



United Nations Entity for Gender Equality
and the Empowerment of Women

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TRAINING CENTRE

Background

- 2004-2010: Gender, migration and development research program UN-INSTRAW
 - Case studies (10 on gender and remittances, 5 on migration and care work) in various migration corridors (Philippines-Italy; Lesotho-South Africa; DR-U.S.; Colombia-Spain, etc.)
 - Conceptual frameworks (Crossing Borders I and II, Global Care Chains)
 - Qualitative research methodology – remittances from a gender perspective
 - Policy briefs, multimedia materials, articles, guides, working papers
 - Community of practice with over 700 practitioners, academics, civil society working on these issues
- 2011: UN-INSTRAW becomes Training Centre for UN Women



Building on previous work, moving forward

- Creation of evidence-based training tool



Objectives of manual

1. Develop capacity of target groups to incorporate gender perspective in their work on migration and development
2. Reorient debate on the migration-development nexus, from gender and rights-based approach
3. Promote alternative strategies to make migration and remittances work for human development



Target Audiences

- 1** Agencies pertaining to the United Nations system (e.g. UNDP, UNHCR, UNFPA, ILO, IOM)
- 2** Technical personnel from NGOs and civil society organizations (e.g. migrant associations, women's organizations, etc.)
- 3** Donor organizations who are interested in the topic (e.g. the Joint Migration and Development Initiative of the European Commission and various UN agencies, GTZ, SIDA)
- 4** Representatives of official organisms or public institutions (e.g. Ministries or Secretariats of Women's Affairs, the Interior, Foreign Relations, Economy, Labor, etc.)



Structure

- Facilitator's Guide
- 4 Guides
 - Each with self-guided learning section and activities section
 - Activities section includes facilitator's instructions and worksheets that can be photocopied
- Compendium of action ideas
- Glossary



