

POLICY AND PROGRAMME WORK ON INTERNATIONAL MIGRATION BY THE
UNITED NATIONS DEVELOPMENT FUND FOR WOMEN

United Nations Development Fund for Women (UNIFEM)

This paper is divided into three parts. The first provides an overview of the work of the United Nations Development Fund for Women (UNIFEM), the second highlights its body of policy and programme work on international migration in Asia, and the third situates the work of UNIFEM in the context of the High-level Dialogue on International Migration and Development held in New York in 2006, the Global Forum on Migration and Development held in Brussels, Belgium in 2007 and in Manila, the Philippines in 2008.

A. OVERVIEW OF THE ORGANIZATION

The United Nations Development Fund for Women is the women's fund at the United Nations. It is mandated to promote gender equality and women's empowerment in the national, regional and international agendas and in the work of the United Nations system. The goal of UNIFEM in its strategic plan for 2008-2011 is to facilitate the implementation and accountability on national commitments to gender equality and women's empowerment in three core areas: (a) promoting women's economic rights and security; (b) eliminating violence against women, including halting the spread of HIV/AIDS among women and girls, and (c) promoting gender-responsive democratic governance in stable and politically fragile countries.

B. THE PROGRAMME ON EMPOWERING WOMEN MIGRANT WORKERS IN ASIA

1. Background

Given its mission and mandate, and in response to the feminization of migration flows in Asia, UNIFEM has been implementing the UNIFEM Asia Pacific and Arab States Regional Programme on Empowering Women Migrant Workers in Asia since 2001. The programme seeks to empower women migrant workers by strengthening policies and institutional and social environments in favour of women migrant workers—especially female domestic workers—to claim their rights and entitlements. Currently in its second phase, the programme works in partnership with national governments, regional intergovernmental mechanisms, civil society, the private sector and other international organizations in nine countries in the region—Bangladesh and Nepal in Southern Asia, Cambodia, Indonesia, Lao People's Democratic Republic, the Philippines and Thailand in South-Eastern Asia, Hong Kong Special Administrative Region of China in Eastern Asia, and Jordan in Western Asia.

2. Key results of the programme

At the global level, UNIFEM advanced the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and various other non-CEDAW mechanisms which address women migrants' rights. In particular, CEDAW adopted general recommendations on migration due to advocacy work by UNIFEM, such as convening regional and global multi-stakeholder meetings, including the involvement of the then Special Rapporteur on Migration, Ms. Gabriella Rodriguez, and providing technical assistance to the drafting of the recommendations. UNIFEM also made sure that concern for women was integrated into the CEDAW review process. Seven of the nine programme

countries (whose reporting cycle to the CEDAW Committee coincided with the programme time frame) reported on women migrant concerns, and these concerns were followed up by the CEDAW Committee. Addressing women migrants' concerns was new to the CEDAW review process and resulted from programme advocacy and capacity-building with governments and non-governmental organizations on the use of CEDAW to address women migrants' concerns. The programme also developed two important publications on CEDAW and migration. The first was a review of how migration was addressed within the CEDAW process and the second showed how the Convention could be effectively invoked to address the rights of women migrants. Lastly, governments and non-governmental organizations in Asia were trained on how the Convention could be effectively invoked to address the rights of women migrants. In the next step, training modules will be developed with national partners to ensure that these training modules are used in national institutions.

At the regional level, UNIFEM was involved in a multi-stakeholder policy dialogue among and between countries of origin and employment focusing on the protection of women migrant workers. The following lists examples of this work:

- (a) ASEAN Declaration on Promoting and Protecting the Rights of Migrant Workers and Their Families was engendered. UNIFEM supported consultations among countries in Asia in this regard and provided technical assistance to engender the Declaration;
- (b) UNIFEM, in collaboration with the ASEAN Task Force on Migration ensured that gender concerns were adequately mainstreamed into the human rights instrument that is being developed for migration;
- (c) Labour Ministers of four Governments in Western Asia —Bahrain, Kuwait, Lebanon and the United Arab Emirates— publicly committed to introduce a Special Unified Working Contract for Migrant Domestic Workers at the High-level Regional Governmental Forum on Women Migrant Workers, Human Trafficking and Labour Reform co-organized by Jordan's Ministry of Labour and the United Nations Development for Women–Arab States Office held in Amman, Jordan, from 27 to 28 March 2007. This working contract is to be modeled on the legally enforceable Special Unified Working Contract for Migrant Domestic Workers introduced by the Ministry of Labour in Jordan;
- (d) Upon request from the Thai Ministry of Labour, UNIFEM assisted in preparing a draft amendment to existing labour contracts for migrant workers in Thailand. The collaboration between UNIFEM and the Thai Government was the result of a regional meeting of South-Eastern and Western Asian countries of employment organized by the Thai Ministry of Labour and UNIFEM in Bangkok, Thailand, in December 2005. The purpose of the meeting was to share good practices on protecting women migrant workers; advocacy efforts are currently underway for adoption of this proposed contract;
- (e) The Regional Consultation of Recruitment and Placement Agencies on Good Practices to Protect Women Migrant Workers, supported by UNIFEM, was held in Bangkok, Thailand, from 14 to 15 November 2005. The participating national associations of recruitment and placement agencies adopted the Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers.¹ The Covenant commits agencies to support human rights instruments, uphold laws and adopt good practices for recruitment. Follow-up to implement this covenant is under way;
- (f) UNIFEM contributed to engendering the report of the Global Commission on International Migration (GCIM) through active participation in the regional hearings of the Global Secretariat

on Migration for the Asia Pacific and the Arab region and the Expert Group Meeting on Gender and Migration organized by the Secretariat of GCIM in Geneva.

At the national level, UNIFEM was involved in the following projects:

- (a) UNIFEM analysed trends in female migration, including policy reviews and published its findings for five of the eight programme countries (Cambodia, Indonesia, Jordan, Lao People's Democratic Republic and Nepal);
- (b) Based on the before mentioned studies, gender-sensitive national legislation promoting and protecting the rights of women migrant workers passed in two countries (Indonesia and Nepal), gender-sensitive provincial bills and draft village ordinances were passed in one country (Indonesia) and government consensus on the need for legislation to protect women emigrant workers was reached in two countries (Cambodia and Lao People's Democratic Republic);
- (c) UNIFEM assisted the Jordanian Government to amend its labour laws to recognize domestic labour as work and incorporate the protection for migrant domestic workers into the new law;
- (d) Jordan introduced a Special Unified Working Contract for Migrant Domestic Workers with substantive rights provisions, and efforts are under way to develop appropriate monitoring mechanisms regarding these new working contracts;
- (e) Jordan also introduced regulations for recruiting agencies to protect female labour migrants from abuses;
- (f) Resulting from a multi-media campaign and other advocacy activities organized by UNIFEM on behalf of women migrant workers, the Government of Nepal partially lifted its ban on women migrating to countries of the Gulf Cooperation Council allowing female migrants to leave the country if they were taking employment in the formal sectors of the economies of these countries;
- (g) UNIFEM assisted to mainstream gender concerns into Nepal's Tenth National Development Plan with corresponding budget allocations;
- (h) As a result of public awareness campaigns, including radio programmes and newspaper editorials disseminating information to migrant workers and employers, policy change regarding migrant workers was implemented in four countries (Cambodia, Indonesia, Jordan and Nepal). In these countries, UNIFEM also provided assistance to migrant workers;
- (i) Public service announcements on migration aired free on BBC, CNN and Star World Satellite TV and translated into Lao, Thai, Khmer and Bahasa Indonesia, and also aired on national television networks. These announcements were received positively and viewers requested information on the programmes;
- (j) Pilot projects on gender-sensitive rights-based pre-departure training programmes were implemented in three countries (Cambodia, Indonesia and Nepal);
- (k) With the help of UNIFEM, migrant worker associations and networks in Indonesia and Nepal worked closely with local governments to gather sex disaggregated data, to organize pre-departure and community awareness-raising workshops for migrants, to advocate for local ordinances with budget allocations to assist migrants in the local communities and to handle grievance cases for migrants claiming rights and entitlements.

