

A practical resource for
gender-responsiveness and migrant-inclusion
in policy planning, implementation, monitoring,
and evaluation

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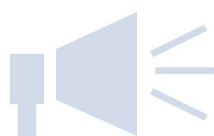


About

The Center for Migration, Gender, and Justice (CMGJ) is a non-profit, non-governmental organization that addresses human rights at the intersection of migration and gender through research, advocacy, and education.



In our research, we identify the specific needs and challenges of women, girl, LGBTQIA+, and gender diverse migrants and develop recommendations for stakeholders. This includes dossiers, guidance notes, and our Gender-Migration Index (GMI).



In our advocacy efforts, we shrink spaces between migrant communities and governing bodies through organizing and campaigning. This includes engagement in international review processes, participation in multi-stakeholder meetings, and our Migrant Youth Leadership Program (MYLP).



In our education work, we bring together migrant communities, non-state actors, and state actors by facilitating capacity-building and dialogue. This includes language classes, our Blog, and our annual 16 Days of Activism against Gender-Based Violence Campaign (16 Days).

We launched the Center for Migration, Gender, and Justice out of the belief that gender justice goes beyond borders. Gender justice beyond borders necessitates shared agency, representation, and accountability in protecting human rights for all.

Shared agency, representation, and accountability in protecting human rights for all can be achieved by shrinking spaces between governing bodies and migrant communities. Our research, advocacy, and education contribute to this mission.



About

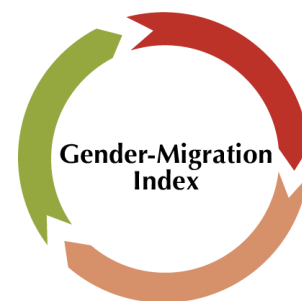
The Gender-Migration Index (GMI) is a guidance tool that facilitates gender-responsiveness and migrant-inclusion in policy by addressing the needs and challenges of women, girl, LGBTQIA+, and gender diverse migrants.

The GMI is based on an indicator system that centers migrants' lived experiences to ensure that the intersection of migration and gender is considered in policy planning, implementation, monitoring, and evaluation.

The GMI is aligned with international review processes and provides criteria for benchmarking policy that can be used by stakeholders for ongoing policy planning, implementation, monitoring, and evaluation.

In this way, the GMI presents a replicable and sustainable framework to ensure gender-responsiveness and migrant-inclusion in policy.

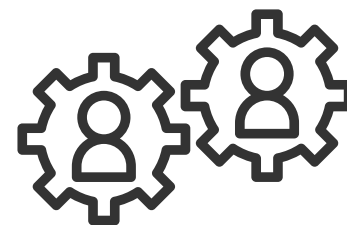
We invite civil society - notably migrant communities and organizations working with migrant communities - as well as other stakeholders to use the GMI as a means to build capacity to effectively engage in international review processes and to promote dialogue and information sharing amongst stakeholders.



INDICATORS



Content



Engagement



Commitment



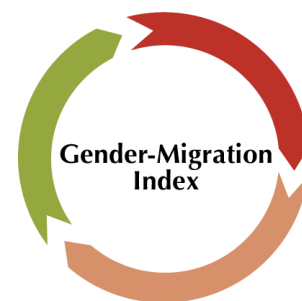
About

In recognizing the urgency of considering the intersection of migration and gender in policy, this toolkit seeks to support and build the capacity of stakeholders to ensure gender-responsiveness and migrant-inclusion in policy planning, implementation, monitoring, and evaluation.

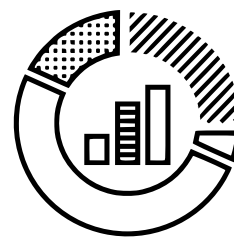
In this toolkit, we provide a guide for the application of the Gender-Migration Index (GMI). The toolkit includes background information and an overview of what the GMI entails, its methodology and its indicators, how the GMI works and how it can be applied by stakeholders, as well as why the GMI is important.