Guide 1

GUIDE
1

GUIDE 1

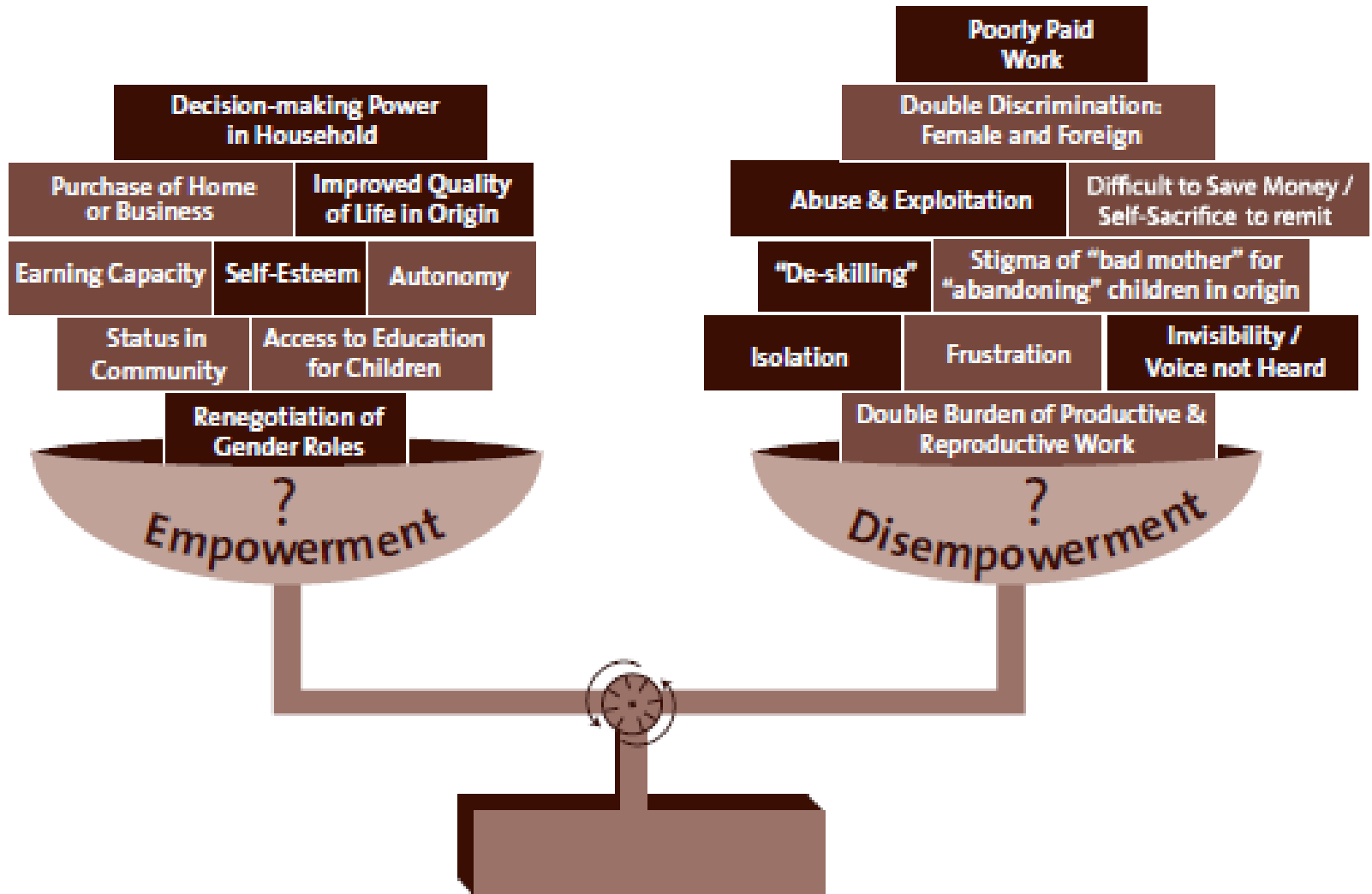
INTRODUCTION TO GENDER, MIGRATION AND DEVELOPMENT



- Understand gender dimensions of migration, development and the two together
- Link the feminization of migration to globalization, gender inequality



Weighing the impact of migration on women's empowerment



Guide 2

GUIDE 2

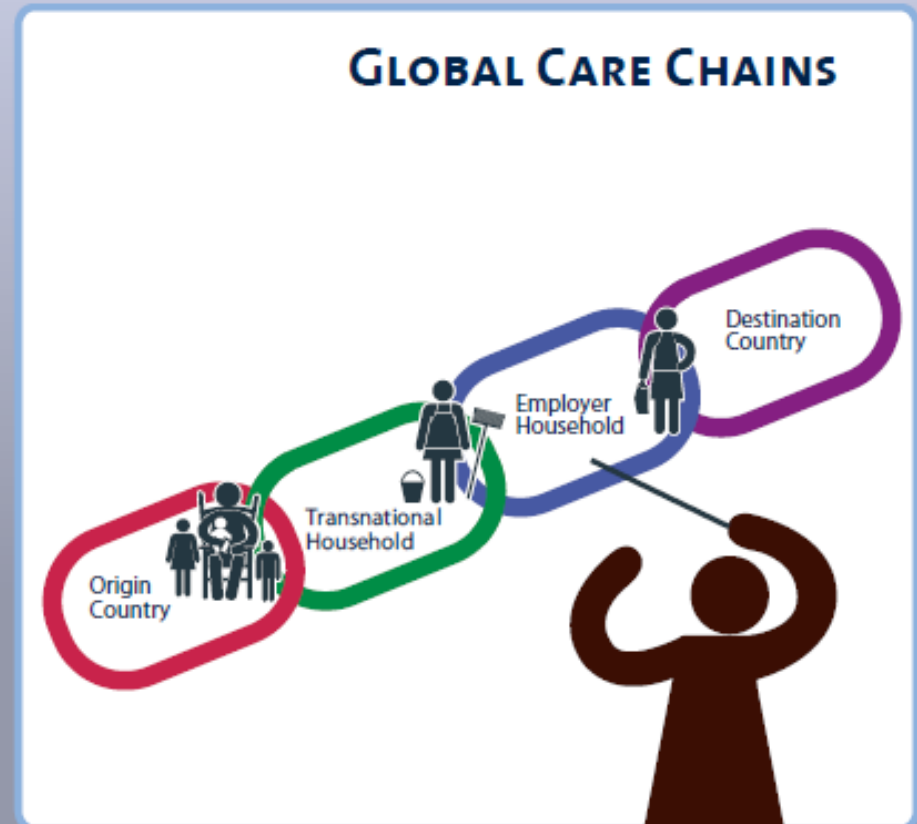
- Focus on origin countries
- Presents gender patterns of remittance sending and spending
- Questions dominant model of “remittances for development”
- Presents alternatives that go beyond economic development
 - How to expand impact in terms of equity, rights, consolidation of democracy, and sustainability.



Guide 3

- Focus on care work: invisible base of the economic system in origin and destination
- Women's migration exposes unsustainability of current models for providing care
- Proposes that "Right to care" be included in development agendas of origin and destination countries

