

# Gender and Disability Inclusion in Migration

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**Abstract:** South Sudan faces challenges in gender and disability inclusion in migration due to ongoing conflicts and humanitarian crises. Women and girls with disabilities often face double discrimination, limiting access to essential services. Programs like the UN's "Women's Protection and Empowerment" and the International Organization for Migration are working to address these issues. Targeted efforts by NGOs and international bodies are crucial in promoting inclusive practices in South Sudan's migration policies.

**Keywords:** Gender, disability, migration

## Inspiration on Gender Bias and Inclusion

Do we value all children equally?

Is anyone more or less valuable?

Gender bias and Inclusion are controversial topics. Because both relate to our moral and intellectual virtues

Therefore, both sides of these topics would be relevant for migration agenda

## INTRODUCTION

This presentation introduced how scholarly research on migration has evolved over the past decade and reviews the literature on gender inclusion in relation to migration.

It defines gender, gender inclusion, migration and its types and elaborates on the reason why gender considerations are crucial in migration related issues.

It further discussed the gendered dimension of migration and concludes by highlighting how gender considerations in policymaking and planning can contribute to individual's' social and economic empowerment and promote gender equality;

## Background

Scholarly research on migration has also changed considerably in the past decade, with women-centred research shifting more toward the analysis of gender. This change in focus reflects two important developments:

- ✓ scholars have succeeded in bringing female migration out of the shadows in many disciplines;
  - ✓ migration is now viewed as a gendered phenomenon that requires more theoretical and analytical tools than sex as a dichotomous variable.
1. Gender is central to any discussion of the causes and consequences of migration, whether forced, voluntary or somewhere in between.
  2. Gender influences reasons for migrating, who migrates and to where, how people migrate and the networks they use, opportunities and resources available at destinations, and relations with the country of origin



## What Is Gender?

- Gender describes the role ,rights and responsibilities that society consider s appropriate for men and women .
- It refers to social ,economic and cultural attributes and opportunities associates with being a male or female.
- Gender roles ,responsibilities inequalities and differences are not the same in various societies .

### Gender Roles

The roles that women and men play differently because the society has ascribed them to either women or men, or boys of girls are called GENDER ROLES.

- These are often determined by the power relations between men and women.
- They are NOT based on sex differences
- Gender roles may be assigned or affected by age, class, religion, ethnicity, historic trends
- Are culturally defined roles and responsibilities
- They can change
- the struggle for equality and women empowerment is not based on attaining equality in sex roles.
- The roles, expectations, relationships and power dynamics associated with being a man, woman, boy or girl significantly affect all aspects of the migration process, and can also be affected in new ways by migration.

### Gender equality

Gender Equality: means equal treatment between men and women in laws, policies and equal access to resources and services.

Long-term goal

Absence of discrimination based on sex

Equality between men and women exists when both sexes are

- ✓ Able to share equally in the distribution of power and influence
- ✓ Access opportunities
- ✓ Enjoy rights
- ✓ Access services



#### Difference between Gender Equality and Gender Equity

GENDER EQUALITY	GENDER EQUITY
means equal outcomes for women, men	Is the process to achieve gender equality
Achieving equal rights, responsibilities and opportunities for all genders	recognises that women are not in the same 'starting position' as men
Everyone gets treated the same	men treating women and men equally might not actually be fair
	Measures are often needed to level playing field
	Everyone gets what they need based on their situation

## Why Gender Equality is Important

- Without the equal participation of women and men there can be no real, sustainable development.
- The realization of women's and men's full potential, the promotion of human rights, and the equal opportunity to contribute to the betterment of the society are fundamental in the development process.

SNV

SNV Rwanda

### What is meant by gender inclusion?

Gender inclusion is a concept that transcends mere equality. It's the notion that all services, opportunities, and establishments are open to all people and that male and female stereotypes do not define societal roles and expectations.

Gender inclusion is acknowledging that everyone deserves to be treated with respect regardless of gender identity and ensuring that systems and processes treat all genders equally.

*It is important to consider the experiences of women and girls, which have sometimes been overlooked Hence, gender inclusion seeks to consider experiences of all people (men, women, boys and girls)*



Putting people at the center of all our decisions and everything we do

### What is the purpose of gender inclusion?

To reduce discrimination and create a more equal world, both the public and private sectors must address disparities and prioritize gender inclusion.

Gender inclusion in migration is not only beneficial for females but their entire communities

### Reasons why gender consideration of migration is important

- There are a number of reasons why it is important to understand the economic and social ramifications of migratory processes.
- Gender differentiated population movements deserve particular attention because they act like a mirror for the way in which gender divisions of labour are incorporated into spatially uneven processes of economic development.
- Analysis based on gender highlights the social dimensions of migration.
- Cross-border can provide new opportunities for women and men to improve their lives, escape oppressive social relations, and support those who are left behind. But it can also expose people to new vulnerabilities as the result of their precarious legal status, abusive working conditions, exposure to certain health risks, etc. (UNRISD 2000).
- Features such as the type of migration or the likelihood of mobility are important, but it is also important to consider the inequalities that are typically hidden by those trends

### Why gender is important in migration?

Ending discrimination against women and girls is not only a basic human rights, it is crucial for sustainable future .It's proven that empowering women and girls helps economic growth and development

Gender plays a direct role in the costs and opportunities of migration, and discriminatory social institutions can impact those. Specifically, gender inequalities play a complementary role to the variable of wealth disparities across countries

Gender relations and gender hierarchies in both sending and receiving countries determine the gender-specific impact of migration.

