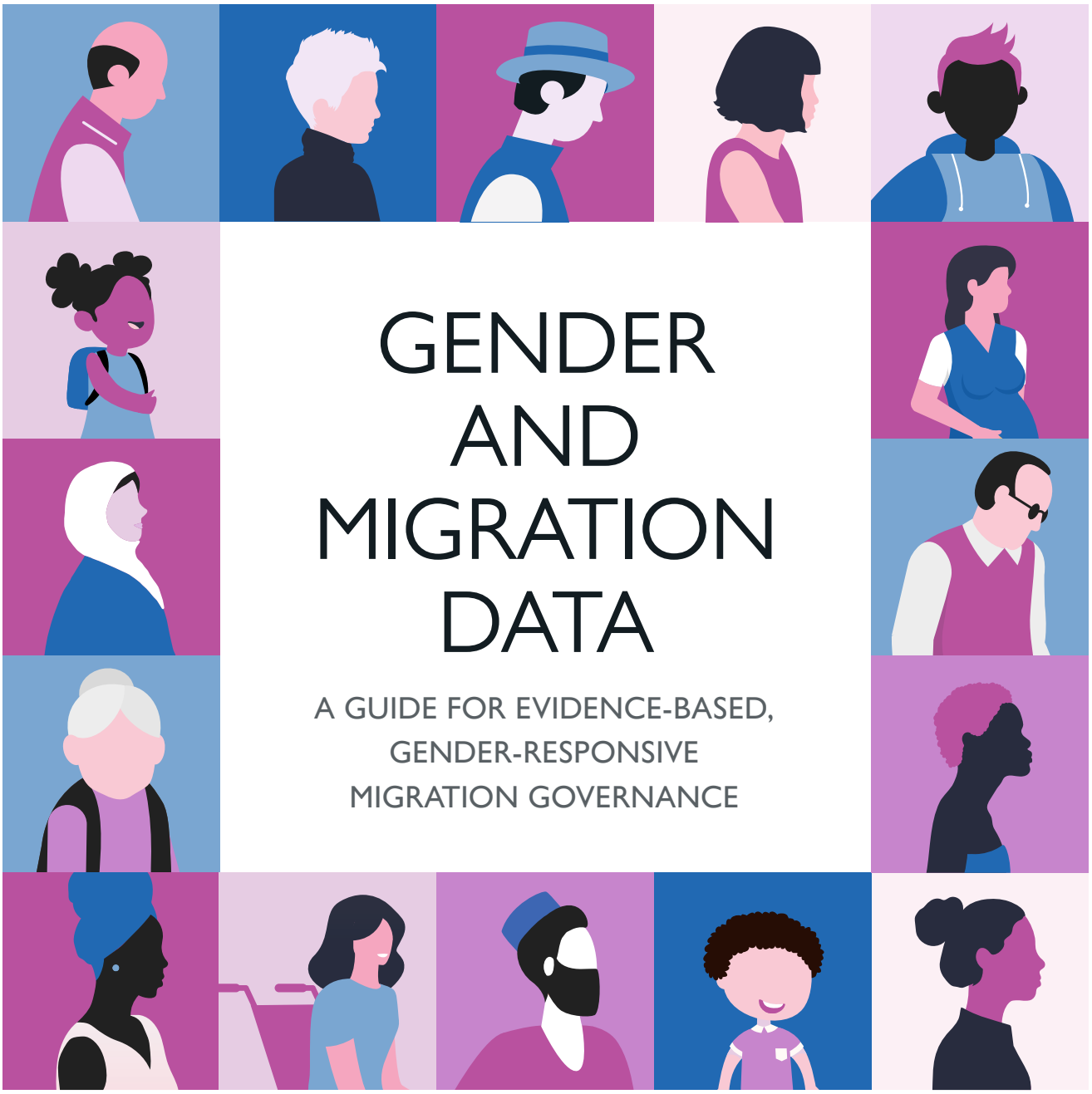

GENDER AND MIGRATION DATA

A GUIDE FOR EVIDENCE-BASED, GENDER-RESPONSIVE MIGRATION GOVERNANCE

IOM
UN MIGRATION

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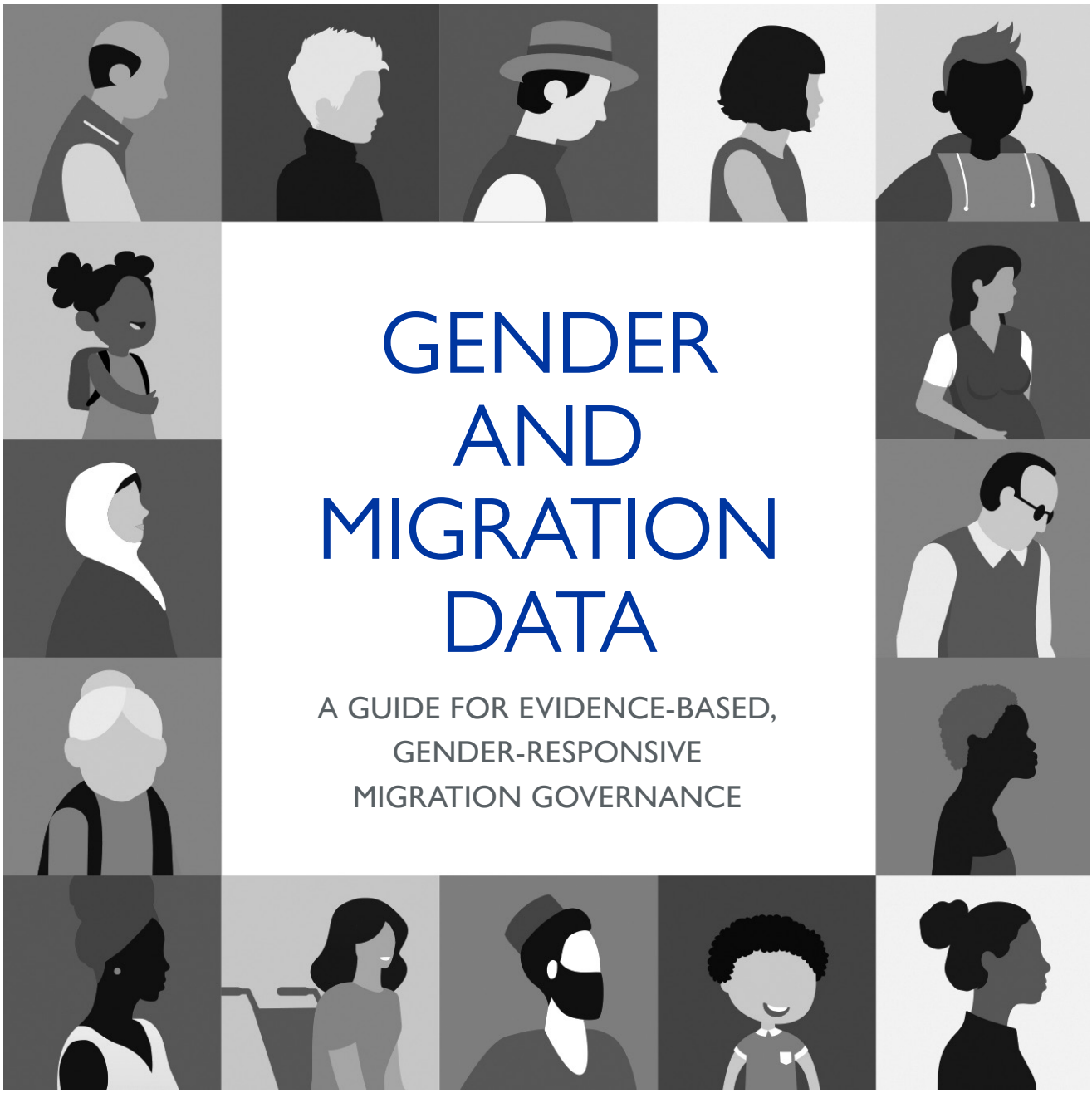

GENDER AND MIGRATION DATA

A GUIDE FOR EVIDENCE-BASED, GENDER-RESPONSIVE MIGRATION GOVERNANCE

IOM UN MIGRATION

GMDAC
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LIST OF ACRONYMS

ABS	Australian Bureau of Statistics
CSO	civil society organization
GBA+	Gender-based Analysis Plus
GBV	gender-based violence
GMDAC	Global Migration Data Analysis Centre
GMG	Global Migration Group
ILO	International Labour Organization
IOM	International Organization for Migration
NGO	non-governmental organization
NSO	national statistical office
LGBTIQ+	lesbian, gay, bisexual, transgender/gender diverse, intersex, and queer*
MOU	memorandum of understanding
OECD	Organisation for Economic Co-operation and Development
SDG	Sustainable Development Goal
SOGIESC	sexual orientation, gender identity, gender expression and sex characteristics
UIS.Stat	United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute for Statistics
UN DESA	United Nations Department of Economic and Social Affairs
UN-Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
VAWG	violence against women and girls

* The plus sign (+) refers to intersectional axes of identity of people based on race, age, ethnicity, religion, disability, etc.

INTRODUCTION

The purpose of this note is to provide concrete guidance to policymakers, national statistical offices (NSOs) and practitioners on *why* it is important to promote gender-responsiveness when collecting, producing, using, analysing and disseminating migration data for policy – and *how*. Gender and diversity analysis is one tool that policymakers, NSOs and practitioners can use to identify needs and address policy shortcomings as part of a gender analysis framework.

