

**Evaluation of DFID
Development Assistance:
Gender Equality and Women's
Empowerment**

**Phase II Thematic Evaluation:
Migration and Development**

Sarah Murison

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The Capacity Development Group Inc.
8 Holland Terrace, NJ 07042, USA

Disclaimer

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Evaluation Department

Abercrombie House, Eaglesham Road, East Kilbride, Glasgow, G75 8EA, UK

Foreword

BY MARK LOWCOCK,
DIRECTOR GENERAL FOR CORPORATE
PERFORMANCE AND KNOWLEDGE SHARING



DFID recognises gender equality and the empowerment of women as essential both for the elimination of world poverty and the upholding of human rights. Since 1985, we have worked to support this area, as laid out in our Strategy Paper¹.

In 2005, the international community will consider progress towards the Millennium Development Goals (MDGs). Many of the hardest-to-reach MDGs are related to gender. Two examples are the goal to reduce deaths in pregnancy and childbirth, which are still unacceptably high, and the goal to increase girls' education, which has been shown to have many positive knock-on effects including on child health and on economic growth.

2005 also marks the 10th anniversary of the Beijing Declaration and Platform for Action. World leaders will be meeting in March to consider progress towards the goals identified in Beijing.

As a contribution to this renewed effort, DFID is currently conducting an evaluation of its policies and practice on gender equality and women's empowerment. The evaluation will provide independent and systematic evidence of the effectiveness of DFID's contribution to international gender equality goals. It will draw lessons from experience to inform our future strategy.

This is one of a series of working papers produced in preparation for the main evaluation. These are rapid reviews and provide indicative evidence on eight thematic areas of DFID's work:

- Voice and Accountability;
- Maternal Mortality;
- Gender Violence;
- The Enabling Environment for Growth;
- Education;
- Conflict and Post Conflict Reconstruction;
- HIV and AIDS; and
- Migration.

Any feedback on this paper should be addressed to Jo Bosworth in Evaluation Department.

¹ Poverty Elimination and the Empowerment of Women. This is currently being reviewed and updated.

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Definitions of Key Terms

Gender Equality

Women having the same rights and opportunities in life as men, including the ability to participate in the public sphere.

Women's Empowerment

A process of transforming gender relations through groups or individuals developing awareness of women's subordination and building their capacity to challenge it.

Gender Mainstreaming

A strategy to ensure that women's and men's concerns and experiences are integral to the design, implementation, monitoring and evaluation of all legislation, policies and programmes in any area and at all levels.

Twin Track Approach

DFID's strategy combining focused actions aimed at women's empowerment and gender-aware actions in the mainstream of development work.

Evaporation

When good policy intentions fail to be followed through in practice.

Invisibilization

When monitoring and evaluation procedures fail to document what is occurring 'on the ground'.

Resistance

When mechanisms are used to block gender mainstreaming based on 'political' opposition (itself embedded in unequal gender power relations) rather than on 'technocratic' procedural constraints.

Sources: Adapted from Reeves & Baden (2000); Moser et. al, (2004); DFID (2000); and Darbyshire (2002).

Executive summary

S1 This report analyses the Department for International Development's (DFID) work on migration from the perspective of its commitment to gender equality and women's empowerment. It assesses how far DFID's work to date has adopted its own defined indicators of effective gender mainstreaming,¹ and suggests areas for strengthening DFID's contribution in this field.

Approach and methodology

S2 Migration and development is a relatively new area of work for DFID, and many activities are very much in process. This report therefore uses an audit approach, taking stock and reviewing initiatives in a preliminary way against known gender mainstreaming criteria and best practice.²

S3 On the basis of documentary searches and interviews, the report assesses the overall extent of DFID migration activities grouped according to priority themes and sub-themes proposed by the recent UK International Development Committee Report on Migration and Development (hereafter referred to as IDC 2004):

- migration journeys
 - leaving and being left behind
 - travelling, arriving and leaving
 - returning, reintegrating and circulating
- resource flows
 - remittances
 - the diaspora
- managing migration for poverty reduction
 - partnerships and policy coherence.

The Potential

- *An estimated 175 million people (2.9% of the world's population) were living outside their country of birth in 2000, of which approximately half were women. The proportion of female migrants exceeds 50% in a number of countries, and in some approaches 70% (e.g. Sri Lanka, Indonesia, Philippines)*
- *an estimated 500-800 million people may be internal migrants, of which a significant proportion are women*
- *an estimated 2 million people, mainly women and girls, are trafficked annually (approx. 2.3 percent of female migrants)*
- *remittances worth an estimated \$93 billion were transferred to sending countries through formal channels in 2003 (c.£1.4 billion from UK), second only to Foreign Direct Investment as a source of external financing for developing countries, far exceeding aid. Informal transfers may bring the total to about \$300 billion per annum*
- *a 3% increase in migrant workforce worldwide would generate perhaps a further \$150 billion per annum.*

The Opportunity

- *Migration is a driver of change for gender relations that has enormous potential for promoting women's rights and gender equality*
- *women may be both more consistent than men in sending remittances, and send a larger portion of their earnings*
- *providing effective services to female migrants as they pass through formal migration channels provides a valuable opportunity to develop the capabilities of significant numbers of poor women*
- *to the extent that women are the bearers and transmitters of culture, their role in the transfer of social remittances may be greater than men's.*

Sources: IDC Report; Jolly; UNIFEM 2000 and 2004

¹ As set out in DFID 2002, p. 11. See section 3 of this report.

² Well summarised in DFID 2002. See also UN 2004.

Situation overview

S4 The House of Commons International Development Committee (IDC) Report 'Migration and Development: how to make migration work for poverty reduction' sets out the arguments and approach for managing migration for poverty reduction in partnership with other governments, organisations and Whitehall departments. On balance, migration is economically beneficial to the UK (IDC 2004, p. 11), but the development impact of migration, particularly on the sending countries and migrants' households and communities in their country of origin, depends on a complex range of issues including the policies of sending and host countries. The largest and overall positive developmental impact on sending countries results from the very large sums involved in remittances, and the impact of 'social remittances' in the form of new ideas and attitudes, which can bring about positive social changes for women. The principle negative developmental impact of migration is thought to be the net loss in many countries of skilled professions, especially medical and educational professionals (IDC 2004, p. 27).

S5 Current thinking on migration and development has two broad approaches, each of which are likely to have different implications for men, women and children. These are:

- expanding the enabling policy environment by strengthening government capacity in sending, transition and receiving countries to document, regulate and monitor migration in the most constructive ways (IDC 2004, p 19)
- ensuring more comprehensive services for migrants, and opportunities to expand their capabilities, that will enhance positive outcomes for them and their families and home communities, while reducing risks and costs (IDC 2004, pp. 27–52).

S6 The need for an approach that addresses gender equality considerations is suggested by the following concerns:

- men, women and children face different sets of opportunities, threats and barriers as they move through formal and informal migration channels and live as members of diasporas³
- at the same time they are learning different sets of skills and capabilities that could enhance livelihood strategies when they return home
- in addition, the absence of men, women and children may have very different development impacts upon their families and on their communities
- finally, women migrants have specific rights enshrined in the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), in addition to the various conventions on migrant and worker's rights.

