



ASEAN

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Media-friendly glossary on migration

Women migrant workers and ending violence against women (EVAW) edition

2020



Spotlight Initiative
To eliminate violence against women and girls





Glossary

ASEAN

2020

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Women migrant workers and ending violence
against women (EVAW) edition



Spotlight
Initiative

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assistance and support with the overall objective of making labour migration safe and fair for all women in the ASEAN region.

Safe and Fair saw a need for commonly used and technical terms related to women's migration and violence against women to be defined for media, as well as wider use. This glossary contributes to an ILO series of Media-friendly glossaries on migration: a Middle East edition (ILO and UNAOC, 2017), a Fair recruitment and forced labour Viet Nam edition (ILO, 2020), and a Fair recruitment and forced labour edition (ILO and UNAOC, forthcoming).

The responsibility for opinions expressed in the glossary and the various sources mentioned rests solely with their authors, and publication does not constitute an endorsement by the ILO or UN Women. The views expressed herein can in no way be taken to reflect the official opinion of the EU.





Introduction

This is the Media-friendly glossary on migration: Women migrant workers and ending violence against women edition. This glossary serves as a guide for journalists, researchers, trainers and other stakeholders who conduct trainings or write about women's labour migration, and who write about violence against women in the context of migration. It has been compiled as part of the EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls.

Language used in different communication materials and trainings puts forward specific positions and impressions, including at times perpetuating stereotypes. Thus, it is crucial to be clear about terms and definitions related to women migrant workers and violence against women, establishing a common ground from which to have conversations and work towards a world in which rights are respected for all and one in which women's voice, choice and agency is recognised. This glossary presents rights-based terminology, which is based on international law and internationally agreed guidance wherever possible.

In a world where negative public perceptions about migrant workers¹ and of women who experience violence² are common, it is crucial that public discourse be not only accurate but also move away from dehumanizing terms like "illegal migrant" that connote migrants are criminals, toward more neutral terms recognized in international law such as "undocumented migrant". Not dissimilarly, the term "survivor", rather than "victim",³ is a key word choice when talking about women who experience violence that reinforces a woman's agency and empowerment. Word choices can actively contribute to shaping positive perceptions of women migrant workers and those who experience violence.

Explanatory note on glossary presentation

Definitions of terms which are positive and rights-based interpretations by ILO and UN Women have been marked with * to distinguish them from other definitions in the glossary which are derived from international laws and standards.

¹ ILO and UN Women, *Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore, and Thailand*, 2019.

² UN Women, UNODC, and UNDP, *Trial of Rape: Understanding the Criminal Justice System Response to Sexual Violence in Thailand and Viet Nam*, 2017.

³ The term "victim", however, is often used in the legal and medical sectors, recognizing that many forms of Gender-Based Violence are crimes. Global Protection Cluster (GPC), *Handbook for Coordinating Gender-based Violence Interventions in Emergencies*, 2019.



A

Abuse of authority

Abuse of authority is the improper use of a position of influence, power or authority against another person. This is particularly serious when a person uses his or her influence, power, or authority to improperly influence the career or employment conditions of another, including, but not limited to, appointment, assignment, contract renewal, performance evaluation or promotion. Abuse of authority may also include conduct that creates a hostile or offensive work environment which includes, but is not limited to, the use of intimidation, threats, blackmail or coercion. Discrimination and harassment, including sexual harassment, are particularly serious when accompanied by abuse of authority.⁴

*⁵Agency

The freedom and ability to make decisions and take action over one's own life.

C

Care work

Broadly defined as consisting of activities and relations involved in meeting the physical, psychological, and emotional needs of adults and children, old and young, disabled and able-bodied.⁶

Case management

A collaborative, multidisciplinary process which assesses, plans, implements, coordinates, monitors and evaluates options and services to meet an individual's needs through communication and available resources to promote quality, effective outcomes.⁷

⁴ UN Secretariat, *Secretary-General Bulletin: Prohibition of Discrimination, Harassment, Including Sexual Harassment, and Abuse of Authority*, ST/SGB/2008/5 (2008).

⁵ Definitions of terms which are positive and rights based interpretations by ILO and UN Women have been marked with * to distinguish them from other definitions in the glossary which are derived from international laws and standards.

⁶ ILO, *Care Work and Care Jobs for the Future of Decent Work*, 2018.

⁷ UNICEF and International Rescue Committee, *Caring for Child Survivors of Sexual Abuse*, 2012.

Client	See “Target group”
*Consent	To agree voluntarily and freely to something based upon a clear appreciation and understanding of the facts, implications, and future consequences of an action. Individuals must be aware of and have the power to exercise their right to refuse to engage in an action and/or to not be coerced. ⁸ Silence or the inability to say “no” does not imply consent. ⁹
Consular functions	Any function entrusted to a consular post or a diplomatic mission by the country of origin, including, among others, protecting the interests of the country of origin and its nationals in the country of destination; issuing passports and travel documents to nationals, and visas or appropriate documents to persons wishing to travel to the country of origin; helping and assisting nationals; acting as notary and civil registrar and in capacities of a similar kind, and performing certain functions of an administrative nature; and, safeguarding the interests of minors and other persons lacking full capacity who are nationals, particularly where any guardianship or trusteeship is required with respect to such persons. ¹⁰
Consular protection and assistance	Adequate consular and other services that are necessary to meet the social, cultural and other needs of nationals abroad or to protect their rights against any infringements by the receiving State. ¹¹
Country of destination	The country in which the migrant worker is to be engaged, is engaged or has been engaged in a remunerated activity, as the case may be. ¹² "Country of destination", "destination country", or “State of employment” ¹³ are preferable to “host country”, a term which implies that migrants are guests.

