

DONOR COMMITTEE FOR ENTERPRISE DEVELOPMENT

SCOPING STUDY

# On the Move

## Women's Economic Empowerment in Contexts of Migration and Forced Displacement

WOMEN'S ECONOMIC EMPOWERMENT WORKING GROUP



The Donor Committee for Enterprise Development

Emilie Gettliffe & Sitora Rashidova

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### ***Scoping Study***

Women's Economic Empowerment Working Group

Donor Committee for Enterprise Development: [www.enterprise-development.org](http://www.enterprise-development.org)

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# Executive summary

Women make up nearly half of the 65.6 million forcibly displaced people<sup>1</sup> and half of the 244 million economic migrants<sup>2</sup>. Growing international and internal migrations and forced displacements have special implications for the possibility of women's economic empowerment (WEE), and associated improvements in gender equality and women's rights. With ever-growing interest in the development benefits of WEE, there is an urgent need to understand how to design more effective programs to both mitigate risks and seize opportunities.

Within this context, the Donor Committee for Enterprise Development (DCED)'s Women's Economic Empowerment Working Group (WEEWG) commissioned this scoping study to: (1) document the state of practice of WEE in the context of migration and forced displacement; (2) identify and document programs that provide relevant examples of possible initiatives, successes, and lessons learned; (3) identify gaps in current knowledge and approaches for further study; and (4) recommend potential private sector development initiatives in the field.

To achieve these objectives, the research methodology included a desk-based literature review, and interviews with practitioners/subject matter experts, along with a focus group discussion with refugee young women. Featured program examples were selected based on their innovation, geographic and contextual diversity, and sustainable private sector engagement. Donors and practitioners are the primary audience for this report, to provide greater understanding of current efforts and initiatives, spheres of potential action, and a stronger foundation of practical knowledge for future initiatives.

This report is structured in five main chapters.

- The first chapter explains why promoting WEE among migrant and forcibly displaced women is crucial. It also explores traditional approaches and why not many programs fully integrate both WEE and market-based principles with an explicit aim to reach migrant or forcibly displaced women.
- The second chapter is a conceptual framing of WEE, forced displacement and migration. It argues that an effective WEE goes beyond income generation to account for deeper transformative processes in women, their families, and the surrounding society. This chapter also looks at how different legal, geographic, and political categorizations of migrants and forcibly displaced persons can impact WEE through the levels of protection and status each category offers.

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<sup>1</sup> Women. UNCHR 2011-2018. Accessed April 25 2018. <http://www.unhcr.org/en-us/women.html>

<sup>2</sup> Hennebry, J., Williams K., and Walton-Roberts, M. (2016). Women Working Worldwide: A Situational Analysis Of Women Migrant Workers. *UN Women* <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-working-worldwide.pdf?la=en&vs=5704>

- The third chapter analyses WEE dynamics through each stage of the migration and forced displacement process. It studies women's experiences at the country of origin, while in transit, during protracted displacement/at the destination country, and finally, during return or repatriation.
- The fourth chapter explores avenues for designing programs for WEE in contexts of migration and forced displacement. It recognizes the need for holistic interventions, incorporating elements of private sector development and market-oriented approaches.
- The last chapter includes key considerations and recommendations.

## Key Takeaways

- Women's economic empowerment (WEE) is an inherently complex process, even in stable contexts. With migration or forced displacement, a wide range of additional opportunities and risks add to this complexity, at each stage in the journey.
- WEE is also an inherently long-term process. Migration or forced displacement can accelerate WEE, for example by exposing women and men to new opportunities and social norms. Conversely, migration or forced displacement can bring risks, for example of gender-based violence and discrimination - isolating women and stifling WEE.
- Interventions must therefore take account of legal and political contexts, with nuanced understanding of women's motivations and circumstances.
- In practice, interventions tend to work on the supply side of the labor market (e.g. training and entrepreneurship), with less connection to demand. Further, few programmes address agency, or work with other household members.

## Key Recommendations

- Apply a gender-responsive systems approach to WEE programming in migration and forced displacement settings.
- Design flexible programmes that can adapt as contexts evolve and learning occurs
- Actively engage with both women and men to promote WEE
- Develop private sector initiatives in coordination with other humanitarian efforts
- Design and implement interventions in viable economic sectors that build on women's skills
- Actively engage host communities, and leverage opportunities for mutual benefit
- Design and implement interventions specifically for both migrant and forcibly displaced women





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## LIST OF ACRONYMS

<b>ACTED</b>	Agency for Technical Cooperation and Development
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination against Women
<b>DCED</b>	Donor Committee for Enterprise Development
<b>DFID</b>	UK Department for International Development
<b>FGD</b>	Focus Group Discussion
<b>GBV</b>	Gender-based violence
<b>GIZ</b>	German Corporation for International Development
<b>ICRMW</b>	International Convention on the Protection of Rights of All Migrant Workers
<b>IDP</b>	Internally Displaced Persons
<b>IOM</b>	International Organization for Migration
<b>IMC</b>	International Medical Corps
<b>IMOW</b>	Improving Market Opportunities for Women
<b>IRC</b>	International Rescue Committee
<b>KRI</b>	Kurdish Region of Iraq
<b>LGBTI</b>	Lesbian, gay, bisexual, transgender, intersex
<b>MEDA</b>	Mennonite Economic Development Associates
<b>NGO</b>	Non-governmental organization
<b>OCHA</b>	UN Office for the Coordination of Humanitarian Affairs
<b>PSD</b>	Private sector development
<b>SGBV</b>	Sexual and gender based violence
<b>WEE</b>	Women's economic empowerment
<b>WEEWG</b>	DCED Women's Economic Empowerment Working Group
<b>UNHCR</b>	United Nations High Commissioner for Refugees
<b>USAID</b>	United States Agency for International Development

## Introduction

Women make up nearly half of the 65.6 million forcibly displaced people<sup>3</sup> and half of the 244 million economic migrants<sup>4</sup>. The unprecedented numbers of both are steadily rising as conflicts in Syria, Afghanistan, Central African Republic, South Sudan, Somalia, Myanmar and others persist, and as traditional livelihoods are disrupted by globalization, urbanization, environmental degradation and climate change. Efforts to access new economic opportunities and decent work, seeking improved education for children, fleeing violence and social oppression also compel women and men to migrate at increasing rates. All these movements represent major implications for families, communities of origin, countries of transit, and new host countries.

Especially for women, migrating to a new country or community can be a double-edged sword. On one hand, women may experience increased access to economic and educational opportunities, have stronger protection of their rights, and be exposed to more open social and gender norms. Conversely, their economic and empowerment opportunities may be stifled by lack of documentation, weak protection, no or limited right to work, and limited or no opportunities that match their skills. Stigma, discrimination and hostile host environments add to these challenges, along with a loss of social and familial networks of support that may have existed in their communities of origin. In most cases, migration and forced displacement also expose women to greater vulnerabilities, such as sexual and gender based violence, including forced and child marriage, trafficking and exploitation by employers and smugglers. For these reasons, increasing international and internal migration and forced displacement have special implications for women's economic empowerment (WEE) and for gender equality more generally.

There is an ever-growing foundation of evidence that demonstrates the power of market-based WEE approaches for promoting women's equal rights and achieving broader development aims<sup>5</sup>. However, there has been less attention given to how to apply them in more challenging contexts. The line between humanitarian assistance and sustainable development can blur, during forced displacement or large migration events. Within these

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<sup>3</sup> Women. UNCHR 2011-2018. Accessed April 25, 2018. <http://www.unhcr.org/en-us/women.html>

<sup>4</sup> Hennebry, J., Williams K., and Walton-Roberts, M. (2016). Women Working Worldwide: A Situational Analysis Of Women Migrant Workers. *UN Women* <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-working-worldwide.pdf?la=en&vs=5704>

<sup>5</sup> Kabeer, N. for IDRC and DFID (2012). Women's economic empowerment and inclusive growth: labour markets and enterprise development. <https://www.lse.ac.uk/gender/assets/documents/research/choice-constraints-and-the-gender-dynamics-of-lab/Women%27s-economic-empowerment-and-inclusive-growth.pdf>



settings, there are specific needs and opportunities for promoting WEE using a more systemic or private sector development approach, and possibilities for effective and sustainable action.

In this line of thought, the Donor Committee for Enterprise Development (DCED)'s Women's Economic Empowerment Working Group (WEEWG) commissioned this scoping study with the following objectives:

1. To document the state of practice of WEE in the context of migration and forced displacement;
2. To identify and document programs that provide relevant examples of possible initiatives, successes and lessons learned;
3. To identify gaps in current knowledge and approaches for further study;
4. To recommend potential private sector development initiatives in the field.

The audience for this brief is primarily donors and practitioners, to provide a greater understanding of current efforts and initiatives, spheres of potential action, as well as a stronger foundation of practical knowledge for designing future initiatives. The study is also intended to serve a wider audience by building the case for more integrated and sustainable programs across sectors that build on emerging WEE principles to better address the critical needs and challenges of women in the context of forced displacement or migration. The study draws on relevant bodies of literature, as well as learning from practical implementation experiences, successes, and challenges.

# Methodology

The research strategy for this study enables a broad view on opportunities for promoting WEE within contexts of migration and displacement, practical examples from relevant programs and initiatives, and early lessons learned. The following questions drove the development of the research approach:

## 1. What is the current situation of WEE in migration/forced displacement contexts?

- What are the main economic, social, political and environmental push and pull factors encouraging women to migrate, or leading to forced displacement?
- What are common experiences for women at different stages of migration and forced displacement (framed in terms of empowerment and dis-empowerment factors)?
- What effects can be deduced from these experiences?
- What are the gender gaps in terms of access to and control of resources, choice of work opportunities, education and skill building, decision-making power and influence, and security?
- What difficulties and risks do women face in migration and forced displacement contexts?

## 2. What are the possibilities for promoting WEE in the context of migration and forced displacement?

- What are the opportunities for economic empowerment that can arise for women themselves?
- What results might these opportunities have for their families, as well as origin and host communities?
- What existing initiatives, measures and programs focus on the economic empowerment of women migrants and displaced persons and are showing promise?

## 3. How can private sector development support WEE in these contexts?

- Which gender gaps need the attention of private sector development policy makers and implementers?
- What are key recommendations for implementers and policy makers to engage and include WEE in the context of migration and forced displacement?
- What aspects of WEE within such contexts need to be further researched and understood?

To answer the questions above, the research methodology included three components: a desk-based literature and document review, interviews with nine practitioners/subject

matter experts, and a focus group discussion in the United States with four refugee young women from Somalia and Myanmar. The research focused on the unique constraints and opportunities faced by women migrants and displaced persons in terms of WEE (based on the theoretical framework presented in Section 4), and provides examples of relevant programs working to promote WEE in such settings. Program examples were selected according to the following:

1. Innovative and promising initiatives, with either a focus on the economic empowerment of female migrants and displaced persons, or relevant private sector development in such settings.
2. Examples representing various geographies, contexts, legal and political settings, and stages of displacement or migration (see Annex B).
3. Examples offering models for empowering women migrants and forcibly displaced persons through sustainable private sector engagement, advocacy, and capacity building.

Geographically, the focus of this study is on contexts of migration and forced displacement within the Global South, where other private sector development and/or humanitarian programs are also implemented. A global scoping study of this nature provides a critical entry point for deeper understanding and discussion, and avenues for further research. It also offers early lessons on how private sector development actors can design and implement WEE interventions to address massive economic and social challenges associated with major migration and forced displacement events.

On the other hand, a study of this nature has some limitations. There is great diversity in the number of unique contexts, as well as sub-population groups of migrant and forcibly displaced women (e.g. LGBTI, disabled, elderly women, adolescent girls, etc.), and associated intervention strategies. Given its scope, and the remote nature of the research, the study cannot fully address the range of relevant contextual and program examples. Additionally, it provides relatively limited insight on the perspectives of refugee and migrant women themselves, given time and resource constraints for conducting more primary qualitative research, though valuable information emerged from the focus group discussion nonetheless. Finally, the study touches on, but does not specifically address, related topics which would need greater attention and research, such as women in combat, sex work, forced labor, child/forced marriage, and human trafficking. Despite these constraints, the broad analysis and recommendations offered here provide some critical guideposts for structuring future research, gender assessments, considerations and analysis when designing and implementing WEE programs that aim to reach migrant or forcibly displaced populations.

# 1. Promoting economic empowerment among migrant and forcibly displaced women

## 1.1 Why promoting economic empowerment among migrant and forcibly displaced women?

Promoting WEE in the context of migration and forced displacement is critical for the following reasons:

- **Women make up almost half of all migrants and over 50% of forcibly displaced persons.** Between 1990 and 2017 worldwide migration rose by 105 million people, or 69%.<sup>6</sup> Global displacement caused by conflict and violence is at an all-time high, having nearly doubled since 2000. Displacement due to rapid onset climate disasters - including due to effects of climate change and environmental degradation - is even greater, though better data is needed to fully grasp the scale.<sup>7</sup> In 2017, women made up 48% of all migrants,<sup>8</sup> and made significant economic contributions to both their host and origin communities. Indeed, half of the world's remittances come from women, equaling to 582 billion USD.<sup>9</sup> Growing evidence shows that gender dynamics are critical in understanding international migration, but there have been few efforts to document differences between women and men in outcomes and determinants of migration.<sup>10</sup> Recent years have seen a “feminization of migration” with more women migrating to other countries for work due to a high demand for cheap care labor and domestic workers.<sup>11</sup> However, there is still limited understanding of the implications for their own empowerment, their families and the development of their host communities and countries of origin.
- **Opportunities to achieve positive sustainable outcomes for women, their families and host communities/economies.** Promoting WEE in contexts of migration and forced

<sup>6</sup> International Organization for Migration (2017). World Migration Report 2018.

[http://publications.iom.int/system/files/pdf/wmr\\_2018\\_en.pdf](http://publications.iom.int/system/files/pdf/wmr_2018_en.pdf)

<sup>7</sup> Ibid.

<sup>8</sup> United Nations, Department of Economic and Social Affairs, Population Division (2017). International Migration Report 2017 (ST/ESA/SER.A/403).

<http://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017.pdf>

<sup>9</sup> Hennebry, J., Williams K., and Walton-Roberts, M. (2016). Women Working Worldwide: A Situational Analysis Of Women Migrant Workers. *UN Women* <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-working-worldwide.pdf?la=en&vs=5704>

<sup>10</sup> Ibid.

<sup>11</sup> Ibid.

displacement can strengthen women's rights, support greater gender equality, help women increase control over their own lives, and more broadly influence their communities and society. Additionally, the advantages of economically empowered women for development have been well-documented. They include improved health and education of children, reduced poverty, reduced fertility, as well as large contributions to the economy and tax revenues through increased labor participation, leading to long-term economic growth.<sup>12</sup> While migration and displacement may be triggered by desperation or traumatic events, they can also lead to shifts in gender norms and roles conducive to women's empowerment, leading to new education and work opportunities for women, their increased representation in household and community decision-making, and positive "social remittances" (discussed further in Section 6). Despite these well-proven benefits, donors have traditionally been less interested in working on WEE in humanitarian settings, and have instead focused on emergency aid and protection. Humanitarian interventions are critical, particularly during the early stages of displacement. However, results frequently have limited sustainability, can distort local markets, and may generate resentment toward displaced women and their families. This demonstrates the need to leverage recent learning on WEE in a way that informs humanitarian interventions to better meet the massive need for women's economic empowerment.

- **Reduce risk factors and vulnerabilities for women and children.** Women and children face specific vulnerabilities when dislocated from familiar territory and traditional family structures. Risks include sexual assault, human trafficking, early marriage, and other negative coping strategies. Unfortunately, intensive humanitarian and protective responses are limited in scale and scope, and are largely dependent on the inflow of donor funds, often associated with the level of political and international attention a migrant or refugee crisis is receiving at a given time. This means that when resources run out, many women and girls find themselves in similarly vulnerable situations than those in which they started. This again leads to negative coping strategies, exploitation, or vulnerable work in the informal sector. Working in the informal sector can lead to gaps in employment history and exposes women to greater vulnerabilities. Investing in WEE has the potential to reduce these risks, and to support longer-term protective factors against exploitation and abuse.

Despite these compelling reasons, and the urgent need for more sustainable and sophisticated programming at the intersection of migration, forced displacement and WEE, relatively little is currently being done. Many of the examples presented later in this paper demonstrate important components and considerations for effective WEE programming in

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<sup>12</sup> ILO (2017). Gender in employment and labour market policies and programmes: what works for women?  
[http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/documents/publication/wcms\\_614168.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_614168.pdf)

such contexts. For example, some focus more on women's empowerment and protection, others on adapting market systems principles in contexts of forced displacement but without gender-specific considerations, and still others are working to affect the policy environment. However, none fully integrate both WEE and market-based principles with an explicit aim to reach migrant or forcibly displaced women.

## 1.2 Traditional approaches to women's development and migration/forced displacement

Historically, there have been divides in the development field between three primary types of interventions: (1) political advocacy and human rights efforts for migrants, (2) humanitarian interventions targeting vulnerable displaced populations, and (3) interventions promoting private sector development (PSD). Initiatives looking to improve rights and opportunities for migrants have traditionally focused on policy advocacy strategies. Humanitarian projects frequently work on women's protection and livelihood development, but rarely with deeper analysis and consideration of unique social and market system dynamics and growth opportunities in a host community and country. Economic development initiatives with a primary aim and strategy of promoting WEE have typically worked within relatively stable settings in developing countries, or in some cases within post-conflict communities to encourage renewed economic development and stability.