S7 As yet, these differences and rights are not well integrated into development policy or action at either global or national levels.

³ 'The diaspora refers to international migrants who, although dispersed from their homelands, remain in some way part of their community of origin', IDC 2004, p. 64.

Key findings

- i. In a short period of time (about three years) DFID has undertaken several important interventions on migration and development that have included attention to its gender equality dimensions. There has been careful and judicious selection of interventions and partnerships with cumulative positive outcomes, especially by the Asia Regional Team and several Policy Division Teams.
- ii. Positive experiences appear to be driven by the commitment and expertise of individual staff members. Examples, two of which have already had positive impacts on government policy and action, include:
 - *The Transport Sector Support Programme*, Bangladesh
 - Dhaka conference on *Migration, Development and Pro-Poor Policy Choices in Asia*, June 2003
 - partnering with a prize-winning United Nations Development Fund for Women (UNIFEM) project *Empowering Women Migrant Workers in Asia*
 - commissioning of *Cutting Edge Pack on Migration and Gender* from Bridge at the University of Sussex.
 - partnering in two projects with the known expertise of the International Labour Organisation (ILO).
- iii. These considerable achievements would be augmented by attention to the following:
 - **finding one:** of the 12 interventions reviewed against the four chosen gender mainstreaming indicators (see section 3.2), three met all indicators, five met between one and three of these indicators (in some cases unintentionally or partially) and four met none of them
 - **finding two:** the overall coverage of women's rights and gender equality considerations is stronger in migration journey and management of migration issues than it is on the question of resource flows (both financial and social).

Principal recommendations

- iv. DFID could play a valuable role in collaborating with others to enhance global and national statistical information and capacity in migration, gender and development, and expanded use of well-designed surveys and other qualitative studies to strengthen the evidence base on male and female differences in the transmission and impact of both financial and social remittances.
- v. DFID could support expanded application of CEDAW provisions to migrant women, and use this instrument, combined with tested knowledge on the differing needs of male and female migrants, to develop policy environment that is enabling ways that are meaningful to women, especially regarding their rights to travel, their rights to control their own earnings and their rights to freedom from violence.
- vi. DFID could consider drawing actively on its several good practices by disseminating materials, holding seminars, facilitating project staff to attend policy meetings and seeking to replicate it in other regions. It may be particularly useful to prepare summary documentation on good practice. The United Nations Development Fund for Women (UNIFEM) project may be a candidate for replication.

1 Background: migration and gender

1.1 The UN Population Division estimates, from national census data, that 175 million people (2.9% of world population) were living outside their country of birth in 2000. This was an increase from about 75 million in 1960 (UN 2002a, Zlotink 2003, IDC 2004, p. 15). About 80 million of these are migrant workers. There are no reliable estimates of undocumented migrants, but most assumptions range between a further 10–25% of the documented number, depending on country.

1.2 The United Nations has also shown that approximately half of documented migrants are women (whether travelling as workers in their own right or as dependents) (UN 2002a).

1.3 The proportion of female migrants appears to be growing slowly, and has exceeded 50% in most regions, including North America (including Canada), Europe, Latin America, Oceania and Southeast Asia (Zlotink 2003). The proportions vary from country to country, and in a number of countries women significantly exceed men. Examples for 2000 include Indonesia (where 70% of migrants were female), Philippines (69%) and Sri Lanka (68.2%) (UNIFEM 2004a).

1.4 It is possible to deduce that the proportion of women migrating independently (as workers) is growing. In 1960 there were about 40 million male migrants and 35 million female migrants. By 2000 the total numbers had more than doubled to 90 million and 85 million respectively, but the absolute difference between them remained the same (5 million), indicating a greater proportion of female migrants (Zlotink 2003).

1.5 Numbers of internal migrants are even more significant.⁴ Although data is very limited it is estimated that there may be three-quarters to one billion men and women who are internal migrants—perhaps 15-17% of world population.⁵ The Chinese Academy of Sciences has found that the proportion of women and girls aged 16–20 who were internal labour migrants increased from 13% in 1990 to 76% in 2000.⁶

1.6 While the trans-border issues that make international migration such a challenging issue do not apply, it is likely that internal migration also has a development effect in the form of financial and social remittances which may be even greater than that from international migration.

1.7 It is estimated that of the two million people trafficked annually about half a million are women and girls (IDC 2004, p. 33). An estimated half million people are trafficked into Western Europe, and about a quarter million in Southeast Asia (IDC 2004, p. 33 and UNIFEM 2004a, p. 3).

⁴ There are about 120 million internal migrants in China, and over 200 million in India, greater than the world total of documented international migration (IDC 2004, p. 16). A recent survey of 62 villages in Bangladesh found that 66% of out migration was to towns within Bangladesh, 10% was to other rural areas, while only 24% of migrants had external destinations (Asfar 2003). The Government of Vietnam has estimated that between 1994 and 1999 over 4.3 million migrants moved internally, while 300,000 went overseas (Skeldon).

⁵ If this percentage is added to the 2.9% of world population who are international migrants, it is possible that one in five of the world's population is a migrant.

⁶ Cited in ILO Project Document, *China Project to Prevent Trafficking in Girls (CP-TING)*, p. 7).

1.8 The financial impact of migration on sending countries, and hence on their development, is notoriously hard to estimate (Chimhowu et al, 2003. p. 31). IDC 2004 cites a World Bank estimate of remittances worth \$93 billion in 2003, and states that remittances 'far exceed the flow of aid (being) second only to Foreign Direct Investment as a source of external financing for developing countries' (IDC 2004, p. 53). The value of remittances from the UK is estimated to be about £1.4 billion.

1.9 Remittance data is not disaggregated by sex of sender, so we do not have comparative figures of male and female remittance except from monographs. There are indications however that female migrants may remit a larger proportion of their income and more consistently than men, and may be selected to migrate by their families for this reason (Jolly 2003, p. 10; Chimhowu et al 2003 p. 18).

1.10 Gender disaggregation of migration data is currently inadequate for effective policy-making. This could be a very important area for DFID bilateral intervention through a range of partnerships and in collaboration with others.

1.11 Demographic analysis can tell us the extent of male and female migration, and identify gaps in our knowledge, but cannot in itself tell us about the impact of migration on the men and women involved, or on development. For this a socio-economic analysis of migration and development is needed.

1.12 Space limitations preclude full discussion here of gender analysis of migration and development. However, a few summary points may be made:

- there should always be the assumption that migrants are both men and women, each with different experiences, threats and needs regarding an enabling environment and facilitation and support services (IDC 2004, p. 18);
- these differences stem in large part from power imbalances in society, which require political will and effort to redress;
- women and girls are likely to have, in general, more limited knowledge of and access to the various support mechanisms, and therefore will require interventions designed specifically to reach them;
- many important effects of migration on development are mediated through the households of migrants. Migration contributes to changes in household structure and is also shaped by it in powerful ways that are in need of greater understanding;
- the absence of either female or male family members has been found to have very different impacts on families. There is need for more evidence on the different ways in which these impacts influence both economic and human development trajectories.

2 The evolution of DFID policy and intervention in gender, migration and development

2.1 Thinking on migration and development in DFID is still evolving and recognises that migration is a driver of change for gender relations that has enormous potential for promoting gender equality and women's rights.

