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EIGHTY-FOURTH SESSION

**REPORT ON THE NINETY-NINTH SESSION
OF THE EXECUTIVE COMMITTEE**

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REPORT ON THE NINETY-NINTH SESSION OF THE EXECUTIVE COMMITTEE

OPENING OF THE SESSION

1. The Executive Committee convened for its Ninety-ninth Session at the Palais des Nations, Geneva, on Tuesday, 4 June 2002, under the chairmanship of Mr. F. Barreiro Perrotta (Paraguay). One meeting was held. 1/

2. The session was attended by representatives of the following members of the Executive Committee 2/: Belgium, Canada, Costa Rica, Croatia, Germany, Honduras, Italy, Japan, Norway, Paraguay, Peru, Thailand, Tunisia, United States of America and Yemen.

3. In addition, the following Member States were represented by observers: Albania, Algeria, Angola, Argentina, Armenia, Australia, Austria, Azerbaijan, Bangladesh, Benin, Bulgaria, Cape Verde, Chile, Congo, Côte d'Ivoire, Cyprus, Czech Republic, Democratic Republic of the Congo, Denmark, Dominican Republic, Ecuador, Egypt, El Salvador, Finland, France, Greece, Guatemala, Guinea, Haiti, Hungary, Iran (Islamic Republic of), Israel, Jordan, Kenya, Kyrgyzstan, Latvia, Lithuania, Luxembourg, Madagascar, Morocco, Netherlands, Pakistan, Panama, Philippines, Poland, Portugal, Republic of Korea, Romania, Slovakia, Slovenia, South Africa, Sri Lanka, Sudan, Sweden, Switzerland, Ukraine, United Kingdom of Great Britain and Northern Ireland, Venezuela, Yugoslavia and Zambia. 2/

(a) Credentials of representatives and observers

4. The Executive Committee took note that the Director General had examined the credentials of the representatives of and observers for Member States and found them to be in order.

(b) Adoption of the agenda

5. The Executive Committee adopted the agenda set out in document MC/EX/637/Rev.1.

REPORT OF THE DIRECTOR GENERAL ON THE WORK OF THE ORGANIZATION FOR THE YEAR 2001

6. The Executive Committee examined the report of the Director General on the work of the Organization for the year 2001 (MC/2080).

7. One delegate, speaking on behalf of a group of countries, observed that the increasingly global nature of migration issues was reflected in IOM's expanding membership. Over the past few years the number of African States Members of the Organization had more than doubled. The report reflected the positive level of IOM's engagement in Africa and its timely response to the migration problems in African States. The African group of countries looked forward to an

1/ The discussions are reported in greater detail in the summary record of the meeting (MC/EX/SR/436).

2/ See List of Participants (MC/EX/644).

even higher level of commitment on the part of IOM that would increasingly meet Africa's needs through a balanced and comprehensive approach to migration matters, taking into account the specific characteristics of the sub-regions. Key mechanisms such as the 1035 Facility providing support for migration projects in developing countries and the Migration for Development in Africa (MIDA) initiative could be instrumental in building up Africa's human resources capacity in key sectors of development. The introduction of constructive dialogue on migration policy, in the framework of the Council, was to be commended.

8. Other speakers welcomed the organization of a high-level forum on migration policy within the Council; suggested that more research might be carried out on migration and globalization and on labour migration; stressed the importance of the work of the Action Group on Asylum and Migration (AGAMI) in dealing with the migration/refugee nexus; considered that an evaluation of the results of IOM's decentralization programme would be timely; and, in connection with counter-trafficking, urged IOM to develop programmes that would also address the problem of people smuggling, as reflected in the Protocols to the Convention against Transnational Organized Crime (Palermo, 2000).

9. The spokesperson for another group of countries commended IOM on its humanitarian assistance and activities to combat trafficking and smuggling of human beings and highlighted a number of positive developments, such as the inclusion of an international forum on migration at Council sessions; IOM's participation in the United Nations Consolidated Appeals Process; its increased coordination with the Inter-Agency Standing Committee, with the Office of the High Commissioner for Refugees (UNHCR) and with other partners engaged in humanitarian action; and the establishment of the Rapid Response Transportation Fund. Staff security was of major importance: close cooperation with the United Nations security system (UNSECOORD) should continue, in an effort to establish mechanisms more suited to IOM's needs. Regarding administrative matters, the principle of zero nominal growth should be maintained in 2002 and 2003; efforts should continue to find a systemic solution to the problem of use of surpluses; and countries should be urged to pay arrears in their assessed contributions.

