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GUIDANCE NOTE

GENDER-RESPONSIVE INDICATORS FOR GCM IMPLEMENTATION

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Table of Contents

DISCLAMER 01

INTRODUCTION 01

METHODOLOGY 03

INDICATORS 04

CONCLUSION 22

Disclaimer: *This guidance note is a work in progress. It will be finalized with the United Nations Network on Migration's Gender-Responsive GCM Implementation Workstream, jointly with the Indicators, Data, Evidence-Based Policymaking and Public Discourse Workstream. It includes the gender-responsive indicators contained in the limited set of indicators to review progress related to GCM implementation endorsed by the UN Secretary-General (in purple), alongside complementary gender-responsive indicators (in magenta).*

INTRODUCTION

This guidance noteaims to support the use of gender-responsive indicators to measure and report progress in implementing the Global Compact on Safe, Orderly and Regular Migration (GCM). Some of these indicators are already included in the set proposed by the UN Secretary General in the latest GCM implementation report (Launched December 5, 2024).[1] Others are meant to be complementary to this set of limited indicators. Both are meant to be used in tandem in order to encourage the broadest range of reporting possible, recognizing states have a range of data collection, measurement and sharing practices and capacities.

A gender-responsive policy approach promotes the production, analysis and use of migration data to enhance the gender-responsiveness of policies and governance. Gender-responsiveness is also one of the guiding principles of the GCM.[2] Broadly speaking, the term "gender-responsiveness" refers to addressing the different needs, perspectives and representations of all genders. In order to be responsive, activities and actions need to go beyond increasing awareness – they need to take action to reduce inequalities and promote gender equality. Gender responsiveness in migration data means that data production is guided by principles of gender equality and human rights, and used to monitor and modify policies towards responding to gendered experiences of migration and addressing gender inequality.

Key to realizing the gender-responsiveness of the Global Compact for Migration are data on migrants' gendered experiences, outcomes and trajectories, rooted in an understanding of how gender shapes all stages of migration, such as but not limited to: pathways; labour market insertion; access to social protection, health care, and other human and labour rights; and experiences of return and reintegration. The extent to which governments explicitly incorporate the concerns and experiences of all genders in designing, implementing, monitoring and evaluating rights-based policy – as well as the data used to inform it – is highly variable.

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[1] A/79/590, Global Compact for Safe, Orderly and Regular Migration: Report of the Secretary-General. This report responds to the request by the Assembly in its resolution 76/266 of 7 June 2022, by which it endorsed the Progress Declaration of the International Migration Review Forum, for the Secretary - General to propose a limited set of indicators to assist in the review of progress in the implementation of the Compact and a strategy for improving disaggregated migration data (para. 70)

[2] This principle states that the Global Compact should ensure that the human rights of women, men, girls and boys are respected at all stages of migration, their specific needs are properly understood and addressed and they are empowered as agents of change. It mainstreams a gender perspective, promotes gender equality and the empowerment of all women and girls, recognizing their independence, agency and leadership in order to move away from addressing migrant women primarily through a lens of victimhood. Global Compact for Safe, Orderly and Regular Migration (A/RES/73/195), para. 15 (g)

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, as well as engagement and relationship-building with local communities to encourage participation, establish dialogue, and incorporate perspectives – and to ensure that women and people with diverse gender identities are represented. Of particular importance is the inclusion of civil society and the voices of women and people with diverse gender identities in data production and collection.[3]

It is important that data that capture mobility are always, at a minimum, disaggregated by sex. In addition, to the extent possible, it is important that women are not the sole indicator or representation of "gender." Indeed, in instances where efforts were made to disaggregate data, they have often focused only on women, to the exclusion of migrants with diverse gender identities, including those who are transgender and non-binary, migrants with disabilities, and minority and indigenous peoples, bearing multiple other intersecting identities. Additionally, data on diverse sexual orientations and sex characteristics are rarely gathered, and sex-disaggregated data typically do not account for individuals with sex designations on their official documents other than male or female.[4]

Gathering both sex- and gender-related data enables the analysis of the situations of people of all genders, including those with diverse gender identities. Data are **sex-disaggregated** when they include differentiation of information by sex categories, as typically listed on official identification, including male, female, and other designations such as O, T, or X, depending on the country. Data on whether an individual has intersex characteristics may also be collected using a separate question. **Gender-disaggregated data** refer to information about an individual's **gender identity**. Gathering accurate gender-disaggregated data requires respondents to self-identify their gender, which may or may not correspond with their sex assigned at birth or the gender attributed to them by society. Disaggregating data by sex is considered a fairly common practice. While this is crucial, additionally disaggregating by gender can help uncover the socioeconomic realities of women and gender-diverse people, and counter gender discrimination.