⁸ UN (United Nations), *Glossary on Sexual Exploitation and Abuse*, 2017.

⁹ UN Women, *The Change Makers, A Young Activist's Toolkit for Ending Violence Against Women and Girls*, 2014.

¹⁰ Article 5 of The Vienna Convention on Consular Relations, and IOM, *Glossary on Migration, International Migration Law*, No. 34, 2019.

¹¹ Article 65(2) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (ICRMW), and IOM, *Glossary on Migration, International Migration Law*, No. 34 (2019).

¹² Adapted from Article 6(b) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS 3. See also ILO, *Guidelines Concerning Statistics of International Labour Migration*, 2018, noting “The country of destination of for-work international migrants refers to the country which the migrant entered to undertake or seek employment.”

¹³ As per the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families.



Country of origin

Country of which the person concerned is a national.¹⁴ “Country of origin”, or “State of origin”¹⁵ are preferable to “sending country” or “home country”. “Sending country” carries the connotation that the state would take an active part in making workers leave the country to find employment and residence abroad. “Home” carries certain connotations: it is a place where one lives and a place that creates a feeling of belonging. For many migrants, home is their place of residence in the destination country; they may no longer have a physical residence, family or social unit in their country of origin. The term “home country” discounts the experience of migrants who migrated when they were very young and therefore have little or no memory of their country of origin, its language, etc. It is also based on the misconception that all migrants and refugees could eventually go “home” regardless of how long they have stayed, how well they have integrated or conditions in the country of origin. It can fuel racist, xenophobic, and anti-migrant “go back home” campaigns that are often waged against second generation migrants – even when they may never have set foot in the country where their parents were born. Moreover, the term “home country” undermines efforts to integrate migrants and implies the highly damaging assertion that migrants could not, or should not, feel a sense of belonging in the country to which they have migrated.¹⁶

Country of transit

In the context of migration, the country through which a person or a group of persons pass on any journey to the country of destination, or from the country of destination to the country of origin.¹⁷

D

Decent work

The achievement of decent work requires job creation, rights at work, access to social protection and social dialogue, with gender equality.¹⁸

¹⁴ Adapted from Article 6(a) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS 3. See also ILO, *Guidelines Concerning Statistics of International Labour Migration*, 2018, noting “the country of origin of for work international migrants may be the country of birth, the country of citizenship or the country of previous usual residence, depending on the definition of international migrants used for measurement purposes.”

¹⁵ As per the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families.

¹⁶ ILO, *Media-Friendly Glossary on Migration: Fair Recruitment and Forced Labour edition*, 2020.

¹⁷ Adapted from Article 6(c) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS 3.

¹⁸ In full, opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families; better prospects for personal development and social integration; freedom for people to express their concerns, organise and participate in the decisions that affect their lives; and equality of opportunity and treatment for all women and men. International Labour Organization Declaration on Social Justice for a Fair Globalization, International Labour Conference, 97th Session, Geneva, 10 June 2008.

<p>Discrimination</p>	<p>Any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment.¹⁹</p> <p>Direct discrimination occurs when less favourable treatment is explicitly or implicitly based on one or more prohibited grounds. It includes sexual harassment and other forms of harassment. Indirect discrimination refers to apparently neutral situations, regulations or practices which in fact result in unequal treatment of persons with certain characteristics. It occurs when the same condition, treatment or criterion is applied to everyone, but results in a disproportionately harsh impact on some persons on the basis of characteristics such as race, colour, sex or religion, and is not closely related to the inherent requirements of the job.²⁰</p>
<p>Documented migrant worker</p>	<p>Also referred to as “regular migrant worker”,²¹ this term refers to a migrant worker authorized to enter, to stay and to engage in a remunerated activity in the State of employment pursuant to the law of that State and to international agreements to which that State is a party.²² In some cases this refers to a migrant worker having authority to leave her or his country. The rights and permissions afforded document or regular migrant workers may, under certain conditions, be granted to members of their families. See also “Undocumented migrant worker”.</p>
<p>Documented migration</p>	<p>Also referred to as “migrant worker in a regular situation”,²³ this term usually refers to entry, stay or work in a destination country with the correct documentation. The term also refers to the exit from a country of origin with documentation from the State.²⁴ Documentation from the State refers to authorization to enter, to stay, and to engage in a remunerated activity according to the law of that State and to international agreements to which that State is a party.²⁵ See also “Undocumented migration”.</p>

¹⁹ Discrimination (Employment and Occupation) Convention, 1958 (No. 111). See also CEDAW for “discrimination of women”, and UN Secretariat, *Secretary-General Bulletin: Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority*, 11 February 2008, ST/SGB/2008/5.

²⁰ ILO, *Report of the Committee of Experts on the Application of Conventions and Recommendations*, ILC.101/III(1B) (2012), paras 744-745.

²¹ “Although regular migrants are usually documented, there may be situations in which a regular migration status does not correspond to being documented. For example, within regional freedom of movement regimes, migrants, who are authorized to move within the region, may lack the document to prove that they are nationals of one of the Member States of the regional community, and therefore may be undocumented.” IOM, *Glossary on Migration, International Migration Law*, No. 34, 2019.

