

II. MIGRATION HEALTH

Migration and Travel Health Assessments

82. In 2000, the main activities of the Migration Health Services (MHS) were related to managing the medical aspects of immigration, resettlement and return. Pre-departure medical evaluation of persons for resettlement is required by some receiving countries to reduce the impact of imported infectious diseases, to identify chronic and non-infectious illnesses of importance and to ensure that the migrant is fit to travel.

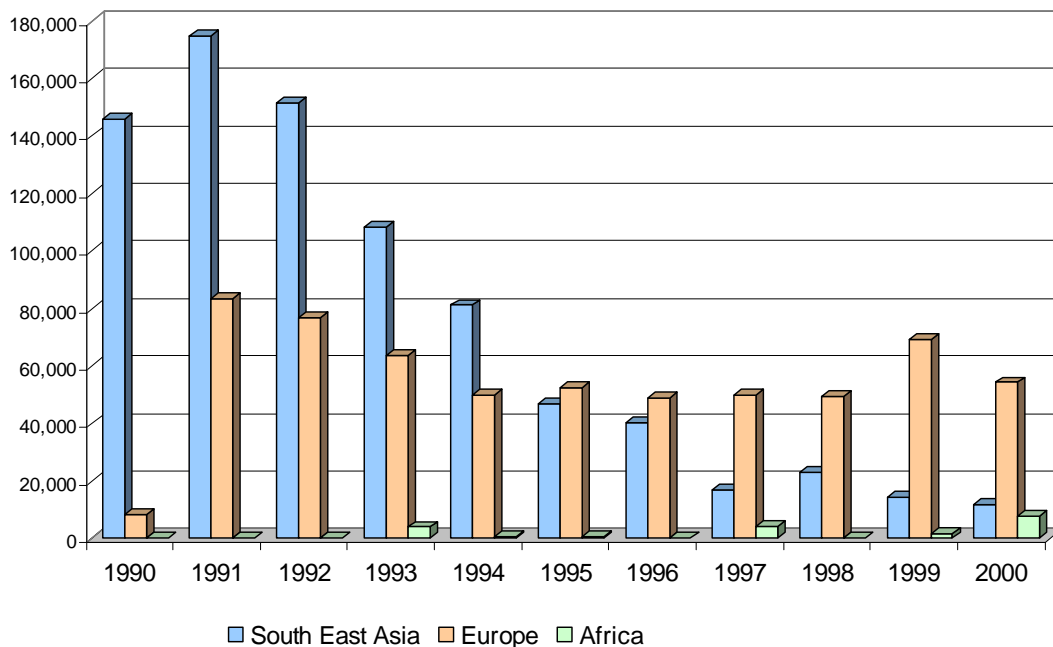
83. Ancillary services in this regard include the diagnosis and treatment of certain diseases or conditions of public health importance which could affect the migrants' ability to travel, such as tuberculosis, malaria and intestinal parasites. Additionally, these services can include immunization and the provision of medical escort services to migrants who are unable to travel on their own due to the presence of an underlying medical condition or illness. The main clients for these activities were Australia, Canada and the United States.

84. As the world's largest single provider of such immigration health services, IOM has acquired extensive experience and perspective in this area of the migration process. The Organization continues to collect, analyse, study and report on information on immigration medical screening in both national and academic locations, as well as exchange information with international counterparts.

Service Provision in 2000

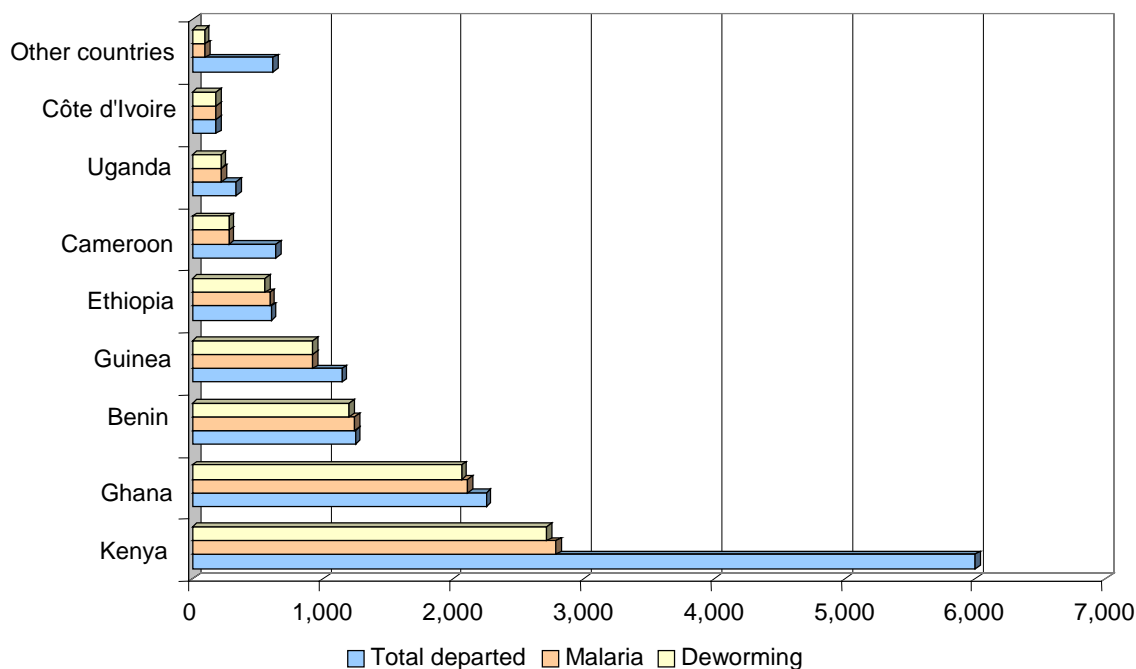
85. Reflecting the immigration and refugee receiving patterns of Member States which utilize IOM migration health services, immigration medical evaluation activities in 2000 were predominantly carried out in Africa, Asia and Central and Eastern Europe. Increasing refugee resettlement from Africa has been associated with an expansion of IOM service provision on that continent.

Number of immigration medical examinations by region and year of examination, 1990-2000



86. Using the lessons and experience gained during the provision of screening services, IOM has been actively examining the science and practice of immigration health screening and was closely involved in discussions and policy development initiatives in this area. Drawing upon successful experience of providing preventive public health interventions for refugees being resettled from tropical regions, in 2000 IOM provided enhanced medical screening services for some refugees being resettled to the United States from main sub-Saharan African locations. The pre-departure treatment of certain parasitic diseases and malaria is an important part of this process, as it is aimed at reducing the prevalence rate of untreated importable diseases and relevant public health costs in the United States. The following table gives the numbers of persons who received pre-departure anti-malaria and deworming treatment during the period October 1999 to September 2000.

Number of persons who received pre-departure anti-malaria and deworming treatment
October 1999 to September 2000



87. Managing certain diseases and preventing the complications of tropical diseases which may be imported with migrating populations are both cost-effective and support broader public health initiatives. Future developments in this important field are continuing to be discussed at different levels.

Return to East Timor

88. In 2000, MHS continued to assist in the management of certain medical problems associated with the return of displaced populations to East Timor. This operation was logistically and technically complicated. Persons were moved by air, land and sea; the health of many of those being moved had been impaired by their recent ordeals and, at the same time, Timor presented the increased risk of tropical diseases.

89. During return operations, IOM medical staff provided fit-to-travel assessments and evaluations, medical escort services during movement and assistance in the establishment of referral and transfer services to aid those returning.

Return to Kosovo

90. IOM continued providing medical assistance to persons returning to Kosovo following the cessation of hostilities in the region. Returnee health services included pre-arrival assessment of medical conditions and verification of the availability of adequate services, provision of medical escorts and ambulance services when necessary, and transfer and hand-over of ill returnees to local health care providers.

91. During 2000, some 900 persons were examined upon return to Pristina, either at the airport or at the bus station. They came from over 20 different countries, but the majority (70 per cent) came from Germany and Switzerland. One person out of four suffered from travel-related complaints (headache, nausea, stress). The main medical condition diagnosed was cardiovascular disease (26 per cent), followed by musculoskeletal problems (8.5 per cent), neurological problems (8 per cent), pulmonary problems (7.5 per cent), pregnancies (5 per cent) and trauma, i.e. fractures, wounds and amputations (5 per cent).

92. Medical escorts were organized for those in need of assistance during transportation.

Migration Health Assistance and Advice

93. In a globalizing world, the relationship between health and population mobility and migration is becoming more important. Migration not only involves the translocation of people between different areas and the movement of populations between regions of the world where there are different patterns and types of illness and disease, it also presents challenges to both health and immigration sectors.

Publications and Conferences

94. In certain situations, access to migratory populations during movement or transport operations provides opportunities for additional health activities. Wherever possible, relevant information is collected during IOM medical operations. This material is reviewed, analysed and prepared for publication in internal and scientific fora. In 2000, MHS published its work in international journals. Papers were written on a variety of migration health topics ranging from trafficking to medical evacuations, tuberculosis and immigration medical screening. The newsletter on Migration and Health appeared three times during the year. In addition, a book on psychosocial and trauma response in war-torn societies was published in November.

95. Recognizing the utility of the information and knowledge resident in MHS, IOM actively participated in a variety of applied research and evaluation activities with academic and institutional partners. IOM was also invited to participate in several national and international meetings and symposia in 2000. Given the need for more modern and standardized approaches to immigration medical screening, in October MHS organized the fourth Informal Technical Consultation on Immigration Medical Screening which brought together representatives from nations with the largest pre-departure immigration medical screening programmes.

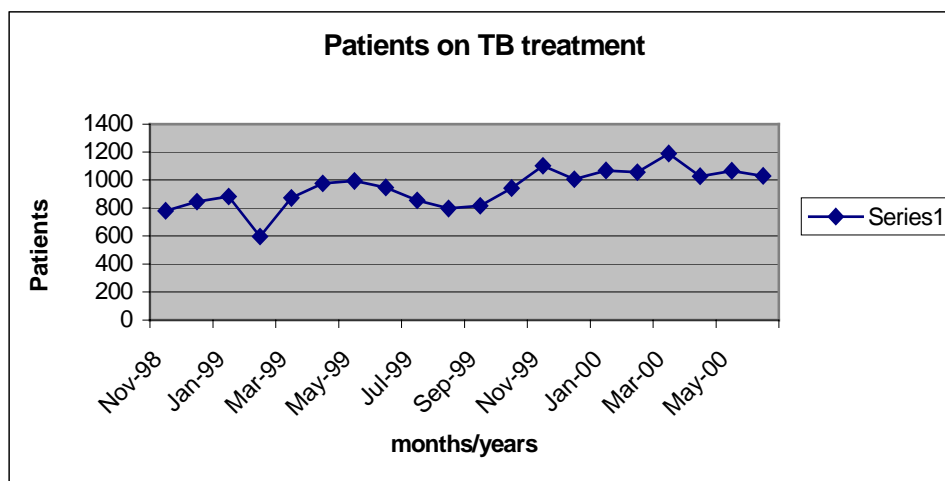
Tuberculosis Research Activities – Viet Nam

96. Increasing prevalence rates of tuberculosis among foreign-born persons in Western countries have stimulated research among migrant populations. As IOM keeps track of its large migrant caseload and manages a closely observed tuberculosis treatment programme, it provides a rich source of research material. In 2000, collaboration with universities and governments continued, studying a variety of topics related to diagnostic tools and the efficacy of overseas screening procedures for tuberculosis.

Tuberculosis Public Education Campaign – Viet Nam

97. The overall objective of the campaign, begun in 1999 and continued in 2000, was to develop understanding of tuberculosis among the people of Viet Nam and encourage help-seeking behaviour by the population (including migrants) when they experienced tuberculosis-related symptoms. The expected results of the campaign were an increase in early diagnosis, a reduction in the number of infectious patients and a corresponding decrease in new infections. The campaign highlighted essential information regarding diagnosis, treatment and cure of this disease in the public sphere. It also reinforced the need of treatment to conclusion, thereby encouraging community involvement in support of patients and reducing acquired multi-drug resistance.

98. The successful campaign improved case detection in target areas by up to 30 per cent. The monthly statistics below were provided by the Pham Ngoc Thack Tuberculosis and Lung Diseases Centre, Southern Region, and provide tangible results from the project.



Primary Health Care in the Russian Federation

99. A project was set up in late 2000 to provide health care services for migrants in the Russian Federation, targeting some 10,000 forced migrants in the Belgorod, Bryansk, Tambov and Voronezh regions of the western Russian Federation. The purpose of the project is to improve the access of this group of migrants and their host communities to basic primary health care services, through strengthening the capacity of local health authorities and non-governmental organizations in order to provide such services in the longer term. The project involves training local health providers in prevention and management for priority primary health care conditions, training in health education for health-workers and community leaders, and providing basic medical equipment and various supplies.

HIV/AIDS and Migration

100. HIV/AIDS-related activities have been increasingly integrated into IOM programmes during 2000. A strategy document has been prepared (“Integrating HIV/AIDS issues into IOM’s programmes”) by the HIV and Migration Coordinator. The main objectives are to mainstream HIV/AIDS into IOM policy, programming, funding and activities. Cooperation between the joint United Nations Programme on HIV/AIDS (UNAIDS) and IOM increased in 2000: two staff development sessions were held in common at the respective UNAIDS and IOM Headquarters; IOM staff members became part of the United Nations theme groups, including in Ethiopia, South Africa, Thailand, the Balkan countries, Haiti and Bangladesh; worldwide links between individual experts and between networks have been created; IOM worked with UNAIDS on a technical summary of issues concerning AIDS and migration; a database for an international information source was planned; a paper on Migrants’ Rights to Health was finalized; and various projects in the domain of HIV and migration received funding in 2000.

Post-Emergency Migration Health Assistance

The Balkans

Psychosocial and Trauma Response

101. As a result of the conflict, the Kosovo population experienced different kinds of specific traumatic events linked to displacement, forced exile and subsequent return. The implications in terms of mental and psychosocial health of these experiences were apparent during the early phases of the crisis. The IOM "Psychosocial and trauma response" programme trained the first group of 37 counsellors in Kosovo who are currently responding to the psychosocial needs of Kosovars in this delicate phase of reconstruction. The counsellors have brought support to hundreds of patients and families.

102. The programme, implemented in close collaboration with major international partners in Kosovo such as the World Health Organization (WHO), the United Nations Children’s Fund (UNICEF) and the Federation of Red Cross and Red Crescent Societies, also strengthened local institutions in order to provide qualitative, professional and sustainable responses to psychosocial disorders. The IOM-sponsored course was granted international recognition by the Tavistock Clinic in London; it was also recognized by the United Nations Mission in Kosovo (UNMIK) Department of Education and Science as the only training course capable of training psychosocial counsellors in Kosovo.

103. As dealing with these issues in the context of return and reintegration is an important area of work and study for IOM, a Psychosocial and Cultural Integration Unit, involving an international network of specialists from different universities worldwide, was set up in IOM Rome.

Intensive Training in Health Management and Health Administration

104. In 2000, a textbook on health management was translated into Albanian. An intensive two-month training in basic primary health care nursing was carried out in Pristina, in collaboration with IOM Helsinki. The training programme was developed by the University of Sciences of Pécs, Hungary. Nursing experts from Hungary, with the assistance of four local

doctors and instructors, trained 21 students, the majority of whom were returnees from Finland, and all passed the final examination.

Transitional Regional Management Programme for Complex Medical and Surgical Cases

105. The transitional regional management programme for complex medical and surgical cases, also known as the medical evacuation programme, continued in 2000. This project provided *pro bono* treatment abroad for patients who were unable to obtain adequate medical care as a result of the recent conflict. Since the beginning of this project in 1999, 449 cases were evacuated and 213 have returned upon successful completion of treatment.

Capacity-Building through Medical Teams in Bosnia and Herzegovina and Kosovo

106. This programme, which was designed to assist the improvement of health infrastructure throughout Bosnia and Herzegovina, continued in 2000. It targeted the introduction of international health experts, placement of medical teams, training of local health professionals, as well as the purchase of relevant equipment and necessary training on their use in the primary health care centres around the country.

107. In Kosovo, a Swedish medical team, composed of gynaecology oncologists, operated on five patients in September, whose post-operative radiotherapy was provided in Sarajevo, a first step in regional cooperation. In October, another Swedish team of orthopaedic and plastic surgeons established cooperation with the local counterparts and performed the first joint surgical interventions.

Emergency Activities to Control the Spread of HIV/AIDS and Sexually-Transmitted Diseases (STDs) in the Balkans

108. The IOM project, begun in 2000, is contributing to the peace construction process in the region through a sanitary and health care approach. IOM activities involved ministries and institutional representatives from different ethnic and social groups which share information and experiences to empower the national programme to control the spread of HIV infection. The programme aimed also to assist the local authorities in creating the most effective tools in each country to develop plans of prevention and health education.