Disaggregation of migration data alone is insufficient; adopting a gender analysis framework in the production, collection, analysis and use of gender-disaggregated data is key to realizing the Global Compact for Migration's Objective 1 – "Collect and utilize accurate and disaggregated data as a basis for evidence-based policies." This involves collecting and analysing data on migrants' gender-specific experiences, outcomes, and processes and understanding how gender shapes all aspects and stages of migration – such as motivations; pathways; labour market insertion; access to social protection, health care, justice and other rights such as property; experiences of return; and remittances – often with unequal outcomes for people of all ages and gender identities, including income inequality, social protection gaps, heightened risks of

[3] Hennebry, J., H. KC and M. Kimani-Dupius. (2024). *Linkages Between Trafficking, Smuggling, Labour and Migration Policy Regimes: Socioeconomic Implications for Women Migrant Workers*. International Organization for Migration, Geneva.

[4] Hennebry, J., H. KC and K. Williams. (2021). *Gender and Migration Data: A Guide for Evidence-based, Gender-responsive Migration Governance*. International Organization for Migration, Geneva.

violence, exploitation, abuse, discrimination, xenophobia and health risks. Moreover, their experiences will vary further depending on other intersectional factors such as age, disability, ethnicity and indigenous background.

Gender influences all migrants across migration experiences and sites – from motivations for migration, migration pathways and routes, as well as the opportunities and resources available to potential migrants. The roles, expectations, relationships and power dynamics associated with gender significantly affect all aspects of migration. The gender-specific differential experiences, outcomes and realities of migration need to be recognized, measured, collected and analysed using a gender analysis framework that offers a lens to the diverse experiences and complex realities of migrants shaped by sex, gender and other identity markers, such as age, race, ethnicity, migratory status, sexual orientation, gender identity, gender expression, sex characteristics, disability and geographic location.[5] 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 on misunderstandings of these realities and failing to make use of the perspectives of those affected by them. This makes it necessary to move beyond the sex designations of male and female as sufficient to represent, measure and act upon the everyday lives of people of all genders.[6]

METHODOLOGY

This guidance note aims to support the use of gender-responsive indicators to measure and report progress in implementing the Global Compact for Safe, Orderly and Regular Migration (GCM). This edition of indicators is drawn from the set endorsed by the UN Secretary-General (they appear in light purple below), alongside complementary indicators (they appear in magenta) identified through a review of selected international legal instruments and guidance. These instruments include SDGs, MGIs, CEDAW and its general recommendations, ILO Conventions, and relevant UN instruments and guidance. The research for this guidance note was supported by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and it was drafted by the Gender+Migration Hub, the Women in Migration Network and the International Detention Coalition.

[5] UN Women. (2018). *Policies and Practice: A Guide for Gender-responsive Implementation of the Global Compact for Migration*. UN Women, New York.

[6] Hennebry, J., H. KC and K. Williams. (2021). *Gender and Migration Data: A Guide for Evidence-based, Gender-responsive Migration Governance*. International Organization for Migration, Geneva.

GENDER-RESPONSIVE INDICATORS PER GCM OBJECTIVE



Obj. 1. Collect and utilize accurate and disaggregated data as a basis for evidence-based policies

Whether or not the Government has a mechanism to ensure that migration policy is informed by data, appropriately disaggregated.[7] MGI

Whether or not the country collects and publishes migration data disaggregated by sex (outside the census). MGI

Prohibition of the use of personal data collected for migration-related statistics—or for other purposes such as protection, remedy, civil registration and access to services—by immigration enforcement activities or to refuse access to services. UN Women Gender-Responsive Guide

The establishment, monitoring, and verification of robust legal, administrative, and data firewalls that guarantee the right of all persons to determine when, to whom, and how to disclose information pertaining to their sexual orientation or gender identity, ensuring comprehensive protection from arbitrary or unwanted disclosure, or threat of disclosure of such information by others. YogyakartaPrinciples 2007 para. 6(f)



Obj. 2. Minimize the adverse drivers and structural factors that compel people to leave their country of origin

Unemployment rate, by sex, age and persons with disabilities. SDG 8.5.2

Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the Vulnerable. SDG 1.3.1

Proportion of informal employment in total employment, by sector and sex. SDG 8.3.1

Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status. SDG 8.8.2

[7] The United Nations Inquiry on Population and Development specifies that appropriate disaggregation could be by age, sex, migration status, geographic location, income, education level and other relevant characteristics.

Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment. SDG 5.c.1

Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law. SDG 10.3.1 & 16.b.1

Number of victims of intentional homicide per 100,000 population, by sex and age. SDG 16.1.1

Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months. SDG 16.1.3

Whether or not national disaster risk reduction (DRR) and climate adaptation strategies include mechanisms to track, analyze, and publish internal and cross-border displacement data disaggregated by sex, age, and diverse gender identities. CEDAW GR37

Number of displaced persons due to sudden-onset climate disasters, disaggregated by sex, age, and disability status. SDG 13.b.1; Sendai Framework

Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex. CEDAW art. 2; CEDAW GR38; ICRMW art. 7

The degree to which a Member State has designed, legislated, and implemented a comprehensive, inclusive, integrated, and gender-responsive legal and administrative framework—developed through formal tripartite social dialogue and multi-stakeholder consultations—to systematically prevent, report, and eliminate gender-based violence, harassment, and structural exploitation across all public and private sectors in the world of work. ILO 190 art. 4(2)[8]

The degree to which a Member State has designed, legislated, and operationally funded a comprehensive framework, policies and measures for the protection and assistance to all victims of violence against women and domestic violence. Istanbul Convention art. 1(c)



Obj. 3. Provide accurate and timely information at all stages of migration

Whether or not a country provides newly arrived migrants with targeted, gender-responsive, child-sensitive, accessible and comprehensive information and legal guidance on their rights and obligations. GCM Indicator obj. 3 add. 4

[8] For the purposes of this Convention art. 1(a) defines the term "violence and harassment" in the world of work refers to a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.

Whether or notcountryof origin provides awareness-raising campaigns for future women. CEDAW GR26;SDG10.7.2 (Domain 6, sub-category 4)

Whether or notcommunication systems to receive information on the evolving nature of crises and how to accessassistance take into consideration the specific vulnerabilities migrants face (e.g., whether ornottheymake information available in multiple languages, provide information on visa and returnprocesses or information targeted at specific media channels). MGI

The availabilityofstate-funded information mechanisms designed to provide prospective and current migrantwomenworkers who wish to migrate independently of recruitment agencies. CEDAW GR26para.24(b)(iii)

The availabilityofapublic outreach service to inform domestic workers, in languages understood bythem,oftheir rights, relevant laws and regulations, available complaint mechanisms andlegalremedies, concerning both employment and immigration law, and legal protection againstcrimessuch as violence, trafficking in persons and deprivation of liberty, and to provide any otherpertinent information they may require. ILO 201 para. 21(f)



Obj. 4. Ensure that all migrants have proof of legal identity and adequate documentation

Whether or not the country facilitates migrants access to personal documentation, such as passports and visas, and ensures that relevant regulations and criteria for obtaining such documentation are non-discriminatory. GCM Indicator obj. 4 add. 2

Possibility for migrants who reside in the country without proof of legal identity to access civil registration services. MGI

The degree to which a State Party has legislated, operationally verified, and protected the independent legal capacity of all women to conclude contracts, administer property, and exercise full autonomy in civil matters on an identical basis to men, while guaranteeing non-discriminatory equality at all stages of procedure in courts and tribunals. CEDAW art. 15(2)



Obj. 5. Enhance availability and flexibility of pathways for regular migration

Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status. SDG 8.8.2

Whether or not the Government has a national policy or strategy for regular migration pathways, including labour migration. SDG 10.7.2 (Domain 2, sub-category 2)

Whether or not the Government has formal mechanisms[9] to ensure that the migration policy is gender responsive. SDG 10.7.2 (Domain 2, sub-category 4)

Whether States have sex-specific bans and discriminatory restrictions on women's migration based on age, marital status, pregnancy, or maternity status. Visa schemes, travel and passport emission should not indirectly discriminate against women by requesting spouse consent, limiting access to job categories where men predominate or by excluding female-dominated occupations from visa schemes. CEDAW GR26 art. 2(f)

Existence of gender-responsive humanitarian visas, temporary protection statuses, or planned relocation frameworks specifically tailored for individuals displaced by slow- and sudden-onset climate change effects. Beijing Declaration and Platform for Action; CEDAW GR37



Obj. 6. Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work

Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status. SDG 8.8.2

Unemployment rate, by sex, age and persons with disabilities. SDG 8.5.2

Proportion of informal employment in total employment, by sector and sex. SDG 8.3.1

[9] A formal mechanism refers to any institutional or legal provision for an advisory committee, council, forum or similar body appointed for or tasked to serve the specified purpose.

Proportion and number of children aged 5–17 years engaged in child labour, by sex and age. SDG 8.7.1

Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status. SDG 8.8.1

Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex. SDG 5.1.1

Proportion of time spent on unpaid domestic and care work, by sex, age and location. SDG 5.4.1

Whether or not the government has laws and regulations to define and prohibit violence and harassment in the world of work, including gender-based violence and harassment. ILO 190, art. 7



Obj. 7. Address and reduce vulnerabilities in migration

Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status. SDG 8.8.2

Proportion and number of children aged 5–17 years engaged in child labour, by sex and age. SDG 8.7.1

Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex. SDG 5.1.1

Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status. SDG 8.8.1

Existence of training and the adoption, implementation and monitoring of legal provisions, administrative regulations and codes of conduct- and to investigate, prosecute and apply appropriate legal or disciplinary sanctions as well as provide reparation in all cases of gender-based violence against women, including those constituting international crimes, as well as in cases of failure, negligence or omission on the part of public authorities. CEDAW GR35 art. 23

The existence, enforcement, and independent monitoring of national laws and comprehensive regulations that explicitly define and prohibit all forms of violence and harassment in the world of work—including gender-based violence and harassment. ILO 190 art. 7