While intended predominantly for governments and policymakers, this guidance note aims to address the migration data gaps in a manner relevant to all stakeholders and promotes a whole-of-society approach. It is also meant to help operationalize the IOM Migration Data Strategy (2021a) and includes recommendations on enhancing gender indicators and gender-based methods in data production, protection, dissemination and use. The note provides succinct information on the extent to which gender is captured through macrolevel global data sets, along with a discussion of key issues relevant to gender and migration data.

The **2030 Agenda for Sustainable Development**, which promises to "leave no one behind", recognizes both international migration and gender equality as integral to sustainable development. For the Sustainable Development Goals (SDGs) to be realized, there is a need to strengthen national-level statistical systems for collecting, analysing and using gender-disaggregated data to inform gender-responsive migration governance. Not having evidence-based, gender-responsive migration policies hinders global efforts towards gender equality, and it limits the potential to maximize benefits from migration for development, including its contribution to the realization of the SDGs.

Gender-responsiveness is also one of the guiding principles of the **Global Compact for Safe, Orderly and Regular Migration**.

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.

The Guide is organized into three main sections: Section 1 presents the background on the rationale and the main goals of the Guide. Section 2 provides an overview of the international context and the state of the art in gender and migration data. Lastly, Section 3 offers guidelines for action at the national (and local) level to strengthen migration data work from a gender perspective. The Guide also includes an annex with a glossary of related key terminology and concepts, a gender and migration data availability table, and a detailed table of gender considerations in relation to Objective 1 of the Global Compact for Migration to ensure gender-responsiveness.

This guidance concludes that 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 guiding principle of gender-responsive and human rights–based migration policy and Objective 1, "Collect and utilize accurate and disaggregated data as a basis for evidence-based policies" – as well as the 2030 Agenda's central promise to leave no one behind. In this vein, not only will sex- and, whenever possible, gender-disaggregated data provide important information for responding to the challenges and needs of women and people with diverse gender identities, but governments can also use gender-disaggregated migration data to recognize and enhance the social and economic benefits of migration.

1

BACKGROUND

The Guide draws on a review of relevant policy and scholarly literature pertaining to gender and migration, as well as a digital review of data portals and resources on international and national migration data. Additionally, 14 semi-structured interviews were conducted with experts on international migration and data, including those from NSOs and international organizations from different geographical regions, and scholars researching in the areas of migration and data from different disciplinary and methodological perspectives. Further, the Guide provides a glossary of key terms and concepts, used throughout the main text, drawing from the IOM Glossary (2019a) and the IOM SOGIESC[1] Glossary (2020a).

Why does sex and gender disaggregation matter?

Disaggregated migration data are essential to inform evidence-based migration policy that captures the realities of all migrants.

Data are "disaggregated" when they unpack large population groups to enable comparisons across categories or groups of people that are not homogeneous. Disaggregation enables the variability in a population to be measured.[2]

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 regarding whether an individual has intersex characteristics may also be collected through the use of 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 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.

The importance of addressing key data gaps in gender and migration

Major gaps exist in international migration data,[3] particularly with respect to *gender*.[4] Gender is a significant factor in shaping every stage of the migration experience – from the decision to migrate, transiting across borders, to working or settling in the country of destination, or choosing to return home. According to the United Nations Entity for Gender Equality

[1] SOGIESC is an acronym for sexual orientation, gender identity, gender expression and sex characteristics.

[2] Disaggregated data enable policymakers to identify and reach migrants. Disaggregation will look different across contexts. For more information on data disaggregation in relation to migration, see: IOM, 2021b.

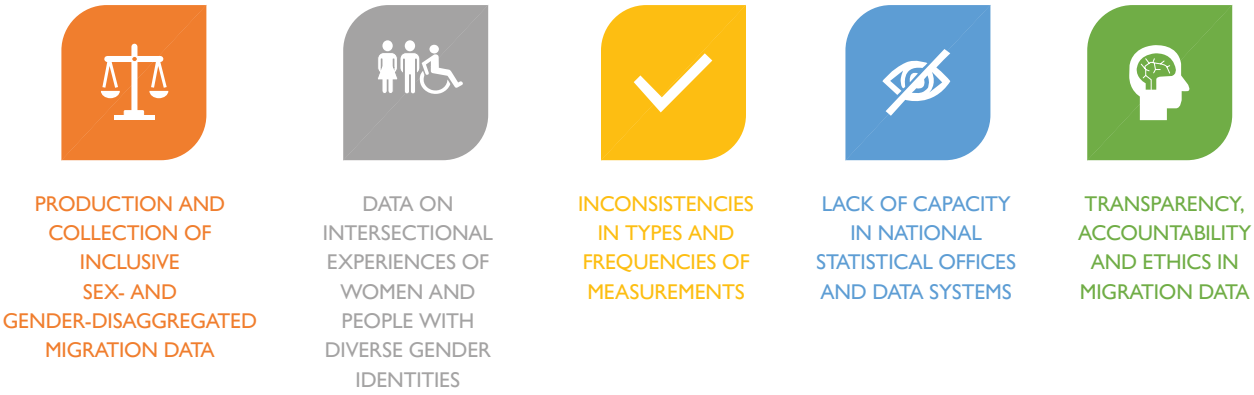
[3] "Migration data", as per the IOM Migration Data Strategy, refers to all types of data that support the development of comprehensive, coherent and forward-looking migration policies and programming, as well as those that contribute to informed public discourse on migration. This includes data on different forms of population movement – whether short or long term, forced or voluntary, and cross-border or internal – as well as the characteristics of movement and those on the move, and the reasons for and impacts of migration.

[4] As per the IOM SOGIESC Glossary, "gender" refers to the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for individuals based on the sex they were assigned at birth.

and the Empowerment of Women (UN-Women) (2017a), "gender is not only about women. It is important to emphasize that the concept of gender is not interchangeable with women. Gender refers to women, men [and other gender groups], and the often unequal relations between them. ... In practice, debates on gender often focus on women because they as a group have been most affected by gender inequality. However, [all gender groups] have important roles to play in working toward full equality. Consequently, a gender perspective does not mean women's perspective."[5]

Figure 1 shows five key gender gaps and challenges in migration data. These include gaps in the production and collection of inclusive sex- and gender-disaggregated data, gaps in data on the intersectional experiences of women and people with diverse gender identities, inconsistencies in types and frequencies of measurements, lack of capacity in NSOs and data systems, and challenges in relation to transparency, accountability and ethics in migration data.

Figure 1. The five key gender gaps and challenges in migration data



Lack of data hinders the achievement of the 2030 Agenda objective to leave no one behind. Migrant women represented nearly half (48%) of international migrants worldwide (UN DESA, 2021), thus gender data gaps have consequences for global migration governance – and for women migrants themselves. For example, a lack of data on gender and migration hinders the ability of governments to estimate the contributions of migrant women to the economies of countries of origin and destination, through their social and economic remittances (UN-Women, 2017b), and also in terms of their contributions to the economy through their paid and unpaid care work. Data on refugees and asylum seekers have gaps in relation to the gender identity of refugees, as well as the gender-based reasons for seeking asylum (e.g. gender-based violence (GBV)). Sex- and gender-disaggregated data are needed not only to protect rights, prevent exploitation, and inform policy, but also to maximize the economic and social benefits of migration.

Understanding these trends, and gathering more nuanced data on the type of migration associated with them, will enable evidence-based, gender-responsive policy that responds to the needs of *all* people on the move. Without sex- and gender-disaggregated data and data on other intersectional factors, the realities and complexities of inequalities and the intersectional experiences of migration are invisible – as a result, the experiences of migrants with disabilities, migrants with diverse sexual orientations and sex characteristics, indigenous peoples, and those marginalized in other ways remain obscured and ignored.

[5] More information is available at https://migrationdataportal.org/themes/gender-and-migration.

While there has been a notable shift in migration demographics[6] in recent decades (Gabaccia, 2016), with increasing numbers of women migrating independently for their own reasons than previously – including for the purpose of work, and in different sectors and pathways – it is important that data which capture the mobility are always, as 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 (Hoffman and Buckley, 2013). 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.

As discussed in the introduction, being gender-responsive means understanding, and responding to, the differences between sex and gender, and recognizing the categorization on official documents of individuals (e.g. sex) as distinct from what societies make of these attributes and how individuals self-identify (e.g. gender) (Haslanger, 2002). It also means recognizing that gathering accurate data on gender requires asking individuals about their gender identity, which may differ from the gender attributed to them by society and the sex that was assigned to them at birth; and recognizing that gender norms and biases happen at the individual and structural levels, and they have unequal and often deleterious consequences for migrants of different genders due to their real or perceived gender, gender expression, sexual orientation or sex characteristics (e.g. gender inequality, discrimination, violence).

A lack of inclusion of a broader range of measures in relation to gender, in addition to sex, fosters the invisibilization of women and people of diverse gender identities and their gender-specific experiences. Data gaps on particular categories of migrants, such as those following irregular pathways, mean that policymakers and migrant rights advocates cannot respond to the gender-based experiences and needs of migrants, such as GBV experienced by individuals in transit. Gender impacts opportunities to migrate, labour market insertion (e.g. women into care jobs), experiences of and exposure to violence and exploitation, and access to rights and services (Hennebry et al., 2016).