2.2 Work on migration and development has been taken forward by individuals and units with particular interest, especially in the Sustainable Livelihoods Support Office (now part of Policy Division); the Asia Regional Team; and of course the Migration Team who lead on coherence in migration and development across DFID and the development of DFID's Migration and Development policy. All these teams were committed from the outset to ensuring that the gender dimensions of migration were incorporated in their work. There was early recognition for example that migration presents both a threat and an opportunity to women (DFID n.d., p. 3):

- women's relatively low status in society (and sometimes restrictions on their legal travel) makes them especially vulnerable to exploitation; but
- experience of other cultures and increased income can be empowering for women.

2.3 In 2001 a number of case studies on the 'brain drain' were undertaken jointly by DFID and the ILO as a means both to clarify the evidence base for policy, and as consultation instruments through which to build consensus and shared understandings within DFID. A Policy Division Migration Team dedicated to working on migration and development was created in April 2003, and during the same year the Research Division established a Development Research Centre on Migration, Globalisation and Poverty at Sussex University (now one of the leading centres of research into the interaction of migration and development). Much has been done by the Migration Team in partnership with other parts of DFID and external partners to build the evidence base in relation to migration, development and gender.

2.4 In July of 2003 the Asia Regional Team supported a regional conference on migration in Dhaka, which has played an important role in establishing the strategic foundation for DFID activities. It brought together over 80 academics, migrant representatives, and representatives of donors and development agencies from the region, who discussed issues with senior government officials from Bangladesh, India, Pakistan, China and Vietnam. It established good working relationships with the main actors in the region. The chief conclusions of the meeting were:

- the relationship between migration and poverty is critical and insufficiently understood;
- there is need for improved data on population movement and its development impact;
- NGOs and the media can play a role in expanding awareness of migration issues;
- there is need to develop policy regimes that maximise the benefits and minimise the risks to men and women who migrate;
- a regulatory environment that is supportive of migrant rights and needs would have a positive impact on national development; and
- donors can play a role in supporting improvement in the management and regulation of migration.

2.5 The Asia Regional Team ensured that the linkages between gender, migration and poverty were explored at the meeting by commissioning a review of principal issues and funding the participation of gender expertise. Following the conference the Governments of Bangladesh began to review laws that restrict women's travel outside the country and make them more vulnerable to illegal traffickers and unscrupulous employers.

2.6 Following this DFID partnered with International Organisation of Migration (IOM) and the Asia Development Bank (ADB) in supporting a conference in Manila in September 2004 which brought together Ministers responsible for migration issues and other senior officials from 14 countries, with Afghanistan invited with observer status. This meeting was directly focused on government needs and understandings, with the objective of working towards greater policy coherence among sending countries in the region. UNIFEM participated in the meeting as a result of DFID intervention. Among other matters, Bangladesh announced changes in its regulation of female migrants, as did Nepal, which had been assisted in this area by UNIFEM.

2.7 Some country offices have been particularly active in advancing the migration agenda, although only one (China) appears to have incorporated a gender perspective. India and Bangladesh also have migration activities, while a number of countries in Africa, including Malawi, have had such activities in the recent past. The Africa Regional Policy Department and the Migration Team commissioned a series of scoping studies to better understand migration issues across Africa. This will be drawn on for programme development as appropriate, and the African Union has been identified as a possible partner. There are various activities with diasporas and diaspora organisations. A principal activity is collaboration with the Canadian International Development Agency (CIDA) in supporting the Southern Africa Migration Research Project (SAMP). This well-established sub-regional project has a component of its activities devoted to research on female migration and development of an enabling environment for female migrants.

2.8 All in all, interventions on gender and migration in the Africa region have been somewhat limited to date but there is significant commitment within the Africa Regional Team to working on these issues. This report fully supports their intentions to address women's rights and gender equality in this context. The forthcoming Global Commission on International Migration (GCIM) Regional Hearing for Africa in Cape Town will provide an invaluable overview of migration issues, concerns, and initiatives across the continent that will usefully inform programme development at regional and country levels.

2.9 This review does not explore Middle East and North Africa Division (MENAD) or Europe, Middle East and Americas Division (EMAD) activities, although interesting discussions were held regarding work with Caribbean and Overseas Territories diasporas.⁷

Specific attention to women migrants

2.10 The Asia Regional Team selected ILO as a partner that leads globally on women's employment rights with the capacity to advance women's rights and gender equality.

⁷ As discussed in sections 3 and 4 of this report, it is possible that activities have been omitted from this review due to the relative newness of the issue in DFID and consequent absence of migration markers in PRISM, and DFID's decentralised structure.

Funding of key projects in the Mekong (trafficking of women) and in China (internal migration) means that DFID is supporting the piloting and testing of practical interventions that demonstrate effective ways of protecting and supporting potential and actual victims of trafficking.

2.11 A strategic partnership in the Asia Regional Team has been with UNIFEM. Their project *Empowering Women Migrant Workers in Asia* is a leader in the development and application of CEDAW principles to migration, and in identifying appropriate forms of support for female migrants. Project activities are a best practice example of a rights-based approach to development, working directly to improve services to female migrants and using this grounded experience to inform policy development and consensus building. Among other things it will support the Government of Bangladesh in areas that will reinforce the commitments initiated at the Dhaka workshop (paras 2.4 and 2.5). This project has been instrumental in bringing about real policy change within the region and globally. In 2003 UNIFEM won the Arab Gulf Programme for United Nations Development Organisations (AGFUND) International Prize for Pioneering Development Projects for the year 2000 in recognition of its distinguished role in the field of migration.

2.12 The Migration Team are also part funding (with other donors) a new Cutting Edge Pack on Gender and Migration from the Bridge Team at the University of Sussex. This is a highly respected organisation that is well placed to develop a key resource that will enable migration specialists to integrate a gender perspective into their work, and for gender specialists to understand the broad implications of migration policy and practice on women's lives and gender equality. This 'Pack' is likely to become a major resource for practical interventions and policy dialogue.

3 Review of gender mainstreaming in DFID's migration and development interventions

3.1 As migration and development is a relatively new endeavour for DFID the outcomes of most interventions are not yet available for review. Thus the following review is an 'audit' rather than an evaluation, taking stock of a sample of existing activities to draw lessons and suggestions for the consolidation and expansion of those interventions most likely to have a positive impact on women's rights and gender equality.

3.1 The assessment method

3.2 DFID's Gender Manual describes Four Key Steps to Gender Mainstreaming (DFID 2002, p.11). These steps were adapted in this review into indicators to make a preliminary assessment of how far DFID migration activities have reflected a gender equality component.⁸ The indicators thus are:

- use of disaggregated statistics and gender analysis
- extent to which women as well as men contribute to policy making
- relevance of action to promote women's rights and gender equality, including appropriate indicators of achievement
- evidence of organisational capacity development and change.

3.3 Section 1 of this review addressed the first of these in the migration context, and stressed the opportunity provided by gender analysis to understand not only the impact that migration has on women, but also the specific impacts that female migration has on both human and economic development.

3.4 Each intervention is assigned in the table a preliminary assessment of the extent to which it meets these four criteria, which is then discussed more fully below.