Capacity-Building at the Department of Heart Surgery and Vascular Diseases, Albania

109. This ongoing activity supports the strengthening of health care facilities in Albania by providing equipment and training in order to increase the operational capacity of the heart surgery unit at Tirana University hospital. The unit aims to help people in need of medical care from Albania, Kosovo, The former Yugoslav Republic of Macedonia and FRY Montenegro, and thus reduce requests for evacuation to receive surgical care. The necessary equipment required to upgrade the unit was purchased and a team of Albanian cardiac specialists received training in both Italy and Albania. Medical evacuation to Italy was provided to patients in the region who could not be treated in Albania.

Cambodia

Cambodian Mental Health Development Programme (CMHDP)

110. Since 1994, IOM has been actively assisting Cambodia in the development of mental health services within the framework of the National Health Plan for Cambodia. The IOM-implemented Cambodian Mental Health Development Programme (CMHDP) continued the training of Cambodian health personnel and provided mental health services to the Cambodian population at outpatient clinics throughout the country. In 2000, ten nurses graduated and ten additional nurses were recruited. Ten Cambodian physicians continued training to become psychiatrists the following year. Two additional outpatient clinics were opened in the country. In total, four outpatient clinics provided some 30,000 consultations. The trained nurses and psychiatrists instruct in turn Cambodian health professionals in the country, while providing direct services to the population.

Family Support Programme

111. The family support programme continued to contribute to the psychosocial rehabilitation of children and adolescents in rural communities in Battambang. The province of Battambang houses high concentrations of internally displaced persons who have been exposed to intense armed conflict during the last three decades. The project trained schoolteachers in 11 villages in psychosocial topics aiming to provide a stimulating learning environment, support families and provide treatment for children with serious mental health problems. The activities reached some 400 schoolchildren.

Health Assessment for Demobilized Soldiers

112. Upon the request of the Royal Government of Cambodia, IOM provided technical support and supervision on general health assessments for demobilized soldiers in Cambodia within the framework of the Cambodia Veterans Assistance Programme's pilot phase. The overall objective was to contribute to the long-term management and planning of health care programmes for this target group. 1,498 men and women soldiers in four selected provinces underwent the health assessments. This activity focused on gathering vital information on the veterans' health conditions, providing general physical and mental health assessments and initial medical care, as well as validating a procedural approach for the full implementation of the demobilization programme for some 30,000 men and women in the Cambodian armed forces.

Caucasus

Tuberculosis Prevention and Control Campaign

113. In the context of the United Nations Consolidated Appeal Process for the northern Caucasus, IOM implemented a joint tuberculosis (TB) control project in collaboration with the WHO in the Republics of North Ossetia and Ingushetia. Two TB laboratories received equipment and supplies from IOM. Training of trainers on TB health education for 66 health-workers was provided. As a direct result of IOM's health education input, some 4,000 TB patients and their families have been counselled. Although population mobility and uncertainty about the conflict in Chechnya continue to prevent IOM and WHO from implementing full-scale treatment

components, the impact of these activities alone will continue to benefit TB patients and their families long after direct involvement of the two organizations has ceased.

III. TECHNICAL COOPERATION ON MIGRATION

Introduction

114. The objective of the Technical Cooperation on Migration (TCM) service in 2000 was to strengthen the capacity of governments and other relevant actors to meet migration challenges in a more comprehensive manner, and through increased partnership and joint action.

115. With approximately 100 TCM projects active in all regions, 2000 was a year of solidifying and extending existing capacity-building initiatives, as well as pioneering new areas of technical cooperation. Including Emergency and Post-Conflict initiatives, project funding for TCM more than doubled over the previous year, and represented nearly 17 per cent of the Operational Part of IOM's Budget.

116. While diverse in nature, TCM actions in 2000 can be usefully framed within key thematic areas. These themes indicate both the overall direction that cooperation on migration is taking and the specific priority areas of concern for governments in migration affairs. Taken together, they present a holistic view of TCM for the reporting year, and an indicator of longer-term future action in this field.

Regional Dialogue and Joint Action

117. Of particular note in 2000 was the strengthening and expansion of a number of regional mechanisms through which technical cooperation actions took place or were planned. Fora for discussion and joint planning of migration management activities continued and expanded in the Americas and the Caribbean, in Southern and Western Africa and in the former Soviet Union. Others were initiated in South East Asia and the Pacific, or took on new forms in areas of long-standing attention - such as the Stability Pact for South Eastern Europe. IOM was an active player in all these fora, and served in a leadership or coordination role in several. In addition to these fora, IOM organized a first regional migration workshop for the Maghreb, followed closely by the establishment of IOM/government projects in Algeria, Morocco and Tunisia. Through these processes, IOM continued to serve not only as a facilitator of dialogue, but also as an active programme design and implementation partner with governments, NGOs and other key parties. The following three examples highlight this theme.

South American Conference on Migration

118. As a follow-up to the South American Meeting on Migration, Integration and Development, IOM cooperated in the organization of the First South American Conference on Migration hosted by Argentina. The meeting approved the Buenos Aires Declaration in which the participant countries agreed to constitute a forum for coordination and consultation. In the Declaration, IOM was formally requested to provide studies and diagnostics to serve as background documents for discussion during the next meeting in Santiago de Chile.

Migration Dialogue for Southern Africa (MIDSA)

119. The overall objective of MIDSA is to facilitate cooperation among governments and contribute to regional migration management by fostering understanding of migration phenomena and strengthening regional institutional capacities. The first MIDSA forum was held in Swaziland in November 2000. During the forum, participants agreed on a number of steps to be taken towards the development of a common approach to migration within the Southern African Development Community (SADC), and expressed their intention to continue working with the MIDSA framework for regional dialogue and cooperation on migration issues.

Follow-up to the International Symposium on Migration and the Bangkok Declaration

120. In the countries of the Asian region (including East, South, and South East Asia as well as Oceania), IOM is implementing a range of projects that further the goals of the Bangkok Declaration on Irregular Migration. IOM is also strongly involved in the Intergovernmental Asia Pacific Consultations (APC) on Refugees, Displaced Persons and Migrants and the Regional Seminars on Irregular Migration and Migrant Trafficking (the Manila Process). The participating States have requested IOM to organize a capacity-building seminar for government officials on irregular migration and migrant trafficking, which is expected to take place in Beijing in June 2001.

Labour Migration

121. Organized labour migration, as a mechanism for aligning economic and demographic needs of both sending and receiving countries, moved up the agenda of international thinking and action in 2000. IOM kept pace with this, with new TCM actions. As Western Europe began to see a growing need for workers, both in the immediate and long term, structured programmes began to take shape between countries of origin and destination to link inward migration flows with specific economic areas of need in a more mutually beneficial way. Italy was in the forefront through its selective labour migration programme with Albania, implemented by the IOM Rome Mission with Regional Functions and IOM Tirana, in cooperation with both concerned governments. Moving beyond the concept of temporary seasonal labour, this programme opens doors of opportunity to many Albanian workers and establishes the technical systems to ensure the proper flow of communication, matching of migrants to positions, and facilitation of the entire process in a predictable and efficient manner.

122. With a more specific focus, IOM also assisted Germany in the implementation of its Green Card programme to enable and encourage labour immigration by persons with certain skills. By the end of 2000, expansion of these programmes was under discussion among other European destination countries and other traditional countries of origin. Two additional examples of TCM in the area of labour migration help complete the picture:

Strengthening the Labour Migration Process in Bangladesh

123. The first phase of this programme includes the completion of five surveys carried out on specific features of the labour migration process. The consolidated results of these surveys will be used to prepare a plan of action to be presented to the Government. This plan of action will be subsequently implemented with the objective of bringing the labour migration process in

Bangladesh up to modern and competitive standards, including appropriate protection of the rights of migrant workers and their families.

Regional Labour Migration Seminar for Southern Africa

124. The regional Labour Migration Seminar for Southern Africa was held in Lusaka in March 2000. The seminar provided participating governments, employer associations and trade unions with a forum for a comprehensive exchange of information, experiences and ideas on labour migration issues in the region, as well as an opportunity for joint planning of priority follow-up actions.

Integration

125. Destination countries, particularly those in Western Europe, are increasingly committed to the effective integration of migrants into local communities. Countries of origin are equally concerned about the status of their diaspora, and their access to rights and services. In 2000, IOM's TCM programmes assisted both countries of origin and destination in meeting these concerns. In Italy, IOM assisted the Government in strategizing, designing and evaluating job skills and cultural adjustment training programmes for migrants throughout the country. In Portugal, in partnership with the Portuguese High Commissioner for Immigration and Ethnic Minorities, IOM provided information to the host society, the immigrants and ethnic minorities on available services and facilities to enhance and promote protection and integration of immigrants and ethnic minorities in the country. In Greece, IOM has been providing language training and cultural orientation to facilitate the integration of migrants and refugees, and recently worked with the Government to compile a guide for migrants and refugees providing information on current legislation, rights and obligations of foreigners.

126. As traditional countries of origin also become transit and destination countries, migrant integration will become an increasing priority in those governments' migration management strategies. During 2000, IOM planned with Morocco the establishment in 2001 of a migrants' human rights centre to help ensure that migrants are informed of their rights and obligations and to help carry forward the aim of better migrant integration. Through the European Social Fund and other mechanisms in Europe and around the world, IOM will continue to strengthen TCM approaches to enhance the integration of migrants. An additional example of TCM action in this thematic area is noted below.

Integration of non-Estonians through Vocational Training for the Young and Unemployed in Ida-Virumaa

127. The IOM Regional Office for the Baltic and Nordic States in Helsinki implemented a project to provide four months of vocational training to 200 young unemployed non-citizens residing in the Ida-Virumaa County of Estonia to facilitate their entry into the labour market and support their integration into a democratic and pluralistic Estonian society.

Integrated Capacity-Building for Migration Management: Strengthening Operational Systems, Policy and Legislative Frameworks

128. Capacity-building programmes which link the strengthening of key operational systems with improvements in policy and legislative areas continued to be a major focus of IOM's TCM activity in 2000. The Ukraine/Belarus cross-border project was a prominent example, highlighting the improvement in operational systems, while linking the technical systems with policy and legislative frameworks and with complementary human resource development. The IOM Technical Cooperation Centre (TCC) in Vienna continued to provide support in this area of activity for Eastern Europe and Central Asia. The development in 2000 of a project with the Government of Egypt for establishing a comprehensive migration data system, to be implemented in 2001, was another major TCM action in this area. Expansion of these services, including where possible in the Western Balkans and South Eastern Europe, is envisaged for 2001. Additional examples from Latin America, the South Caucasus and Central Asia during 2000 help complete this TCM theme.

Latin American Technical Cooperation Project in the Area of Migration (PLACMI)

129. In 2000, PLACMI continued its activities to strengthen the human, technical and administrative capacities of the governments of the region, enabling them to deal with all aspects of migration planning and management and to ensure that these activities were productively linked to wider regional development and integration processes. The focus continued to be on analysing the needs of the migration offices in Latin America, training governmental officials and the assessment of upgrading technical systems. These actions were carried out at the regional, subregional, bilateral and national level in Argentina, Bolivia, Colombia, Costa Rica, Chile, Dominican Republic, Ecuador, Haiti, Nicaragua, Paraguay, Peru, Uruguay and Venezuela.

Capacity-Building in Migration Management, Kyrgyzstan

130. Strengthening border management systems and related visa regimes were the priorities for 2000. Attention was given to reconciling Uzbek and Turkmen visa requirements, planning for the improvement of Uzbek and Kazakh border checkpoints, eliminating the exit visa for Kyrgyz nationals, and providing support to the reopening of Manas international airport in Bishkek. Other actions included progress towards passing a new migration law, and follow-up on national migration policy implementation.

Capacity-Building in Migration Management, Azerbaijan

131. During 2000, the Government of Azerbaijan began implementing recommendations made by IOM for bringing practices at Bina international airport in Baku into conformity with best international standards. This implementation followed a critical path over two years, under the supervision of the national Border Control Oversight Commission (BCOC). A key step was the establishment of a new training centre on border inspection services. Separate modules for a comprehensive training programme for border guards and relevant migration officers are being developed.

Capacity-Building in Migration Management, Georgia

132. The main focus of the Capacity-Building in Migration Management Programme (CBMMP) in 2000 continued to be management enhancement, combining training and legislative development with technological and infrastructure improvements at the airport, land and sea borders. IOM assisted the Border Guards to develop a “train-the-trainers” programme covering document inspection techniques, and continued to provide computer systems training and support, as well as English language training. IOM Georgia also continued to enhance and expand the locations of the Border Management Data System, established by IOM and the Government in 1998. Complementary actions supporting the drafting of an integrated migration law were completed in autumn.

Human Resource Development and Leadership

133. Throughout all IOM’s TCM actions there is an emphasis on human resource and leadership development in the migration sector. Training activities at various levels, from skill-building on specific issues to high-level leadership preparation, continued through many projects around the world. Throughout the European Union, South Eastern Europe, the Baltics and the Maghreb, training and development fora on key migration issues were provided through IOM projects within the Odysseus programme, and other frameworks. Through the Manila Process, countries in Asia and Oceania planned together for practical co-training actions in 2001, while engaging in high-level discussions. As migration becomes increasingly complex in its relation to human rights, globalization of economies, regional security and other policy concerns, IOM will continue to emphasize this thematic area through multi-faceted actions. Three examples from Latin America help complete the review of this area of TCM attention.

Inter-American Course on International Migration

134. The Twenty-second Inter-American Course on International Migration took place in March 2000 in Argentina. The 23 participants came from 16 countries: Argentina, Bolivia, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, Guatemala, Haiti, Honduras, Nicaragua, Paraguay, Peru, United States of America and Venezuela. The object of the course was to provide training and exchange ideas and experience among participants on the migratory situation and policies in the area.

Inter-American Programme of Post-Graduate Studies (PRINPOST) on Migration Policies

135. During 2000, 16 students completed their first year of studies and began to prepare their thesis. The students came from Argentina (9), Bolivia (1), Haiti (3), Paraguay (1), Peru (1) and Uruguay (1). Subjects included the analysis of the role of different governmental offices in the management of migration, the history of different groups of migrants, and a recompilation of migration policies. Trafficking, safe refuge and illegal migration were also subjects included in these theses.

Province of Río Negro Argentina: Capacity-Building through Exchange of Experts

136. During 2000, IOM Buenos Aires continued to implement the Agreement on Technical Services for the Project of Reform of Río Negro. Through this Agreement, IOM arranged the hiring of six consultants in charge of the transfer of technology to achieve the objectives of the

provincial programme. Under the Agreement on Technical Assistance to the Mother-Child Nutrition Programme (PROMIN) 149 consultants were hired and 130 experts were transferred, to provide technical cooperation to the implementation units of the programme throughout the country. Under the Agreement on Technical Assistance to the Project of the Fight against AIDS (LUSIDA) and STD, 66 consultants were hired and 23 experts transferred, to organize training activities on AIDS for non-governmental organizations (NGOs), teachers and local communities.

Linking Migration and Development

137. Through TCM, IOM also focused on enhancing the capacity of governments, particularly those with large *émigré* populations, to channel the human resource and investment potential of their diaspora into local development. Strategies to encourage the “recirculation” of human resources, extend remittance life, and provide more specific business investment linkages between the diaspora and the country of origin, were the focus of planning and preparation efforts linked to forthcoming TCM projects in the Maghreb and other locations. The initial phase of establishing a migration “observatory” in Morocco was one concrete action towards these goals. Building the development of the country of origin through the enhanced engagement of the diaspora in targeted projects was an area of expanding TCM attention. Two examples from Africa are provided to illustrate this theme.

Inter-Regional Meeting on the Participation of Migrants in the Development of their Country of Origin

138. The West African Inter-Regional Meeting on the Participation of Migrants in the Development of their Country of Origin was held in October 2000 in Dakar, Senegal. This meeting was a follow-up to the Inter-Regional Meeting on Return and Readmission of Migrants, held in December 1998 in Geneva. The Dakar meeting specified areas of follow-up action and contributed to the formulation of policies and operational programmes intended to link development aid to the management of regular and irregular migration in the region.

Research and Skills Bank Development for Linking Qualified Somaliland Nationals Residing in Nordic and EU Countries with Manpower Needs in Somaliland

139. The project contributes to the development of stable institutions and sustained economic growth in Somaliland through enhanced support of the return and utilization of qualified and semi-qualified Somaliland nationals residing in the Nordic and other European countries. The project objectives are: (a) to identify and screen 1,500 to 1,800 qualified and semi-qualified Somali *émigrés*; and (b) to collect information on manpower requirements. Thus far in the implementation, the database has been designed and established. To date, 300 Somalis have completed the survey and have indicated interest in supported return. Concluding workshops and reports are planned for the third quarter of 2001.