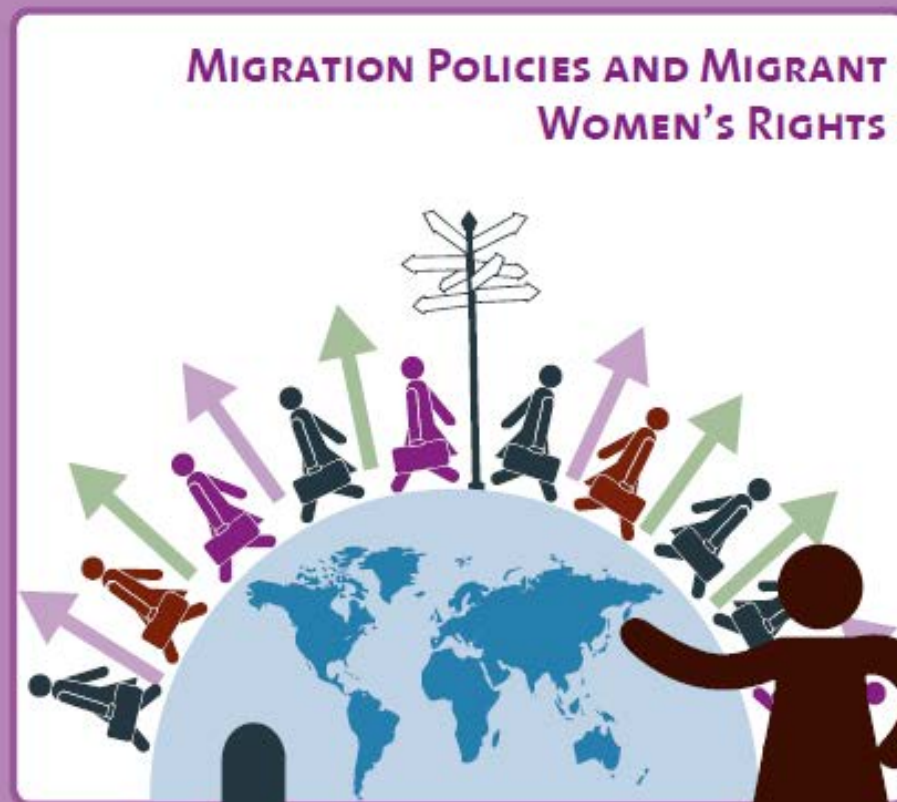
GUIDE
3



Guide 4

GUIDE
4

- Focus on destination and origin countries
- Emphasis on two rights of interest for migrant women:
 - Labor rights for domestic workers
 - Right to sexual and reproductive health.



Key Features

1. Each guide has clearly stated goals and learning objectives

GOAL OF THIS GUIDE

Demonstrate the relationship between gender and the migration-development nexus; propose new axes of analysis regarding this nexus; and present strategic topics that aim to reorient future migration-development interventions to include a gender perspective.

LEARNING OBJECTIVES

- 1** Recognize the basic tenets, strengths, and weaknesses of the “remittances for development” model.
- 2** Explore the relationship between the gender perspective and the migration process, and understand the basis for the application of gender analysis.
- 3** Be able to apply the gender perspective in the context of participants' work on issues of migration and development.
- 4** Become familiar with the concepts of human development; the spatial dimension of development; and migrants' agency in development initiatives.
- 5** Understand the phenomenon of feminization of migration.



Key Features

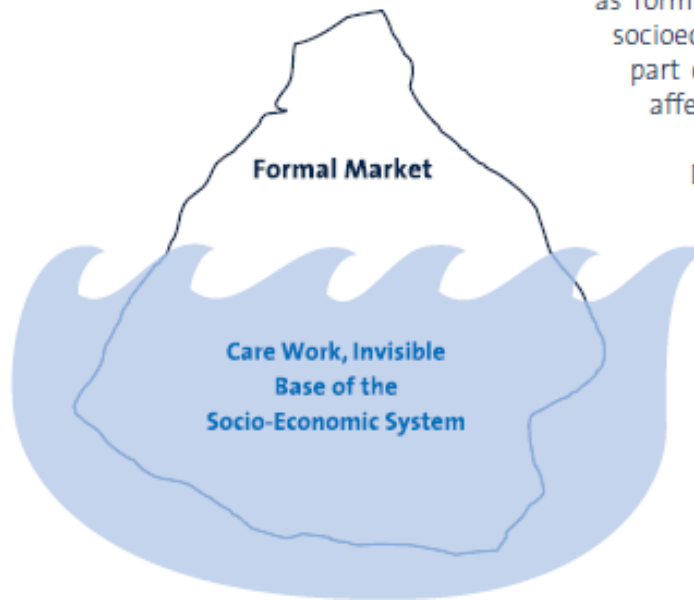
2. Self-guided learning section

3.2 CARE AS AN ELEMENT OF DEVELOPMENT

When seen from an **economistic** perspective, it would seem that global care chains are evidence of the functioning of the marketplace, since they facilitate the movement of the feminized labor force to work in this sector (see Guide 1, section 1.3.2 for more information on the economistic vision of development). In addition, the volume of remittances sent by migrant women and their impact on home communities may also be seen as positive aspects of the phenomenon of care chains (see Guide 2 for analysis of remittances from a gender perspective). However, these observations only capture the monetary exchanges in care markets, and thus have limited explanatory power to understand the relationship between caregiving and development.

From a **rights-based perspective**, care is a key dimension of human development, which is understood as the capacity to live a life worth living. This approach sees the economy as encompassing more than just the functioning of market. Rather, the economy is understood as the multi-faceted process of sustaining life, or the satisfaction of human needs and provision of resources needed for people to acquire capacities and liberties. **The most urgent and daily need of all people throughout their lives is care.** In addition to providing material needs (cleanliness, food, physical assistance) and emotional needs (recognition, accompaniment), caregiving reproduces the labor force by preparing its participants to go out and earn income. In this way, the daily provision of well-being can be seen as forming the invisible base of the entire socioeconomic system, like the submerged part of an iceberg. As such, care directly affects possibilities for development.