3.2 The extent of gender mainstreaming in selected interventions

3.5 Table 1 shows most interventions given in a listing of activities provided by the Migration Team,⁹ plus a few more identified during interviews, and groups them according to the sub-themes suggested by the IDC report, as follows:

1. Migration journeys
 - leaving and being left behind
 - travelling, arriving and leaving
 - returning, reintegrating and circulating.
2. Resource flows
 - remittances
 - the diaspora.
3. Managing migration for poverty reduction
 - partnerships and policy coherence.

⁸ Appendix 4 provides questions that can be asked to apply these indicators to various types of intervention, available at EV-Dept@dfid.gov.uk.

⁹ Full information on DFID migration and development activities, together with costs duration, costs, partnerships etc for each activity is included in *Migration Activities in DFID*, available from the Migration Team or in Appendix 2 from EV-Dept@dfid.gov.uk.

3.6 The grouping is somewhat arbitrary,¹⁰ but the table is an information management tool that the Migration Team may wish to develop further. Grouping activities in this way reveals interesting concentrations in some areas, and lacunae in others. For example, DFID interventions are focused under the Migration Journeys and Management of Migration themes.

3.7 Similarly, review of the Resource Flows theme shows that the work focuses on financial instruments for remittances, including questions of access to financial instruments, but not disaggregated by sex. DFID is preparing to expand its work with diasporas in UK. This is a challenging area, in part due to the wide variety of, and differences between, groups. As its strategy for engaging with diasporas emerges it could constructively include efforts to encourage groups to address gender equality, social exclusion, and the rights of women in their organisations and as a development issue in their countries of origin.

3.8 However, some qualitative assessment activities are either in preparation or in implementation (UK Remittance Product Survey, and Household Surveys in countries of origin). This is encouraging because 'the most suitable methods for collecting data about impact of remittances on gender equality are likely to be qualitative and participatory' (Chimhowu et al. 2003, p. 67). Activities of this kind are strong candidates for expansion, provided they are designed to capture differences between male and female migrants and family members.

3.9 This review focused on interventions that are shaded in grey in the table. These are also the interventions that the later full evaluation may also wish to examine further.

3.10 **Table 1: Assessment of selected migration activities**

Themes and Sub-themes	Unit	Activity Title and Type	Extent of Gender Mainstreaming
THEME 1: MIGRATION JOURNEYS			
a. Leaving and being left behind	China Country Office	<ul style="list-style-type: none"> China Project to Prevent Trafficking in Young Girls 	Project Meets all indicators
b. Travelling, arriving and living	Asia Regional Team	<ul style="list-style-type: none"> Mekong Sub-regional Project to Combat Trafficking in Children and Women 	Project
		<ul style="list-style-type: none"> Empowering Women Migrant Workers in Asia—Phase II <i>Note: also included under Theme 3</i>	Project Meets all indicators
	Bangladesh Country Office	<ul style="list-style-type: none"> Transport Sector Support Programme, Bangladesh 	Project Meets indicators (i) (ii) and (iii)

¹⁰ For example, the project *Empowering Women Migrant Workers in Asia* is placed under Management of Migration because its principle purpose is to strengthen the enabling environment for female migrants, but its policy dialogue is grounded in work with migrant women and their organisations, so it also has a powerful influence under the headings of both Journeys and Resource Flows.

Themes and Sub-themes	Unit	Activity Title and Type	Extent of Gender Mainstreaming
c. Returning reintegrating and circulating	EMAD	• Access to St. Helena Project Memorandum	Project Proposal
		• Montserratians in the UK: Potential for Return to Montserrat	Survey Research
	Urban-Rural Team	• Land Change in Yemen and Jordan	Research Report
		• Urban-Rural Change	Report
THEME 2: RESOURCE FLOWS			
a. Remittances	Financial Services Dept.	• G8 Remittance Country Partnerships (Nigeria, Ghana, Bangladesh)	Project Meets none of the indicators
		• Inter-agency Remittances Task Force	Task Force Meets none of the indicators
		• UK Remittances Working Group	Task Force Meets none of the indicators
		• Remittance Household Surveys	Survey Meets none of the indicators
		• UK Remittance Products	Survey Meets none of the indicators
	Growth Team	• Labour Markets and Migration Analysis of 8 Case Studies	Research
Migration Team	• Migration and Remittance	Research	
b. The Diaspora			
THEME 3: MANAGING MIGRATION FOR POVERTY REDUCTION			
	Southern Africa Regional Team	• Southern Africa Migration Project	Project
	Asia Regional Team	• Empowering Women Migrant Workers in Asia—Phase II <i>Note: also included under Theme 1</i>	Project Meets all indicators
		• Migration, Development and Pro-poor Policy Choices in Asia, Dhaka	Conference Meets all indicators
		• Ministerial Consultations on Labour Migration, Manila	Conference
		• South Asia Migration Research Network	Project Meets indicators (i) (ii)
	CHAD	• IOM Capacity Building	Funding of Post Meets indicator (iii)
	China Country Office	• International Conference on Maximising the Benefits of Internal Migration for Development	Conference Meets none of the indicators <i>Note: only IOM Concept Note reviewed</i>
Migration Team	• Sub-Saharan Regional Hearing of the Global Commission on International Development	Conference Meets indicator (ii)	

Themes and Sub-themes	Unit	Activity Title and Type	Extent of Gender Mainstreaming
	Central Research Dept.	<ul style="list-style-type: none"> Development Research Centre on Migration, Globalisation and Poverty 	Research Meets indicator (iv) <i>Note: this refers to DFID's activity in respect of funding the DReC, it is not an assessment of attention to gender issues by the DReC</i>
	Urban Rural Team	<ul style="list-style-type: none"> People, Place and Sub-national Growth 	Report

3.2.1 Migration journeys: from departure to return

China project to prevent trafficking in young girls

3.11 This project is part of a comprehensive DFID/ILO partnership agreement launched in mid-2001 which aims to build national level consensus in the S.E. Asia sub-region on actions to end child labour, especially the worst forms. This agreement includes a commitment to gender equality. The project is a follow-up to *Migration and Trafficking of Vulnerable Women, Youth and Children in Mekong-sub-region*, which was partly implemented in Yunnan Province of China. It constitutes Phase II of that project in China.

3.12 The 4-year (2004–08) £3m project is a significant effort to build national and local government capacity to protect women and children from trafficking and other forms of labour exploitation, and contribute to the development of a national policy and implementation framework 'that is currently virtually absent' (Project Document, p. 4). Its objectives are (1) to mobilise key stakeholders (communities, government, mass organisations, workers and employers organisations etc), (2) to put effective responses to trafficking in place and (3) to strengthen policy frameworks and capacity at national and sub-national levels.

3.13 The project activities include working with young women and girls aged 16–20 (and their parents, communities and youth groups) to identify needs for support and information that will prevent trafficking, pilot a range of interventions, and then collaborate with local governments and local NGOs, under the guidance of Provincial Steering Committees, to develop capacities to respond to the identified needs, including planning, coordination and 'process management' capacities.

