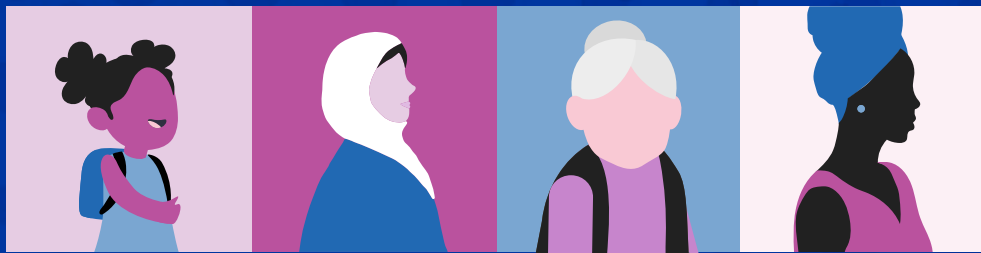


3



STEPS TOWARDS GENDER-RESPONSIVE MIGRATION DATA

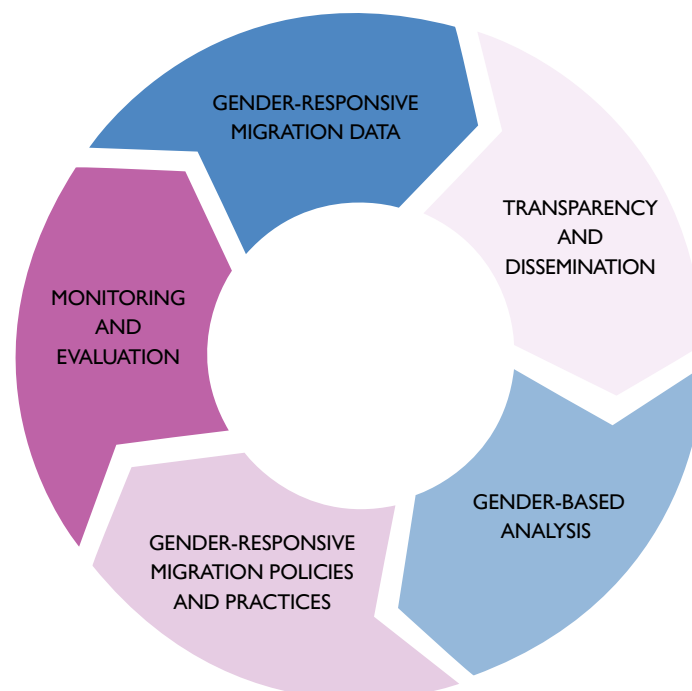
A gender-responsive approach should be mutually reinforcing between data and migration policy.

This means that a gender-responsive policy approach promotes the production, analysis and use of migration data to enhance the gender-responsiveness of policies and governance. Producing and collecting quality sex- and gender-disaggregated migration data which represent migrants of all genders, and using such data to inform and improve migration policies, will enhance gender-responsiveness in migration data and policy (including legislative) processes. Such a dynamic relationship between data and policy will produce positive outcomes for all.

Incorporating gender in migration data is a key contribution towards the global efforts to end gender inequality through gender-responsive migration governance. An important aspect of this goal is linking data to policy, so that gender-responsive data are explicitly used to inform migration policies and their implementation, monitoring and evaluation (IOM, 2019b). The purpose of applying a gender-responsive approach is to recognize and move beyond assumptions of gender-neutrality in international public policy, uncover the reality of people's everyday lives, and find ways to address the needs of all migrants.

The explicit inclusion and use of data on gender to inform all stages of the policy cycle further enhances gender-responsiveness. The basic concept of gender-responsiveness is that policies at all levels and stages of the policy cycle (Figure 3) should ensure the protection of human rights of *all* through the recognition of and response to the specific needs and challenges of those who are often marginalized and in situations of vulnerability, including women, girls and those with diverse gender identities.