The causes and experiences of displacement and access to asylum are also different for men, women and people with diverse gender identities. Women may have primary-care responsibilities and limited access to transportation, and they may face greater levels of GBV while on the move, in transit or in refugee camps. For example, since 2015, more than 5 million people have fled violence, persecution and economic ruin in the Bolivarian Republic of Venezuela (IOM, 2020b), and 264,000 people have applied for asylum in Brazil. Among them are the unknown numbers of people with diverse SOGIESC who have faced an increased risk of GBV and abuse in the context of the COVID-19 pandemic (Su et al., 2020); however, the lack of gender-disaggregated data on these migrants has perpetuated their invisibility and vulnerability during the crisis.

Gender also shapes responses to hazards and the adverse impacts of climate change throughout the mobility continuum, including in displacement settings. Men, women and people with diverse gender identities differently experience the impacts of climate change and environmental hazards due to their different access to resources, land and information (Le Masson et al., 2016). For example, women have been recorded to suffer from GBV in shelters and other accommodations, and they have more challenges in returning to their communities of origin after displacement experiences, given their more limited access to resources to rebuild livelihoods. It has also been observed in a number of natural disasters that displaced people with diverse gender identities experience discrimination in relation to documentation, shelter, aid, and compensation for damaged or lost property (Rumbach and Knight, 2014). The gendered dimensions of disaster displacement require specific policy responses that cannot be effectively designed or implemented without the collection and use of adequate sex- and gender-disaggregated data (Chindarkar, 2021).

[6] This shifting demographic of migration is sometimes referred to as the "feminization of migration".

Return and reintegration experiences also differ by sex and gender. While there is much research on migration, return and reintegration focusing on women, there is little on the experiences of LGBTQI+ people. Data disaggregation by gender would enable the identification of specific vulnerabilities and needs, and therefore improve the design, implementation and evaluation of reintegration support programmes for returnees of all genders. From a more structural level, evidence and data would also help inform and tailor reintegration policy and advocacy efforts.

Similarly, gender data gaps on remittance earning, sending methods and consumption practices obscure the differences between men and women migrants (such as women's greater likelihood to use informal transfer systems) and exclude people with diverse gender identities completely, which can misinform development and international cooperation efforts pertaining to migration and development (GMG, 2017a).

In addition, due to inconsistencies in data measurement and collection practices, there is a lack of consistent measures of migration data by sex and gender globally, both in terms of regularity and variables. In addition, prevailing data collection practices prioritize keeping track of foreign nationals by categories of entry and their status for domestic public policy purposes (e.g. addressing labour market demands), rather than measuring gendered experiences and identities, and enabling data comparability across countries (Raymer, 2017).

Further, ethical practices (including data sharing and transparency) on the part of data producers ultimately impact gender-responsive policymaking and have relevance in the accountability of policymakers, as well as affecting the validation of the data and collection methods (Van den Eynden et al., 2011). A lack of sex- or gender-disaggregated migration data may weaken the engagement of civil society organizations (CSOs), as well as the provision of services for migrants. At the same time, there are ethical challenges present even when such data are available – the provision of sensitive information related to gender and international migration can heighten the precarity and vulnerability of some groups. For example, collecting and sharing data on sexual and reproductive health about migrant workers (e.g. pregnancy test results) on tied work permits can heighten the precarity for women migrant workers should that information not kept confidential; and sharing data about diverse gender identities and sexual orientations with officials can in some environments expose migrants to discrimination, abuse, detention or deportation.

The lack of data on gender and intersectional factors also undermines efforts to combat stigma and stereotypes, xenophobia, and discrimination against migrants on the basis of their SOGIESC, in combination with other characteristics such as indigenous identity, ethnicity, disability, age or religion. Such discrimination can manifest in a lack of access to health services and social protection, as well as increased barriers to accessing and claiming rights[7] in general. Additionally, stigma and discrimination can lead to heightened exposure to GBV of women and people with diverse SOGIESC.

Moreover, there is a lack of data on the stocks and flows of people with diverse gender identities, as well as their gendered experiences. In addition, a narrow application of "gender" to women further makes migrants with diverse gender identities vulnerable and obscures the role of gender as an organizing principle in migration (Fitzpatrick, 1997).

In some cases, limited capacities pertaining to both data and gender, political commitment, and infrastructure of NSOs and data systems hinder data collection and storage, analysis, and dissemination as well as the sharing and use of data to inform migration policies and enhance accountability. The capacity of CSOs and other non-governmental stakeholders, particularly of women and people with diverse gender identities, to engage in the collection, analysis and use of migration data is important to ensuring accountability and addressing capacity gaps. The lack of broad-based involvement of women and people with diverse gender identities throughout data production, and measurement in particular, diminishes the validity, transparency and accountability of data.

[7] The IOM disaggregation guide (2021b) advises on how to address these issues (e.g. the Office of the United Nations High Commissioner for Human Rights' human rights–based approach to data (2018)).

Clearly, gender influences all stages of migration – 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. For example, migrant women and people with diverse SOGIESC who have low levels of formal education are more likely to be concentrated in occupations that are less regulated, informal and traditionally associated with specific gender roles (Hennebry et al., 2016). Further, about 8.5 million women were estimated to be working as migrant domestic workers in 2019, but many aspects of their migratory experiences remain invisible. The gender-specific differential experiences, outcomes and realities of migration need to be recognized, measured, collected and analysed using a gender analysis framework[8] 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 (UN-Women, 2018).

Filling these gender data gaps will enable governments and other stakeholders to support the economic empowerment of migrant women, and to support gender equality and human rights for all migrants regardless of gender identities, gender expressions or sexual orientations (Women Deliver, 2020). Without sex- and gender-disaggregated data, policymakers and service providers have no information on the differences in experiences and needs of women and gender-diverse migrants, as well as their integration into labour markets and their contributions to economies and societies. Understanding gender and migration trends, and gathering more nuanced data, will enable evidence-based, gender-responsive policy that responds to the needs of *all* people on the move.

[8] A gender analysis framework provides a broader theoretical structure for organizing information about gender roles and relations. Such an analytical framework is crucial to systematize information about gender differences across different domains of social life, and to examine how these differences affect the lives and health of women, men and non-binary people. Further, this analytical approach can help assess the potential impacts of policies, programmes and other initiatives on diverse groups – in addition to sex and gender, all people have multiple identity factors, such as age, indigenous identity, immigrant status and disability status, among others.

2

THE INTERNATIONAL CONTEXT: INCREASING FOCUS ON INTERNATIONAL MIGRATION DATA AND GENDER

International commitments

The 2030 Agenda for Sustainable Development

Incorporating gender-responsive data in international migration governance is critical to a human rights–based approach to migration,[9] which is key to the 2030 Agenda (United Nations, 2020a). Relevant to this guidance note are a number of SDGs with cross-cutting themes on migration, development and gender equality – particularly **SDG 5 that has a sole focus on gender equality and, among others, SDG 17.18,**[10] **SDG 10.7**[11] **and SDG 8.8**[12] that are relevant to different aspects of gender-responsive migration governance (KC and Hennebry, 2018).

Gaps in quality sex- and gender-disaggregated migration data have consequences for women and migrants with diverse gender identities and severely hinder efforts to respond to their specific needs and experiences and protect their rights. Since migrants are not a homogenous category, their experiences, challenges and contributions are invariably diverse, and sex- and gender-disaggregated data enable an intersectional lens to understand the diverse realities of the subcategories of migrants. On the one hand, not having sex- and gender-disaggregated data obstructs the complete understanding of the intersectional experiences of migrants by erasing and stereotyping them; and on the other hand, it does not provide the countries with the necessary information to address inequalities and discrimination.

The Global Compact for Safe, Orderly and Regular Migration

Gender-responsiveness is also one of the guiding principles of the **Global Compact for Migration**. Key to accelerating progress towards the achievement of the objectives of the 2030 Agenda has been international cooperation on migration through the Global Compact for Migration, which sets out a clear map for collective action to actualize and implement its commitments based on its guiding principles and objectives. With respect to data, through the Global Compact for Migration **Objective 1** – "Collect and utilize accurate and disaggregated data as a basis for evidence-based policies" – United Nations member States agreed to the following:

> We commit to strengthen the global evidence base on international migration by improving and investing in the collection, analysis and dissemination of accurate, reliable, comparable data, **disaggregated by sex**, age, migration status and **other characteristics** relevant in national contexts, while upholding the right to privacy under international human rights law and protecting personal data. We further commit to ensure this data fosters research, guides coherent and evidence-based policy-making and well-informed public discourse, and allows for effective monitoring and evaluation of the implementation of commitments over time. (United Nations, 2018a)

[9] The human rights–based approach to migration is based on international human rights law and underpins all migration policies – under international human rights law, all migrants are entitled to the respect, protection and full enjoyment of their human rights, regardless of their migration status.

[10] SDG 17.18 stresses the production and collection of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability and geographic location.

[11] SDG 10.7 focuses on facilitating orderly, safe, regular, and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.

[12] SDG 8.8 emphasizes protecting labour rights and promoting safe and secure working environments for all workers, including gender-diverse migrants and others.

The momentum following the signing of the Global Compact for Migration in 2018 and the establishment of the United Nations Network on Migration is catapulting the international policy agenda ahead rapidly – with a loud commitment to address gaps and realize the central, transformative promise of the 2030 Agenda to leave no one behind. In particular, the Global Compact for Migration Objective 1 calls for the collection and utilization of "accurate and disaggregated data as a basis for evidence-based policies" (ibid.). Further, the Global Compact for Migration lays out specific actions towards realizing these commitments (e.g. improving the national data collection systems, enhancing national inter-agency collaboration on migration data production, improving international data comparability and compatibility, ensuring participation of stakeholders, establishing research and training centres), and States and United Nations organizations have begun thinking out practical steps forward (Kraly and Hovy, 2020). Nevertheless, **without concerted effort by the international community and key counterparts towards adopting a gender perspective, these actions will not contribute towards the implementation of the Global Compact for Migration in a matter that is consistent with its guiding principles** (Hennebry and Petrozziello, 2019).