3.14 **Gender mainstreaming:** The project specifically articulates the DFID 'key steps' for gender mainstreaming as guiding its processes (Project Document, p. 13) and from the available documentation it meets these four criteria:

- all data are disaggregated by sex (to the extent available) and the causes and implications of current increases in female teenage migration are explored;
- girls and their families are consulted on their needs, and given voice with local organisations and government to articulate their needs;
- the activities appear to be relevant to the problems identified in the analysis; and
- the project is focused developing very relevant capacity of governmental and non-governmental organisations and institutions to understand and respond effectively to the needs of at-risk young women and girls.

3.15 The full evaluation may wish to consider: the extent of real capacity development that has taken place, the extent and systematic character of consultation with at-risk young people and their families and the extent to which the concerns of these girls and young women are in fact meaningfully reflected in policy.

Transport sector programme, Bangladesh

3.16 This project is intended to improve the delivery and management of transport at national and local levels, in accordance with the national transport policy. While principally focusing on the technical aspects of the design and management of transport, the project design team included gender expertise, and the document fully recognises that transport design must take account of user needs, and that users are men, women and children, each with different needs.

3.17 The project has three components, each of which has at least one sub-component addressing gender issues. Thus capacity building includes strengthening capacity to take account of the distinct needs of men and women; support for rural transport infrastructure includes attention to the specific needs of women and girls for security and mobility; and the development of knowledge and good practice includes study of the needs of men women and children for transport, and the relative impacts on them of infrastructure investments.

3.18 The project documentation includes extensive and useful analysis of the use of transport by men, women and children, and the likely impact of improvements upon them, including a socio-economic annex. On the more negative side, the institutional analysis focuses almost entirely on capacity in the technical dimensions of transport design and management. However, a Technical Assistance consultancy terms of reference annexed to the report includes the development of mechanisms to ensure that findings and agreed recommendations from studies of use and impact studies of men women girls and boys are taken forward in relevant policies and programmes across the sector.

3.19 Gender mainstreaming: the project fully meets three out of the four gender mainstreaming indicators, one of them (gender analysis) to a very high standard, and partially meets the fourth indicator:

- it includes full and excellent gender analysis of the need for and implications of improved transport infrastructure development, and notes the limitations in statistical data on transportation use disaggregated by sex.
- it does not provide for steps to ensure that women participate in transport policy decision making—although it does comment on shortcomings in government capacity to consult with users at all, and provides for consultation with male and female transport users.
- the project provides for the inclusion of relevant actions and capacities.
- provides for the strengthening of local and national government capacity through specific mechanisms to ensure that the outcomes of gender research carried out under the project actually are reflected in policy and procedures of national and local planning institutions.

3.20 The full evaluation may wish to consider: how far the gender analysis is actually reflected in project activities: specifically how far has national and local government capacity to take account of the needs of all male and female users been developed and precisely what steps are taken to ensure adopting of agreed recommendations. If successful this could provide valuable lessons from a particularly challenging sector from the point of view of including gender equality dimensions

3.2.2 Resource flows

3.21 The Financial Sector Team is working with country governments (in the case of the G8 Remittances Country Partnerships project), the World Bank and organisations representing private and public financial institutions and companies. The intention is to enhance services to migrants and strengthen the development impact of migration derived from financial remittances.

3.22 Country partnerships: the Financial Sector Team is providing initial funding to develop a project in collaboration with the Governments of Nigeria, Bangladesh and possibly Ghana to build national capacity to regulate remittances¹¹ and ensure maximum access to remittance services. Other partners are likely to include banks and diaspora organisations.

3.23 Inter-agency Remittances Task Force: this initiative, co-chaired by DFID and the World Bank emerged from a remittances conference in London in October 2003. The group includes donors and multilateral organisations, and focuses on improving data collection, coordination and the dissemination of information. A major activity has been to develop a common set of core remittance principles, for which DFID has hired a consultant. This activity should be completed by September 2005.

3.24 Remittance household surveys: during 2005 the Financial Sector Team plans to work with members of the Inter-agency Remittances Task Force and selected DFID Country Offices to conduct pilots of remittance household surveys.

3.25 UK Remittances Working Group: this collaboration between DFID, the UK Treasury and private sector financial institutions (mainly banks) was set up following a high level meeting with the private sector in June 2004. the purpose of the Working Group is to explore ways in which the private sector can facilitate and improve access to these services by migrants to UK and their families in countries of origin.

3.26 UK Remittance Products Survey: DFID and the UK Banking Standards Board have jointly contracted National Opinion Poll (World) to survey use by migrants of remittance services, including through focus groups discussions with representatives of various diasporas in the UK. This survey is intended to enhance transparency by providing information on the various services and products available in the UK remittance market, and their use by migrants. This will contribute to policies that improve options for migrants, promote competition among providers and lower remittance costs.

¹¹ Plus money laundering and terrorist financing which lie outside the remit of this report.

3.27 Gender mainstreaming: the documentation on these interventions does not reflect any of the gender mainstreaming criteria, specifically:

- there is no disaggregation of information by sex, or gender analysis of the transmission and receipt of remittances—how these might contribute to women's rights and gender equality and conversely how the use of financial products and services by either men or women may have differential impacts on growth and development;
- the actual or planned interventions do not seek specifically the views of female as well as male migrants¹² or of both male and female family members in countries of origin, nor to articulate these views to policy makers;
- as no gender analysis of financial product and service use informs the activities undertaken (focus groups, household surveys, development of principles) it is impossible to ensure that they reflect a commitment to women's rights; or
- will not build the institutional capacity of partners and collaborators to foster any of the above.

3.28 However, discussions and correspondence with staff of the Finance Sector Team indicate that there is interest in doing so. The adoption of a women's empowerment paradigm, in combination with growth and poverty alleviation models, is likely to be supportive here (Pinder 2005, section 2.3) with the objective of advancing 'pro-poor, gender-equalising growth' (Pinder 2005, p. 12).

3.29 The planned household survey activity in particular presents a major opportunity: designing the survey to identify differences in the control and disbursement of remittances could be helpful in designing a regulatory environment that both supports the maximum benefit to women as well as men from migration, and contributes to desired forms of development

3.30 The full evaluation may wish to consider: how far these remittance-related interventions are purely technical (fiscal) and therefore gender neutral, and how far gender differences among users of financial products and services matter in development terms. A related issue is how far these activities should be expanded to include gender equality dimensions, or remain as they are and be supplemented by additional interventions.

3.2.1 Managing migration for poverty reduction: partnerships and policy coherence

Empowering women migrant workers in Asia.

3.31 In January 2005 DFID began supporting the three-year second phase of this highly successful UNIFEM project (Phase I: 2001–04) which has the goal of promoting a facilitating environment at global, national and regional levels to empower and protect the rights of poor women migrant workers in both countries of origin and employment.

3.32 With activities to strengthen the enabling environment for women migrants, promote sustained policy dialogue based on sharing of evidence and good practice and improved services and training that build women's capacity to claim entitlements, this project exactly

¹² For example, the contractor for the UK Remittance Products Survey apparently did not take steps to ensure that women were included in focus group discussions with representatives of various diasporas in UK, and it is likely that none participated in this series of meetings.

interprets the concerns related to female migrants. In other words, this project provides the applied conceptual framework linking rights, development, understanding of power relations, and of the role of the household in migration, which is often the missing link.