Whether or not legal systems, including plural legal systems, protect victims/survivors of gender-based violence against women and ensure they have access to justice and to an effective remedy. CEDAW GR35 art. 30

The existence, operational accessibility, and independent verification of state-legislated, complaint mechanisms and compliance systems that guarantee low-threshold access to binding legal redress, comprehensive remedies, and strict enforcement of national labour standards for all domestic workers. ILO 189 art. 17(1)

The existence, implementation, and independent verification of state-led labour inspection protocols, proactive enforcement mechanisms, and stringent statutory penalties with due regard for the special characteristics of domestic work, in accordance with national laws and regulations. ILO 189 art. 17(2)

The existence of regulations and monitoring systems to ensure that recruiting agents and employment agencies respect the rights of all women migrant workers. CEDAW 26 art. 24(c)(ii)

Members should cooperate at bilateral, regional and global levels for the purpose of enhancing the protection of domestic workers, especially in matters concerning the prevention of forced labour and trafficking in persons, the access to social security, the monitoring of the activities of private employment agencies recruiting persons to work as domestic workers in another country, the dissemination of good practices and the collection of statistics on domestic work. ILO 201 art. 26(2)

Trafficked women and girls, including those who do not hold an immigration status, must be ensured access to justice on the basis of equality and non-discrimination including the prosecution of their perpetrators and provision of remedies. CEDAW GR 38 art. 42



Obj. 8. Save lives and establish coordinated international efforts on missing migrants

Whether or not the country has designated contact points for families looking for missing migrants, through which families can be kept informed on the status of the search and obtain other relevant information. SDG 10.7.3

Has your State adopted a system to collect sex-disaggregated data at the national and/or regional level for those reported as dead or missing along specific migration routes? UN Women Gender-Responsive Guide

The institutionalization of gender-responsive assessments conducted by the State to identify gender-specific risks across both regularized and irregularized migration channels, and the

subsequent implementation of legally binding measures, protection policies, and structural reforms designed to eliminate these gender-specific risks. UN Women Gender-Responsive Guide

Existence of a state-led system to collect sex-disaggregated data at the national level on those embarking on migration journeys. UN Women Gender-Responsive Guide



Obj. 9. Strengthen the transnational response to smuggling of migrants

Whether or not the Government provides equal access to justice regardless of immigration status or only for those with legal immigration status. SDG 10.7.2 (Domain 1, sub-category 5)

Whether or not the Government has formal strategies to address trafficking in persons and migrant smuggling. SDG 10.7.2 (Domain 6, sub-category 5.b)

Whether or not the country has gender-responsive and child-sensitive cooperation protocols along migration routes that outline step-by-step measures to adequately identify and assist smuggled migrants, in accordance with international law and in full respect for human rights. GCM Indicator obj. 9 add. 2

The existence and operational implementation of gender-responsive and child-sensitive cooperation protocols along migration routes that specify concrete measures to accurately identify and safely assist smuggled migrant women and girls. UN Women Gender-Responsive Guide

The availability of state-provided first-response services at ports of entry, transit checkpoints, and processing facilities, staffed by certified women and men caseworkers specifically trained to identify, respond to, and treat clinical signs of trauma and emotional distress among smuggled migrant women and girls who may have been smuggled; and the statutory guarantee that these services are easily accessible, gender-responsive, and child/adolescent-friendly, and consistently delivered in a language and format the survivors fully understand. UN Women Gender-Responsive Guide

The institutionalization and operational funding of safe reporting mechanisms, referral services and access to justice for migrant women and girls, irrespective of their migration status, who have experienced human rights abuses by smugglers during their journey. UN Women Gender-Responsive Guide

The degree to which a State Party provides access to essential services including health, justice and social services for smuggled women and girls who are survivors of sexual or gender-based violence. UN Women Gender-Responsive Guide

The existence and enforcement of statutory provisions and cooperation protocols that explicitly codify the non-criminalization of migrants who are or have been smuggled, alongside the institutionalization of specific gender-responsive procedures that prioritize survivors' rights. UN Women Gender-Responsive Guide

The institutionalization, operational financing, and structural oversight of data collection, analysis, and dissemination systems that systematically gather sex-, age-disaggregated data, alongside comprehensive gender statistics, regarding the smuggling of migrants. UN Women Gender-ResponsiveGuide



Obj. 10. Prevent, combat and eradicate trafficking in persons in the context of international migration

Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation. SDG 16.2.2

Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence. SDG 5.2.2

Proportion and number of children aged 5–17 years engaged in child labour, by sex and age. SGD 8.7.1

Whether or not the country has policies and procedures in place to timely identify migrants in vulnerable situations and provide them with adequate referral and protection services. GCM Indicator obj. 10 add. 8

Whether or not trafficked women and girls, including those who do not hold an immigration status, are ensured access to justice on the basis of equality and non-discrimination including the access to justice on the basis of equality and non-discrimination including the prosecution of their perpetrators and provision of remedies CEDAW GR 38 para. 42