Figure 3. The cycle of evidence-based, gender-responsive migration policymaking



A gender-responsive approach requires responding to the diverse needs of migrants of all genders. Gender and diversity analysis is one tool that policymakers, NSOs and practitioners can use to identify needs and address policy/legislative shortcomings as part of a gender analysis framework. This allows for a critical examination of how gender-based assumptions or practices may be embedded into policies and may prevent policymakers and stakeholders from asking important questions that are outside their own experiences. Gender and diversity analysis can help identify how existing attitudes, norms, and policy practices in social and political institutions that surround policymakers limit the range or implementation of policy options that they consider or propose. Gender and diversity analysis is a tool to evaluate and monitor the construction, collection and analysis of migration data in order to enhance gender-responsiveness of migration policies/legislation.

In the spirit of the whole-of-society approach to migration governance as emphasized in the Global Compact for Migration, different actors – such as governments, national data collection agencies (e.g. NSOs), as well as international organizations, CSOs, academics, researchers, policy implementers and the private sector – can play key roles in the migration data cycle. Gender must be considered throughout the full data cycle, including the production, collection, storage, analysis, and use for policy advice, programme planning, design and implementation, and research and dissemination (IOM, 2021a).

As a starting point, data collection and analysis need to be unbiased and gender-sensitive, and reflect the diversity of people on the move, including in terms of age, sex, gender identity, disability, race, education and more, as appropriate, while placing these characteristics in the relevant social, economic and cultural context (ibid.). Figure 4 below provides a summary of key actions that policymakers, NSOs and practitioners can take to enhance gender-responsiveness with respect to migration data, followed by a detailed discussion of each action and good practices that speak to specific actions.¹⁴

This section proposes a set of five steps to be considered in order to implement a gender-responsive approach to migration data:

1. Rethink categorization and formulate gender-responsive policy to guide migration data collection and use.
2. Integrate ethical considerations into migration data collection.
3. Build capacities and invest in data infrastructure.
4. Collect and use sex- and, whenever possible, gender-disaggregated migration data.
5. Adopt a whole-of-society and whole-of-government approach in data collection, analysis, and evaluation, and use gender-responsive data to inform migration policy and practice.

¹⁴ The good practices highlighted under this section are based on documents that are publicly available and did not undergo a thorough gender-based analysis.



Rethink categorization and formulate gender-responsive policy to guide migration data collection and use

Rethink categorization and enhance measurement

Since the experiences of migration, needs and challenges are closely linked with the sex characteristics and gender identities of migrants, in addition to sex-disaggregated data, it is important, when possible, to collect data on migrants with diverse gender identities and their diverse experiences of migration. In particular, migration data on lesbian, gay, bisexual, transgender/gender-diverse, intersex and queer (LGBTIQ+) people are rarely disaggregated based on their specific needs and challenges.

On the one hand, it is important to ensure that data instruments do not conflate the sex listed on official documents with gender identity, and that data on gender identity is being collected either in addition to or instead of sex (Sullivan, 2020). It is equally important not to solely base sex-disaggregated data on the sex assigned at birth, since doing so might result in data that does not align with a migrant's legal documents if they have had their sex marker changed. Asking in any given survey about the sex assigned at birth will additionally, in the vast majority of instances, exclude sex markers that are designations other than male or female, such as O, T or X. While some entities encourage a two-step data-gathering process in relation to data on diverse gender identities, with a first question about sex assigned at birth and a second question about gender identity, IOM promotes the use of sex data to reflect the sex marker on an official document and the use of gender data to reflect the individual's gender identity, with the gender question reflecting diverse gender identities if relevant to the individual and if the individual wishes to disclose that information. Gathering both sex- and gender-related data enables the analysis of the situations of people of all genders, including those with diverse SOGIESC.

There is also a need to provide information on the needs and socioeconomic status of migrants by identifying additional indicators, such as those on sexual and reproductive health, pregnancy, childcare, GBV, exploitation and abuse, and transfers and use of remittances. Equally important is to include variables to gather nuanced information on the realities of migrants of all genders, intersecting identities based on race, religion, caste, colour, etc. This also involves rethinking the sampling frames and methodological designs, in addition to expanding variables and indicators in order to better measure the lived experiences of migrants of all genders. Doing this requires rethinking categorization, asking different questions, and aligning measurements in consultation with civil society, including migrant organizations, with particular attention to including the voices of women and persons with diverse gender identities. In all instances where data on gender identity, sexual orientation or sex characteristics is being gathered, it is critical that the questions can be answered safely and confidentially. Otherwise, the data may be skewed because the individuals will not feel comfortable or safe being honest.

