



POLICY BRIEF #1

# MAKING INTERNATIONAL LABOUR MIGRATION GOVERNANCE GENDER-RESPONSIVE

For Women Migrant Workers  
from South Asia



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Since 2001, UN Women's Regional Programme on Empowering Women Migrant Workers in Asia has advocated for the protection and promotion of the rights of women migrant workers in Asia and the Pacific. UN Women works to ensure that women migrant workers contribute to sustainable development and benefit from reduced social and economic inequality through decent work and safe migration, focusing on three key areas:

1. We work with governments and regional bodies to ensure that labour and migration policies promote and protect the right of all women to safe migration and decent work, free of discrimination and exploitation;
2. We work with government, private sector, and recruitment agencies to ensure that women workers have increased access to gender-responsive information, procedures, training, services and justice; and
3. We convene, mobilize and invest in women workers so that governments, employers, and community members understand, recognize and value women migrant workers' rights and contributions.

This policy brief series forms part of the regional *Empowerment of Women Migrant Workers in South Asia through Implementation of Standard Terms of Employment* project, supported by the Swiss Agency for Development and Cooperation (SDC). Implementation for this project is from May 2015 to June 2019, with the overall goal to protect and promote the rights of women migrant workers through improved terms of employment, with a focus on women migrant workers from Bangladesh, India, Nepal, and Sri Lanka who are migrating or are based in countries of destination in the Middle East.

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This policy brief series was developed by UN Women Regional Office for Asia and the Pacific, by Jenna Holliday and Sally Barber. Some good practices and evidence were drawn from the Multi-Country Assessment on Women Migrant Workers and the Use of Standard Contracts, undertaken by Mary-José Tayah, Yuko Hamada and the International Organization for Migration (IOM) as part of the Empowerment of Women Migrant Workers in South Asia through the Implementation of Standard Terms of Employment project.

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Rights-based, gender-responsive employment contracts are a key tool for ensuring women migrant workers are able to exercise their right to decent work and safe migration. The standards and requirements regarding employment contracts are determined through national policy frameworks in countries of origin and destination, and further established through bilateral negotiation between the two countries. The extent to which these processes are informed by the realities of labour migration for women significantly influences the extent to which the resulting contracts protect and promote the rights of women migrant workers.

This three-part Policy Brief series identifies opportunities to strengthen the development of effective, rights-based and gender-responsive protections for women workers migrating from South Asia to the Middle East:

- 1. Making International Labour Migration Governance Gender Responsive for Women Migrant Workers from South Asia** identifies ways to ensure national, bilateral and regional policy development, monitoring and review effectively addresses the perspectives and needs of women migrant workers;
- 2. Promoting the Rights of Women Migrant Workers through Employment Contracts For Women Migrant Workers from South Asia** assesses international standards, good practices and gaps in existing employment contracts;
- 3. Implementing Gender-Responsive Employment Contracts for Women Migrant Workers from South Asia** identifies effective methods for translating improved standards into increased protection, through implementation, monitoring and accountability against employment contracts.

## The issue

Each year, more than three million women<sup>1</sup> migrate from South Asia to the Middle East for work, in pursuit of increased income, savings, skills and social benefits. The majority are employed in domestic work. Labour migration offers opportunities for social and economic empowerment for individual women and their families. The benefits of labour migration also flow to countries of origin through remittances, and to countries of destination through increased productivity as migrant workers fill labour shortages in crucial sectors.

The Asia region continues to be the largest source of workers employed in domestic work and care work in the Middle East. Gender influences the sectors and roles in which migrants are employed, with over three-quarters of Asian women migrant workers concentrated in domestic work.<sup>2</sup> A lack of full protection under labour laws means women domestic workers work higher than average hours for lower than average pay, with little or no access to justice or remedy. Women migrant domestic workers also frequently lack access to social protection including healthcare and pensions.