Children and Migration

140. The special issues of children in migration extend across all IOM services and are of shared concern to origin, transit and destination countries. Within the area of technical cooperation, IOM is placing an increasing emphasis on assisting countries in formulating best practices for providing specialized approaches to children in challenging situations, and in facilitating dialogue between countries sharing this issue. Separated asylum-seeking children are

of special concern within the EU and Western Europe generally, and are a good example of one group of minors requiring special strategies. The project example below, addressing the issue with the Governments of Finland, Ireland, Lithuania and Poland, provides additional perspective on TCM actions under this theme.

Children First: A Training Programme for Officials from Finland, Ireland, Lithuania and Poland to Further Develop the Reception and Asylum Procedures Regarding Separated Minors

141. Through this project, IOM assists officials from the participating governments in identifying best practices and developing new methods for working with separated asylum-seeking minors. The aim is to harmonize the procedures, policies and legislation in this field in accordance with the present EU efforts, and in the spirit of relevant international treaties. In these respects this initiative is pursuant to and supportive of the Presidency Conclusions of the Tampere European Council (15 to 16 October 1999) and the United Nations Convention on the Rights of the Child (Article 3). Thus far regional training workshops have been completed in Finland and Poland, with further actions planned for Ireland and Lithuania. The project is scheduled for completion in the third quarter of 2001.

Post-Emergency Migration Management

142. IOM experience shows that successful transition from emergency to development, or from conflict to peace, requires programmes which focus particularly on the immediate post-emergency or post-conflict period in ways that bring rapid support to communities in precarious situations. Because the critical transition period often involves substantial movement of people (especially the return home of refugees, internally displaced persons and demobilized combatants), IOM has been closely involved in this stage of the continuum from conflict to the restoration of a functioning civil society.

143. Projects under “post-emergency migration management” are generally designed to provide countries emerging from emergency or post-conflict situations with the technical capacity to address related migration issues and strengthen their institutional capacity. Specifically, they are to facilitate, under most favourable conditions, the return and reintegration of affected populations; to accelerate the restoration of normalcy and thus avoid a further mass outflow of people; to empower key local authorities to manage local resources in order to reconstruct the social structure; and finally, to help create an atmosphere of peace, reconciliation and trust so that national experts and professionals living outside the country may return and help in the overall reconstruction of the country.

Kosovo Transitional Initiative (KTI)

144. The project aims to maximize the number of Kosovars participating in community decision-making and the future development of Kosovo. The main part of the project portfolio consists of assistance to communities in forming and organizing Community Improvement Councils (CICs). These Councils are designed to support Kosovars in the process of rebuilding their communities while preparing them for the challenges of democratic communal self-governance. They identify community improvement priorities which the project then supports with its own resources as well as those leveraged from other interested organizations.

During 2000, the project established over 220 CICs with some 3,000 members, and 540 community-driven improvement projects have been implemented, directly or indirectly, benefiting 1.2 million Kosovars.

FALINTIL Reinsertion Assistance Project

145. The project was designed in close collaboration with the FALINTIL leadership based on the findings by the International Conflict Resolution Programme of Colombia University on the social and economic conditions in East Timor, as well as preparatory work and lessons from IOM and World Bank programme experiences. The project contains four stages: (a) cantonment and registration; (b) discharge and departure activities; (c) reinsertion; and (d) reintegration. In preparation for the project implementation, a socio-economic survey of the FALINTIL was conducted in late 2000. It provided information on individual educational background, skills and interests, and the family structure. It also provided information such as the number of combatants who have access to land and the employment sectors to which individuals will return. Health needs were also assessed. The project will be implemented in 2001.

Colombia Post-Emergency Assistance to IDPs and Receiving Communities

146. The project supported the immediate reintegration needs of IDPs as well as the strengthening of the responsive and absorptive capacity of the receiving communities. During 2000, six field suboffices were set up, equipped and staffed. Field survey activities included 123 interviews with stakeholders in 22 departments and 118 neighbourhood inventories (services and infrastructure) in areas with a high incidence of IDP settlement. A household survey which gathered information on the circumstances and needs of more than 2,500 families was partially completed. More than 20 projects were identified for immediate implementation and developed to varying degrees. Finally, several strategic alliances with key national and international entities were in advanced stages of negotiation, including the Colombian Welfare Institute, the Social Solidarity Network (State agency tasked with IDP assistance) and the Ministries of Health and Rural Housing.

IV. ASSISTED RETURNS

Introduction

147. IOM's assisted return activities form an integral part of a comprehensive approach to migration management which combines efficient asylum processes, border management, options for regular migration, and humane returns where these options are not possible.

148. In the past five years, IOM has assisted more than 700,000 people in returning to well over 100 countries of origin. Persons assisted have included screened-out asylum seekers, irregular migrants, stranded persons, victims of trafficking and qualified nationals returning to contribute to the reconstruction/development efforts of their home countries. Safe and effective return can solve the immediate plight of migrants who want or need to return home but lack the means to do so. It also offers governments a humane, cost-effective and politically acceptable alternative to expensive, cumbersome and unpopular forced removals.

149. In the course of 2000, assisted return activities continued to expand, with a 70 per cent increase in cases assisted (340,000) over 1999 (206,000) and more than a three-fold increase over 1998 (103,000). However, the previous year's focus on Europe was reversed by return operations in 2000 mostly conducted within Asia, mainly due to the mass repatriations from Iran to Afghanistan, and from West to East Timor. In the context of large-scale returns to Afghanistan, the Balkans and East Timor, IOM was able to develop a number of complementary strategies to better inform prospective returnees through information and counselling, and ensure sustainability of returns through reintegration assistance in the countries of origin.

150. Return operations to the Balkans provided IOM with opportunities to fine-tune its approach to return assistance in the context of population stabilization. In the Kosovo province, a wide network of Field Offices facilitated direct contact with returnees and monitored their reintegration and the effectiveness of the assistance. This facilitated a comprehensive approach to return assistance, from which useful lessons can be drawn on the concept and practice of reintegration assistance, particularly as it affects communities of reintegration, minority returns and returns of vulnerable groups, such as victims of trafficking. These lessons in turn can be useful for adapting return programmes to other circumstances and ensuring their sustainability.

General Return Assistance

151. IOM Offices in Western Europe and increasingly Central and Eastern European countries have continued to build on the Organization's experience in the programmes for the general return of migrants and unsuccessful asylum seekers. Through these programmes, in 2000, 113,879 people were assisted to return to over 130 countries.

152. The largest number of voluntary returns were arranged through the **Reintegration and Emigration of Asylum Seekers from Germany (REAG) programme** for more than 75,000 migrants, of whom 56,747 returned to the Kosovo province alone, well exceeding the initial target figures for 2000.

153. Another project exceeding initial expectations by 100 per cent was the **Assistance to the Return and Reintegration of Unsuccessful Asylum Seekers from Finland (RAFIN II)**, under which returnees were provided with counselling and material assistance prior to departure and their reintegration monitored. Since most of those assisted under this project returned to Poland, an agreement was reached with the Polish Red Cross to ensure continued provision of appropriate reintegration assistance, in the absence of an IOM presence in the country.

154. The large Kosovo return operations, begun in the summer of 1999 through the **Kosovo Humanitarian Return Programme (KHRP)**, continued in 2000, with new transit and reception facilities set up at Pristina airport. A total of 89,751 returning migrants from more than 30 countries (including Germany, Switzerland, the Nordic countries and the United States) availed themselves of the KHRP. In the case of Switzerland, 32,797 returns were arranged during the period from July 1999 to the end of 2000, following a survey of Kosovars residing in Switzerland undertaken by IOM Bern in coordination with the Swiss Agency for Development and Cooperation and the Swiss Federal Office for Refugees (FOR).

155. In 2000, the **General Fund for the Return and Reintegration of Bosnians** to Bosnia and Herzegovina continued to facilitate the return of potential returnees from host countries not able to avail themselves of any other financial assistance. The general return fund offers assistance for

transport, pocket money, documentation and baggage allowance as well as other reintegration needs and is managed by IOM Sarajevo.

156. The **Cross-Border Return Programme between Bosnia and Herzegovina and Croatia** began in 1999 in close coordination with UNHCR, Office of the High Representative (OHR), respective municipal offices and NGOs. In addition to pre-departure assistance and ground transportation of people and property, IOM's assistance includes an extensive referral mechanism for ongoing reconstruction and income-generating opportunities. As a result of the intensive efforts invested in outreach activities and the "go and see" visits operated in 1999 as confidence-building means and to address personal documentation issues, returns rose steadily to 3,219 in 2000.

157. **The Return Assistance to Non-Citizens of Russian Origin in Latvia project** assisted 530 persons in 2000. The project, implemented in close coordination with the Governments of Latvia and the Russian Federation, assists those non-citizens of Russian origin in Latvia who wish to return to the Russian Federation, but do not themselves have the financial means to do so.

Reintegration Strategies

158. IOM's traditional return programmes are increasingly complemented by reintegration assistance measures for which IOM returnees may be eligible once they have returned to their place of origin. For example, the **Government Assisted Repatriation Programme (GARP)** provides reinstallation grants to REAG returnees of selected nationalities from Germany as start-up assistance upon their return. In 2000, some 6,000 returnees benefited from GARP assistance in Bosnia and Herzegovina alone. Other host countries, such as Switzerland, have also combined return with more sustainable reintegration assistance, particularly in Kosovo, where IOM's network of Field Offices has made possible an integrated approach to return assistance, based on a needs assessment regarding housing, basic survival and other longer-term reintegration assistance.

159. Reintegration was also the focus of the **Pilot project for the Return and Counselling Assistance (RCA) of Asylum Seekers from the Czech Republic, Slovakia and Romania currently living in Belgium, Finland and the Netherlands**, implemented in 2000 and was recently the subject of an external evaluation. The project assisted 1,235 persons, exceeding the initial target by 60 per cent. While in host countries project activities built and expanded on existing IOM services and its network of implementing partners, in the countries of return IOM capacity-building initiatives focused on the receiving communities to prepare them for the returnees. The project's reintegration approach was based on the principle that assistance provided should not substitute for, but rather facilitate access to and use of the existing social services and administrative structures in the countries of return. Key to this approach were the research studies conducted by IOM in the host countries on the profile of the asylum seekers, and on the issue of minorities and factors affecting decisions to migrate, as well as the information derived from the questionnaires filled in, on a voluntary basis, by the returnees themselves. The outcome of such research and the ensuing database created a solid basis for follow-up work and visits by social service providers in the communities of reinstallation. Capacity-building initiatives have been particularly effective in the case of Slovakia, the destination of 81 per cent of the migrants assisted through the project, with the training of a number of mayors, social workers, schoolteachers and the media, key figures in the return and reintegration process of the target group.

Berlin Occupational Reintegration in Kosovo (BORK) Project

160. Seventy-eight cases have already been processed under this pilot project which began in July 2000. It aims at encouraging Kosovars residing in Berlin to return, by actively promoting their occupational reintegration, while at the same time contributing to the rehabilitation and the absorption capacity of the labour market by incorporating the unemployed local population into project activities. Financial assistance of varying amounts is granted to those who find employment possibilities with employers in Kosovo, or wish to establish themselves as micro-entrepreneurs, or need qualification upgrading. To avoid negative repercussions on the local unemployed labour supply, employers hiring a returnee will receive the same financial support if they employ an additional local worker.

Micro-Enterprise Development in Armenia

161. To date, 1,000 families have benefited from the activities of this project, which supplements other population stabilization measures and seeks to enhance the economic self-sufficiency and integration of returning migrants, refugees and internally displaced persons through the provision of micro-enterprise training, business support and credit for self-employment and employment opportunities. In 2000, loans amounting to USD 273,640 were disbursed, benefiting 455 households.

Counselling and Information Services

162. The success of return programmes depends to a large extent on the degree to which returnees are informed about the return process and the conditions awaiting them in their country of origin. This includes information on the situation of the labour market, housing conditions, educational possibilities and legal aspects prior to departure as well as upon return, with the setting-up of referral systems and information centres providing migrants access to information and means of communication with those left behind and remaining in the diaspora. Likewise, information services rendered to the governments can provide a useful means of assessing return conditions and forms of possible reintegration assistance.

Information and Counselling of Migrants

163. The **Information Centre on Return and Resettlement in Greece** was established at the request of the Government to provide information to expatriates on the availability of social services, customs requirements and job opportunities. In 2000, the Centre continued to provide information in response to numerous individual queries from expatriate nationals, with the main objective of facilitating the return and resettlement of those contemplating returning to Greece after a prolonged period of absence.

164. Through the **Information and counselling to rejected asylum seekers and other aliens not entitled to stay in the Netherlands** project, IOM is working with the Government of the Netherlands to rationalize existing facilities in order to enhance counselling services to potential returnees, through mobile teams visiting potential returnees, local authorities and organizations to increase awareness of the benefits of the return programme. Under this project a **decentralized counselling programme** was developed during 2000 by IOM The Hague to enhance its existing services to potential returnees and contribute to the expansion of IOM's voluntary return

programmes. Six Regional Offices were created in 2000, including mobile teams, to visit the centres administering reception, housing and welfare to asylum seekers and to maintain regular contacts with city councils and social workers. In 2000, over 10,000 partner organizations were thus contacted and new collaborations were explored with NGOs.

165. The **Comprehensive Support Programme for the Return and Reintegration of Kosovo Albanians (DRITA II)** from Finland, implemented in coordination with the European Union and the Finnish Government, provided counselling activities in 2000 to ensure that adequate information (also based on feedback from IOM project workers based in Pristina) on the prevailing conditions upon return were available to the target group, so that migrants could develop realistic expectations and reintegration plans enabling them to make an informed decision on return possibilities.

Information and Return Referral System for Returnees through Community Fora in Kabul

166. The project began in 2000 and serves, *inter alia*, the large number of Afghans who were assisted in 2000 through the IOM/UNHCR repatriation operation. It sought to reintegrate Afghans returning to Kabul through the provision of information and referral by means of the existing community fora operating in Kabul. During 2000 a central computerized database was established to support information dissemination and referrals by other partner agencies, and preparation was under way to establish a reintegration fund, to assist the most vulnerable returnees, as well as the receiving communities.

Information to Governments - Kosovo Information Programme (KIP)

167. This project, jointly run by IOM and The International Centre for Migration Policy Development (ICMPD), provides almost immediate answers to enquiries which can assist governments regarding their return decisions. Queries are answered within five days, either through the 21 KIP researchers visiting the locality in question or through the KIP information database. Since March 2000, KIP has handled over 4,000 individual information requests.

168. In addition, KIP has produced 28 Migration Information Sheets which provide succinct and detailed information on living conditions, services and relevant contact addresses in each of Kosovo's municipalities as well as on special issues concerning minority enclaves. 14 Topical Information Sheets examine, on a province-wide level, various reintegration topics, such as customs regime, education and health systems, availability of micro-enterprise schemes, temporary shelter possibilities and issues affecting the elderly. Both sets of information sheets are produced in Albanian, English and Serbian (and German in the near future) and are available to participants in either printed form or via the KIP website. This website provides KIP clients and end-users with information gathered through the project, addresses of key contacts in Kosovo, as well as digital photographs of areas of interest, damaged property, etc.

Managing Transit Migration

General Return Programme from Central Europe (GRPCE)

169. The **General Return Programme from Central Europe**, set up in 1996, assists countries of transit to return persons unable to stay there. In 2000, the assisted return of some 1,000 migrants helped paved the way for similar return programmes in other transit countries around the world.

Return of Stranded Migrants in the Baltic countries (SMIBAL)

170. IOM provides the Baltic countries with technical and logistical assistance to manage irregular migration flows and offers migrants stranded in those countries, and temporarily hosted in reception centres, the means to return home safely and with dignity. 197 persons, mostly from Asia, the Middle East and the CIS, were thus assisted during 2000.

Voluntary Return Assistance to Irregular Migrants Transiting through Indonesia

171. Since the Gulf crisis, thousands of migrants from countries in the Middle East, Iraq, Iran, Afghanistan, Pakistan and Turkey have been using Indonesia as a convenient transiting point to other countries of intended destination. The situation has been exacerbated by the economic crisis which affected South East Asia and the decrease in tourism revenues in the country due to recent civil unrest and earlier events in East Timor. Often these migrants become stranded *en route* while pursuing irregular migration means to reach their intended destinations: between 800 to 1,000 such migrants are estimated to transit through the islands of Kupang or Lombok each year. Indonesian resources to manage this increasing caseload of irregular migration remain limited. In coordination with UNHCR and the Governments of Indonesia and Australia, IOM has been arranging, on a pilot basis, the provision of food, basic accommodation, health care screening, referrals and counselling for those among the stranded migrants who either pursue asylum claims or decide to avail themselves of assisted voluntary return services. On the basis of experience gained in assisting a limited number of cases in 2000, project activities will be adjusted in coordination with implementing partners in a concerted effort to reduce the burden that the presence of rejected asylum seekers and migrants in an irregular situation put on the host country.