Graphic 12
Socio-Economic System as an Iceberg



Despite its importance, caregiving continues to be rendered **invisible** in public accounts, political agendas, and society at large. In large part, this is due to the fact that caregiving has traditionally been provided for free by women within the private sphere of the household and as such, it has not been considered work.



Key Features

3. Accessible summary of the issues

Table 1.
Basic Gender Concepts and their Link with Migration

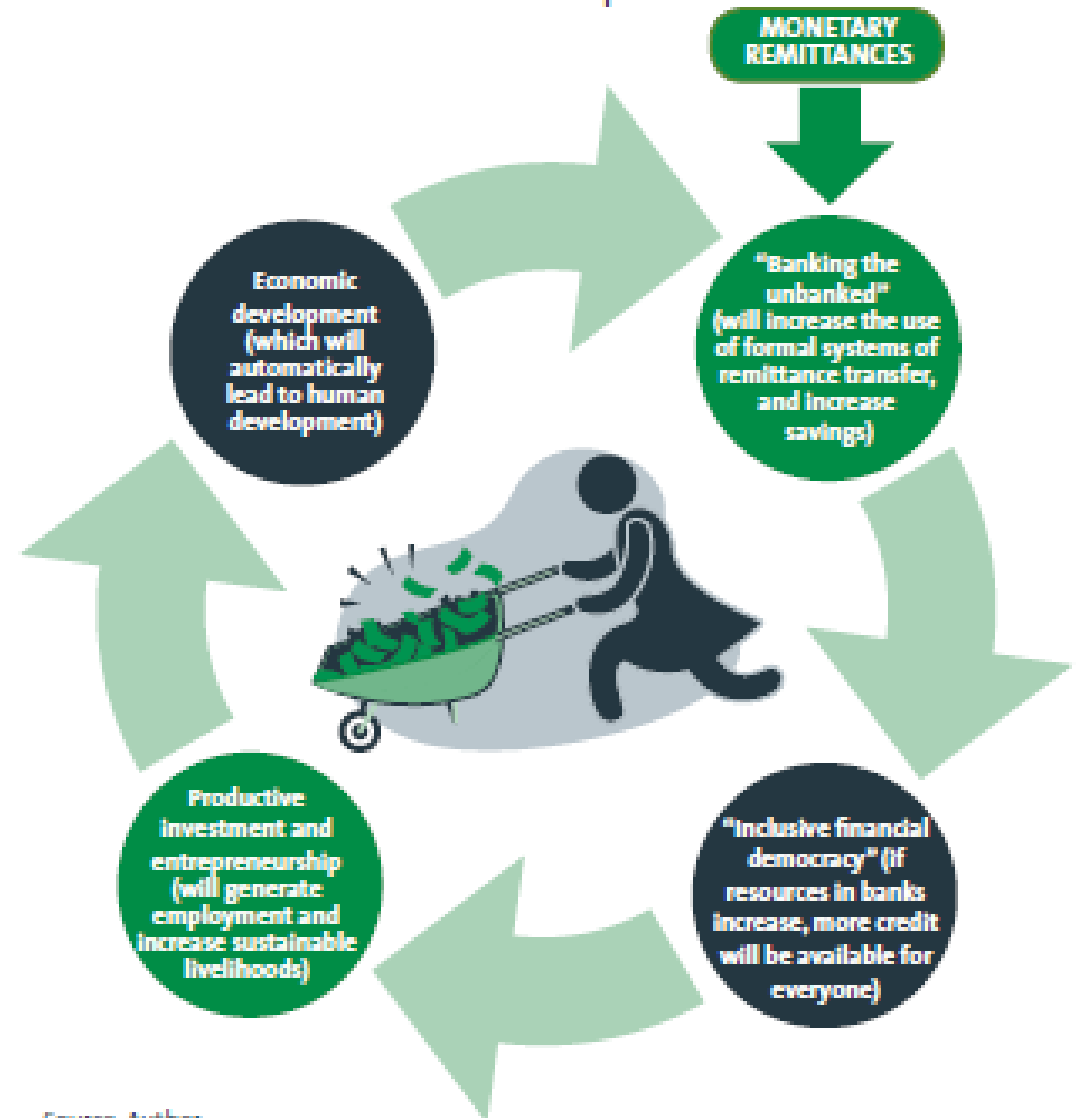
Concept	Example from the migration process
<p>Gender roles: Activities, tasks, and responsibilities assigned to men and women according to the social construction of gender in a given context. Roles do not necessarily correspond with the capacity, potential, or wishes of individual persons. These roles are performed in professional, domestic, and organizational spheres, in public space and private.</p>	<p>Jobs that are considered “masculine” are often assigned more importance and are therefore better paid than “feminine” jobs. A male migrant working in construction earns much more than a female migrant working as a domestic and/or caretaker.</p>
<p>Inequality: Biological differences alone do not create inequality. Rather, inequality comes about when society assigns greater value to one gender over the other (normally the masculine over the feminine). This attitude creates a power imbalance between the genders and prevents both from enjoying the same opportunities for their personal development. Gender inequalities can also be aggravated by other inequalities based on social class, ethnicity, nationality, sexuality, etc.</p>	<p>Gender inequality in the country of origin can be a motivating factor behind women’s migration, including lack of employment opportunities for women, or lack of protection from gender-based violence.</p>