The GMI is not intended to be an exhaustive or prescriptive resource on gender-responsiveness and migrant-inclusion in policy planning, implementation, monitoring, and evaluation. Rather, it provides general guidance through an indicator system that centers migrants' lived experiences and follows a multi-stakeholder approach.

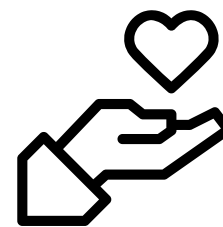
This toolkit is primarily designed for civil society - such as migrant communities and organizations working with migrant communities - as well as other stakeholders who engage with policy that affects gendered migration experiences. Although the toolkit is mainly targeted at stakeholders operating at the local and national level, it identifies important engagement opportunities at the international level.



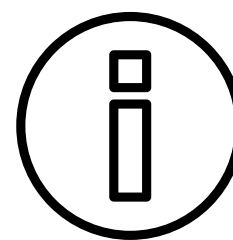
INDICATORS



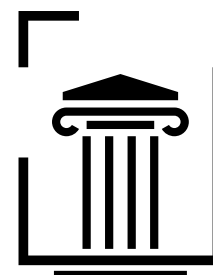
Resources



Services



Information



Accountability

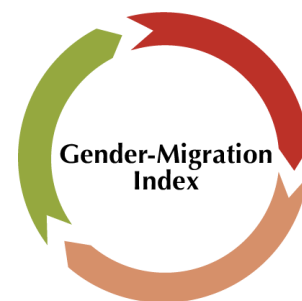


About

Principal Author / Developer of the Gender-Migration Index (GMI): Dr. Lara-Zuzan Golesorkhi

Contributing Developers of the Gender-Migration Index (GMI): Grace Fortson, Rosie Ith, Allisandra Kuni, and Diego Martinez.

The development of the Gender-Migration Index (GMI) was supported by the University of Portland Provost Research Grant.



Introduction

Background

Gendered experiences in migration occur along a continuum (origin-, transit-, and destination country): based on a country's policies, gender dynamics might premise the reason for migration but might also affect experiences along migratory routes and in destination countries. Along this continuum, women, girl, LGBTQIA+, and gender diverse migrants face heightened risks of marginalization, vulnerabilities, and violence.

At the same time, migrants - and especially women, girl, LGBTQIA+, and gender diverse migrants - remain largely left out of policy processes that affect their lives. To address this gap between lived experiences and policy, the GMI provides a guidance tool for stakeholders to ensure gender-responsiveness and migrant-inclusion in policy planning, implementation, monitoring, and evaluation by addressing the needs and challenges of women, girl, LGBTQIA+, and gender diverse migrants.

Overview:

The Gender-Migration Index (GMI) is a guidance tool that facilitates gender-responsiveness and migrant-inclusion in policy by addressing the needs and challenges of women, girl, LGBTQIA+, and gender diverse migrants. The GMI is based on an indicator system that centers migrants' lived experiences to ensure that the intersection of migration and gender is considered in policy planning, implementation, monitoring, and evaluation.

The GMI is aligned with international review processes such as periodic and voluntary reviews, thereby strengthening multi-stakeholder engagement, notably by civil society - such as migrant communities and organizations working with migrant communities - as well as by other stakeholders. The indicator system provides criteria for benchmarking policy that can be used by stakeholders for ongoing policy planning, implementation, monitoring, and evaluation.



Introduction

In aligning with international review processes, the GMI promotes dialogue and information sharing amongst stakeholders and establishes a feedback and consultative mechanism between migrant communities and governing bodies. The GMI provides a replicable and sustainable framework to ensure gender-responsiveness and migrant-inclusion in policy planning, implementation, monitoring, and evaluation through capacity-building.

Methodology:

The Gender-Migration Index (GMI) is premised on participatory action research. It centers migrants' lived experiences and follows a multi-stakeholder approach in its methodology and design. The GMI facilitates collaborative inquiry into gender-responsiveness and migrant-inclusion in policy planning, implementation, monitoring, and evaluation with corresponding engagement in international review processes.