C. PARTICIPATION OF UNIFEM IN PREPARATION FOR THE HIGH-LEVEL DIALOGUE ON INTERNATIONAL MIGRATION AND DEVELOPMENT IN NEW YORK IN 2006

As part of the regional preparations for the High-level Dialogue, UNIFEM made a presentation on Asia's Perspectives on the Gender Dimensions of International Migration at the sixty-second Commission meeting of the Economic and Social Commission for Asia and the Pacific held in Bangkok, Thailand, from 6 to 12 April 2006.

UNIFEM also participated in the informal interactive hearings of the General Assembly with non-governmental organizations, civil society and the private sector on international migration and development, held in New York on 12 July 2006 as part of the preparatory process of the High-level Dialogue. The interventions by UNIFEM during the General Assembly hearing focused on promoting a comprehensive rights-based approach to international migration, particularly for women, highlighting challenges at the policy level. Good practice policy and programme initiatives by UNIFEM and other actors in this field were presented and their replication in other contexts was promoted.

UNIFEM further organized a side event at the informal interactive hearings of the General Assembly on Building Partnerships for Decent Work: Advancing the Rights of Women Migrant Workers. Bringing together partners under its Asia Pacific Programme on Migration, the panel event: (a) highlighted trends in women's migration; (b) showed examples of collaboration between non-governmental organizations and migrant women's associations with recruitment agencies ensuring engendered rights-based migration practices, and (c) demonstrated the application of the Covenant of Ethical Conduct and Good Practices adopted by national associations of recruitment and placement agencies at their regional consultation meeting in Bangkok, Thailand, in November 2005.

Public service announcements on migration were aired during the High-level Dialogue on Migration and Development in 2006 in different Asian countries. For example, Star World Satellite TV provided free airtime for three weeks, Channel 11 of Thailand provided 19 television spots and Channel 7 of Thailand provided free airtime for announcements as well; UBC Cable of Thailand aired 1323 free television spots; CTN, TV3, TV5 of Cambodia aired 21 spots; TVK, TV9 and TV11 of Cambodia aired six spots each; Lao National TV aired 48 spots and there were eight spots by Trans TV of Indonesia and 25 spots by Metro TV Indonesia and QTV Indonesia.

D. THE PARTICIPATION OF UNIFEM AT THE GLOBAL FORUM ON MIGRATION AND DEVELOPMENT

UNIFEM participated in the Global Forum on Migration and Development held in Brussels, Belgium, in July 2007, and was especially involved in the following two round table discussions: (a) the role of other than government partners in strengthening the developmental contribution of temporary labour migration, and (b) increasing the micro-impact of remittances on development. In each session, UNIFEM provided a 10 minute slot for interventions from the floor to highlight gender dimensions of the above concerns, drawing on the good practice of countries in the region and the UNIFEM Migration Programme.

UNIFEM also supported migrant non-governmental networks participating in the Global Forum in Brussels. These non-governmental networks organized events focusing on rights' violations of women migrant workers and good practice policies and programmes in this field. The events also discussed the application of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) including advocacy for the adoption of the CEDAW general recommendations on migration.

As a prelude to the Second Global Forum in Manila, the Philippines, in 2008 UNIFEM co-organized an International Conference on Gender, Migration and Development: Seizing Opportunities and Upholding Rights in Manila, the Philippines, from 25 to 26 September 2008. The meeting was co-organized with the National Commission on the Role of Filipino Women, the Government of the Philippines and other organizations, such as the International Labour Organization (ILO), the Lola Grande Foundation, the Migrant Forum Asia, the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA) and the Women and Gender Institute.

The objectives of the conference were to:

- (a) Facilitate the exchange of knowledge and best practice in promoting opportunities and gender equality for women migrants, enhancing their contribution to development and upholding their rights and those of their families;
- (b) Infuse a gender perspective and rights-based approach to policies, programmes and services on migration;
- (c) Contribute to the mainstreaming of a gender perspective in the deliberations and outcomes of the Second Global Forum of Migration and Development held in Manila, the Philippines, from 27 to 30 October 2008.