Proposed Assisted Voluntary Return of Migrants Stranded in the Balkans: Pilot Phase in Croatia

172. Irregular migration through the Balkans towards Europe has reached serious proportions and showed no signs of abating in 2000. This has been exacerbated by porous borders, organized smuggling and trafficking by criminal groups and inadequate capacities to manage migration in the transit countries. IOM has undertaken on-site assessments and planning with most of the governments concerned on this issue and has consulted with a number of representatives from countries of intended destination of these irregular flows. A three-pronged strategy has thus been developed by IOM to discourage these flows, improve the capacity of governments in the region to manage migration issues and strengthen actions aiming to prevent irregular migration in the countries of origin. In anticipation of funding support to implement this combined approach to irregular migration in the region, IOM assisted the Government of Croatia at the end of 2000 to manage the voluntary return of a limited number of irregular migrants stranded *en route* on its territory who had exhausted all legal means to proceed further to other European countries.

Return and Reintegration of Qualified Nationals

173. At the request of governments, donors and individuals, IOM has over the years undertaken various forms of assistance for the return of qualified nationals to their countries of origin. In some cases, particularly in Latin America, the Organization's involvement is restricted to providing return assistance to the beneficiaries and their families. 546 such cases availed themselves of low cost, reimbursable assistance in 2000. In other cases, such as the Return and

Reintegration of Qualified African Nationals (RQAN), the Thai Expert Programme, the Return of Qualified Nationals (RQN) for Bosnia and Herzegovina and the Return of Qualified Nationals for East Timor, IOM assistance for return and professional reinsertion is based on the principle that the qualifications and experience gained abroad by returning qualified nationals reinserted in key professional/administrative positions, will add and contribute capacity to: (a) specific sectors deemed of priority for a country's socio-economic development; or (b) a country's post-emergency reconstruction and reconciliation efforts.

174. The **Return and Reintegration of Qualified Afghan Nationals into the Health and Education Sectors project**, initiated in 2000, aimed to increase access to health care and education for people in remote areas of Afghanistan, by facilitating the return of Afghan professionals to identified positions in these sectors and targeting, in particular, their professional reinsertion into service provision in rural areas. The placement of female doctors and teachers has been essential to ensure increased access of the female population to basic social services and female applicants have therefore been given priority. A database has been developed containing the profiles of 792 candidates, while employment Referral Units in Peshawar and Quetta were providing counselling to candidates interested in returning and referral services to organizations interested in recruiting people. In 2000, 49 qualified Afghans, over half of them female, were assisted in their return and professional reinsertion with private sector employers in Afghanistan.

175. An external evaluation of the **third and final phase of the RQAN project** was conducted in 2000. The project had assisted some 787 qualified African nationals in their return and reintegration, mainly to the target countries of Cape Verde, Ethiopia, Ghana, Guinea-Bissau, Kenya, Uganda, Zambia and Zimbabwe. The Terminal Evaluation Seminar was held in Accra, Ghana, from 14 to 15 August 2000, and included participation of representatives from all the target countries as well as the donor, IOM concerned staff and the external evaluation team. In general, the project, as evaluated in Ghana, Kenya and Cape Verde, was found to have met its objectives as to the number of persons returned and placed, and to be effective and efficient. The evaluation confirmed the significance of such a programme for participating countries and the value of its assistance to the returnees, both in terms of sustainable income and reintegration. During the seminar, government representatives requested IOM to design a new programme for donor consideration and suggested that in order to guide the planning of this new phase, a preparatory seminar be held to set programme goals based on the conclusions and recommendations of the evaluation, with particular emphasis on the actual impact of persons already returned. The recommendations of the seminar are in line with the resolution of the Economic Commission for Africa and the Conference of African Labour Ministers held in Algiers in April 2000, calling for an African Strategy for Human Resources Development. In the proposed new phase, therefore, IOM intends to be more demand focused and to expand the African target countries and the donor base (and is negotiating already with the World Bank, the African Development Bank and the Islamic Development Bank), to take a more cooperative approach among public, private, national and international stakeholders.

V. MASS INFORMATION

Introduction

176. Information programmes provide migrants and governments with the information needed to make informed decisions. Migrants and governments alike need reliable and timely information on the causes, conditions and consequences of migration. Information on migration realities and their impact on an individual's life is of great value for the protection of migrants' rights, especially when migration occurs in an irregular way.

177. In 2000, IOM continued carrying out information campaigns as part of a prevention strategy to address the irregular movement of persons and to combat trafficking in human beings. Information programmes were implemented to enhance public awareness on the positive contribution migrants bring to their countries of residence, thus promoting their integration into host societies.

178. In post-emergency phases, IOM promoted the establishment of a communication and information system to help the population obtain and share information. Information dissemination mechanisms were also developed as part of assisted return projects, labour migration schemes, in-country and out-of-country registration programmes, as well as activities supporting development and peace-enhancement efforts.

179. Considering information an essential tool for its integrated approach to migration management, IOM continued to expand, diversify and streamline mass information activities.

Programmes

Information Programme for Thailand

180. The Government of Japan funded an information campaign against irregular migration and trafficking in Thailand which was completed in March 2000. IOM implemented the project in cooperation with the government authorities and several NGOs. The campaign aimed at raising the awareness of migrants on the pitfalls of irregular migration, the risk of trafficking and the myths of easy money abroad, and urged them to seek proper information on legal migration opportunities.

181. Following the assessment phase, carried out by the Asian Research Centre for Migration, the mass communication strategy of the campaign was devised by the J. Walter Thompson agency. It was based on a song performed by one of the most popular Thai country music singers who endorsed the campaign and promoted it through a CD album and concert tours throughout the country, as well as television spots. In addition, printed, audio and video material was developed and produced. Two hotlines were operated by the Department of Employment, providing information to potential migrants.

Trafficking Information Mainstreaming Project (TIMP), the Philippines

182. This project began in April 2000 and expands upon ongoing counter-trafficking information initiatives in the Philippines. The goal is to contribute to greater awareness of

irregular migration and trafficking as critical migration and human rights' concerns among all levels of Philippine society.

183. The project's main activity is the production and airing of two Public Service Announcements (PSAs) in cinemas located in the five major cities in the Metro Manila region providing factual information on trafficking. Cinema screenings last over a six-month period with an interval of three months. A hotline was operated by IOM providing information and obtaining audience feedback. The Philippine Government, through the Philippine Overseas Employment Administration (POEA), extended its support to this project by volunteering to place their direct desk assistance hotline numbers in the PSAs together with the IOM hotline.

184. The replication of this pilot project in other key regional groupings in the Philippines will be decided on the basis of the results achieved under this activity, which is funded by the Japanese Government.

Information Campaign to Prevent Trafficking in Women in Bulgaria

185. In November 2000, IOM Sofia completed the implementation of a campaign to counter trafficking in women in Bulgaria. The project was carried out in cooperation with the Bulgarian authorities and non-governmental partners. Following the findings of the research phase, IOM developed the campaign's strategy which had, as main motto, "Open Your Eyes! Trafficking in Women". Information was disseminated to the target audience in two waves: the first aimed to pose the question/problem and the second to provide the answer/solution.

186. Information materials included posters, brochures, pocket-sized cards, leaflets, articles in newspapers and magazines, radio and television spots, documentaries and programmes. These were distributed through governmental services at both national and local levels, NGOs and other partner agencies, international organizations and diplomatic missions. Electronic media materials were broadcast through public and private radio and television channels. The project supported the operation of a helpline and provided for the organization of regional seminars with representatives from local partner organizations as well as training for journalists.

187. This one-year project, funded by the United States Government, was carried out within the framework of the EU-US Transatlantic Dialogue, in parallel with a similar information campaign in Hungary.

Information Campaign to Prevent Trafficking in Women in the Czech Republic

188. This campaign was completed in June 2000. The project, funded by the United States Government, was implemented in cooperation with the Czech authorities and in particular with the Ministry of Interior. For this campaign, IOM Prague and the advertising company which produced the awareness-raising materials won the Silver Effie 2000 second prize.

189. A variety of information material was produced and distributed to the target population. Materials included posters, postcards, information leaflets, brochures, press advertisements, radio spots, city lights, television spots and a television documentary. Train tickets containing relevant information against trafficking were issued. An educational publication and video were also produced for distribution to professionals at educational establishments. All materials were distributed widely through partner government structures, NGO networks and the mass media.

A website was set up and seminars were organized in all regions of the Czech Republic. The project also supported the functioning of a hotline operated by the NGO, La Strada. Furthermore, a series of round-table discussions were organized in cooperation with the Ministry of Interior.

Information Campaign to Prevent Trafficking in Women in Hungary

190. This project, completed in October 2000, was carried out in cooperation with the Hungarian authorities and non-governmental partners in an attempt to increase awareness of the dangers and consequences of trafficking among Hungarian women and the national authorities to counter trafficking.

191. The slogan of the communication strategy, "Don't Fall for It", was based on the findings of the research stage. A package of mass and informal media was used to disseminate information to the target group in two rounds, including posters, information booklets and cards, television spots and documentary films, radio publicity, newspaper advertisements and articles. An educational documentary was produced for distribution to educational establishments. Dissemination was carried out nationwide through partner government structures, NGO networks and the mass media. A campaign web page was also created. The NGO NANE (Women's Rights Association) was given support in operating a hotline. Training and capacity-building activities were carried out to facilitate the establishment of an information-sharing network among Hungarian government officials, consular offices and NGOs to increase their awareness of the issue and promote the sustainability of the project's activities.

192. This one-year project, funded by the European Commission, was carried out within the framework of the EU-US Transatlantic Dialogue, in parallel with the information campaign in Bulgaria.

Prevention of Trafficking in Women in Romania

193. This campaign is a component of a project addressing two integrated and interrelated aspects of trafficking in human beings, namely, assistance to victims and prevention measures through dissemination of credible information to potential victims of trafficking. Research activities began in December 2000 to enable IOM and its partners to design the most appropriate information dissemination strategy and define cost-effective means to reach the target group.

194. The main IOM project partners in Romania are the Ministry of Interior, Ministry of Foreign Affairs, Ministry of Labour and Social Protection, Ministry of National Education, Ministry of Health, and the Equal Opportunities for Women Foundation (SEF). IOM proceeded with the establishment of a consultative mechanism among the project's governmental and non-governmental partners and experts. This one-year project was funded by the United States Government.

Counter-Trafficking Programme through Prevention, Awareness-Raising and Direct Assistance to the Victims, The former Yugoslav Republic of Macedonia (FYROM)

195. In December 2000, IOM Skopje launched an initial information/awareness-raising campaign within the framework of a comprehensive strategy to combat trafficking from, to and through FYROM. The campaign aims to increase understanding of migration realities among

potential women victims of trafficking and relevant authorities in FYROM, while focusing in particular on potential "clients" from both the local and the international community.

196. IOM designed and distributed 14,000 pocket calendars for 2001 and 500 posters, with information reminding potential clients and the public at large about the human rights' violations suffered by trafficked women. Furthermore, printed advertisements were also placed in local newspapers. IOM operates a helpline for those wishing to report trafficked women in need of assistance. In cooperation with the FYROM Government, a Macedonian-language version of the material is being distributed at motorway pay-toll stations and local NGOs are also distributing both Albanian and Macedonian-language versions. A fact sheet on victims of trafficking to FYROM has been widely distributed. The KFOR rear base in FYROM has included both the calendar and the fact sheet as part of their new troop arrival briefing. This project is funded by Belgium.

Transitional Information Programme (TIP)

197. In 2000, IOM Kosovo continued implementation of this project, which focused on facilitating the emergence of balanced, responsible and ethnically-sensitive media, allowing humanitarian information (including migration-related topics) and objective news reporting to develop roots in the province.

198. IOM, in collaboration with Internews, established a five-month training programme of on-the-job training seminars for journalists in Kosovo in all aspects of the media. The journalists were trained in radio skills to set up and run municipal radio stations. In addition, the Radio Peja (Péc) studios have been rehabilitated and are broadcasting to over one third of the population.

199. TIP organized seminars for some 150 journalists in Kosovo on the establishment and operation of the ombudsperson institution in Kosovo and the promotion of human rights through media, both with the OSCE and the Finnish Human Rights Project.

200. This project builds upon efforts already under way in Albania under the Emergency Information Programme aimed at providing urgent humanitarian information to Kosovar refugees in Albania; the project has been operating with the financial support of the Governments of Italy and the United Kingdom.

Kosovo Information Assistance Initiative (KIAI): Internet Access and Training

201. This project provides internet access and technology, training and facilitation through a network of eight KIAI centres in Kosovo.

202. The centres and their resources are for the use of members of the community, local NGOs, students and others working in the area. Training is provided in the various uses of the internet from basic knowledge to web page creation, and to facilitate, through technology, the work of the media, the medical profession and other professionals and organizations.

203. The project was launched in September 1999 as follow-up to a programme offering internet-based communication to Kosovar refugees outside the province during the crisis. The KIAI will move into a self-sustainability phase during 2001, gradually handing the projects over

to local communities. The United States Government and private American companies support this project.

Counter-Trafficking Programme through Prevention, Awareness-Raising, Capacity-Building and Facilitation, Kosovo

204. Within the context of its counter-trafficking activities in Kosovo, IOM has been implementing awareness-raising activities among civil society and international community representatives. To this effect, a three-phase information campaign was launched in May 2000 aiming at zero tolerance for trafficking in and out of Kosovo. Information material consisted of leaflets and posters. Potential clients of victims of trafficking who might have recourse to prostitution were also targeted through this campaign and focus given to raising their awareness of the exploitative side of trafficking in women and their participation in sustaining criminal networks and encouraging human rights' violations.

Mini-Information Campaign in Bosnia and Herzegovina

205. This project aimed to increase awareness among the general public in Bosnia and Herzegovina of the dangers and consequences of trafficking. It was implemented within the framework of the pilot project for the Return of Trafficked Migrants from Bosnia and Herzegovina funded by the United States Government.

206. The campaign's approach was developed in spring 2000 in coordination with the Euromedia marketing company and an advisory board including representatives from various international and national organizations and institutions such as UNICEF, OHCHR and the United Nations International Police Task Force (IPTF). Pre- and post-campaign research enabled IOM to design the most appropriate strategy for disseminating the information and to measure the actual results of the campaign. The dissemination phase lasted from August to September 2000 and included a television video clip and radio "infomercials" as well as the distribution of posters, leaflets and sugar sachets both in Bosnia and Herzegovina and Republica Srpska. A seminar for journalists was held, together with the International Human Rights Law Group (IHRLG).

Informing Potential Irregular Migrants in Kazakhstan about the Risks of False Asylum Claims in Belgium

207. In November 2000, IOM Almaty launched a three-month campaign, using mainly press advertisements in local newspapers and magazines, to broaden the understanding among potential migrants considering irregular migration of the risks and degrading conditions to which they might be subjected. In addition, a helpline was made available and operated by IOM, through which potential migrants could obtain relevant information. The project is financed by the Belgian Government.

In Each Face ... Equality

208. In January 2000, IOM Lisbon, in partnership with the Portuguese High Commissioner for Immigration and Ethnic Minorities, began implementing this project. It aims to convey to the host society, immigrants and ethnic minorities information about the services and facilities made available to enhance and promote the protection and integration of immigrants and ethnic minorities in Portugal.

209. The project facilitates the establishment of a permanent infrastructure, the Information and Resource Centre "In Each Face ... Equality" in the Parish of Benfica which made available the facilities for its accommodation. The Centre is setting up a network and personalized resource of useful information in the areas of education, vocational training, social services, employment, housing, the national health system, citizenship, the rights and duties of migrants, application of migration legislation and fiscal duties of immigrants and ethnic minorities. The Government of Portugal, IOM, the Portuguese High Commissioner for Immigration and Ethnic Minorities, as well as other entities, cooperated in producing this information.

210. Information material for the television, radio and local newspapers, as well as an interactive CD Rom, were produced to raise awareness among the local population on the positive aspects of immigration and to deepen the knowledge of the host society on the immigrant communities residing in Portugal. An interactive site on the internet was set up to expand access by the target groups to the Centre's services, both nationally and globally. Four thematic seminars were organized on key issues for the immigrant communities.

211. The project foresees the development of transnational partnerships and, to this effect, IOM cooperates with the multicultural centre of the municipality of Frankfurt, the non-governmental experience of an institution oriented to train immigrants in the United Kingdom, and the European Research Centre on Migration and Ethnic Relations (ERCOMER).

212. This one-year project is financed by the European Social Fund (ESF) and the European Regional Development Fund (ERDF).