Key Features

4. Carefully designed graphics to reinforce analytical skills

Graphic 10.
Virtuous Circle of Remittances for Local Economic Development



Source: Author

Key Features

5. Activities section

ACTIVITIES

- 3.1 **Video: “Global Care Chains”**
- 3.2 **Radio clip: “Women in Global Care Chains”**
- 3.3 **Video: “Women who Migrate, Women who Care: The New Sexual Division of Labor”**
- 3.4 **Case Study: Maribel’s Care Chain**



Key Features


6. Activities are interactive and draw on diverse learning styles (video, radio, case studies, debate, and written gender analysis)

REFLECTION QUESTIONS
CNN INTERVIEW WITH
CARMEN MORENO



A screenshot of a video player showing a CNN interview. On the left is Carmen Moreno, and on the right is a male interviewer. The video player has a dark background with a white play button in the center. Below the video, there is a caption in Spanish: "LAS MUJERES ENCUENTRO A SU DIVA DE REMESAS". The CNN logo is visible in the bottom right corner of the video frame.


3336A48C48D6&index=g&feature=plpp_video



REFLECTION QUESTIONS
ANALYSIS OF LORNA'S
LIFE STORY

DEBATE "WHAT DO WE MEAN BY 'PRODUCTIVE USE' OF REMITTANCES?"

QUIZ ON
GENDER AND REMITTANCES



Key Features

7. Facilitation instructions

4.2 CASE STUDY: DEFENDING MIGRANT WOMEN'S RIGHTS FROM THE ORIGIN COUNTRY



OBJECTIVE: Identify innovative elements and generate one's own ideas on how to defend migrant women's rights transnationally.



MATERIALS/PREPARATION: Photocopies of the case study and work sheet



ESTIMATED TIME: 45 minutes



FACILITATION



KEY LESSON



The country of origin can and should play an important role protecting the rights of its citizens who reside abroad. Governments and organizations in origin countries are finding ever more innovative ways to remain connected with their migration population, through ministries of migration, the diplomatic system and coordination with civil society, both in origin and destination.





Stop & Reflect

1. Some people have compared the remittance phenomenon to the microfinance phenomenon based on their potential to reduce poverty and vision of development. What do you think remittances and microfinance have in common in terms of their concept of development? In what ways do they differ? What are the similarities between the remittance and microfinance paradigms in terms of their vision of women?
2. The model of "remittances for local development" assumes that there is a virtuous and automatic circle between banking mechanisms and entrepreneurship. Do you agree? What obstacles to women's participation and investment might be left out of this picture?
3. How do women figure within the "remittances for local development" paradigm? Is there any risk to considering them in this way?



Learning Tools

2. Good practices from around the world

- Contributed by members of the (former) Gender and Migration Community of Practice



Good Practice #1: Singapore

Compass Club program of the aidha micro-business school

For many migrant women, the monthly remittance is life's sole purpose. Certainly, the remittance is a central focus of new students enrolling at aidha, a Singapore-based micro-business school. Aidha's students are domestic workers – women from the Philippines, Indonesia, India, or Sri Lanka who leave their families behind to find the employment income that might end their family's poverty. For them, the remittance offers hope, but it is also a filial duty. And, as budgeted, it can consume more than half the woman's monthly income.

But the "budgeted" remittance represents only a portion of the total monies sent home. Each month, there are also remittances for 'exceptional' costs: a sister is to be married, a cousin needs medicine, an uncle's debt must be repaid...Requests might come with explanation but often they are simply 'instructions' from husbands or fathers to 'send more.'

Remit, remit remit...Saving is rarely possible. But without saving, there can be no return. What begins as a two- or four-year work experience ends up becoming a ten- to twenty-year hard labor sentence. There is no 'partnership' between migrant and family, no shared commitment to the migration 'plan.' In line with her gender role, the migrant woman serves as the much-praised but still subservient daughter or wife, providing income as needed, on demand. .

Aidha's unique Compass Club program was designed to respond to this complex financial and empowerment challenge. Structured as small, peer support groups, our clubs provide a structured, educational environment in which, with the support of peers and a dedicated mentor, participants acquire practical financial skills and a new sense of self worth. With monthly meetings, recognition for their savings, and the pride of accomplishment, our students emerge from the clubs with empowered identities. No longer just dutiful daughters, they recognize themselves as primary breadwinners and as family leaders who have both the right and the responsibility to influence consumption and investment activities.

Along with this new identity come other positive changes such as banked savings, investment in income generating activities, and a new family contract detailing the shared plans for family progress. The results are impressive: savings grow from meager under-the-mattress amounts of \$510-20/month to banked sums averaging \$5250/month. The productive investments are equally impressive: Compass Club graduates describe with pride their new livestock, homes or land, and the small eateries or taxi services they have financed.