The specific role of UNIFEM at the Second Global Forum was to: (a) initiate partnership between UNIFEM and the Government of the Philippines, i.e. through the National Commission on the Role of Filipino Women (NCRFW); (b) forge partnership with other interested agencies; (c) provide financial and technical assistance (such as drafting the concept note, programme and conference statements, making plenary presentations on CEDAW and migration, and consulting with co-convenors, such as the Filipino Department of Foreign Affairs and the Filipino Department of Labor and Employment on how the conference would inform GFMD outcomes); (d) conduct workshops during the conference, and (e) help summarize and present workshop recommendations.

The International Conference on Gender, Migration and Development: Seizing Opportunities, Upholding Rights (ICGMD) adopted the Manila Call to Action (see page 92). In a summary statement issued by the ICGMD it was pointed out that female labour migration had become a long-term and enduring, structural phenomenon in Asia and other major areas of the world, with women constituting about 50 per cent of the overseas migrant workforce (United Nations Development Fund for Women, 2005). The majority of these women were migrating independently, largely as a part of a family survival strategy to seek remunerated employment overseas. In countries such as Indonesia and Sri Lanka, and until recently the Philippines, women made up an overwhelming majority of the official labour out-flow. Most women migrant workers continued to work at the lowest end of the labour market in the informal manufacturing and service sectors, with the largest concentrations in domestic work and entertainment where they often suffered human rights violations. Although women migrants contributed significantly to national development in both sending and receiving countries, their contribution was not always fully acknowledged.

Further, the statement pointed out that female migrants faced vulnerabilities and discrimination at all stages of the migration process. At the point of recruitment and pre-departure, they often had less access to information, education and training compared with men, reinforcing vulnerability to trafficking. Women had been reported to be confined, physically and sexually violated by recruitment agencies prior to departure in pre-departure training centers. During transit, they were vulnerable to abandonment, physical and sexual abuse as well as appropriation of money and travel documents by their escorts or brokers. At the destination, they suffered disproportionate labour market discrimination. Women's jobs

like domestic work were not defined as work and domestic workers were denied labour protection. Large numbers of women were recruited into sectors providing intimate services which invaded a woman's privacy and well-being in ways different from men working at construction or manufacturing sites. Convergence of living and work sites, the privatized nature of work and work linked to criminal networks enhanced surveillance of women, curtailed rights to privacy and liberty, lengthened the workday and reduced access to external assistance in comparison to men. Lower-paying jobs, debt bondage, lack of rest days are some of the other violations female migrant workers often endured. Many of these women had limited access to health services or reproductive health care and suffered injuries resulting from physical and sexual violence, domestic accidents and trauma from abuse; some even had to undergo compulsory pregnancy and HIV/AIDS testing. The statement further said that upon return to their countries of origin, their relationship with their husbands or family had often suffered as a result of migration and they were at times stigmatized within their communities. Many lacked access to and control over savings and remittances, spent their savings on conspicuous consumption or invested in productive assets in the name of male family members.

In light of the above, the statement urged governments to take immediate action in the following areas:

- (a) Pre-departure: build capacity of women migrants to cope with potential exploitation through awareness-raising on migration realities for women and pre-departure orientation programmes; provide rights-based, gender-sensitive pre-departure training; adopt and enforce regulations for recruitment agencies using incentives and disincentives and introduce compulsory registration for outgoing migration using incentives appropriate to men and to women;
- (b) On-site: enforce minimum labour standards that protect national and overseas migrant workers; include domestic workers under existing national laws or introduce protective legislation and legally enforceable government contracts for them, with appropriate monitoring and grievance redress mechanisms; reduce restrictions on migrant workers to socialize, associate and organize; ensure migrants' access to emergency health and legal services; ensure participation of migrants in social security and health insurance schemes; and improve services of diplomatic and consular missions to protect and assist migrants, especially women migrant workers;
- (c) Return and reintegration: provide socio-economic, legal and emotional support services to women migrant workers; establish remittance channels that are safe, simple, accessible and affordable to both women and men migrants; enhance returnee migrants' skills and productive investment opportunities that are gender- and market-responsive; provide support services to children and families left behind; and ensure that women migrants are represented on policy making bodies.

