# What disability-responsiveness should mean for the Global Compact for Migration (GCM)

Easy-to-Read Version

**dmn**

DISABILITY MIGRATION NETWORK

# Easy-to-Read Version

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# What's in a Word?

**Say it Right. Say it with Respect.**

## PERSON(S)
### with disabilities

- ✅ **Women** with disabilities
- ✅ **Children** with disabilities
- ✅ **Migrants** with disabilities
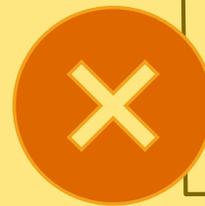- ✅ **Persons** <u>without</u> disabilities

🚫 **Sufferer, stricken, wheelchair-bound**

🚫 **Physically or mentally challenged**

🚫 **Handicapped or special**

🚫 **Normal/ abnormal**

🚫 **Differently-abled**

❌ **See the person, not just the disability**
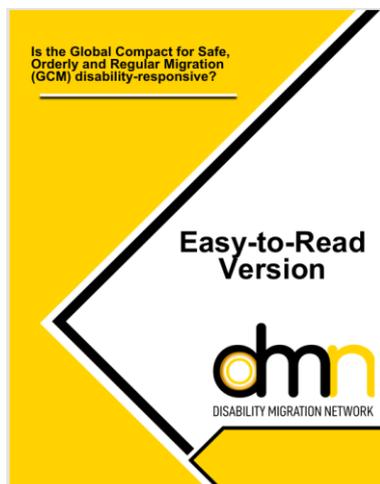
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# NOTE

There are some words in this document that might be hard to read or understand.

Hard words in this document are in a **blue bold** print.

You can click on these **blue bold** words, and it will take you to a definition of these words, they are on page 13 and page 14.

# WHAT IS THIS REPORT

This report adds on to the earlier research about if the **Global Compact for Migration (GCM)** includes disability.

Looking at what "**disability-responsive**" migration really means and how to make it work in practice.

The **Global Compact for Migration (GCM)** aims to protect all migrants.

It guides **governments** on how to create fair and safe **policies** and programmes for all migrants.

The **Global Compact for Migration (GCM)** talks about disability in only three areas:
- Reducing **vulnerabilities**
- Access to basic services
- Inclusive finance

However, it does not explain clearly how to include persons with disabilities in migration **policies** and programmes.

Right now, the **Global Compact for Migration (GCM)** mentions **disability-responsive** approach, but it is not clearly included or put into action.

Disability should be included in all parts of migration **governance**, not just treated as a **vulnerability** issue.

Real inclusion means removing **barriers**, ensuring work opportunities, and involving **Organisations of Persons with Disabilities (OPDs)** in **policy** and programme design.

# HOW WE DID THIS REPORT

We looked at the **Global Compact for Migration (GCM)** using a disability lens to understand how it can better include persons with disabilities.

The goal was to guide **governments** and other organisations on how to make migration more **disability-responsive**.

We talked with leaders from **Organisations of Persons with Disabilities (OPDs)** in:

- Cambodia
- Myanmar
- the Philippines
- Thailand

Four **focus group discussions (FGDs)** were done:

- 3 face to face
- 1 online

Questions focused on two Objectives of the **Global Compact for Migration (GCM)**:

- Objective 7 – reducing risks and **vulnerabilities**.
- Objective 15 – access to basic services.

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This study had only a small group of people, so not all voices of persons with disabilities were heard.

Some ideas may have changed a little during language translation.

# WHAT ARE THE FINDINGS IN THIS REPORT

The **focus group discussions (FGDs)** focused on two big ideas:
- Protection
- Empowerment

Protection means keeping **migrant workers with disabilities** safe and defending their **rights**.

Empowerment means giving **migrant workers with disabilities** the support, information, and confidence they need to make their own choices to live independently.

**Protection**

Common problems for all migrant workers (persons with or without disabilities):
- Language barriers: Many cannot understand **contracts** or **medical papers** because they do not speak the local language.
- **Scams** and unfair treatment: Some **recruiters** or **employers** cheat or overcharge migrant workers.
- Limited access to **justice**: When **rights** are violated, many cannot find legal help.

Workers with disabilities face extra challenges:

- Places not **accessible**: Many offices, embassies, and work housing are hard to reach or use.
- Travel problems: Transport is often not **accessible**, making travel difficult and costly.
- Unfair treatment: Some are told they cannot work or travel because of their disability, or face **discrimination** when getting passports or jobs.
- Little health or support: When abroad, they often cannot get quality care or disability benefits.

**Governments** and organisations:

- Must make migration safe, inclusive, and **accessible**.
- Need to provide information in **accessible** formats.
- Should include persons with disabilities in decision-making, not just make **policies** for them.