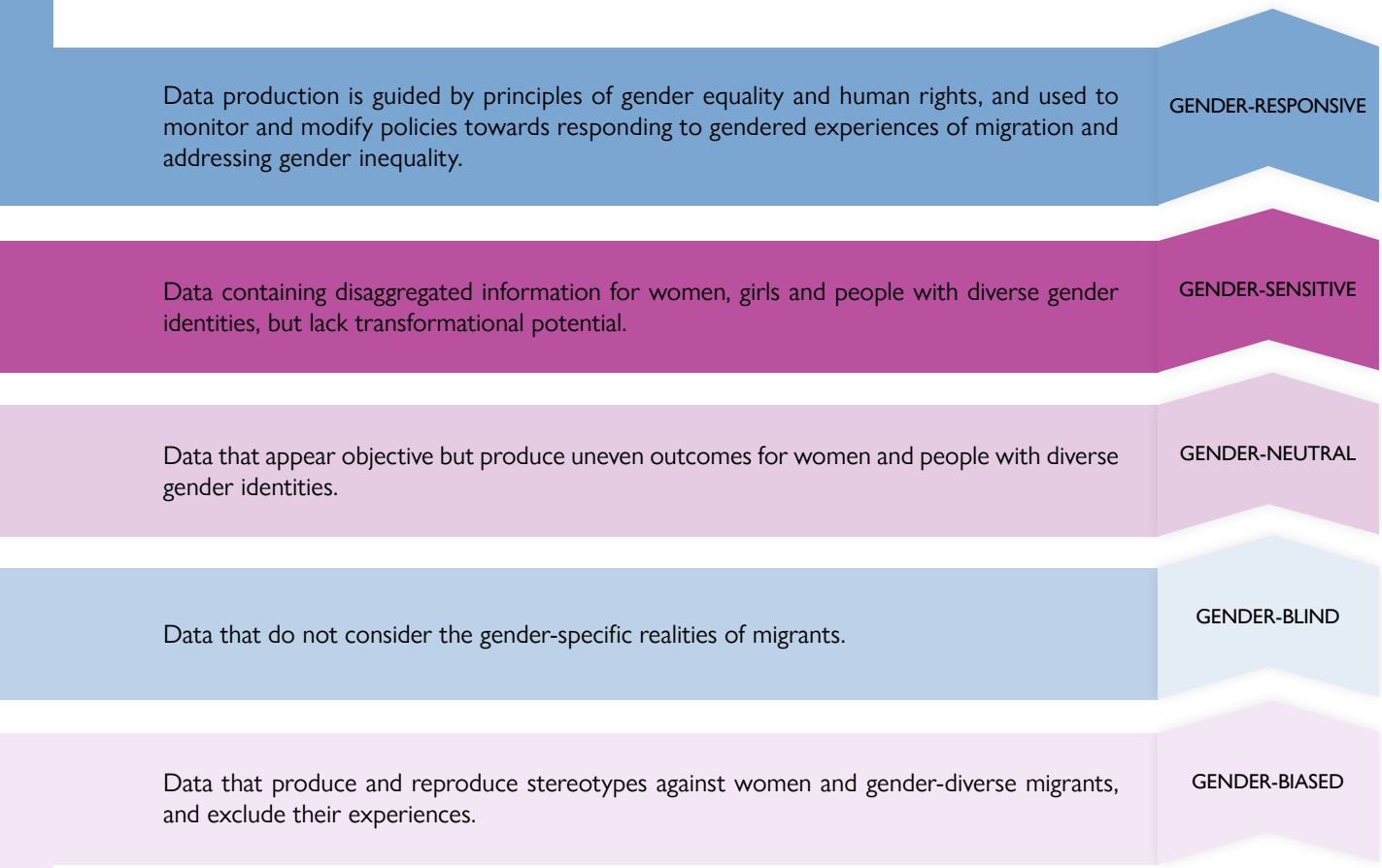
The Global Compact for Migration includes the following guiding principle:

> (g) Gender-responsive: The Global Compact ensures 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. (United Nations, 2018a)

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, ranging from "gender-biased" to "gender-responsive" (Figure 2).

Figure 2. Gender-responsiveness scale in migration data work



Note: Adapted from the Gender and Migration Hub project.[13]

Data strategies within the United Nations and IOM

Against this backdrop, the **United Nations Secretary-General's Data Strategy 2020–2022** (United Nations, 2020b) plans to build a whole-of-United-Nations ecosystem to unlock the United Nations' full data potential. The Strategy identifies the promotion of gender equality as a central objective and notes that a lack of sex- and gender-disaggregated data contributes to a "gender data gap", and it commits to addressing this problem through embedding gender equality into its data principles. The Strategy pledges to "bridge the gender data gap" in its programme by proposing to use data to measure gender gaps and the establishment of a gender-balanced data governance council.

In alignment with the Data Strategy of the **United Nations Secretary-General**, the **IOM Migration Data Strategy 2020 | 2025** (2021a) commits to gender equality as a fundamental principle and supports gender analysis using gender disaggregation and other intersecting variables (e.g. sex, age, ethnicity, education).

[13] More information is available at www.gendermigrationhub.org.

Data actors (e.g. producers, collectors, users) often lack gender capacities and may benefit from capacity-building on employing a gender-responsive approach during the entire cycle of data production. Table 2 in the "Tools and resources" section outlines key actions to enhance the gender-responsive implementation of the Global Compact for Migration Objective 1. The first column in Table 2, in the Annex, lists the main actions committed under the Global Compact for Migration Objective 1, and the second column suggests ways in which those actions can be implemented in a gender-responsive manner.

The United Nations Network on Migration is also working to mobilize the international community to build a stronger evidence base on migration and promote its systematic use to guide policy and action, through increasing the availability of and access to quality migration data for gender- and diversity-based analysis, addressing data gaps, championing data protection and data innovation, and acting as a convener for migration data actors (IOM, 2021a).

Achieving these ends depends on access to reliable migration data and the ability to analyse and use such data to inform the work of the United Nations (ibid.). With respect to gender, the IOM Migration Data Strategy emphasizes the need to increase the availability of and access to migration data with quality gender indicators, along with the collection of migration data on sex and gender identities. These strategies together place gender-responsive data as central for the United Nations and IOM to help member States achieve migration-related public policy objectives, including those outlined in the Global Compact for Migration and the 2030 Agenda.

Gender and migration data sources at the global level

There are four major data sources on sex and international migration at the global level (see Table 1 in the Annex):

1. The United Nations Department of Economic and Social Affairs' (UN DESA) (2021) estimates of international migration stocks for 232 countries from the 1990s to 2019 include limited variables on demographic characteristics, including sex.
2. IOM and Polaris operate the Counter Trafficking Data Collaborative's (2020) global data hub on human trafficking, which includes information on about 109,000 cases of human trafficking from 164 countries from the 2000s to 2020. It features a large number of additional variables, including sex.
3. The International Labour Organization's (ILO) (2020) statistics on international labour migration holds estimates of international migrant worker stocks and flows for 188 countries from 1991 to 2018. This data set includes some sociodemographic variables, including sex.
4. Lastly, the Office of the United Nations High Commissioner for Refugees' (UNHCR) (n.d.) Refugee Data Finder has estimates of refugees, asylum seekers and other displaced populations for 232 countries from 1951 to 2019. Like the previous data sets, it incorporates a limited number of additional demographic variables, such as sex.

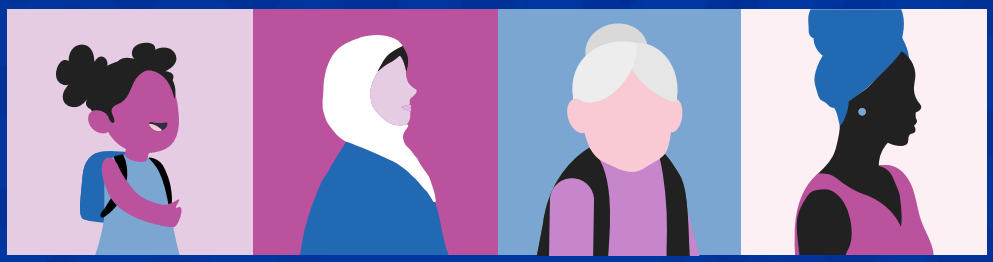
Two other major data sources on international migration have no variables on sex: The World Bank's (n.d.) migration and remittances data, which include data sets on global migration stocks and remittances; and the United Nations Educational, Scientific and Cultural Organization's (UNESCO) (n.d.) Institute for Statistics (UIS.Stat), which records information on the migration of international students. In some cases, there are regional- or national-level data sources, such as the Internal Displacement Monitoring Centre's (IDMC) (n.d.) internal displacement data, the Oganisation for Economic Cooperation and Development's (OECD) (n.d.) international migration database, or those collected by civil society and non-governmental organizations (NGOs) – such as the World Economic Forum's (2020) Global Gender Gap Index or Equal Measures 2030's (2020) SDG Gender Index.