1. Strategy to engender GFMD outcomes

Strategies forged with the Filipino Department of Foreign Affairs (DFA) and the Filipino Department of Labour and Employment (DOLE) to influence outcomes of GFMD included:

- (a) ICGMD Manila Call to Action received at the closing ceremony by the Chair-in-Office of the GFMD with the public commitment to include it in the Filipino statement and present a paper in Round table 1.1 of the GFMD on Protecting the Rights of Migrants: A Shared Responsibility;
- (b) One-page summary of ICGMD issues and key recommendations prepared by UNIFEM and submitted to the Filipino DFA and DOLE to be incorporated into the Filipino statement and paper for Round table 1.1 of the GFMD;

- (c) One-page summary of ICGMD issues and key recommendations prepared by UNIFEM for incorporation into the speech of the Filipino President and Vice-President at the GFMD;
- (d) Advocacy with governments to ensure that gender concerns were addressed in statements, round table discussions and recommendations;
- (e) Advocacy with and support to specific civil society events on gender.

2. Participation in the GFMD

UNIFEM participated in the Global Forum in Manila, the Philippines, in 2008. The strategy for participation developed by the ICGMD in consultation with the Filipino DFA and DOLE a month prior to the Global Forum, yielded the following recommendations:

- (a) The speech of the President and Vice-President of the Philippines should include strong references to the ICGMD and the key recommendations of the Manila Call to Action;
- (b) The key note statements and the official paper of the Filipino Government at Round table 1.1 should call attention to gender issues and should make gender-sensitive recommendations;
- (c) Official government statements and interventions from France, Greece, Mexico, Nepal, the Netherlands, Norway and the Philippines should include references to the protection of women migrant workers;
- (d) The statement of the civil society at the Global Forum should focus on gender-sensitive policies, especially legal protection to migrant domestic workers;
- (e) The Manila Call to Action should be distributed at the Global Forum.

NOTE

¹ For the Covenant, see <http://www.unifem-eseasia.org/projects/migrant/Docs/Covenant%20of%20Ethical%20Conduct.pdf> (accessed 26 February 2009).

REFERENCE

United Nations Development Fund for Women (2005). *Claim & Celebrate Women Migrants' Human Rights through CEDAW*. Bangkok: East and South-East Asia Regional Office.

MANILA CALL TO ACTION

International Conference on Gender, Migration and Development:
Seizing Opportunities and Upholding Rights
Organized by the National Commission on the Role of Filipino Women
in partnership with UNIFEM, ILO, UNICEF, UNFPA, Migrant Forum Asia,
Women and Gender Institute and the Lola Grande Foundation
Manila, 25-26 September 2008

PREAMBLE

Recalling the United Nations Conventions and ILO Conventions to which numerous countries are state parties concerning the rights and protection of migrant workers, the promotion of gender equality and women's empowerment and the social, economic, political and cultural rights of all citizens in development;

Recognizing the importance of the UN Declaration on the Right to Development and that the achievement of the eight Millennium Development Goals (MDGs) requires not only the promotion of gender equality and women's empowerment as a specific goal, but the mainstreaming of gender equality issues in all seven other goals;

Noting that while the migration experience can have a positive impact on gender roles and can contribute to the economic and social empowerment of many women and to the overall economic development of the countries where they work as well as to their countries of origin through remittances, still for too many it is a route to exploitation, abuse and denial of human, labour and women's rights;

Recognizing that trade policies play a key role in the gender, migration, development nexus;

Noting the importance of the Global Compact as an instrument for corporate social responsibility in relation to the realization of migrants' human, labour and women's rights;

Recalling that the first Global Forum on Migration and Development held in Brussels in 2007 recognized that gender, migration and development issues needed to be more adequately addressed;

Affirming that migration policies and practices, including their impact on gender equality, are a shared responsibility of sending and destination countries;

Representatives from governments, trade unions, employers' organizations, private sector, civil society organizations including women's and religious associations, academe and international organizations covering 36 countries in 5 continents gathered in Manila for the International Conference on Gender, Migration and Development, call on governments of sending and receiving countries of migrant workers, as well as the private sector, employers, trade union organizations and civil society organizations to commit to the following actions to ensure that national and international commitments to gender equality and women's empowerment are adhered to and enhanced by coherent, fair and gender sensitive migration and development policies and practices:

SEIZING OPPORTUNITIES

1. Support women migrants as key contributors to social and economic development by recognizing their role, placing greater importance on the value and dignity of their labour, especially the labour of domestic workers, and providing them with opportunities to participate in developing policies and programmes related to migration and development;
2. Pursue decent and sustainable work and pro-poor economic growth strategies, especially in agriculture. Provide an enabling environment for market driven enterprise and private sector development and promote corporate social responsibility, thus creating alternatives to migration and reframing migration as a choice rather than a necessity;
3. Mobilize industry and business organizations and recruitment agencies in search of talent, skills and labour for the global labour market to adopt gender sensitive approaches so that women as well as men obtain decent jobs in accordance with their skills, facilitate circular migration and “brain gain” from both sending and receiving countries. Encourage the corporate sector to develop policies and practices to ensure human dignity in their workforce and within the fullest possible breadth of their supply chain, and independently audit to ensure and validate human and labour rights conditions, work together with NGOs and governments to address corporate ethics and take action to eliminate forced labor and trafficking, implement training for their supply chain, efficient systems of monitoring the supply chain for transparency, and effective resolution of violations and be transparent with their customers about labor conditions with their supply chain;
4. Ensure and provide policy and operational support for both men and women migrants themselves to be properly represented and consulted in decision-making on policies concerning the gender, migration and development nexus both in the home and host countries.
5. Reduce pressure on women to migrate by establishing a system of basic comprehensive national social security and health coverage which can be accessed by all the poor in developing countries, as well as specific support and protection measures for children of migrants workers, which can be financed from general taxation, national budget allocations or special funds;
6. Identify and apply good practices to reduce women’s occupational and labour market segregation. Strengthen mutual skills recognition frameworks between countries and a gender sensitive system of accreditation and certification of academic and work credentials in order to reduce deskilling;
7. In view of the loss of critical skills from sending developing countries, particularly in the health and education fields (traditionally dominated by women) and engineering and information technology (traditionally dominated by men), ensure that gender, migration and development policies and practices address skills shortages and mismatches in the sending and receiving country so that the attainment of the MDGs is not jeopardized and occupational gender gaps are reduced. Keep better and more relevant data including where job opportunities are and what skills a migrant worker needs to progress in his or her career. Promote co-development schemes and other programmes and models for “brain circulation” and “brain gain” to mitigate the loss of skills needed in the sending countries for their development;
8. Enhance the role of government to provide incentives and mechanisms to encourage banks and financial institutions to provide remittance channels that are safe, simple, accessible and affordable to both women and men migrants, both documented and undocumented. Encourage the productive use of remittances maintaining a principle of choice and ensure that women as well as men migrants are equally targeted in programmes to enhance their skills, entrepreneurial activities, financial literacy, savings and their access to credit, land and resources;

9. Develop and implement gender responsive programmes for socio-economic and psychological support for sustainable re-integration of returning migrants to capitalize on skills they have gained and promote the evolution of gender roles and improve the status of women in the family. For returning migrants with a business orientation provide market information on the demand for services or products for sound business decisions on investments. Provide training on project management and leadership, skills needed to run a business and on how to develop and manage community based programmes. Make it easier for communities to access capital through links to funding sources from social entrepreneurs and public development funds;
10. Recognize and prepare gender responsive programmes for the relocation and re-integration of persons displaced by climate change;
11. Recognize the important contribution of the private sector and Diaspora communities to development and support them to better mainstream gender issues in their core business and social programmes;
12. Promote the equal representation of women and men in national and international consultation mechanisms on migration and development, include gender issues on the agenda of discussions and negotiations and involve the gender machinery of government agencies, civil society organizations, organizations of migrants, trade unions and employers' organizations.