Other

213. Information dissemination activities are integrated into a number of activities carried out by IOM. Following the campaign to prevent trafficking in women from Ukraine, IOM Kyiv, in cooperation with the Office of Democratic Institutions and Human Rights (ODIHR) of the Organization for Security and Cooperation in Europe (OSCE) and the Ukrainian authorities, particularly the Office of the Ombudswoman, pursued the establishment of a National Council against Trafficking to promote efforts to combat trafficking in human beings in Ukraine. IOM, within the framework of this cooperation, continued to disseminate information and distributed 10,000 brochures, 50,000 posters and reproduced several hundred copies of a documentary and Public Service Announcements, which were also subtitled in English.

VI. COUNTER-TRAFFICKING

Introduction

214. Trafficking in human beings, particularly in women and children, has become a worldwide concern. Local conditions in the countries of origin, such as poverty, lack of opportunities, subordinated role of women in society, violence, persecution and violation of human rights, together with environmental disasters, cause potential migrants to turn to traffickers to facilitate migration. The number of countries affected has rapidly expanded, trafficking routes are becoming increasingly complex, and the involvement of transnational and national organized criminal networks is widespread. The countries of origin, transit or destination affected by

trafficking in human beings see their migration, labour and other legislation violated, their internal and international security put at risk by the presence of organized criminality, and their social systems in danger.

215. Document MC/INF/245 of November 2000 described IOM's updated strategy to prevent and combat trafficking, using the definition of trafficking in human beings as that included in the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime.

216. IOM's objective in this field is: (1) to curtail and prevent human trafficking; and (2) to protect the rights of migrants caught up in the practice. To achieve this, the Organization has actively developed counter-trafficking projects in different regions of the world and established a network of counter-trafficking focal points in each IOM Field Office. The Organization also cooperates with regional bodies which have a mandate to act on irregular migration in general and trafficking in migrants in particular. In 2000 IOM initiated or carried out the following activities:

(a) **Trafficking Prevention Assistance**

Capacity-Building on the Protection of Victims of Trafficking: Development of Procedures and Manuals, Training and Monitoring Mechanism, Thailand

217. The project was intended to contribute to the establishment of a Thai national capacity to protect victims of trafficking, in particular women and children, according to standards established in Thai legislation and to conventions ratified by Thailand. It was also intended to set the basis for a similar process in the neighbouring countries of origin of most of the trafficked victims in Thailand. The key activities comprised the development of Memoranda of Understanding (MOU) - one between government agencies and NGOs and one among NGOs. Two manuals were developed, including guidelines and best practices for implementing the existing standards, in the framework of the Government/NGOs' and the NGOs' Memoranda of Understanding respectively. Training workshops were held for NGOs on the implementation of the protection standards and the MOUs. Additionally, two bilateral MOUs were envisaged, one between Thailand and Cambodia and one between Thailand and Viet Nam, related to the identification, return and reintegration of victims of trafficking from these countries. The following has been achieved to date: (i) four consultative meetings were held among Thai NGOs and a draft MOU defining cooperation procedures on the protection of victims of trafficking among NGOs has been finalized and presented to the National Committee on Trafficking of Women and Children. The draft was endorsed by the Committee and is currently being officially translated for signature; (ii) an official working group was created, responsible for the drafting of an operational MOU between the government sector and the NGO sector to provide the basis for cooperation and define roles and responsibilities in the treatment of victims of trafficking; (iii) two consultative meetings were held and the first and second drafts were presented to the National Committee on Trafficking of Women and Children; and (iv) a draft MOU between the Thai and Cambodian Governments on the identification, return and reintegration of victims of trafficking from these countries has been prepared.

Pilot Project on the Fight Against Trafficking in Human Beings/Minors for Sexual Exploitation to the European Union, Belgium

218. The overall purpose of this pilot project, begun in August 2000, was to carry out research in selected European Union member States on combating trafficking in human beings for sexual exploitation, with particular emphasis on unaccompanied minors. Research activities, aimed at predicting the vulnerability of unaccompanied minors to traffickers, identifying the practices and mechanism of transnational crime and finding prevention strategies, were conducted in Belgium, Germany, Italy and the Netherlands. In order to define trends, research observed the following issues: the utilization by criminals of loopholes in the asylum and immigration system; the vulnerability of youngsters prior to and after migration; the forms of exploitation experienced by minors; the gaps in legislation; the reception structure in host countries which may be contributing to placing those minors in a more vulnerable situation; and potential durable solutions and protection for victims in both host and sending countries. The final country report will be sent to interested parties, together with a questionnaire requesting their recommendation on appropriate actions to address gaps in the existing systems and to combat the trafficking of minors. A final report including the country reports and with recommendations will then be issued.

Research Study on Trafficking in Women and Children, Nigeria

219. IOM conducted a rapid action-oriented study mainly in Nigeria but also in key destination countries (Belgium, the Netherlands and Italy). In the destination countries the main focus of the research was to identify the general scale and characteristics of the problem of trafficking affecting women and girls from Nigeria, and to examine the practices and procedures currently applied in those countries to return the women and girls to Nigeria. In Nigeria, the research focused on the circumstances in which trafficked women and girls are returned to the country; their reintegration needs and the adequacy of current levels of support to victims of trafficking; and an investigation of young women and girls' awareness of the trafficking risks in key regions of origin in Nigeria. A final report with the main findings was produced.

Capacity-Building of Law Enforcement Officials through the Ministry of Home Affairs to Prevent Trafficking in Women and Children, Bangladesh

220. The preparatory phase of this project began in June 2000. Two legal advisers reviewed the existing laws relating to trafficking in Bangladesh and the international instruments dealing with human trafficking, gender and human rights. They had consultation meetings with law enforcement agencies and their training institutes in Dhaka and in several border areas. NGOs working in the field of trafficked women and children were also consulted. The data and findings were analysed and included in a report which will serve as input for the assessment of training needs and the development of a manual for the law enforcement agencies.

221. A training consultant has begun to prepare the training manual, assisted by a national police expert to develop the training material and an international police expert from Nepal.

Research, Information and Legislation on Trafficking in Women in the Baltic States, Finland

222. The main aim of the project is to carry out systematic research on trafficking in the Baltic States in order to produce a clear picture of the scope of the problem and the main modalities in the region. Besides the academic value, these findings are expected to be of practical use and will lay the foundation for subsequent modules of the project, covering information dissemination and strengthening the administrative capacity of the Baltic States to tackle and prevent trafficking in women.

223. Since the launch of the project in mid-November 2000, IOM has identified, selected and contracted a group of experts to carry out the field work and analysis. Research was carried out on two levels: (i) legal - assessing the state of play of Baltic legislation to counter trafficking, and its compatibility with international and European Union norms; and (ii) sociological - based on surveying and interviewing a range of target groups relevant to trafficking. Research outlines for both modules have been developed. Research groups have been formed for both the legal and sociological modules, consisting of an international principal researcher and a local consultant in each of the three Baltic States.

Developing Best Practices in Agencies Working on the Trafficking in Women and Girls for the Purpose of Sexual Exploitation, Balkan Region

224. The objective of this project, launched in July 2000, is to contribute to international efforts to combat trafficking in women and girls for sexual and economic exploitation to and from the Balkans, by providing pilot training for the trainers' courses for statutory and voluntary agencies in Albania, Bosnia and Herzegovina, Croatia, Kosovo, The former Yugoslav Republic of Macedonia and FRY Montenegro. A questionnaire has been designed and distributed to 200 organizations and individuals in the region in order to assess the trafficking situation in the Balkans. Several assessment trips to the region to meet the key people in each country have been undertaken. The training material has been prepared by the IOM project partner, the University of North London, United Kingdom, and is being translated into the local language for the pilot training to be held in Vlora, Albania, at the end of March 2001.

Comparative Research on Trafficking in Women and Children from Bangladesh and Nepal to India in Order to Identify Prevention Strategies and Needs of Assistance, India/Bangladesh

225. This project will contribute to preventing trafficking in women and children and identifying the assistance needs of victims of trafficking in India, by undertaking exploratory field research. This research targeted victims of trafficking in India and relevant sectors dealing with assistance to those victims. The analysed information would complement the existing information for the development of preventive strategies, such as an information campaign, and in the provision of assistance for return and reintegration. Sixty-five men, women and children were interviewed in Calcutta, New Delhi and Mumbai (59 from Bangladesh and six from Nepal). Respondents were interviewed in both brothel and slum areas.

Technical Cooperation on Counter-Trafficking: Training of 750 Law Enforcement Officials, Thailand

226. The project consisted of counter-trafficking capacity-building workshops for provincial police and immigration officers at all levels in the provinces of Thailand. The workshops raised awareness of the vulnerability of trafficking victims, human rights' concerns, assistance networks and the roles and responsibilities of police and immigration when dealing with trafficking victims.

Counter-Trafficking Programme, Kosovo

227. IOM developed an overall capacity-building project to raise awareness of the phenomenon and to assist international civil police, other civilian authorities, communities and NGOs in setting up early-warning and prevention mechanisms. Data gathering, awareness campaigns, sessions for law enforcement officers and community leaders have been organized.

228. The programme gathered information on the source and scale of trafficking networks in order to understand the methods and mechanisms of trafficking in Kosovo and the region. Partnerships with other organizations, such as the United Nations Development Fund for Women (UNIFEM), UNMIK and OSCE, and local NGOs active in gender issues were strengthened in order to coordinate related policy matters and training of border police, local administrators and other parties concerned.

Smuggling Routes and Methods: Research for Information Campaign, Azerbaijan

229. In August 2000, IOM conducted a meeting with representatives of UNHCR, United Nations Population Fund (UNFPA) and diplomatic missions from France, Germany, Israel, Italy, the Netherlands, Poland, the United Kingdom and the United States to discuss the results of a baseline survey on trafficking and economic migration from Azerbaijan. They agreed that a further study of the migrants' profiles, migration trends and services offered by travel, recruitment and immigration agencies should be carried out, both in Azerbaijan and in transit countries such as the Russian Federation and Turkey. All participants were interested in exchanging information and setting up an information service.

230. IOM selected NGOs for further cooperation and held a joint discussion in September 2000 to identify the components in which different NGOs could be involved and exchange information about their experience in implementing projects on migration issues.

231. In October 2000, IOM held a meeting with officials and specialists from the Parliament of Azerbaijan, the Ministry of Labour and Social Protection and the Institute of Economy to present and discuss the results of the survey summarized in the "Pathways to Europe from Azerbaijan" report and build upon future cooperation.

232. Preparatory activities, including the selection of a consultant and development of methodology, were carried out for a survey among potential migrants (with focus on ethnic minorities and women migrants) in the capital and five regions of Azerbaijan. Preparatory work was also carried out for a study on Azerbaijani migrants in the Netherlands. A draft questionnaire for a survey among Azerbaijani asylum seekers was designed. The project research team identified and contacted possible counterparts in the Netherlands (IOM Mission in The Hague and

Ministry of Foreign Affairs) who could help obtain updated information about irregular migrants and conduct a sample survey among asylum seekers from Azerbaijan.

Prevention of All Forms of Trafficking in Women and Children in Cambodia

233. This three-year project, started in 2000, is designed to equip and enable the Ministry of Women's and Veterans' Affairs (MWVA) counter-trafficking office to plan and implement new activities. At the end of the project it will have contributed to establishing a national authority on trafficking in women and children and the MWVA will be involved in reviewing existing laws and drafting new laws to enforce the full protection of women's rights.

234. Project implementation began in July 2000 with four IOM and 12 MWVA staff. In addition, a national training team of 25 and six provincial focal points are engaged in project activities. The counter-trafficking office has been fully equipped and was officially opened on 18 September 2000 with a ceremony and press conference attended by a number of ministries and NGOs, as well as the media representatives from over 20 newspapers and seven television channels. A second office has been established at the Phnom Penh Municipal Department for Women's and Veterans' Affairs. The legal literacy training is under way. A national training team has been established and trained, a training curriculum has been developed and more than 500 government officials have been trained. Training is to be completed by the end of July 2001.

Law Enforcement Against Sexual Exploitation of Children (LEASEC) Project, Cambodia

235. In coordination with the Ministry of Interior, IOM, together with World Vision, UNICEF, Save the Children - Norway, and UNHCHR, has developed the LEASEC project in order to address the severe problem of child exploitation and trafficking in Cambodia. The overall goal is to improve the capacity of police, investigating judges and prosecutors to protect child victims of sexual exploitation and trafficking. This two-year project, begun in April 2000, consists of three strategic components: sensitization of police on the issue of trafficking and sexual exploitation of children; development of police procedures and training of police officials on how to use them and other related laws; and investigation of cases of sexual exploitation and trafficking of children, as well as initiation of court proceedings.

236. The project activities have focused on: establishing an office within the Ministry of Interior; training all personnel; developing an investigator's manual on investigation of sexual exploitation cases; developing a trainer's manual and curriculum for the training of police investigators both in Phnom Penh and the provinces; assisting in developing an interactive training video to be used during training sessions; assisting in developing a sensitizing film to be used during training; establishing a telephone hotline for people to report on sexual exploitation of children; and training police officials to answer the hotline and obtain relevant information from people calling, as well as following up on the cases reported.

Training and Exchange Pilot Project for the Prevention of Irregular Immigration and Trafficking, Italy

237. IOM and the Italian Government, in cooperation with other European Union member States and the European Commission, organized four training courses in Rome, Budapest, Tunis and Brussels. Each course focused on the best practices and methods to be adopted in order to prevent and control illegal immigration and trafficking in human beings and in particular to

enhance international cooperation between the countries concerned. The courses also aimed at developing new incentives in the field of migration management and at promoting dialogue and cooperation between countries of destination, transit and origin.

Measures to Prevent and Combat Trafficking in Women and Minors for Sexual Exploitation, Italy

238. IOM has taken action at a number of levels simultaneously within the framework of this project: on the prevention side, with an information campaign in Albania for potential victims; on the direct assistance to victims of trafficking (21 cases), supporting them in their return and reintegration process in their countries of origin by establishing and strengthening operational, interagency referral networks, and supporting transnational dialogue and coordination mechanisms with national/local authorities in sending and receiving countries. Lessons learned and best practices resulting from the project's implementation were discussed and consolidated in a meeting held in Tirana, Albania on 31 October 2000.

Measures to Counteract Trafficking in Human Beings, in Particular Women and Minors, from/via the Balkan and the Adriatic Region, Italy

239. The project provided the opportunity to support and promote IOM's presence and networking capacity with governments, NGOs and IOs in countries of transit and origin in the Balkan region (Albania, The former Yugoslav Republic of Macedonia, Kosovo and FRY Montenegro), through the establishment of mechanisms to prevent the phenomenon, and support for the safe and dignified voluntary return and reintegration of migrant women entrapped in the sex industry in Italy.

240. A questionnaire was created, distributed and elaborated, to establish a coordinated and prioritized plan of action for all the IOM Missions involved in the initiative. The activities reinforcing the network with administrations, NGOs and associations in Italy were included in the Plan of Action and have been developed accordingly. From August 2000 to February 2001, 27 victims were assisted in their voluntary return and reintegration process.

Research on Irregular Migration and Trafficking in Migrants, Georgia

241. This research project began in November 2000 and is foreseen to continue until the end of April 2001. The last two months of 2000 were mainly used to prepare implementation of the research, devise a strategy, appoint the project staff, identify partners and set the basis for research.

Counter-Trafficking Training, United States/Ukraine

242. IOM organized a ten-day training course in Washington D.C. for government officials and designated NGO representatives from Ukraine dealing with trafficking. The purpose was to identify which principles, applied in the United States, might be applicable to the situation in the Ukraine. Twenty participants visited organizations providing services to trafficking victims, crisis centres, shelters and hotlines. Trainers observed an advocacy workshop for NGO and church groups and learned about safety issues and how to improve the provision of shelter services to victims. Trainers were also introduced to international law for migrants and residency law, legal protection for victims, punishing pimps and innovative approaches to preventing illegal

migration and trafficking of women, including strategizing with a United States prosecutor on how to work with a victim and obtain a conviction of traffickers.

Rapid Action-Oriented Research on Trafficking, Croatia

243. Apart from anecdotal evidence, there is no truly reliable data on trafficking in women and children for the purpose of sexual exploitation in Croatia. IOM therefore developed and implemented rapid action-oriented research on trafficking in order to assess the depth and scope of the phenomenon in Croatia, by conducting interviews of victims and club owners, collecting data from police records and judiciary files, and evaluating available resources and public awareness of trafficking. The results will be published in a final report.

(b) Assistance and Protection to Victims of Trafficking

Inter-Agency Referral System (IARS) Project for Return and Reintegration Assistance to Victims of Trafficking, Albania

244. Since January 2000, IOM Tirana, in partnership with the International Catholic Migration Commission (ICMC), has implemented the Inter-Agency Referral System (IARS) project which has enabled a group of organizations jointly to provide return and reintegration assistance to trafficking victims. During 2000, 127 third country national trafficking victims in Albania, primarily from the Republic of Moldova and Romania, were provided with temporary shelter and return/reintegration assistance through the project. In addition, 15 Albanian trafficking victims were provided with shelter and reintegration assistance. Project activities included medical screening, counselling, and extensive data collection on trafficking victims and their experiences. Overall, the project has served as a vehicle for further cooperation amongst agencies combating trafficking to/via/from Albania, and has revealed the important problems involved in the return/reintegration of Albanian trafficking victims.

