

BRIEF ON MAINSTREAMING
MIGRATION INTO DEVELOPMENT
STRATEGIES FROM A GENDER
PERSPECTIVE IN MOLDOVA



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INTRODUCTION

In recent years, international migration has grown enormously, reaching over 232 million people worldwide. It has now become a defining feature of the modern global economy, and the main factors underpinning its expansion are the processes of globalization themselves.

Although there may be multiple reasons for migration (better opportunities in employment and earning, poor quality of public services, environmental problems, family reunion, conflicts, etc.), the main cause is economic or employment. People migrate to improve their quality of life, to develop certain skills, attitudes, values, and in general, to develop. The remittances they send home serve to assure decent lives for their family members.

Against the background of intensifying economic migration, there is an increasing percentage of women in the total number of migrants, and a "feminization of migration". The feminization of international labour migration is determined by several factors, including the changing nature of work (reorientation of economies from manufacturing to services), crisis of care systems, determined by the mass exit of women from the labour market into destination countries, constitution of so called global care networks etc. has all led to an increase in the demand of migrant women's labour and to the international gender division of labour.

For this reason, policies focused on the management of migration, including the integration of migration into development strategies, cannot be promoted without being gender sensitive. Not can there be development without gender equality.

The perspective of gender equality and women's empowerment in migration and development policies is reflected both in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the ILO Convention on the Protection of the Rights of All Migrant Workers and Members of their Families.

This brief provides guidance on the elaboration of policies, including the effects of migration, on development strategies from gender perspective, and is intended for professionals responsible for implementing diaspora policies in ministries and other central administrative authorities (migration focal points, technical level) concerned by this problem.

1. THE PRINCIPLES OF INTEGRATION OF THE GENDER PERSPECTIVE INTO MIGRATION AND DEVELOPMENT STRATEGIES

In order to integrate migration into development strategies in line with a gender perspective, the following principles must be respected¹:

The process of promotion of any policies, including those related to migration and development, must take into account the differences between men and women, their social roles, their specific needs, to make them truly equitable for both women and men.

This can be achieved by:

- Including a gender-expert, male or female, in the team that develops and promotes policies on migration and development (M&D) who will coordinate and facilitate the integration of gender perspective in the development and implementation of those;
- Performing and using a gender expertise at all levels of decision making;
- Monitoring and evaluating key decisions related to the promotion of gender equality and women's empowerment in M&D policies.
- Paying special attention to the role of migrant women in the development process and to the problems they face,
- Analysing the impact of the 'brain drain' phenomenon specifically for migrant women compared with migrant men.
- Gender integration in all public awareness actions relating to M&D policies



Both women and men should participate equally in all activities related to the development and promotion of policies and programmes on migration and development, including the decision-making process and the distribution of benefits of these policies.

This principle can be achieved by:

- Establishing a minimum quota of women participating in the decision-making process related to M & D policies. Usually an "equal" participation of each sex requires at least 40 per cent and no more than 60 per cent of experts and decision makers.
- Ensuring that records of all actions related to M&D policy, composition of the team, attendance at

¹ How to integrate gender equality and women's empowerment into migration and development planning

meetings, workshops, consultations etc., are broken down by gender.

- Dissemination of information on the participation of women in decision-making processes related to M&D. If the participation of women is low, taking actions to encourage their participation in the future.



During the elaboration of policies that integrate the migration into development strategies, it is particularly important to consult women as a specific group interested in such policies.

This principle can be achieved by:

- Ensuring the participation of migrant women or their representatives during consultation processes. Given the fact that migrant women are unable to participate directly in the consulting on M&D policies because they are absent from their country of origin and often lack the ability to decide in destination countries, based on their illegal migrant status, further efforts to obtain information on the needs and opinions of migrant women are needed.
- The use of "creative" methods to consult migrant women, such as surveys or informal consultation in airports or train stations of women returning or going to work abroad. These informal consultation sessions and surveys can be performed by migrant women's associations or other specialized NGOs promoting gender equality, both in countries of origin and destination countries.
- Obtaining inputs (opinions, wishes, interests, reviews, etc.) from migrant women in the process of M&D policy making (development, implementation, monitoring and final evaluation) in order to identify and avoid potential negative or unforeseen effects of such policy.



In developing M&D policies it is extremely important to overcome the stereotype that a policy based on men's migration is focused on economic development, while a policy based on women's migration is more about social protection and respecting human rights.

This principle implies:

- Promoting positive actions to empower migrant women in the frame of M&D policies. In countries of origin, the measures to empower women include improving access to information and communication technologies, providing advisory services to migrant women, validating skills of migrant women and improving their access to training and development. These measures could be supplemented through negotiations with the authorities of the destination countries to recognize sets of skills, increase their wages and improve working conditions. In countries of destination, empowerment strategies would

include ensuring the protection of migrant workers in the labour market in accordance with their labour laws.