UPHOLDING RIGHTS

1. Recognize the fundamental human, women's, labour and trade union rights of migrants including their freedom of movement in availing of migration opportunities, to freely associate and organize, to communicate freely with their family members and to retain their identity and travel documents. Facilitate the right to vote in the countries of origin of women and men migrants;
2. Ratify and fully implement all relevant UN and ILO Conventions, in particular those on migration and gender equality, including the UN Convention on the Protection of the Rights of Migrant Workers and their Families, the ILO Conventions 97 and 143 on migrant workers and the ILO fundamental Conventions 29, 87, 98, 100, 111, 105, 138, 182 concerning freedom of association, the right to collective bargaining, discrimination, forced labour and child labour, ILO Convention 181 on Private Recruitment Agencies, the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime, the UN CEDAW, the UN Convention on the Rights of the Child. Support the adoption of the proposed General Recommendation 27 of CEDAW on women's migration.
3. Ensure that migration policies, legislation, programmes, budgets and bilateral and multilateral agreements are rights based, explicitly address gender issues, are consistent with international human rights standards, CEDAW concluding comments and jurisprudence created by treaty bodies and are harmonized with gender responsive employment and development policies. In developing such policies address the root causes of migration, both internal and external in view of increasing inequalities within and between countries in the context of globalization;
4. Promote positive attitudes to multiculturalism, multi-lingualism and diversity and establish culturally sensitive policies and programmes to combat racism, discrimination including on grounds of sexual identity and orientation, and xenophobia related to gender roles assigned by different cultures and religions. Provide centers for migrant where they can seek gender responsive help or protection;

5. Strengthen capacity of governments, in particular ministries such as labour, immigration, foreign affairs, the interior and labour inspectorates to screen and monitor employer/employee contracts and to address gender issues specific to migrant workers bearing in mind the multiple discrimination experienced by women migrant workers and their concentration in less visible jobs. Increase efforts to monitor and enforce decent working conditions and wages of both women and men migrants;
6. Establish sex-disaggregated data bases on both internal and external migration. Conduct research on the impact on societies and families of the ‘feminization’ of migration, the gender dimension of migration policies, including linkages with trade and investment policies, and on the different contributions of men and women to development in both destination and sending countries. Strengthen monitoring on the situation of migrants through sex disaggregated data collection and gender analysis of migration trends and include these in State’s reports to relevant UN and ILO treaty bodies;
7. Discourage sending workers, especially women workers, into vulnerable occupations in countries where they find themselves in situations where their rights and dignity are grossly violated. Promote gender responsive provisions in bilateral agreements and MOUs in favour of women workers and provide alternatives for safe migration or jobs at home;
8. Improve international cooperation, including through the United Nations, and national efforts to review and ensure that anti-trafficking laws are rights-based, gender-sensitive and in conformity with the Palermo Protocol. Ensure that these are effectively implemented to combat labour and sexual exploitation. Develop engendered national action plans on trafficking and migration. Stop criminalization of trafficking victims and ensure they are not placed in jails but in sheltered housing. Intensify efforts to address commercial sexual exploitation, forced labor and child labour in all destination countries, including through prosecution of perpetrators and corporate social responsibility programmes along the supply chains of business sectors benefiting from income generated by trafficking.
9. Raise awareness at community levels and through media campaigns on safe migration and ensure protection through better systems for recruitment and monitoring of workplaces and communities where men, women and children are at risk. Provide legal and socio-economic empowerment together with safe voluntary return and reintegration of victims of trafficking and develop protocols and measures to guarantee specialized assistance for trafficked and repatriated children and adolescents. Prosecute traffickers and exploitative employers and provide for payment of compensation to trafficked persons. Provide assistance without conditions such as the requirement to testify. Take account of trafficked men and transgendered individuals in the trafficking discourse;
10. Develop and sustain programmes in both home and host countries that provide holistic support to those migrants and their children who have survived domestic violence, rape, sexual assault, harassment, and/or exploitation; threats of honor crimes, forced or child marriage, female genital mutilation, and other forms of gender-based violence. Ensure that migrants who have suffered gender-based violence are eligible for immigration remedies and support services in the host country that will protect their safety there and ensure that they will not be forced to return to situations of persecution in their home countries;
11. Recognize domestic work as work in international and national laws. Support the formulation and adoption of an international ILO convention on domestic workers and amend national legislation to specifically recognize their human, social, labour and trade union rights and protection on the same basis as other workers. Introduce effective monitoring and grievance/redress mechanisms to address violations. Ensure decent treatment, standard contracts and provide legal and accessible migration channels for domestic workers. Provide channels for assistance to domestic workers such as SMS system for fast transmittal of help messages to NGOS and government authorities;