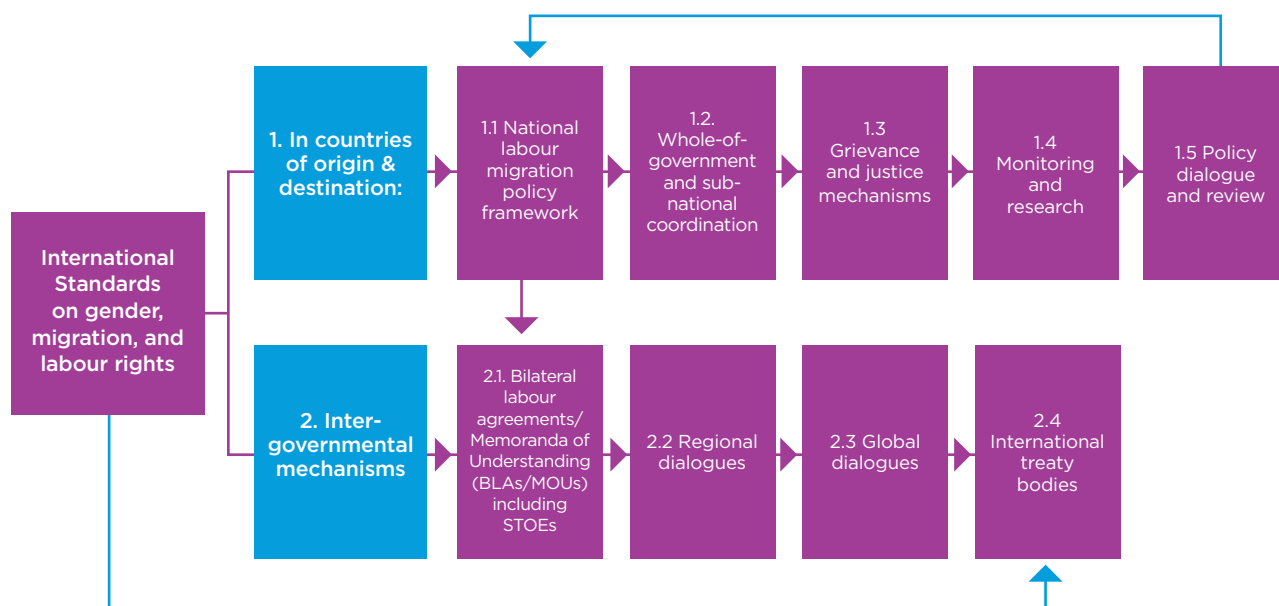
Without proper protections, women migrant workers disproportionately experience rights violations including exploitation, forced labour trafficking, and violence. Gender-based restrictions and bans mean that women migrant workers are less likely to be able to access regular and safe migration channels, while the hidden nature of domestic workers' employment in private homes also exacerbates the risk of violence and harassment.

**In the absence of comprehensive legislative protection, rights-based and gender-responsive employment contracts are a key tool for ensuring decent working and living conditions for women migrant domestic workers.**

The processes for establishing, implementing and monitoring employment contracts are complex and governed largely by convention, and are not always accessible to a wide range of stakeholders including migrant domestic workers themselves. As a result, employment contracts often do not comprehensively address the rights and experiences of women migrant workers and their employers.

Proactive engagement of women migrant workers in the development, implementation, monitoring and review of labour migration policies and procedures is an effective strategy for ensuring the policies and systems which facilitate migration are rights-based and inclusive, thereby reducing risks and enhancing labour migration outcomes to the benefit of women migrant workers, their families, their employers, and countries of origin and destination.

## How does labour migration governance work?





## What is labour migration governance?

Countries around the world, including in South Asia and the Middle East, have committed to establishing more rigorous policies and procedures to protect and promote the rights of migrant workers. The dynamic nature of migration necessitates an intergovernmental, cooperative and multi-stakeholder approach to establishing, implementing, monitoring and reviewing migration-related policies.

Migration governance is “a process in which the combined framework of legal norms and organizational structures, regulate and shape how States act in response to international migration, addressing rights and responsibilities and promoting cooperation within and among countries”<sup>3</sup>

## How does labour migration governance work?

Labour migration governance:

1. Begins with national policy frameworks which establish legal protections for migrant workers, and mechanisms for their implementation;
2. These are then negotiated into terms and conditions regarding employment contracts through bilateral and intergovernmental agreements;
3. Regional and global dialogue processes, and international treaty bodies, further advance consensus on employment standards.

