiatives/approaches. One initiative in this regard concerns Germany’s efforts to disaggregate data in humanitarian aid distribution with a gender-age-disability matrix in order to ensure diverse populations are included and supported (p.9). In its Voluntary Review, Germany stresses its ratification of the UN Convention against Transnational Organized Crime and its supplementing Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (Palermo Protocol) (p. 12). Additionally, according to the Voluntary Review, a “special focus is on the support of migrant women, who often face specific challenges and have specific needs,” notably in the labor market (p.25). In this context, the Review further states:

“This focus is linked to a range of digital services (e.g. Tem OS, MB 4.0) that advise migrants in their native languages, particularly on labour market issues. This so-called “digital streetwork” aims to improve migrants’ access to information.” (p.35).

Commitment Indicator 1.1.3
As with the moderate content and engagement of gender dynamics in migration, commitments in this regard are also moderate. Although Germany’s Voluntary Review indicates several planned or ongoing commitments with regards to migration, especially as it pertains to labor, these commitments don’t explicitly speak to gender dynamics with the exception of the mentioned “digital streetwork” initiatives.

Nevertheless, the varied existing and/or planned programs/policies/initiatives/approaches in the labor market discussed in the Voluntary Review carry gender dynamics, notably the 2019 Act to Promote the Training and Employment of Foreigners, the 2020 Skilled Workers Immigration Act, the ongoing programs of the Network “Integration through Qualification (IQ)”, and the “Working and Living in Germany” hotline.
Gender-Migration Index: Engagement

GERMANY

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Gender-Responsiveness: Policy

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Gender-Responsiveness Indicators Policy

Content Indicator 1.2.1
- Migrant women are mentioned twice in the context of labor with a focus on challenges such as language proficiency, digital literacy, and lack of information. While Germany’s Voluntary Review identifies the labor market as a priority area for the Federal Government with regard to the GCM’s objective, gender dynamics therein are not explicitly mentioned with the exception of “digital streetwear” initiatives (p.15) that address these challenges.

Engagement Indicator 1.2.2
- In the context of labor, gender dynamics are considered in a limited manner. Although Germany’s Voluntary Review indicates several planned or ongoing commitments with regards to labor, these commitments don’t explicitly speak to gender dynamics with the exception of the mentioned “digital streetwear” initiatives. Nevertheless, the varied existing and/or planned programs/policies/initiatives/approaches in the labor market discussed in the Voluntary Review carry gender dynamics, notably the 2019 Act to Promote the Training and Employment of Foreigners, the 2020 Skilled Workers Immigration Act, the ongoing programs of the Network “Integration through Qualification (IQ)” and the “Working and Living in Germany” hotline.

Commitment Indicator 1.2.3
- While the content and engagement with regards to gender dynamics in migration as it pertains to labor are limited, labor market access is established as a policy priority area and hereby constitutes moderate commitment. To this end, Germany’s Voluntary Review mentions the 2019 Act to Promote the Training and Employment of Foreigners as a policy that has - according to the Voluntary Review - enabled migrants to “receive the same support as German citizens for in-company vocational training” (p.35). Furthermore, the 2020 Skilled Workers Immigration Act has “improved procedures, in particular through acceleration and centralization of visa applications for training and gainful employment, as well as for professional recognition” - as per the Review (p.32).

Additionally, the continuous funding for programs of the Network “Integration through Qualification (IQ)” demonstrates previous, ongoing, and future commitments to prioritizing labor market access. These programs include “70 permanent and 100 mobile advice centres as well as 100 qualification projects” that “help migrants and newcomers receive recognition for their qualifications and/or qualify for educationally adequate employment” (p.16). According to the Review, “the programme strives to raise the profile of processes and support structures and to overcome structural hurdles to labour market integration” (Ibid.).