Foster methodological innovation

Facilitating quality analysis and strategic communication of migration data from different sources is important in order to contribute to a better understanding of an informed gender and diversity¹⁵ discourse on the nature, drivers and

¹⁵ Gender and diversity analysis takes into account cultural, social, and economic differences between men, women, and people with diverse gender identities to ensure that potential impacts of policies, programmes, and legislation on people of all genders are identified, and existing and proposed policies, programmes, and legislation have intended and fair results for people of all genders.

impacts of the movement of people, as well as linkages with development, humanitarian action and other related fields (IOM, 2021a). In fact, quantitative methodological approaches often fail to glean the nuanced motivations and different experiences and trajectories of people of different genders on the move. Adopting a multi-methodological approach and integrating qualitative and quantitative data can raise the voices of marginalized individuals and also provide depth of information regarding policies and practices that differentially impact migrants. Further, qualitative designs, such as semi-structured interviews, can inform quantitative instruments, such as improving questionnaire design or sampling techniques. It is equally important to ask innovative questions, not only methods, that speak to the experiences and needs that are important to people of all ages with diverse gender identities.

Further, migration data can be collected from diverse sources, including national population and household surveys which can be collated, cleaned, edited, imputed, aggregated and used to produce official statistics. In order to avoid a gender-blind approach, survey administration should avoid sampling designs that measure the household based on the “head of household” or those that focus on the household as a homogenous unit, rather than on individuals within it. Administrative data that keep records on temporary migrant work visas and study permits can be used to analyse migrant flows, but they may focus on primary applicants, neglecting detailed information on spouses or families of temporary migrants in particular.

Data can also be obtained from non-traditional private sources such as social media or cellular data, which are particularly useful in understanding forced displacement, transnational networks, and human trafficking or estimating informal remittance flows. These data may present opportunities for enhancing gender-responsiveness. For instance, women migrants have a greater tendency to use informal or microlevel channels for sending remittances home, thus traditional formal remittance data may underestimate women’s contributions to economies (Hennebry et al., 2017). It is also important to widen the thematic scope and focus of migration data collection, to include areas which directly contribute to challenging gender stereotypes and inequality, and highlight and support women’s empowerment. An example is gathering data on the economic contributions of women migrant workers in host countries (including those outside of gendered sectors – i.e. beyond care work), as well as on GBV, exploitation and abuse (including trafficking in persons). In the case of undocumented migrants, ethnographic fieldwork or other qualitative methods (such as semi-structured interviews, focus group discussions or participatory action research) could potentially elicit information about the challenges that they face and how they enter and participate in the labour markets in destination countries.

Formulate gender-responsive policy to guide data collection and use

Data are always produced within a specific policy context, and not in a vacuum. It is thus essential to develop a gender-responsive policy to guide the production and collection of migration data that speak to the diverse realities of migrants of all genders, especially those more at risk of marginalization such as women, girls and people with diverse gender identities. To develop gender-responsive migration policy, it is crucial for governments and NSOs to formulate, compile, and publish best practices related to methodological design and inclusion of indicators related to gender, and that these indicators are applied to the construction, collection and analysis of data. Migration data are gender-responsive when they accurately reflect the gendered realities of migrants. Monitoring and evaluating how data are collected and measured can improve gender-responsiveness through informing methodology, sampling and measurement. Developing such measures in consultation with relevant stakeholders, including migrants of all genders, further strengthens their validity.

Good practices

In the Republic of Korea, the **Seoul Metropolitan Government** adopted a new policy approach which, beyond gender equality, incorporates women's perspectives and experiences in a broad Women Friendly City Project. The Project's execution works through 16 offices, investment institutions and Seoul Government-funded institutions. Each office chooses projects which involve the integration of a gender perspective and establishes action plans. (UNDP, 2012)

The **Government of Madagascar** completed a gender analysis in early 2019 to inform its response to climate change. Its report involved analysing the ways in which climate change differentially affects men and women. To address these inequities, the report recommended the establishment of new services and extension of previous ones for women. (NAP Global Network and UNFCCC, 2019)

In 2020, **IOM** developed two "tip sheets" to support IOM offices and programmes on inclusive data gathering and gender-inclusive communication. These reference documents advise on gathering inclusive data from migrant populations in a way that maintains safety and protects confidentiality, and on producing gender-inclusive internal and external communication. IOM has also produced guidance on LGBTIQ+ and disability inclusion in IOM offices and facilities.