3.33 Phase I of this £2.2m project achieved significant outputs in line with DFID priorities. These included, for example, commitment by CEDAW committee to consistently address gender and migration issues in their review of reports, a regional workshop which produced very useful guidelines on working for women migrant workers UNIFEM 2003, and useful briefing analyses and briefing material that can support similar activities elsewhere. At the country level the project achieved, inter alia, strengthening of legal protection to migrant women in Jordan, including a gender perspective in draft bill to protect migrant workers in Indonesia and inclusion of women migrant workers concerns in Tenth National Development Plan, with budget allocations, for the first time ever.

3.34 UNIFEM is one of the international leaders in contributing to enhancements in the implementation of CEDAW, and in the interpretation of its articles for migrant workers and could provide considerable support to the applied research and policy advocacy dimensions of DFID's work on migration, both globally and within the region.

3.35 **Gender mainstreaming:** this project fully reflects all the indicators of this report. It is a model of good gender mainstreaming practice, and is a candidate for replication:

- all data are disaggregated by sex, the absence of disaggregation in official data is noted, together with the implications of that absence, and detailed gender analysis of women's rights in the context of migration has been undertaken
- female migrants and their organisations are consulted in detail and in an on-going way, and their views are consciously carried by the project into policy dialogue fora. The project also facilitates direct contact between migrants and policy makers (for example at the Jakarta conference on the Rights of Women Migrants in June 2003)
- project activities are directly relevant to the gender analysis undertaken
- the project has contributed directly to institutional strengthening of governments and representatives of migrants.

3.36 **The full evaluation may wish to consider:** the extent and types of change that the project is having on national policy, and the ways in which this is having an impact on migrant women. Information on the use of CEDAW provisions by advocates for migrant women would also be useful information. How far this project is a candidate for replication

Conference on Migration, Development and Pro-Poor Policy Choices, June 2003, Dhaka

3.37 This intervention was discussed above (paras 2.4–2.5)

3.38 **Gender mainstreaming:** this intervention meets all the gender mainstreaming indicators, even if in some cases these need further support, for example in institutionalising the changes in official perspectives that occurred at the meeting.

- A paper on the issues affecting migrant women's rights in Asia, including an annotated bibliography, was commissioned. However, reflection of the issue in other papers was limited.

- Advocates for female migrants were among the participants, and took the opportunity to share their perspectives with government officials.
- The organisers of the meeting took appropriate action to ensure that the gender equality issues were reflected in the discussions.
- There is indication of changed perspectives and policy decisions among government officials, which now need to be supported in a continuing way, including through the project *Empowering Women Migrant Workers in Asia* (see para. 2.11).

3.39 **The full evaluation may wish to consider:**

South Asia Migration Research Network

3.40 SAMReN is a direct spin-off from the Dhaka conference on Migration, Development and Pro-Poor Policies in June 2003, and is fully funded by DFID. The budget covers three staff members, maintenance of a website, publication and distribution of documentation, an annual training workshop in research methods for young scholars and a small fellowship.

3.41 The project was established on 1 April 2004, as a two-year project of the Refugee and Migratory Movements Research Unit (RMMRU) of Dhaka University, which has a close association with the Democratic Republic of Congo (DRC) on Migration, Globalisation and Development. SAMReN is a knowledge repository and information exchange network on migration issues, supporting academics and researchers in the sub-region. It is managed by a core group of representatives from at least five South Asian countries.

3.42 Project documentation and website do not mention any commitment to women's rights or gender equality. However, a well-known scholar who has written on women's issues in migration is senior staff member of RMMRU and a member of the Core Group of SAMReN.

3.43 **Gender mainstreaming:** the website, documentation, quarterly reports and similar documentation indicate almost no attention to women's rights and gender equality considerations, although the topic is mentioned as a possible research area for fellowship grants.

3.44 **The full evaluation may wish to consider:** the full extent of gender mainstreaming and attention to gender equality considerations in the workshops, seminars, documentation that are managed by the project.

International Conference on Maximising the Benefits of Internal Migration for Development, China

3.45 As a follow-up to the successful Bangladesh Conference on Migration and Poverty Reduction (paras 2.4–2.6) DFID China is collaborating with IOM to convene a similar meeting focusing on internal migration in March 2005.

3.46 This well-planned conference will bring together a carefully chosen group of experts and scholars to consider the best ways to benefit from internal migration and maximise its positive impact on poverty reduction while minimising the risks to migrants. It will include comparative inputs on international migration dynamics. Very importantly the conference

will include significant numbers of migrants' associations, and will explore ways in which the voice of migrants can be heard more effectively in policy dialogue. It is an excellent example of an activity to mainstream migration concerns into development thinking.

3.47 However, to date, although the IOM proposal does not reflect gender issues, initial discussions with DFID China (interrupted by leave), indicate that women's rights and gender equality considerations will in fact be mainstreamed throughout this process. Nevertheless, as it stands, the concept note for this intervention does not address the needed gender dimensions:

- requiring disaggregation of data and gender analysis in all papers and presentations, and including an agenda item giving an overview of the situation of female migrants and the policy implications;
- ensuring that the views of female migrants and gender experts are reflected in the deliberations;
- ensuring that that as far as possible there is gender balance among the participants and on the panels; and
- ensuring that any commitments or understandings regarding women's rights or gender equality dimensions in the discussions are actually reflected in the workshop report, and carried forward in follow-up activities.

3.48 The full evaluation may wish to consider: while it is not possible to draw firm conclusions from one document without corroboration, one can note the absence of needed information. The evaluation could examine how far this meeting did in fact reflect women's rights and gender equality considerations, and specifically build upon these dimensions of the Dhaka workshop. What are the best means to ensure positive outcomes for policy dialogue processes?

Regional Hearing for Africa of the Global Commission on International Migration

3.49 A principal activity of the GCIM is to gather evidence and lessons learned in the areas covered by its mandate. So far regional Hearings have been convened in Manila, Budapest and Cairo.¹³ A consultation with NGOs has also been held. DFID is contributing towards the funding of the forthcoming Regional Hearing for Africa in Cape Town (March 2005).

3.50 This is an important opportunity for the Africa region with potentially significant policy implications that will inform recent thinking on migration and development. However, the documentation for the event indicates that there is no particular attempt being made to address the gender dimensions of migration in the region.¹⁴ However, strenuous efforts are being made the GCIM Secretariat to reinforce the integration of gender into GCIM's work.

¹³ A scan of the reports of the three previous hearings for the word 'women' produced the following results: Manila hearing—no references; Cairo hearing—one reference in connection with trafficking; Budapest meeting—three references in connection with trafficking, increasing numbers of women among irregular migrants and female participation rate of European citizens. If questions of women's rights, gender equality or the gendered impact of migration on development appear discussed at the meeting, these matters are unfortunately not likely to be reflected in the final report of the Commission.

¹⁴ The Concept Note for the Hearing indicates the intention to identify female participants for a separate but linked conference for young scholars (Masters and Doctoral). It is unclear how the discussion at this meeting will feed into the broader discussion.

3.51 Gender mainstreaming: although the documentation for the China Conference and the Hearing indicates that none of the gender mainstreaming indicators will be reached. As for the China conference this does not mean that women's rights and gender issues will not be discussed, but rather that no systematic, institutional effort has been made to ensure that they will be discussed.