Understanding the full labour migration governance cycle is therefore crucial to strengthening employment contracts for migrant workers including women.

The Global Compact for Safe, Orderly and Regular Migration (GCM) is a non-binding, cooperative agreement which advances global consensus on gender-responsive approaches to migration.

The GCM is guided by a gender-responsive principle which seeks to mainstream a gender perspective, promote gender equality and the empowerment of all women and girls, recognizing their independence, agency and leadership, moving away from addressing migrant women primarily through a lens of victimhood.

The GCM promotes more inclusive migration governance through a whole-of-society approach including migrants, diasporas, communities, civil society, academia, private sector, parliamentarians, trade unions, National Human Rights Institutions, media, among others.

To enhance availability and flexibility of regular migration pathways, the GCM calls for the development of human rights-based and gender-responsive bilateral, regional and multilateral labour mobility agreements with sector-specific standard terms of employment in cooperation with relevant stakeholders (Article 21 (a)).

The GCM calls for the application of a human rights-based, gender- and disability-responsive approach in reviewing relevant policies and practices to ensure they do not create, exacerbate or unintentionally increase vulnerabilities of migrants (Article 23 (a)).

It further calls for the development of gender-responsive migration policies, with specific reference to assistance, health care, psychological and counselling services, access to justice and remedy (Article 23 (c)).

This Brief outlines the role of labour migration governance in determining the living and working conditions of women migrant workers through employment contracts. It identifies specific entry points in the labour migration governance cycle where more gender-responsive approaches can be introduced.

## What is gender-responsive migration governance?

The importance of gender-responsive governance is highlighted in the Committee on the Elimination of Discrimination against Women (CEDAW)<sup>4</sup> General Recommendation No. 26. General Recommendation No. 26 provides a framework for developing gender-responsive migration policies to eliminate discrimination in line with State obligations under CEDAW.

The Recommendation highlights the formulation of evidence-based, gender-responsive and human rights-based migration policies as a core common responsibility; including through active involvement of women migrant workers and relevant non-governmental organizations (para. 26).

Women migrants have specific experiences, needs and barriers throughout the migration process. Globally, evidence shows that policies and programmes for labour migration are limited in their response to these issues.<sup>5</sup> To make migration governance gender-responsive, gender-based barriers must be identified and proactively addressed. Recognizing and responding specifically to women's needs through migration policies is the most effective way to ensure equitable and positive migration outcomes.

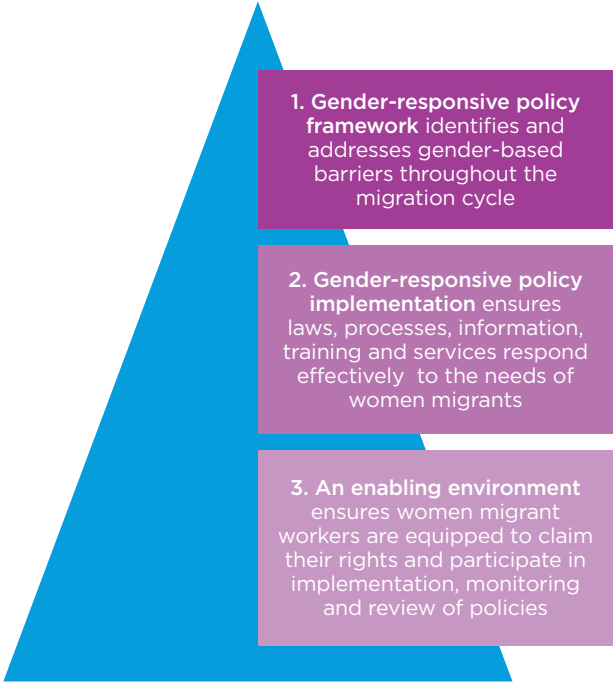
A gender-responsive approach to labour migration incorporates the principles of gender equality, rights and empowerment into the formulation, monitoring and review of policies and interventions. It considers the extent to which policies and interventions are effective in realizing these principles.<sup>6</sup>

### National frameworks

At the national level, labour migration governance includes laws and policies that govern and regulate labour migration. These are sometimes standalone labour migration laws and policies but may also be embedded within broader national policies on development, growth, labour market management, immigration, national security and/or foreign affairs. The formulation of such policies may take a whole-of-government approach, including ministries of labour, interior and foreign affairs.