In line with principles of participatory action research, the GMI emphasizes participation and action by members of communities affected by the research - and policy - namely migrant communities and organizations working with migrant communities. Based on a paradigm to democratize knowledge production in policy and to center migrants' lived experiences therein, the GMI's premise on participatory action research reflects our vision of gender justice beyond borders and our mission of shrinking spaces between migrant communities and governing bodies.

The GMI's indicator system builds on the International Organization for Migration (IOM), Migration Governance Indicators (MGI) and the United Nations Minimum Set of Gender Indicators.

- The MGI were developed as part of the IOM's establishment of the Migration Governance Framework (MiGOF) in 2015 and offer a tool based on policy inputs to assist countries with their national migration governance. Indicators include: Migrants' Rights, Whole of Government Approach, Partnerships, Well-Being of Migrants, Mobility Dimensions of Crisis, and Safe, Orderly, and Dignified Migration.



Introduction

- The United Nations Minimum Set of Gender Indicators are a result of the agreed-upon decision (42/102) in 2013 by the United Nations Statistical Commission as a “guide for national production and international compilation of gender statistics” (UN Gender Hub). The Minimum Set of Gender Indicators consists of 51 quantitative indicators and 11 qualitative indicators relative to gender equality and women’s empowerment.

Importance:

The Gender-Migration Index (GMI) ...

- facilitates a replicable and sustainable framework to ensure gender-responsiveness and migrant-inclusion in policy
- strengthens the engagement of civil society (notably migrant communities and organizations working with migrant communities) 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



Introduction

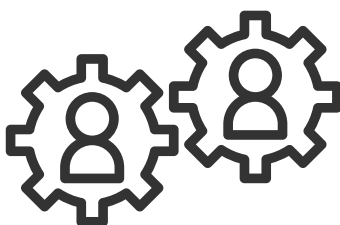
Gender-Migration Index (GMI) Indicators:

The Gender-Migration Index (GMI) is based on an indicator system that addresses gender-responsiveness and migrant-inclusion in policy planning, implementation, monitoring, and evaluation. The indicator system follows a three-part structure: Overall, Policy, and Migrant Experiences:

- Overall and Policy Indicators: Content, Engagement, Commitment
- Migrant Experiences Indicators: Resources, Services, Information, Accountability



Content



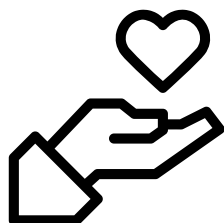
Engagement



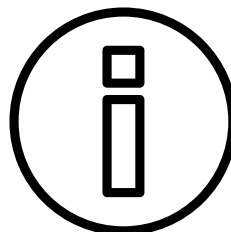
Commitment



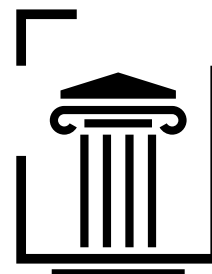
Resources



Services



Information



Accountability

Indicators are analyzed based on a 'traffic light' framework that corresponds to Limited, Moderate, and Extensive Levels of gender-responsiveness and migrant-inclusion in policy.



Limited



Moderate



Extensive



Introduction

Overall and Policy Gender-Responsiveness Indicators 1:

Content Indicator 1.1.1 (Overall) / Indicator 1.2.1 (Policy)

- extent to which gender dynamics are explicitly mentioned



- Indicator Guidance:
 - In what ways are gender dynamics mentioned?
 - Index: women, girl, LGBTQIA+, gender diverse, gender, sex, gender identity, sexuality, sexual orientation, gender-responsiveness, gender-specific, gender-sensitive, etc.



