



Global Compact
FOR **Migration**

Mainstreaming Gender into the Six-Step Process for GCM Implementation

Guidance for governments
and stakeholders



GUIDE



United Nations
Network on Migration
Working Better Together

Prepared by UN Women under the auspices of the UN Network on Migration Workstream on Enhancing the application of anti-discrimination dimensions, including discrimination based on gender into the work of the Network (“Gender Workstream”), with additional contributions from the Workstream on Supporting Member States and UN implementation for the GCM.

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The United Nations Network on Migration was established to ensure effective and coherent system-wide support for implementation, follow-up and review of the Global Compact for Safe, Orderly and Regular Migration. The Network consists of those members of the UN system who wish to be a part of it and for whom migration is of relevance to their mandates.

The Global Compact is the first inter-governmentally negotiated agreement, prepared under the auspices of the United Nations, covering all dimensions of international migration in a holistic and comprehensive manner. It is a non-binding document that respects states’ sovereign right to determine who enters and stays in their territory and demonstrates commitment to international cooperation on migration. It presents a significant opportunity to improve the governance of migration, to address the challenges associated with today’s migration, and to strengthen the contribution of migrants and migration to sustainable development.

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INTRODUCTION

The Global Compact for Migration (GCM) underscores the importance of taking an approach to addressing migration that is comprehensive, multi-stakeholder, whole-of-society and whole-of-government and centres human rights-based, child-sensitive and gender-responsive principles. The gender-responsive principle mainstreams a gender perspective and promotes gender equality and the empowerment of all women and girls. It recognizes women's independence, agency and leadership in order to move away from seeing migrant women primarily through a lens of victimhood. Building on the gender-responsive approach outlined in the GCM's guiding principles, gender-responsive implementation prioritizes the specific needs, challenges and vulnerable situations of migrant women and girls and migrants with diverse sexual orientations, gender identities, gender expressions and sex characteristics (SOGIESC). It recognizes their heightened risks of human rights violations and gender-based discrimination, while highlighting their positive contributions in countries of origin, transit and destination.

To complement the UN Network on Migration's guidance on [*Implementing the Global Compact for Safe, Orderly and Regular Migration*](#), this companion piece shows how to mainstream gender equality considerations into the six steps of GCM implementation (please see Section III). Gender-specific measures are presented to ensure that GCM interventions contribute to advancing gender equality and the empowerment of women and girls, while meaningfully engaging migrant women and their organizations at all stages of the six-step process.

SIX-STEP PROCESS FOR GENDER-RESPONSIVE GCM IMPLEMENTATION



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STEP
01

KICK-OFF

ACTION 1: **IDENTIFY STAKEHOLDERS**

1. Ensure, from the outset of the process, that the relevant line ministry responsible for gender equality and the empowerment of women and girls is involved.
2. Identify and include stakeholders that represent the voices of migrant women and girls and migrants with diverse SOGIESC¹. This could include:
 - Migrant women and girls
 - Women's organizations
 - Migrant women's organizations
 - LGBTIQ+² organizations
3. Identify and include other stakeholders relevant to gender equality and women's rights in the context of migration:

1 Sexual orientation, gender identity, gender expression and sex characteristics.

2 An acronym for lesbian, gay, bisexual, transgender, intersex and queer people. The plus sign represents people with diverse SOGIESC who identify using other terms or none

- Private sector actors, specifically those in sectors in which migrant women are concentrated.
- Feminist academics
- Recruitment agencies
- Women parliamentarians
- Women's trade unions
- Feminist media outlet

ACTION 2:

CREATE MEANINGFUL ENGAGEMENT

1. Consider the unique needs and capabilities of each stakeholder, recognizing that women, girls and people with diverse SOGIESC might have experienced discrimination and exclusion in the past and may require additional capacity development.

ACTION 3:

INSTITUTIONAL SET-UP

1. Ensure that gender-responsive GCM implementation is considered when choosing the appropriate institutional set-up, bearing in mind existing relevant processes, national context and institutional capacities.
 - Option 1: If assigning to an existing body, ensure the inclusion of the relevant line ministry responsible for gender equality and the empowerment of women and girls.

- Option 2: If creating a new dedicated body, ensure that it includes the relevant line ministry responsible for gender equality and the empowerment of women and girls and/or government actors or bodies with gender expertise.
2. Conduct capacity-building activities for government actors across different sectors on the specific contributions, realities, challenges and needs of migrant women and the importance of including a gender perspective in GCM implementation.
 3. Collaborate with civil society, in particular women's and migrant women's organizations and LGBTIQ+ organizations to disseminate communications and information on the specific experiences of migrant women and migrants with diverse SOGIESC.
 4. Partner with the media to conduct awareness-raising for the public on the rights of and contributions made by migrant women and migrants with diverse SOGIESC at all stages of migration.