In many cases, ministries and committees that address labour migration do not include specialized experts on gender issues, and/or adequate financial and human resources to ensure gender-responsive processes and policies are in place.

To ensure a gender-responsive approach, some countries have established migration coordination focal points within ministries of women's affairs, or gender-focused committees and task forces. Some countries also engage multi-ministerial committees to monitor implementation, review and update such policies. Governments may additionally engage non-governmental actors, such as employers, recruitment agencies, trade unions, civil society organizations and migrant women and their representatives.



**1. Gender-responsive policy framework** identifies and addresses gender-based barriers throughout the migration cycle

**2. Gender-responsive policy implementation** ensures laws, processes, information, training and services respond effectively to the needs of women migrants

**3. An enabling environment** ensures women migrant workers are equipped to claim their rights and participate in implementation, monitoring and review of policies

## Gender-responsive policy framework

Establishing an evidence-based, gender-responsive and rights-based approach to governance ensures policies effectively identify and address gender-based barriers throughout the migration cycle.

For example, gender-responsive policy frameworks can be used to recognize the contribution of women migrant workers to sustainable development. This increases the value placed on feminized sectors of labour, specifically domestic work. This in turn contributes to increasing wages for domestic workers, strengthening social protection systems, and increasing women's labour force participation in countries of destination.

**Good practice:** In Sri Lanka, the National Labour Migration Policy (2008) recognizes the contributions of women migrant workers to nation-building and commits to apply a gender lens to all programmes.

In Bangladesh, the Expatriates' Welfare and Overseas Employment Policy 2016 includes a standalone policy directive on women's migration, and gender is mainstreamed throughout the policy.

Policies which have a strong evidence-base, and which are generated through gender-responsive governance processes, respond more effectively to the realities of target stakeholders. For example, restrictions on women with small children accessing regular migration channels in Sri Lanka,<sup>7</sup> and a total ban in Nepal on migration into domestic work in Gulf Cooperation Council countries, have had a range of unintended impacts. Research shows that, despite bans and restrictions women continue to migrate through informal brokers and intermediaries, using non-compliant documentation or no documentation at all. The feminization of irregular migration pathways means women may not be able to access support services or grievance mechanisms.<sup>8</sup>

## Evidence-based policy development

Evidence-based policy development is informed by quantitative and qualitative data and involves the participation of whole-of-society stakeholders.

CEDAW General Recommendation No. 26, paragraph 23 (c) identifies systematic collection and analysis of labour and migration data and research as key to evidence-based labour migration policy and practice. Data must be disaggregated by gender and other relevant characteristics (such as income, age, race, ethnicity, migratory status, disability, geographic location). Where data are not systematically disaggregated by gender, trends in women's migration will not be identified or effectively addressed.

This is also recognized in Objective 1 of the Global Compact for Migration and echoes the commitment under the 2030 Agenda for Sustainable Development to collect and use accurate and disaggregated data as a basis for evidence-based policies. Evidence must illustrate the impact of labour migration policies on labour markets, but also on migrants themselves.

**Good practice:** In Bangladesh, the Expatriates' Welfare and Overseas Employment Policy 2016 addresses the need for research and data. It provides for two programmes: (i) a Labour Migration Information System (LMIS) to collect and produce dedicated labour migration data, including gender-disaggregated information; and (ii) a Labour Market Research Centre (MRU) which will investigate labour markets at home and abroad to provide appropriate information on changing supply and demand for skills.