Programme of Assistance for the Protection and Reintegration of Trafficked Women and Children, Africa, Asia, Latin America and the Caribbean

245. The project was established during the last quarter of 2000 to contribute to global counter-trafficking efforts through coordinated emergency assistance, to assist victims of migrant trafficking – principally women and children from developing countries – stranded outside their country of origin. The project created a global referral, assessment and rapid assistance mechanism for those persons who are not eligible for assistance under current voluntary return assistance programmes.

246. Since the beginning of the programme, 16 victims of trafficking, including three children, were assisted: five Romanian and two Moldovan women trafficked for sexual exploitation to Cambodia, three women from Peru who had been lured into the sex industry in Seoul, Republic of Korea, and six persons originating in Ecuador and trafficked for sexual exploitation to Honduras, of whom three were minors.

Return and Reintegration of Trafficked and Other Vulnerable Women and Children in the Mekong Region, Thailand

247. The purpose of this project, begun in 1996, was to contribute to the establishment of a mechanism to break the vicious circle of trafficking and re-trafficking by arranging safe return and offering a one-year voluntary reintegration package for trafficked and other vulnerable women and children. The project assisted women and children from Cambodia, Viet Nam, China, Myanmar and Laos to return to their home countries from Thailand in an orderly way. In certain cases the project assisted Vietnamese and Chinese women and children to return from Cambodia. In 2000, IOM returned 270 victims of trafficking (from Thailand to Cambodia). The programme was significantly revised in order to place stronger emphasis on capacity-building assistance to government counterparts to enable the social welfare and other responsible departments to ensure sustainable reintegration.

Assistance to Victims of Trafficking and Prevention of Trafficking of Women, Romania

248. Romania is an important source country of trafficked girls and young women. Over 150 victims were assisted in 2000. This programme, launched in October 2000, has two major components: (a) return, assistance and reintegration for another 150 cases; and (b) a nationwide research and comprehensive information campaign aiming to create awareness-raising and prevent trafficking. The programme will build on and extend the network already created in 2000, comprising key actors, such as central and local authorities, governmental bodies, NGOs, the media, and IOs.

249. IOM has recently reached an agreement with the Romanian Ministry of Interior for the creation of a shelter for victims of trafficking, to be run in conjunction with the Reaching Out Foundation. Assistance for victims, including temporary accommodation, health assistance, psychological counselling, educational and professional/employment orientation and social reintegration, will also be carried out with the support of some 35 Romanian NGOs across the country.

Reception and Reintegration of Trafficked and Other Vulnerable Vietnamese Women and Children, Viet Nam

250. This project, implemented in the Lang Son province near the Chinese border, had two major components: a reception centre providing short-term shelter and other assistance to newly returned women and children; and a reintegration scheme promoting income-generating activities for former trafficking victims who have returned from China to their home communities in Lang Son province.

251. The project has been active since 1997. As of 1 March 2000, it has provided training and microcredits to 1,752 returnees, while approximately 700 women had made use of the reception centre.

Pilot Project for the Return of Trafficked Migrants, Bosnia and Herzegovina

252. This project put in place mechanisms and procedures for the orderly, safe and dignified return of trafficked migrants, in particular women who were entrapped in the sex industry in Bosnia and Herzegovina (BiH). IOM arranged for reception in the home country or coordinated

with appropriate NGOs and government agencies for the provision of such reception and reintegration assistance.

253. In 2000, 217 trafficked women, primarily of Moldovan, Romanian and Ukrainian origin, were assisted through this project. IOM coordinated data-gathering and the dissemination of information on the overall profiles of trafficked migrants. The project provided for voluntary general and gynaecological examinations as well as psychological counselling. One of the main intentions of the pilot project was to increase awareness of the issue and, as a part of the pilot project, IOM Sarajevo implemented a mini-information campaign from August to September 2000 aimed at the general public in BiH.

Temporary Shelter Emergency Fund, Bosnia and Herzegovina

254. In the absence of funds for more permanent safe accommodation for trafficked migrants in BiH, IOM was able to create a temporary shelter in August 2000 to be able to protect and support victims of trafficking and allow them to recover before departure to their countries of origin.

Counter-Trafficking Programme through Prevention, Awareness-Raising and Direct Assistance to the Victims, The former Yugoslav Republic of Macedonia

255. IOM has developed an extensive programme to counteract trafficking and is the primary operational organization addressing this problem in The former Yugoslav Republic of Macedonia.

256. During 2000, IOM managed a transit centre for stranded migrants which provides victims of trafficking with a safe comfortable environment in which to stay while awaiting their return. In the last six months of 2000, IOM Skopje assisted over 100 victims to return home. Reintegration programmes were offered to all victims, including not only medical care and counselling but also occupational skills programmes and school reinsertion programmes.

257. Capacity-building activities were also undertaken by facilitating training seminars for 35 members of the Police Organized Crime Division and the Immigration Department of Foreigners.

258. Awareness-raising activities were targeted at KFOR troops (with the cooperation of the KFOR Rear Command) and other international organizations. A 24-hour telephone information/helpline was established and the number distributed to thousands of KFOR troops.

Return and Reintegration of Women Victims of Trafficking, The former Yugoslav Republic of Macedonia

259. This project put in place mechanisms and procedures for the orderly, safe and dignified return of trafficked women who had been entrapped in the sex industry in The former Yugoslav Republic of Macedonia. From August to October 2000, IOM was able to assist 38 victims of trafficking, who had managed to escape from forced prostitution or who had been liberated through police raids from various bars, to return to their countries of origin. IOM assistance included reception, protection, procurement of travel documents, medical and psychological screening and transportation to their home, with transit assistance and reception upon arrival.

Return and Reintegration of Women Victims of Trafficking, Kosovo

260. This project began in February 2000 and 117 women were assisted in 2000. The project facilitated the victims' voluntary return to their home countries, providing them with a reinstallation grant, reception assistance and a personally tailored reintegration scheme.

261. As a result of information gathered by IOM Pristina from interviewing the victims and other sources, a database was created, which has been adjusted to serve all IOM Missions in the region and Headquarters.

VII. OTHER PROGRAMMES

Compensation Programmes Implemented by IOM

German Forced Labour Compensation Programme (GFLCP)

262. In July 2000, IOM was designated by the Government of Germany to be a partner organization of the Federal Foundation "Remembrance, Responsibility and Future". The Foundation is in charge of making financial compensation available through partner organizations to former slave and forced labourers and those affected by other injustices under the Nazi regime. IOM is in charge of the so-called "rest of the world" non-Jewish claimant group. This group comprises non-Jewish victims living anywhere in the world except Poland, the Czech Republic, the Russian Federation and countries which were republics of the former Soviet Union. IOM is tasked with outreach, processing of claims and making payments, as well as being responsible for all property claims under the GFLCP. By the end of 2000, IOM had a special website (<http://www.compensation-for-forced-labour.org>) up and running and more than 20 hotlines in place in IOM Missions throughout the world; the names and addresses of over 100,000 potential claimants had been collected worldwide, the forced labour claim form had been published and a public information campaign was under way.

Holocaust Victim Assets Programme (HVAP)

263. In November 2000, IOM was also designated as one of the implementing organizations to reach out, process claims and pay compensation to former slave labourers and certain other victims of the Nazi regime under the Settlement Agreement reached in the Holocaust Victim Assets Litigation (Swiss Banks) before the United District Court for the Eastern District of New York.

GLOBAL ACTIVITIES AND GENERAL PROGRAMME SUPPORT

VIII. PROGRAMME SUPPORT

Donor Relations

264. In 2000, the Donor Relations Division (DRD) continued to focus its donor outreach and provide targeted support to field and Headquarters' staff in resource mobilization and the advocacy of IOM projects and programmes. This resulted in generous financial support for IOM's response to emergencies enabling the Organization to strengthen its operational role. Following activities carried out in 1999, a number of programmes continued, in close coordination with partners in the Field, in areas where IOM has a clear role to play.

Humanitarian Operations

265. IOM's initial participation in humanitarian response mechanisms has also led to the Organization's development of transitional initiatives, bridging the gap from relief to development in a number of post-conflict situations such as Kosovo and Timor.

266. Following the IOM and UNHCR joint Guidance Note issued in May 2000 on Cooperation in the Transportation Sector, IOM launched a fundraising appeal for a USD 5 million revolving fund. This fund would assist in assuring IOM's capacity to respond rapidly with activities named among the principal purposes and functions for which it was established. The Guidance Note lays out more specifically the responsibilities between the two organizations. IOM was tasked with the provision of transportation assistance to persons of concern to UNHCR upon the request of that organization. Contributions were received from Finland and Norway amounting to USD 448,222, enabling IOM to participate swiftly in the Guinea emergency operations.

267. IOM participated in seven major inter-agency humanitarian emergencies, such as Timor and Kosovo. DRD represented IOM and actively contributed to inter-agency planning discussions on programme coordination and resource mobilization. Other Consolidated Appeals were made for South Eastern Europe, Afghanistan, Angola, the Democratic Republic of the Congo, Tajikistan and Uganda. 40 per cent of IOM's funding requirements were achieved in response to these Appeals.

Donor Outreach

268. DRD further developed its strategy and approach to the Organization's donor community: to review and jointly explore programmes of interest through bilateral consultations with interested donor governments. In 2000, bilateral consultations were held in capitals with the Governments of Finland, France, Ireland, the Netherlands, Switzerland, the United Kingdom and the United States. A series of mid-term Geneva-based reviews with donor missions (Australia, Belgium, Denmark, Finland, Germany, Italy, Japan, the Netherlands, Norway, Spain, Sweden, Switzerland and the United Kingdom) were conducted to update them on progress achieved against funded projects (progress reports, financial issues, constraints encountered), whilst also outlining the Organization's funding needs (in conjunction with donor priorities *vis-à-vis* IOM). In addition, technical meetings in Brussels were held with the European Commission and the

European Commission Humanitarian Office (ECHO). These meetings helped to strengthen donors' understanding of IOM and facilitate its attempts to match programme activities with appropriate government priorities.

269. As part of IOM's multilateral outreach, visits to development banks were also carried out. The purpose of the visits was to explore programme cooperation and possible funding support, and to identify future opportunities for which IOM could develop appropriate programme responses. A meeting with the Islamic Development Bank (IDB) resulted in the formalization of a Memorandum of Understanding on cooperation between IOM and IDB. Meetings with the World Bank in March 2000 helped strengthen ongoing discussions with a view to identifying areas of collaboration. Follow-up resulted in the selection of four target countries for project funding in technical cooperation.

270. Outreach with United Nations partners was also fostered in order to develop collaborative approaches: with UNFPA for counter-trafficking and HIV/AIDS; with WHO for medical evacuations, and for psychosocial assistance in the Middle East; and with ILO for post-conflict demobilization activities at field level.

Advocacy Tools

271. In 2000, DRD made a special effort to make "Migration Initiatives" (MI 2001), one of the major planning and resource mobilization tools of the Organization, a more comprehensive document outlining the future direction of the Organization and its response to major migration challenges. The redesigned appeal seeks to provide donors with an overview of IOM funding priorities in its service areas, set in the context of regional or country strategies.

Transparency and Accountability Service

272. With regard to IOM's interface with the donor community, DRD continued to strive to improve the quality and relevance of IOM's funding appeals, coordinated field-based reporting to donors on projects and maintained regular contacts with the donors on programme direction and other issues of shared concern. DRD will continue to assist IOM Offices in the development and establishment of tailored fundraising tools to ensure a comprehensive and focused approach to the wider donor community. This includes training for field colleagues on donor relations and fundraising. A donor visit to Kosovo, The former Yugoslav Republic of Macedonia and Albania was arranged in May 2000. The impact of the visit was clear in the additional political and financial support which resulted from the direct contact by many donor interlocutors with IOM programmes.

Private Sector

273. As part of IOM's effort to expand the donor base and to broaden partnerships, a Private Sector Liaison (PSL) position was created in New York aimed at foundations and the corporate sector.

Emergency and Post-Conflict

274. The activities of the Emergency and Post-Conflict (EPC) Division during 2000 may be summarized as project development field support, implementation of transition projects, emergency response and general emergency preparedness.

275. EPC provided assistance to the Field and shared its experience in developing IOM programmes and activities in Angola, Colombia, the Democratic Republic of the Congo, East and West Timor, Eritrea, Ethiopia, Guinea, India, Indonesia, Kosovo, Sierra Leone, the Sudan, Tajikistan, Uganda and Zimbabwe. EPC also supported the Field in implementing transition projects such as the survey and registration of FALINTIL combatants in East Timor, the Kosovo Protection Corps (KPC) training and the Out-of-Kosovo registration and voting.

276. In terms of emergency response, EPC participated in the relocation of Angolan refugees in Zambia, the initial set-up of *ad hoc* return of irregular migrants in Indonesia, and the voluntary return of stranded Chinese migrants who had been smuggled into Croatia and Canada. EPC continued to backstop the East and West Timor Field Offices throughout the year, including for the voluntary return of East Timorese refugees and the emergency relocation of East Timorese during the flood in Betun, West Timor. EPC was instrumental in the rapid, orderly and safe evacuation/relocation of all United Nations and non-United Nations personnel out of Kupang following the murder of UNHCR staff in Atambua in September. In response to the refugee crisis in Guinea, EPC sent a team to Guinea and Sierra Leone where IOM was entrusted by UNHCR with the voluntary return sea transport of Sierra Leonean refugees from Conakry to Freetown. This was the first time that the May 2000 "Guidance Note on Cooperation between IOM and UNHCR in the Transportation Sector" had been activated.

277. Following IOM's request, the Government of the United Kingdom, through the Department For International Development (DFID), has undertaken to make available to EPC a grant in aid of up to USD 3 million to help strengthen IOM's emergency preparedness and response capacity. The contribution is for the period from November 2000 to October 2003. EPC is now able to cover the costs of emergency assessment missions, fund immediate emergency response and increase its preparedness and stand-by capacities. The Guinea/Sierra Leone operation began with DFID funds.

278. In 2000, EPC staff recorded a total of 456 travel-mission days covering 24 countries.

Project Development

279. The Project Development Unit (PDU) continued to strengthen IOM's programmatic capacities by providing assistance at key points in the project development process. In 2000, PDU reviewed 230 new project proposals, provided input on 104 requests for intervention in various other areas, approved 98 project code requests and examined 20 concept papers. In total, 452 separate interventions were logged into the PDU tracking system. This support helped maintain IOM's project development standards.

280. In the course of 2000, Migration Management Services (MMS) gradually took over the responsibility for the technical content of project documents and, by the end of 2000, PDU's name changed to Project Tracking Unit (PTU) to more accurately reflect its evolving role as an organization-wide tracking system. Together with the PAT (Project Assistance Toolkit)

administration team, PTU endeavours to provide a timely and reliable reference point for all information on project development.

281. The PAT administration team published the IOM project compendium in April and November 2000. These showed active IOM projects worldwide, with the November issue comprehensively representing the global movement programmes and activities co-implemented by several missions. The November issue was also distributed at the November 2000 Council session.

282. An in-unit statistical exercise was carried out during 2000 showing, among others, a considerable increase from 600 to over 900 IOM projects registered in PAT. There has also been a significant increase (30 per cent), as compared to 1999, in the use of the PAT by the Field Missions.

283. Training field personnel on the PAT took place in Rome, with five other major Field Missions requesting PAT training in the Field.

284. The PAT administration team contributed to the development and establishment of closer coordination between Headquarters and Field Missions and facilitated the collection of project documents in the PAT project folders/public folders.

IX. EXTERNAL RELATIONS

Introduction

285. The External Relations Department (ERD), ensured liaison with Member, observer and other States both through permanent missions in Geneva and in capitals, and maintained contacts with other regional, international, governmental and non-governmental organizations. It also followed meetings of the United Nations and other bodies, contributing statements and papers to the meetings.

286. In addition to a large number of contacts with the United Nations and other partner organizations, formal annual meetings to review cooperation were held with UNHCR and UNFPA. ERD ensured the coordination of IOM representation at external meetings and worked with other units on the Organization's inputs for such events.

287. ERD also organized briefings for visiting government representatives, academics, NGO staff and IOM's own field personnel, as well as an information session for newly-arrived staff at permanent missions in Geneva.

288. The Department provided regular backstopping to Field Offices in relation to their interaction with the United Nations and other partner international organizations.

289. In November 2000, IOM published the first "World Migration Report 2000" which received wide recognition from IOM Members, observers and a wider public as a useful compendium of information on global and regional migration trends and prospects.