10. Other speakers considered the moment appropriate to conduct an in-depth analysis of IOM's management structures and procedures. In addition, documentation might be presented in a clearer format and IOM's main documents concerning programming and fund-raising activities could be combined in a single, clearer document. IOM was invited to express its concern for serious violations of human rights affecting migrants. In connection with the 1035 Facility, countries should be given sufficient information on the progress of fund-raising efforts for the migration projects.

11. The Executive Committee took note of the Report of the Director General on the work of the Organization for the year 2001.

FINANCIAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2001

12. The Rapporteur of the Subcommittee on Budget and Finance summarized the Subcommittee's review of the Financial Report for the year ended 31 December 2001 (MC/2079). A representative of IOM's External Auditors, the Office of the Auditor General of Norway, had made a statement indicating that IOM's accounts for that period gave a true and fair view of the resources and expenditure of the Organization's programme and commending the

Administration on its efforts to maintain transparency and to manage its resources efficiently. In the Subcommittee's discussion three matters had been highlighted. First, the carry-forward of CHF 1,014,641 in the Administrative Part of the Budget included the CHF 1 million additional resources from assessed contributions from new Member States allocated to specific purposes, as well as the surplus amounting to CHF 14,641. The carry-forward in the Operational Part of the Budget related to specific projects in the various services that were still in progress at the end of the year. Second, the FONAPAZ Fiduciary Fund was administered by IOM on behalf of the Government of Guatemala and the balance at the end of the year had amounted to some USD 2.3 million. Third, the Rapid Response Transportation Fund had worked as intended and had been used for four different activities in 2001. The advances from the Fund, including those for the Guinea Emergency Operation, would be fully reimbursed prior to the conclusion of each operation. The Subcommittee on Budget and Finance had recommended that the Executive Committee approve the Financial Report for the year ended 31 December 2001.

13. The Executive Committee adopted Resolution No. 104 (XCIX) concerning the Report of the Director General on the work of the Organization for the year 2001 and the Financial Report for the year ended 31 December 2001.

STATEMENT BY A REPRESENTATIVE OF THE STAFF ASSOCIATION

14. The Chairman of the Staff Association Committee (SAC) made a statement, highlighting areas where progress might be made in staff matters.

15. Regarding the major issue of staff security, the Staff Association Committee had learned with concern at the end of 2001 that the Administration was considering leaving the United Nations security system (UNSECOORD) in order to reduce costs and increase operational flexibility. It was very important that IOM staff be consulted and kept informed by the Administration on the matter. As the general consensus of the staff was that IOM should remain within the UNSECOORD system, the Staff Association welcomed the fact that the Administration had decided not to leave UNSECOORD in 2002 and would keep the situation under review. Regarding staff selection, there had been a lack of consistency in applying the recruitment criteria governing the establishment and filling of positions. The Staff Regulations and Staff Rules required vacancies to be advertised and established selection procedures to be followed for all vacant positions, including giving first consideration to internal candidates. Several new senior-level positions had been filled in the newly created Migration Policy and Research Programme without prior publication of vacancy notices. Another cause of concern was the Administration's proposal that political appointments and promotions be made by the Director General without following the normal procedures.

16. A relatively simple job performance management system was now under discussion between the Administration and the Staff Association Committee, with a view to achieving a more balanced and unbiased staff management system, as well as more transparent and equitable recruitment, rotation, staff training and career development. A joint Administration and Staff Association Committee group was currently working to improve staff training. It was therefore a matter of concern that budget cuts had been made. Working conditions, particularly in the field, were also a cause for concern and there were still a number of countries where IOM's generally accepted social security standards were not applied.

17. It was to be hoped that delocalization of functions to Manila could be achieved without negative effects on the staff or the Organization. The Administration had promised that no involuntary terminations of staff contracts would occur. A cost-benefit analysis had been requested by the Staff Association Committee before delocalization of any unit took place. The proposal to delocalize the unit dealing with medical claims processing for the staff medical insurance plan had caused substantial concern among the staff, who feared that the level of the medical insurance coverage and service would decline. The Staff Association Committee had requested that a report be made on the performance of the first unit to be delocalized, Information Technology, showing whether it was working satisfactorily and if savings were being made.

18. A joint working group had conducted a survey among the staff at all levels concerning the Provident Fund, which was particularly important as IOM did not have a pension scheme for its staff. On account of higher life expectancy and reduced returns on risk-free investments, the retirement scheme, consisting of payment of a lump sum upon separation, was causing increasing problems for staff reaching the IOM retirement age of sixty-two. Various options were being explored for improving the situation.