Red: limited mention of gender dynamics



Yellow: moderate mention of gender dynamics



Green: extensive mention of gender dynamics

Engagement Indicator 1.1.2 (Overall) / Indicator 1.2.2 (Policy)

- extent to which gender dynamics are meaningfully addressed



- Indicator Guidance:
 - How are gender dynamics addressed?
 - Index: existing programs/policies/initiatives/approaches



Red: limited engagement with gender dynamics



Yellow: moderate engagement with gender dynamics



Green: extensive engagement with gender dynamics



Center for
Migration
Gender
and
Justice

Introduction

Overall and Policy Gender-Responsiveness Indicators 1:

Commitment Indicator 1.1.3 (Overall) / Indicator 1.2.3 (Policy)
- extent to which gender dynamics are sustainably considered



- Indicator Guidance:
 - What kind of commitments are made in regards to gender dynamics?
 - Index: planned programs/policies/initiatives/approaches



Red: limited commitment towards gender dynamics



Yellow: moderate commitment towards gender dynamics



Green: extensive commitment towards gender dynamics

Overall and Policy Migrant-Inclusion Indicators 2:

Content Indicator 2.1.1 (Overall) / Indicator 2.2.1 (Policy)
- extent to which migration dynamics are explicitly mentioned



- Indicator Guidance:
 - In what ways are migration dynamics mentioned?
 - Index: (im)migration, asylum, displacement, migrants, immigrants, asylum-seekers, refugees, displaced persons, migrant-inclusive, migrant-specific, migrant-sensitive, etc.



Red: limited mention of migration dynamics



Yellow: moderate mention of migration dynamics



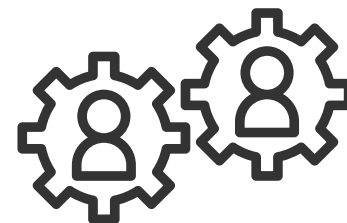
Green: extensive mention of migration dynamics



Introduction

Overall and Policy Migrant-Inclusion Indicators 2:

Engagement Indicator 2.1.2 (Overall) / Indicator 2.2.2 (Policy)
- extent to which migration dynamics are meaningfully addressed



- Indicator Guidance:
 - How are migration dynamics addressed?
 - Index: existing programs/policies/initiatives/approaches



Red: limited engagement with migration dynamics



Yellow: moderate engagement with migration dynamics



Green: extensive engagement with migration dynamics

Commitment Indicator 2.1.3 (Overall) / Indicator 2.2.3 (Policy)
- extent to which migration dynamics are sustainably considered



- Indicator Guidance:
 - What kind of commitments are made regarding migration dynamics?
 - Index: planned programs/policies/initiatives/approaches



Red: limited commitment towards migration dynamics



Yellow: moderate commitment towards migration dynamics



Green: extensive commitment towards migration dynamics



Introduction

Migrant Experiences Gender-Responsiveness and Migrant-Inclusion Indicators 3:

Resources Indicator 3.1

- extent to which migrants use resources

- Indicator Guidance:
 - What kind of resources do migrants use?
 - Index: existing programs/policies/initiatives/approaches



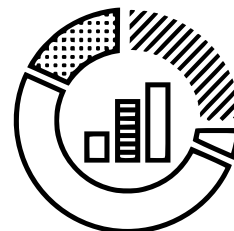
Red: limited usage of resources



Yellow: moderate usage of resources



Green: extensive usage of resources



Services Indicator 3.2

- extent to which migrants access services

- Indicator Guidance:
 - What kind of services do migrants access?
 - Index: existing programs/policies/initiatives/approaches



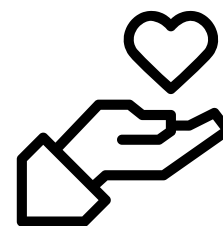
Red: limited access to services



Yellow: moderate access to services



Green: extensive access to services

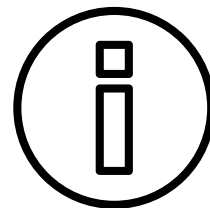


Introduction

Migrant Experiences Gender-Responsiveness and Migrant-Inclusion Indicators 3:

Information Indicator 3.3

- extent to which migrants have knowledge of their rights and protections



- Indicator Guidance:
 - In what ways are migrants made aware of their rights and protections?
 - Index: existing programs/policies/initiatives/approaches