290. The report, produced by ERD in close cooperation with the Research and Publications units, as well as eminent external researchers, was co-published with the United Nations, which assumes responsibility for its worldwide sales. The English and French versions released in 2000 will be complemented by a Spanish edition in 2001. Resources permitting, IOM plans another World Migration Report in 2002.

291. The Research unit (RES) received grants from two major donors in 2000, the United States and Switzerland, and smaller grants from the OSCE/ODIHR Stability Pact for South Eastern Europe for studies to be undertaken in cooperation with IOM Vienna on "Trafficking from, through and to the Balkans", and from the Working Group on Gender Issues (WGGI) for a "Research Guide to Studying Trafficking". The unit has managed approximately a dozen different research studies in 2000, five of which were funded by the grant from the United States Bureau of Population, Refugees and Migration (PRM).

292. RES also introduced the "IOM Migration Research Series". Two studies were published in this series in 2000: "Myths and Realities of Chinese Irregular Migration" and "Combating Trafficking in South East Asia: A Review of Policy and Programme Responses". The unit also produced a publication on "Migrant Trafficking and Human Smuggling in Europe: A Review of the Evidence and Case Studies from Hungary, Poland and Ukraine".

293. IOM Kyiv received assistance from the unit to implement new research on trafficking in Ukraine and the Republic of Moldova, funded by the European Commission.

294. The Research unit has been working closely with IOM Moscow and the Carnegie Migration and Citizenship Programme, based in Moscow, to establish a new Migration Research Centre in Moscow which is intended to strengthen IOM's capacity to conduct policy relevant migration research and forum activities in the Russian Federation and the countries of the former Soviet Union.

295. Several papers were prepared by the unit for books or magazines not published by IOM, as well as for international or regional meetings on migration issues.

296. The "Trafficking in Migrants Bulletin" was published on a quarterly basis in English, French and Spanish.

297. The Research unit worked on the development and establishment of closer links with academic institutions, such as the Carnegie Centre and the University of Oxford, which plans to establish a new International Migration Research Centre.

298. As several IOM projects, including all information programmes, have a research component, the unit has also been tasked with improving coordination of research activities in the Field, promoting the sharing of best practices and establishing guidelines for research. Thus, in addition to managing a number of studies, the Research unit also guides the work and research studies undertaken by several IOM Field Offices. A compendium of research activities, presenting a list of ongoing IOM research activities at Headquarters and in the Field, was prepared and sent to IOM Offices and the IOM Academic Advisory Board. This Board, chaired by the Director of ERD and serviced by the Research unit, met twice in 2000 and provided useful guidance for the Organization's applied research work.

299. ERD also took an active role in the International Metropolis Project which brings together researchers and policy-makers with interests in integration and migration issues. At the Metropolis Conference which took place in Vancouver in 2000, IOM sponsored a workshop on regional migration processes and provided speakers for both plenary and workshop sessions on smuggling of/trafficking in migrants.

300. The translation unit handled 534,298 words of text into French and 571,587 words into Spanish, as well as requests for translations into 20 other languages linked to the German Forced Labour Compensation Programme. The growing demands on in-house translation services which, due to resource constraints, cannot always be responded to in a timely manner, are a matter of serious concern.

301. The Observer Mission in New York continued to participate in United Nations debates relevant to IOM's work. In 2000, these included the Special Session of the General Assembly to review progress on the Platform for Action of the 1995 World Conference on Women (Beijing+5); the Second and Third Committee discussions on such issues as follow-up to the International Conference on Population and Development (ICPD), trafficking in women, and assistance to refugees and displaced persons; and the Economic and Social Council (ECOSOC) discussion on coordination of humanitarian assistance. The New York Mission also continued to play an important role in furthering IOM's relationship with the Inter-Agency Standing Committee (IASC) mechanism headed by the United Nations' Office for the Coordination of Humanitarian Affairs (OCHA).

302. Sharing information with relevant United Nations agency partners about IOM's operational activities, and exploring opportunities for cooperation, figure prominently among the tasks of the New York Observer Mission. In 2000, reintegration of former combatants, counter-trafficking and migration management capacity-building have been among the major themes pursued with such partners as UNDP, UNICEF and UNFPA, as well as the Population Division and the Division for the Advancement of Women in the United Nations Secretariat. Finally, the New York Observer Mission endeavours to obtain observer status, where possible, in relevant United Nations inter-agency task forces and working groups whose deliberations may affect or be affected by IOM's work. In 2000, this led to an invitation to IOM to attend henceforth, with the status of observer, the United Nations Inter-Agency Committee on Women and Gender Equality (IACWGE).

X. GENDER COORDINATION

303. The daily overview of gender issues is assured by the Executive Assistant under the direct supervision and responsibility of the Deputy Director General. In 2000, the Executive Assistant was assisted in her tasks by 14 Gender Focal Points (GFPs) who constituted the Working Group on Gender Issues (WGGI).

304. Implementation of the gender mainstreaming strategy consisted of a dual approach. On the programme side, a tangible innovation to promote gender policy through project activities was the proposal to allocate Discretionary Income in 2001 to the Working Group on Gender Issues to support gender-focused projects proposed by Field Missions and Headquarters. A review of the eight selected projects was outlined at the informal consultations held on 17 November 2000.

305. On the human resources side, another tangible improvement was the appointment of a Headquarters' GFP as an ex-officio member of the Headquarters' Appointments and Postings Board, in order to ensure that female candidates were given appropriate consideration when applying for positions. Another step was to advertise IOM vacancies to reach a wider audience by linking up with the United Nations website Women Watch, a joint initiative by the Division for the Advancement of Women (DAW), the United Nations Development Fund for Women (UNIFEM), and the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW).

306. In 2000, the activities of the Working Group on Gender Issues included:

- "Informal Consultations" on gender issues, held with interested or donor Member States on 26 January 2000; 17 governments were invited and 11 attended. Since it had been suggested at that meeting that all Member States might be interested in gender issues, another session open to all was held on 17 November 2000.
- A Conference on "Women and Migration", organized on 31 January 2000, to ascertain what was or was not being done for migrant women by the international community. Representatives from IOM Member States, international organizations and NGOs participated, and conclusions and recommendations have now been published.
- Active participation of IOM in an inter-agency event organized on the occasion of International Women's Day on 8 March 2000 at the United Nations. IOM put together a photo exhibition focusing on migrant women and ran a videotape of the award-winning IOM Manila play "We're so Syndicated Ma'am" which focused on the perils of trafficking.
- A revitalized Gender and Migration News Bulletin. From an information document strictly for Gender Focal Points in 1998 and 1999, the Bulletin was developed as a networking tool for all IOM Missions and staff members.
- Several internal briefing sessions for Headquarters' staff on Migrants and AIDS, thanks to cooperation with UNAIDS.
- A training session on gender issues held in December 2000 at Headquarters for all staff, with particular emphasis on senior staff.
- An introductory briefing session on migrants' rights and human rights, with emphasis on vulnerable categories such as migrant women and children, held in December 2000 for the Working Group on Gender Issues and selected European Gender Focal Points.
- An interactive WGGI/Field GFP exercise on their respective Plans of Action conducted from April to September 2000, which helped IOM's GFPs learn more about the activities of their counterparts. A global analysis of this exercise drew the following conclusions for those posts having participated in the exercise: most posts were actively engaging governments, multi/bilateral organizations, NGOs and other entities in dialogue concerning migrant women; gender mainstreaming seemed to be well incorporated into most posts although field access to the Project Assistance Toolkit (PAT) needed to be improved; interaction at all levels with international, regional and national networks of

migrant women's groups was logically more active in capitals where major organizations had offices; and IOM's programme and staffing policy objectives incorporated in its Plan of Action needed to be streamlined.

- Support for IOM's Research Unit for a study on "Trafficking of West African Women to Europe". (This study, carried out during autumn 2000, was coupled with an IOM study conducted at the same time in Nigeria on trafficking in women.)

XI. OFFICE OF THE INSPECTOR GENERAL

307. The Office of the Inspector General (OIG) was created in 2000 to improve Headquarters' oversight capacity following decentralization and to promote efficiency throughout IOM. OIG has grouped together the formerly separate Evaluation and Internal Audit units with a view to creating synergies between these two functions, and introduced in 2000 an internal monitoring of monitoring approach to cover more ground in the programmatic and operational sectors than previously possible, in order to have better Headquarters' oversight over project activities in the Field.

308. In 2000, 29 Field Missions and the International Centre for Migration and Health were audited to examine and report on the extent of conformity of financial and management activities to predetermined standards or criteria. Six internal evaluations were made to assess the impact of project performance and achievement of project objectives, and input and support were provided to the preparatory, execution or finalization stages of four additional evaluations made at the mission level, six self-evaluations and eight external evaluations. Twenty projects were reviewed within the framework of the monitoring of monitoring function and six investigations into alleged violations of IOM Rules and Regulations were carried out.

XII. ADMINISTRATIVE SUPPORT

Finance

309. The high level of 1999 project activity continued in 2000. Post-emergency programmes in Kosovo, East Timor and Central America were carried over into 2000 and were supplemented by new projects elsewhere. Expenditures remained at a high level and amounted to over USD 286 million for the Administrative and Operational Programmes combined.

310. Under the Operational Programmes, despite the challenge of managing a diverse project base in over 80 countries, IOM was able to preserve a balanced budget. The Administration remains committed to the objective of achieving a balanced budget and striving to undertake only fully-funded project activities.

311. Total expenditure under the Operational Programmes amounted to USD 266.1 million in 2000, only slightly less than USD 271.8 million in 1999. Transportation expenditure was USD 25.2 million lower in 2000, with significantly fewer special emergency transportation

operations than in 1999. However, much of this decrease was offset by increased operational expenditure on other migration activities.

312. Total staff and office costs have increased by USD 11.9 million from USD 64 million in 1999 to USD 75.9 million in 2000. This was principally due to a change in the mix of IOM's projects, which were less focused on transportation than in 1999. Many of the activities undertaken during 2000 were more labour-intensive than traditional transportation programmes. Significant increases in project staff and office costs were registered in Kosovo (USD 9.2 million) and Timor (USD 2.5 million) as these missions experienced their first full year of operation and gradually shifted focus from emergency transport to longer-term post-conflict assistance.

313. Although the overall expenditure in 2000 was similar in level to 1999, there were variations between the regions. Total operational expenditure for Asia and Oceania remained virtually unchanged. However, within this region, there were notable reductions in certain activities (the United States Resettlement Programme, the Orderly Departure Programme and Timor Voting) and increases in other areas (Afghan Repatriation Programme and Timor post-emergency capacity-building activities). For Europe and the Americas, activities decreased slightly, mainly due to the reduction in the Kosovo evacuation activities and also to reduced activities in Guatemala. IOM's largest growth region in 2000 was Africa and the Middle East, showing an increase of USD 8 million (or 31 per cent). This reflected principally an expansion in traditional resettlement programmes. Refugee admissions to a number of countries increased significantly for Africa. This was offset somewhat by the conclusion of the Return of Qualified African Nationals Programme in 1999.

314. Turning to the Administrative Part of the Budget, zero nominal growth continued for a fifth consecutive year. Although this constraint often stretched resources to the limit, due to efficient management the Administration was able to contain expenditure within the limits of most budget line items. Total expenditure slightly exceeded the budget but the Organization did not face a funding shortage in 2000 due to an improvement in the rate of payment of assessed contributions in arrears by Member States. There was thus a decrease in the provision for doubtful receivables in 2000 of CHF 899,000.

315. It should be noted that had it not been necessary to absorb a deficit of CHF 249,520 carried forward from 1999, the Administrative Part of the Budget would have had a surplus of CHF 225,666 for 2000.

Human Resources

316. In 2000, the Human Resources Division (HRD) saw a continuation of the 1999 trend: continued deployment of staff members to Kosovo, Timor and, at the end of the year, Guinea, as well as the selection, recruitment and administrative processing of new officials for the above locations and for the German Forced Labour Compensation Programme at Headquarters. This is reflected in the increased number of officials charged to the Operational Part of the Budget (page 103) and the increased number of offices opened (page 108).

317. Following the decision in 1999 to align IOM statistics in accordance with the United Nations definition of staff, the charts for personnel statistics have been prepared to include not only officials and employees with a regular or a one-year contract, but also staff on short-term contracts who have been with the Organization for more than 12 months (pages 103 to 107). This

allows inter-agency comparability on issues of interest to Member States, such as gender balance and percentage of high rank officials. However, for comparability with statistics given prior to 1999, data are also given according to the previous definition (page 108).

318. According to the United Nations definition now used, the number of officials has increased from 175 to 246. The total staff, i.e. officials and employees, employed by the Organization as at 31 December 2000 amounted to 2,466 persons, which represents an increase of 34 per cent as compared to the total staff in 1999 (1,836).

319. Council Resolution No. 932 (LXXI) of 29 November 1995 endorsed the IOM staff policy on gender balance and invited the Director General to give effect to this policy, and inform the governing bodies regularly of progress made. In this regard, women representation among officials has slightly decreased from 30.6 per cent in 1999 to 28.1 per cent as at December 2000. However, there is an increased presence of women at the P3 to P4 level (from 62.5 per cent in 1999 to 67.6 per cent). Among employees in the Field, women represent 43.5 per cent while at Headquarters this figure rises to 76.5 per cent.

320. In an effort to expand the associate experts/junior professional officers programme as a key asset for the accomplishment of IOM's mandate, two new associate experts were hired in 2000. During the same period, two associate experts who had finished their assignment became IOM staff members. IOM signed a new agreement with the Government of France in 2000 and is currently renegotiating the Associate Expert agreement with the Government of the Netherlands. A new agreement is expected to be signed in the near future with the *Organisation internationale de la francophonie* (OIF) and another is being discussed with the Portuguese authorities.

321. In 2000, on the recruitment side, the Organization issued 79 vacancy notices for officials (42 open to internal candidates only and 37 open also to external candidates). Data on pages 109 and 110 provide statistics on recruitment through vacancy notices and details on the nationality of appointed candidates from 1997 to 2000.

322. The Human Resources Division continued standardizing conditions of service for locally recruited staff in Field Offices during 2000. In November 2000, the Director General endorsed a recommendation to ensure that all staff have basic social security coverage as part of a unified set of conditions of service worldwide for general service staff.

323. The United Nations Malicious Acts Insurance (MAI) covering death and disability caused by malicious acts, which IOM joined in January 2000, improved its benefits from a maximum of USD 250,000 to USD 500,000. As a result of the change to the MAI, the Organization was able to reduce substantially the cost of premium fees.

324. The Staff Development and Training Unit (SDT) promoted structured, professional, targeted and cost-effective staff development and training through activities in the Field and at Headquarters. In 2000, SDT organized 80 training activities for 440 staff members (18 per cent of the total staff of 2,466). Sixty per cent of the SDT budget was used to support field-oriented activities (pages 111 and 112).

325. In accordance with the authority conferred on him by the relevant Staff Regulations for Officials and in line with action taken by the United Nations, the Director General made the usual

amendments to the schedule of post adjustment multipliers and base salary scale, and increased the pensionable remuneration. The Director General updated the Staff Rules on the conditions of service at designated field duty stations, in accordance with the provisions approved by the United Nations General Assembly. He also approved the implementation of new net and pensionable salary scales for Headquarters' employees recruited on or after 1 June 1997.