There are many reasons for these distinct approaches, including the politically sensitive nature of migration and forced displacement, as well as perceptions of differing needs within each development context. However, large and growing migration events, and populations experiencing emergency and protracted displacement are forcing development actors to rethink strategies for coordinating and integrating a continuum of development interventions for greater effectiveness and sustainability. More specifically, with ever-growing interest in the development benefits of WEE, there is an urgent need to understand how learning from all sides of the spectrum can be leveraged - and further built upon - to design more effective programs to both mitigate risks and seize opportunities. Indeed, recent studies have clearly demonstrated that emergency aid and market-driven livelihood development efforts should be provided together, not in sequence.<sup>13</sup> Political advocacy and policy initiatives are equally important levers within the equation.

The programs studied in this research have also shown that livelihood interventions in displacement contexts (for both men and women) seem to have focused on income-generating activities that are abstracted from real market opportunities and constraints.

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<sup>13</sup> Barbelet, V. and Wake, C. (2017). Livelihoods in displacement From refugee perspectives to aid agency response. HPG Report. <https://odi.org/en/publications/livelihoods-in-displacement-from-refugee-perspectives-to-aid-agency-response>



Programs tend to work primarily on the supply side of the labor market through skills development, entrepreneurship and employability training, with little attention to creatively leveraging real market demand within locally and regionally relevant economic systems, and facilitating behaviour change among key market actors (including training providers themselves, and within the broader enabling environment). Because of this gap, such interventions rarely lead to sustainable income generating opportunities, let alone to women's economic empowerment. Host populations themselves frequently suffer from poverty, unemployment or underemployment, meaning that forcibly displaced persons who engage in 'traditional' sectors may find saturated markets, strong local resistance, and restrictive government policies. Improving access to skills and employability training for displaced populations, and women in particular, may be a critical aspect of any sustainable WEE intervention. However, it must be part and parcel of a much larger strategy designed with a comprehensive understanding of the subsectors and market systems within which displaced populations are making a living, the relationship to local populations, and the gendered social norms that structure women's possible roles within those markets.<sup>14</sup>

While holistic interventions are relatively new, economic development and humanitarian actors are increasingly recognizing the need for greater coordination and cross-sector development approaches. Recent publications, such as [Building Livelihoods: A Field Manual for Practitioners in Humanitarian Settings](#) from the Women's Refugee Commission and UNHCR's [A Guide to Market-Based Livelihood Interventions for Refugees](#) provide strong guidelines specific to WEE or livelihood development in displacement contexts. This study leverages the thinking and knowledge of these publications, along with important lessons from the PSD field for using a more sustainable and context-specific approach to WEE. As such, the study is rooted in recent frameworks, definitions, and research on WEE in private sector development.

#### *Box 1. Publications on WEE and Livelihoods Development in Forced Displacement Settings*

##### BUILDING LIVELIHOODS

#### [Building Livelihoods: A Field Manual for Practitioners in Humanitarian Settings](#)

2009 - Women's Refugee Commission (WRC)

Based on extensive desk and field research, the manual guides practitioners in designing and implementing effective, contextually appropriate and market-based livelihood programming for forcibly displaced women and men. The manual argues that humanitarian assistance must shift from handouts and aid dependency to restoring livelihoods and

<sup>14</sup> Betts, A.; Bloom, L.; Kaplan, J.; Omata, N. (2017). Refugee Economies, Rethinking Popular Assumptions. Available at: <https://www.rsc.ox.ac.uk/files/files-1/refugee-economies-2014.pdf>.

rebuilding and empowering communities. The manual provides implementation guidelines for interventions that include training and placement programs, cash/food-for-work, building in-camp economies, agrarian interventions, microfinance and enterprise development. It also provides guidance on working with host governments, market assessments, organizational capacity assessments and monitoring and evaluation.

#### MARKET-BASED LIVELIHOOD INTERVENTIONS

##### [A Guide to Market-Based Livelihood Interventions for Refugees](#)

2017 - UNHCR and ILO

This publication challenges traditional approaches to livelihood improvement for refugees by advocating for interventions that are based on market and value chain analyses instead. The publication offers a framework for such analyses adapted to forced migration and conflict-affected settings so that interventions are scalable, sustainable, resilient and responsive to local markets.

## 2. Conceptual framing of women's economic empowerment, forced displacement and migration

### 2.1 Defining women's economic empowerment

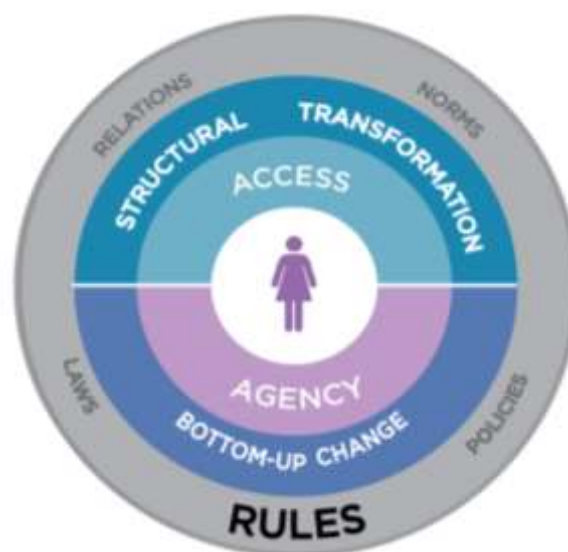
As described previously, there is an ever-growing recognition of women's critical role in reducing poverty, building resiliency, and contributing to the long-term development of families, communities and countries. Simultaneously, inequality, discrimination, sexual and gender-based violence (SGBV) and women's rights abuses persist, with social and economic structures maintaining restrictive gender norms. Given the complexity of effecting changes that benefit both men and women, extensive work has been done in the international development and PSD fields to clearly define WEE and understand the unique and interrelated components that either support or undermine it.<sup>15</sup>

<sup>15</sup> International Center for Research on Women (2011). Understanding and Measuring Women's Economic Empowerment: Definition, Framework and Indicators. <https://www.icrw.org/wp-content/uploads/2016/10/Understanding-measuring-womens-economic-empowerment.pdf>

Jones, L. (2016). Women's Empowerment and Market Systems: Concepts, practical guidance and tools (WEAMS Framework.) The BEAM Exchange. [https://beamexchange.org/uploads/filer\\_public/0d/50/0d5009be-faea-4b8c-b191-c40c6bde5394/weams\\_framework.pdf](https://beamexchange.org/uploads/filer_public/0d/50/0d5009be-faea-4b8c-b191-c40c6bde5394/weams_framework.pdf)

*Figure 1. WEE in Inclusive Market Systems (LEO Framework - USAID)*

For the purposes of this study, a recent framework for WEE in the context of inclusive market systems development provides a useful way to structure and understand contexts of migration and forced displacement for women (depicted in Figure 1).<sup>16</sup> In order for women to experience an empowerment process they must see changes in both their **access** to critical resources and economic opportunities, and in their personal **agency** to have a voice in their families and communities and to contribute meaningfully to important



decision-making processes. For the purposes of this study, women's economic empowerment is ***the process by which women experience an increased ability to advance and succeed economically and to have the power to make and act on important economic and life decisions.***<sup>17</sup> Given this definition, WEE moves beyond simple livelihood development or wealth generation activities to also account for the internal empowerment experience, and the deeper transformative processes in both women themselves and the surrounding society.

Changes in either access or agency may result in subsequent shifts in the other.<sup>18</sup> However, this is not a given, and programs designed to simultaneously address both aspects are shown to be most effective in generating long-term empowerment processes. From a systems-change perspective, this empowerment process results from structural transformations within the surrounding environment (for the purposes here, a change in geographic context, for example), and through bottom-up change pushed for by women and men who see compelling reasons to fight the status quo, and advocate for greater equality. This was evident in the focus group discussion with young refugee women from Somalia and Myanmar living in the United States.

<sup>16</sup> Markel, E., L. Jones (2014). Women's Economic Empowerment: Pushing The Frontiers Of Inclusive Market Development. USAID – Leveraging Economic Opportunities. <https://www.marketlinks.org/resources/womens-economic-empowerment-pushing-frontiers-inclusive-market-development>

<sup>17</sup> International Center for Research on Women (2011). Understanding and Measuring Women's Economic Empowerment: Definition, Framework and Indicators. <https://www.icrw.org/wp-content/uploads/2016/10/Understanding-measuring-womens-economic-empowerment.pdf>

<sup>18</sup> Gettliffe, E. and E. Markel (2015). Women's Economic Empowerment in the MENA Region Rapid assessment of household-level results. GIZ. <https://www.enterprise-development.org/wp-content/uploads/giz2016-womens-economic-empowerment-in-the-MENA-region.pdf>

For instance, Myanmar women provided their own definitions of empowerment. Their examples reflected internal experiences of exercising agency and power, including independent decision-making, fulfilling their human potential, having confidence in taking risks and trying new things, and being able to support others. The young women shared their aspirations for serving their communities today and in the future, as mentors and role models, and eventually doctors and educators. In general, as college-bound scholarship recipients, these young women offer a glimpse of what empowerment can look like for refugee women and girls who have benefitted from legal resettlement, thanks to a complex interplay of access and agency factors within themselves, their families, their communities and host countries as they transitioned through each stage of forced displacement.

These perspectives provided by young refugee women, along with the WEE framework provided above, structure the following analysis, to assess and understand the unique challenges and opportunities for increasing both access and agency for women within contexts of migration and forced displacement, and at each stage of the process (as demonstrated in Section 6). This structure provides a way of understanding program examples (i.e. how they address constraints and opportunities to access or agency, or both) as well as potential entry points for designing and implementing future PSD programming that effectively empowers women in such highly dynamic and complex settings.

## 2.2 Women's economic empowerment and gendered social norms

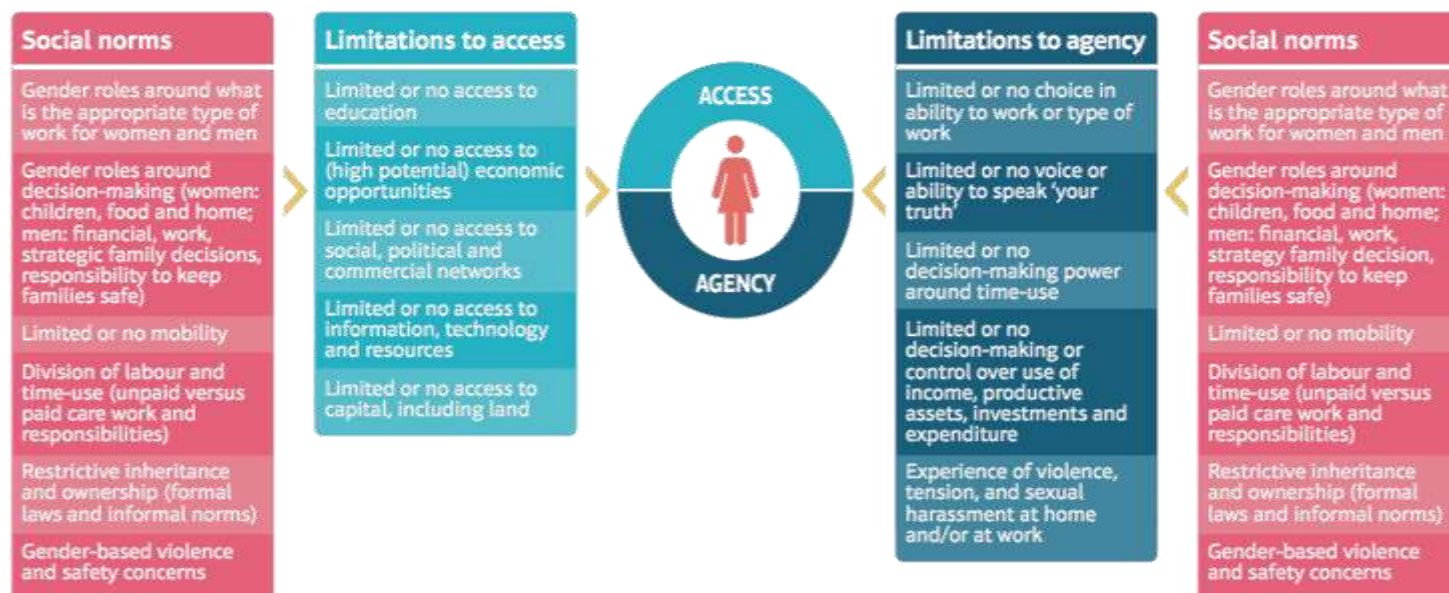
Gendered social norms - shared ideas and informal rules about the different capacities, responsibilities, and 'natural' roles of women and men, girls and boys - dramatically shape possibilities for catalyzing structural transformation or bottom-up change for WEE through private-sector development. Donors and practitioners largely recognize the power of gendered social norms. However, understanding how to assess such norms and design programs to effectively account for and work within/through them remains in the early stages. A recent publication by the BEAM Exchange explores how gendered social norms influence women's empowerment in market systems development specifically, and identifies common constraints to both access and agency, as depicted in Figure 2.<sup>19</sup>

Gendered social norms lead to a division of labor (whether for paid or unpaid work), unequal access to sexual and reproductive decision-making, health services and products, freedom of mobility, and protection from violence. Household decision-making dynamics are also gendered in scope and nature. Each of these issues have consequences for female migrants

<sup>19</sup> Markel, E. Gettliffe, E. Jones, E. Miller, and L. Kim (July 2016). The social norms factor: How gendered social norms influence how we empower women in market systems development. The BEAM Exchange, accessed from [www.beamexchange.org. https://beamexchange.org/uploads/filer\\_public/ca/ca/caca2590-5067-4579-83a9-be2eb30237/social\\_norms\\_factor\\_report.pdf](https://beamexchange.org/uploads/filer_public/ca/ca/caca2590-5067-4579-83a9-be2eb30237/social_norms_factor_report.pdf)

and displaced persons.<sup>20</sup> Changes in cultural, geographic and societal context can either exacerbate or alleviate factors that may have previously limited women's economic empowerment. For example, changes in gender roles and socioeconomic status that occur during displacement, can exacerbate tensions between men and women, and lead to increases in gender-based violence (GBV).<sup>21</sup>

Figure 2. Common social norm constraints to access and agency – BEAM Exchange (2016)



While WEE is already an inherently complex process in stable contexts, as women and their families face migration and/or displacement, the interplay of gendered social norms and opportunities for empowerment increases in complexity. For example, living and working within new cultural and economic settings may offer women new perspectives and greater independence from traditional familial and social ties. On the other hand, through migration and displacement women may lose access to critical social support systems that previously promoted psycho-social wellbeing and reduced the time burden associated with unpaid care work, and childcare in particular.<sup>22</sup> Alternatively, empowerment for some women may mean having the option to care full-time for their children and to stay at home. For example, Somali women in Denmark described feeling that the availability of childcare threatened their way of life, and preferred for extended family to help care for children, or to take care of the children at home themselves.<sup>23</sup>

<sup>20</sup> O'Neil, T. Fleury, A., and Foresti, M. (2016). Women on the move: Migration, gender equality and the 2030 agenda for Sustainable Development. Overseas Development Institute and Swiss Agency for Development and Cooperation. <https://cdn.odi.org/media/documents/10731.pdf>

<sup>21</sup> Women's Refugee Commission (2009). Building Livelihoods: A Field Manual for Practitioners in Humanitarian Settings. Accessed on May 22 <http://www.unhcr.org/4af181066.pdf>

<sup>22</sup> FGD with young refugee women from Somalia and Myanmar. June 4, 2018. Denver, Colorado, USA.

<sup>23</sup> Women's Refugee Commission (2009). Building Livelihoods: A Field Manual for Practitioners in Humanitarian Settings. Accessed on May 22 <http://www.unhcr.org/4af181066.pdf>

New and unfamiliar settings may encourage women and men to proactively preserve gendered social norms they bring with them. They may feel a need to “protect” children from unknown social norms in the host country.<sup>24</sup> When faced with new gender norms, men may feel a loss of their cultural and social identity. In cases where women begin contributing to household income, or if the family is supported by the welfare state or humanitarian assistance, men may also feel a deep loss of their masculine identity as breadwinners and financial decision-makers. This can lead to increased household conflict and higher rates of GBV.<sup>25</sup>

Important “push and pull” factors (described in detail in Section 6 and Box 1), lead women to make difficult choices and trade-offs at each stage of the migration or displacement process (i.e. deciding to relocate their families for safety, or making the journey alone in the hopes of bringing their children to join later, despite the risks and uncertainties of the journey). These choices may either be empowering or disempowering depending on the context within which the decision was made, how it is viewed according to gendered social norms, women’s influence over the decision, and the results.<sup>26</sup>

In contexts of economic migration, women may make the heart-wrenching decision of leaving their families and communities to better provide for children, elderly parents, or other relatives, but remain restricted to undervalued and unregulated domestic care work in countries where they are subjected to degrading treatment, sexual harassment and abuse, or exploitative work conditions. Indeed, 11.5 million – almost 1 in 5 – of the world’s 67.1 million domestic workers are international migrants, and 8.4 million (73%) of migrant domestic workers are women or adolescent girls.<sup>27</sup> In addition, most *legal* avenues for temporary or seasonal labor migration target men. Women tend to work in domestic and care settings that are not temporary or seasonal with limited legal channels,<sup>28</sup> making it difficult and potentially dangerous to travel home to see their families.