²² Article 5(a) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS

²³ “Although regular migrants are usually documented, there may be situations in which a regular migration status does not correspond to being documented. For example, within regional freedom of movement regimes, migrants, who are authorized to move within the region, may lack the document to prove that they are nationals of one of the Member States of the regional community, and therefore may be undocumented.” IOM, *Glossary on Migration, International Migration Law*, No. 34, 2019.

²⁴ See ILO and UN Women, *Protected or Put in Harm’s Way? Bans and Restrictions on Women’s Labour Migration in ASEAN Countries*, 2017.

²⁵ Adapted from Art. 5(a) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS 3.



Domestic work	The term “domestic work” means work performed in or for a household or households. ²⁶
Domestic worker	<p>The term “domestic worker” means any person engaged in domestic work within an employment relationship (See “Domestic work”).²⁷ A domestic worker is an individual who is paid to perform domestic duties such as cleaning, cooking and looking after children or elderly people in the home. This individual often lives and works at the employer’s residence.²⁸ A person who performs domestic work only occasionally or sporadically and not on an occupational basis is not a domestic worker.²⁹</p> <p>*The term “domestic worker” is preferred to “helper”, “maid”, “auntie” or “servant” because it underscores that domestic work is a type of employment with corresponding labour rights.</p>
Domestic violence	The violence that occurs within the private sphere, generally between individuals who are related through blood or intimacy. It can take many different forms, including physical, psychological, and sexual violence. ³⁰

E

*Economic abuse	Causing or attempting to cause an individual to become financially dependent on another person, by obstructing their access to or control over resources and/or independent economic activity. ³¹
Economic violence	Denying someone access to and control over basic resources. ³²
Emotional abuse	See “Psychological Abuse”.

²⁶ Article 1(a) (b) of the ILO Domestic Workers Convention, 2011 (No. 189).

²⁷ Article 1(a) (b) of the ILO Domestic Workers Convention, 2011 (No. 189).

²⁸ ILO, *Media-Friendly Glossary on Migration: Fair Recruitment and Forced Labour edition*, forthcoming.

²⁹ Article 1(a) (b) of the ILO Domestic Workers Convention, 2011 (No. 189).

³⁰ UN General Assembly, resolution 58/147, Elimination of domestic violence against women, A/RES/58/147 (2003).

³¹ UN Women, *Glossary of Terms from Programming Essentials and Monitoring and Evaluation Sections*, 2012.

³² UN General Assembly, *In-depth Study on All Forms of Violence Against Women: Report of the Secretary-General*, A/61/122/Add.1 (2006).



Essential services	Essential services are those that are most typically needed to respond to the needs of women and girls, including transgender women, who have been victims of physical and sexual violence. These include: hotlines; health care, including post-rape care; crisis counseling and referrals; shelters and safe housing; safety and police protection; access to justice, legal and social assistance. ³³
Ethical recruitment	See “Fair recruitment”.
*Exploitation	There is no definition of the term “exploitation” in any international legal instrument. Exploitation can be understood as being the act of taking advantage of another for one’s own benefit. ³⁴ See also “Labour exploitation” and “Trafficking in persons”.

F

Fair recruitment	Processes of recruitment and placement of workers, both nationally and internationally, in a way that is respectful of their human and labour rights while meeting labour market and employers’ needs. Generally, a fair recruitment process exhibits a number of elements that differentiate it from a recruitment process that does not fully respect the human and labour rights of the worker. These include – among others – the principle that workers should not be charged any recruitment fees or related costs, workers should understand and voluntarily agree to the terms and conditions of their employment, workers should be free to move within a country of leave a country, workers should have access to remedies in case of alleged abuse of their rights. ³⁵
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³³ UN Women, UNFPA, WHO, UNDP and UNODC, *Essential Services Package for Women and Girls Subject to Violence*, 2015.

³⁴ IOM, *Glossary on Migration, International Migration Law*, 2nd edition, 2011, p.35. Also, per the 2000 UN Convention against Transnational Organized Crime Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children "Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs." The Protocol notes that this list is not considered exhaustive.

³⁵ ILO, *General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs*, 2019.



Forced labour

All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself/herself voluntarily.³⁶ Forced labour refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities.³⁷

*The term “slavery” is often used to describe forced labour and should only be used when there is proof of slavery, which is defined as ownership of a person in international law.³⁸ See “Slavery”. The term can connote the person has no agency (See “Agency”).

G

*Gender

The economic, social and cultural attributes and opportunities associated with being men or women in a particular point in time. Also refers to the socially constructed relationship between women and men and the attributes, behaviour and activities to which each is expected to adhere. Gender differences are determined and reinforced by cultural, historical, ethnic, religious and economic factors. Gender roles differ over time and between cultures, but may be changed. Gender is often wrongly conflated with “sex”, which refers to biological differences.³⁹

³⁶ Article 2(1) of the ILO Forced Labour Convention, 1930 (No. 29).

³⁷ Forced labour is recognized as a form of exploitation in the definition of trafficking in persons (Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (adopted 15 November 2000, entered into force 25 December 2003) 2237 UNTS 319, Art. 3(a)).

³⁸ Per Slavery Convention, 1926.

³⁹ UN Women, *Glossary of Terms from Programming Essentials and Monitoring and Evaluation Sections*, 2012.