The **Government of Colombia** partnered with UN-Women to develop a planned and structured process for producing gender statistics. The process strengthened institutions generating statistical information to incorporate a gender perspective, established institutional coordination mechanisms to better mainstream gender into national policies, and built technical capacities on gender statistics. It additionally developed training modules to emphasize the importance of gender statistics for planning, provided technical assistance in conducting surveys, and integrated a gender perspective into its 2021 Economic Census and Multipurpose Cadastre. The process improved data accessibility and use through developing two strategic publications, creating a design and operating system for a "gender atlas" for Colombia, and strengthened gender statistics to complement the peace agreement monitoring system. (UN-Women, 2020a)

The **Government of Canada** is significantly investing in bridging the gender data gap in alignment with its policies and initiatives on gender equality and feminist foreign policy. In response to a 2018 report, Statistics Canada has developed new standards on sex and gender variables and classifications, including offering a non-binary gender option. This policy direction provides a two-step process for planning and collecting data on sex and gender. (UNICEF, 2020)

The **United Kingdom census authorities** have proposed guidance for the 2021 census, indicating that the sex question may be answered according to subjective gender identity. This addresses issues about the measurement of sex and gender identity, which other data collection exercises are also contending with. (ONS, 2019)



Integrate ethical considerations into migration data collection and security

It is critical that migration data is collected, processed, managed and stored so as to prevent potential loss, theft or misuse, in line with human rights standards and IOM data protection principles.¹⁶ National laws and policies related to privacy and ethics linked to statistical data collection, use and sharing are needed to ensure data privacy, and such ethical data protocols should align with human rights considerations. Measures, such as firewalls, could be implemented to protect privacy (and where possible ensure anonymity and confidentiality) and guarantee that data is not used for any purpose other than what the person consented to. Such measures could also ensure that cooperation between service providers and immigration authorities does not exacerbate the vulnerabilities of migrants or heighten gender inequality, especially among irregular migrants, by compromising their safe access to rights and basic services or unlawfully infringing upon their human rights to privacy, liberty and security when seeking health and social services, access to justice, etc. The more private information the data include, the more security precautions should be taken to protect that information.

Data collection must ensure that the privacy of all, including women and people with diverse SOGIESC, is protected. When it comes to data collection on SOGIESC, it is important to be well prepared (e.g. staff training, workplace cultures, and ensuring complaint and feedback mechanisms in case data is misused) and to adhere to ethical research practices. Simply having a full array of choices on data collection forms and surveys does not ensure confidentiality and accuracy of data. Care must be taken to ensure that questions can be answered privately and confidentially (e.g. not in public spaces or in the presence of others). Otherwise, the respondents may face risks or harm from participation (e.g. subjected to violence), and data may be skewed because respondents do not feel comfortable or safe answering truthfully.

Further, it is important to ensure that data collection is differentiated from processes designed to provide access to services, and that data are not used to either deny access to essential services (e.g. sexual and reproductive health services) or compromise the human rights of people on the move. Data sharing should not be used to curtail access to rights and services, or enable exploitation, abuse or violence against migrants. This means, for example, use of password protection, data encryption, firewalls and antivirus protection (FGDC, 2014). Data should be backed up, stored and synchronized in different repositories on multiple servers to prevent potential loss or theft. In all cases, any data source on gender and international migration should remove or resample data in such a way as to make individuals unidentifiable prior to publication (Van den Eynden et al., 2011).

The use of data anonymization, firewalls and other measures to guarantee that data do not include identifying information, and that they are used only for the purposes for which they were collected and consented to by the persons involved, is key to ensuring that governments and private sector interests do not overtake the rights of people on the move, regardless of status. This is increasingly relevant in the context of “big data” and related issues of digital information sharing, storage and ownership.