Officials¹ by Grade, Budget, Location and Gender as at 31 December 2000

Grade	Administrative				Operational				Total IOM Officials		
	Headquarters		Field		Headquarters		Field				
	F	M	F	M	F	M	F	M	F	M	Total
D2		1								1	1
D1	2	5		6		2	1	1	3	14	17
P5	4	10	1	8	1	2	1	12	7	32	39
P4	8	11	2	3	9	5	5	29	24	48	72
P3	3	3	1	6	4	3	16	39	24	51	75
P2		2			2	3	6	19	8	24	32
P1							3	7	3	7	10
Total	17	32	4	23	16	15	32	107	69	177	246

Excluding:

- Director General and Deputy Director General, Associate Experts, Interns, Consultants and Staff on Special Leave without Pay
- 19 Associate Experts funded by the Governments of Denmark (2), Italy (3), Japan (3), the Netherlands (3), Republic of Korea (1), Sweden (6), and the United States of America (1)
- Officials on short-term assignments: 87

¹ Staff members holding a regular or one-year contract or with the Organization for more than 12 months

**Distribution by Grade and Country of Nationality
of Officials² Employed as at 31 December 2000**

Country of nationality ³	GRADE							Total
	D2	D1	P5	P4	P3	P2	P1	
Algeria						1		1
Argentina		1	1	1	2			5
Australia		1			2			3
Austria		1		1	1	2	1	6
Belgium		1	1	2	3			7
Bolivia				1				1
Canada			2	2	3	2		9
Chile			1	1	1			3
Costa Rica		1			2	1		4
Croatia				1	1			2
Denmark			1	1				2
Finland			1		1	1		3
France			2	7	3	1		13
Germany		4	3	3	2		1	13
Greece					1			1
Guatemala						1		1
Haiti					2			2
Honduras				1				1
Hungary					2	1		3
Israel			1					1
Italy		1	5	7	5			18
Japan		1		1	1			3
Jordan					1			1
Kenya				1	2	1		4
Mali						1		1
Mozambique					3			3
Netherlands		1	2	2	1			6
Norway			1	1				2
Pakistan			1		1			2
Panama				1	1			2
Peru		1		1	1			3
Philippines				2	3	1	1	7
Portugal				1				1
Romania				1		1		2
Sri Lanka				1				1
Sudan			1	1				2
Sweden				1		1		2
Switzerland	1		3	7	1	1	1	14
Thailand						2		2
United Republic of Tanzania			1			1		2
United States of America		4	6	11	15	5	1	42
Uruguay			1	3	1			5
Venezuela			1					1
Others			4	9	13	8	5	39
Total	1	17	39	72	75	32	10	246

² Staff members holding a regular or one-year contract or with the Organization for more than 12 months

³ Observer and non-Member State nationalities are listed as "Others"

Headquarters and Field Employees by Budget as at 31 December 2000

	Administrative		Operational		Total
	Headquarters	Field	Headquarters	Field	
Employees ⁴	64	22	29	1 089	1 204
Temporary	4		5	920	929
Total	68	22	34	2 009	2 133

Breakdown of Headquarters and Field Employees by Nationality and Gender as at 31 December 2000

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Afghanistan			2	31	33
Albania		1	18	16	35
Algeria			1	3	4
Angola				3	3
Argentina	3		10	3	16
Armenia			10	3	13
Australia	1		5	1	7
Austria			2	6	8
Azerbaijan	1		10	15	26
Bangladesh			1	6	7
Belarus			2	1	3
Belgium			7	3	10
Bolivia			2	2	4
Bosnia and Herzegovina	1		27	41	69
Brazil		1		1	2
Bulgaria			2	3	5
Cambodia			6	16	22
Canada	1		1	2	4
Cape Verde			1		1
Chile			3	7	10
Colombia	1		19	8	28
Costa Rica	1		14	13	28
Croatia			16	13	29
Cuba				1	1
Czech Republic			5	2	7
Ecuador			4	1	5
Egypt			19	10	29
El Salvador			3	5	8
Ethiopia			6	4	10
Finland			7	2	9
France	21	11	6	3	41
Georgia			6	5	11

⁴ Employees holding a regular or one-year contract or with the Organization for more than 12 months

**Breakdown of Headquarters and Field Employees by Nationality and Gender
as at 31 December 2000 (continued)**

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Germany	3		33	21	57
Ghana			6	5	11
Greece			8	6	14
Guatemala			10	24	34
Guinea			1		1
Guinea-Bissau				1	1
Haiti			4	5	9
Honduras			48	42	90
Hong Kong, China			4		4
Hungary			6	3	9
India				2	2
Indonesia	1		7	96	104
Iran (Islamic Republic of)			4	35	39
Ireland			1	1	2
Italy	3	4	17	7	31
Japan			2		2
Jordan			3	6	9
Kazakhstan			4	2	6
Kenya			32	37	69
Kyrgyzstan			4	6	10
Latvia			1	1	2
Lebanon			1		1
Liberia			1	5	6
Lithuania			3		3
Mali				1	1
Morocco			1		1
Mexico			1	2	3
Nepal				1	1
Netherlands	1		29	26	56
Nicaragua			4	11	15
Pakistan			3	7	10
Paraguay				1	1
Peru	1		7	7	15
Philippines	1		8	3	12
Poland			2		2
Portugal	1		13	5	19
Republic of Korea			2		2
Romania	1	1	3	2	7
Russian Federation			46	26	72
Senegal	1		15	11	27
Slovakia			9	4	13
Slovenia			1		1
Somalia			2		2
South Africa			6	4	10
Spain		2	4	2	8
Sri Lanka		1			1
Sudan				2	2
Sweden			1	3	4
Switzerland	19	1	4		24
Syrian Arab Republic				1	1
Tajikistan			5	6	11
Thailand			9	4	13

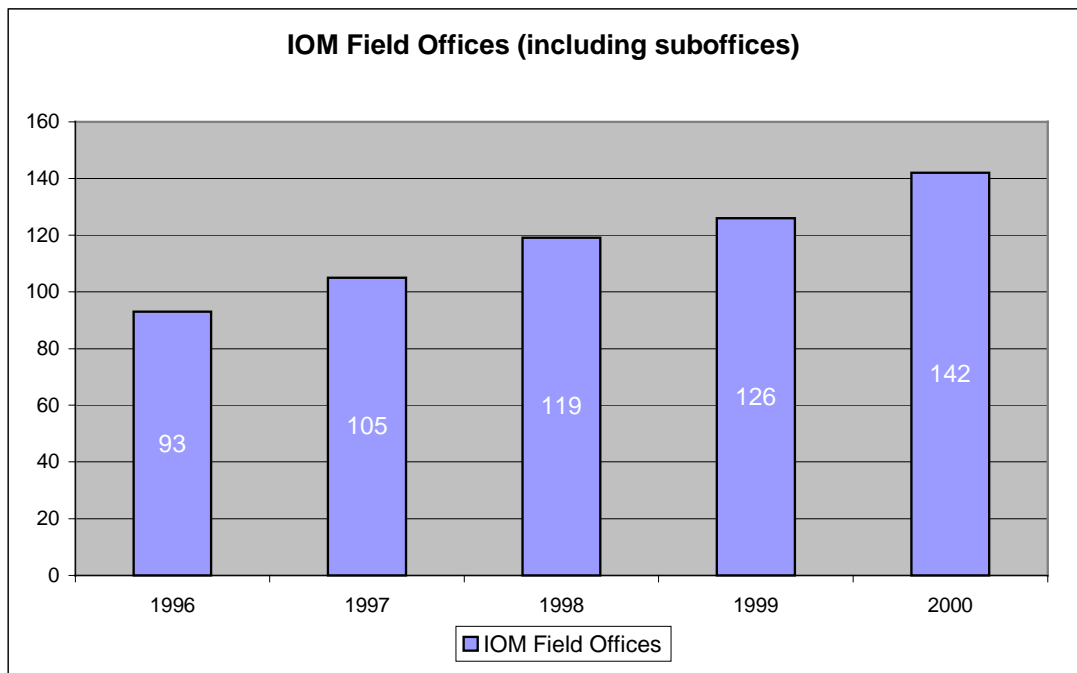
**Breakdown of Headquarters and Field Employees by Nationality and Gender
as at 31 December 2000 (continued)**

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
The former Yugoslav Republic of Macedonia	1	1	23	35	60
Turkey			3	6	9
Turkmenistan	1		2	2	5
Uganda			2	1	3
Ukraine			13	10	23
United Kingdom	10	1	3	3	17
United States of America			20	28	48
Uruguay	2		1	1	4
Venezuela			1	2	3
Viet Nam			28	14	42
Yemen				1	1
Yugoslavia, FR	2		42	42	86
Kosovo			152	335	487
Zambia			2	1	3
Zimbabwe			2	1	3
Others				1	1
Total	78	24	884	1 147	2 133

Summary Table and Comparison with Previous Year

	Administrative		Operational	
	2000	1999	2000	1999
Officials ⁵				
Regular or one-year contract	72	70	123	76
Officials - more than 12 months	2	2	52	27
Officials - less than 12 months	3	-	81	79
Headquarters employees				
Regular or one-year contract	56	51	21	17
Employees – more than 12 months	8	10	8	2
Employees - less than 12 months	4	9	5	6
Field employees	22	22	2 009	1 544

IOM Field Offices from 1996 to 2000



⁵ Excluding Director General and Deputy Director General

Recruitment Statistics (Officials appointed through vacancy notices)

	1997	1998	1999	2000
Number of vacancy notices(VN) issued	35	22	41⁶	79⁷
Headquarters	18	6	20	31
Field	17	16	21	48
<i>Advertised internally only</i>	27	14	37	42
Headquarters	12	1	18	11
Field	15	13	20	31
<i>Advertised also externally</i>	8	8	4	37
Headquarters	6	5	2	20
Field	2	3	2	17

Officials appointed through vacancy notices by location and gender, 1997-2000

	1997	1998	1999	2000
Number of VN filled internally	28	17	31	41
Headquarters	12	3	17	11
Field	16	14	14	30
Number of VN filled externally	4	3	5	23
Headquarters	4	2	4	13
Field	-	1	1	10
Total Number of VN filled	32	20	36	64
Headquarters	16	5	21	24
Field	16	15	15	40
<i>Cancelled/Reissued/Not Filled</i>	3	2	7	13
% of total vacancies issued	8.6%	9.1%	17.1%	16.5%
<i>Pending</i>				4

Officials appointed through vacancy notices by location and gender, 1997-2000

	1997	1998	1999	2000
Officials appointed in Headquarters	15	5	21	24
of which women	8	2	7	12
Officials appointed in the Field	17	15	15	40
of which women	2	5	1	13
TOTAL	32	20	36	64
Of which women recruited externally		1	3	12
Of which former G staff	3	3	4	8
Of which women	2	1	1	4
% of women appointed	31.3%	35.0%	22.2%	39.1%

Mobility of Officials internally appointed through vacancy notices, 1997-2000

Mobility	1997	1998	1999	2000
From Headquarters to the Field	6	5	2	2
From the Field to Headquarters	6	1	3	5
From one Field location to another	10	8	9	22
Lateral mobility within Duty Station	6	3	17	12
Total	28	17	31	41

⁶ One vacancy notice was issued for two positions (3 staff members were recruited, 2 of which half-time) and another one was reissued

⁷ 79 vacancy notices were issued for a total of 81 positions

Officials appointed through vacancy notices by nationality, 1997-2000

Country of Nationality	1997	1998	1999	2000
Afghanistan		1		1
Algeria				1
Argentina	1	1		1
Australia	2			2
Austria	1			1
Belgium			1	
Canada			2	4
Chile		1	1	
Costa Rica	1		1	2
Croatia			1	1
Egypt				1
Eritrea			1	
Finland				1
France	2	4		6
Germany	1	1	4	4
Greece			1	
Haiti		1	1	
India			1	
Iran (Islamic Republic of)	1			1
Ireland		1		
Israel				1
Italy	2	1	2	5
Japan	1			
Jordan				1
Kenya				1
Mozambique		1		
Netherlands	3	1	1	
New Zealand			1	
Nicaragua		1		
Norway			1	
Pakistan				2
Panama		1		
Philippines		1	1	1
Portugal	2		1	
Romania			1	
Russian Federation			1	
Spain				1
Sri Lanka				1
Sweden	1		1	2
Switzerland	1		3	4
United Kingdom of Great Britain and Northern Ireland	2	2	2	1
United Republic of Tanzania				1
Ukraine				1
Uruguay	3		2	1
United States of America	8	2	5	12
Yugoslavia, FR				3
Total	32	20	36	64
Number of country nationalities	16	15	23	29

Staff Development and Training Figures

326. In 2000, Staff Development and Training (SDT) continued its commitment to the principle that "... a large portion of the SDT budget will be used to support field-oriented activities" (ref. SDT strategy issued 1999). This was achieved by allocating approximately 60 per cent of SDT's resources for the training of staff members in the Field.

327. The Unit made efforts to maximize resources and was able to develop a number of new activities aimed at strengthening IOM's ability to perform in the continuously changing migration environment. New training programmes, such as a module for Chiefs of Mission, for human rights and for gender mainstreaming, were designed and launched in 2000.

328. In 2000, SDT also contributed substantially to the development of specific activities within special IOM programmes, such as those in Kosovo and for the German Forced Labour Compensation Programme.

329. The tables below show more details on the activities organized, their beneficiaries and the related expenditures in 1999 and 2000.

Comparison of Staff Development and Training Results 1999 and 2000

Indicator	1999 figures	% of total staff	2000 figures	% of total staff
Number of activities organized or financed by SDT budget	62		80	
Number of total staff in IOM	1 836	100	2 466	100
Number of beneficiaries of activities organized or financed by SDT budget ⁸	389	21	440	18
Field staff ⁸	307	79	283	64
Headquarters staff ⁸	82	21	157	36
Female staff ⁸	206	53	263	60
Officials ⁸	124	32	190	43
Employees ⁸	163	42	221	50
Ungraded ⁸	101	26	29	7

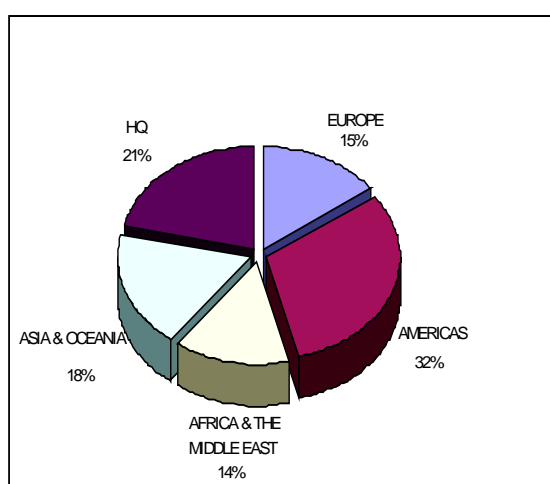
⁸ Percentages refer to the total number of staff trained

Number of Staff Trained per Area of Training in 2000

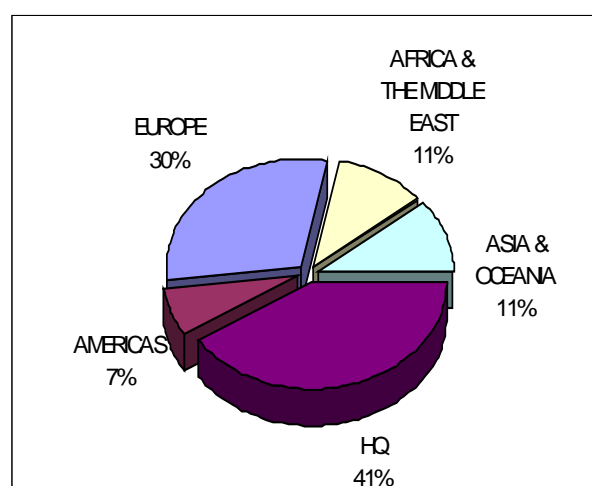
Main Areas	No. of staff attending	% of the total attending
Administration and Management	37	8
Capacity-Building	23	5
Chiefs of Mission	30	7
Gender and Human Rights	16	4
Information Technology	22	5
Language Courses	71	16
Medical	18	4
Migration and Emergency Management	35	8
Movement Management	18	4
Others (Induction, Strategic Planning)	48	11
Report Writing and Computer Layout Skills	62	14
Stress Management	60	14
TOTAL	440	100

Comparison between the Regional Distribution of the SDT Budget ⁹ in 1999 and 2000

1999
Regional Distribution of SDT Budget
(CHF 790,000)



2000
Regional Distribution of SDT Budget
(CHF 640,000)



⁹ Please refer to the table on page 111 for the relation between budget allocation and number of beneficiaries per category and location

XIII. INFORMATION TECHNOLOGY AND COMMUNICATION

330. In 2000, IOM Information Technology and Communication (ITC) focused on the following areas:

Information Technology (IT) Survey

331. In order to assess IT equipment and expertise available in IOM, and with the aim of better utilizing these resources, ITC conducted an IT survey in all Field Missions. The results have demonstrated that potential for greater synergy exists and ITC has started to make use of these identified resources, particularly in the transport management project MIMOSA (see TMS below) and the IT support provided to Field Missions.

Communication Network

332. The IT communication network is the backbone of all IOM information systems. Given the current growth of the Organization and the rapid evolution of technology, a new improved state-of-the-art and cost-effective network needs to be implemented. An analysis has been conducted in 2000 to define the requirements and to assess the framework of such a network.

The Claims System for the German Forced Labour Compensation Programme

333. A full bidding process for this system, which is essential for the smooth running of the programme, was achieved during the summer of 2000, and the selected software company delivered the claim application by the end of the year. In parallel, ITC adapted its network to allow all concerned missions to enter claims locally into the central database in Geneva.

IOM Website

334. During the first quarter of 2000, a study was conducted to define a consistent web strategy for IOM. After a full bidding process, ITC selected a software company to design a new website based on the latest technology. At the end of 2000, ITC was working closely with the selected partner to launch the new site, which should come into production during the first semester of 2001.

Transport Management System (TMS)

335. Since ITC did not have the financial and human resources to develop the TMS planned in 1999, the scope of this transport system was reassessed during 2000. A workshop, including operational and IT staff from Headquarters and the Field, was organized in late 2000 to define the scope and specification of the new system, named MIMOSA, as well as to set up a preliminary project plan.