3.52 The full evaluation may wish to consider: how far the Hearing actually does facilitate and encourage discussion of women's rights and gender equality in migration within and outside of the region. And what more could be done to ensure these issues get addressed or to raise capacity of local organisations and governments to address gender issues in national planning processes.

Development Research Centre on Migration, Globalisation and Poverty

3.53 The DReC was established in the first half of 2003, and so has recently completed its first full year of activity, following a six-month inception period. As with all DReC's it has a three-fold remit to conduct research on the given topic, to build research capacity in developing countries and to be pro-active in ensuring that the outcomes of research are incorporated into national policy of developing countries.

3.54 In view of its specific mandate the Central Research Department gives less weight to the capacity-building and policy influence dimensions of the mandate than to the research itself. It thus falls to other DFID units to ensure or support the applied development impact of the DReC's work. However, it is also unclear how far DFID Country Offices and the DReC are collaborating in the capacity development and policy influence dimensions of its mandate. The Dhaka conference of 2003 was planned in collaboration with the DReC, and drew extensively on its expertise, although the gender paper was commissioned elsewhere.

3.55 Gender mainstreaming: like all DReCs, the Migration DReC is intellectually independent of DFID, with its research agenda and programme of work agreed with its partners and advisory group(s). From the point of view of this review therefore the focus is not the work of the DReC per se, but how far DFID has sought to ensure the inclusion of a gender perspective, and to make use of those DReC outputs that address women's rights and gender equality considerations, and how far it is appropriate that it should do so. The only indicator in which this intervention may have a mainstreaming effect is in capacity development and organisational change, as the DReC has participated in seminars, briefings and provision of papers to develop the capacity of staff. To the extent that these DFID requested the inclusion of gender equality considerations as part of the capacity development for staff, the intervention can be said to have met this indicator.

3.56 The full evaluation may wish to consider: how DFID can best avail itself of the women's rights and gender equality outputs of the DReC: whether by periodic briefing notes of emerging findings, brown-bag lunches, planning specific capacity building work in selected countries—perhaps those in which its partner institutions are based. How could these findings best be organised and channelled in such a way that they would support social development advisers (SDAs) and DFID Country Offices on a more systematic basis?

4. Summary of outcomes for further exploration by the full evaluation

Key findings

4.1 In a short period of time (about three years) DFID has undertaken several important interventions on migration and development that have included attention to its gender equality dimensions. There has been careful and judicious selection of interventions and partnerships with cumulative positive outcomes, especially by the Asia Regional Team and several Policy Division Teams.

4.2 The preparation of a Migration and Development Policy Paper presents a real opportunity to consolidate and systematise the progress that has been made, and provide guidance to other units who are generally ready to move in this direction.

4.3 These impressive achievements could be augmented by attention to the following:

Finding one

4.4 Of the 13 interventions reviewed against the four chosen gender mainstreaming indicators (see para. 3.2), three met all indicators, five met between one and three of these indicators (in some cases unintentionally or partially) and five met none of them.

4.5 Possible explanations include:

- positive gender mainstreaming outcomes appear to be driven by the commitment and expertise of individual staff members. Examples include
 - *The Transport Sector Support Programme*, Bangladesh
 - Dhaka conference on *Migration, Development and Pro-Poor Policy Choices in Asia*, June 2003
 - partnering with a prize-winning UNIFEM project *Empowering Women Migrant Workers in Asia*
 - commissioning of *Cutting Edge Pack on Migration and Gender* from Bridge at the University of Sussex
 - partnering in two projects with the known expertise of ILO.
- there may be a general absence of clear gender equality indicators of achievement to guide design, implementation and monitoring of interventions.¹⁵
- there may be adherence to economic growth models of development, which have difficulty encompassing social relationships. Alternatives include:
 - anti-poverty approaches which tend to see women as more vulnerable than men, and hence more in need of assistance;
 - empowerment models that seek to redress power imbalances in society;¹⁶ and
 - human development models that integrate economic, empowerment and rights-based approaches for all poor people.

¹⁵ Moser et al. 2004b.

¹⁶ See *Thematic Study on Gender and Enabling Environment for Growth and Investment* in this Series.

Finding two

4.6 The overall coverage of women's rights and gender equality considerations across the three IDC themes is stronger in some areas than in others.

- **Migration journeys:** two excellent projects Empowering Women Migrant Workers and China Project to Prevent Trafficking in Young Girls provide solid and grounded piloting of a range of interventions that can assist women. A third (Mekong Sub-regional Project to Combat Trafficking in Children and Women) was not reviewed in detail for this report, but has produced some very solid research on migration destinations for women, and no doubt other similar outputs. Together these projects represent a solid investment that is producing detailed knowledge on what works in providing enabling regimes for women.
- **resource flows:** DFID is partnering with various private sector financial institutions to explore and share in a gender neutral manner information on a range of financial resource flows. Two further issues need attention:
 - questions of differential access, and in some cases exclusion, to financial products and services by men and women; and
 - development, in collaboration with diaspora organisations, of specific opportunities for male and female migrants to expand their capabilities, building a more solid foundation for social remittance.
- **partnerships and policy coherence:** this has been another strong area of DFID activity with broad attention to key policy dialogue processes and opportunities. Outcomes have been very good and even outstanding in several cases, although in others outcomes have been less than might have been expected. Possible explanations include:
 - the selected partner may not have the necessary expertise or commitment to the issue;
 - the selected partner may have the necessary expertise or commitment, but has too many other priorities to apply it;
 - there may be 'evaporation' of gender equality considerations between discussion and reporting: it is important that all issues are included in reports so that they can be carried forward most effectively. Where this is not possible an alternative tracking mechanism must be identified.

Summary of issues for consideration by the full evaluation

4.7 The full evaluation may wish to take up the following issues:

- this report has sought to triangulate selected interventions with migration and development policy priorities (the IDC Proposed Themes) and DFID's own principles for gender mainstreaming, slightly re-formulated as indicators. How far is this a useful tool to explore the intersections of migration, development and gender?
- are the Four Key Steps to gender Mainstreaming outlined in DFID 2002 (p. 11) sufficient to capture full gender mainstreaming needs? Should there be an additional indicator on accountability mechanisms?
- there are indications that the availability or absence of gender expertise or commitment to gender equality considerations may be a factor in the way in which gender is integrated within projects. How far is this the case, and what can be done to compensate.

- what are the impacts of ‘invisibilisation’? In some cases the absence of gender mainstreaming mandate may have limited consequences (as perhaps for the DReC) because gender expertise is available on the research staff and it has been fully mainstreamed. In others, for example IOM, the outcome may be that gender issues are not addressed. And even in the case of the DReC, would a stronger role for oversight of gender equality considerations produce stronger and/or more consistent attention to gender equality and women’s rights.
- how far might resource constraints at the central policy advice level (in terms of number of staff in the Senior Gender Advisor Office relative to the organisational need for support) affect any limitations in gender mainstreaming performance.
- is there need for more widespread knowledge of how migration impacts on gender relations and vice versa, and how may this best be achieved?
- there are a various approaches to promote gender equality through workshops and conferences, what ways are the most useful and in what circumstances?
- the project *Empowering Women Migrant Workers in Asia* has many remarkable features that have been touched upon in this report. It would be valuable to assess two principal factors: (1) how far may lessons learned from it be distilled and shared with others or are they contingent upon specific configurations or factors within that particular project; and (2) does it provide a model of a regional flag-ship project that could perhaps be established in each region to drive both grounded testing of approaches and policy dialogue.