¹⁶ The IOM data protection principles (2010) include provisions on: lawful and fair collection; specified and legitimate purpose; data quality; consent; transfer to third parties; confidentiality; access and transparency; retention of personal data; application of the principles; ownership of personal data; oversight, compliance and internal remedies; and exceptions. The IOM Migration Data Governance Policy and the IOM data protection principles are the key IOM frameworks. There are also several tools produced by the United Nations, including *Data Privacy, Ethics and Protection: Guidance Note on Big Data for Achievement of the 2030 Agenda* (UNDG, 2017) – which sets out general guidance on data privacy, data protection and data ethics for the United Nations Development Group concerning the use of big data – and the United Nations (2018b) *Personal Data Protection and Privacy Principles*.

Good practices

In 2001, given the gender data gaps regarding women's assets ownership, the **Government of Nepal** included questions in its census to address the gaps in order to enhance women's access to land through policy reforms. Data related to women's ownership of property provided support for two constitutional amendments which significantly improved the land ownership rights of Nepali women. As a result of this and further policy changes, women's land ownership trebled between 2001 and 2009. (Data2X, 2017)

Furthermore, Nepal was the first country to include a diverse gender identity on a national census in 2013, and it has a third-sex category on passports and immigration forms. Other countries that have sex designations other than male and female are: Australia, Bangladesh, Canada, Denmark, Germany, Iceland, India, Ireland, Malta, Nepal, the Netherlands, New Zealand and Pakistan.

In January 2021, the **Australian Bureau of Statistics (ABS)** (2020) developed and published the "Standard for sex, gender, variations of sex characteristics and sexual orientation variables" (hereinafter referred to as 2020 Standard) for the collection and dissemination of data relating to sex, gender, variations of sex characteristics, and sexual orientations. The 2020 Standard describes the four variables and their associated conceptual issues and definitions. The standard for each variable includes the concept(s), definition(s), questionnaire modules, classification, coding structure, and output categories to be used in ABS interviewer-based and self-enumerated collections. The 2020 Standard also provides guidance on deriving cisgender (cis) and trans and gender-diverse (trans) counts using the sex and gender variables. The four variables included in the 2020 Standard, when cross-classified with other variables, can provide comprehensive data on a particular topic, issue or population group. Although initially a small number of ABS surveys will include a question for all four variables, and this will grow over time, the key driver for the standard is to ensure that all survey participants can answer the questions in a way that accurately describes their situation. This product uses a two-step process of data gathering where it first asks about the sex assigned at birth and then asks about gender identity in order to compare the two and through the comparison capture diverse gender or transgender identities.

Ghana increased access to and demand for gender data related to health and services among rural women using the Mobile Technology for Community Health. Health-care providers are also able to record and track care provided to women and newborns. By 2013, 11,843 clients were served and 34 rural health-care facilities were active. (Data2X, 2017)

In 2021, IOM produced *Leave No Migrant Behind: The 2030 Agenda and Data Disaggregation* in order to provide user-centric guidance on disaggregation of SDG indicators by migratory status. It is aimed at practitioners across governments, international organizations or other settings who work with migration and/or SDG data. The guide is intended to help practitioners at any stage of a disaggregation process, and while it is anchored in the reporting processes of the 2030 Agenda, it aims to remain useful after 2030 as it will refer to key migration data sources that go beyond SDG reporting and are relevant for everyday policymaking.



Build capacities and invest in data infrastructure

Invest in national statistical agencies, data infrastructure and capacity-building

Develop specific gender databases from censuses and mainstream gender into the entire national statistical system (UNFPA, 2014). This necessitates gender-responsive budgeting¹⁷ that provides sufficient resources for the collection, analysis and coordination of gender-responsive data. The end goal of providing such resources in producing and coordinating gender-responsive data is to contribute to addressing gender inequality, GBV, and gender discrimination among migrants and refugees. Gender-responsive budgeting is also key to ensuring data availability and transparency, harmonizing indicators and definitions, adopting consistent techniques in data types and frequencies of measurement, designing data, as well as analysing the politics of migrant data construction. The end result of this process enables a gender-responsive evaluation of public policy at varying scales, from the local to the global.