- Labour migration of women is an opportunity to increase their living standards and that of their families, as well as developing the national economy. M&D policies should help to maximize the benefits derived from migration. Although both men and women migrate primarily for economic reasons, policies focused on female migration ignore the economic dimension. An active policy of economic empowerment of women is needed to ensure equal opportunities for self-development and secure the benefits of migration for women migrants,.



Policies focused on promoting women migrants' interests and their protection, must avoid any unintentional harm.

This principle implies:

- Collecting additional data for analysis, monitoring and evaluating policies in terms of their impact on immigrant women. Often, the problems of women migrants are not "seen" which may generate negative and unexpected policy effects.
- Providing systematic feedback from women migrants on the implementation of M & D policies and an evaluation of their impact. Women migrants who are directly affected are the best providers of information to identify any unexpected or negative impact.



Avoiding treating gender equality issues in isolation from women's migration.

This principle implies:

- Avoiding organizing activities focused on promoting gender equality of women migrants separately from activities related to M&D policies;
- Avoiding separate analysis of issues related to the migration of women other than gender equality, which can lead to their marginalization and a less effective M&D policy.



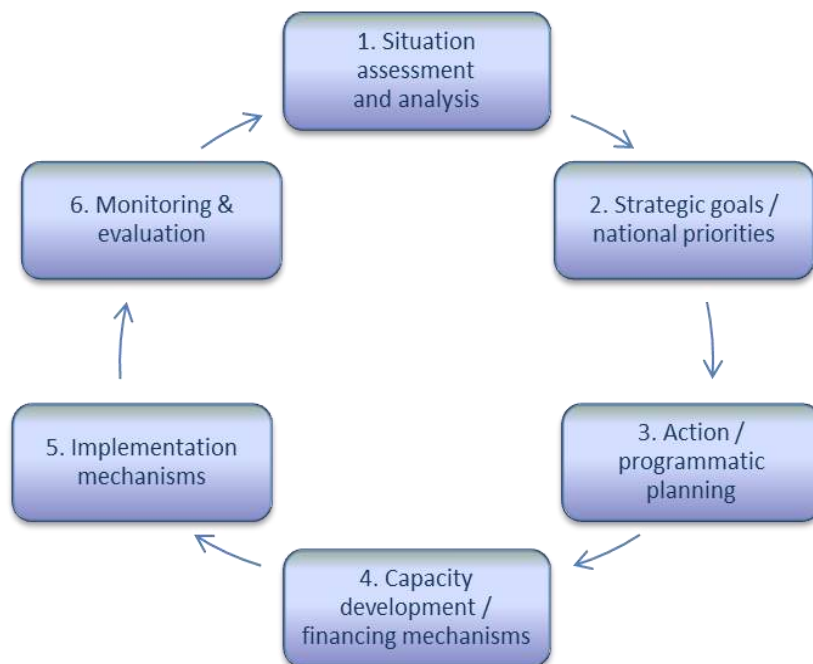
Avoiding an approach that treats women migrants as a vulnerable group, which would prevent their empowerment and undermine their strengths in the development process

This principle implies:

- Avoid the approach to women migrants as a vulnerable group.
- Identification of vulnerability before analysing how it affects women as opposed to men.
- Not all women are vulnerable. Women migrants may be vulnerable in a particular context and vulnerabilities are specific, not general or universal.

2. PLANNING CYCLE STAGES

Planning measures related to the integration of migration into development strategies from a gender perspective usually follow the following stages: analysing and assessing the situation, identifying objectives and strategic priorities, planning the programme/actions, financing and building capacity, implementation, and evaluation and monitoring.



Source: *Mainstreaming of migration into development planning: A handbook for policy-makers and practitioners*, IOM, 2010.

2.1. SITUATION ASSESSMENT AND ANALYSIS

The situation analysis occurs at the beginning of the process of elaborating development strategies. It involves research and data collection to understand the national context, and provides a solid base of information that helps decide which strategies will be adopted. Models, trends, migration vectors characteristic of men and women are described, policies including the integration of the gender perspective are identified, development capabilities and financial resources to implement national

- The main problems related to migration and the development from the gender perspective are identified. The focus is on the integration of gender equality in M & D policies.
- Specific problems of women, including special groups of women migrants such as domestic workers, illegal migrants or those in the informal sector, e.g. entertainers, are identified at each stage of the migration process.
- The labour migration is analysed in terms of the empowerment of both women and men.
- Negative approaches in which women's migration is

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