These investments are made possible through connections aidha has made with microfinance institutions in their participants' countries of origin. The model follows a philosophy of "education with credit" in order to create synergies and opportunities that help migrant women and their families end poverty in their lives.

For more information, visit www.aidha.org.

Submitted by Dr. Sarah Mavrinc, President, aidha

Learning Tools

3. Case studies drawn from qualitative research projects

Senegal

Kadia: "Migrants should wake up and remember their origins"

Kadia joined her husband in 1970 in Belfort, northeastern France, an area deemed dangerous; she has yet to adapt to this new life. Previously, she spent 5 years alone with her children in Senegal, unable to migrate, since the migration policy between France and Senegal only allowed for the recruitment of male laborers to work in the automotive industry.

A time came when she asked her husband to stay with their three children in France so that she could return to Senegal with her youngest child, then two years old. She told him: "Stay with your children. They will not come with me because every time I go to Dakar you never send me enough money, and it is too little to live off of. So, I will not bring the children." When her children went to Senegal for the holidays, she asked them to bring some administrative papers with them that enabled her to return to France after resting in her parents' home.

A social worker praised Kadia's courage and encouraged her to get involved in the defense of her community's rights. She found work in the city of Tourcoing, in the north of France, but later left that job in order to start an association to help all migrants, regardless of their nationality. Three years ago, Kadia became ill and one of her sons asked her to move to Paris so that he could take care of her. She is proud that all of her children are employed and none has run into problems with the law.

Kadia travels to Senegal every year, but has never invested there. She has never considered permanently moving back to Senegal, but the current conditions in France, including the high cost of living and strict immigration policy, are pushing her in that direction. She belongs to a group of migrant women and some of their children who plan to invest in housing in Dakar that they will rent out in order to cover the monthly loan payments. "We have to let go of the custom of staying in our father or mother's house. You have to have your own house where you can stay when you return. This is what we all want – to have our own house with our children."

"In 1971-2 up until 1980, there were no women working here. Women began to work after 1992-1995. A woman then didn't even have 100 francs to send to her mother. Men had everything. Now, we women born in Dakar have rejected this situation. We have shown them that we are educated, we have our degrees... Now, they send the social welfare payments for our children directly to us. We have to feed them, dress them, and furnish their rooms. Now women have their own bank accounts, and polygamy has been prohibited."

Kadia's husband never wanted her to work, but she has always braided people's hair in her home. For women over 50 years of age, it is impossible to find work. Their children have grown up and they no longer receive the child subsidies once provided by the State, so they rely primarily on the solidarity of their children. Their husbands, who are often much older, receive pensions from the formal employment they have done over the years. When they retire, many return to their home village, where they often seek out a young wife. "They spend 6 months in Senegal and the wife in France has to figure out how to find enough money to eat. You are the one who pays the bills, and if you do not pay the rent, they will throw you out."

This life story was published in March 2010 and pertains to the project "Gender and Remittances: Constructing Gender-Sensitive Development," implemented by UN-INSTRAW and UNDP, with funding from Japan WID.

*Source: Sant Fatou, 2010, Migration, Remittances and Gender-Responsive Local Development: The Case of Senegal. Santo Domingo.



In 2004, the migrant population was estimated to represent 3% of the Senegalese population, among which only 16% are women. Remittances reached 3% of national GDP (500 billion CFA francs, or US\$ 1.1 billion, according to the IMF). In a country that is overwhelmingly rural (59% of the population), and weakened by poverty and drought, the organizing and solidarity efforts of all emigrants and local people, together with the individual and collective remittances, are key factors in the development of the fragile communities of origin.



Learning Tools

4. Video and radio clips



Remittances in Vicente Noble

0:18 / 9:27

Gender, migration, remittances and development in Vicente Noble, ...

UN Women - 243 videos

Subscribe 4,403

1,213

2 0

The video player shows a scene from Vicente Noble, featuring a structure with a red fabric roof and green pillars. The text 'Remittances in Vicente Noble' is overlaid on the video. The player interface includes a progress bar at 0:18 / 9:27, a title 'Gender, migration, remittances and development in Vicente Noble, ...', the channel name 'UN Women - 243 videos', a 'Subscribe' button with 4,403 subscribers, and view counts of 1,213 and 2 likes.



Learning Tools

5. Compendium of action ideas

PROPOSALS FOR ACTION TO PROMOTE THE MIGRATION- DEVELOPMENT NEXUS FROM A GENDER AND HUMAN DEVELOPMENT PERSPECTIVE

The following table presents a range of potential interventions that is not exhaustive, but aims to guide certain types of actions following these criteria:

1
Has an impact on the three strategic themes identified in the migration-development nexus from a **gender perspective**.