Train data producers, data collectors and data users on gender-responsiveness

Training and capacity-building of policymakers, government officials and other data actors on gender equality is crucial for gender-responsiveness in migration data and policy. Further, it is important to provide training to the relevant data actors on gender and diversity analysis using statistical data, gender and measurement, as well as gender-responsive data collection. Doing this enables data producers and collectors to include modules that directly address the gendered experiences and structures of migration, and strengthen knowledge of and sensitivity to gender inequality, discrimination, exploitation and precarity, stigma and gender-based bias, and gender-based harassment and violence.

¹⁷ This should be a budget that works for people of all ages with diverse gender identities by ensuring gender-equitable distribution of resources, and by contributing to equal opportunities for all, and for promoting gender and fiscal justice.

Good practices

In 2016, the **Scotland-funded initiative Close the Gap** released a guidance document on meeting public-sector gender equality. To do this, it focused on gathering, using and publishing gender indicators in employment data. It also pushed for gender-mainstreaming, calculating gender gaps and publishing findings. The tool provides a number of good practices in the process of data gathering, analysis and use to increase understanding of how data can support gender equality. (OECD, 2018)

In 2021, **UN-Women** produced *Policies and Practice: A Guide to Gender-Responsive Implementation of the Global Compact for Migration*, a reference document for key stakeholders, including NSOs and governments, to provide clear, concrete and practical guidance on gender-responsive implementation of the Global Compact for Migration. This guide analyses the Global Compact for Migration Objective 1 – “Collect and utilize accurate and disaggregated data as a basis for evidence-based policies” – including a concise summary of the main issues for migrant women and girls, concrete measures to ensure gender-responsive implementation, and a checklist of key actions for gender-responsive migration governance. (UN-Women, 2021)

In 2013 in France, the **Prime Minister and the Minister for State Reform, Decentralization and the Civil Service** signed a memorandum of understanding (MOU) with trade-union organizations as a whole and the representatives of public employers, on gender equality in the civil service. It identified the central importance of gender-disaggregated data on job candidates in analysing existing gender gaps. The MOU uses these data to ensure non-discriminatory recruitment practices in the civil service. (OECD, 2018)

In 2016, the **Government of Australia** issued its Gender Equality Strategy for 2016 to 2019. The Strategy addressed gender imbalances across the Australian Public Service at all levels and in all agencies, focusing on leadership, flexibility and innovation. It presented a new approach to implementing gender equality through five core pillars. To support the Strategy, the Australian Public Service Commission developed a practical implementation guide that comprised a toolkit, resources, fact sheets, tools and good practices. (Ibid.)

The **Government of Canada** uses the Gender-based Analysis Plus (GBA+) tool to provide capacity-building and policy evaluation tools for government actors and policymakers on how women, men and gender-diverse people, in interactions with other intersecting axes of identity, may experience State policies, programmes and initiatives. The “plus” in GBA+ is not just about differences between the biological (sexes) and sociocultural (genders); it considers many other identity factors – such as race, ethnicity, religion, age, and mental or physical disability – and how the interaction between these factors influences the way people might experience government policies and initiatives. (Government of Canada, n.d.)

The **UNHCR Regional Representation for Northern Europe**, based in Sweden, has trained government staff in all Nordic countries to improve due process and data collection for LGBTQIA+ asylum seekers. Data are used to ensure special procedural safeguards for LGBTQIA+ applicants. The Swedish Migration Agency, for example, includes the stipulation that all refugee status determination is always made by a panel that includes at least one expert on LGBTQIA+ issues, trained and certified by the Agency. (UNHCR, 2016)



Collect and use sex- and, whenever possible, gender-disaggregated migration data

Collect sex- and, when possible, gender-disaggregated migration data

As emphasized by SDG 17.18 – which aims to “increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts” – development data should capture information on all intersecting factors that produce the gendered experiences of migration. Without understanding the socioeconomic realities of women and people with diverse gender identities, existing social inequalities can be reinforced by data collection practices based on misunderstandings of these realities and failing to make use of the perspectives of those affected by them (Hookaway, 2010). This makes it necessary to move beyond the sex designations of male and female as sufficient to representing, measuring and acting upon the everyday lives of people of all genders. Gender-disaggregated data also involve enhancing institutional data memory and capacity.

Facilitate access to data, data transparency and data sharing

Making migration data more gender-responsive lacks impact if produced data are generally inaccessible, especially given that communities who need such data the most may have fewer resources to access and analyse them. Further, actions must be taken to ensure that data can speak to each other, so that measurement and terminology are translated across international policy and governance contexts.

