

*Create an entrepreneurial savings and investment environment for returned migrants*

*In the Philippines, at least one woman migrant worker is represented in the House of Representatives and on the Boards of the Philippines Overseas Employment Administration and the Overseas Workers Welfare Administration.*

- \* Provide incentives for savings and safe remittances of earners;
- \* Develop comprehensive reintegration programmes addressing socio-economic, legal, and psychological needs;
- \* Ensure that economic reintegration is gender and market responsive and sustainable;
- \* Provide counseling, gender and rights consciousness for returned migrants, their families and communities;
- \* Run nation wide and community-based awareness campaigns promoting rights protections;
- \* Ensure representation on policy and decision-making bodies tasked with protecting women migrant workers;
- \* Promote gender sensitive and efficient service delivery, including that by diplomatic missions by:
  - selecting competent staff with integrity and commitment to workers' concerns;
  - appointing women staff, especially in senior positions, to deal with problems of women workers;
  - providing all staff with prior and on job training and information on migration realities, legislation and procedures, gender and rights training;
  - providing skills training (basic counseling, stress management for migrants), and how to draw on complementary resources in countries of employment - NGOs, source country professionals, associations, religious groups - to provide these services;

## Strategic Interventions



Many governments, UN agencies, international organizations, NGOs and community-based organizations have been implementing a host of creative initiatives to protect and empower women migrant workers. A framework for strategic interventions developed on the basis of lessons learned has been outlined below.


# A Framework for Strategic Interventions

- \* Treat migration as a development concern and place it on national, regional and international agendas;
- \* Mainstream migration, especially gender concerns in migration into national and regional plans, policies and programmes in an integrated multi-sectoral manner;
- \* Mainstream a gender and rights perspective into all migration interventions, in accordance with international human rights instruments;
- \* Ensure a balance between preventive interventions that provide sustainable alternatives to migration for survival; interventions that protect migrant workers and thus prevent rights violations and immediate post violation assistance;
- \* Focus greater attention on the demand side of the issue;
- \* Ensure in-country co-ordination, as well as bilateral and multilateral collaboration between countries of origin and employment among multiple stakeholders – government, NGOs, community-based organizations and the private sector;
- \* Address the concerns of women migrant workers throughout the migration cycle;
- \* Adapt, upscale and expand geographical coverage of good practice within and across countries and regions.

*States are obligated to promote, protect and respect human rights and ensure access to remedies.*

## Strategic Interventions

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- \* Implement sustainable development alternatives to migration for survival;
  - \* Engender research, analysis and data production, including on remittances and contributions of women migrant workers for appropriate policy formulation and implementation;
  - \* Develop gender sensitive monitoring and impact assessment indicators;
  - \* Ratify International Human Rights Instruments on workers and migrant workers;

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- \* Register migrant workers through an incentive system relevant to their needs and concerns;
  - \* Lift bans on women's migration, but protect their rights throughout the migration process;
  - \* Build their capacity to cope with potential exploitation. This can be done through pre-recruitment awareness-raising on migration realities and pre-departure orientation programmes;
  - \* Enforce minimum labour standards that protect national and overseas migrant workers, especially women;
  - \* Include local and overseas domestic workers under existing labour laws or introduce protective legislation/measures for them;

## Meeting *Challenges:* A *Menu* of Strategic Interventions

- \* Report on women migrant workers concerns under CEDAW and other relevant human rights instruments;
- \* Introduce policies and programmes in countries of origin protecting employment of both regular and irregular migrant workers;
- \* Regulate and accredit recruitment agencies and employers, using an incentive and disincentive system and establish accountability mechanisms to prevent misuse of incentives;

- \* Ensure that legally valid contracts for domestic workers have gender responsive monitoring and dispute resolution mechanisms, and evidence requirements;
- \* Ensure the right to associate and organize;
- \* Implement bilateral and multi-lateral agreements between countries of origin and employment, protecting migrant workers;
- \* Provide on site socio-economic, legal and emotional support services to women migrant workers;