2
Intervenes at different levels: 1) **long-term** interventions to bring about structural changes, and 2) **short-term** interventions aimed at reducing gender inequalities. In other words, **strategic interventions** that improve the position of women (long-term) and interventions focused on **practical necessities** that improve women and men's immediate living conditions (short-term). Both types of intervention should be carried out simultaneously. They are not exclusive and will be more successful through the effective combination of both types of actions.

3
Views development from a **human development** perspective or, in other words, as a process that:
a) improves the collective capacity to meet human needs; b) increases economic activity as a result of the creation of wealth rather than the accumulation of capital; and c) contributes to a more equal distribution of opportunities and access to resources.



What are we trying to achieve?

- To push thinking on the migration-development nexus in order to...
 - SHIFT the dominant paradigm to make it more people-centered, gender equitable, and sustainable
- This involves:
 - Reconsidering the model of remittances for development from a gender and rights-based approach
 - Bringing to the fore migrant women's rights (esp. domestic workers' rights and the right to sexual and reproductive health)
 - Paying attention to migration for care work, and putting the right to care on the development agenda
 - Reforming migration policies from a gender and rights-based perspective



How can the manual be used?

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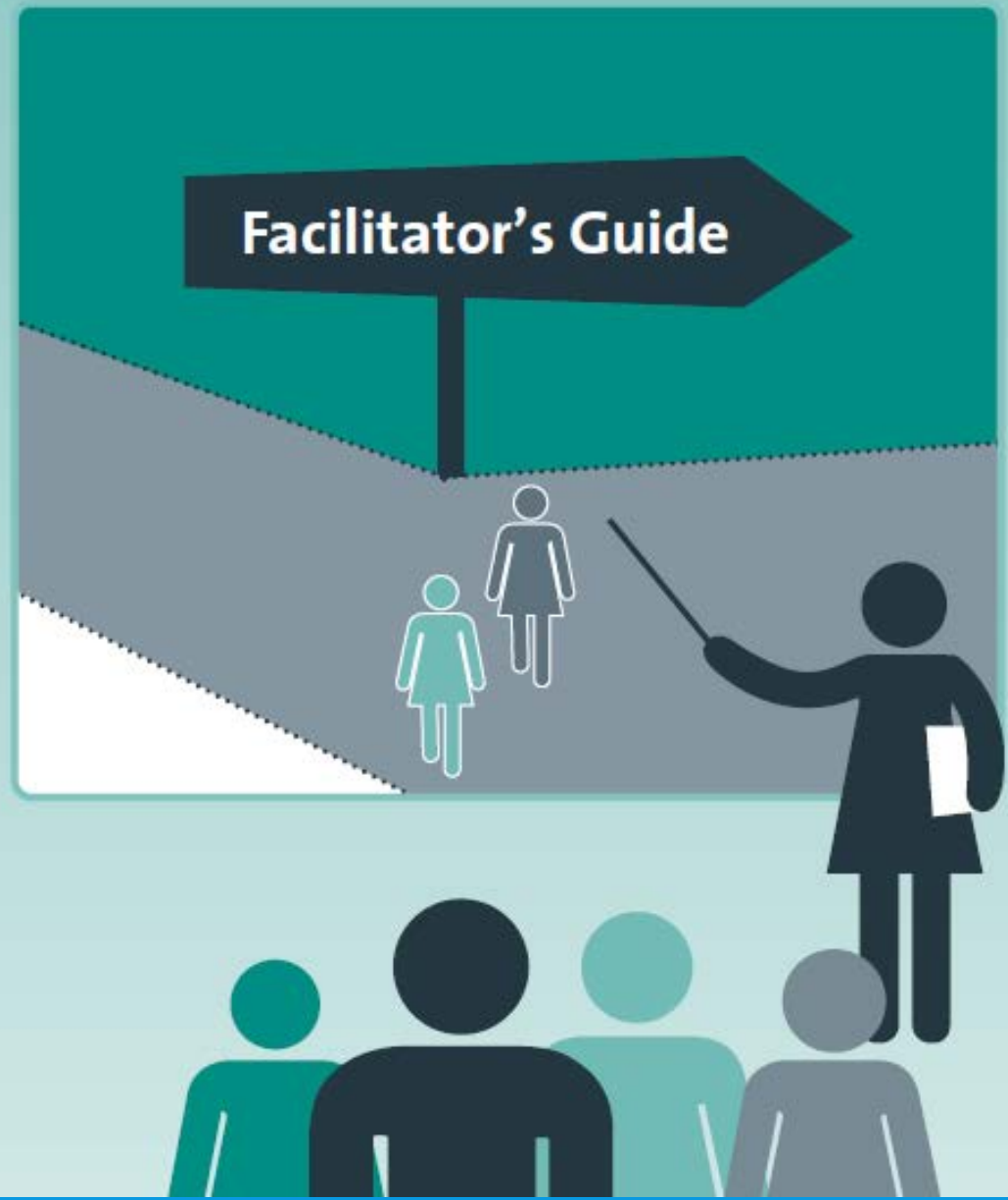
This manual is designed to be used in two ways: as a self-didactic learning guide, and as support material to carry out in-person training workshops on migration and development with government workers, NGO technical personnel, or other organizations who work on issues related to migration, development and/or gender equality.