The interplay of gendered social norms and global market economics can have important consequences for female migrants, intensifying the concentration of women in unskilled and

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<sup>24</sup> Fleury, A. (2016). Understanding Women and Migration: A Literature Review. *Global Knowledge Partnership on Migration and Development*.

<http://atina.org.rs/sites/default/files/KNOMAD%20Understaning%20Women%20and%20Migration.pdf>

<sup>25</sup> Hughes, C. Bolis, M., Fries, R. & Finigan, S. (2015) Women's economic inequality and domestic violence: exploring the links and empowering women, *Gender & Development*, 23:2, 279-297, DOI: 10.1080/13552074.2015.1053216

<sup>26</sup> Ibid.

<sup>27</sup> O’Neil, T.; Fleury, A., and Foresti, M. (2016). Women on the move: Migration, gender equality and the 2030 agenda for Sustainable Development. Overseas Development Institute and Swiss Agency for Development and Cooperation. <https://cdn.odi.org/media/documents/10731.pdf>

<sup>28</sup> Newland, K. and Riester, A. (2018). Welcome to Work? Legal Migration Pathways for Low-Skilled Workers. Washington, DC: *Migration Policy Institute*.



low-paid positions in informal sectors.<sup>29</sup> Even highly-skilled women may choose to work in these sectors if the wages abroad are higher than in the professional sectors in their country of origin. This may particularly be the case if they do not have the right language skills, or if their qualifications are not recognized in their country of destination. Migrant women also face intersecting gender and migrant/refugee status discrimination in their search for decent work and while at work.<sup>30</sup> Finally, working outside the home frequently comes on top of women's domestic and reproductive duties, putting constraints on women's time and their ability to rest or engage socially or politically.<sup>31</sup> On the contrary, in cases where migrant women have left families and households behind, they may see a decrease in their household duties and have more opportunities to engage politically and economically.

In camp and forced displacement settings, income-generating activities can be gendered as well, concentrating in crafts-making and sewing initiatives that raise incomes only minimally.<sup>32</sup> Of course, such initiatives can be helpful gateways to formal employment and entrepreneurship, and some women may be able to start successful businesses such as selling jewelry and crafts. However, women's professional aspirations and skills should drive the design of income-generating initiatives. In Sierra Leone, during a meeting with UNHCR staff, Liberian refugee women expressed their desire to learn to drive instead of making soap and tie-dye clothing. Deciding that driving would generate more income, women learned how to get driver's licenses and worked with UNHCR staff to access cars and driving lessons.<sup>33</sup> This example highlights the possibility of valuing women's agency to pursue activities not stereotypically feminine that may bring possibilities of higher returns.

The gendered social norms of women's communities of origin, development practitioners and implementing agencies, and new host communities therefore greatly influence potential for increasing both access to economic opportunity and personal agency. Interventions designed to promote bottom-up change among migrant or displaced women as well as those that aim to catalyze structural transformation among employers, private sector actors, and/or government institutions must therefore account for gendered social norms in the given context among key market actors as well as within the community of origin.

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<sup>29</sup> O'Neil, T.; Fleury, A., and Foresti, M. (2016). Women on the move: Migration, gender equality and the 2030 agenda for Sustainable Development. Overseas Development Institute and Swiss Agency for Development and Cooperation. <https://cdn.odi.org/media/documents/10731.pdf>

<sup>30</sup> Ibid.

<sup>31</sup> Ibid.

<sup>32</sup> Crawford, N., Cosgrave, J., Haysom, S., and Walicki, N (2015). Protracted displacement: uncertain paths to self-reliance in exile. HPG Commissioned Report. <https://cdn.odi.org/media/documents/9851.pdf>

<sup>33</sup> UNHCR (2008). UNHCR Handbook for the Protection of Women and Girls. <http://www.unhcr.org/protection/women/47cfa9fe2/unhcr-handbook-protection-women-girls-first-edition-complete-publication.html>

## 2.3 Defining migration and forced displacement

Different categorizations of migrants and forcibly displaced persons exist based on legal, geographic and political contexts (see Figure 3 for a list of related definitions). The distinction between those who voluntarily migrate in pursuit of greater opportunity, and those who are forced to leave their homes due to violence and persecution can be the most consequential in terms of legal protection and status. **Voluntary migrants**, including economic migrants and those seeking better educational opportunities, typically have some choice in when and where to travel. **Forcibly displaced persons**, including refugees, asylum seekers and internally displaced people (IDPs), are fleeing conflict, persecution, violence or human rights violations<sup>34</sup> There is another significant group not included in either of the above, which consists of people forced to leave their homes due to natural disasters, or loss of livelihoods due to environmental degradation, or climate change.<sup>35</sup> The term “**forced migration**” is therefore used to describe anyone moving due to some element of coercion, whether environmental or man-made (thereby including forcibly displaced persons).

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<sup>34</sup> UNHCR (2014). World at War: Global Trends – Forced Displacement 2014.

<http://www.unhcr.org/556725e69.pdf>

<sup>35</sup> World Bank Group (2016). Migration and Development: A Role for the World Bank Group.

<https://documents.worldbank.org/en/publication/documents-reports/documentdetail/690381472677671445/migration-and-development-a-role-for-the-world-bank-group>

Figure 3. Definitions of voluntary and forced migration



These nuances are important, because they have major implications for legal rights and protection, and because they are also easily conflated. For example, it is important to recognize the distinction between those fleeing for their lives from violent conflict and persecution, and people who have made a choice to pursue greater economic opportunity in another country. However, it is simultaneously important to recognize that mass “voluntary” migration events are largely precipitated by major disruptions to life and livelihoods (i.e. changing market structures due to globalization, environmental destruction or degradation, urbanization, etc.), and driven by a sense of desperation and fear. Ultimately, distinguishing between voluntary migration, forced migration, and forced displacement can be complex, given that motivations for leaving one’s home can include both economic and safety concerns.<sup>36</sup> This study specifically focuses on voluntary migrants and forcibly displaced persons, though many similarities exist with migrants who don’t fit either of those categories, as demonstrated in Box 2.

**Box 2. Key migration terms (From the International Organization for Migration Glossary on Migration unless otherwise noted)**

Asylum seeker - A person who seeks safety from persecution or serious harm in a country other than his or her own and awaits a decision on the application for refugee status under relevant international and national instruments.

Forcibly displaced person - A person forced to move from their locality or environment and occupational activities due to conflict, persecution, violence, or human rights violations. This includes refugees, asylum seekers and international displaced persons.<sup>37</sup>

Durable solution - Any means by which the situation of refugees can be satisfactorily and permanently resolved to enable them to lead normal lives. Traditionally this involves voluntary repatriation, local integration, or resettlement.

Economic migrant - A person leaving his or her habitual place of residence to settle outside his or her country of origin in order to improve his or her quality of life.

Family reunification/reunion - Process whereby family members separated through forced or voluntary migration regroup in a country other than the one of their origin.

Forced migration - A migratory movement in which an element of coercion exists, including threats to life and livelihood, whether arising from natural or man-made causes.

<sup>36</sup> World Bank Group (2016). Migration and Development: A Role for the World Bank Group.

<https://documents.worldbank.org/en/publication/documents-reports/documentdetail/690381472677671445/migration-and-development-a-role-for-the-world-bank-group>

<sup>37</sup> UNHCR. Refugee Statistics. <https://www.unrefugees.org/refugee-facts/statistics>

Internally Displaced Persons (IDPs) - Persons or groups 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, and who have not crossed an internationally recognized State border.

Irregular migrant - A person who, owing to unauthorized entry, breach of a condition of entry, or the expiry of his or her visa, lacks legal status in a transit or host country. The definition covers inter alia those persons who have entered a transit or host country lawfully but have stayed for a longer period than authorized or subsequently taken up unauthorized employment.

Migrant worker - A person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.

Migration - The movement of a person or people, either across an international border, or within a State. It is a population movement, encompassing any kind of movement of people, whatever its length, composition and causes; it includes migration of refugees, displaced persons, economic migrants, and persons moving for other purposes, including family reunification.

Non-refoulement - Principle of international refugee law that prohibits States from returning refugees in any manner whatsoever to countries or territories in which their lives or freedom may be threatened.

Refugee - A person who, "owing to a well-founded fear of persecution for reasons of race, religion, nationality, membership of a particular social group or political opinions, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country.

In general, forcibly displaced persons who meet the criteria to be classified as refugees under the 1951 Refugee Convention, have more widely recognized international rights, including the right to protection, work, *non-refoulement* and non-discrimination. Although not all countries that host refugees have ratified the 1951 Convention, and problems in its application and practice persist for countries that have, the principles and rights it sets forth are largely considered part of customary international law. In addition, the International Convention on the Protection of Rights of All Migrant Workers (ICRMW) provides the rights and protection framework for both regular and irregular migrants, but is not as widely

ratified.<sup>38</sup> A number of International Labor Organization (ILO) conventions also address migrant rights as well as the rights of domestic workers. However, as immigration remains politically sensitive, ratification as well as compliance and enforcement of these conventions is limited.<sup>39</sup> As a result, there is no widely accepted, standard framework in international law that guides protection and rights principles for migrants.

In some cases, maintaining these categories under different legal frameworks may be counter-productive. Some refugees may be barred from participating in international labor immigration schemes due to their refugee status, precluding them from accessing livelihood opportunities and additional legal and safe pathways to migrate.<sup>40</sup> Instead, many will resort to irregular routes to reach their destination, which come with serious safety risks.<sup>41</sup> Likewise, migrants who leave out of security concerns but aren't considered refugees cannot access humanitarian pathways for safe and legal migration, pushing them to pursue irregular and often dangerous routes to reach safety as well.<sup>42</sup>

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<sup>38</sup> Hennebry, J., Williams K., and Walton-Roberts, M. (2016). Women Working Worldwide: A Situational Analysis Of Women Migrant Workers. *UN Women* <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-working-worldwide.pdf?la=en&vs=5704>

<sup>39</sup> Ibid.

<sup>40</sup> Long, K. (2015). From Refugee to Migrant? Labor Mobility's Protection Potential. Washington, DC: *Migration Policy Institute*.

<sup>41</sup> Hennebry, J., Williams K., and Walton-Roberts, M. (2016). Women Working Worldwide: A Situational Analysis Of Women Migrant Workers. *UN Women* <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-working-worldwide.pdf?la=en&vs=5704>

<sup>42</sup> Long, K. (2015). From Refugee to Migrant? Labor Mobility's Protection Potential. Washington, DC: *Migration Policy Institute*.



### 3. WEE dynamics at each stage of migration and forced displacement

Whether in pursuit of better economic opportunity or safety, in each stage in the migration process women's access to resources, and their ability to use those resources and make important life decisions is impacted. Positive and negative changes affecting WEE can occur at the country of origin, in transit, during protracted displacement/at the destination country, and finally, during return or repatriation.

#### 3.1 At the country of origin

Although the distinctions between migrant women and those who are forcibly displaced are important, there are many similarities in the push and pull factors that compel women to leave their homes (see Table 3). For those who are forcibly displaced, conflict and instability can threaten lives, destroy assets, limit or disrupt income-generating activities and lead to the loss of a breadwinner, forcing women to flee in search of both safety and economic opportunity. Sexual and gender-based violence (SGBV) is another strong push factor in forced displacement settings, as women and girls are specifically targeted in modern warfare through rape, forced impregnation and abortion, sexual slavery, and the intentional spread of sexually transmitted infections, including HIV/AIDS.<sup>43</sup> Economic and voluntary migrants who have more control over when and how they leave may be able to take more possessions with them, rely on assets and family and be more intentional in their pursuit of labor options in their destination country. However, women seeking better economic opportunities are also often fleeing untenable situations, including abusive relationships, domestic violence, SGBV, conflict and oppressive governments and social norms.<sup>44 45</sup> Thus, it can be difficult to distinguish between the motivations of voluntary and forced migrants, as the lack of livelihood options and the threat of violence are significant push factors for both.

Despite these similarities in pull factors for migrant and forcibly displaced women, the initial pull factor in making the decision to leave is quite different (see again Table 3). For economic migrants, increasing global need for migrant labor, and associated economic opportunities for women, particularly in domestic and care work, as well as an established connection to an

<sup>43</sup> UNCHR (2008). UNCHR Handbook for the Protection of Women and Girls.

<http://www.unhcr.org/protection/women/47cfa9fe2/unhcr-handbook-protection-women-girls-first-edition-complete-publication.html>

<sup>44</sup> Guha, S.K. UNIFEM: A Brief on Empowering Women Migrant Workers. Female Migrants: Bridging the Gaps Through the Life Cycle. Selected Papers of the UNFPA-IOM Expert Group Meeting. New York 2-3 May 2006.

[http://publications.iom.int/system/files/pdf/female\\_migrants.pdf](http://publications.iom.int/system/files/pdf/female_migrants.pdf)

<sup>45</sup> UNHCR (2015). Women on the Run: first-hand accounts of refugees fleeing El Salvador, Guatemala, Honduras, and Mexico.

employer, are distinguishing pull factors.<sup>46</sup> An aging population, lack of affordable childcare and limited social protection mechanisms in developed countries increase demand for cheap care and domestic labor dominated by female migrants as well.<sup>47</sup> For forcibly displaced persons, the primary pull factor is reaching a place where they and their families will find safety from violent conflict or persecution. Over time, as displacement is protracted, and depending on the ability to sustain themselves and their families, people who were originally forcibly displaced by violence and conflict may move again to access better economic opportunity, education, healthcare, or to reunify with family members.

In deciding to leave their countries of origin, both migrant and forcibly displaced women need access to financial resources, information, connections and social networks. Many pay exorbitant fees to smugglers and recruiters to get to their desired destination.<sup>48</sup> This implies that migration is not an option for the poorest women. However, women without access to resources may resort to extreme measures such as bonded labor, or organ trade,<sup>49</sup> demonstrating both desperation and determination to escape their situation and improve circumstances for themselves and their families. The combination of push and pull factors is often so strong that even economic migrants see migration as a necessity rather than a choice,<sup>50</sup> leading women to feel little control over their lives. However, empowerment may come later when learning of their capabilities and strengths during the journey.<sup>51</sup>

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<sup>46</sup> H Hennebry, J., Williams K., and Walton-Roberts, M. (2016). Women Working Worldwide: A Situational Analysis Of Women Migrant Workers. *UN Women* <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-working-worldwide.pdf?la=en&vs=5704>

<sup>47</sup> Ibid.

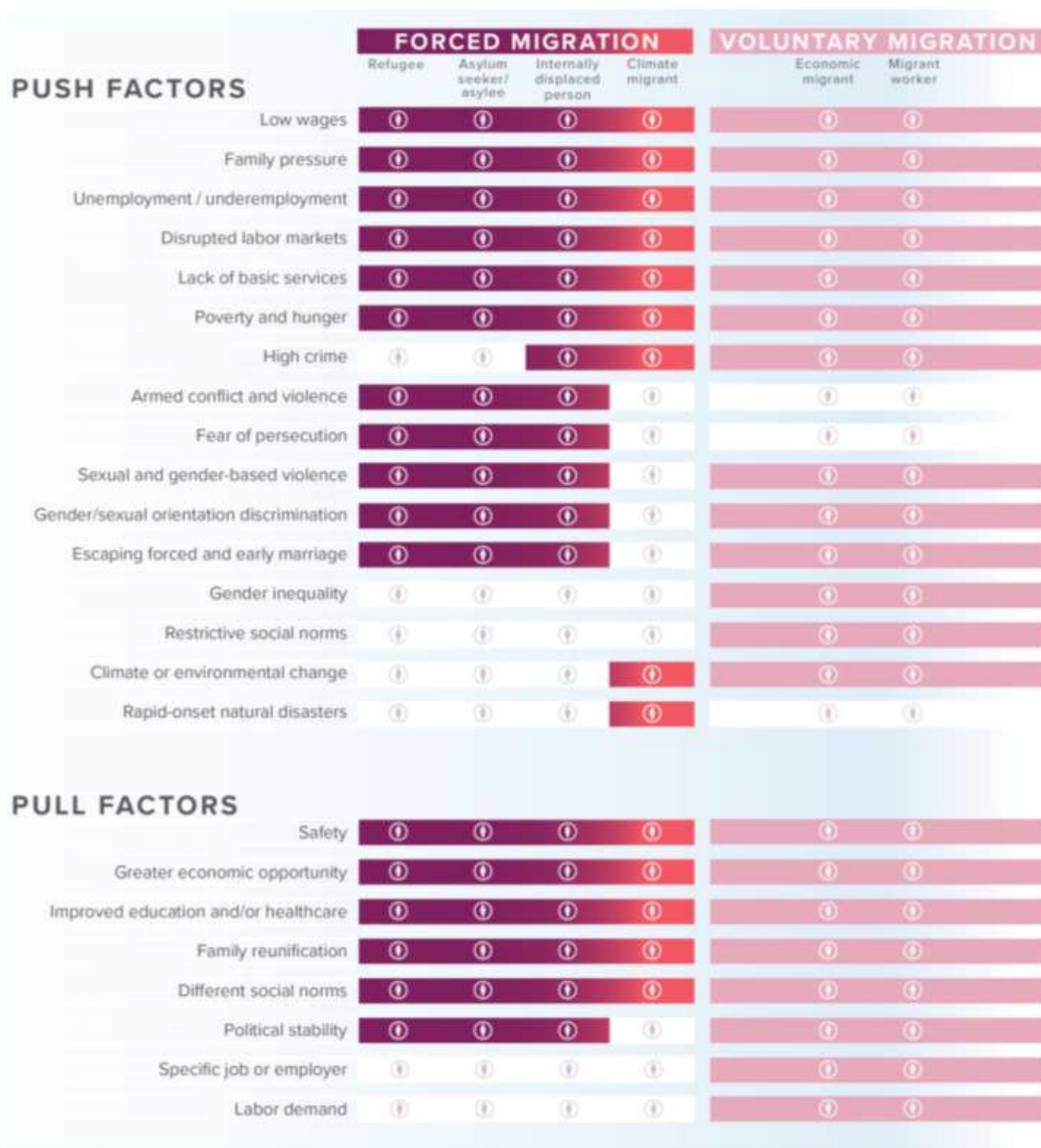
<sup>48</sup> Merkle, O., Reinold, J., and Seigel, M. (2017). A Gender Perspective on Corruption Encountered during Forced and Irregular Migration. GIZ.