19. An improvement in timely consultation with the staff and a fully transparent approach to staff-related matters was an essential prerequisite for good cooperation between the Administration and the staff. In conclusion, he paid warm tribute to IOM staff members around the world currently working in often extremely difficult conditions, sometimes at risk to their lives, in their endeavour to assist migrants and refugees.

20. Various speakers appreciated the concerns expressed by the representative of the Staff Association; they stressed in particular the need to adhere to established recruitment procedures and to ensure transparency in staff management matters; they also expressed concern over the matter of political appointees, which might have an adverse effect on efficiency and optimal recruitment. One delegate noted that while due consideration should be given to suitable internal candidates, candidates from outside the Organization should also have recruitment opportunities, particularly with a view to improving equitable geographical representation in the staff.

21. A general remark was made on the need for full respect for ethical codes and codes of personal conduct in all humanitarian and development organizations, including IOM.

22. The Executive Committee took note of the statement by the representative of the Staff Association.

REVISION OF THE PROGRAMME AND BUDGET FOR 2002

23. The Rapporteur of the Subcommittee on Budget and Finance summarized the main points of the Subcommittee's discussion on the Revision of the Programme and Budget for 2002 (MC/EX/638). It had been noted that the Administrative Part of the Budget remained unchanged at CHF 35,763,000. The Operational Part had increased by USD 47.1 million to USD 385.5 million in total, mainly on account of new and expanded technical cooperation and capacity-building initiatives and movement-related operations in all regions of the world. More detailed information had been requested on the Compensation Programmes and a report thereon had since been distributed to Member States. Concern had been raised with regard to the 2002 estimates for unearmarked voluntary contributions which were lower than those actually received

in 2001. The Administration had been urged to improve that situation and donors encouraged to come forward. The African and Latin American groups had supported the organization of meetings between donor countries and receiving countries and the promotion of regional consultations on migration issues. The last of the five new one-year posts focusing on project development initiatives was about to be filled. Further clarification had been requested concerning the use of funds from the Administrative Part of the Budget to cover staff security costs. The Administration had indicated that the Administrative Part of the Budget did not include any costs payable to UNSECOORD, which in 2002 would amount to USD 800,000. The Subcommittee had recommended that the Executive Committee approve the Revision of the Programme and Budget for 2002.

24. The Executive Committee adopted Resolution No. 105 (XCIX) approving the Revision of the Programme and Budget for 2002.

ASSESSMENT SCALE FOR 2003

25. The Rapporteur of the Subcommittee on Budget and Finance said that the Subcommittee had reviewed the proposed adjustment to the IOM assessment scale for 2003 (MC/EX/639). The Administration had outlined the main principles upon which the IOM assessment scale had been based since the early 1990s, giving additional details of the mechanism by which the IOM assessment scale was calculated and clarification concerning the figures set out in document MC/EX/639. The Latin American countries had expressed their dissatisfaction with IOM's assessment scale, which was based on the United Nations scale, and requested that a document be transmitted to the relevant government departments, explaining clearly how the IOM assessment scale worked, and also clarifying why, when new Members were joining the Organization, some countries' assessed contributions continued to increase. The Subcommittee had taken note of the proposed assessment scale for the Administrative Part of the Budget for 2003 and recommended that approval of the assessment scale for 2003 be deferred until the June 2002 meeting of the Executive Committee, pending submission by the Administration of the requested explanatory document. Since then, an information document had been dispatched to Member States.

26. The Executive Committee approved the proposed adjustment to the IOM Assessment Scale for 2003 as set out in column 4, Annex II of document MC/EX/639.

OTHER ITEMS ARISING FROM THE REPORT OF THE SUBCOMMITTEE ON BUDGET AND FINANCE

(a) Outstanding contributions to the Administrative Part of the Budget

27. The Executive Committee noted that the Subcommittee on Budget and Finance had reviewed the situation of outstanding assessed contributions, which had totalled CHF 5.6 million at 30 April 2002.

28. One delegate reiterated his government's concern about current trends with regard to arrears, particularly in view of the large number of countries which might become subject to Article 4 of the Constitution in 2003. He requested that a special effort be made to ensure that the number of countries subject to Article 4 of the Constitution did not increase.

29. Another delegate said that arrears compromised the Organization's viability and its capacity to serve the interests of Member States and did not give the right signal to Member States which, despite difficulties, had paid their contributions, while a third speaker stressed that it was imperative that IOM maintain budgetary discipline with regard to the 2002 and 2003 budgets.