Red: limited awareness of rights and protections



Yellow: moderate awareness of rights and protections



Green: extensive awareness of rights and protections

Accountability Indicator 3.4

- extent to which migrants engage with accountability mechanisms



- Indicator Guidance:
 - In what ways do migrants engage with accountability mechanisms?
 - Index: existing programs/policies/initiatives/approaches



Red: limited engagement with accountability mechanisms



Yellow: moderate engagement with accountability mechanisms



Green: extensive engagement with accountability mechanism



Engagement: Center for Migration, Gender, and Justice (CMGJ)

Overview:

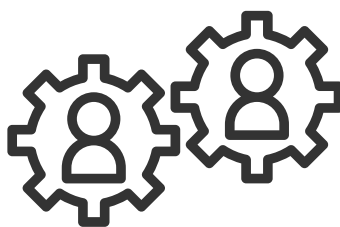
The Gender-Migration Index (GMI) facilitates collaborative inquiry into gender-responsiveness and migrant-inclusion in policy with corresponding engagement in international review processes.

As part of these efforts, researchers, advocates, and educators at the Center for Migration, Gender, and Justice (CMGJ) partner with stakeholders in the application of the GMI. In this partnership, CMGJ analyzes the Overall and Policy Indicators (1 & 2), while stakeholders analyze Migrant Experience Indicators (3), leading to a collective engagement in international review processes. The application of the GMI is thus co-curated (methodology) with a concrete research-action trajectory that may result in civil society/shadow reports.

To demonstrate the application of the GMI, below is a case study of our partnership with the community-based organization WoW (With or Without) in Germany, focusing on gendered migration experiences as it pertains to labor policy in the context of the Global Compact for Migration Regional Reviews in 2021.



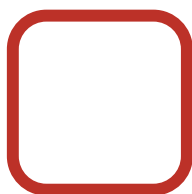
Content



Engagement



Commitment



Limited



Moderate



Extensive



Engagement: Center for Migration, Gender, and Justice (CMGJ)

Country: Germany

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

Overall Gender-Responsiveness Indicators 1:

Content Indicator 1.1.1 (Overall)

- 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: Center for Migration, Gender, and Justice (CMGJ)

Engagement Indicator 1.1.2 (Overall)



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 marker 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 immigrant women, who often face specific challenges and have specific needs,” notably in the labor market (p.15). In this context, the Review further states:

“This focus is linked to a range of digital services (e.g. Fem.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.15).



Engagement: Center for Migration, Gender, and Justice (CMGJ)

Commitment Indicator 1.1.3 (Overall)

- 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.



Engagement: Center for Migration, Gender, and Justice (CMGJ)

Policy Area of Concern: Labor

Additional Information:

- Labor presents a constitutive aspect of Germany's Voluntary Review. Indeed, labor, work, and employment are mentioned frequently throughout the document as it pertains to existing and planned programs/policies/initiatives/approaches. Furthermore, labor market access is listed as a "priority policy area for the Federal Government with regard to the GCM's objectives" (p.2). In terms of gender dynamics in the labor market, challenges such as language proficiency, digital literacy, and lack of information are addressed through "digital streetwork" initiatives (p.15).
- Outside of this focus on labor, it is important to note that Germany's 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) comes with important implications for linkages between "migration and smuggling of migrants" - linkages that carry gender dynamics (p.12).
- Another notable development regarding gendered migration experiences involves Germany's efforts to disaggregate data in humanitarian aid distribution with a gender-age-disability marker in order to ensure diverse populations are included and supported (p.9). While this does not apply to migrants in Germany, similar efforts within the country in regards to data collection, notably through intersectional considerations (i.e. sexuality) may present an opportunity to identify specific challenges and needs of women, girl, LGBTQIA+, and gender diverse migrants, and to develop corresponding and targeted responses.