<sup>49</sup> Ibid.

<sup>50</sup> Ibid.

<sup>51</sup> FGD with young refugee women from Somalia and Myanmar. June 4, 2018. Denver, Colorado, USA

Figure 4. Why women migrate: push and pull factors



### 3.2 In-Transit

Women face different consequences when choosing, or being inevitably forced, to take a regular or irregular route to their destination. The distinction in the migration route is more consequential than the distinction between voluntary migration and forced displacement in terms of the risks and vulnerabilities faced by women while in transit. Both groups may use regular or irregular modes of migration, as not enough legal, safe and protected pathways exist for women intending to migrate, even in humanitarian contexts.<sup>52</sup> Corruption, extortion, SGBV and human trafficking resulting in forced labor pose risks to women throughout the migration process, but the threat is most acute during transit in irregular settings.<sup>53</sup> Additionally, women travelling alone and those with limited finances are even more susceptible to corruption and extortion.<sup>54</sup>

Indeed, migrant women may be well aware of these risks. To draw an example, women who flee violence from Central America to Mexico and the United States face a difficult and dangerous journey that puts them at high risk of sexual and physical violence. Because rape is a common occurrence on this route, many women take contraceptives to prevent unwanted pregnancies before and during their journey.<sup>55</sup> Migrant women from Somalia, Ethiopia, and Eritrea are known to take similar measures before they travel, especially if transiting through Libya.<sup>56</sup> For some women who choose to migrate for better economic opportunities, these risks are either a trade-off they are willing to make given the powerful push and pull factors, or risks they become aware of too late. For those forced to leave, they are an inevitable consequence of flight for survival.

When safe, legal pathways to migrate exist, risks associated with irregular migration are greatly mitigated.<sup>57</sup> But access to these pathways is severely limited. In fact, out of the 17.2 million refugees referred to resettlement by UNHCR in 2016, less than 1% were resettled.<sup>58</sup> This forces them to decide whether to take the gamble and wait for resettlement which may never happen, or risk taking an irregular route which may be quicker but at great risk to them and their families. Migrant workers also need access to financial resources, time, reliable information and social networks to pursue a legal avenue for travel. In Nepal, for example, migrant workers must go through extensive and expensive pre-departure preparation

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<sup>52</sup> Ibid.

<sup>53</sup> Merkle, O., Reinold, J., and Seigel, M. (2017). A Gender Perspective on Corruption Encountered during Forced and Irregular Migration. GIZ.

<sup>54</sup> Ibid.

<sup>55</sup> UNHCR (2015). Women on the Run: First-Hand Accounts of Refugees Fleeing El Salvador, Guatemala, Honduras, and Mexico.

<sup>56</sup> Merkle, O., Reinold, J., and Seigel, M. (2017). A Gender Perspective on Corruption Encountered during Forced and Irregular Migration. GIZ

<sup>57</sup> Ibid.

<sup>58</sup> UNHCR (2018). Resettlement. Accessed on June 8, 2018 <http://www.unhcr.org/en-us/resettlement.html>

trainings that may not be accessible to all, discouraging women from participating in an official migration scheme.<sup>59</sup> Women must also have trust in the government and its management of the migration process, and a certain level of education to access official schemes, limiting the number of women who could benefit.

### 3.3 Protracted displacement

Approximately 80% of the world's refugees were in protracted displacement from 2005 to 2015, meaning that, according to the definition used by the Overseas Development Institute, no durable solution was available to them for 3 years or longer.<sup>60</sup> As a result, these refugees remain in a state of legal and economic uncertainty, precluding them from many employment, training and investment opportunities.<sup>61</sup>

During protracted displacement, women's access to resources varies greatly depending on the setting, legal frameworks, social norms and receptivity within the host community. In urban settings, refugee women may live in squalid conditions, and fear leaving their homes due to harassment or the threat of deportation.<sup>62</sup> Additionally, they typically have no legal protection or right to work.<sup>63</sup> However, an urban setting may also give them access to both formal and informal markets, opportunities for home-based, small-scale enterprises, social networks and connections to NGOs and humanitarian aid agencies. In countries where refugees' right to work is honored and unencumbered by expensive work permits, women may also have greater opportunities in the formal sector.

Refugees in camps and isolated non-camp settings in rural areas also have limited livelihood opportunities, mobility and decision-making power.<sup>64</sup> They may be far from urban centers, with their incomes largely dependent on the activities organized within the camp and within the informal camp economy. On the other hand, women in these settings may be exposed to the educational and informational services offered in some camps, in some cases for the first time in their lives, setting the groundwork for an increasing sense of personal agency.

<sup>59</sup> ILO. (2015). No easy exit – Migration bans affecting women from Nepal. ILO Geneva.

<sup>60</sup> Crawford, N., Cosgrave, J., Haysom, S., and Walicki, N (2015). Protracted displacement: uncertain paths to self-reliance in exile. HPG Commissioned Report. <https://cdn.odi.org/media/documents/9851.pdf>

<sup>61</sup> Barbelet, V. and Wake, C. (2017). Livelihoods in displacement From refugee perspectives to aid agency response. HPG Report. <https://odi.org/en/publications/livelihoods-in-displacement-from-refugee-perspectives-to-aid-agency-response/>

<sup>62</sup> UNCHR 2008. UNHCR Handbook for the Protection of Women and Girls. <http://www.unhcr.org/protection/women/47cfa9fe2/unhcr-handbook-protection-women-girls-first-edition-complete-publication.html>

<sup>63</sup> Ibid.

<sup>64</sup> UNCHR 2008. UNHCR Handbook for the Protection of Women and Girls. <http://www.unhcr.org/protection/women/47cfa9fe2/unhcr-handbook-protection-women-girls-first-edition-complete-publication.html>

**Box 3. Women's empowerment and protection in IDP camps in South Sudan****EXAMPLE 1**

After a long violent conflict, South Sudan gained its independence from Sudan in 2011. This process displaced hundreds of thousands of people, claiming tens of thousands of lives. Famine and disease have led to a desperate situation, particularly for internally displaced families who have limited livelihood options. Humanitarian agencies have struggled to provide adequate assistance due to security and access issues.<sup>65</sup>

In this framework, the International Medical Corps (IMC)<sup>66</sup>, with a presence in South Sudan since the mid-1990s, designed and begun implementing a program to prepare families in IDP camps to return home, incorporating a WEE component. Interventions included building women's skills in small-scale income generating activities (such as tailoring, knitting, gardening), and having them manage the resources through women's groups. However, the program came to recognize that this was causing tension in households, as men were unhappy about the time women spent away from home and wanted to control any income women brought in. These tensions led to higher levels of GBV. The program subsequently worked to bring men into the groups, however this was also extremely challenging. When external politics would change, it affected the ethnic dynamics within the camp and led to conflict in the livelihood groups. Ultimately, this was an important lesson in designing meaningful programming to address both access and agency issues for men and women from the start of any intervention, and committing to the deeper household behavioral change processes that need to occur for women to not face greater risk of GBV due to engagement in economic empowerment activities.<sup>67</sup>

Gender dynamics in such volatile contexts are highly complex, and need additional assessment and analysis, including the roles of men. For example, the UN Office for the Coordination of Humanitarian Affairs (OCHA) conducted a gender assessment and needs analysis within IDP camps in South Sudan and found that men were extremely concerned about their (in)ability to protect women in their families from sexual violence and exploitation, as the men were restricted from going outside for fear of being captured and pulled into violent conflict. This limited men's ability to engage in meaningful or productive

<sup>65</sup> United Nations Office for the Coordination of Humanitarian Affairs (OCHA). Gender Assessment and Needs Analysis in the Context of the South Sudan Humanitarian Crisis.  
<https://www.humanitarianresponse.info/sites/www.humanitarianresponse.info/files/documents/files/Gender%20Assessment%20and%20Needs%20Analysis%20-%20Structure%20-%202014%20Feb.pdf>

<sup>67</sup> Interview with Awet Hailu Woldegiorgis: Former Program Manager with IMC, and Current GBV Specialist with UNFPA.



activities, and to protect the women from their households when they would leave the home to do so. Overall, initiatives designed to engage men in productive and meaningful ways were deemed an effective strategy to generally reduce violence in the community.<sup>68</sup>

This example points to the importance of developing an early understanding of the unique gender dynamics at play in a migration or forced displacement setting, and how that setting has created new risks and/or opportunities for WEE. Additionally, it highlights the need to design and implement interventions that equally engage men from the beginning, and that allow them to discover and understand the benefits of WEE to both themselves and their households, rather than experiencing changes in household dynamics as a loss of power and masculinity.<sup>69</sup>

Many migrant and refugee women deal with great time constraints which impact their ability to participate in economic activities. Women who find themselves as heads of households see increasing burdens both inside and outside the home. Those living in cities may need to travel long distances to get to work, in order to afford to live in urban areas. In camp settings, tasks like gathering firewood and fetching water may be even more time consuming as they may require women to travel longer distances and to pass through unsafe areas to do so.<sup>70</sup> As a result, it is important to design interventions that take into account women's time constraints and give them flexibility in when and how to undertake an income generating activity, including in the home.

#### *Box 4. DPs and Syrian Refugees in Iraq*

#### EXAMPLE 2

Iraq has the highest number of IDPs in the world, with the Kurdish Region in Iraq (KRI) hosting over 1.3 million IDPs as well as 215,000 Syrian refugees.<sup>71</sup> A gender analysis of GIZ's programming to improve the living conditions of IDPs, refugees and host communities in

<sup>68</sup> United Nations Office for the Coordination of Humanitarian Affairs (OCHA). Gender Assessment and Needs Analysis in the Context of the South Sudan Humanitarian Crisis. <https://www.humanitarianresponse.info/sites/www.humanitarianresponse.info/files/documents/files/Gender%20Assessment%20and%20Needs%20Analysis%20-%20Structure%20-%202014%20Feb.pdf>

<sup>69</sup> Interview with Awet Hailu Woldegiorgis: Former Program Manager with IMC, and Current GBV Specialist with UNFPA.

<sup>70</sup> O'Neil, T.; Fleury, A., and Foresti, M. (2016). Women on the move: Migration, gender equality and the 2030 agenda for Sustainable Development. Overseas Development Institute and Swiss Agency for Development and Cooperation. <https://cdn.odi.org/media/documents/10731.pdf>

<sup>71</sup> Selcuk, M. (2016). Gender-Analysis Northern Iraq/ Kurdistan Region of Iraq (KRI) Project: "Improvement of Living Conditions for Iraqi Internally Displaced Persons, Refugees and Host Communities in Dohuk Governorate, Northern Iraq" GIZ.

Dohuk, a protectorate within the KRI, shows the challenges of working within gendered social norm structures while promoting women's economic empowerment. The assessment found that building awareness among men translated into increased time and accessibility for women to participate in training activities. However, because in these communities married or soon to be married women are not expected to pursue longer-term career goals, training activities focused on English and soft skills, which the women found more useful. Ultimately, promoting the greater employment of men was considered most effective in supporting both women and men.<sup>72</sup> This highlights the challenge of working with entire families as part of designing WEE programs, and fully considering localized definitions of women's empowerment, while supporting incremental change that does no harm.

While opportunities for economic engagement may be available to women in both camp and non-camp settings, some women may be hesitant in pursuing them. Discrimination, lack of language skills, perceived or real safety concerns and legal status can all limit women's ability to be more economically active. Agency is further stifled by gendered social norms and the threat of SGBV and domestic violence, as economic engagement on the part of women may increase its prevalence. Finally, the uncertainty that comes from being in protracted displacement can further discourage women from looking for work, engage in entrepreneurship and/or pursue education.

#### *Box 5. Realizing Syrian refugee women's potential in Jordan*

##### EXAMPLE 3

Jordan has experienced a massive influx of Syrian refugees since the civil war started in 2011, with estimates reaching 650,000 people, mostly living directly in host communities.<sup>73</sup> Most Syrian refugees in Jordan have been forced to work in the informal economy, with 90% of those who are working unable to obtain a work permit or visa. This has led to low wages, poor working conditions, and competition with Jordanians for low-level informal work, negatively impacting Jordanians vying for too-few jobs in an unregulated market.<sup>74</sup>

Despite legal, social and economic constraints, some Syrian women are nonetheless finding

<sup>72</sup> Ibid.

<sup>73</sup> International Labour Organization (2017). Work Permits and Employment of Syrian Refugees in Jordan: Towards Formalising The Work of Syrian Refugees

<sup>74</sup> Ibid.

ways to engage in informal and home-based work like tailoring, beauty services and food production.<sup>75</sup> Currently, however, only 6-7% of Syrian women are employed in Jordan, compared to 17% in Syria,<sup>76</sup> showing that there is potential to increase their economic engagement. Several initiatives harnessing this potential of Syrian refugee women are described below.

### ***THE JORDAN COMPACT***

Refugee job compacts are a new policy model that attempts to turn refugee crises into a development opportunity for host countries receiving large inflows of forcibly displaced people. Compacts aim to shift the focus from traditional humanitarian aid toward longer-term economic development projects that benefit both the host community and refugee populations. The Jordan Compact is the longest standing compact of this kind, and was negotiated at the London Conference in 2016 between the Jordanian Government, the World Bank, DFID and the European Union. In exchange for beneficial trade deals with Europe, grants and concessional loans, the Jordanian Government would improve access to school for Syrian children and improve the policy environment for refugees by increasing provision of work permits.<sup>77</sup> The London Conference resulted in commitments of \$12 billion in grants and more than \$40 billion in loans for the region up until 2020, representing a massive combination of humanitarian and development funding.<sup>78</sup>

A recent [Policy Briefing on the Jordan Compact](#) published by the Overseas Development Institute documents lessons learned in Jordan and implications for future compacts. Overall, there appears to be considerable progress in increasing the number of Syrian children in education, and in expanding access to formal employment via an improved policy environment and increased provision of work permits.<sup>79</sup> However, significant challenges remain. The Jordan Compact was designed primarily by political actors, with relatively little integration of the refugee perspective, input by local NGOs, or the private sector. Additionally, the compact had no gender-specific component. The sectors within which permits are available are largely male dominated, and only 4% of permits have gone

<sup>75</sup> Secure Livelihoods Research Consortium (2017). Towards inclusion and integration? Syrian women's fragile new livelihoods in Jordan. Overseas Development Institute.

[https://assets.publishing.service.gov.uk/media/5902080940f0b606e7000252/Towards\\_inclusion\\_and\\_integration\\_on\\_Syrian\\_refugee\\_women\\_s\\_fragile\\_new\\_livelihoods\\_in\\_Jordan.pdf](https://assets.publishing.service.gov.uk/media/5902080940f0b606e7000252/Towards_inclusion_and_integration_on_Syrian_refugee_women_s_fragile_new_livelihoods_in_Jordan.pdf)

<sup>76</sup> Hunt, A., Samman, E., Emma and Mansour-Ille, D. (2017). Syrian refugee women in Jordan: Opportunities in the gig economy? ODI Report. <https://cdn.odi.org/media/documents/11742.pdf>

<sup>77</sup> Ibid.

<sup>78</sup> Center for Global Development and International Rescue Committee (2017). Refugee Compacts: addressing the crisis of protracted displacement. Final Report of the Forced Displacement and Development Study Group. Washington DC: CDG, New York: IRC.

<sup>79</sup> Overseas Development Institute (2018). The Jordan Compact Lessons learnt and implications for future refugee compacts. <https://cdn.odi.org/media/documents/12058.pdf>

to women. According to a UN Women study, most Syrian women say they are interested in working.<sup>80</sup> However due to unpaid care responsibilities and societal norms, they have a strong preference for self-employment work that can be done from the home, or within a relatively small distance. Unfortunately, the Jordan Compact has done little to improve self-employment opportunities, or to open sectors more conducive to women's participation.<sup>81</sup> Additionally, more could be done to generally encourage women's uptake of employment opportunities outside the home for both Syrian and Jordanian women, such as addressing sexual harassment or gender discrimination.

Refugee Jobs Compacts appear to be a critical new policy tool for addressing host country concerns, while bringing political leaders, humanitarian and development actors together to create an environment more conducive to sustainable work opportunities for refugees, and economic development for host countries. As related specifically to WEE, however, learning so far suggests that a critical next step will be to better integrate the context specific concerns and perspectives of both refugee women and men, and integrating a gender responsive design that accounts for social norms and market-based opportunities within the local economy.