<p>Gender-based violence</p>	<p>An umbrella term for violence directed toward or disproportionately affecting someone because of their actual or perceived gender identity. The term “gender-based violence” (GBV) is primarily used to underscore the fact that structural, gender-based power differentials around the world place women and girls at risk for multiple forms of violence. This includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty, whether occurring in public or in private life. While women and girls suffer disproportionately from GBV, men and boys can also be targeted. The term is also used by some actors to describe targeted violence against lesbian, gay, bisexual, transgender, and intersex (LGBTI) populations, in these cases when referencing violence related to norms of masculinity/femininity and/or gender norms.⁴⁰</p>
<p>Gender-based violence and harassment</p>	<p>Violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment.⁴¹</p> <p>This term was agreed in the ILO Violence and Harassment Convention, 2019 (No. 190). See also “Violence and harassment in the world of work” and “World of work”.</p>
<p>*Gender-blind</p>	<p>The failure to recognize that gender is an essential determinant of social outcomes impacting on projects and policies. A gender-blind approach assumes gender is not an influencing factor in projects, programmes, or policy.⁴²</p>
<p>*Gender equality</p>	<p>Enjoyment of equal rights, opportunities, and treatment of all people, with recognition that people of different genders have different needs, priorities and experiences of injustice.⁴³</p>
<p>Gender mainstreaming</p>	<p>The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.⁴⁴</p>

⁴⁰ Inter-Agency Standing Committee, *Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing Risk, Promoting Resilience and Aiding Recovery*, 2015.

⁴¹ ILO Violence and Harassment Convention, 2019 (No. 190).

⁴² UNDP, *The Gender And Human Rights Analysis Of The National Multisectoral Strategic HIV and AIDS Framework 2009-2014*.

⁴³ UN Women Training Centre, *Gender Equality Glossary*.

⁴⁴ UN Economic and Social Council, resolution 1997/2, Agreed Conclusions, 18 July 1997, 1997/2.



*Gender non-conforming	A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into the gender binary i.e. woman/man.
*Gender norms	Social expectations that define what is considered appropriate behaviour for women and men. Gender norms shape the different roles and behaviours of women and men, and of children as well as adults. ⁴⁵
*Gender-responsive	The consistent and systematic attention given to the gendered differences among individuals in society with a view to addressing status quo and structural constraints to gender equality.
*Gender-sensitive	Taking into account particularities pertaining to the lives of both women and men with an aim to eliminate inequalities and promote gender equality, including an equal distribution of resources. ⁴⁶

H

Harassment	<p>Any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive work environment. Harassment normally implies a series of incidents.⁴⁷</p> <p>For the definitions in the ILO Violence and Harassment Convention, 2019 (No. 190), see “Violence and harassment in the world of work” and “Gender-based violence and harassment”.</p>
Human trafficking	See Trafficking in persons.

⁴⁵ UNFPA, *Measuring Prevalence of Violence Against Women: Key Terminology*. Gender norms often fail to take into consideration people who identify outside of the gender binary, 2016.

⁴⁶ European Commission, *100 Words for Equality: A Glossary of Terms on Equality between Women and Men*, 1998.

⁴⁷ UN Secretariat, *Secretary-General Bulletin: Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority*, 11 February 2008, ST/SGB/2008/5.



Informal economy	All economic activities by workers and economic units that are – in law or in practice – not covered or insufficiently covered by formal arrangements. Their activities are not included in the law, which means that they are operating outside the formal reach of the law; or they are not covered in practice, which means that – although they are operating within the formal reach of the law, the law is not applied or not enforced; or the law discourages compliance because it is inappropriate, burdensome, or imposes excessive costs. ⁴⁸
*Intersectionality	The intersections of gender with other areas of discrimination and exclusion, including but not limited to race, class, caste, gender, ethnicity, sexuality, gender identity, disability, nationality, immigration status, geographical location, religion and so on. ⁴⁹
*Intimate partner violence	A pattern of assaultive and coercive behaviours, including physical, sexual, and psychological attacks, as well as economic coercion, that adults or adolescents use against their intimate partners. It includes a range of sexually, psychologically and physically coercive acts used against adult or adolescent women by a current or former intimate partner, without her consent. Though women can be violent toward men in relationships, and violence exists in same-sex partnerships, the largest burden of intimate partner violence is inflicted by men against their female partners ⁵⁰
*Irregular migration	A cross-border movement that takes place outside the regulatory norms of the countries of origin, transit and destination. See “Undocumented migration”.

⁴⁸ ILO Resolution concerning decent work and the informal economy, 2002. See also Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) which further notes the term “informal economy” does not cover illicit activities, in particular the provision of services or the production, sale, possession or use of goods forbidden by law, including the illicit production and trafficking of drugs, the illicit manufacturing of and trafficking in firearms, trafficking in persons, and money laundering, as defined in the relevant international treaties. Further per ILO, *Statistical Definition of Informal Employment: Guidelines Endorsed by the Seventeenth International Conference of Labour Statisticians*, 2003, the informal economy includes self-employment in informal enterprises (small and unregistered enterprises) and wage employment in informal jobs (unregulated and unprotected jobs) for informal enterprises, formal enterprises, households or for no fixed employer.

⁴⁹ UN Women, *The Value of Intersectionality in Understanding Violence Against Women and Girls*, 2019.

⁵⁰ UN Women, *Glossary of Terms from Programming Essentials and Monitoring and Evaluation Sections*, 2012.

Irregular-status migrant worker

See “Undocumented migrant worker”.

