

RESOLUTION of the IAW XL CONGRESS 2025

Ethical Recruitment and Decent Work for Migrant Women

Proposed by the IAW Migration Committee.

The XL Congress of International Alliance of Women,

Recalling the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and other relevant human rights instruments;

Recognizing the Global Compact for Safe, Orderly and Regular Migration, in particular Objective 6, which calls for fair and ethical recruitment and for safeguarding conditions that ensure decent work for all migrant workers;

Concerned that migrant women continue to face multiple and intersecting forms of discrimination, including occupational segregation, violence, exploitation, unequal pay, and barriers to decent employment;

Noting with deep concern that women migrant workers are often confined to domestic or low-skill sectors despite their diverse qualifications, skills, and educational achievements;

Affirming that the economic, social, cultural, and civic contributions of migrant women extend far beyond low-wage labour and must be fully recognized;

Recalling that the 2024 priorities of the UN Commission on the Status of Women call for accelerating the achievement of gender equality by addressing poverty and improving social protection systems, public services, and sustainable infrastructure for all women and girls, including migrant women;

Acknowledging that ethical recruitment, access to decent work, and the recognition of skills are essential for the empowerment and self-sufficiency of migrant women;

International Alliance of Women therefore calls upon all stakeholders:

1. **To urge governments to ensure the full realization of the human rights** of all migrant women, including migrant women workers, and to protect them from violence, exploitation, discrimination, and abuse in all settings.
2. **To guarantee fair and ethical recruitment** by regulating private recruitment agencies, prohibiting recruitment fees, ensuring transparency in hiring processes, and strengthening monitoring and enforcement mechanisms.

3. **To facilitate the productive employment of documented migrant women** by recognizing foreign education, skills, and professional qualifications, and by removing systemic barriers to their participation in skilled and highly qualified sectors.
 4. **To support the full integration of migrant women into the labour force** through targeted policies, access to public services, gender-responsive employment programmes, and measures aligned with the Agreed Conclusions of the 63rd Commission on the Status of Women (2019).
 5. **To ensure that migrant women have access** to financial literacy training, safe and affordable remittance systems, and the right to open a bank account, own and manage financial assets, investments, and businesses, as a means of advancing economic empowerment and reducing gendered inequalities.
 6. **To adopt and implement national labour laws and employment policies** that explicitly address the specific needs, rights, and contributions of migrant women across all occupational levels.
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IAW further calls upon its member organizations:

7. **To prioritize the legal, social, and humanitarian situation of migrant women** in their national reports, shadow reports, and submissions to intergovernmental bodies, and to advocate for policies that uphold migrant women's dignity, safety, and equal participation.
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