Ratification of the following international conventions to combat trafficking and exploitation of women and girls UN Women Gender-Responsive Guide

- United Nations Protocol to Prevent Suppress and Punish Trafficking in Persons, especially Women and Children, 2000
- International Labour Organization (ILO) Forced Labour Convention, 1930 (No. 29) and its 2014 Protocol
- ILO Worst Forms of Child Labour Convention, 1999 (No. 182)
- The United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, 1949

The existence, formalization, and operational verification of bilateral, regional, and global cooperation frameworks and agreements for the purpose of enhancing the protection of domestic workers, especiallyin matters concerning the prevention of forced labour and trafficking in persons, the accessto social security, the monitoring of the activities of private employment agencies recruitingpersons to work as domestic workers in another country, the dissemination of good practices andthe collection of statistics on domestic work. ILO 201 art. 26(2)



Obj. 11. Manage borders in an integrated, secure and coordinated manner

The institutionalization, operational financing, and independent verification of cross-border collaboration protocols, inter-institutional coordination mechanisms, and knowledge exchange systems between border control, law enforcement, child and social protection authorities, and non-governmental organizations to provide displaced and migrant women and girls with appropriate and sufficient reception facilities and services reflecting gender and trauma-sensitivity in arrangements for arrivals at land, air and sea borders. CEDAW GR38 VII(B) 2(84)

The existence of state border management policies, legislative frameworks, and operational screening procedures that respect, protect, and fulfill the human rights of all migrants at international borders, transit zones, and places of first arrival; and the institutionalization of protection measures that address the specific needs of migrant women and adolescent girls who are pregnant or nursing, older persons, individuals of diverse sexual orientations and gender identities (SOGIESC), and persons with medical conditions, chronic illnesses, and disabilities. UN Women Gender-Responsive Guide

The institutionalization and operational financing, of mandatory human rights training programs for border policing, law enforcement, and immigration officials that equip personnel with gender-responsive, child-sensitive, disability-sensitive, and non-discriminatory protocols to accurately detect, refer, and safeguard victims of trauma, including victims of trafficking in persons and sexual and gender-based violence (SGBV). UN Women Gender-Responsive Guide

The institutionalization of cross-border coordination protocols and multi-sectoral first-response systems at or near international borders, transit zones, and ports of entry that deliver gender-responsive identification, assistance, referral and protection of migrants in situations of vulnerability and victims of trauma, including survivors of trafficking and survivors of SGBV, at or near international borders. UN Women Gender-Responsive Guide

The legislative elimination of all discriminatory restrictions on entry, visa processing, and stay—including protections prohibiting exclusions based on HIV status, pregnancy, disability, sexual orientation, or gender identity. UN Women Gender-Responsive Guide

The provision of first-response reception and assistance facilities at or near international borders (including land, air, and sea entry points) that strictly implement human rights, labor, and humanitarian standards; and the mandatory, managed integration of certified multi-disciplinary personnel—specifically comprising trained women caseworkers, independent legal counsel, clinical trauma interviewers, gender-responsive child protection authorities, and specialized translation networks—to deliver decentralized assistance and childcare infrastructure during all administrative screening stages. UN Women Gender-Responsive Guide



Obj. 12. Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral

Whether or not the country has a clear and transparent set of rules and regulations pertaining to migration (e.g. available to the public, easy to consult, easy to understand). MGI

Specific and regular training of border staff (e.g. specific training, as well as languages, gender and cultural aspects). MGI

Whether or not the country has policies and procedures in place to timely identify migrants in vulnerable situations and provide them with adequate referral and protection services. MGI

The institutionalization of mandatory training, performance monitoring, and enforcement metrics for border police, law enforcement, and immigration officials to implement for gender-sensitivity and non-discriminatory practices when dealing with women asylum seekers and refugees. CEDAW GR32 para. 44

The institutionalization and operational funding of frontier screening mechanisms and individual assessment protocols to enforce the early identification, secure registration, and specialized referral of early identification of women asylum seekers with specific protection and assistance needs, including women with disabilities, unaccompanied girls, victims of trauma, victims of trafficking and/or forced prostitution, victims of sexual violence and victims of torture and/or ill-treatment. CEDAW GR32 para. 46

The institutionalization and operational financing of training programs for law enforcement, immigration and other relevant officials in the prevention of trafficking in persons. Palermo Protocol art. 10(2)



Obj. 13. Use migration detention only as a measure of last resort and work towards alternatives

Whether or not the country ensures availability and accessibility of alternatives to detention for children in non-custodial contexts, favouring community-based care arrangements. GCM Indicator obj. 13 add. 3

Whether or not the country protects and respects the rights and best interests of the child at all times, regardless of migration status, by working to end the practice of child detention in the context of international migration. GCM Indicator obj. 13 add. 4

The existence of legally mandated non-custodial alternatives to detention (ATD) for migrant women. UN Women Gender-Responsive Guide