While additional data sources abound and can strengthen focused, in-depth or contextual analysis, they are often limited in scope, sample size, geography, reliability and statistical generalizability. It is notable that, in addition to excluding gender, none of the data sources provide data on sexual orientation or sex characteristics.

Table 1 (in the Annex) summarizes the availability of global data sources on sex and international migration, and it identifies the sources of global migration data and their limitations. There are a number of broad gaps and limitations with respect to global migration data, such as data availability and transparency, (comparability of) definitional problems, inconsistencies in data types and frequencies of measurement, limitations in sample or geographic aggregation, and the politics of migrant data construction (Bijak, 2011; Ozden et al., 2011), with particular gaps in relation to gender. For example, as shown in Table 1, neither sex- nor gender-disaggregated data are always available, and even where they are available, there are no data on gender, nor broader gender measures that speak to the specific realities of migrant women and people with diverse gender identities or address diverse sexual orientations or sex characteristics. In addition to the challenges identified in the table, such data sources generally use different estimation methods for women, and they have higher statistical discrepancies for women than men (ILO, 2020).

Data availability by sex highly varies by migration category. While estimates for total flows and labour migrants exist (UN DESA, 2021; ILO, 2020), there are limited data on all other categories and related policy instruments. At the same time, the existence of global data sets by different international organizations (e.g. UNHCR, World Bank, UNESCO) on some categories of migrants (e.g. refugees, international students) presents ample opportunity for the collection and analysis of sex-disaggregated data. Even more work is required for the construction of data related to gender and other areas currently absent from global data, such as disability, age, sexual orientation, sex characteristics, irregular migration, remittances and asylum.

3



STEPS TOWARDS GENDER-RESPONSIVE MIGRATION DATA

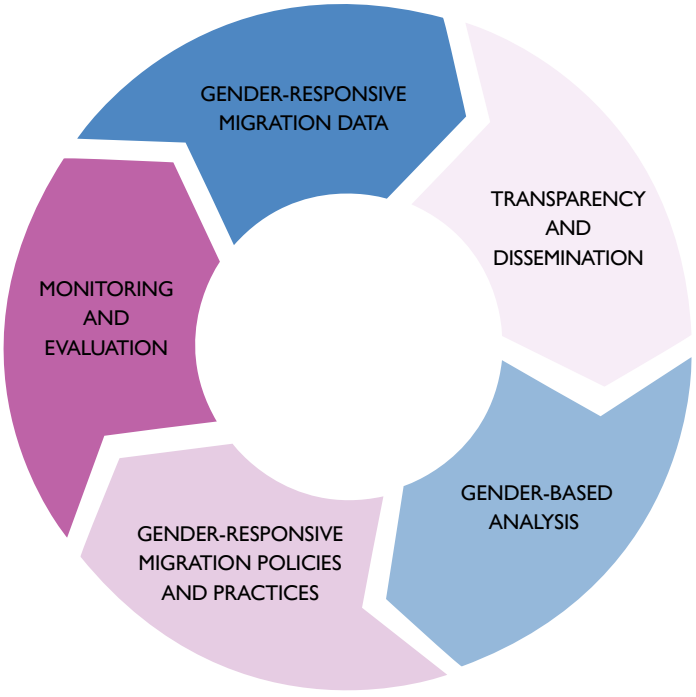
A gender-responsive approach should be mutually reinforcing between data and migration policy.

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.

STEP 1

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 diversity[15] 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)

STEP 2

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.

STEP 3

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 budgeting[17] 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)

STEP 4

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)

STEP 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

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

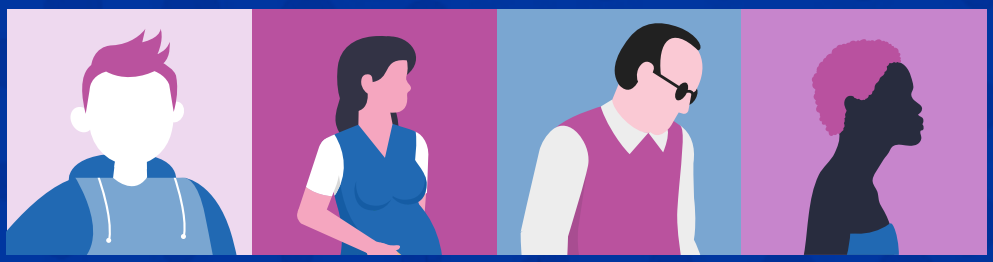
In the 2010s, the **Government of Guinea** prioritized a gender analysis framework to explore the information and opportunities available to support the integration of gender into environmental planning. The analysis of data found that Guinean women were more vulnerable due to gender-based roles, barriers 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)

4



CONCLUSION

This guidance has shown the existence of a range of migration data and measurement issues related to gender, including production and collection of sex- and gender-disaggregated data; a lack of data on the intersectional realities and experiences of women and people with diverse gender identities, sexual orientations and sex characteristics; data transparency and sharing; and inconsistencies in measurements.

Disaggregation of migration data alone is insufficient; adopting a gender analysis framework (Holliday et al., 2018) in the production, collection, analysis and use of gender-disaggregated data (IOM and McKinsey & Company, 2018) is key to realizing the 2030 Agenda's central promise to leave no one behind, as well as the Global Compact for Migration's guiding principle of gender-responsive and human rights–based migration policy[18] and 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 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.

Further, the review of global data sources has shown that there are insufficient data to enable robust gender analysis of migration or fully realize migration-related SDGs as well as the Global Compact for Migration[19] (e.g. data on interceptions at sea by gender; informal migrants and women migrant workers; access to health care and social protection by gender across migration categories; comparative analysis of gendered migration pathways; gender-based exploitation and violence throughout the migration cycle; and gender-based budget analysis of social services for migrants, government spending and United Nations agency initiatives). All of this translates to governance gaps and heightens the gendered impacts on migrants.

One particular challenge is understanding what "gender-responsive" means for both policy and practice, and how this can be realized with respect to the Global Compact for Migration, Objective 1 in particular. Translating the Global Compact for Migration's commitment to gender-responsiveness into practice is essential to foster a human rights–based, gender-responsive policy to guide migration data collection and use, ensuring participation of CSOs and women and LGBTIQ+ migrants' organizations, collecting data on gendered drivers of migration (e.g. domestic violence, gender-based discrimination, anti-LGBTIQ+ violence), developing standards on data collection pertaining to women and people with diverse gender identities (in particular those in sectors with a high degree of informality and a lack of regulation – e.g. domestic work), gathering impacts of migration on those staying back home, and collecting data on social remittances[20] of women migrants as well as on the social costs. Equally important is to include intersectional information, such as on disability, indigenous identity, sexual orientation, sex characteristics and race.

Gender-responsiveness in the production of migration data can constitute an integral part of migration governance, if well integrated throughout the policy cycle. Ideally, data can then be used in policy design and gender- and diversity-based evaluation. This incorporates a review of policy/laws at all levels in the policy cycle to ensure the promotion, protection and fulfilment of the human rights of people of all genders through recognition of and response to their specific needs, challenges and vulnerabilities. Further, a high level of political will and commitment is required to produce gender-responsive data, analyse them, and inform migration policy and governance based on the findings. Similarly, enacting gender-responsive data construction, collection and analysis requires a commitment to foster institutional capacities pertaining to gender and migration, and implementation of strategies to achieve them.

[18] See "Our vision and guiding principles", Article 15 (United Nations, 2018a).
[19] See "Objective 1: Collect and utilize accurate and disaggregated data as a basis for evidence-based policies" (United Nations, 2018a).
[20] "Social remittances" refers to the transfer of ideas, behaviours, identities and social capital from migrants to their communities of origin.

Gender impacts all stages and processes of migration, for all migrants of all ages. Failing to account for this variability poses challenges to the reliability, validity and generalizability of statistical estimates on migration stocks and flows and the policies that aim to respond to or govern them. Further, failing to account for these differences, particularly among women and people with diverse gender identities, will lead to policy shortcomings as the needs and issues affecting these individuals will not have been considered. These blind spots serve to heighten vulnerability, precarity, and structural inequalities for women and people with diverse gender identities, which means international policy will continue to fall considerably short of leaving no one behind.

Not only will sex- and, whenever possible, gender-disaggregated data provide important information for responding to the challenges and needs of women and people with diverse gender identities, but governments can also use gender-disaggregated migration data to recognize and enhance the social and economic benefits of migration. Including gender considerations in data gathering, policymaking, and planning can contribute to migrants' social and economic empowerment and promote gender equality; leaving such considerations out can expose them to further risks and vulnerabilities and perpetuate or exacerbate inequalities (IOM, 2020c).

Additionally, quality sex- and gender-disaggregated data are crucial for policy responses at the best of time, as well as during times of crisis (UNFPA, 2014). Indeed, the COVID-19 pandemic has revealed gaps and deficiencies in existing data and governance systems, and while there are accounts of the uneven consequences of the pandemic on those who are often marginalized or in vulnerable situations – including women, girls, those with diverse gender identities and/or expressions, and those who are intersex (Su et al., 2020) – the lack of data has made it difficult for governments, public health or civil society to respond.

In the 2020 report to the United Nations Network on Migration, the United Nations Secretary-General highlighted the widening of gender inequalities as a result of COVID-19 and noted that a gender-responsive, rights-based approach to migration is all the more necessary with the deleterious effects of the pandemic on women and LGBTIQ+ persons, pointing out rising GBV in particular. Data and statistics that include sex and, whenever possible, gender variables and markers, as outlined in this guidance note, will be crucial as governments strengthen their migration governance to protect the rights of *all* migrants, and realize the gender-responsive guiding principle of the Global Compact for Migration.