Author(s) and Date:

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Fortson, Rosie Ith
May 2022



Engagement: Center for Migration, Gender, and Justice (CMGJ)

Country: Germany

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

Policy Area: Labor

Gender-Responsiveness Indicators:

Content Indicator 1.2.1 (Policy)

- 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 policy area for the Federal Government with regard to the GCM's objectives," gender dynamics therein are not explicitly mentioned with the exception of "digital streetwork" initiatives (p.15) that address these challenges.
-
-



Engagement: Center for Migration, Gender, and Justice (CMGJ)

Engagement Indicator 1.2.2 (Policy)

- 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 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.
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Engagement: Center for Migration, Gender, and Justice (CMGJ)

Commitment Indicator 1.2.3 (Policy)

- 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. 15). 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.12).
-
-



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 170 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, trainees, 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).



Engagement: Stakeholders

Overview:

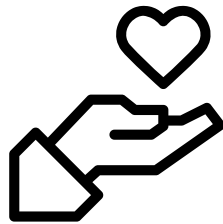
The Gender-Migration Index (GMI) facilitates collaborative inquiry into gender-responsiveness and migrant-inclusion in policy with corresponding engagement in international review processes.

As part of these efforts, stakeholders partner with researchers, advocates, and educators at the Center for Migration, Gender, and Justice (CMGJ) in the application of the GMI. In this partnership, stakeholders analyze the Migrant Experience Indicators (3) while CMGJ analyzes the Overall and Policy Indicators (1 & 2), leading to a collective engagement in international review processes. The application of the GMI is thus co-curated (methodology) with a concrete research-action trajectory that may result in civil society/shadow reports.

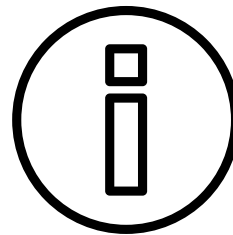
To demonstrate the application of the GMI, below is a case study of the partnership between the community-based organization WoW (With or Without) in Germany and CMGJ, focusing on gendered migration experiences as it pertains to labor policy in the context of the Global Compact for Migration Regional Reviews in 2021.



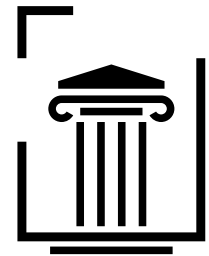
Resources



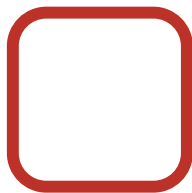
Services



Information



Accountability



Limited



Moderate



Extensive



Engagement: Stakeholders

Country: Germany

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

Policy Area: Labor

Stakeholder Engagement:

WoW (WithorWithout) is a local, community-based non-profit, non-governmental organization based in Stuttgart, Germany. WoW promotes equality and diversity in the labor market by addressing intersectional discrimination experienced by migrant women.

The organization's Job Ready Program offers free, multilingual 'Empowerment' and 'Know Your Rights' (KYR) courses, as well as workshops that prepare migrant women to access and succeed in the labor market. WoW also engages with employers through its I Pledge Campaign, an outreach program that includes free educational seminars, workshops, and working groups on topics surrounding diversity in the labor market. With the WithorWithout Campaign, the organization involves the general public through awareness raising on intersectional discrimination experiences by migrant women, while with the Political Change Campaign, the organization works with key stakeholders to promote equality and diversity in the labor market.

Since its establishment in 2015, the organization has reached nearly two hundred migrant women of varied statuses who have experienced intersectional discrimination in the labor market. Several previous participants of the Job Ready Program have completed an internship at WoW or have become volunteers with the organization as part of their professional development.



Engagement: Stakeholders

Gender-Responsiveness and Migrant-Inclusion Indicators 3:

Indicator 3.1: Resources

- 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/or household structures (i.e. childcare). In efforts to address these restrictions on accessibility, WoW's programs are offered in multiple languages and provide childcare.
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Engagement: Stakeholders

Indicator 3.2: Services

- 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/policies/initiatives/approaches to enhance the labor market participation of migrant women (i.e. WoW), but these efforts often conceive of migrant women's experiences as a monolith, rather than speaking to the nuances and complexities thereof.
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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 intercultural aspects in employment measures. The Strategy consists of a 9-part plan to enhance gender equality.