***PRIVATE SECTOR INITIATIVE TO CREATE SUSTAINABLE SEWING AND WEAVING JOBS FOR WOMEN***

IKEA, a Swedish based furniture and home goods store, is launching an initiative to create stable jobs for both Syrian and Jordanian women. Currently, the company has hired 100 Syrian and Jordanian women to create a collection of carpets, floor pillows and cushion covers. Workers have the option of working in an IKEA factory, or from home, where they can balance orders with their household duties. The aim is to fully integrate Jordanian workshops into IKEA's supply chain and offer stable, year-round jobs for the women along with training and optimal working conditions.<sup>82</sup> This example demonstrates that private sector-driven initiatives can be catalytic in providing women refugees and migrants with economic opportunities that are rooted in real market demand, without excluding local populations. For impact at scale, more companies would need to follow this still relatively small example. However, there must be concurrent efforts to support systems that safeguard decent working conditions for women, who may be subjected to harassment, sexual violence and discrimination. Additionally, private sector partners can be encouraged

<sup>80</sup> UN Women and REACH (2017). 'Jordanian and Syrian refugee women's labour force participation and attitudes towards employment', UN Women, New York. <http://jordan.unwomen.org/en/digital-library/publications/2017/3/jordanian-and-syrian-refugee-womens-labour-force-participation-and-attitudes-towards-employment>.

<sup>81</sup> International Labor Organization (2017). Work Permits and Employment of Syrian Refugees in Jordan: Towards Formalising The Work of Syrian Refugees

<sup>82</sup> Quito, Anne. Syrian refugee women are finding shelter-and a salary – in IKEA's supply chain. <https://qz.com/1098762/ikea-social-entrepreneurs-in-jordan-syrian-refugee-women-are-finding-a-shelter-and-a-salary-in-ikeas-supply-chain/>

to expand their thinking about women's roles and capacities (to avoid reinforcing restrictive gender norms) to the benefit of women and the companies.

#### ***SAFE SPACES IN REFUGEE CAMPS***

Gendered social norms have large impact on the use of public spaces in refugee camp. In Jordan's largest refugee camp, Za'atari camp, women felt uncomfortable mixing with its male population. Consequently, men have dominated the camp's public spaces.<sup>83</sup> In response to such concerns, UN Women and the World Food Program (WFP) created Oases Centers, which are safe spaces throughout the camp dedicated exclusively to women. In these centers, women can trade, share childcare, work and receive training. These safe spaces address women's discomfort in working in settings mixed with men. Indeed, in one survey of Syrian women in Jordan, women expressed that gender segregation increases female workforce participation.<sup>84</sup> For women with no previous work experience, an Oases Centre can serve as a transition into the labor market and equip her with skills that she can use outside of the camp.

### **3.4 At the country of destination**

As discussed previously, gender discrimination, gendered social norms, increasing demand for domestic and care work as well as lack of documentation and language skills lead to a high concentration of migrant women in informal sectors once they reach their country of destination. It is often assumed that women are a natural fit for these positions, and little other employment options are made available to migrant women.<sup>85</sup>

Given the informal and less regulated nature of domestic and care work, including limited access to social and legal services and protection, migrant women are highly dependent on her relationship with the employer.<sup>86</sup> Employers are also more likely to exploit and abuse women in such situations, often withholding wages, demanding long hours without breaks, limiting their ability to contact and communicate with family and not allowing any time off.<sup>87</sup>

Access to basic services (i.e. healthcare, education, legal aid) and jobs in the formal sector can further be complicated by a woman's legal status, availability of transportation and

<sup>83</sup> Ibid.

<sup>84</sup> UN Women (2015). "UN Women and WFP Unveil Expansion of 'Oasis for Women and Girls' – Safe Spaces in Za'atari Refugee Camp." <http://arabstates.unwomen.org/en/news/stories/2015/11/oasis-for-women-and-girls>

<sup>85</sup> Ghosh, J. (2009). Human Development Research Paper: Migration and gender empowerment: Recent trends and emerging issues. UNDP. [https://mpira.ub.uni-muenchen.de/19181/1/MPRA\\_paper\\_19181.pdf](https://mpira.ub.uni-muenchen.de/19181/1/MPRA_paper_19181.pdf)

<sup>86</sup> Hennebry, J., Williams K., and Walton-Roberts, M. (2016). Women Working Worldwide: A Situational Analysis Of Women Migrant Workers. *UN Women* <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-working-worldwide.pdf?la=en&vs=5704>

<sup>87</sup> Ibid.

language skills. In Singapore, migrant women who are found to be pregnant face deportation, potentially preventing women from seeking medical care.<sup>88</sup> Additionally, expectations to send their earnings home may mean that women migrants ultimately find themselves with very little assets or resources to support themselves, compounded by diminished social and familial ties, and vulnerability in a new and unfamiliar setting. The combination of barriers to accessing basic services as well as limited protection against exploitation have disempowering effects on women's agency to speak up against abuses, seek better wages and better job and educational opportunities.

On the other hand, women who are more informed about their rights, who can navigate legal systems and have confidence in the local language (or increasingly in English), who are well integrated in the community and who have social networks and support are more likely to be empowered by migration. For example, research has shown that Filipina workers in Asian host countries are more aware of local laws and regulations. Combined with their English skills, this enables them to earn higher wages than workers from Indonesia and Sri Lanka.<sup>89</sup> Stronger social networks, language abilities, and understanding of legal rights can also catalyze women's ability to protect themselves and speak up against abuses. In this realm, there is evidence that women are taking collective action and mobilizing with other migrant workers to improve their conditions.<sup>90</sup>

#### Box 6. Labor Migration and Development in the Philippines

##### EXAMPLE 4

The Philippines actively encourages labor migration as part of its nation-wide development policy. Roughly 10% of its population lives abroad and remittances contribute to 8-10% of the country's GDP, making the Philippines one of the top migrant sending and remittance receiving countries in the world.<sup>91</sup>

As the number of female migrant workers is now close to 60% of all Filipino migrants, the

<sup>88</sup> Fleury, A. (2016). Understanding Women and Migration: A Literature Review. *Global Knowledge Partnership on Migration and Development*.

<http://atina.org.rs/sites/default/files/KNOMAD%20Understaning%20Women%20and%20Migration.pdf>

<sup>89</sup> Ghosh, J. (2009). Human Development Research Paper: Migration and gender empowerment: Recent trends and emerging issues. UNDP. [https://mpr.ub.uni-muenchen.de/19181/1/MPRA\\_paper\\_19181.pdf](https://mpr.ub.uni-muenchen.de/19181/1/MPRA_paper_19181.pdf)

<sup>90</sup> Henneby, J., Williams K., and Walton-Roberts, M. (2016). Women Working Worldwide: A Situational Analysis Of Women Migrant Workers. *UN Women* <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-working-worldwide.pdf?la=en&vs=5704>

<sup>91</sup> Guevarra, A.R. (2006) Managing 'Vulnerabilities' and 'Empowering' Migrant Filipina Workers: The Philippines' Overseas Employment Program, *Social Identities*, 12:5, 523-541, DOI: 10.1080/13504630600920118



country is active in recognizing and addressing their specific vulnerabilities. Multiple government agencies are involved throughout each stage of the migration process in mitigating risks for women, including seminars and pre-departure trainings, at the country of destination, and upon return.<sup>92</sup> However, with the rise of female migration that started in the 1990s, the “social costs” of migration (e.g. early marriages, dependency, break-up of families) became increasingly linked to the absence of mothers in the home. Messaging and activities by the government and NGOs targeted women as being responsible for mitigating and addressing these costs. Thus, women remained constrained in gendered roles as simultaneously being expected to perform as “dutiful wives and mothers” with the added responsibility of financially supporting their families (and contributing to the country’s economic development).<sup>93</sup>

The consequences of these constraints were evident in the research conducted in 1996 by Atikha, an NGO that was started by migrant women returnees. Their research found that 70% of returning migrant women saw themselves as “failures” because not only were they returning without any savings, they were coming home to severed and damaged relationships with spouses and children. Many stayed abroad for longer than they intended, in futile efforts to save and because of their family’s continued dependence on their help. Similar research conducted in 2015 showed high dependence on remittances, struggles with savings and the narrative of failure among returning migrant women.<sup>94</sup>

Based on this research, Atikha helps women and their families through each aspect of the migration process. This includes working with families left behind as well as migrants at the country of destination, including through innovative partnerships with the government and the private sector as described below:

- With support from the International Fund for Agriculture Development, Atikha is partnering with national and local government agencies, migrant organizations and the private sector in mobilizing migrant resources towards agriculture development. It works with the multi-stakeholder committees on migration and development at the regional and provincial level which identify priority economic and social programs for migrants and families. This includes mapping investment and business opportunities for migrants and their families in their native provinces, including opportunities for migrant investment and enterprises in priority value chains. It then links migrants to these opportunities. Atikha also provides counseling, mentoring

<sup>92</sup> Interview with Estrella Mai Dizon-Añonuevo, Executive Director, Atikha Overseas Workers and Communities Initiative Inc, Philippines

<sup>93</sup> Guevarra, A.R. (2006) Managing ‘Vulnerabilities’ and ‘Empowering’ Migrant Filipina Workers: The Philippines’ Overseas Employment Program, *Social Identities*, 12:5, 523-541, DOI: 10.1080/13504630600920118

<sup>94</sup> Interview with Estrella Mai Dizon-Añonuevo, Executive Director, Atikha Overseas Workers and Communities Initiative Inc, Philippines

and marketing support to facilitate successful enterprises and job creation through this endeavor.<sup>95</sup> The benefits of intentionally including migrant workers and their families in the value chain are manifold, including:

- Decreased dependency on remittances (and thereby allowing migrant workers to save more);
  - More opportunities for migrant workers within the Philippines instead of abroad; and
  - Opportunities for successful economic reintegration for returning migrants.<sup>96</sup>
- With support from UN Women, Atikha is also implementing a project on reintegration of migrant domestic workers from Hong Kong and Singapore in partnership with Overseas Workers Welfare Administration, the National Reintegration Center for Overseas Workers and local government units. The model provides a step ladder program that includes: financial literacy incorporating strategies in addressing family issues, reintegration mentoring, investment and business forum, skills training and entrepreneurship/ social entrepreneurship training. The model capacitates migration stakeholders in providing these services in destination countries and provinces of origin. It uses the Train-the-Trainer model to provide training on Family and Income Management that includes goal setting, psychosocial support, budgeting, saving, investing and getting out of debt and for migrant women workers. Many of the trainers in Hong Kong and Singapore are migrant women themselves who may be college-educated professionals back in the Philippines and enjoy this opportunity to practice their formal skills. Similar training and psychosocial support is provided to women upon return and also to the families left behind to enable them to earn additional income and address the problem of dependency.<sup>97</sup>

Finally, Atikha is addressing the low rate of savings among migrants. The NGO noted that there is a need to encourage savings behavior and the more traditional method to do so have been ineffective. Instead, Atikha is partnering with a national bank to create a “forced savings” mechanism that will automatically debit migrant’s desired savings program from their remittances.<sup>98</sup>

<sup>95</sup> Interview with Estrella Mai Dizon-Añonuevo, Executive Director, Atikha Overseas Workers and Communities Initiative Inc, Philippines

<sup>96</sup> Ibid.

<sup>97</sup> Interview with Estrella Mai Dizon-Añonuevo, Executive Director, Atikha Overseas Workers and Communities Initiative Inc, Philippines

<sup>98</sup> Interview with Estrella Mai Dizon-Añonuevo, Executive Director, Atikha Overseas Workers and Communities Initiative Inc, Philippines

### 3.5 Return and repatriation

When migrant women return to their countries of origin, their financial independence can elevate their status within communities and families, and increase their confidence and empowerment.<sup>99</sup> In Nepal, there is evidence that women who sent remittances home are now being given rights to family land and inheritance.<sup>100</sup> In South Sudan, returnees used the skills they learned in camps to start a successful beauty product enterprise. In turn, their success and economic productivity earned them respect from their community.<sup>101</sup> Increased autonomy and confidence can also compel women to practice their agency and advocate for themselves and other women and migrants. For example, there have been advocacy organizations and NGOs started by returning migrants in the Philippines and elsewhere. On the other hand, returning home can also be a disempowering experience if women were not able to earn and save enough to continue their financial independence. They may also be deskilled, after many years in the informal sector and may have difficulty in finding new employment. Women may also face discrimination and resistance to the new norms and ideas they bring with them.<sup>102</sup> Instead, they may be viewed with suspicion, required to take HIV/AIDS testing and undergo “moral rehabilitation.”<sup>103</sup>

Forcibly displaced women returning to communities affected by conflict may be excluded from the peace-building and rehabilitation processes. Especially as economic reconstruction efforts are often based on the breadwinner model and prioritize providing livelihood opportunities for men.<sup>104</sup> However, as women bring back new ideas and skills, they may also take on roles that challenge traditional social norms. This may help in family and community efforts to rebuild, but can lead to further discrimination, conflict and resistance.<sup>105</sup>

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<sup>99</sup>Gioli, G., Maharjan, A., and Gurung, Manju. (2017). Discussion Paper: Neither Victims nor Heroes: Women Migrant Workers and Changing Family and Community Relations in Nepal. *UN Women*. <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/discussion-paper-women-migrant-workers-and-changing-family-and-community-relations-in-nepal-en.pdf?la=en&vs=5557>

<sup>100</sup> Ibid.

<sup>101</sup> UNCHR 2008. UNHCR Handbook for the Protection of Women and Girls. <http://www.unhcr.org/protection/women/47cfa9fe2/unhcr-handbook-protection-women-girls-first-edition-complete-publication.html>

<sup>102</sup> O’Neil, T. Fleury, A., and Foresti, M. (2016). Women on the move: Migration, gender equality and the 2030 agenda for Sustainable Development. Overseas Development Institute and Swiss Agency for Development and Cooperation. <https://cdn.odi.org/media/documents/10731.pdf>

<sup>103</sup> Ghosh, J.(2009). Human Development Research Paper: Migration and gender empowerment: Recent trends and emerging issues. UNDP. [https://mpr.ub.uni-muenchen.de/19181/1/MPRA\\_paper\\_19181.pdf](https://mpr.ub.uni-muenchen.de/19181/1/MPRA_paper_19181.pdf)

<sup>104</sup> Ibid.

<sup>105</sup> UNCHR 2008. UNHCR Handbook for the Protection of Women and Girls. <http://www.unhcr.org/protection/women/47cfa9fe2/unhcr-handbook-protection-women-girls-first-edition-complete-publication.html>

*Box 7. Community Centers for Repatriating Families in Northern Pakistan*

## EXAMPLE 5

Families returning home to previously conflict affected areas may provide a unique opportunity for women to take on new economic and social activities, given women's exposure to new norms and the need for greater family incomes to rebuild homes and livelihoods. This was the case in Kurram Agency in northern Pakistan, where Trócaire partnered with the Pak Rural Development Program to support community resilience, women's protection and economic empowerment. The program is a 1 million EUR investment supported by Irish Aid. After fleeing violent sectarian clashes and a military counter-offensive in 2007, tens of thousands of families returned home to Kurram Agency in 2016 after almost 10 years away to find their homes damaged, and severe impact on access to local services and agricultural livelihoods. According to a needs assessment, households were experiencing an average of 2 months of food shortages each year. Only 6% of households had been able to resume livelihoods and only 4% of women were involved in income generation. Despite strong social norms restricting women's mobility without accompaniment of a male household member, women were eager to participate in skills development and income generating activities. Additionally, women had been able to earn small incomes while displaced by making and selling household items, and wanted to continue bringing in resources to help their families with rebuilding.<sup>106</sup>

In response to these needs, Trócaire and Pak Rural Development Program created a protection and livelihoods program that reaches 4,570 people per year who have returned to Kurram Agency, including 2,570 men and 2,000 women. Eight community centers used by women and girls have been central to the strategy to disseminate information, awareness sessions, skills trainings and psychosocial support. Vulnerable men and women are provided with cash grants to establish small businesses. The program has provided women with an opportunity to develop community groups, and they have been trained in household poultry management, handicraft production and embroidery skills. In 2017, Trócaire's annual review recorded improvement in men's and women's livelihoods, with 93% of men and 92% of women surveyed reporting 'restored livelihoods'. The number of female respondents reporting involvement in economic activities increased from 4% at baseline to 37% in 2017. While the program does not include a broader market-based approach and sustainability of the training activities is limited, this example highlights the opportunity to promote WEE as families are returning home, and the importance creating safe community spaces for women, men and children.<sup>107</sup>

<sup>106</sup> Program Brief drafted by Sadia Irum, Programme Manager – Humanitarian Assistance, Trócaire - Pakistan.

<sup>107</sup> Ibid.