12. Increase efforts by governments in destination countries to create mechanisms that regularize undocumented migrants, consistent with human rights protection and gender-sensitive standards, and which address the particular situation of women migrants, domestic workers, women workers in services, and the children and families of migrants, so as to better defend their rights and improve their access to public services for themselves and their families;
13. Improve services of diplomatic and consular missions to ensure protection and respect for human, women's and trade union rights of migrant workers from their countries. Include gender sensitive counseling and psychological services for abused and trafficked migrants in their own language. Ensure that women are also appointed to key positions in the missions and that the staff are trained on applying a gender lens in regard to migrants' rights and assisting them in conflict and crisis situations;
14. Adopt measures at national level and in bilateral agreements and standard contracts to ensure equal treatment and opportunities in terms and conditions of employment. Ensure access of migrant workers to support services in crisis situations and access to sexual and reproductive health services. Facilitate participation of migrants in social security and health insurance schemes taking into account the particular situation of women migrants deriving from their occupational and legal status. Increase gender sensitive access to treatment for migrant workers with HIV/AIDS and ensure their reintegration;
15. In destination countries, recognize the right of migrants in an irregular situation and stateless men, women and children to have access to emergency health and legal services, with specific assistance to women in regard to their reproductive health needs and rights. Ensure that pregnancy and childbirth, especially of undocumented women migrants is not used to repatriate and deport them back to countries of origin;
16. Discontinue the practice of deportation for unaccompanied and undocumented migrant children who may then risk being sexually abused and trafficked and develop a rights-based approach to the treatment of their cases;
17. Conduct public awareness raising campaigns in both sending and receiving countries on migrants' rights, safe migration, the realities of the social costs of migration and the sexual abuse of migrant children by relatives, including through the media. Make pre-departure briefings for migrants gender sensitive with the inclusion of information on their human, labour and reproductive rights, their rights in employment contracts, self protection measures, how to access services to report abuses and to seek support and redress, HIV/AIDS prevention and illegal practices of recruiters and traffickers. Provide for language training and awareness on cultural differences before departure;
18. Promote safe, legal migration through stricter regulation and monitoring of recruitment agencies, supporting them to adopt codes of ethics and to provide rights-based, gender sensitive pre-departure training and promote the inclusion of anti-trafficking efforts in the corporate sector;
19. Adopt and enforce ethical policies on placement fees in origin countries for greater accountability, taking into account the low earnings in occupations where women are concentrated. Publish placement fee rates and inform woman and men migrant workers from sending countries as to what would be a reasonable fee. Work toward abolition of fees to be paid by migrant workers which effectively keep them in bondage and require the employer to pay costs;
20. Provide for family reunification, going beyond traditional patriarchal family forms, or other measures to uphold the rights of accompanying children irrespective of their parent's migration status, especially as regards their birth registration and access to education and health care. Provide access to

psycho-social support programmes for children of absent parents and raise awareness and capacities of fathers to effectively engage on domestic work and child care;

21. Reduce restrictions on migrant workers in destination countries to socialize, associate, organize and join trade unions and migrant organizations. Support partnerships between trade unions, migrant and Diaspora associations of sending and receiving countries and ensure they are gender responsive;

22. Examine laws and policies to ensure that there is a balance of both reward to good practice and cost to bad practice, with the end goal of enabling good CSR practice. Develop policies that hold corporations accountable for their supply chains – especially in respect to forced labor and trafficking – such as annual reporting on labor conditions in the supply chain and oversight to ensure accurate reporting. Address the relationship between trade, women and migration issues in order to develop further policy. Promote multi stakeholder partnerships between governments, NGOs, corporations, trade unions and academia to further the research agenda related to corporate social responsibility and its relationship to migrant women, forced labor and human trafficking and engage more strategically with corporations to address these issues;

23. Strengthen organizations of migrants and trade unions of migrant workers. Provide for their legal registration and recognition and ensure freedom by migrants', workers' and civil society organizations to operate, represent and promote the rights of migrants.