Engagement: Stakeholders

Indicator 3.3: Information

- 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 requests to take off the headscarf constitute a 'genuine and determining occupational requirement' that does not amount to discrimination.



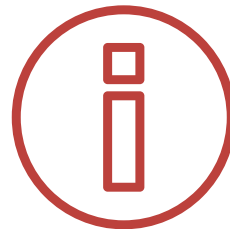
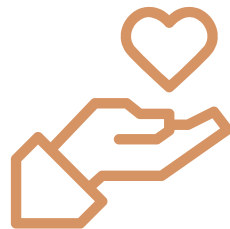
In our Empowerment and Know Your Rights (KYR) courses, we impart knowledge on these matters, but significant gaps in information about policies that govern the women's lives continue to prevail.



Engagement: Stakeholders

Indicator 3.4: Accountability

- 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.
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Engagement: Stakeholders

Comments:

- Limited data on migrant women's experiences in the German labor market have posed challenges in addressing the intersectional discrimination that women have faced. Data often only captures one ground of discrimination, not multiple, and until recently, Islamophobia was not considered as a separate and distinct category within reporting systems.
- Germany's new National Strategy on Gender Equality presents an important framework within which more attention is paid to experiences of migrant women, including in the labor market. With the Strategy in place, programs/policies/initiatives/approaches can be developed that explicitly address migrant women's challenges and needs in employment.

Practices:

Important practices to consider until the next international review process include:

- 2019 Act to Promote the Training and Employment of Foreigners
- 2020 Skilled Workers Immigration Act
- Ongoing programs of the Network "Integration through Qualification (IQ)"
- "Working and Living" in Germany hotline
- 2020 National Strategy on Gender Equality



Engagement: Stakeholders

Recommendations:

- Indicator 3.1: Resources

We recommend that resources provided for migrant women must be considerate of the challenges that the women face in accessing what is available. For instance, offering programs that include interpretation and offer childcare can address obstacles that often hinder migrant women from accessing what is available.

- Indicator 3.2: Services

We recommend an increase in support for professional advising services. Migrant women go through great lengths to further their opportunities in the labor market. The great dedication that migrant women show to prepare themselves for employment is commendable and providing targeted professional advising services is crucial in this process.

- Indicator 3.3: Information:

We recommend refined and increased data collection on migrant women's experiences in the labor market in order to assess levels of awareness of rights and protections. We hold that first and foremost, migrant women must be involved in identifying their own challenges and needs as part of any institutional structures that are to govern them, including the labor market.

- Indicator 3.4: Accountability:

We recommend that Germany incorporates anonymized application procedures into its national anti-discrimination framework. In Germany, it is common practice to include a picture and other personal information (i.e. nationality) on résumés. Studies have shown, however, that including pictures and other personal information in applications carries significant discriminatory effects. Incorporating anonymized application procedures into Germany's anti-discrimination framework presents a sustainable approach to address challenges of migrant women in the labor market.



Engagement: Stakeholders

Recommendations (Con't):

- In regards to the Global Compact for Migration and Germany's Voluntary Review, we recommend that existing programs/initiatives/approaches are targeted towards migrant women and additional new programs/initiatives/approaches are developed and funded, especially on the local and community level. Our programs have been highly impactful, yet with limited funding, organizations like ours have been unable to offer the programs needed on a regular and consistent basis.

Author(s) and Date:

WoW Team

May 2022



Engagement: Opportunities

As a guidance tool that facilitates gender-responsiveness and migrant-inclusion in policy by addressing the needs and challenges of women, girl, LGBTQIA+, and gender diverse migrants, the Gender-Migration Index (GMI) is aligned with international review processes.