For victims of trafficking, irregular migrants and unaccompanied minors, safe passage home is far from guaranteed, and the same risks posed by the original transit away from home may be prevalent.<sup>108</sup>

### 3.6 Opportunities and challenges for the communities of origin

Apart from the opportunities and challenges that women face in each stage of the migration process, women's migration can have both negative and positive impact on the communities they leave behind. Their absence in the household may encourage men to take up more home-based and care responsibilities, shifting norms to a more equal distribution of labor.<sup>109</sup> In Ecuador, because women are more likely than men to find stable work abroad, women gain agency and autonomy by contributing to the household's finances and enjoy greater decision-making power in the household. In Ecuador and the Philippines,<sup>110</sup> women are also more likely to send remittances to another female member of the household, empowering them to make financial decisions and make investments as well.<sup>111</sup>

Social remittances (i.e. shared changes in perspective about women's roles, capacities and rights) are just as significant for communities of origin than economic remittances. Evidence shows that in general (though exceptions exist with forced displacement), women migrate to less discriminatory countries with greater economic opportunities than their countries of origin.<sup>112</sup> This provides an opportunity for women to transmit these ideas as they stay in touch with families and upon their return home. For example, women are more likely to migrate from high to low birth countries, which can have an influence on lower birth rates in the country of origin as a result. This was the case in Morocco and Turkey where it was found that birth rates and migrant remittances are closely correlated, demonstrating the social impact migration can have on communities of origin.<sup>113</sup>

<sup>108</sup> Bolaji, A. (2016). Gender Analysis for the Regional Programme "Better Migration Management (BMM) in the Horn of Africa" GIZ.

<sup>109</sup> O'Neil, T.; Fleury, A., and Foresti, M. (2016). Women on the move: Migration, gender equality and the 2030 agenda for Sustainable Development. Overseas Development Institute and Swiss Agency for Development and Cooperation. <https://cdn.odi.org/media/documents/10731.pdf>

<sup>110</sup> Ghosh, J. (2009). Human Development Research Paper: Migration and gender empowerment: Recent trends and emerging issues. UNDP. [https://mpr.ub.uni-muenchen.de/19181/1/MPRA\\_paper\\_19181.pdf](https://mpr.ub.uni-muenchen.de/19181/1/MPRA_paper_19181.pdf)

<sup>111</sup> Ibid.

<sup>112</sup> O'Neil, T.; Fleury, A., and Foresti, M. (2016). Women on the move: Migration, gender equality and the 2030 agenda for Sustainable Development. Overseas Development Institute and Swiss Agency for Development and Cooperation. <https://cdn.odi.org/media/documents/10731.pdf>

<sup>113</sup> Ghosh, J. (2009). Human Development Research Paper: Migration and gender empowerment: Recent trends and emerging issues. UNDP. [https://mpr.ub.uni-muenchen.de/19181/1/MPRA\\_paper\\_19181.pdf](https://mpr.ub.uni-muenchen.de/19181/1/MPRA_paper_19181.pdf)

*Box 8. Improving market opportunities for women in Myanmar*

## EXAMPLE 6

The UN's International Office of Migration estimates that 4.25 million Myanmar people are living abroad, with approximately 70% in Thailand.<sup>114</sup> Migration drivers include conflict, opportunities for higher wages in neighboring countries, and natural disasters. An estimated 323,000 of Myanmar people living abroad come from Kayin State, and 236,000 from Shan State. It remains unclear when, or if these populations will return to Myanmar, and whether their leaving was due to forced displacement from violent conflict or voluntary migration for work.

Within this context, the “Improving Market Opportunities for Women” (IMOW) program is a Government Affairs Canada-funded WEE program implemented by Mennonite Economic Development Associates (MEDA) in Kayin and Shan states.<sup>115</sup> These are conflict-affected settings, particularly in Kayin where there is still simmering violence and military action. IMOW will run for five years until 2020, and works within agricultural market systems and supports women to become “active, respected and empowered economic actors and leaders.”<sup>116</sup> Aiming to increase both the incomes and status of women, IMOW completed a fully gendered market systems assessment and analysis, leading to a focus on rice cultivation in Kayin State, and horticulture in Shan State, both subsectors where women were already working. The initial program design did not specifically address displacement and migration issues.<sup>117</sup> However, IMOW teams have increasingly recognized the effects of migration and displacement on the program. For example, large remittances bring positive benefits (such as more productive assets), but also lower motivation for the labor-intensive work of farming. Additionally, older generations are frequently raising grandchildren, with working-age parents having left the country, leading to a labor shortage in the agricultural sector. Efforts have therefore been made by IMOW to introduce labor saving equipment through private sector input suppliers.<sup>118</sup>

While the program does not address WEE among migrants or displaced women themselves, it demonstrates important market facilitation and empowerment strategies relevant to settings where migration and conflict have had a lasting impact on regions of origin. These include the following:

<sup>114</sup> UN International Office of Migration. Myanmar Country Profile: <https://www.iom.int/countries/myanmar>

<sup>115</sup> Mennonite Economic Development Associates. Program Profile: <https://www.meda.org/about-imow>

<sup>116</sup> Ibid.

<sup>117</sup> Interview with Jennifer King, Senior Program Manager for IMOW – Myanmar. May 23, 2018.

<sup>118</sup> Ibid.



1. Leveraging new opportunities for women's community leadership. Due to conflict and displacement in Kayin state, many women began rising into community leadership roles. This was partly because men were less present due to conflict and migration, but also because of a belief that the military would be easier on female community leaders. It was therefore a way of protecting men from being targeted by the military. The program is identifying opportunities to sustain and grow this opportunity to expand women's leadership roles.
2. Working strategically with the private sector. While women are relatively active and mobile within markets in Myanmar (as compared to other developing countries), private sector actors do not necessarily see the market opportunities associated with targeting women as suppliers and customers. IMOW is using a matching grant program to tap into market incentives for businesses to grow in a way that positively impacts women. For example, the program is working with input suppliers to establish a micro-franchise model that works through women franchise owners to better target and reach female customers. Another example is working with out-growers to demonstrate the value of signing contracts with and training both men and women in a given household, leading to more shared knowledge among households in a community, and improvements in the quality of yields.
3. Designing strategies to increase women's agency. While still in the early stages, IMOW is integrating activities to build women's confidence, leadership, negotiation and communication skills, along with improved access to input/output markets. The program uses women's savings groups as a platform to deliver leadership training, and provides entrepreneurship training to women interested in larger roles in value chains as aggregators, traders, etc. IMOW is also working on a new mentorship program to encourage more women to take on leadership positions, and raising the profile of existing female business and community leaders through media campaigns. Women are now invited to village-level meetings they previously did not have access to.

In addition to the above strategies, IMOW used a diagnostic approach to identify the constraints and opportunities for WEE associated with unique post-conflict and mass migration settings in both Kayin and Shan. This allowed the team to identify early entry points, while maintaining as much flexibility as possible to adapt interventions based on ongoing learning among the program team and implementing partners, as well as to external changes within a highly dynamic and challenging context. Government Affairs Canada has been a vital partner in this approach, recognizing the need for patience, flexibility and adaptation to achieve the program's intended results.

## 4. Avenues for Program Design



### Intervention examples

Individual	Household	Community/Region	Country	Global
Building women's hard and soft skills, including leadership skills	Facilitation and counseling with men and women to support:	Gender-responsive market systems facilitation	Refugee Compacts	Inclusion in global value chains
Providing psycho-social support	• shared care work and decision-making	Safe spaces for women	Advocating for legal rights, services, protection, and economic inclusion	Private sector facilitation to ethically source products that include migrant/displaced women's work
Facilitating access to services or products that reduce the unpaid care burden	• women's option to work	Cash-for-work in camps	Private sector development for migrant and host country benefit	Multi-national initiatives and frameworks
	• reduced gender-based violence	Promoting women's leadership	Migration schemes and programs	
	• financial inclusion	Supporting sustainable humanitarian intervention		

Figure 5. Scales of market engagement for migrant or displaced women

## 4.1 Interventions addressing forced displacement

Multilateral institutions, including OCHA, UNDP, UNHCR, UNICEF, World Food Program, and the World Bank, as well as major donors have recognized the need for a more integrated and holistic approach to addressing protracted displacement and the vulnerability and instability it creates. Given that the average length of protracted displacement is now 17 years, successful economic development approaches and political advocacy must be thought of as concurrent efforts to minimize the negative effects on both displaced populations and host communities. A recent paper by the Center for International Cooperation entitled [Addressing Protracted Displacement: A Framework for Development-Humanitarian Cooperation](#) outlines proposed shifts in collaborative approaches to make this a reality.<sup>119</sup>

Specific to economic empowerment, interventions aimed at improving the livelihoods of forcibly displaced women and men include financial literacy and entrepreneurship training, cash-for-work, cash assistance, microfinance and enterprise development efforts. More recently, partnerships with the private sector and market-based approaches are also being developed to create more sustainable livelihood options for refugees. However, the displacement setting can greatly dictate what kind of activities and innovations are feasible.

The potential for greater economic empowerment through market systems in camp settings largely depends on the receptivity of the host government and communities to the participation of refugees in labor markets and value chains. In settings where the government is restrictive and the host community is hostile to refugee economic integration, income generating and empowerment activities can only take place within the camp. These include cash-for-work, (technical) skills training programs, and work incentives. Such activities can stimulate economies and build transferrable skills for resettlement or return. Innovative approaches often integrate refugees into the camp economy rather than importing goods and labor into the camps. For example, in Thailand, the Karen Women's Organization pays refugee women to make sarongs used by pregnant women in the camps. Bhutanese refugees in Nepal produce items like female sanitary napkins, chalk, and laundry soap for in-camp consumption.<sup>120</sup> In the Za'atari refugee camp in Jordan, ACTED employs Syrian women to clean the streets in the camp.<sup>121</sup>

In settings with more accepting host governments, working with the private sector to build out subsectors and value chains that benefit both refugee populations (including with clear

<sup>119</sup> Center on International Cooperation, OCHA, UNHCR, UNDP, UNICEF, WFP, World Bank (2015). Addressing Protracted Displacement: A Framework for Development-Humanitarian Cooperation. [https://cic.nyu.edu/sites/default/files/addressing\\_protracted\\_displacement\\_a\\_think\\_piece\\_dec\\_2015.pdf](https://cic.nyu.edu/sites/default/files/addressing_protracted_displacement_a_think_piece_dec_2015.pdf)

<sup>120</sup> Women's Refugee Commission (2009). Building Livelihoods: A Field Manual for Practitioners in Humanitarian Settings. Accessed on May 22 <http://www.unhcr.org/4af181066.pdf>

<sup>121</sup> ACTED (2015). Women access income generating opportunities in Za'atari refugee camp. Accessed May 23 '18 <https://reliefweb.int/report/jordan/women-access-income-generating-opportunities-za-atari-refugee-camp>

opportunities for women) and local communities is a real possibility. To explore this potential, the ILO and UNHCR are working jointly to adapt ILO's methodology on inclusive market systems to displacement settings by focusing on contexts where refugees are already active in value chains and market-based livelihood programming is in place.<sup>122</sup> Analysis is being completed in 12 countries with the goal of improving economic outcomes of both refugee and host communities, and to limit political sensitivities.<sup>123</sup> While there is no explicit gender or WEE component to this work, value-chain analyses may reveal the active role and potential women can play in private sector development (see example 7). As part of more deliberately integrating WEE interventions, gender-specific market research and analysis is critical.

### *Box 9. Syrian Refugees in Egypt*

#### EXAMPLE 7

A joint ILO-UNHCR project conducted a sector selection exercise in several cities in Egypt to improve market access for refugees in urban settings. The analysis found potential to promote Syrian cuisine in the food market due to growth in demand and decent employment and wages.<sup>124</sup> A simultaneous target group assessment found that 13% of refugees in Egypt were already engaged in the food sector, while another large proportion of refugees, including women, could be working in the food sector as well.<sup>125</sup> The analysis went further to identify constraints and solutions to creation of employment opportunities in the food services sector, for both refugee and local communities. Home-based enterprises were also found to have potential to increase Syrian women's participation in the industry, as most women expressed a preference to work from home to avoid harassment on the streets and during long commutes. Based on this analysis, UNHCR provided entrepreneurial training and grants to help women start food related micro-businesses in their homes.<sup>126</sup>

In some camp settings, long-term livelihood and economic empowerment programming may not be popular. For example, Eritrean refugees in Ethiopian camps often do not intend to

<sup>122</sup> Interview with Ziad Ayoubi, Head of Livelihoods Unit at UNHCR.

<sup>123</sup> Ibid.

<sup>124</sup> Regional Refugee & Resilience Plan 2015-2016 In response to the Syria crisis. Egypt.

<https://reliefweb.int/report/egypt/regional-refugee-resilience-plan-2015-16-egypt>

<sup>125</sup> Nutz, N. (2017). Guide to market-based interventions for refugees. ILO-UNHCR Geneva.

<http://www.unhcr.org/en-us/publications/operations/594b7d7f7/guide-market-based-livelihood-interventions-refugees.html>

<sup>126</sup> Ibid.

stay for a very long time, opting to travel through Libya and Sudan and cross the sea to Europe, or apply for resettlement.<sup>127</sup> Thus, the high turnover of refugees led to instability and a disinterest in investing in camp life, making it difficult to implement longer-term income generating activities. Instead, women expressed interest in learning more “portable skills” such as English and computer skills that could be useful as they travel to their final destination.<sup>128</sup>

For refugee women in non-camp settings, the graduation approach holds promise in helping women “graduate” from poverty. The model was developed in Bangladesh to help women in extreme poverty through a holistic combination of cash assistance, casework, and psychosocial support. At the end of the program, participants are matched with sustainable livelihood options based on their preferences and skills as well as market conditions.<sup>129</sup> With advocacy by the UNHCR, the model is now being applied to refugee contexts, and is especially helpful for extremely vulnerable and trauma-affected individuals.<sup>130</sup> Despite the time and people intensive process, the program was brought to scale in Bangladesh and India, and is being piloted with displaced populations in Costa Rica, Uganda, Ecuador, Burkina Faso, Mozambique and Zambia.<sup>131</sup>

*Box 10. Facilitating more sustainable development in regions with large IDP populations in Democratic Republic of Congo*

EXAMPLE 8

ÉLAN RDC is a DFID-funded market systems program implemented by Adam Smith International in the Democratic Republic of Congo that aims to catalyze private sector development in key sectors of the economy.<sup>132</sup> The program has a well-developed WEE strategy,<sup>133</sup> and is in the early stages of more directly addressing the impact of IDP populations in certain regions. While the program team is currently in the process of integrating a gender lens into their Markets in Crisis portfolio, existing efforts are informative for understanding how market-based development programs can address issues at the nexus of forced displacement and private sector development.

<sup>127</sup> Interview with Awet Hailu Woldegiorgis: Former Program Manager with IMC, and Current GBV Specialist with UNFPA.

<sup>128</sup> Ibid.

<sup>129</sup> Aleinikoff, T. A. (2015). From Dependence to Self-Reliance: Changing the Paradigm in Protracted Refugee Situations. Washington, DC: Migration Policy Institute.

<sup>130</sup> Interview with Ziad Ayoubi, Head of Livelihoods Unit at UNHCR.

<sup>131</sup> Ibid.

<sup>132</sup> <http://www.elanrdc.com/sectors/>

<sup>133</sup> <http://www.elanrdc.com/womens-economic-empowerment/>

***CONDUCTING MARKET ASSESSMENTS IN REGIONS AFFECTED BY CONFLICT AND DISPLACEMENT:***<sup>134</sup>

Over time, ÉLAN RDC has recognized the need to better contextualize interventions in areas affected by conflict and with large IDP populations. Market assessments in these regions now include analysis of how conflict and displacement affect local markets. Standard market systems analysis typically includes identifying and understanding the role of major humanitarian actors in a region. In communities affected by conflict and hosting displaced populations, this must be taken a step further by actively consulting humanitarian organizations to understand their intervention strategies and major constraints. Additionally, developing a deeper understanding of the socio-political context shaping markets and associated community dynamics is necessary to develop appropriate interventions. For example, the private sector is often weaker in such settings, and external market actors may be deterred by media coverage focusing on conflict and instability. ÉLAN RDC has found that business-to-business (B2B) approaches bringing together private sector actors established in other provinces with local market actors can generate strong interest, given the existence of real business opportunities, as the market is not yet saturated. Furthermore, with remittances, cash flow from humanitarian interventions, and thin markets for spending financial resources, there is often greater opportunity to promote new business models than might be expected.

***PROMOTING SUSTAINABLE MARKET-BASED APPROACHES AMONG HUMANITARIAN ACTORS:***<sup>135</sup>

ÉLAN RDC is actively facilitating collaboration with humanitarian actors and advocating for a more sustainable approach to improve economic and financial opportunities for IDPs. To date, ÉLAN RDC has focused on the following two strategies (both in the early stages):

1. Facilitating cooperation between Humanitarian Actors and the Private Sector: Often these two sectors do not speak the same language, and fail to realize that they share similar interests (despite differing motivations). ÉLAN RDC works with both sectors to identify “win-win” situations where working through or with the private sector can enhance the impact, reach, and sustainability of humanitarian aid. ÉLAN RDC facilitates improved communication and coordination through market studies and workshops to bring the two sectors together. Pilots are also conducted (particularly in the field of Mobile Money for Refugee Finance) to issue recommendations for private sector and humanitarian cooperation on specific topics.
2. Promoting the adoption of a more market-oriented approach by humanitarian actors: ÉLAN RDC has begun training humanitarian actors to think in a more market-

<sup>134</sup> Information provided via email by Diane Bommart, Markets in Crisis Advisor, ÉLAN RDC -RDC. May 30, 2018.

<sup>135</sup> Ibid.



oriented manner. Locally driven market solutions often exist for humanitarian problems arising from displacement but humanitarian actors are not used to thinking in such a manner. Facilitating exercises such as “*Who does? Who Pays?*”<sup>136</sup> in different market systems have led to more sustainable, market-oriented solutions that support local economic actors. For example, this exercise was carried out during a WASH event in DRC and participants identified training of local traders in production and distribution of soap as an alternative to importing soap or buying it in the capital and then transporting it. It is important here to include educating donors in this approach, as they must approve flexibility in interventions and the indicators to be achieved.