ANNEXES

ANNEX 1. GLOSSARY

The definitions of terms in this glossary are drawn from the IOM Glossary and the IOM SOGIESC (sexual orientation, gender identity, gender expression and sex characteristics) Glossary.

Assigned sex at birth
The sex that is assigned to a person at birth, typically based on the infant's external anatomy; also referred to as birth sex or natal sex.

Asylum
Asylum refers to the grant, by a State, of protection on its territory to persons outside their country of nationality or habitual residence, who are fleeing persecution or serious harm or for other reasons. Asylum encompasses a variety of elements, including non-refoulement, permission to remain on the territory of the asylum country, humane standards of treatment and eventually a durable solution.

Cis/Cisgender
A person whose gender identity and the sex they were assigned at birth align.

Country of destination
In the migration context, a country that is the destination for a person or a group of persons, irrespective of whether they migrate regularly or irregularly.

Country of origin
In the migration context, a country of nationality or of former habitual residence of a person or group of persons who have migrated abroad, irrespective of whether they migrate regularly or irregularly.

Data protection
The systematic application of a set of institutional, technical and physical safeguards that preserve the right to privacy with respect to the collection, storage, use and disclosure of personal data.

Detention
In the migration context, the deprivation of liberty for migration-related reasons.

Diaspora
Migrants or descendants of migrants whose identity and sense of belonging, either real or symbolic, have been shaped by their migration experience and background. They maintain links with their homelands, and to each other, based on a shared sense of history, identity or mutual experience in the destination country.

Displacement
The movement of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights, or natural or human-made disasters.

Drivers of migration
Complex set of interlinking factors that influence an individual's, family's or population group's decisions relating to migration, including displacement.

Endosex

A term describing a person who was born with sex characteristics that fit typical binary notions of male or female bodies. An endosex person may identify with any gender identity or sexual orientation.

Gender

The socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for individuals based on the sex they were assigned at birth.

Gender-based violence

Any act of violence targeting an individual on the basis of their gender. It includes acts that inflict physical, sexual or psychological harm or suffering, the threats of such acts, coercion and arbitrary deprivation of liberty, whether occurring in public or private life. GBV encompasses violence against people based on their SOGIESC because diverse SOGIESC is often perceived as a transgression of gender norms.

Gender diversity

The equitable representation of people of different genders, including cisgender and transgender men and women, other transgender people, non-binary people, and people with other diverse gender identities.

Gender equality

The equal rights, responsibilities and opportunities of all individuals regardless of gender. Equality does not mean that all individuals are the same, but that rights, responsibilities and opportunities will not depend on one's sex assigned at birth, physical sex characteristics, gender assigned by society, gender identity or gender expression. Gender equality also implies that the interests, needs and priorities of all individuals should be taken into consideration. Equality between people of all genders – including cisgender and transgender men and women, other transgender people, non-binary people, and people with other diverse gender identities – is seen both as a human rights issue and a precondition for, and indicator of, sustainable people-centered development.

Gender expression

Individuals use a range of cues, such as names, pronouns, behaviours, clothing, voice, mannerisms and/or bodily characteristics, to interpret other individuals' genders. Gender expression is not necessarily an accurate reflection of gender identity. People with diverse sexual orientation, gender identity or sex characteristics do not necessarily have a diverse gender expression. Likewise, people who do not have a diverse sexual orientation, gender identity or sex characteristics may have a diverse gender expression.

Gender identity

Each person's deeply felt internal and individual experience of gender, which may or may not correspond with their sex assigned at birth or the gender attributed to them by society. It includes the personal sense of the body, which may or may not involve a desire for modification of appearance or function of the body by medical, surgical or other means.

Gender mainstreaming

A strategy for assessing the gendered implications of any planned action – including policies, programming or legislation – and for ensuring gender concerns and experiences are an integral consideration in the design, formulation, implementation, analysis and monitoring of planned actions.

Human rights

Universal legal guarantees protecting individuals and groups against actions and omissions that interfere with fundamental freedoms, entitlements and human dignity.

Integration

The two-way process of mutual adaptation between migrants and the societies in which they live, whereby migrants are incorporated into the social, economic, cultural and political life of the receiving communities. It entails a set of joint responsibilities for migrants and communities and incorporates other related notions such as social inclusion and social cohesion.

Interception

Any measure applied by a State, either at its land or sea borders, or on the high seas, territorial waters, or borders of another State, to: (a) prevent embarkation of persons on an international journey; (b) prevent further onward international travel by persons who have commenced their journey; or (c) assert control of vessels where there are reasonable grounds to believe the vessel is transporting persons contrary to international or national maritime law. In relation to the above, the person or persons do not have the required documentation or valid permission to enter.

Internal migration

The movement of people within a State involving the establishment of a new temporary or permanent residence.

International migrant

Any person who is outside of a State of which they are a citizen or national or, in the case of a stateless person, their State of birth or habitual residence. The term includes migrants who intend to move temporarily or permanently and those who move in a regular, or documented, manner as well as those in irregular situations.

International student

A person who has moved across an international border away from his or her habitual place of residence for the purpose of undertaking a programme of study.

Intersex

Intersex people are born with sex characteristics that don't fit typical definitions of male and female bodies. Intersex is an umbrella term used to describe a wide range of natural bodily variations. Some of these variations may be apparent before or at birth, while others are not apparent until after puberty or later, or may not be physically apparent at all. There are more than 40 intersex variations; experts estimate between 0.5 per cent and 1.7 per cent of the population are born with intersex traits.

Labour migration

Movement of persons from one State to another, or within their own country of residence, for the purpose of employment.

LGBTIQ+

An acronym for lesbian, gay, bisexual, transgender, intersex and queer. The plus sign represents people with diverse SOGIESC who identify using other terms. In some contexts, LGB, LGBT or LGBTI are used to refer to particular populations. Additional characters may be added, such as A for asexual, agender or ally; 2S for two-spirit; or P for pansexual. In many locations, the letter order varies (e.g. LGBTQI+ or GBLTQI+). SOGIESC-related acronyms are not static and continue to evolve over time. To ensure inclusivity and accuracy, they should be applied with careful consideration to the individuals or populations being referenced.

Migrant

An umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students.

Migrant stock (international)

For statistical purposes, the total number of international migrants present in a given country at a particular point in time, who have changed their country of usual residence.

Migration

Migration refers to the movement of persons away from their place of usual residence, either across an international border or within a State.

Migration data

Migration data broadly refers to any qualitative and/or quantitative information produced and collected on any aspect of migration, and/or obtained from various sources, including national statistical offices and countries' administrative records, as well as data and information from non-traditional sources, such as social media and other digital systems.

Migration governance

The combined frameworks of legal norms, laws and regulations, policies and traditions, as well as organizational structures (subnational, national, regional and international) and the relevant processes that shape and regulate States' approaches with regard to migration in all its forms, addressing rights and responsibilities and promoting international cooperation.

Non-binary

An adjective describing people whose gender identity falls outside the male–female binary. Non-binary is an umbrella term that encompasses a wide variety of gender experiences, including people with a specific gender identity other than man or woman, people who identify as two or more genders (bigender or pan/polygender), and people who don't identify with any gender (agender).

People with diverse SOGIESC

Umbrella term for all people whose sexual orientations, gender identities, gender expressions and/or sex characteristics place them outside culturally mainstream categories.

Queer

Traditionally a negative term, queer has been reclaimed by some people and is considered inclusive of a wide range of diverse sexual orientations, gender identities and gender expressions. It may be used as an umbrella term for people with diverse SOGIESC, or as an alternative to the phrase "people with diverse SOGIESC" or the acronym LGBT. Queer is used by many people who feel that they do not conform to a given society's economic, social and political norms based on their sexual orientation, gender identity and gender expression.

Reintegration

A process which enables individuals to re-establish the economic, social and psychosocial relationships needed to maintain life, livelihood and dignity, and inclusion in civic life.

Remittances
Personal monetary transfers, cross-border or within the same country, made by migrants to individuals or communities with whom they have links.

Return
In a general sense, the act or process of going back or being taken back to the point of departure. This could be within the territorial boundaries of a country, as in the case of returning internally displaced persons (IDPs) and demobilized combatants; or between a country of destination or transit and a country of origin, as in the case of migrant workers, refugees or asylum seekers.

Sex
The classification of a person as having female, male and/or intersex sex characteristics. While infants are usually assigned the sex of male or female at birth based on the appearance of their external anatomy alone, a person's sex is a combination of a range of bodily sex characteristics.

Sex characteristics
Each person's physical features relating to sex, including chromosomes, gonads, sex hormones, genitals and secondary physical features emerging from puberty.

Sexual orientation
Each person's enduring capacity for profound romantic, emotional and/or physical feelings for, or attraction to, other people. This encompasses hetero-, homo-, bi-, pan- and asexuality, as well as a wide range of other expressions of sexual orientation. This term is preferred over sexual preference, sexual behaviour, lifestyle and way of life when describing an individual's feelings for, or attraction to, other people.

Social protection
The set of public and private policies and programmes aimed at preventing, reducing, and eliminating economic and social vulnerabilities to poverty and deprivation.

Social remittances
The transfer of ideas, behaviours, identities and social capital from migrants to their communities of origin.