Whether or not victims and survivors of trafficking in persons and of sexual and gender-based violence, including domestic violence and intimate partner violence, have access to legal status, protection permits or any other alternatives to detention. UN Women Gender-Responsive Guide

The existence and budget allocation of gender-responsive safe, accessible and private water, sanitation and hygiene (WASH) facilities, menstrual hygiene materials and access to health care, including sexual and reproductive health services, prenatal and postnatal care, gender affirming care and mental health services. UN Women Gender-Responsive Guide

The institutionalization and operational funding of a gender analysis evaluating the impacts of migration policies and programmes on children of all genders; and the systematic review, amendment, and repeal of all gender-discriminatory migration restrictions in law or practice that that limit opportunities for girls or that do not recognize their capacity and autonomy to make their own decisions. CMW & CRC, Joint General Comment No. 3/No. 22, 2017 para. 24



Obj. 14. Enhance consular protection, assistance and cooperation throughout the migration cycle

Whether or not the state provides training and supervision of consular staff to protect women migrants in countries of destination and ensures their consulates provide adequate legal protection, medical care, counselling, and shelter when needed. CEDAW GR26 para. 24(j)

Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex. SDG 5.1.1

Whether or not the Government provides equal access to essential and/or emergency health care[10] regardless of immigration status or only for those with legal immigration status. SDG 10.7.2 (Domain 1, sub-category 1)

Whether or not the Government provides equal access to public education[11] regardless of immigration status or only for those with legal immigration status. SDG 10.7.2 (Domain 1, sub-category 2)

Under-5 mortality rate. SDG 3.2.1

Whether or not there are holistic and easily accessible service points at the local level that offer relevant information on basic services in a gender- and disability- responsive as well as child-sensitive manner. GCM Indicator obj. 15 add. 5



Obj. 15. Provide access to basic services for migrants

The institutionalization and operational funding of consular information systems that systematically deliver clear, timely, and gender-responsive guidance in accessible formats, including for persons with disabilities, regarding available consular services, legal protections, and options for safe migration and stay across all stages of migration. UN Women Gender-Responsive Guide

The formalization and operational verification of gender-responsive bilateral, regional, and cross-regional agreements on the provision of consular assistance. UN Women Gender-Responsive Guide

The institutionalization of a training system for consular and diplomatic personnel focusing on practices to safelyscreen for, detect, and assist migrant women who are victims of sexual and gender-based violence (SGBV), trafficking or other migration-related trauma. UN Women Gender-ResponsiveGuide

[10] Essential health care refers to essential services for reproductive, maternal, newborn and child health, infectious diseases, and non-communicable diseases, as well as service capacity and access. Emergency health care refers to any medical care that is urgently required for the preservation of a person's life or the avoidance of irreparable harm to their health.

[11] Public education refers to public pre-schools, primary schools and secondary schools.

The institutionalization of national healthcare policies, public health systems, and operational intake protocols that eliminate discrimination against women in the field of healthcare; ensuring in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning. CEDAW Article 12

The institutionalization and statutory enforcement of firewalls that separate labour inspections, victims' use of public services, including health-care services, and other monitoring mechanisms and immigration and/or criminal law enforcement for illegal labour, in order to enable reporting of presumed trafficking in the context of such reporting mechanisms. CEDAW GR38 para. 54(c)



Obj. 16. Empower migrants and societies to realize full inclusion and social cohesion

Proportion of informal employment in total employment, by sector and sex. SDG 8.3.1

Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status. SDG 8.8.2

Whether or not the Government has formal mechanisms to ensure that the migration policy is gender responsive. SDG 10.7.2 Domain 2, sub-category 4

Whether or not the country empowers migrant women by eliminating gender-based discriminatory restrictions on formal employment.

Whether or not the country capitalizes on the skills, cultural and language proficiency of migrants by developing and promoting gender-responsive, vocational and civic integration courses and workshops.

Whether or not the government develops and evaluates legislation, policies and programmes in consultation with civil society organizations, in particular women's organizations, including those that represent women who experience intersecting forms of discrimination (CEDAW GR35: 48).

The institutionalization and operational funding of comprehensive national labor legislative frameworks, enforcement mechanisms, and workplace compliance audits that guarantee complete equality of opportunity and treatment in employment and work for all migrant workers at the national level, irrespective of their gender or sector of work. UN Women Gender-Responsive Guide

The institutionalization and operational financing of comprehensive national policies, statutory frameworks, and targeted programs to support the integration of migrant women, including access to the labourmarket. UN Women Gender-Responsive Guide



Obj. 17. Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration

Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex. SDG 5.1.1

Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment. SDG 5.c.1

Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status. SDG 8.8.2

Whether or not the country has a policy or strategy to combat hate crimes, violence, xenophobia and discrimination against migrants. MGI

Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law. SDG 10.3.1 & 16.b.1

Whether or not the Government provides non-nationals equal access to services, welfare benefits and rights (regardless of immigration status or only for those with legal immigration status). SDG 10.7.2 (Domain 1)



Obj. 18. Invest in skills development and facilitate mutual recognition of skills, qualifications and competences

Proportion of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex. SDG 4.6.1

Unemployment rate, by sex, age and persons with disabilities. SDG 8.5.2

Whether or not the Government facilitates the recognition of skills and qualifications acquired abroad.[12] SDG 10.7.2 (Domain 4, sub-category 3)

Proportion of youth (aged 15–24 years) not in education, employment or training. SDG 8.6.1

The institutionalization and operational financing of a comprehensive national analysis identifying gender-specific barriers to women's access to the labour market. UN Women Gender-Responsive Guide

The statutory provision of work visa pathways and regularized streams ensuring that migrant women enjoy full equality of opportunity and equal access to visa options in line with their skills and qualifications. UN Women Gender-Responsive Guide

The legislation, fiscal prioritization, and systematic enforcement of national policies that recognize and formalize domestic and care work in line with International Labour Organization (ILO) Recommendation (No. 204) on the Transition from the Informal to the Formal Economy, 2015.UN Women Gender-Responsive Guide

The negotiation and execution of gender-responsive bilateral, regional, or multilateral mutual recognition agreements (MRAs) that make specific reference to recognizing the skills of women migrant workers. UN Women Gender-Responsive Guide

The existence of national migration legislation, administrative codes, and labor compliance protocols that secure the unrestricted right of all migrant workers to change employers and sectors of work safely without penalty, coercion, or the loss or jeopardization of their legal residence or migration status; and the explicit verification that these statutory protections unconditionally extend to, formalize, and cover workers in heavily precarious, feminized, and informal sectors, specifically including migrant domestic workers, care workers, and seasonal agricultural workers. UN Women Gender-Responsive Guide



Obj. 19. Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries

Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law. SDG 10.3.1 & 16.b.1

The institutionalization and administrative tracking of national labour and immigration regulations that guarantee the legal right of migrant women to return to their country of origin periodically for family, care, or personal replication needs without risking the termination of

[12] For "Yes" to apply, the country must have formalized criteria (accreditation) for recognizing foreign qualifications (degrees, skills and competencies) acquired abroad.

their employment contracts, the revocation of their residence permits, or the loss of accumulated social security entitlements and earned benefits. UN Women Gender-Responsive Guide

The existence of gender-responsive return and reintegration policies, certification pathways, and public programs that proactively empower returnee migrant women to leverage, formalize, and implement the technical skills, informal experience, and competencies they have acquired abroad directly within their home communities. UN Women Gender-Responsive Guide

The institutionalization of co-governance mechanisms and permanent funding streams established in direct partnership with independent migrant women's organizations and transnational diaspora collectives to expand the political and civil participation of all migrant women and members of the diaspora. UN Women Gender-Responsive Guide

The integration of legislative architectures and policy agendas that actively promote, protect, and scale the agency and leadership of women in migration. UN Women Gender-Responsive Guide

The regular execution, adequate financing, and independent triangulation of comprehensive mixed-methods research, fact-based economic mappings, and analytical data tracking systems on the financial and non-financial contributions of migrant women and/or members of the diaspora. UN Women Gender-Responsive Guide



Obj. 20. Promote faster, safer and cheaper transfer of remittances and foster financial inclusion of migrants

Whether or not the country takes measures to enable women to access financial literacy training and formal remittance transfer systems, as well as to open a bank account and own and manage financial assets, investments and businesses.

The institutionalization and regulatory oversight of frameworks and public banking instruments to safeguard the remittances of women migrant workers; and the comprehensive provision of multilingual information and targeted administrative assistance to enable migrant and diaspora women to access formal financial institutions to send money home and to encourage them to participate in savings schemes (articles 3 and 11). CEDAW GR26 para. 24(g)

Whether or not the country has programmes to promote financial inclusion of migrants and their families, particularly when they are remittance senders and/or receivers. MGI

The institutionalization of national statistical engines, census systems, and central bank registries to systematically collect, analyze, and publish sex-disaggregated data and gender statistics on both financial and non-financial remittances (knowledge transfer, social capital, and care assets); and the administrative incorporation of targeted, gender-responsive modules within national

household surveys that explicitly record remittances and information about the sex of the sender and/or recipient. UN Women Gender-Responsive Guide

The existence, operational enforcement, and independent tracking of state banking laws, microfinance regulations, and institutional codes that explicitly guarantee the right of all migrant women to open, manage, and hold an independent bank account and financial assets completely separate from, and independent of, any male spouse or guardian. UN Women Gender-Responsive Guide



Obj. 21. Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration

Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable. SDG 1.3.1

The institutionalization of rigorous human rights-based judicial review procedures ensuring that individual status assessments are completed, all applicable legal remedies are exhausted, and a formal gender-specific risk and vulnerability assessment is conducted before any forced return, deportation, removal, or readmission order can be lawfully executed. UN Women Gender-Responsive Guide

The institutionalization of statutory safeguards and protective protocols guaranteeing that migrant women who are survivors of trafficking are not forcibly returned from the country of detection UN Women Gender-Responsive Guide

The statutory integration and operational funding of gender-specific risks and vulnerability assessment before making a determination on an individual's return or deportation. UN Women Gender-Responsive Guide

The codification and operational funding of gender-responsive voluntary return programs and reintegration frameworks that operate exclusively on the basis of a migrant woman's free, prior, and informed consent; backed by explicit, clear rules and binding administrative regulations in specific cases where migrant women wish to return voluntarily to their countries of origin. UN Women Gender-Responsive Guide.