The IOM Migration Data Strategy (2021a) highlights the importance of international cooperation and aims to promote coordination on migration-data-related terminology and collection and analysis methodologies, and also to achieve greater data interoperability. Providing data in a variety of accessible formats and the standardization of metadata would further enhance data availability and sharing. Archiving and creating adequate data documentation (ICPSR, 2012) (e.g. data codebooks, glossaries and variable measurement details) for use in policymaking and evaluation, including for gender-based analysis, enhances ease of use, reliability, comparability and replicability. The achievement of these accessibility and transparency goals requires planning of data archiving and preservation during its life cycle, along with regular quality assurance to ensure data security has not been compromised. Migration governance instruments should ensure that transparency and sharing of data, in line with human rights standards, are built into the governance structures (in law and policy) and that such practices are revisited on a regular basis in the context of rapid digitization of data and information.

Good practices

The **Ghana Statistical Service** is monitoring gender equality through strengthening routine data collection systems by working with Statistics Denmark on several data quality improvement projects, including mainstreaming gender into many of its administrative data collection forms. The Government of Ghana is also developing a database aligned with strategies from its National Gender Policy and the SDGs. (UNICEF, 2020)

The **Government of Mexico** created a technical group for the incorporation of gender perspectives into its migration policies within the framework of the Advisory Council on Migration Policy of the Ministry of Interior. The group collects data to guarantee migrant women's effective access to their rights through the incorporation of a gender perspective, and to create affirmative action through administrative rules and public policies. The Mexican Government Migration Policy 2018–2024 includes a gender perspective. (UNGA, 2019)

Since 2013, the **Government of Austria** has shown the medium-term political outcomes of its policies aimed at gender equality. The objectives are measured through yearly reports which evaluate key indicators to identify gender gaps. At the end of the year, the Annual Report on Outcome Orientation delivers the results of the Government's progress in gender equality. This change led to the development of a comprehensive gender-oriented budget and reporting framework, which is integrated into the Government's performance budgeting system. (OECD, 2018)

Statistics Norway has published national gender equality indicators since 2008. These include gender distributions in political institutions, the labour market, business structures and educational programmes. Results are published on a national scale and are also available by region and municipality, allowing policymakers to address regional and local issues. (Ibid.)

The **Government of Kenya** is working to encourage statistical participation by collecting and producing gender statistics. Its programme includes provision of technical assistance to the Ministry of Agriculture's Statistics Unit, updating and disseminating its National Gender Data Sheet 2019, giving technical assistance to integrate gender-related SDG indicators into its development plans, and working with intergovernmental bodies to establish coordinating mechanisms for gender statistics. It will further develop gender data sheets in selected areas of the country, provide technical assistance to the Kenya National Bureau of Statistics, develop metadata and indicator information sheets, and finalize a women's empowerment index in partnership with UNICEF. Results from this programme will include: development and dissemination of a *Women and Men* booklet and related gender statistics; mining of existing data for further insights and data generation to monitor the SDGs; convening high-level, biannual forums to discuss gender statistics; and supporting annual research grants. (UN-Women, 2020b)

The **IOM Migration Data Portal** has a "Gender and migration" webpage which provides an overview of key terms and concepts, main trends, data sources, and data strengths and limitations – as well as further sources. The IOM Migration Data Portal was established in December 2017 and is managed and developed by IOM's Global Migration Data Analysis Centre (GMDAC) to serve as a unique access point for timely, comprehensive migration statistics and reliable information about migration data globally. The site is designed to help policymakers, national statistics officers, journalists and the general public interested in the field of migration to navigate the increasingly complex landscape of international migration data, currently scattered across different organizations and agencies. (IOM, 2020c)



Adopt a whole-of-society and whole-of-government approach in data collection, analysis, and evaluation, and use gender-responsive data to inform migration policy and practice

Adopt a whole-of-society and whole-of-government approach in data collection, analysis and evaluation

As key guiding principles of the Global Compact for Migration, the whole-of-society and whole-of-government approaches are also important to data collection, sharing and use. The whole-of-society approach entails the involvement of relevant academics and CSOs in data collection processes, as well as engagement and relationship-building with local communities to encourage participation, establish dialogue, and incorporate perspectives in data collection processes – and also ensure that women and people with diverse gender identities are represented. Of particular importance is inclusion of civil society and voices of women and people with diverse gender identities in data production and collection. Women and people with diverse gender identities should be included in research design to enhance the validity, reliability and accuracy of data. Efforts to build capacity among civil society and community-based organizations to utilize migration data, and to expand research partnerships and data-sharing initiatives with these NGOs, can lead to better informed service provision and accountability.