Trans/Transgender
Terms used by some people whose gender identity differs from what is typically associated with the sex they were assigned at birth. Trans, transgender and non-binary are umbrella terms representing a variety of words that describe an internal sense of gender that differs from the sex assigned at birth and the gender attributed to the individual by society, whether that individual identifies as a man, a woman, simply trans or transgender, with another gender, or with no gender.

Transit
In the migration context, the country through which a person or a group of persons pass on any journey to the country of destination or from the country of destination to the country of origin or the country of habitual residence.

Undocumented migrant
A non-national who enters or stays in a country without the appropriate documentation.

Violence against women and girls

Violence against women and girls (VAWG) refers to any act of gender-based violence that results, or is likely to result, in physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. Also see "Gender-based violence". Sexual violence, as per the Office of the United Nations High Commissioner for Human Rights, refers to a form of gender-based violence and encompasses any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting. Note that "women and girls" is inclusive of women and girls who are heterosexual, cisgender and endosex as well as those who have diverse sexual orientations, gender identities and sex characteristics.

Xenophobia

At the international level, no universally accepted definition of xenophobia exists, though it can be described as attitudes, prejudices and behaviours that reject, exclude and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society or national identity.

ANNEX 2. GENDER ANALYSIS OF GLOBAL POPULATION DATA

The available data sources were analysed from a gender analysis framework,[21] and the data availability on gender and migration was assessed to identify the general characteristics, gaps and limitations of each – finding that globally, there is a shortage of consistent, comprehensive data disaggregated by sex and gender.

Table 1. Global population data on international migration by availability of gender-related data

Title	Data collector/ producer	Sample and sampling procedures	Geography/ Time period	Data sources	Units of analysis	Available data on sex	Gender-related gaps
Trends in international migration stock	United Nations Department of Economic and Social Affairs	International migration stocks; data come from population censuses, registers and surveys	Global; 232 countries from the 1990s to 2020	www.un.org/en/development/desa/population/migration/data/index.asp	Longitudinal; countries by year	Data include male and female sex designations only	No third sex category; no gender-disaggregated data; missing data on irregular women migrants and migrants with diverse gender identities; missing data for some non-permanent entries
Global hub on human trafficking	IOM and Polaris	Victims of human trafficking; data come from administrative records, the United States Trafficking Hotline and BeFree Textline	Global; 164 countries from the 2000s to 2020	www.ctdatacollaborative.org/download-global-dataset	Case records of reports of trafficking	Data include male and female sex designations only	No third sex category; no gender-disaggregated data
Refugee Data Finder	United Nations High Commissioner for Refugees	Refugee, asylum seeker and other displaced population stocks; data are aggregated from nation-State estimates	Global; 232 countries from 1951 to 2019	www.unhcr.org/refugee-statistics/download/?url=R1xq	Longitudinal; countries by year	Data include male and female sex designations only (for refugees)	No third sex category; no gender-disaggregated data or inclusion of diverse gender identities; gender indicators are missing from asylum seekers

[21] It provides a broader theoretical structure for organizing information about gender roles and relations. Such an analytical framework is crucial to systematize information about gender differences across different domains of social life, and to examine how these differences affect the lives and health of women, men and people with diverse gender identities. Further, this analytical approach can help assess the potential impacts of policies, programmes, and other initiatives on people in relation to identify factors other than sex and gender, such as age, race, ethnicity, religion, indigenous identity, immigrant status, sexual orientation, gender identity, gender expression, sex characteristics and disability status. Also see similar terms: gender and diversity analysis, and gender-responsive(ness).

Title	Data collector/ producer	Sample and sampling procedures	Geography/ Time period	Data sources	Units of analysis	Available data on sex	Gender-related gaps
UIS.Stat	United Nations Educational, Scientific and Cultural Organization	International student stocks and flows; data come from population censuses, registers and surveys	Global; 232 countries from 1970 to 2020	http://data.uis.unesco.org/	Longitudinal; countries by year	None	No sex or gender disaggregation of data; data on many countries are missing
Statistics on international labour migration	International Labour Organization	International labour migration stocks and flows; data come from population censuses, registers and surveys	Global; 188 countries from 1991 to 2018	https://ilostat.ilo.org/topics/labour-migration/	Longitudinal; countries by year	Data include male and female sex designations only (for select populations)	No third sex category; no gender-disaggregated data on migrants in informal sectors; no data on migrant domestic workers
Migration and remittances data	World Bank	International migration stocks and remittances; data come from population censuses, registers and surveys	Global; 232 countries from 1975 to 2020	www.worldbank.org/en/topic/migrationremittancesdiasporaissues/brief/migration-remittances-data	Longitudinal; countries by year	None	No sex- or gender-disaggregated data on remittances amounts, frequencies or processes; no sex or gender-disaggregated data on contributions of migrants to economies

Note: Metadata elements for this table are mainly taken from ICPSR (2012) and DDIA (2014), and for information on additional sources, see: IOM (2020c).

ANNEX 3. KEY ACTIONS FOR THE GENDER-RESPONSIVE IMPLEMENTATION OF THE GLOBAL COMPACT FOR MIGRATION OBJECTIVE 1

Table 2. The Global Compact for Migration Objective 1
"Collect and utilize accurate and disaggregated data as a basis for evidence-based policies"[22]

Commitment: Strengthen the global evidence base on international migration.

- Invest in collection, analysis and dissemination of accurate, reliable, comparable data, disaggregated by sex, gender identity, age, migration status and other characteristics.
- Uphold the right to privacy under international human rights law and protect personal data.
- Foster research and guide coherent and evidence-based policymaking and well-informed public discourse.
- Monitor and evaluate the implementation of commitments.

Broad actions	Key actions for gender-responsiveness
(a) Develop strategy on migration data participation: • Harmonize methodologies for data collection. • Strengthen analysis and dissemination of migration data and indicators. • Ensure participation of stakeholders.	• Ensure multi-stakeholder participation, particularly of women migrants' organizations and civil society organizations (CSOs) in strategy development, implementation and evaluation. • Use a gender-responsive methodology for data collection and analysis. • Disseminate data and indicators. • Elaborate human rights–based, gender-responsive policy to guide migration data collection and use.
(b) Improve international data comparability and compatibility: • Ensure use of internationally agreed-upon statistical definitions where they exist, being inclusive of all sex and gender identities. • Ensure inclusion of core questions on migration, (country of birth, country of citizenship, duration of stay) in line with the United Nations' *Principles and Recommendations for Population and Housing Censuses*. • Elaborate standards to measure migrant stocks and flows.[23] • Collect data on migration patterns and trends and characteristics of migrants, including drivers and impacts of migration.	• Develop broader and consistent measurement approaches to variables (e.g. differentiate and expand categories of sex and gender, and standardize measurement). • Include variables on sex and gender identity, and measures of intersectionality (e.g. variables on sex characteristics, sexual orientation, disabilities, indigeneity, race). • Collect data on gendered drivers of migration such as gender-based violence (GBV) and gender discrimination. • Elaborate specific standards regarding gender-responsive data collection and use.

[22] See: United Nations, 2018a.
[23] International standards and recommendations on international migration statistics are currently being revised by the Expert Group on Migration Statistics, following the recently published revised conceptual framework.

Broad actions	Key actions for gender-responsiveness
(c) Develop a global programme to enhance national capacities on migration data: • Share data, address gaps and assess migration trends. • Collaborate with relevant stakeholders at all levels. • Provide training, financial support and technical assistance. • Leverage new data sources.	• Involve feminist researchers, human rights actors, migrant women's organizations and advocates, and LGBTIQ+ organizations and queer researchers. • Train data actors (e.g. producers, collectors, users) on gender-responsiveness. • Build capacities among national statistical offices on the distinctions between sex and gender identity, and the importance of comprehensive and inclusive sex and gender identity categories. • Share information and build capacities among international organizations and governments at all levels (national, regional, local) on gender-responsive data.
(d) Collect, analyse and use data on effects and benefits of migration: • Collect data on contributions of migrants and diasporas in origin and destination countries.	• Collect disaggregated data on formal and informal remittances of women and people with diverse gender identities. • Collect disaggregated data on diaspora women's engagement and contributions to both host and origin countries. • Elaborate approaches to data collection on informal sectors (e.g. domestic work) and undocumented migrants by gender. • Gather data on impacts of migration on those staying back home (e.g. impacts on gender equality). • Collect data on social remittances of migrants of diverse gender identities, particularly women, as well as the social/economic costs of migration.
(e) Collaborate with global and regional databases: • Consolidate data in a transparent and user-friendly manner. • Encourage inter-agency collaboration to avoid duplication.	• Collaborate with migrant women's and LGBTIQ+ rights organizations working at the local, regional and global levels for data consolidation. • Ensure collaboration and develop appropriate mechanisms within national agencies working in areas of migration and migration-related issues.
(f) Establish regional centres for research and training: • Collect and analyse data in line with United Nations standards. • Collect data on best practices and the benefits and challenges of migration. • Collect data on drivers of migration. • Utilize disaggregated migration data.	• Build capacity on gender and migration. • Identify and share best practices on gender and migration data. • Encourage collection of sex- and gender-disaggregated data.