There are also initiatives particularly oriented at strengthening the voice of women and girls and removing structural barriers to gender equality and women’s empowerment in humanitarian contexts.<sup>137</sup> More specifically, UN Women’s Leadership, Empowerment, Access and Protection in Crisis Response Program (LEAP) aims to support women’s empowerment in these settings, to make sure that women’s voices and leadership are included, that protection and gender issues are directly addressed in response strategies, and that women have opportunities for income generation and skill development. LEAP is currently being implemented in over 30 countries in collaboration with national ministries, and with unique country strategies highly dependent on the legal and policy frameworks at play, and the specific situation of displaced populations. Supported interventions include cash-for-work programs targeting women, skills up-grading, and market linkages.<sup>138</sup> LEAP has been running since 2013, and much learning is occurring from pilot programs around the world about how to work effectively with private sector actors while ensuring women’s protection and voice, adhering to relevant legal frameworks, and mitigating negative responses from host communities.

Finally, UNHCR is partnering with the private sector to increase the profitability and sophistication of small-scale crafts and jewelry making activities through its global Made 51 initiative. The Made 51 project harnesses existing artisan skills within refugee communities and connects them to retail brands and buyers through a global platform. Made 51 is unique in that it targets buyers to sell refugee-made goods, in addition to individual customers, potentially leading to steady demand and large orders for refugee-made products.<sup>139</sup>

<sup>136</sup> Springfield Center for Business in Development (2014). Operational Guide for the Making Markets Work for the Poor (M4P) Approach.

<sup>137</sup> <http://www.unwomen.org/en/how-we-work/flagship-programmes>  
[http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2015/fpi%20brief-leap\\_v5.pdf?la=en&vs=2704](http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2015/fpi%20brief-leap_v5.pdf?la=en&vs=2704)

<sup>138</sup> Interview with Gisela Duetting, Senior Specialist Gender and Livelihood, Humanitarian Action and Crisis Response Office, UN Women. April 24, 2018.

<sup>139</sup> Ibid.

**Box 11. Using a Market Systems Approach to support livelihoods and integration for South Sudanese refugees in West Nile, Uganda**

**EXAMPLE 9**

The West Nile region of Uganda has received over 1 million South Sudanese refugees since July 2016, dramatically changing the local landscape and economy. Until 2017, almost all assistance to the region has been in-kind food aid, leaving two unsustainable options: either continuing expensive direct assistance indefinitely, or cutting aid and leaving families with few lasting resources or market-based options for making a living.<sup>140</sup> The incoming population is generally not seen as a threat by the Ugandan government but rather as an opportunity to attract resources and development to a remote and sparsely populated part of the country.<sup>141</sup> Recognizing an opportunity to both support economic growth for host communities, and to generate sustainable livelihoods for newcomer populations, the Government of Uganda and UNHCR have pushed for more sustainable development approaches.<sup>142</sup>

With this goal in mind, and thanks to the Ugandan government's progressive approach to the refugee crisis, the UK Department for International Development (DFID) funded the ReHOPE project. ReHOPE is a market systems program implemented by Mercy Corps, Palladium, and DanChurchAid, and designed to generate sustainable local agricultural markets in the West Nile, thereby supporting demand driven economic activity and livelihood opportunities for refugees and host communities. Intervention strategies include using coupons to provide partial subsidies for accessing improved seeds through local agro-dealers, linking agro-dealers with national seed companies, encouraging collaboration and land-sharing between refugees and host communities, and promoting greater linkages with produce trading companies through agent networks.<sup>143</sup>

The program does not currently include a specific WEE agenda. However, the majority of refugees in the West Nile are women and children (an estimated 85%), though more men are now arriving due to escalating conflict in South Sudan. ReHOPE is currently looking at how to better address gender-specific issues and opportunities. Recognizing that increases in women's income can exacerbate family conflict, one aspect of this exploration is identifying facilitative ways of encouraging changes in household decision-making

<sup>140</sup> Mercy Corps (2018). Refugee Markets Brief: The Power of Markets to Support Refugee Economic Opportunities in West Nile, Uganda. <https://www.mercycorps.org/research-resources/refugee-markets-economic-opportunities-uganda>

<sup>141</sup> Interview with Miji Park, Director of Programs, Mercy Corps – Uganda. May 3, 2018

<sup>142</sup> Mercy Corps (2018). Refugee Markets Brief.

<sup>143</sup> Interview with Miji Park, Director of Programs, Mercy Corps – Uganda. May 3, 2018.

dynamics, potentially through engaging men via community-based organizations. Another is developing business cases to encouraging the private sector to invest in a way that equally benefits women, who do 80-90% of the agricultural work. For example, input companies have found women sales agents to be more reliable, and better able to reach women farmers.<sup>144</sup>

However, across all these interventions, access to land for refugees is a major challenge. Large inflows of people looking to provide for their families can lead to environmental degradation, and escalations in conflict with host communities. Given this challenge, ReHOPE aims to address social cohesion issues and potential conflict with host communities while also increasing access to land for refugees. Program staff recognized that refugees would sometimes partner with a landowner – not getting access for free, but renting land for a small amount or providing a portion of produce at harvest. ReHOPE began encouraging host communities to provide land to refugees in exchange for subsidizing mechanized tillage services. Additionally, ReHOPE has encouraged the development of mixed farmer groups, with a certain percentage of members who are refugees, encouraging mutually beneficial relationships between refugee families and local families.

Despite Ugandan government policy to ensure that 70% of aid goes to refugees and 30% goes to host community members, there is still a perception that refugees are receiving all the assistance and resources, sometimes erupting in resentment and violence. Indeed, the majority of development support in the region remains in-kind aid directly targeting refugee families, and women in particular. Such direct distribution programs can exacerbate conflict with the host community and also increase GBV in households.<sup>145</sup> This example illustrates how facilitative private sector development initiatives can and must engage with local host communities and work pro-actively to benefit them, in order to both support (rather than undermine) local markets, and to mitigate risks of increased violence to refugee women and their families.

## 4.2 Interventions for migrant women

Because migrant women frequently move for specific job opportunities, their employment is often equated with economic empowerment, leading to an absence of programs that increase opportunities, diversify job options, improve access to services and foster greater agency. Instead, interventions typically focus on improving protection and are mostly undertaken by governments in response to incidents of abuse and exploitation.

<sup>144</sup> Ibid.

<sup>145</sup> Ibid.

Countries like Kenya<sup>146</sup> and Ethiopia<sup>147</sup> banned labor migration until they could develop a better migration regulation framework. Both countries have recently lifted their bans, and it remains to be seen if bilateral agreements with Gulf States and stricter oversight of recruitment agencies will yield better protection results. Governments are also active in pre-departure training and awareness raising activities with migrant workers. However, results of such migration management efforts are mixed. In Nepal, when women under the age of 30 were banned from migrating for domestic work, the migration rate of women under the age of 30 did not slow, but instead vulnerabilities and irregular migration increased, and experiences of abuse and exploitation by those over the age of 30 remained constant. Overall, less migrant women benefited from training, insurance and social protection.<sup>148</sup> The Philippines also restricted the age limit for female migrants to 23, set a minimum wage and waived employment placement fees. Previously, placement fees exposed migrants to debt bondage and made it difficult to leave abusive employers. While these measures had good intentions, irregular migration was shown to increase instead.<sup>149</sup> These examples show that there are difficult trade-offs to be considered when designing and setting up migration regulation frameworks.

To date, economic empowerment activities have been more likely to reach migrant women upon return to their countries of origin as both NGOs and humanitarian agencies are active in training returnees in marketable skills, entrepreneurship training and helping women find jobs upon return. For example, when 160,000 Ethiopian migrants were deported from Saudi Arabia, the ILO provided individualized support to both women and men through training and access to microfinance.<sup>150</sup>

## 5. Key Considerations and Recommendations

While efforts to promote WEE from a private sector development perspective within contexts of migration and forced displacement are still in relatively early stages, this scoping study gave light to important considerations and preliminary recommendations. While these

<sup>146</sup> Mang'era, A. (2018). Fears of fresh abuse of migrants in Middle East as Kenya set to lift ban. *Reuters*. <https://www.reuters.com/article/us-kenya-labour-trafficking/fears-of-fresh-abuse-of-migrants-in-middle-east-as-kenya-set-to-lift-ban-idUSKBN1EZ0HS>

<sup>147</sup> Interview with Aida Awel, Chief Technical Adviser on Labor Migration, ILO.

<sup>148</sup> ILO. (2015). No easy exit – Migration bans affecting women from Nepal. ILO Geneva.

[http://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/publication/wcms\\_428686.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_428686.pdf)

<sup>149</sup> Guevarra, A. R. (2006). Managing 'Vulnerabilities' and 'Empowering' Migrant Filipina Workers: The Philippines' Overseas Employment Program, *Social Identities*, 12:5, 523-541, DOI: 10.1080/13504630600920118

<sup>150</sup> Interview with Aida Awel, Chief Technical Adviser on Labor Migration, International Labor Organization

may not all be unique only to the specific context of migration and displacement, they have emerged as particularly important.

Additionally, it is important to note that given the context-specific nature of migration and forced displacement events, the added complexity of legal, political, gender and market dynamics that must be considered when designing interventions, as well as a dearth of empirical evidence that speaks specifically to such contexts, it would be premature at this stage to provide detailed recommendations on types of interventions that should or should not be implemented. Rather, this section provides insight into critical considerations, assessments, and other process-related recommendations for any initiative looking to promote WEE in contexts of migration or forced displacement.

## 5.1 Considerations

### 1. Inconsistent legal protection and status

For irregular migrants and refugees residing in states that do not grant them rights under the 1951 Refugee Convention, there may be limitations to the success of WEE programming and levels of empowerment women achieve. In fact, the right to remain in a country lawfully has been found to be “the most important determinant in economic opportunities and options for women.”<sup>151</sup> Additionally, women without legal status are more likely to work in informal sectors where they have limited or no rights and are more likely to be exposed to exploitative and abusive practices, including violence, trafficking, and forced labor. The relevance of interventions dramatically depends on the surrounding enabling environment, specific to the unique and sometimes highly dynamic legal situation of refugees/IDPs or migrants.

### 2. Unpaid care work and childcare

As women migrate, they leave behind social networks and extended families. They must navigate new, unfamiliar and potentially threatening surroundings without such support. Absence of support networks is most acutely felt in childcare, where women may have shared childcare duties among family members, allowing pursuit of economic activities. They may be unaccustomed to leaving their children in unfamiliar settings (e.g. daycare) and may prefer to care for children in the home.<sup>152</sup> Additionally, without ready access to basic supplies such as water and firewood, women’s unpaid household responsibilities may increase significantly, making it more difficult to engage in economic opportunities outside the home. These responsibilities may be transferred to younger women/girls in the family who are more

<sup>151</sup> Hennebry, J., Williams K., and Walton-Roberts, M. (2016). Women Working Worldwide: A Situational Analysis Of Women Migrant Workers. *UN Women* <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/women-working-worldwide.pdf?la=en&vs=5704>

<sup>152</sup> Women’s Refugee Commission (2009). Building Livelihoods: A Field Manual for Practitioners in Humanitarian Settings. Accessed on May 22 <http://www.unhcr.org/4af181066.pdf>

vulnerable to abuse and harassment outside the home. These factors need to be carefully understood and considered in early assessments and program design, to mitigate serious risks.

### **3. Male engagement in social norm change processes**

Although gendered social norms are entrenched early in life, they are dynamic and can change over time.<sup>153</sup> In migration and displacement settings, such changes can come about abruptly, challenging traditional gender roles without the necessary space and time for reflection. This can lead to greater tensions between women and men. Intense pressure to generate income within an unfamiliar and sometimes unfriendly setting can further compound strains and inequalities in relationships. As women become more economically active, it is equally important for men to have meaningful and productive activities.

### **4. Partnering with the private sector**

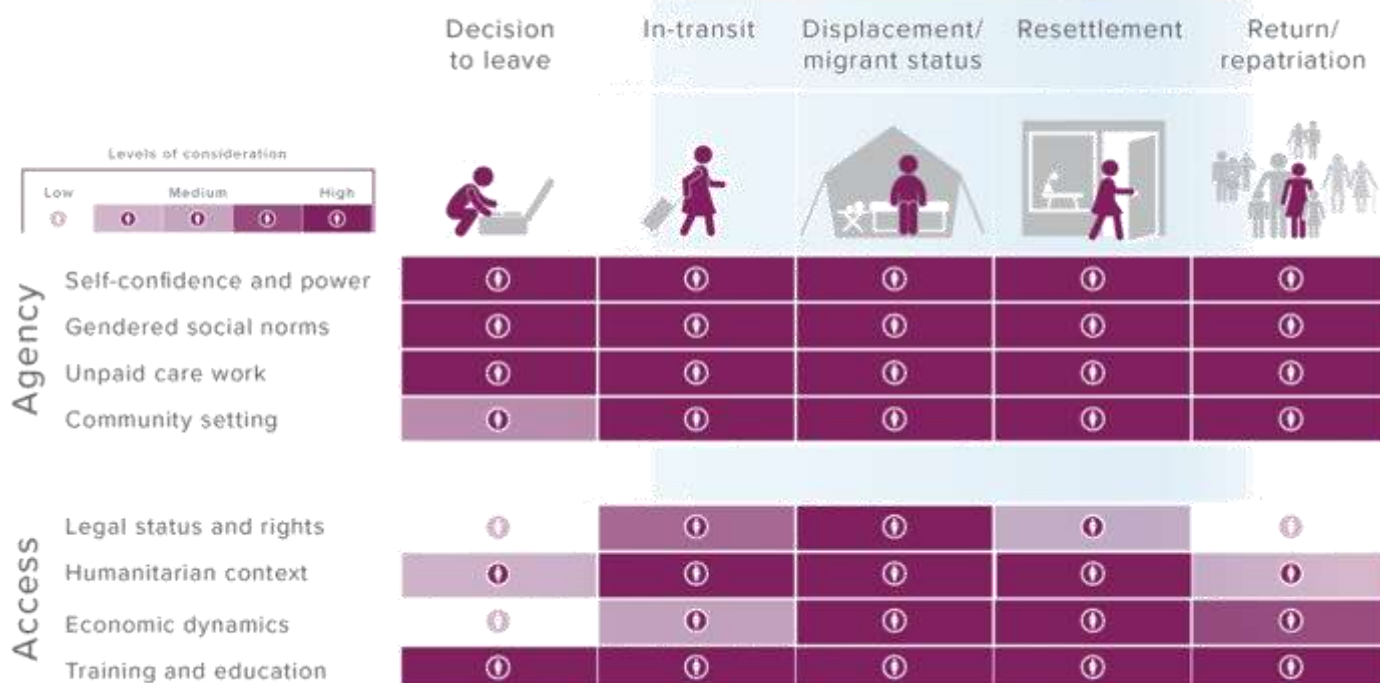
Working with the private sector through a facilitative market systems approach to promote WEE has the potential to connect migrants/IDPs/refugees and host communities with new markets, innovative entrepreneurial activities, and jobs. Interventions must generate benefits for both migrants/IDPs/refugees and host communities and thereby mitigate tensions and hostilities that may arise if activities are focused exclusively on migrants or refugees.<sup>154</sup> Legitimate concerns regarding the potential for exploitation may arise, and there is much room for healthy debate on how to promote decent work in such complex settings, especially for women who have less recourse to local social networks, support systems and reliable protective and legal institutions. However, giving both women and men more choice in potential market-based livelihood options can also ultimately empower them to choose the right option for the household. Promoting access to accurate and reliable information for women about economic opportunities is critical, enabling them and their families to make choices based on the potential risks and trade-offs specific to their unique situation.

<sup>153</sup> Markel, E. Gettliffe, E. Jones, E. Miller, and L. Kim (July 2016). The social norms factor: How gendered social norms influence how we empower women in market systems development. The BEAM Exchange, accessed from [www.beamexchange.org](http://www.beamexchange.org). [https://beamexchange.org/uploads/filer\\_public/ca/ca/caca2590-5067-4579-83a9-be2eb30237/social\\_norms\\_factor\\_report.pdf](https://beamexchange.org/uploads/filer_public/ca/ca/caca2590-5067-4579-83a9-be2eb30237/social_norms_factor_report.pdf)

<sup>154</sup> Nutz, N. (2017). Guide to market-based interventions for refugees. ILO-UNHCR Geneva. <http://www.unhcr.org/en-us/publications/operations/594b7d7f7/guide-market-based-livelihood-interventions-refugees.html>



## Stages of migration



## Agency

Self-confidence & power	Gendered social norms	Unpaid care work	Community Setting
Decision-making ability	Sexual and gender-based violence	Childcare responsibilities	Psycho-social support
Language skills	Sexual and reproductive health	Time burden	Leadership roles
Communication skills	Men's presence & engagement		
	Household decision-making		

## Access

Legal Status and Rights	Humanitarian Context	Economic Dynamics	Training and Education
Regular or irregular status	Basic needs	Market distortions	Existing skills and education
Services and institutions	Host community response	Market opportunities	Training and upskilling
Legal right to work	Sexual and gender-based violence	Private sector engagement	
		Capital and financial services	
		Remittances	

Figure 6. Access and agency considerations at each stage of migration

## 5.2 Recommendations

1. **Apply a diagnostic approach in designing and implementing WEE programming in migration and forced displacement settings.** Given the context-specific and dynamic nature of migration and displacement situations, it is critical to use early diagnostic assessments to identify the unique constraints and opportunities to women's economic empowerment within a given setting. Getting the perspectives of migrants/IDPs/refugees, local actors, government institutions, host communities, research institutions, humanitarian agencies and private sector stakeholders must be an essential part of this process.