For example, gender-responsive labour market information systems can identify sectors where women are concentrated – or excluded – and the level of skill being engaged. Where data show low-skilled women concentrated in low-skilled markets, the focus might be to enhance investment in skills development for women. Where data show skilled women concentrated in low-skilled sectors, the policy focus might be on addressing barriers facing women entering skilled employment.

## Risky business

Human rights-based policies protect and fulfil the labour and human rights of migrants, rather than responding to labour market needs alone. Governments in countries of destination conduct studies of economic priorities to determine the number of workers needed, but the lucrative nature of the labour migration as a business has led to an increase in the number of profit-seeking agencies. Such agencies recruit migrants regardless of their skills, rather than migrants who can fill specific skill gaps. This can lead to an excess of workers in a sector, detrimentally impacting on employment conditions.

Qualitative evidence is also necessary for understanding the complex dynamics of labour migration. Systematic collection of qualitative data builds a better understanding of migration processes and living and working conditions. This can increase the responsiveness of policy design to challenges and opportunities for women migrant workers. Partnerships with civil society organizations, and workers' and employers' organizations, for evidence collection, analysis and use are an effective way to understand and address the conditions under which rights violations occur.

### Multi-stakeholder participation

Policies and processes that treat migrants as a homogenous group are less effective in addressing on-the-ground realities for migrant workers. Multi-stakeholder approaches to labour migration governance mean governments are better able to meet their policy objectives and comply with international obligations. When migrant women and their representatives participate in development, implementation, monitoring and review of policies and procedures, these systems respond effectively to the realities of women.

Multi-stakeholder policy dialogue which brings together government, employers and private sector, trade unions, and civil society is an essential component of effective migration governance. An inclusive and participatory approach ensures strengths, gaps and unintended consequences are identified and acted upon.



Photo: UN Women/DYLAN SEEDIN

## Gender-responsive policy implementation

After establishing rights-based, gender-responsive and evidence-based policy frameworks, it is necessary to establish systems to ensure their implementation including through sufficient financial resources, training and technical support.

### Gender-responsive budgeting

Lead and line ministries must have adequate financial and human resources to implement gender-responsive policies. The implementation of policy and legislative frameworks requires targeted resourcing that takes into account the need for specific gender expertise. Gender-responsive budgeting practices ensure that policies and laws are properly financed.

#### Recommendation from the Expert Working Group for addressing women's human rights in the Global Compact for Migration<sup>9</sup>

Adopt gender-based budgeting such that resource allocation and spending reflect needs and address inequities (such as pay gaps).

Dedicate institutional resources to the formation of units with explicit mandates to address gender and support gender-responsive research, education and policy development.





Photo: UN Women

Implementing partners responsible for specific actions must be clearly identified. For example, if a policy is designed to ensure that all migrants have access to basic health services, ministries of health and non-governmental service providers should be aware of their responsibilities to deliver on these services and have adequate resources to realize this commitment. If labour migration policies address gender-responsive recruitment and pre-departure orientation, ministries mandated implement labour migration policies, alongside recruitment agencies and other relevant stakeholders, should share accountability for meeting the policy commitment. Investments should also be made in capacity development of these actors, for example gender-responsive approaches to training and information services.

Establishing a dedicated gender unit within the ministry mandated to implement labour migration policies can provide sustained focus on the rights and needs of women migrant workers, to ensure that policy and practice prevent and respond to rights violations. Such a unit can fill evidence gaps, coordinate relevant stakeholder and ensure effective monitoring and review of policies from a gender perspective. Ensuring that ministries of women's affairs (and other key ministries) participate in interministerial bodies and hold positions of oversight can be a way to ensure that policies are properly implemented.

**Good practice:** In Bangladesh the Expatriates' Welfare and Overseas Employment Policy 2016 identifies the need for financial and human resources to address gender issues, including: (1) establishing a special permanent wing in the Ministry of Expatriates' Welfare and Overseas Employment to devise approaches and coordinate implementation of programmes supporting the migration of women workers; (2) enhancing gender-responsive budgetary allocations on the expansion and diversification of women's participation in the migration process; (3) seeking cooperation from civil society organizations, international donors and NGOs for technical and resource support for promotion, protection and empowerment programmes; and (4) increasing the presence of women in Labour Welfare Wings.