Lastly, the “Working and Living in Germany” hotline is an “information and advisory service for international professionals, students, trainers, companies and authorities” that offers services such as “providing information on job hunting, work and occupation, recognition of foreign qualifications, entry and residence as well as language acquisition” (p.12).
Gender-Migration Index: Engagement

GERMANY

Legal-Institutional Framework:
Global Compact for Safe, Orderly and Regular Migration (GCM)
Voluntary National Review
Gender-Responsiveness: Stakeholders

Gender-Responsiveness Indicators
Stakeholders

Resources Indicator 3.1
- Migrant women moderately use resources that address their specific challenges and needs in the labor market. This moderate usage stems from two factors: One, there are limited resources available that take into consideration intersectional experiences such as those of Muslim migrant women wearing a headscarf. For instance, Two, the available resources that take these varied experiences into consideration often remain inaccessible due to limited language proficiency and household structures (e.g., chidcare). In efforts to address these restrictions on accessibility, Work’s programs are offered in multiple languages and provide childcare.

Service Indicator 3.2
- Migrant women who experience intersectional discrimination in the labor market moderately access services pertaining to employment. Since 2015, there has been an increased focus on providing specific programs/initiatives/approaches to enhance the labor market participation of migrant women (i.e., WOtW), but these efforts often concentrate on migrant women’s experiences as a monolith, rather than speaking to the nuances and complexities thereof.

Indeed, Muslim migrant women at our programs have reported that institutions such as job centers often direct them into professions where their wearing of a headscarf may not pose a challenge (i.e., janitorial services). These promoted opportunities, however, often do not align with the women’s qualification profile, and leave them under- and/or unemployed.

The recently established National Strategy for Gender Equality (2020) might present a departure from this as it considers intersectional aspects in employment measures. The Strategy consists of a 9-part plan to enhance gender equality.

Gender-Responsiveness Indicators
Stakeholders

Information Indicator 3.3
- Migrant women generally have limited knowledge of their rights and protections. This is not least the case because some rights and protections enshrined in law do not apply for migrants as third-country nationals and/or non-citizens. For instance, Germany’s 2006 General Act on Equal Treatment allows for ‘permissible difference in treatment’ in employment as per Article 8. Muslim migrant women wearing a headscarf are thus not fully protected under this anti-discrimination measure as to take off the headscarf constitute a ‘genuine and determining occupational requirement’ that does not amount to discrimination. In our Empowerment and Knowledge Rights (EKR) courses, we impart knowledge on these matters, but significant gaps in information about policies that govern the women's lives continue to prevail.

Accountability Indicator 3.4
- Migrant women engage with accountability mechanisms in limited ways. This limited engagement is connected to the limited information on rights and protections. In our programs, migrant women (and especially Muslim migrant women wearing a headscarf) have expressed fears of reporting instances of discrimination as well as a lack of knowledge about accountability mechanisms. While Anti-Discrimination Agencies exist in most major cities in Germany and anonymous online Reporting Systems have been established, migrant women have been hesitant to use these resources and services out of concern of possible consequences regarding their migration and/or employment status.
Gender-Migration Index: Importance

The GMI ....

- presents a replicable and sustainable framework to ensure gender-responsiveness and migrant-inclusion in policy
- strengthens the engagement of civil society in policy planning, implementation, monitoring, and evaluation
- builds multi-stakeholder capacity to effectively engage in international review processes
- promotes dialogue and information sharing amongst stakeholders
- establishes mechanisms for feedback and consultation between migrant communities and governing bodies
- provides indicator criteria for benchmarking policy that can be used by stakeholders for ongoing policy planning, implementation, monitoring, and evaluation
Gender-Migration Index: Next Steps

Opportunities for engagement

- United Nations Commission on the Status of Women (UN CSW)
- United Nations Committee on the Elimination of All Forms of Discrimination Against Women (UN CEDAW)
- United Nations High Level Political Forum (UN HLPF)
- United Nations Committee on the Protection of the Rights of All Migrant Workers and Members of their Families (UN CMW)
- United Nations Global Refugee Forum (GCR)
- United Nations International Migration Review Forum (GCM)
Gender-Migration Index: Next Steps

**JORDAN**

Legal-Institutional Framework:
Global Compact for Safe, Orderly and Regular Migration (GCM)

Voluntary National Review

**GAMBIA**

Legal-Institutional Framework:
Global Compact for Safe, Orderly and Regular Migration (GCM)

Voluntary National Review
Thank you!