It 's goal 5 of the SDGs

### Gender Dimension of migration

Migration in itself is a gendered process

- ✓ Mediated by gendered norms, stereotypes, expectations and opportunities
- ✓ Global market still locked out in sexual division of labour(men's and women's work)
- ✓ Supply-demand for gender-specific labour (ie care functions assigned to women)
- ✓ Feminization of migration (for the last 30 years)
- ✓ Migrant men and women do not have access to the same opportunities, nor are they confronted by the same challenges.
- ✓ Discrimination in terms of jobs
- ✓ Women are, for instance, particularly exposed to gender-based violence during the migration process, and are affected disproportionately by migrant trafficking.
- ✓ They are also significantly at risk of being recruited for forced labour in the sex trade or as domestic workers or caregivers
- ✓ Risk losing their legal documents by being confiscated and not get the required legal support

## Gender inclusion legal Frameworks

Convention on the Elimination of All forms of Discrimination against women (1979) –ratified in 2015

Maputo protocol is a living document on women’s right in Africa- Ratified in 2023

United Convention on the Rights of the Child, 1989-ratified in 2015

International Covenant on Civil and political Rights, 1966-assented by H. E president of the Republic on the 24<sup>th</sup> February 2023

International Covenant on Social, Cultural and Political Rights, 1966 assented by H. E. President of the Republic on the 24<sup>th</sup> February 2023

Number of National policies, strategies and plans in place

## CONCLUSION

- It can be argued that gender has the biggest impact on the migration experiences of men, women, boys and girls. Thus, including gender considerations in policymaking and planning can contribute to individual’s’ social and economic empowerment and promote gender equality;
- Leaving such considerations can expose them to further risks and vulnerabilities and perpetuate or exacerbate inequalities.

## DISABILITY INCLUSION

Migration is a political issue, which raises questions of identity, citizenship, diversity and integration

Disabled migrants are a hidden population whose experiences are often overlooked or subsumed within wider debates around migration

There is a need to considers the intersection of disability and migration

### Definition of disability

There is no single definition of disability (Mitra, 2006, p. 236).

Defining disability is complicated as it is ‘complex, dynamic, multidimensional and contested’ (WHO & World Bank, 2011, p. 3).

The UN Convention on the Rights of Persons with Disabilities (UNCRPD) recognizes that ‘disability is an evolving concept’ (UNCRPD, 2006, p. 1):

‘Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others’ (UNCRPD, 2006, p. 4).

### Disability Inclusion

People with disabilities share most basic needs with other people in society, and so mainstreaming has been recognized as the most cost-effective and efficient way to achieve equality for persons with disabilities (DESA, 2011, p. 5; Coe & Wapling)

Disability inclusive development ‘seeks to ensure the full participation of people with disabilities as empowered self-advocates in development processes

And works to address the barriers which hinder their access and participation’

### Mainstreaming disability involves

Mainstreaming is a method, a policy and a tool for achieving social inclusion, which involves the practical pursuit of non-discrimination and equality of opportunity (DESA, 2011)

- § Appointing disability champions;
- § Involving people with disabilities in decision making and as advisors in migration governance
- § Including disability in baseline surveys and situational analyses;
- § Disaggregating data of migrants to include numbers of people with disabilities;
- § supporting Migration research linked to disability (Wapling & Downie, 2012, pp. 29-31; Coe, 2012, p. 400; Bruijn et al., 2012, p. 68, 91).

### Key Concerns on disability Inclusion

Lack of data and the invisibility of people with disabilities

The invisibility of people with disabilities in the mainstream national development narrative has 'resulted in interventions unintentionally leaving out people with disabilities from their target groups

Can we take an effort already started to include disability variable into the migration statistics?

### United Nations Convention on the Rights of Persons with Disabilities, 2006

South Sudan ratified the conventions in 2023-

H. E. The president of the Republic Gen. Salva Kirr Maryardit assented to the Convention on the 24<sup>th</sup> February 2023

National Disability and Inclusion Policy, 2015: is a strategy for mainstreaming disability into the National development processes

National Disability Action plan is awaiting presentation to the cabinet

In a nutshell, there is an enabling legal environment for disability inclusion in all the policy development and programmatic interventions.

### Sustainable Development Goals (SDGs), 2030

Post-2015 agenda, transforming our world: The 2030 agenda for sustainable development, is disability inclusive and pledges to leave no one behind,

South Sudan national frameworks are aligned to the 2030 Agenda on sustainable development and hence, it forms integral part of the strategies for Disability Inclusion.

### National Frameworks for Disability Inclusion

National Disability and Inclusion Policy, 2015: is a strategy for mainstreaming disability into the National development processes.

National Action plan on the Implementation of United Nations Convention on the Rights of Persons with Disabilities is being developed.

Disability Bill, 2024 is on the Pipeline too.

In a nutshell, there is an enabling legal environment for disability inclusion in all the policy development and programmatic interventions.

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## LINKS

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