Nepal has started sending women labour attachés to key countries of destination, for example in the United Arab Emirates and Kuwait.

India has established a gender budget cell to create schemes benefiting women migrants, assess benefits reaching women through existing schemes, and bring out provisions and targets for benefiting women (Government of India, 2015).<sup>10</sup>

In Jordan, the Ministry of Labour has established a Directorate for domestic workers tasked with monitoring employment agencies and addressing issues affecting domestic workers.

Photo: UN Women/ALI NAJAM AND ASIF ALI



### Capacity strengthening

Duty bearers including recruitment agencies and employers must have the capacity to understand and implement gender responsive policies and practices. Recruitment agencies, employers and migrant women and their representatives, must be empowered with the practical skills to uphold and benefit from these commitments. The capacity of women migrants and their representatives should be developed to increase their ability to effectively engage with policymaking processes at the local, national, bilateral and regional/global levels.

**Good practice:** Civil society organizations can influence policy development using the international treaty body system. In Nepal, civil society used the CEDAW shadow reporting process to advocate for the Government to ratify both the ILO Domestic Workers Convention, 2011 (No. 189) and the International Convention on the protection of the Rights of All Migrant Workers and Members of their Families."

Concurrently, women's inclusion and leadership should be promoted in all parts of the national labour migration machinery, including government, employer's organizations, recruitment agencies, trade unions and civil society organizations. Systems to ensure gender equitable hiring and promoting of women in relevant government and non-governmental institutions, including in recruitment agencies is a good practice.

## Systems to monitor and evaluate policies and processes are accessible and inclusive

Systems to establish time bound gender-responsive indicators, and to monitor and evaluate the implementation of policies and processes, should be transparent and informed by whole-of-society stakeholders, including women's organizations, gender experts and women migrant workers.

This could include establishing policy dialogue processes between migration stakeholders. For example, convening a permanent multi-stakeholder working group to meet regularly to review policies and trends related to women migrant workers, and make recommendations for improvement. Resourcing and capacity development support should be available for migrant women and their representatives to enable them to effectively engage in these processes.

**Good practice:** In Bangladesh, the Expatriates' Welfare and Overseas Employment Policy 2016 provides for the establishment of a National Labour Migration Forum (LMF) to direct and oversee the implementation of policies, to review and monitor periodically the outcomes of policies, and to advise and give guidance on necessary reforms. The LMF comprises high-level representation from government and non-government institutions, recruitment agencies, workers' and employers' organizations, migrant workers' associations and other civil society organizations.

The following should be considered in establishing systems to monitoring and reviewing the effectiveness of migration policy frameworks:

- **Situational baselines** identifying trends, challenges and opportunities for men and women migrant workers;
- **Policy baselines** with reference to compliance with international standards;
- **Statistical data**, disaggregated by gender, and analysed from a gender perspective;

- **Benchmarks for equal participation** of women and men in policy development
- **Gender-responsive monitoring mechanisms** and gender-disaggregated indicators for measuring policy impacts;
- **Analysis** of the extent to which gender issues identified through evidence and consultation are reflected in programmes/ policies.

## Bilateral agreements and MOUs

Bilateral labour agreements (BLAs) and memorandums of understanding (MOUs) enable two or more countries to commit to agreed standards of protection for workers pre-departure, during recruitment and in employment. BLAs are considered more formal and binding than MOUs; as a result, MOUs are the more common form of bilateral agreements on labour migration.

**Good practice:** In Sri Lanka, the National Labour Migration Policy (2008) identifies the lack of contracts, MOUs or BLAs to safeguard and protect migrant workers as a major challenge in promoting and protecting the rights of overseas workers.

BLAs and MOUs determine agreement between two countries on the sending and receiving of workers, with the scope of such agreements often limited to the number of workers, and the duration and sectors of employment. Increasingly, such agreements include provisions on working conditions and minimum terms of employment, sometimes annexing model contracts or standard terms of employment (STOEs) to the agreement (discussed further in Policy Brief #2 of this series).