30. On the recommendation of the Subcommittee on Budget and Finance, the Executive Committee took note of the current situation with serious concern and urged all Member States in arrears to make every effort to pay their outstanding contributions as soon as possible. In particular, Member States whose contributions had been outstanding for two or more years should be urged to pay those contributions in full or to agree to a repayment plan and payment of a first instalment as soon as possible.

(b) Systemic solution for the use of surplus in the Administrative Part of the Budget

31. The Rapporteur of the Subcommittee on Budget and Finance said that the Subcommittee had reviewed document MC/EX/640 concerning the use of surplus in the Administrative Part of the Budget and had agreed to defer discussion on a systemic solution for the use of surpluses in the Administrative Part of the Budget, on the understanding that further informal consultations among the Member States and the Administration would be held, with a view to defining concrete options to be submitted to the Subcommittee in writing prior to its autumn session.

32. The Executive Committee endorsed the above recommendation of the Subcommittee on Budget and Finance.

(c) Support for developing Member States and Member States in transition – 1035 Facility

33. The Rapporteur of the Subcommittee on Budget and Finance said that considerable support had been expressed for the 1035 Facility in the Subcommittee's discussions on the matter. The African and Latin American Groups had asked that ways be explored to institutionalize the Facility and that formal consultations on the 1035 Facility be held. They had also suggested that the initiatives of the Permanent Missions in Geneva be taken into consideration in addition to those of IOM's Missions with Regional Functions; and that the relevant Permanent Missions in Geneva be kept informed. Two States had pointed out that the original criteria for the Facility did not seem to include demobilization activities and had emphasized that the 1035 Facility concerned migration and should not be involved in disarmament projects. Support for the Facility had been expressed by other States, however, which had requested that in future more information be provided on its impact. They had also encouraged Member States to provide unearmarked contributions.

34. Various speakers expressed support for the 1035 Facility; they requested the Administration to provide an analysis of trends in the use of the Facility and of the geographical allocation of projects, and suggested that an evaluation of the utilization of the Facility to date be carried out.

35. The Executive Committee took note of the report on Support for Developing Member States and Member States in Transition – 1035 Facility and of the wish of Member States to have regular consultations on the matter.

(d) Staff Security

36. The Rapporteur of the Subcommittee on Budget and Finance said that the Subcommittee had reviewed the Report on IOM staff security (MC/EX/641). The Administration had provided an update on recent developments, in particular concerning the relations between IOM and the United Nations security system (UNSECOORD). All speakers who took the floor had stressed the importance of staff security and had also requested that any future decision as to whether or not IOM should leave UNSECOORD should be made with the prior approval by the Council. The Administration had been requested to provide an alternative plan phased in a manner that would ensure smooth implementation and guarantee that the security of IOM staff would in no way be compromised. Member States had requested that the Administration provide a concrete proposal for financial sources to cover UNSECOORD costs, including a number of options with detailed analysis. It had been suggested that those options might include the incorporation of certain security cost components in the Administrative Part of the Budget, the projectization of security costs under the Operational Part of the Budget in countries where security was much needed, and an increase in the overhead rate. The Subcommittee had taken note of the Report on IOM staff security.

37. The Administration was asked to prepare the document on options rapidly so that an informal consultation on the matter could be held shortly thereafter. It was stressed that staff security was the direct responsibility of all States, and IOM was urged to pursue discussions with UNSECOORD in New York and with other organizations and agencies in Geneva, particularly those in the Inter-Agency Standing Committee. Concerning funding, it was indicated that it might be difficult to provide financial support under the Administrative Part of the Budget for operations in States which were not members of IOM; project overheads should therefore include security costs, either within the UNSECOORD system or within an independent staff security unit. Information on arrangements in other organizations might be useful.

38. The Executive Committee took note of document MC/EX/641 and endorsed the request of the Subcommittee on Budget and Finance that the Administration provide further details and concrete, alternative proposals on the subject.