Below is a list* of engagement opportunities that correspond with annual and/or regular international review processes relevant to gender-responsiveness and migrant-inclusion in policy planning, implementation, monitoring, and evaluation:

Annual:

United Nations Commission on the Status of Women
(UN CSW)

- Thematic reviews

United Nations Committee on Elimination of All Forms of Discrimination Against Women
(UN CEDAW)

- Periodic National Reviews

United Nations High Level Political Forum
(UN HLPF)

- Voluntary National Reviews

United Nations Committee on the Protection of the Rights of All Migrant Workers and Members of their Families
(UN CMW)

- Periodic National Reviews

Regular:

Global Compact on Refugees (GCR)

- Mid-Term Review: every two years started in 2021
- Global Refugee Forum: every four years started in 2018
- National Plans: ongoing

Global Compact for Migration (GCM)

- Regional Reviews: regularly started in 2021
- International Migration Forum: every four years started in 2022
- National Plans: ongoing



*Please note that this list is not comprehensive.

Annex: GMI Templates



Overall: Gender-Responsiveness

Country: Please indicate the country here.

Legal-Institutional Framework: Please indicate the legal-institutional framework here.

Gender-Responsiveness Indicators:

Indicator 1.1.1 Content

- Please share comments here.
-
-

Indicator 1.1.2 Engagement

- Please share comments here.
-
-

Indicator 1.1.3 Commitment

- Please share comments here.
-
-

Policy Area of Concern: Please indicate a policy area of concern here.

Additional Information: Please list any additional information here.

Author(s) and Date: Please list author(s) and date of analysis.



Annex: GMI Templates



Policy: Gender-Responsiveness

Country: Please indicate the country here.

Legal-Institutional Framework: Please indicate the legal-institutional framework here.

Policy Area: Please indicate the policy area here.

Gender-Responsiveness Indicators:

Indicator 1.2.1 Content

- Please share comments here.
-
-

Indicator 1.2.2 Engagement

- Please share comments here.
-
-

Indicator 1.2.3 Commitment

- Please share comments here.
-
-

Comments: Please note comments here.

Practices: Please list any practices to be considered here.

Recommendations: Please share any recommendations here.

Author(s) and Date: Please list author(s) and date of analysis.



Annex: GMI Templates



Overall: Migrant-Inclusion

Country: Please indicate the country here.

Legal-Institutional Framework: Please indicate the legal-institutional framework here.

Migrant-Inclusion Indicators:

Indicator 2.1.1 Content

- Please share comments here.
-
-

Indicator 2.1.2 Engagement

- Please share comments here.
-
-

Indicator 2.1.3 Commitment

- Please share comments here.
-
-

Policy Area of Concern: Please indicate a policy area of concern here.

Additional Information: Please list any additional information here.

Author(s) and Date: Please list author(s) and date of analysis.



Annex: GMI Templates



Policy: Migrant-Inclusion

Country: Please indicate the country here.

Legal-Institutional Framework: Please indicate the legal-institutional framework here.

Policy Area: Please indicate the policy area here.

Migrant-Inclusion Indicators:

Indicator 2.2.1 Content

Please share comments here.

Indicator 2.2.2 Engagement

Please share comments here.

Indicator 2.2.3 Commitment

Please share comments here.

Comments: Please note comments here.

Practices: Please list any practices to be considered here.

Recommendations: Please share any recommendations here.

Author(s) and Date: Please list author(s) and date of analysis.



Annex: GMI Templates



Migrant Experiences: Gender-Responsiveness and Migrant-Inclusion

Country: Please indicate the country here.

Legal-Institutional Framework: Please indicate the legal-institutional framework here.

Policy Area: Please indicate the policy area here.

Stakeholder Engagement: Please provide relevant information regarding your engagement (programs, campaigns, etc.) with the indicated legal-institutional framework

Gender-Responsiveness and Migrant-Inclusion Indicators 3:

Indicator 3.1: Resources

Please share comments here.



Indicator 3.2: Services

Please share comments here.



Annex: GMI Templates

Indicator 3.3: Information

Please share comments here.



Indicator 3.4: Accountability

Please share comments here.



Comments: Please note comments here.

Practices: Please list any practices to be considered here.

Recommendations: Please share any recommendations here.

Author(s) and Date: Please list author(s) and date of analysis.