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Facilitator's Guide

- How to use the manual to do training
- Sample workshop agendas
- How to combine theory and practical activities



What are some ideas as to what you can do with it?

- Request a training from the UN Women Training Centre
- Send a participant to a training of trainers
- Help us translate it to French
- Use as a reference for individual/institutional learning
- Choose some activities to include in existing trainings
- Hold a full 4-day workshop, or partial 1-2 day workshop
- Get action ideas from the compendium of proposals at the end of the manual



Where can you find it?

UN Women:

www.unwomen.org

GFMD: www.gfmd.org/pfp

Platform for Partnerships



www.unwomen.org/en/digital-library/publications/2013/12/gender-on-the-move

UN WOMEN United Nations Entity for Gender Equality and the Empowerment of Women

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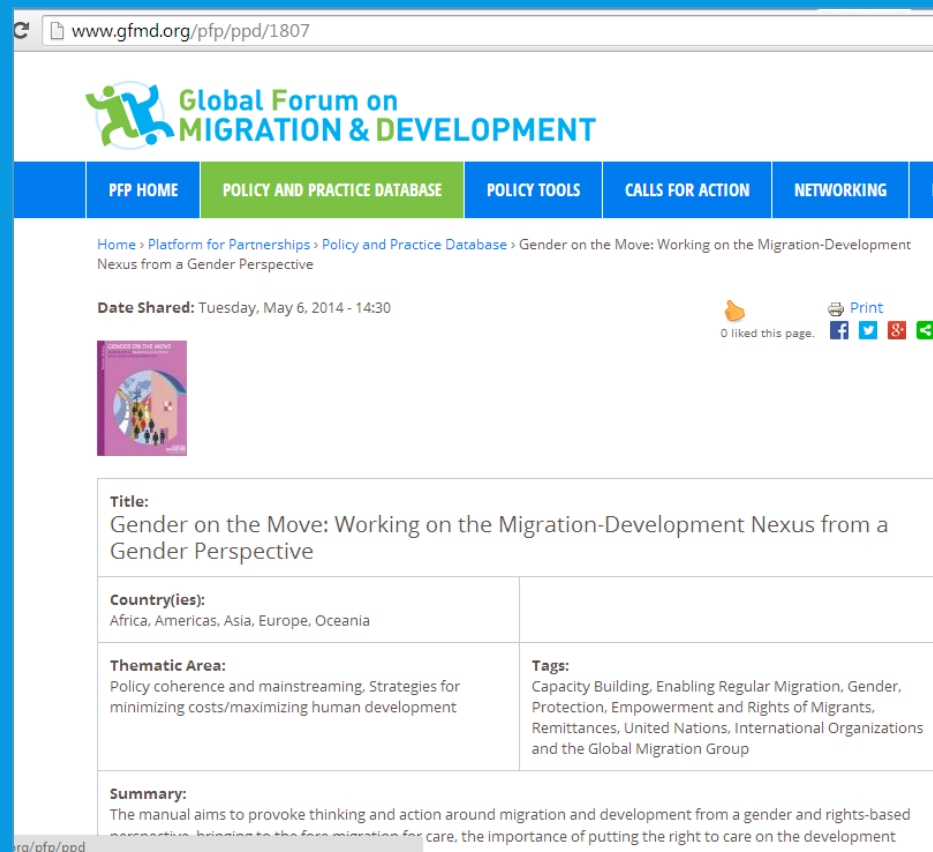
- Publications
- Videos
- Photos

Gender on the Move: Working on the migration-development nexus from a gender perspective

Authors/Editor(s): Allison. J Petrozziello

Around the world, a record number of women are now migrating to seek work and better lives. For many, migration yields these benefits; for others, it carries dangerous risks, such as exploitation in domestic work, and vulnerability to violence. Migration policies and practices have been slow to recognize these risks and take steps to make the process safe for women.

Migration and remittances have great potential to contribute to development, but also present new challenges. The training manual "Gender on the Move: Working on the



www.gfmd.org/pfp/ppd/1807


Global Forum on MIGRATION & DEVELOPMENT

PFP HOME POLICY AND PRACTICE DATABASE POLICY TOOLS CALLS FOR ACTION NETWORKING

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Title:
Gender on the Move: Working on the Migration-Development Nexus from a Gender Perspective

Country(ies):
Africa, Americas, Asia, Europe, Oceania

Thematic Area:
Policy coherence and mainstreaming. Strategies for minimizing costs/maximizing human development

Tags:
Capacity Building, Enabling Regular Migration, Gender, Protection, Empowerment and Rights of Migrants, Remittances, United Nations, International Organizations and the Global Migration Group

Summary:
The manual aims to provoke thinking and action around migration and development from a gender and rights-based perspective, bringing to the fore migration for care, the importance of putting the right to care on the development



UN Women Training Centre



>> Contact

> Training for Gender Equality
Community of Practice:

<http://gtcop.unwomen.org>

> Roster:

<http://unwomen.unssc.org>

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