STEP
02

NEEDS ASSESSMENT

ACTION 1:

IDENTIFY GCM OBJECTIVES FOR IMMEDIATE ACTION

1. Map migration trends and concerns, ensuring that the specific experiences of migrant women and girls and migrants with diverse SOGIESC are considered.
 - Use sex-disaggregated data and gender statistics where available.
 - Draw on additional sources of data, such as community-generated data as well as qualitative studies and analysis.
 - Identify gender gaps in existing data.
2. Conduct a needs assessment for women, girls and people with diverse SOGIESC at all stages of migration.
 - Identify the main obstacles and risks to guarantee their rights.
 - Identify opportunities to strengthen the protection of their rights.

3. Include women's and migrant women's organizations and LGBTIQ+ organizations in multi-level and multi-stakeholder consultations.
 - Ensure that these consultations mainstream gender equality considerations and include discussions on gender-responsive approaches and implementation of the GCM.
 - Use UN Women's [*Policies and Practice Guide to Gender-Responsive Implementation of the GCM*](#) to inform this process.

ACTION 2:

COORDINATE WITH OTHER PROCESSES

1. Identify existing tools and processes related to gender equality and the empowerment of women and girls that are relevant to the GCM, for example, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Commission on the Status of Women (CSW).
2. Identify other processes on migration-related issues and cross-governmental strategies relevant to GCM implementation, including on gender equality and women's rights.
3. Ensure the participation of representatives from the relevant line ministry responsible for gender equality and the empowerment of women and girls at the validation workshop.

- Invite civil society and other non-governmental organizations to feed into the validation workshop, in particular, migrant-led and women's organizations and LGBTIQ+ organizations.
- Ensure that the results of the workshop are widely disseminated and made publicly available.

ACTION 1:

CONDUCT MIGRATION DATA MAPPING

1. Include potential data sources and actors that collect sex-disaggregated data and/or produce gender statistics that are relevant to the chosen GCM objectives when conducting the mapping. This might include:
 - Databases from intergovernmental organizations and UN agencies, including UN Women
 - Women's and feminist organizations
 - Community-based data from migrant women and diasporas
 - Academia
2. Analyse the data from a gender perspective to understand how they are used and any potential gaps.
3. Ensure data protection is in line with international standards.

ACTION 2:

REVIEW EXISTING STRUCTURES AND MECHANISMS

1. Identify existing national structures and mechanisms on gender equality and women's rights relevant to the identified GCM objectives, including:
 - Institutions
 - Strategies and national action plans
 - Legislation
 - Policy frameworks
 - Plans and projects
 - National mechanisms for reporting

ACTION 3:

BRAINSTORM INTERVENTIONS

1. Hold consultations to discuss ways to promote gender equality and the empowerment of women and girls in GCM interventions.
2. Ensure the meaningful participation of women, girls and people with diverse SOGIESC, as well as organizations that represent them.
 - Refer to Step 1 (above) for a list of possible stakeholders.

3. During consultations, ensure that:
 - Women, girls and people with diverse SOGIESC are included as target beneficiaries of GCM interventions.
 - Relevant stakeholders working on gender equality are identified as implementing partners.
 - The technical capacity necessary to carry out gender-responsive interventions exists or it is determined that additional capacity-building is needed.

ACTION 4:

CHOOSE INTERVENTIONS

1. Develop specific GCM interventions that seek to advance gender equality and the empowerment of women and girls in the context of migration.
2. Ensure that the situations, needs and experiences of migrant women and girls and migrants with diverse SOGIESC are integrated into all GCM interventions.
3. Use the [*Policies and Practice Guide*](#) to identify specific measures that can be taken to implement the gender responsive guiding principle.

ACTION 5:

DEVELOP INDICATORS

1. Develop gender-specific indicators for the chosen GCM interventions.
2. Identify global gender equality indicators, including those related to the Sustainable Development Goals (SDG) or indicators from other existing national plans, policies and programmes related to gender equality that can be used to measure progress towards GCM interventions.
3. Develop human rights-based indicators that measure progress on the promotion and protection of migrants' rights and access to services, ensuring a focus on women, girls and people with diverse SOGIESC.

STEP
04

IMPLEMENTATION

ACTION 1:

DEVELOP AN ACTION PLAN

1. Identify relevant GCM objectives that the action plan seeks to address and what gender-responsive interventions will be taken to achieve each objective.
2. Use the [Policies and Practice Guide](#) to identify what issues need to be considered from a gender perspective.
 - Use the guide's checklist to review the interventions and ensure they meet the listed criteria.
3. Review all language in the action plan to ensure that it is gender inclusive and advances the empowerment of women and girls. Guidance on gender-inclusive language is available [here](#).
4. Align the draft action plan with international standards on gender equality and the empowerment of women and girls including SDG 5 and CEDAW.
5. Include the relevant line ministry responsible for gender equality and the empowerment of women and girls in the review and adoption of the action plan.