*The terms “irregular-status migrant worker” “migrant worker in an irregular situation” or “undocumented migrant worker” should be used in lieu of the term “illegal migrant” because the latter is seen as stigmatizing and associative with criminality.⁵¹

L

*Labour exploitation

The term covers a broad spectrum of working conditions and practices that are short of decent work and thus unacceptable. They range from extreme exploitation including forced labour and trafficking in persons at one end, to other unacceptable working conditions such as delayed or non-payment of wages.⁵² There is no definition of exploitation in international law. See also “Exploitation” and “Trafficking in persons”.

Labour migration

The movement of persons from one geographical location to another in order to find gainful employment, typically referring to international border crossing.⁵³

*The term “labour migration” is preferred to “labour import/export” as the term can imply a commodification of people.

Labour recruiter

Public or private employment agencies and all other intermediaries or subagents that offer labour recruitment and placement services. Labour recruiters can take many forms, whether for profit or non-profit, or operating within or outside legal and regulatory frameworks.⁵⁴

⁵¹ See UN Committee on Migrant Workers, General Comment No. 2 on the rights of migrant workers in an irregular situation and members of their families (CMW/C/GC/2), 28 August 2013, para. 4: “The Committee is of the view that the term ‘in an irregular situation’ or ‘non-documented’ is the proper terminology when referring to their status. The use of the term ‘illegal’ to describe migrant workers in an irregular situation is inappropriate and should be avoided as it tends to stigmatize them by associating them with criminality.”

⁵² ILO and the United Nations Alliance of Civilizations, *Media-Friendly Glossary on Migration: Middle East edition*, 2017.

⁵³ ILO and the United Nations Alliance of Civilizations, *Media-Friendly Glossary on Migration: Middle East edition*, 2017.

⁵⁴ See ILO, *General Principles and Operational Guidelines for Fair Recruitment*, 2016.



*Low wage versus low-skilled labour

The term “low-wage labour” is sometimes used to define workers in certain employment sectors by the amount they are paid. Low-wage sectors include domestic work, construction, agriculture, fishing, and other forms of manual labour that are considered difficult and unattractive.⁵⁵

The term “unskilled work” should be avoided although it is a term used in economics. “Low-skilled work” should be used with caution as it implies a negative value judgment of workers’ experience, proficiency and capacity for growth. It also does not take into account that there are a variety of skill levels within the general rubric of “low-skilled labour”, that workers have training as well as knowledge, competency and efficiency in their work. Caution is also required when using this term in relation to migrant workers. Many of them are confined by law or social norms to particular sectors regardless of their skills. Women, in particular, are subject to discrimination that confines them to low-wage sectors.⁵⁶

M

*Masculinities

The different notions of what it means to be a man, including ideals about men’s characteristics, roles and identities, which are constructed based on cultural, social and biological factors and which change over time.⁵⁷

Maternity protection

Protections ensuring equality of opportunity for women and enabling women to combine productive and reproductive roles, including: maternity leave, cash and medical benefits, health protection, employment protection, non-discrimination in employment and rights to breastfeed.⁵⁸

⁵⁵ In terms of statistical categories, the term “elementary occupations” is used and defined as occupations that typically involve the performance of simple and routine physical or manual tasks. These occupations may require the use of hand-held tools, such as shovels, or of simple electrical equipment, such as vacuum cleaners. These occupations involve tasks such as cleaning; digging; lifting and carrying materials by hand; sorting, storing, or assembling goods by hand (sometimes in the context of mechanized operations); operating a non-motorized vehicle; and picking fruit or vegetables. ISCO-08 and ISCO-88 category 9, *The International Standard Classification of Occupations*, 2012.

⁵⁶ ILO, *Media-Friendly Glossary on Migration: Fair Recruitment and Forced Labour* edition, forthcoming.

⁵⁷ UNFPA, *Measuring Prevalence of Violence Against Women: Key Terminology*, 2016.

⁵⁸ ILO Maternity Protection Convention, 2000 (No. 183) and Maternity Protection Recommendation, 2000 (No. 191); Cited from ILO and UN Women, *Protected or Put in Harm’s Way? Bans and Restrictions on Women’s Labour Migration in ASEAN Countries*, 2017.



Migrant worker	<p>A person who is to be or has been engaged in a remunerated activity in a State of which he or she is not a national.^{59 60}</p> <p>*The term “migrant worker” is preferred to “alien worker”, “economic migrant”, or “foreign worker”.</p>
*Migrant Worker Resource Centres (MRCs)	<p>MRCs deliver services directly to migrant workers and their communities in countries of origin and destination and are often housed in government institutions, trade unions, or civil society organizations. MRCs provide information on migrating to work and provide a space to ask questions and to lodge complaints and get legal aid. Counselling is provided at MRCs and in communities through outreach activities and meetings, in addition to online and over the phone.⁶¹</p>
Migration for marriage	<p>The movement of a person to another country in order to marry a person.⁶² In many cases the migrant also works in the country of destination, which then also constitutes "labour migration".</p>

P

*Patriarchy	<p>Structures and practices of society that establish men’s power over women and children. Although all men may generally benefit from patriarchy, not all men benefit equally, taking into account the determinants of race and class, for example.⁶³</p>
Perpetrator	<p>A person (or group of persons) who commits an act of gender-based violence or other type of crime or offence. Under International Human Rights Law, the term perpetrator can refer also to state institutions, entities or agents that fail to meet human rights obligations.⁶⁴</p>

⁵⁹ Article 2 of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS 3.