(e) Exchange of views on the Preview of the Programme and Budget for 2003

39. The Rapporteur of the Subcommittee on Budget and Finance said that the Subcommittee had reviewed document SCBF/252 containing a Preview of the Programme and Budget for 2003. The document showed the effect of applying the principle of zero nominal growth to the Administrative Part of the Budget for 2003 and indicated three areas of priority needs (Migration Policy and Research, Human Rights of Migrants and Migration and Development) and contained an estimate of the cost reductions that could be made by transferring certain administrative functions from Headquarters to the Mission with Regional Functions in Manila, Philippines. Many delegates had considered that zero nominal growth should be maintained in the Administrative Part of the Budget for 2003. Others, however, had been willing to consider an increase in the Administrative Part of the Budget if further information was provided. Some Member States had not supported the proposed increase in the three priority areas, especially concerning the Human Rights of Migrants, for which stronger justification was requested. Further details had also been requested concerning the cost increase of CHF 1.3 million due to inflation costs and statutory increases, inflation rates in Switzerland and in locations in the field, and the relationship between the proposed increases and the funds which would be received from assessed

contributions from new Member States. It had been suggested that the Administration should indicate where reductions could be made if the principle of zero nominal growth was adhered to, and provide more detailed information on specific activities under the three proposed priority areas. The Subcommittee had noted the Preview of the Programme and Budget for 2003.

40. One Member asked whether the costs relating to regional consultative processes concerned activities conducted through the International Migration Policy Programme (IMP) or IOM's own activities at regional level; another Member observed that the IMP had always been regarded as a training programme and not as a regional consultative process.

41. The Chairman suggested, and the Executive Committee agreed, that the Administration be requested to hold consultations with the Member States after providing further information on the projected level of the Administrative Part of the Budget for 2003. If necessary, an additional meeting of the Subcommittee on Budget and Finance could be held in late summer to discuss the subject, with a view to seeking consensus on the level of the Administrative Part of the Budget for 2003.

ANY OTHER BUSINESS

42. One delegate paid tribute to the Director General's deep commitment to migration and development issues, which had been much appreciated during his recent visit to his country. Another delegate suggested that the question of streamlining governance meetings and limiting their number should be kept under review, in order to avoid any misunderstandings concerning the planning of meetings in the future.

43. The Executive Committee noted that requests for membership had been received from the Governments of Mexico and Ireland, their assessments being 1.237 per cent for Mexico and 0.335 per cent for Ireland. Those applications for membership would be placed on the agenda of the forthcoming Special Session of the Council, as would requests from the Governments of the Socialist People's Libyan Arab Jamahiriya and the Islamic Republic of Mauritania, and from the Southeast European Cooperative Initiative (SECI) for representation by an observer.

44. The Director General thanked the Members of the Executive Committee for their observations and suggestions. With regard to the statement by the representative of the Staff Association, he confirmed that staff security was a top priority of paramount importance. IOM's membership in UNSECOORD had been reviewed in relation to the problems of whether UNSECOORD as an institution met IOM's needs and how IOM could find funds to cover the sudden increase in the UNSECOORD fees. The Organization had received some financial support in order to establish a staff security unit and was preparing a paper outlining various options, in order to enable Member States to reach a decision. UNSECOORD was already showing more responsiveness towards IOM than it had been six months previously. The cost of covering the increased UNSECOORD fee or of setting up a parallel system remained to be clarified. The various options being examined were described in the Report of the Subcommittee on Budget and Finance and would be further discussed once a document thereon had been distributed to Member States.

45. The purpose of delocalization to Manila was to enhance cost-effectiveness; however, some element of experimentation was unavoidable. The Administration would carry out a cost-benefit

analysis of the expansion of the Information Technology (IT) services in Manila. The question of whether the processing of medical claims in Manila would prove successful still remained to be seen and other arrangements could be made if necessary. He stressed that no staff member's job would be sacrificed and the delocalization process would take place in a gradual, phased manner.

46. On the question of recruitment, he pledged that the Administration would follow the Staff Regulations and Staff Rules, although those Regulations and Rules allowed some provision for discretionary authority. Of course, the Administration wished to give due consideration to staff development and advancement needs of existing colleagues, which was the reason why priority was given to internal candidates when vacancies arose. However, equitable geographical and gender representation were also important and could not necessarily be achieved through internal appointments. Representatives of new member countries and new regions should be brought in as IOM's activities expanded. The Administration would pursue its efforts to achieve the required balance in consultation with the Staff Association Committee.

47. He confirmed that an evaluation of the 1035 Facility would be made to serve as a basis for possible adjustments despite the initial success of the Facility.

DATE AND PLACE OF THE NEXT SESSION

48. Pursuant to Council Resolution No. 972 (LXXIV) of 26 November 1997, no session of the Executive Committee would be held in November 2002. The next session would therefore be held in spring 2003 in Geneva, with the provisional dates of 3 and 4 June 2003.

CLOSURE OF THE SESSION

49. The Ninety-ninth Session of the Executive Committee of the International Organization for Migration closed on Tuesday, 4 June 2002, at 12.50 p.m.