The legislation, budget, allocation, and operational verification of comprehensive, socioeconomic, psychological, and legal protection floors aimed at facilitating the sustainable reintegration of returnee migrant women into community life; explicitly guaranteeing non-discriminatory access to quality public services, specialized gender-based violence (GBV) services, and to justice in line with other nationals. UN Women Gender-Responsive Guide



Obj. 22. Establish mechanisms for the portability of social security entitlements and earned benefits

Proportion ofpopulationcovered by socialprotection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable. SDG 1.3.1

Whether or not the Government facilitates the portability of social security benefits. SDG 10.7.2 (Domain 4, sub-category 2)

Whether or not the country establishes nondiscriminatory national social protection systems, including social protection floors for nationals and migrants, in line with the ILO Social Protection Floors Recommendation, 2012 (No. 202).

The institutionalization of simplified national social security collection and payment mechanisms designed to facilitate the registration and regular contribution payment for all domestic workers, including those working for multiple employers simultaneously. ILO 201 art. 20(1)

The formalization and enforcement of regional, bilateral, or multilateral mutual recognition agreements (MRAs) that guarantee total equality of treatment in respect of social protection for migrant domestic workers; ensuring unhindered access to, preservation of, and absolute transnational portability of social security entitlements. ILO 201 art. 20(2)

The institutionalization of public healthcare delivery systems ensuring that all migrant women possess equal access to social protection, including health care, maternity protection and sick leave, irrespective of sector and/or type of work and of migration status. UN Women Gender-Responsive Guide



Obj. 23. Strengthen International Cooperation And Global Partnerships For Safe, Orderly And Regular Migration

Extent to which the Government has measures to foster cooperation among countries and encourage stakeholder inclusion and participation in migration policy. SDG 10.7.2 (Domain 3)

Whether states parties who are sending or receiving and transit countries decide to enter into bilateral or regional agreements or memorandums of understanding, they must ensure these

instruments include provisions protecting the rights of women migrant workers as elaborated in this general recommendation (article 3) (CEDAW GR26 art. 27(a)

The institutionalization and operational financing of secure, and updated digital interactive platforms and data-management systems that promote reliable international information-sharing and up-to-date statistical synthesis to enhance cross-border cooperation in combating transnational trafficking and commercial sexual exploitation. CEDAW GR38 VII(A) 5(74)

The institutionalization and regional harmonization of standardized, uniform parameters for the systematic collection, exchange, and analysis of sex-disaggregated data and gender statistics across all local, subnational, and international jurisdictions; formalized through international, regional, and bilateral agreements to support evidence-based policymaking. UN Women Gender-Responsive Guide

The formal establishment, resource allocation, and active operational performance of regional working groups mandated to support GCM implementation from a gender perspective. UN Women Gender-Responsive Guide

The statutory institutionalization and operational funding of a cross-sectoral working group to support GCM implementation; and the requirement that this governance infrastructure establishes a structural co-governance model through the permanent inclusion of the following sectors: Migrant women's organizations; Independent civil society organizations; LGBTIQ+ organizations; Independent trade unions and worker collectives; Employers' organizations and tripartite labor platforms; the broader private sector; National human rights institutions, Feminist academics and independent research bodies. UN Women Gender-Responsive Guide

CONCLUSION

This guidance note aims to support the use of gender-responsive indicators to measure and report progress in implementing the Global Compact for Safe, Orderly and Regular Migration (GCM). The Guidance Note lists a range of indicators for which data can be collected by states and civil society. These data can assist in understanding the impact of gender throughout migration, and can inform how to respond through policy measures that support gender equality. Indicators linked to the GCM can guide its implementation, model what is possible, and support the consistent measurement of progress. While this set of indicators is not meant to be comprehensive, it provides a wide range of indicators linked to contemporary migration realities (e.g., climate-induced migration) that governments, researchers and civil society can use to track and encourage progress on the gender-responsive implementation of the GCM across levels, sites and routes of migration. The guidance note will be reviewed, and the indicators will be updated every four years, in preparation for the International Migration Review Forum. In addition to the indicators presented in this guidance note, we will be publishing an annex of resources, including indicators developed by civil society and international organizations that can be referred to for additional support for gender-responsive implementation of the GCM.