⁶⁰ To generate more comprehensive insights, a new definition of international migrant worker was adopted in 2018 by the International Conference of Labour Statisticians, which includes all persons of working age in the country who are either usual residents or not usual residents, but are presently in the country and are either in employment or seeking employment. *Guidelines Concerning Statistics of International Labour Migration, 20th International Conference of Labour Statisticians, 2018*

⁶¹ ILO, *Migrant Worker Resource Centre Operations Manual*, 2014.

⁶² There is no definition of “migration for marriage” in international law.

⁶³ UN Women, *The Change Makers, A Young Activist’s Toolkit for Ending Violence Against Women and Girls*, 2014.

⁶⁴ UN, *Glossary on Sexual Exploitation and Abuse*, 2017.



<p>*Physical violence</p>	<p>Physical violence is the intentional use of physical force with the potential for causing death, injury or harm. Physical violence includes but is not limited to: scratching, pushing, shoving, throwing, grabbing, biting, choking, shaking, poking, hair pulling, slapping, punching, hitting, burning, the use of restraints or one's body size or strength to detain another person or the use of a weapon (gun, knife or object).⁶⁵</p>
<p>Protectionism</p>	<p>This perspective perceives women as inherently in need of protection and limits their mobility and freedoms to achieve that protection.⁶⁶</p> <p>“Protection of women’s rights” is often preferred to “protecting women”.</p>
<p>*Psychological abuse</p>	<p>Any act or omission that damages the self-esteem, identity, or development of the individual. It includes, but is not limited to, humiliation, threatening loss of custody of children, forced isolation from family or friends, threatening to harm the individual or someone they care about, repeated yelling or degradation, inducing fear through intimidating word or gestures, controlling behavior, and the destruction of possessions.⁶⁷</p>
<p>*Psychological violence</p>	<p>Behaviour that is intended to intimidate and persecute, and takes the form of threats of abandonment or abuse, confinement to the home, surveillance, threats to take away custody of the children, destruction of objects, isolation, verbal aggression and constant humiliation.⁶⁸</p>

⁶⁵ Centers for Disease Control and Prevention, *Intimate Partner Surveillance: Uniform Definitions and Recommended Data Elements, (Second Edition)*, 2000.

⁶⁶ UN Women, *Glossary of Terms from Programming Essentials and Monitoring and Evaluation Sections*, 2012.

⁶⁷ UN Women, *Glossary of Terms from Programming Essentials and Monitoring and Evaluation Sections*, 2012.

⁶⁸ UN Women, *Glossary of Terms from Programming Essentials and Monitoring and Evaluation Sections*, 2012.



R

Rape	Penetration – even if slightly – of any body part of a person who does not consent with a sexual organ and/or the invasion of the genital or anal opening of a person who does not consent with any object or body part. ⁶⁹
Recruitment	The advertising, information dissemination, selection, transport, placement into employment and – for migrant workers – return to the country of origin where applicable. This applies to both jobseekers and those in an employment relationship. ⁷⁰ See also “Labour recruiter”.
Recruitment fees or related costs	Any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection. ^{71,72}
*Regular migration	Regular migration is a cross-border movement that takes place within the regulatory norms of the countries of origin, transit and destination. See “Documented migration”.
Regular-status migrant worker	See “Documented migrant worker”.

⁶⁹ UN, *Glossary on Sexual Exploitation and Abuse*, 2017.

⁷⁰ ILO, *General Principles and Operational Guidelines for Fair Recruitment*, 2016.

⁷¹ ILO, *General Principles and Operational Guidelines for Fair Recruitment*, 2016. For full elaboration see: ILO, *Definition of Recruitment Fees and Related Costs, General Principles and Operational Guidelines for Fair Recruitment*, 2019.

⁷² In a fair recruitment arrangement, private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers. Article 7 of the ILO Private Employment Agencies Convention, 1997 (No. 181).



S

*Sex	The physical and biological characteristics that distinguish males and females ⁷³ (versus, socially constructed roles, or gender).
*Sexual abuse	Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. ⁷⁴
*Sexual exploitation	Actual or attempted abuse of a position of vulnerability, power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. Sexual exploitation and abuse constitute acts of serious misconduct and are therefore grounds for disciplinary action including summary dismissal, and criminal proceedings. ⁷⁵
*Sexual harassment	Any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment, ⁷⁶ including at work. While typically involving a pattern of behaviour, it can take the form of a single incident. Sexual harassment may occur between persons of the opposite or same sex. Both men and women can be either the victims or the offenders. See also “Harassment”, and “Violence and harassment in the world of work”.
Sexual violence	Sexual violence is any act in which one person in a power relationship uses force, coercion or psychological intimidation to force another to carry out a sexual act against her or his will or participate in unwanted sexual relations from which the offender obtains gratification. Abusive sexual contact occurs in a variety of situations, including within marriage, on dates, at work, in school in families (such as incest). Other manifestations include undesired touching, the oral, anal or vaginal penetration of a penis or objects obligatory exposure to pornographic material. ⁷⁷

⁷³ UN Women Training Centre, *Gender Equality Glossary*, 2017.

⁷⁴ UN, *Glossary on Sexual Exploitation and Abuse*, 2017.

⁷⁵ UN, *Glossary on Sexual Exploitation and Abuse*, 2017.

⁷⁶ UN, *Glossary on Sexual Exploitation and Abuse*, 2017.

⁷⁷ WHO, *WHO Multi-country Study of Women's Health and Domestic Violence Against Women: Study Protocol*, 2004.