It is crucial to determine priorities for data collection and analysis based on consultations with women and people with diverse gender identities, to ensure that their perspectives count (and are counted). Equally important is to facilitate the involvement of these groups through ongoing consultations, gender advisory committees, or other structural mechanisms that ensure direct engagement with NSOs and policymakers.

Further, fostering data sharing across governments, and building capacities within and across government jurisdictions and units to utilize data, can encourage research- and evidence-based analysis of policy, and promote synergy and commensurability across policy domains, geographies or sectors. Further, data that enable gender and diversity analysis across numerous policy domains and socioeconomic factors are needed in order to eradicate structurally embedded gender inequalities and intersectional precarities that can have deleterious consequences for immigrants and refugees. Where possible, linking administrative data sources (such as data used for entry and admission processes for a range of categories – both permanent and temporary) with other data sets (such as tax data, employment data or settlement service data) will enable intersectional analysis as well as gender-based research and evaluation that cuts across policy domains. This will enable the whole-of-government approach, which is required to address the needs of policies and their impacts on women and people with diverse gender identities – from entry policies to those that impact economic integration and access to health care and social protection, among others.

Conduct gender-based policy analysis using gender-responsive data to inform migration policies and practices

Incorporating gender considerations into policy design and data collection concurrently allows a critical examination of assumptions or practices that prevent policymakers from asking important questions that are outside their own experiences. Without this, governments can neither make a robust analysis of gendered experiences and outcomes, nor use such an analysis to take stock of progress towards the achievement of relevant SDGs or the objectives set in the Global Compact for Migration (IAEG-SDGs, 2019).

Further, it is important to consider how existing attitudes, norms, and policy practices in social and political institutions limit the range or implementation of policy options considered or proposed by policymakers. Gender-responsive data can enable policy impact assessment (Gertler et al., 2016) and gender-based evaluation and monitoring. These evaluations are most valuable when grounded in data that can direct the attention of policymakers and stakeholders to the everyday lives of people of all genders.

Good practices

In the 2010s, the **Government of Guinea** prioritized a gender analysis framework to explore the information and opportunities available to support the integration of gender into environmental planning. The analysis of data found that Guinean women were more vulnerable due to gender-based roles, barriers in accessing resources, social marginalization and weak participation in decision-making. The framework has enabled Guinea to find opportunities to integrate gender into its policy practices, including through the establishment of functional linkages between coordination mechanisms for gender and other policy issues, like international migration. (NAP Global Network and UNFCCC, 2019)

The Gender Results Framework (GRF) introduced by the **Government of Canada** in 2018 is a whole-of-government tool designed to track how Canada is doing, define what is needed for greater gender equality, and determine how progress will be measured going forward. The Framework directly contributes to Canada's advancement of the SDGs. (More information is available at <https://cfc-swc.gc.ca/grf-crrg/index-en.html>.)

In 2014, the **Government of Sweden** committed itself to the integration of gender equality perspectives into decision-making. The Government formalized this with an overarching gender equality policy broken into six sub-goals, as well as giving a specific budget for achieving gender equality. Sweden began a programme for gender mainstreaming into government agencies, ensuring that their activities and services contributed to achieving gender equality. This policy also influences Sweden's foreign affairs. (OECD, 2018)

In the Philippines, the **Trade Union Congress of the Philippines (TUCP)** works with NGOs and the **Government** to provide better protection for migrant workers, especially women domestic workers. TUCP collects data on issues related to women migrant workers, such as sexual violence, and addresses them. TUCP has a centre for migrant workers in Manila to assist those who have returned. Also, there are preparatory sessions for those seeking to migrate, where they are informed of their rights and given contacts in destination countries. (ILO, 2006)