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# **Empowerment**
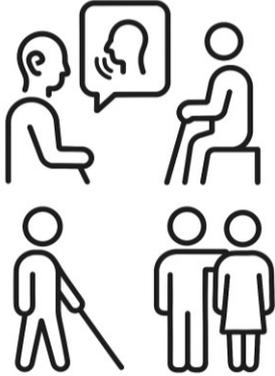
Persons with disabilities need language interpreters, **assistive devices**, and **personal assistants**, these are **essential**, **not optional.**

Rules should be based on **Rights**, not charity.

**Governments** and other organisations should make inclusive **policies** and programmes that allow **migrant workers with disabilities** to work and participate in society equally.

Persons with disabilities should have a voice in planning and decision-making.

More awareness is needed among **government**, **recruiters**, and families about the **Rights** of persons with disabilities.

# WHAT SHOULD BE DONE NOW

Persons with disabilities are still left out. They are often not included in decisions about migration and are seen as needing care, not as people with rights and skills.

The goal of the **Global Compact for Migration's (GCM)** - **disability-responsive** approach should be to build migration systems that are inclusive, fair, and empowering, where **protection is the foundation**, and **empowerment is the result**.

1. Work together with persons with disabilities.

Include persons with disabilities and their families in planning and creating **accessible** information and programmes.

2. Provide support all the way.

Make sure **migrant workers with disabilities** can use **assistive devices**, language interpreters, and **personal assistants** in every part of their migration journey.

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3. Support real participation.

Give **Organisations of Persons with Disabilities (OPDs)** and **migrant workers with disabilities** the resources to join **policy** talks, programmes, and other groups.

4. Build strong partnerships to empower.

Encourage cooperation between **governments**, **employers**, migrant workers, to allow **Organisations of Persons with Disabilities (OPDs)** to have leadership roles.

5. Strengthen research and data.

Collect more information about the disability-related cost, **barriers**, and good inclusion practices to help make fair and evidence-based **policies**.

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# THE END

Thank you for reading.

This report was produced by the Disability Migration Network (DMN). For inquiries about producing easy-to-read resources, please contact our team at disabilitymigrationnetwork@gmail.com.

All pictures and clipart are either AI generated or obtained from:

https://clipart-library.com

https://www.iom.int/resources/global-compact-safe-orderly-and-regular-migration-res-73-195

# GLOSSARY

| | |
|---|---|
| Accessible | Something that is easy to use for persons with disabilities. Such as:<br>• Ramps to get into a building<br>• Information is easy to read<br>• Information in sign language |
| Assistive devices | Tools or equipment that help a person with a disability do daily activities (for example, a wheelchair, hearing aid, or white cane). |
| Barriers | Things that make it hard for persons with disabilities to take part fully (for example, stairs, hard-to-read forms, or bad attitudes). |
| Contracts | Written agreements that explain what people or organisations must do, such as job rules or payment terms. |
| Disability-responsive | Being aware of and making sure that the needs of persons with disabilities are met. This includes creating services, policies, or places that are accessible and fair for everyone. |
| Discrimination | Discrimination means treating someone unfairly or differently because of things like their race, gender, disability, or other characteristics. |
| Employers | People or organisations who give others jobs and pay them for their work. |
| Focus group discussions (FGDs) | Are when a small group of people come together to talk about a specific topic or issue. They discuss their thoughts, feelings, and ideas about that topic. |
| Global Compact for Migration (GCM) | An agreement by many countries to work together to make migration (people moving from one country to another) safer, fairer, and more organised. |
| (Migration) Governance | How governments and organisations manage and make rules about people moving to work or live in another country. |

| | |
|---|---|
| Government | The group of people who make decisions and rules for a country. |
| Justice | The right to be treated fairly and to get help if your rights are violated. |
| Medical papers | Health documents, such as medical reports or test results. |
| Migrant workers with disabilities | Workers with disabilities who work in another country. |
| Organisations of Persons with Disabilities (OPDs) | Are a group formed by persons with disabilities to advocate for their rights, provide support, and promote inclusion in society. |
| Personal assistants | People who help persons with disabilities in daily tasks like moving around, dressing, or communicating. |
| Policies | Rules or plans made by governments or organisations to guide decisions and actions. |
| Recruiters | People or companies that help others find jobs, often in another country. |
| Rights | When you have Rights it means you are able to do and have things. |
| Scams | Tricks or lies used to steal money or cheat people. |
| Vulnerabilities | Situations or conditions that make someone more at risk of harm or unfair treatment. |

**Towards Disability-Responsive Migration**
**Disability Migration Network (DMN)**

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