5 Some thoughts on methodology for the full evaluation

5.1 Although relatively new as a policy priority for DFID, a formal evaluation of selected migration and development interventions will provide valuable insights to both broaden and deepen the advances that have been made in recent years. The progress in the Asia Region has been very solid on the whole, and it would be good to see lessons learned from this experience in particular consolidated in a concrete manner, as a basis for expanded action into other regions.

5.2 If, as has been suggested in section 4 of this review, the availability or otherwise of gender expertise and commitment has an important effect on gender mainstreaming action, the question becomes how can DFID compensate for the fact that such expertise is not always available, though the need to address women's rights gender equality in the context of migration interventions remains constant. Part of the answer may be provided by full consideration of lessons learned in an evaluation. It will be extremely important to capture the reasons for the successes that have been achieved, and gain insights into how they may be generalised, and enhanced.

5.3 There have been serious constraints to the availability of materials for this study. These difficulties were observed both in London and in Country Offices, and in some cases appear to be severe, with even principal project documents being unavailable in either hard or electronic form (in one case). This appears to a general situation across the organisation rather than confined to any one team. Various forms of documentation appear to be scattered, or managed on individual and ad hoc bases, with no institutional mechanism as to how they should be stored.

5.4 However, the Migration Team has developed a valuable matrix of all activities, and this improvement in documentation will no doubt continue. The Migration Team as well as having their own website make use of the Livelihoods.org website as a living repository for migration and development documents, including a collection on women's rights and gender equality.

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Abbreviations

ACPP	Africa Conflict Prevention Pool
ADB	Asian Development Bank
BRAC	Bangladesh Rural Advancement Committee
BRIDGE	Gender and Development Information Service, IDS
CAP	Country Assistance Plan
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CHAD	Conflict and Humanitarian Affairs Department
CIDA	Canadian International Development Agency
CPCS	Community-Based Policing and Community Safety Programme
CPPs	Conflict Prevention Pools
CSO	Civil Society Organisation
CSP	Country Strategy Paper
CSR	Corporate Social Responsibility
DAC	Development Assistance Committee, OECD
DAC-GENDERNET	Development Assistance Committee – Gender and Development Network
DBS	Direct Budget Support
DDP	Directors Delivery Plan
DDR	Disarmament, Demobilisation and Reintegration
DEVAW	Declaration on the Elimination of Violence against Women
DPKO	Department of Peacekeeping Operations
DRC	Democratic Republic of Congo
DReC	Development Research Centre
DTI	Department of Trade and Industry
DV	Domestic Violence
EC	European Commission
EDP	External Development Partner
EE	Enabling Environment
EFA	Education for All
EMAD	Europe, Middle East and Americas Division
EmOC	Emergency Obstetric Care
EU	European Union
FCO	Foreign and Commonwealth Office
FDI	Foreign Direct Investment
FGM	Female Genital Mutilation
GBIs	Gender Budget Initiatives
GBV	Gender Based Violence
GCIM	Global Commission on International Migration

GCPP	Global Conflict Prevention Pool
GE	Gender Equality
GoB/ I / N / P / SA /U	Government of Bangladesh / India / Nicaragua / Nigeria / Pakistan / Peru / South Africa / Uganda
GTZ	German Aid Agency: Gesellschaft fur Technische Zusammenarbeit
HSR	Health Sector Reform
ICEE	Investment, Competition & Enabling Environment Team, DFID
ICPD	International Conference on Population and Development
IDB	Inter-American Development Bank and Fund
IDPs	Internally Displaced Persons
IDS	Institute of Development Studies, University of Sussex
IDT	International Development Targets
IOM	International Organisation of Migration
ILO	International Labour Organisation
INGO	International Non-Governmental Organisation
ISP	Institutional Strategy Paper
JICA	Japan International Co-operation Agency
JRM	Joint Review Mission
KFOR	Kosovo Force
LMM	Lower Maternal Mortality
M&E	Monitoring and Evaluation
MDG	Millennium Development Goal
MMR	Maternal Mortality Ratio
MOD	Ministry of Defence
NGO	Non-Governmental Organisation
OECD	Organisation for Economic Development and Cooperation
OPR	Output to Purpose Review
OVI	Objectively Verifiable Indicator
PAD	Project Appraisal Document (World Bank)
PCN	Project Concept Note
PCR	Project Completion Report
PCRU	Post Conflict Reconstruction Unit
PEAP	Poverty Eradication Action Plan
PfA	Platform for Action
PIMS	Policy Information Marker System
PPA	Participatory Poverty Assessment
PRISM	Performance Reporting Information System Management
PRS(P)	Poverty Reduction Strategy (Paper)
PSA	Public Service Agreement
PSD	Private Sector Development

RBA	Rights Based Approach
RCH	Reproductive and Child Health
RGC	Royal Government of Cambodia
SAAW	Social Audit of Abuse against Women
SDA	Social Development Adviser or Service Delivery Agreement
SDD	Social Development Department
SED	Small Enterprise Development
SG	Secretary General, United Nations
SIDA	Swedish International Development Co-operation Agency
SME	Small and Medium Enterprise Development
SRHR	Sexual and Reproductive Health and Rights
SSAJ	Safety, Security and Access to Justice
SWAp	Sector Wide Approach
ToRs	Terms of Reference
TRC	Truth and Reconciliation Commission
TRCB	Trade Related Capacity Building
TSP	Target Strategy Paper
UAF	Urgent Action Fund
UN	United Nations
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNFPA	United Nations Population Fund
UNGEI	United Nations Girls' Education Initiative
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organisation
UNIFEM	United Nations Development Fund for Women
UNMIK	United Nations Peacekeeping Mission in Kosovo
UPE	Universal Primary Education
USAID	United States Agency for International Development
VAW	Violence Against Women
WHO	World Health Organisation
WID	Women in Development
WTO	World Trade Organisation

DFID, the Department for International Development: leading the British government's fight against world poverty.

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- ensure that all children receive primary education
- promote sexual equality and give women a stronger voice
- reduce child death rates
- improve the health of mothers
- combat HIV and AIDS, malaria and other diseases
- make sure the environment is protected
- build a global partnership for those working in development.

Together, these form the United Nations' eight 'Millennium Development Goals', with a 2015 deadline. Each of these Goals has its own, measurable, targets.

DFID works in partnership with governments, civil society, the private sector and others. It also works with multilateral institutions, including the World Bank, United Nations agencies and the European Commission.

DFID works directly in over 150 countries worldwide, with a budget of nearly £4 billion in 2004. Its headquarters are in London and East Kilbride, near Glasgow.

LONDON

1 Palace Street
London
SW1E 5HE
UK

GLASGOW

Abercrombie House
Eaglesham Road
East Kilbride
Glasgow
G75 8EA
UK

Tel: +44 (0) 20 7023 0000
Fax: +44 (0) 20 7023 0016
Website: www.dfid.gov.uk
E-mail: enquiry@dfid.gov.uk
Public Enquiry Point: 0845 300 4100
If calling from abroad: +44 1355 84 3132