Broad actions	Key actions for gender-responsiveness
(g) Improve national data collection: • Integrate migration-related topics into national censuses. • Ensure timely analysis and dissemination of results, disaggregated and tabulated.	• Include questionnaires and surveys in national censuses to reflect and measure issues and experiences of women and people with diverse gender identities, including issues of stigma and discrimination.
(h) Collect information on migrants' integration: • Conduct household, labour force and other surveys. • Make data available through the public use of statistical microdata files.	• Make data available to migrant rights organizations and educate on the use of data for gender-responsive migration policy and practice.
(i) Enhance national inter-agency collaboration to produce migration-related statistics: • Use administrative records for statistical purposes. • Ensure data privacy and protect personal data.	• Ensure data protections and privacy, especially for women and people with diverse SOGIESC. • Develop firewalls to prevent the misuse of migration data.
(j) Develop and use country-specific migration profiles: • Collect data on labour markets, social impacts, remittance transfer costs, health, education, occupation, living and working conditions, wages, and the needs of migrants.	• Include gender-disaggregated data on all aspects of migration. • Collect data on access to and availability of health services and nutrition, including reproductive and sexual health. • Collect gender-disaggregated data on the cost of remittances.
(k) Cooperate with stakeholders in origin, transit and destination countries: • Foster research on migration, sustainable development and migrants' contributions.	• Build capacity and strengthen data sharing within and across governments and stakeholders, including CSOs focused on women and LGBTIQ+ people, and academic institutions. • Engage and support CSOs in data measurement, collection, analysis and use.

TOOLS AND RESOURCES

Global migration data sources

United Nations Department of Economic and Social Affairs (UN DESA): Trends in international migration stock. This data set estimates international migration stocks for 232 countries from the 1990s to 2020. Data come from population censuses, population registers and nationally representative surveys. Gender variables include sex-disaggregated data. Available at www.un.org/en/development/desa/population/migration/data/index.asp.

International Labour Organization (ILO): Statistics on international labour migration. This database includes estimates of international migrant worker stocks and flows for 188 countries from 1991 to 2018. Data come from population censuses, population registers, nationally representative surveys and nation State–based economic data. Gender variables include sex-disaggregated data. Available at https://ilostat.ilo.org/topics/labour-migration/.

Office of the United Nations High Commissioner for Refugees (UNHCR): Refugee Data Finder. This database includes estimates of refugees, asylum seekers and other displaced populations for 232 countries from 1951 to 2019. Data are aggregated from nation-State estimates and, for countries unable to collect data, UNHCR records. Gender variables include sex-disaggregated data for refugee population estimates. Available at www.unhcr.org/refugee-statistics/download/?url=R1xq.

The Counter Trafficking Data Collaborative: Global data hub on human trafficking. This data set includes information on human trafficking for about 109,000 cases of trafficking in 164 countries from the 2000s to 2020. Data come from numerous sources; the two principal sources are IOM's administrative records and Polaris' records from the United States National Trafficking Hotline and BeFree Textline. Gender variables include sex-disaggregated data, with some disaggregation by sexual orientation and gender-based violence. Available at www.ctdatacollaborative.org/download-global-dataset.

World Bank: Migration and remittances data. This is the primary source for global reporting on remittance estimates. The database has neither disaggregation of migration nor remittance flow data by gender or sex variables. Available at www.worldbank.org/en/topic/migrationremittancesdiasporaissues/brief/migration-remittances-data.

United Nations Educational, Scientific and Cultural Organization (UNESCO): UIS.Stat. While UNESCO keeps records of migration by international students at the post-secondary (tertiary) level, records are not disaggregated by any gender (or even sex) variables. Available at http://data.uis.unesco.org/.

Resources on gender and migration data and statistics

The **Global Migration Data Portal's gender thematic page**. The portal was launched in December 2017 and is managed and developed by IOM's Global Migration Data Analysis Centre (GMDAC), and it provides an entry point to accessing all sources listed in the guidance note. It reviews and outlines definitions, key trends, data sources and limitations, and further reading related to gender and migration. The portal shares 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. Available at https://migrationdataportal.org/themes/gender-and-migration.

Data2X (2017): **Gender data: Sources, gaps, and measurement opportunities.** This module guides countries on gender data collection for national data action plans. It discusses the importance of individual, sex-disaggregated data for policy design and monitoring different SDG indicators related to gender, and how surveys can be augmented to address many important data gaps in the near term. To do this, it specifically details new approaches to survey data collection. Available at www.data4sdgs.org/sites/default/files/2017-09/Gender%20Data%20-%20Data4SDGs%20Toolbox%20Module.pdf.

International Labour Organization (ILO) (2020): ***Closing gender data gaps in the world of work – role of the 19th ICLS standards.*** This report examines how gender data gaps can be filled in the world of work. It uses new standards to establish indicators to understand gender inequalities. It touches on other relevant possibilities for analysing gender in work and argues that their use will only be unlocked once new standards have been applied and good measurement practices used. Available at www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_757964.pdf.

Organisation for Economic Co-operation and Development (OECD) (2018): ***OECD Toolkit for Mainstreaming and Implementing Gender Equality.*** This Toolkit focuses on strengthening governance and accountability for gender equality as a means to improving the gender-responsiveness of public policy. It also identifies measures to increase gender equality in State institutions. It highlights a range of possible actions to take and pitfalls to avoid in: institutionalizing gender equality and gender mainstreaming; supporting gender balance in all State institutions (executive, legislative and judiciary) and structures, and at all levels; developing and sustaining gender mainstreaming capacity; and establishing inclusive accountability structures. Available at www.oecd.org/gov/toolkit-for-mainstreaming-and-implementing-gender-equality.pdf.

United Nations Children's Fund (UNICEF) (2020): ***Gender Statistics and Administrative Data Systems: An annotated resource guide.*** This guide focuses on helping national statistical offices and line ministries identify specific opportunities, challenges and the value of using administrative data more effectively to improve gender-equitable development outcomes. To do this, it provides direction and further resources on implementing gender mainstreaming, mapping gender data, and giving examples in different case study countries. Available at https://data.unicef.org/resources/strengthening-administrative-data-systems-to-close-gender-data-gaps/.

United Nations Department of Economic and Social Affairs (UN DESA) (2014): ***Guidelines for Producing Statistics on Violence against Women – Statistical Surveys.*** Although focused on violence against women, these guidelines give a concrete example of constructing gender-related indicators from concepts to survey design, implementation and analysis. It details many important elements and steps in producing gender-responsive data from beginning to end. Available at https://unstats.un.org/unsd/gender/docs/Guidelines_Statistics_VAW.pdf.

United Nations Economic Commission for Europe (UNECE) and World Bank Institute (2010): ***Developing Gender Statistics: A Practical Tool.*** This document aims to guide statistical organizations in the production and use of gender statistics. It explains the importance of producing and analysing gender statistics on gender differences and gives direct help on data protection and collection. It also explores how policymakers and other practitioners can lead initiatives to develop statistics on gender through advocacy and partnership building. Available at www.unece.org/fileadmin/DAM/stats/publications/Developing_Gender_Statistics.pdf.

United Nations Economic Commission for Europe (UNECE) (2016): ***Using Gender Statistics: A toolkit for training data users.*** This toolkit aims to support understanding and use of gender statistics by government officials and other development practitioners. It includes short user-friendly descriptions of concepts with practical examples and practical exercises for use in training sessions. Available at www.unece.org/fileadmin/DAM/stats/documents/gender/toolkit/Toolkit_V1.6.pdf.

United Nations Population Fund (UNFPA) Asia and the Pacific Regional Office (2014): *Genderizing the Census: Strategic approaches to capturing the gender realities of a population.* This resource provides census managers with methods to strengthen the focus on gender in population and housing censuses and thereby improve the quality of census data. It covers every phase of a census undertaking, from planning to data analysis and dissemination, and describes how the gender dimension can be better represented at each stage. It does this with numerous examples from countries in South Asia, where several attempts at "genderizing" the census have been undertaken. Available at https://asiapacific.unfpa.org/sites/default/files/pub-pdf/Genderizing%20the%20Census.pdf.

United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) (2018): *Gender Equality and Big Data: Making Gender Data Visible.* This collaboration establishes a joint programme around the use of big data and analytics surrounding gender. It provides background context on how big data can be used to facilitate and assess progress towards the SDGs. The report presents the benefits of big data, risks and policy implications. Available at www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/gender-equality-and-big-data-en.pdf?la=en&vs=3955.

United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), Women Count and PARIS21 (2019): *Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines.* This comprehensive framework addresses data and capacity gaps linked to gender statistics. Aimed at national statistical offices, it proposes methods, activities and tools for conducting assessments related to, and to support the mainstreaming of, gender statistics. It serves as the basis to inform national strategies for development of statistics. Available at https://paris21.org/sites/default/files/inline-files/Framework%202020_update_web_0.pdf.

United Nations Statistics Division (2019): The United Nations Minimum Set of Gender Indicators. This document contains a succinct, clear list of indicators related to gender for use in statistical surveys. This minimum set of gender indicators is to be used across countries and regions for the national production and international compilation of gender statistics. Available at https://genderstats.un.org/files/Minimum%20Set%20indicators%202018.11.1%20web.pdf.

World Economic Forum (2017): *The Global Gender Gap Report.* This report measures and tracks the progress of gender-based disparities in 144 countries. It uses a variety of models and studies to suggest that improving gender parity may result in significant economic dividends. It identifies closing of occupational gender gaps as key to further progress in gender equality. Available at www3.weforum.org/docs/WEF_GGGR_2017.pdf.

Migration data sources

IOM (2021): *Leave No Migrant Behind. The 2030 Agenda and Data Disaggregation.* Disaggregation will look different across contexts. Look up this publication for more information on data disaggregation in relation to migration. Available at https://publications.iom.int/books/leave-no-migrant-behind-2030-agenda-and-data-disaggregation.

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