The inclusion of model contracts and STOEs in BLAs/MOUs is an opportunity for countries of origin to ensure the rights established for migrant workers under national policies are applied to their workers while abroad.



The benefits of participation of social partners, civil society organizations, women migrants and their representatives in consultative processes related to BLAs/MOUs can lead to the following benefits:

- On-the-ground data, realities and perspectives are accounted for in negotiations and resulting agreements;
- Non-governmental stakeholders who play an active role in implementation understand and support the agreements; and
- A broader range of stakeholders contribute to monitoring, reporting and reviewing agreements.

Social partners can be parties to agreements –or they can create mirroring agreements to establish protective systems across borders.

The sensitive nature of Government-to-Government agreements means whole-of-society stakeholders are not always included in their development or review. This can mean the resulting agreements do not comprehensively realize established policy standards, or fully account for specific challenges experienced by non-governmental labour migration actors, including women migrant workers.

There is a new and emerging trend towards establishing BLA/MOU agreements that refer specifically to women. Most existing examples relate specifically to domestic workers.

**Good practice:** The Agreement on Labour Cooperation for Domestic Service Workers between India and the Kingdom of Saudi Arabia (2014) includes a standard employment contract establishing agreed wages, proper working hours, paid holidays, and dispute settlement mechanisms;

The Memorandum of Understanding between Bangladesh and Jordan (2012) brings domestic workers from Bangladesh under the Jordanian labour law. It also requires employers to pay full recruitment costs for women, provide sleeping quarters and food, and purchase life insurance for the worker.

## Regional processes and dialogues

The *South Asian Association for Regional Cooperation (SAARC)* is an important regional intergovernmental organization and geopolitical union of nations in South Asia.<sup>12</sup> Member States include Afghanistan, Bangladesh, Bhutan, India, Nepal, the Maldives, Pakistan and Sri Lanka. The 2014 SAARC summit identified common issues and progress across the region to ensure the safety, security and wellbeing of migrant workers in destination countries outside the region.<sup>13</sup>

There are two key regional processes that support national, bilateral and multilateral relationships and negotiations over the management of overseas employment and contractual labour: *the Colombo Process* is a regional consultative process for countries of origin in Asia;<sup>14</sup> and *the Abu Dhabi Dialogue* is an interregional informal consultative process on labour migration between destination countries (members of the Gulf Cooperation Council) and origin countries participating in the Colombo Process (CPMS).<sup>15</sup>

Both regional processes have identified the need to strengthen gender-responsive labour migration governance. The Sixth Ministerial Consultation of the Colombo Process<sup>16</sup> in 2018 agreed to mainstream the promotion of equality for women migrant workers across the existing five thematic focus areas.<sup>17</sup> This builds on the Fifth Ministerial Consultation in 2016<sup>18</sup> which agreed to explore options to promote equality for women migrants:

to address potential discrimination, precarity, violence, abuse, and exploitation; and to amplify the opportunities for women's decision-making and agency in the household and in the labour market, as well as their mobility within and outside their countries of origin.

Research links the presence of active advocates for gender-responsive migration governance at international migration and development forums, with more effective outcomes from these forums on gender issues.<sup>19</sup>



## Recommendations

### **Governments: Establish and implement a gender-responsive policy framework**

- Establish a rights-based policy baseline by reviewing compliance with international standards on gender, labour and migration;
- Establish systemic research, data collection and analysis that is gender-disaggregated;
- Engage civil society organizations, women migrants and their representatives in data collection and research at national, regional and international levels, to identify migration patterns, opportunities, challenges, and unintended policy impacts;
- Integrate and strengthen policy expertise on gender and migration, for example through thematic working groups and frameworks to strengthen rights and opportunities for women migrant workers;
- Proactively engage in systematic, inclusive and transparent consultative processes for policy development, monitoring and review;
- Take action to ensure equal representation of women in government, employer's organizations, trade unions and civil society;
- Use gender-responsive budgeting to ensure policies and systems are sufficiently resourced;
- Build the capacity of labour migration actors to effectively implement gender-responsive policies including among frontline service providers. Consider the use of capacity development training, codes of conduct, guidelines and standard operating procedures;
- Take a gender-responsive and whole-of-society approach to bilateral and multilateral processes to strengthen protections for women migrant workers throughout the migration cycle.