During the assessment phase of WEE programs, it is crucial to conduct in-depth qualitative discussions with both men and women from the community on the following topics:

- What potential (both economic and otherwise) exists in the community and among both women and men to build upon for designing relevant WEE interventions?
- How are economic challenges affecting the household? How can WEE programs support households to improve the situation of both women and men, and to reduce conflict or violence in the relationship?
- What are women and girls' aspirations for themselves and their families, and what does economic empowerment mean to them?

It is equally important to be inclusive of a diverse cross-section of women and men to avoid elite capture.<sup>155</sup> This early assessment process should also include analyzing labor market structures for both migrant and host communities, specifically for women. Developing a nuanced understanding of women's access to resources and their agency in the context of gendered social norms, and understanding the impact of migration on these dynamics should determine program design. For example, this analysis should provide insight into whether it is more appropriate to work carefully within existing social norm structures or if there is an opportunity for more transformative programming to enhance WEE without increasing risks to women, as mentioned herein.

2. **Design adaptive interventions that can change and pivot as learning occurs.** Due to complex and highly dynamic contexts, programs must integrate flexibility into the intervention design process, and monitoring and evaluation systems. Ongoing data collection (both quantitative and qualitative) is necessary for understanding the results of a given intervention, and adapting as learning occurs.

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<sup>155</sup> Interview with Tenzin Mannell, Women's Refugee Commission.

3. **Actively engage with both women and men to promote WEE.** Deliberately supporting men and women to navigate unsettling changes that occur in gender dynamics due to forced displacement/migration can mitigate domestic violence and improve power sharing among women and men. Additionally, facilitative activities that allow male household members to discover for themselves the shared benefits of relaxing gender norms and roles can allow for greater sharing of responsibilities for unpaid domestic and care duties, reducing the triple work burden for women.<sup>156</sup>
4. **Design and implement interventions in economic sectors that build on women's skills and market potential.** By using a participatory process and working with both women and men, new options for women that draw on their existing skills, account for their preferences and responsibilities and that are rooted in market dynamics should be identified. Women who cannot communicate in the language of their host community are limited in the employment options they can pursue, as well as opportunities to self-advocate and exercise their agency. Therefore, early gendered market assessments that look at skills, competencies, preferences, and market dynamics within subsectors of interest are a critical component of any effort to design WEE interventions.
5. **Develop private sector initiatives along-side and in coordination with humanitarian interventions.** The higher prevalence of trauma, stress, SGBV as well as heightened vulnerabilities among migrant and forcibly displaced women call for continued programming and support through humanitarian interventions. Supporting women with initiatives that increase their self-confidence, address SGBV and domestic violence and provide psychosocial assistance alongside better access to market-based opportunities can lead to more holistic empowerment outcomes. While these supportive interventions typically come from NGOs and humanitarian agencies, market systems interventions, are also relevant in providing sustainable services and supports, including childcare, education and training. Market systems interventions should be complementary to and collaborate with existing humanitarian initiatives. Together, they will lead to more integrated approaches that leverage donor resources while also working to develop sustainable service provision.
6. **Design and implement interventions specific to migrant women and forcibly displaced women, and that include host communities.** Both migrant women and forcibly displaced women deserve distinct attention and programming to promote their economic empowerment. Similar risk factors and constraints limit access to resources, and preclude them from exercising their agency, albeit to different degrees. Both populations, along with their children and families, stand to gain from holistic WEE programs, regardless of

<sup>156</sup> Women's Refugee Commission (2009). Building Livelihoods: A Field Manual for Practitioners in Humanitarian Settings. Accessed on May 22 <http://www.unhcr.org/4af181066.pdf>

whether the primary motivation to migrate was for economic or humanitarian reasons. Host communities will also see the benefits, particularly of market based initiatives, so should be considered and included to reduce potential for resentment and conflict.

### 5.3 Assessment of the need for further research

WEE in the context of migration and forced displacement remains a relatively unexplored topic in both the literature and in more practical publications and guidance documents. To further understand how migration and forced displacement impact women and could be harnessed to promote their empowerment, additional research into the topics below is recommended:

1. What assessments, tools and resources can be used to understand the unique market and gender dynamics within a given migration or displacement setting to better design market-based WEE programs?
2. How does the trauma and stress caused by irregular transit routes, conflict, violence, SGBV and other experiences associated with migration and forced displacement affect WEE?
3. What private sector incentives could be leveraged to support and promote decent work for migrant and forcibly displaced women?
4. What are the strongest approaches to coordination/collaboration/influence between PSD approaches and direct humanitarian aid to promote greater cross-learning, to minimize market distortions and increase sustainability?
5. What is the potential of Refugee Jobs Compacts to integrate a gender component that aims to specifically promote WEE?
6. What is the impact on WEE of the women left behind resulting from the out-migration of men?
7. What is the impact of migration and forced displacement on women's access to and use of reproductive health care?

### 5.4 Conclusion

While migration can disempower women in forcing them to make difficult choices and trade-offs and exposing them to heightened risks and vulnerabilities, it can simultaneously empower them by giving women an option to find safety and/or economic opportunity. By creating the right conditions for women to have increased access to rights, protection, economic opportunity, resources and services and cultivating their agency to capitalize on these resources, there is potential to change the narrative of female migration from one of exploitation and vulnerability to empowerment and control. As the number of women migrating - whether to seek better economic prospects for themselves and their families, safety, or both - continues to increase, so do the opportunities to harness their experiences for transformative changes that empower women and benefit their families and communities



at all stages of the migration process. Here, the private sector, engagement with men, governments, donors and innovations in the humanitarian sector can come together to simultaneously decrease risks and increase access to resources and create environments that foster women's agency. In doing so, both communities and countries of origin and destination stand to reap the benefits of empowered women.



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## Annex A: Interviews & Focus group discussion

**Aida Awel** – Chief Technical Adviser on Labor Migration, International Labor Organization, Ethiopia

**Awet Hailu Woldegiorgis** – Program Specialist, Gender Based Violence and Head of Sub Office – United Nations Population Fund – Myanmar, Former Gender Based Violence Program Manager, International Medical Corps setting up IDP camps, South Sudan

**Estrella Mai Dizon-Añonuevo** – Executive Director, Atikha Overseas Workers and Communities Initiative Inc., Philippines

**Jennifer King** – Senior Program Manager, Mennonite Economic Development Associates – Improving Market Opportunities for Women, Myanmar

**Jan Wimaladharma** – Private Sector Advisor, UK Donor Committee for International Development – Jordan

**Gisela Duetting** – Senior Specialist – Gender and Livelihood, Humanitarian Action and Crisis Response Office, UN Women, Switzerland

**Miji Park** – Director of Programs, Mercy Corps, Uganda

**Tenzin Manell** – Senior Program Officer, Cash and Livelihoods, Women's Refugee Commission, United States

**Ziad Ayoubi** – Head of Livelihoods Unit, UNHCR, Switzerland

*Focus group discussion with four young refugee women from Somalia and Burma on June 4, 2018 in Denver, Colorado – USA.*

## Annex B: Table of Example Projects

Example #	Country	Program, Implementing Agency, Funder(s)	Context	Intervention summary	More information
Example 1	IDPs in South Sudan	Program: Implementing Agency: International Medical Corps Donor(s): N/A	Violent conflict since 2011 has displaced hundreds of thousands of people and claimed tens of thousands of lives. Simmering conflict, famine, and disease have led to a desperate situation, particularly for internally displaced families with limited livelihood options.	IMC trained women in small income-generating activities. Overtime, came to recognize that this could exacerbate issues with GBV. Therefore, began to provide concurrent training for men to support their meaningful participation in the camp community, and to promote more transformational behavior changes within the household.	International Medical Corps Website: <a href="https://internationalmedicalcorps.org/country/south-sudan/">https://internationalmedicalcorps.org/country/south-sudan/</a>
Example 2	IDPs and Syrian refugees in Iraq	Program: Kurdistan Region of Iraq Project Implementer: GIZ Donor(s): BMZ	Iraq has the highest number of IDPs in the world. The Kurdish Region hosts 1.3 million IDPs and 215,000 Syrian refugees.	Raised awareness among men to promote women's participation in training programs. Provided soft skills and language training activities to women, while promoting higher employment among men, in alignment with local social norms and definitions of women's empowerment.	Selcuk, M. (2016). Gender-Analysis Northern Iraq/ Kurdistan Region of Iraq (KRI) Project: "Improvement of Living Conditions for Iraqi Internally Displaced Persons, Refugees and Host Communities in Dohuk Governorate, Northern Iraq" GIZ.
Example 3a	Syrian refugees in Jordan	Program: Jordan Compact Implementing	Jordan has experienced a massive influx of Syrian refugees since the civil war started in 2011, with	The Compact represents a commitment by European governments to increase	Overseas Development Institute (2018). The Jordan Compact Lessons learnt and implications for future

		Agency: Government of Jordan Donor(s): DFID, World Bank, European Union	estimates reaching 650,000 people, mostly living directly in host communities.	development aid and loans to Jordan in exchange for an improved enabling environment for Syrian refugees, including access to school for children, and work permits for adults.	refugee compacts. <a href="https://cdn.odi.org/media/documents/12058.pdf">https://cdn.odi.org/media/documents/12058.pdf</a>
Example 3b	Syrian refugees in Jordan	Program: N/A Implementing Agency: IKEA Social Entrepreneur Initiative & Jordan River Foundation Donor(s): N/A	Jordan has experienced a massive influx of Syrian refugees since the civil war started in 2011, with estimates reaching 650,000 people, mostly living directly in host communities.	IKEA, a Swedish based furniture and home goods store, is launching an initiative to create stable jobs for both Syrian and Jordanian women. Currently, the company has hired 100 Syrian and Jordanian women to create a collection of carpets, floor pillows and cushion covers.	<a href="https://qz.com/1098762/ikea-social-entrepreneurs-in-jordan-syrian-refugee-women-are-finding-a-shelter-and-a-salary-in-ikeas-supply-chain/">https://qz.com/1098762/ikea-social-entrepreneurs-in-jordan-syrian-refugee-women-are-finding-a-shelter-and-a-salary-in-ikeas-supply-chain/</a>
Example 3a	Syrian refugees in Jordan	Program: Oases Centres Implementing Agency: UN Women & WFP Donor(s): N/A	Jordan has experienced a massive influx of Syrian refugees since the civil war started in 2011, with estimates reaching 650,000 people, mostly living directly in host communities.	UN Women and WFP created Oases Centers, which are safe spaces throughout the camp dedicated exclusively to women. In these centers, women can trade, share childcare, work and receive training. These safe spaces address women's discomfort in working in settings mixed with men.	UN Women (2015). "UN Women and WFP Unveil Expansion of 'Oasis for Women and Girls' – Safe Spaces in Za'atari Refugee Camp." <a href="http://arabstates.unwomen.org/en/news/stories/2015/11/oasis-for-women-and-girls">http://arabstates.unwomen.org/en/news/stories/2015/11/oasis-for-women-and-girls</a>
Example 4	Filipino migrant labor	Program: Aitkha Implementing Agency: Atikha Donor(s): International Fund for Agricultural	The Philippines actively encourages labor migration as part of its nationwide development policy. Roughly 10% of its population lives abroad and remittances contribute to 8-10% of the country's GDP.	Atikha helps women and their families on both sides of the "migration corridor" and throughout each aspect and step of the migration process. This includes working with families left behind as well as migrants at the countries of	Website: <a href="http://www.atikha.org/">http://www.atikha.org/</a> Contextual research: Guevarra, A.R. (2006). Managing 'Vulnerabilities' and 'Empowering' Migrant Filipina Workers: The Philippines' Overseas Employment Program, Social



		Development (among others)		destination, including through innovative partnerships with the government and the private sector	Identities, 12:5, 523-541
Example 5	Returning IDPs in Kurram Agency, Pakistan	Program: Pak Rural Development Program Implementing Agency: Trócaire Donor(s): Irish Aid	After fleeing violent clashes and a military counter-offensive in 2007, tens of thousands of families returned home to Kurram Agency in 2016 after almost 10 years away to find their homes damaged, and severe impact on access to local services and agricultural livelihoods.	Social protection and livelihoods program that reaches 4,570 people per year who have returned to Kurram Agency. Eight community centers for women and girls have been central to the strategy to disseminate information, awareness, skills trainings and psychosocial support. Additionally, men and women receive cash grants to establish small businesses and agricultural toolkits.	Website: <a href="https://trocaire.org/whatwedo/wherework">https://trocaire.org/whatwedo/wherework</a>
Example 6	Burmese women in Kayin State who have been left behind by migrating male household members	Program: Improving Market Opportunities for Women Implementing Agency: Mennonite Economic Development Associates Donor(s): Government Affairs Canada	4.25 million Burmese are living abroad, with 70% in Thailand. Migration drivers include conflict, higher wages in neighboring countries, and natural disasters. An estimated 323k come from Kayin State, and 236k from Shan State. It remains unclear when, or if these populations will return to Myanmar, and whether their leaving was due to forced displacement from violent conflict or voluntary migration for work.	The “Improving Market Opportunities for Women” (IMOW) program is a Government Affairs Canada-funded WEE program implemented by Mennonite Economic Development Associates (MEDA) in Kayin and Shan states	Mennonite Economic Development Associates. Program Profile: <a href="https://www.meda.org/about-imow">https://www.meda.org/about-imow</a>
Example 7	Syrian refugees	Program: UNHCR market-based	Since 2011 Egypt has become host to over 100k Syrian refugees, many	A joint ILO-UNHCR project conducted a sector selection	Nutz, N. (2017). Guide to market-based interventions for refugees.

	in Egypt	program in Egypt Implementing Agency: UNHCR & ILO Donor(s): N/A	of whom live in cities.	exercise to improve market access for refugees in urban settings, and found potential to promote Syrian cuisine in the food market due to growth in demand. Based on this analysis, UNHCR provided entrepreneurial training and grants to help women start food related micro-businesses in their homes	ILO-UNHCR Geneva. <a href="http://www.unhcr.org/en-us/publications/operations/594b7d7f7/guide-market-based-livelihood-interventions-refugees.html">http://www.unhcr.org/en-us/publications/operations/594b7d7f7/guide-market-based-livelihood-interventions-refugees.html</a>
Example 8	IDP Populations in Democratic Republic of Congo	Program: Élan Implementing Agency: Adam Smith International Donor(s): DFID	Large numbers of IDPs due to long history of conflict and violence.	Market systems program that aims to catalyze private sector development in key sectors of the economy. Élan has a well-developed WEE strategy, and is now conducting assessments conflict affected areas and with large IDP populations to better understand unique constraints and opportunities.	<a href="http://www.elanrdc.com/">http://www.elanrdc.com/</a>
Example 9	South Sudanese refugees in West Nile, Uganda	Program: ReHOPE Implementing Agency: Mercy Corps, Palladium, DanChurchAid Donor(s): DFID	The West Nile region of Uganda has received over 1 million South Sudanese refugees since July 2016, dramatically changing the local landscape and economy.	Market systems program designed to generate sustainable local agricultural markets in the West Nile, thereby supporting demand driven economic activity and livelihood opportunities for both refugees and host communities.	Mercy Corps (N.D.). Refugee Markets Brief: The Power of Markets to Support Refugee Economic Opportunities in West Nile, Uganda. <a href="https://www.mercycorps.org/research-resources/refugee-markets-economic-opportunities-uganda">https://www.mercycorps.org/research-resources/refugee-markets-economic-opportunities-uganda</a>

## Annex C: Stages of Migration or Forced Displacement & WEE Related Questions

Stages of migration/forced displacement		
Stage	Migrant Women	Forcibly Displaced Women
Decision to leave source country/crisis leading to forced displacement	<p>What are the key opportunities and challenges?</p> <p>What are the initial states of WEE and financial portfolios of women before leaving the source country?</p> <p>What is the impact, both positive and negative, of migration and forced displacement on host communities?</p>	
In-transit	<p>How does a migration journey impact the WEE and financial portfolios of women? For example, does trauma incurred during a journey have an impact on outcomes? Debt from the journey/travel that has to be paid off through work.</p>	
Protracted Displacement	N/A	<p>How does protracted displacement impact WEE? What are the legal and political frameworks impacting WEE? What are the implications of protracted displacement once a durable solution is in place (i.e. resettlement or repatriation)?</p>
Host country/ community of resettlement	<p>How do integration efforts of immigrants and refugees interact with WEE? How do women participate the informal/formal economy, workforce and enterprise? What are private sector development efforts that have increased WEE? What are the legal and political frameworks regarding migrants and the forcibly displaced that impact WEE? How do women's economic outcomes compare to those of migrant and forcibly displaced men? Do women's skills match with their economic opportunities?</p>	
Return/repatriation	<p>What are economic conditions for returning migrant women? Do their skills transfer from host to source countries? How do governments account for their benefits (e.g. social security portability)?</p>	<p>How is WEE incorporating into rebuilding of economies? How do women participate in the rebuilding process? Is there a difference in their agency to access and control resources due to their experiences in forced displacement?</p>

[admin@Enterprise-Development.org](mailto:admin@Enterprise-Development.org)

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