ACTION 2: DRAFT A BUDGET

1. Engage in gender-responsive budgeting by considering and analysing the unique and diverse needs of every person.
 - Use UN Women’s [Action kit: Engaging parliaments in gender responsive budgeting](#) to design and develop a gender-responsive budget.
2. Analyse gender gaps and use the findings to shape and monitor existing and future budgets allocated to GCM implementation.
 - Target available resources to systematically address gender inequalities in migration policies and programmes.
3. Engage with civil society organizations, in particular women’s and migrant women’s organizations as well as organizations working on LGBTIQ+ rights, to ensure policies and public financing adequately support migrant women and girls and migrants with diverse SOGIESC.

ACTION 3: **MOBILIZE RESOURCES**

1. Identify GCM interventions which have a specific focus on advancing gender equality and the empowerment of women and girls and provide resources or engage in resource mobilization for these interventions.
 - Collaborate with partners focused on gender equality and the empowerment of women and girls.
2. Explore opportunities to apply for funding support through the Start-Up Fund for Safe, Orderly and Regular Migration or the Migration Multi-Partner Trust Fund (see below).
3. Design all interventions to meet categories A or B of the Migration Multi-Partner Trust Fund Gender Marker to the fullest extent possible.

STEP
05

**MONITORING, EVALUATION
AND REVIEW**

ACTION 1:

IDENTIFY REPORTING MECHANISMS

1. Identify gender equality indicators in existing reporting mechanisms and apply them to GCM reporting. Examples include relevant indicators from the SDGs:
 - Indicator 5.1.1: Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex.
 - Indicator 5.2.2: Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence.
 - Indicator 5.6.2: Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 and older to sexual and reproductive health care, information and education.

- Indicator 5.c.1: Proportion of countries with systems to track and make public allocations for gender equality and women’s empowerment.
 - Indicator 8.8.2: Level of national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status.
2. Consult with UN and civil society partners to identify other relevant reporting frameworks.
 - Engage with civil society organizations – particularly migrant-led and women’s organizations, national human rights institutions, and employers’ and workers’ organizations, to support the monitoring of GCM interventions.

ACTION 2:

COLLECT DATA AND BUILD CAPACITY

1. Identify existing data sources on migration that disaggregate by sex, age, nationality and other relevant characteristics.
2. For all administrative registries and census-based data collection, include ‘gender’ or ‘sex’ as required disaggregation categories.
3. Ensure there is sufficient technical expertise in gender mainstreaming in the lead ministry responsible for data collection.

- Build national capacities at all levels for the collection, analysis and dissemination of data on the experiences of women, girls and migrants with diverse SOGIESC at all stages of migration.
4. Participate in regional and international dialogues on development data, drawing attention to the critical importance of collecting, analysing and reporting on sex-disaggregated data and gender statistics in the context of migration.

ACTION 3:

CONSULT WITH STAKEHOLDERS

1. Include migrant women, civil society organizations – in particular migrant women’s organizations, LGBTIQ+ organizations and workers’ organizations in all consultations and dialogues, to share their views on the design and implementation of GCM interventions and ensure their relevance.
 - Improve migrant women’s participation in decision-making fora by addressing problems of safety, timely transportation and inadequate meeting times according to the country context.
 - Integrate concrete feedback mechanisms into dialogues to improve and strengthen gender-responsive interventions to foster effective participation and influence decisions.

ACTION 1:

ESTABLISH REVIEW AND REPORTING PROCESS

1. Track, measure and report on positive changes and gender-related results in all GCM interventions.
 - Where possible, apply mixed methods, drawing from both quantitative and qualitative data collection methods and analytical approaches to account for the complexity of gender relations.
 - Include gender equality expertise, including from local gender specialists, on the monitoring teams collecting information and analysing and documenting the data and information collected.
2. Collect, compile and disseminate gender-specific results as part of national and regional review processes.
 - Ensure that these results feed into the International Migration Review Forum (IMRF). Use the IMRF as a platform to share challenges, build upon accomplishments and identify opportunities for further cooperation among diverse stakeholders on gender-responsive implementation of the GCM.

ACTION 2:

PREPARE FOR REPORTING

1. Ensure that migrant women, women's and LGBTIQ+ organizations, trade unions and other actors working to advance gender equality can actively contribute to the preparatory processes towards the national, regional reviews and the IMRF.
2. Allocate dedicated resources, as part of the gender-responsive budgeting process outlined in Step 4, to support the full and meaningful participation of migrant women in the national and regional reviews and the IMRF.
 - Where possible, provide additional resources to support the participation of migrant women from other regions, particularly those from the Global South, Indigenous women and women from Small Island Developing States.
3. Ensure that national reports include progress on implementing the GCM in a gender-responsive manner.
4. Commit to including a gender perspective in all submissions made to the GCM reporting processes, in particular, the UN Secretary-General's biennial report to the UN General Assembly.