### **Intergovernmental mechanisms and international development partners: Build capacity**

- Provide institutional capacity development support to women's and workers' organizations to reach, mobilize and organize women migrant workers, especially in high-risk sectors;
- Provide capacity development and technical support to women's rights organizations and women migrant workers to engage effectively in policy formulation, implementation and review from subnational levels through to global review processes;
- Promote and facilitate transparent and consultative bilateral and multilateral policy development processes;
- Facilitate the formation of employers' networks in feminized sectors, especially domestic work, and increase their involvement in policy formulation and implementation.

### **Civil society: Empower women migrants**

- Strengthen peer-to-peer networking and invest in grassroots organizing to engage women in policy research, consultations and review processes, including through treaty bodies and intergovernmental agreements;
- Continue to facilitate and support participation of women migrant workers in national, regional and international platforms through effective engagement in global dialogue and review processes;
- Continue to build public awareness of the diverse realities of women migrant workers, and the governance systems and frameworks required to protect their rights.

1. This figure includes Afghanistan, Bangladesh, India, Nepal, Pakistan, and Sri Lanka as origin countries, and Bahrain, Israel, Jordan, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, and the United Arab Emirates as destination countries. DESA, 2015. Female migrant stock at mid-year by origin and by major area, region, country or area of destination. Available from <http://www.un.org/en/development/desa/population/migration/data/estimates2/estimates15.shtml>
2. Women are also concentrated in the services sector including cleaning, hospitality and retail, along with construction and mining and other sectors. Source: GIZ and ILO, 2015. Labour market trends analysis and labour migration from South Asia to Gulf Cooperation Council countries, India and Malaysia. pp. 52-53.
3. OHCHR, 2013. Migration and Human Rights: Improving Human Rights-Based Governance of International Migration.
4. All countries of origin and destination in the South Asia to Middle East corridors are parties to the Convention.
5. UN Women, 2013. Gender on the Move: Working on the Migration-Development Nexus from a Gender Perspective.
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8. ILO and UN Women, 2017. Protected or put in harm's way? Bans and restrictions on women's labour migration in ASEAN countries; and ILO, 2018. Sri Lankan female migrant workers and the Family Background Report.
9. Expert Working Group for addressing women's human rights in the Global Compact for Migration, 2018. Issue 1: Steps for Ensuring a Gender-Responsive Global Compact for Migration (UN Women).
10. Government of India, 2015. Annual Report 2014-2015. MOIA.
11. CEDAW Shadow Report Preparation Committee, 2018. Civil Society's Shadow Report for Pre-Session of the Sixth Periodic Report, Nepal.
12. The South Asian Association for Regional Cooperation (SAARC) promotes development of economic and regional integration.
13. For more information, see <http://www.saarc-sec.org/>. For more information, see <http://migration.panosa.org/migration/saarc-initiative-and-migrant-labour/>
14. The Colombo Process is a Regional Consultative Process on the management of overseas employment and contractual labour, comprised of 12 countries of origin in Asia. For more information, see <https://www.colomboprocess.org/>
15. The Abu Dhabi Dialogue is based on a notion of partnership and shared responsibility among countries of origin and destination. It is comprised of countries of origin and destination in Asia and the Middle East. For more information, see <http://abudhabidialogue.org.ae/>
16. Kathmandu Ministerial Declaration, 16 November 2018.
17. Colombo Process's five thematic areas of focus are: skills and qualification recognition processes; fostering ethical recruitment; pre-departure orientation and empowerment; remittances; and labour market analysis
18. Colombo Ministerial Declaration, 25 August 2016.
19. J. Hennebry, H. KC, N. Piper, 2018. Not without them: Realising the Sustainable Development Goals for Women Migrant Workers. Journal of Ethnic and Migration Studies.







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