<p>Slavery</p>	<p>The status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised.⁷⁸</p> <p>*Unless there is proof of ownership, per above definition, use of the terms “slavery” and “slave” are not encouraged or accurate, as they can connote that persons have no agency (See “Agency”). The terms are often used to describe situations of and people in exploitation, forced labour, or trafficking.</p>
<p>*Social norms</p>	<p>Social norms can be defined as the rules that describe what a certain group considers to be typical or desirable behaviour in a given situation.⁷⁹</p>
<p>*SOGIESC</p>	<p>An acronym for sexual orientation, gender identity and expression, and sexual characteristics.</p> <p>Sexual orientation is understood to refer to each person’s capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender.⁸⁰</p> <p>Gender identity is understood to refer to each person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms.⁸¹</p> <p>Gender expression is each person’s presentation of the person’s gender through physical appearance – including dress, hairstyles, accessories, cosmetics – and mannerisms, speech, behavioural patterns, names and personal references. Gender expression may or may not conform to a person’s gender identity.⁸²</p> <p>Sexual characteristics are each person’s physical features relating to sex, including genitalia and other sexual and reproductive anatomy, chromosomes, hormones, and secondary physical features emerging from puberty.⁸³</p>

⁷⁸ Per Slavery Convention, 1926.

⁷⁹ Tankard and Paluck, 2016, as cited in ILO, *Practical Methods to Change Social Norms in Domestic Work*, forthcoming.

⁸⁰ Per Yogyakarta Principles on the Application of International Human Rights Law in relation to Sexual Orientation and Gender Identity, 2006.

⁸¹ Per Yogyakarta Principles on the Application of International Human Rights Law in relation to Sexual Orientation and Gender Identity, 2006.

⁸² Per [Yogyakarta Principles plus 10](#). The Yogyakarta Principles plus 10 notes that gender expression’ is included in the definition of gender identity in the Yogyakarta Principles and, as such, all references to gender identity should be understood to be inclusive of gender expression as a ground for protection, 2017.

⁸³ Per Yogyakarta Principles plus 10, 2017.

Stigma	Opinions, judgments held by individuals or society that negatively affect a person or group associated with a particular circumstance, quality or characteristic. Stigma is often based on harmful stereotypes and prejudices. ⁸⁴
*Survivor	Person who has experienced violence. The term ‘survivor’ is generally used in the psychological and social support sectors because it implies resilience of the person who experienced violence. ‘Victim’ is a term often used in the legal and medical sectors, recognizing that many forms of GBV are crimes. ⁸⁵
*Survivor-centred approach	<p>A survivor-centred approach to violence against women seeks to empower the survivor by prioritizing her rights, needs and wishes. It means that any engagement (response or prevention) prioritizes the safety, autonomous decision-making, consent, and confidentiality of the survivor. It also means ensuring that survivors have access to appropriate, accessible and good quality services including:</p> <ul style="list-style-type: none"> ● Healthcare, ● Psychological and social support, ● Security, and ● Legal services.⁸⁶

T

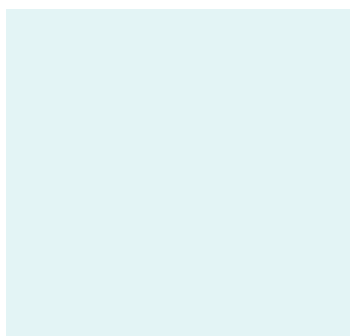
Trafficking in persons	<ul style="list-style-type: none"> ● The act of: recruitment, transportation, transfer, harbouring or receipt of persons; ● By means of: the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person; ● For the purpose of exploitation, which includes, at a minimum: the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.⁸⁷
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⁸⁴ UN Women, *The Change Makers, A Young Activist's Toolkit for Ending Violence Against Women and Girls*, 2014.

⁸⁵ Global Protection Cluster (GPC), *Handbook for Coordinating Gender-based Violence Interventions in Emergencies*, 2019.

⁸⁶ UNFPA, *Managing Gender-based Violence in Emergencies: E-learning Companion Guide*, 2012.

⁸⁷ As per UN General Assembly, *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention against Transnational Organized Crime*, 15 November 2000 (the “Trafficking Protocol”).



The term “human trafficking” is also used. See also “Exploitation”, “Forced labour”, “Labour exploitation”.

The term “slavery” is often mistakenly used to describe trafficking in persons and should only be used when there is proof of ownership of a person.⁸⁸ See “Slavery”. The term connotes the person has no agency (See “Agency”).

U

Undocumented migrant worker

Also referred to as “irregular-status migrant worker” or “migrant workers in an irregular situation”, this term refers to a migrant worker without authorization to enter, to stay and to engage in a remunerated activity in the State of employment pursuant to the law of that State and to international agreements to which that State is a party.⁸⁹ In some cases this refers to a migrant worker not having authority to leave her or his country. See also “Documented migrant worker”.

Undocumented migration

Also referred to as “irregular migration”, this term usually refers to entry, stay or work in a destination country without the correct documentation. The term also refers to the exit from a country of origin without documentation from the State.⁹⁰ Documentation from the State refers to authorization to enter, to stay, and to engage in a remunerated activity according to the law of that State.⁹¹ See also “Documented migration”.

⁸⁸ Per Slavery Convention, 1926.

⁸⁹ Article 5(a) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS 3.

⁹⁰ See ILO and UN Women, *Protected or Put in Harm’s Way? Bans and Restrictions on Women’s Labour Migration in ASEAN Countries*, 2017.

⁹¹ Adapted from Article 5(a) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS 3.



V

VAW referral pathway	An agreed framework that facilitates primary duty bearers and actors with information on how to respond to VAW cases and to guide survivors of VAW on where to seek assistance and what services are available at different referral points. ⁹²
Victim blaming	“Victim-blaming” exists to a certain degree with all forms of violence. In order not to question the safety of the world around us when we hear of a violent incident, we may examine the behavior of the survivor and assure ourselves that if we avoid such risks and behavior (e.g. being out late alone, venturing into certain areas, leaving our door unlocked, dressing in a “provocative” way) we will avoid violence. This natural act of psychological self-defense, however, focuses our attention on the perceived responsibility of the survivor, and may neglect to fully question the conduct of the perpetrator. By shifting the blame to the survivor in violence against women, the focus is on the survivor and her behavior, rather than on the structural causes and inequalities underlying the violence perpetrated against her. ⁹³
Violence against women (VAW)	<p>Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.⁹⁴</p> <p>Violence against women is manifested in a continuum of multiple, interrelated and sometimes recurring forms, encompassing, but not limited to:</p> <ul style="list-style-type: none">• Physical, sexual, and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women and girls, non-spousal violence, and violence related to exploitation;• Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and girls, and sexual exploitation of women and girls;

⁹² Inter-Agency Standing Committee, *Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing Risk, Promoting Resilience and Aiding Recovery*, 2015.

⁹³ UN Women Training Centre, *Gender Equality Glossary*, 2017.

⁹⁴ Article 1, *Declaration on the Elimination of Violence against Women* (1993).



	<ul style="list-style-type: none">• Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs. <p>See also “Violence and harassment in the world of work”, “Gender-based violence and harassment”, “Sexual violence”, “Psychological violence”, “Physical violence”, and “Economic violence”.</p>
<p>Violence and harassment in the world of work</p>	<p>A range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.⁹⁵</p> <p>This term was agreed in the ILO Violence and Harassment Convention, 2019 (No. 190). See also “World of work” and “Gender-based violence and harassment”.</p>

W

<p>*Women’s empowerment</p>	<p>Women’s empowerment is women’s increased participation, power, and decision-making in all aspects of life. It is a necessary element in achieving gender equality. Women’s empowerment is usually interpreted as something that must be given to women by others. However, the preference is to see empowerment as a process where women are active agents in transforming power structures and creating the necessary conditions for equality.⁹⁶</p>
<p>World of work</p>	<p>Refers to circumstances in the course of, linked with or arising out of work:</p> <ul style="list-style-type: none">• In the workplace, including public and private spaces where they are a place of work,• In places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities,• During work-related trips, travel, training, events or social activities,• Through work-related communications, including those enabled by information and communication technologies,• In employer-provided accommodation, and• When commuting to and from work.⁹⁷

⁹⁵ Article 1, ILO Violence and Harassment Convention, 2019 (No. 190).

⁹⁶ ILO and UN Women, *Protected or Put in Harm’s Way? Bans and Restrictions on Women’s Labour Migration in ASEAN Countries*, 2017.

⁹⁷ Article 3, ILO Violence and Harassment Convention, 2019 (No. 190).



This term was agreed in the ILO Violence and Harassment Convention, 2019 (No. 190). See also “Violence and harassment in the world of work” and “Gender-based violence and harassment”.

Inclusive terminology summary

Avoid	Prefer
Alien, economic migrant, or foreign worker	Migrant worker
Helper, maid, servant, auntie	Domestic worker
Host country, receiving country	Country of destination, destination country, State of destination
Illegal migrant	Irregular-status migrant, undocumented migrant
Labour import/export	Labour migration
Protecting women	Protection of women’s rights
Sending country, home country	Country of origin, State of origin
Slave ⁹⁸	Person in forced labour
Unskilled work	Elementary occupations
Victim ⁹⁹	Survivor

⁹⁸ The term should only be used when there is proof of ownership of a person, per Slavery Convention, 1926.

⁹⁹ The term “victim”, however, is often used in the legal and medical sectors, recognizing that many forms of gender-based violence are crimes.



Media-friendly glossary on migration: Women migrant workers and ending violence against women (EVAW) edition

Word choices can actively contribute to shaping positive perceptions of women migrant workers and those who experience violence. It is crucial to be clear about terms and definitions related to women migrant workers and violence against women, establishing a common ground from which to work towards a world in which rights are respected for all. This glossary serves as a guide for journalists, researchers, practitioners and others who conduct trainings or write about women's labour migration and violence against women. The glossary was compiled by the joint ILO-UN Women Safe and Fair Programme: Realizing women migrant workers' rights and opportunities in the ASEAN region, which is part of the multi-year EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls.

The Spotlight Initiative is a global, multi-year partnership between the European Union and the United Nations to eliminate all forms of violence against women and girls by 2030. It is the world's largest targeted effort to end all forms of violence against women and girls. Launched with a seed funding commitment of €500 million from the European Union, the Spotlight Initiative represents an unprecedented global effort to invest in gender equality as a precondition and driver for the achievement of the Sustainable Development Goals. As a demonstration fund for action on the Sustainable Development Goals, the Spotlight Initiative is demonstrating that a significant, concerted and comprehensive investment in gender equality and ending violence can make a transformative difference in the lives of women and girls.

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