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EIGHTY-SIXTH SESSION

**REPORT OF THE DIRECTOR GENERAL ON
THE WORK OF THE ORGANIZATION FOR THE YEAR 2002**

This document is submitted to the Executive Committee at its Hundredth Session in June 2003.

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ABBREVIATIONS

AGAMI	Action Group on Asylum and Migration
ANCI	National Association of Municipalities, Italy
BCPR	Bureau for Crisis Prevention and Recovery
CAP	Consolidated Appeals
CAPS	Community Assistance for Population Stabilization (Timor-Leste)
CARDS	Community Programme for Assistance, Reconstruction, Development and Stabilization in the Western Balkans
CBMMP	Capacity-Building in Migration Management Programme
CEME	Cooperative Efforts to Manage Emigration
CEPREDENAC	Central American Coordination Centre for Natural Disaster Prevention
CIM	Centre for International Migration
CIS	Commonwealth of Independent States
CMHDP	Cambodian Mental Health Development Programme
COMESA	Common Market for Eastern and Southern Africa
CVAP	Cambodian Veterans' Assistance Programme
DDR	Disarmament Demobilization and Reintegration
DFID	Department For International Development (United Kingdom)
EAS	Employment Assistance Services
EC	European Commission
ECHO	European Commission Humanitarian Office
ECOSOC	Economic and Social Council
ECOWAS	Economic Community of West African States
EPA	Emergency Preparedness Account
ERR	Emergency Response Roster
ESL	English as a Second Language
EU	European Union
GARP	Government Assisted Repatriation Programme
GFLCP	German Forced Labour Compensation Programme
HEOA	Humanitarian Emergency Operations Account
HSP	Humanitarian and Social Programmes
HVAP	Holocaust Victim Assets Programme
IASC	Inter-Agency Standing Committee
ICMPD	International Centre for Migration Policy Development
IDP	Internally Displaced Person
ILO	International Labour Organization
IMIMS	Integrated Migration Information Management System
ISIM	Institute for the Study of International Migration
MARRI	Migration, Asylum, Refugees Regional Initiative
MDM	Médecins du Monde
MHI	Migration Health Informatics
MIDA	Migration for Development in Africa
MIDSA	Migration Dialogue for Southern Africa
MIDWA	Migration Dialogue for West Africa
MiMOSA	Migrant Management and Operational Services Application

ABBREVIATIONS (continued)

MSF	Médecins sans Frontières
MSP	Migrant Service Point
NGO	Non-Governmental Organization
OCHA	Office for the Coordination of Humanitarian Affairs
PAT	Project Assistance Toolkit
PHARE	Poland and Hungary Assistance for the Reconstruction of the Economy
PMT	Psychosocial Mobile Team (Kosovo)
PROCHE	Pilot Programme for the Development of Emigration Zones in Tunisia
PTR	Psychosocial and Trauma Response (Kosovo)
RCAII	Return and Counselling Assistance (phase II)
RCP	Regional Consultative Processes
REAB	Special Programme for the Voluntary Repatriation or Emigration of certain Aliens from Belgium
REAG	Reintegration and Emigration of Asylum-Seekers from Germany
REAN	Reintegration and Emigration of Asylum-Seekers from the Netherlands
RG-PCP	Reference Group on Preparedness and Contingency Planning
RIF	Return Information Fund
RQA	Return of Qualified Afghans
SADC	Southern African Development Community
STOP	Sexual Trafficking of Persons
TCC	Technical Cooperation Centre
TIP	Transitional Information Programme (Kosovo)
UMA	Union du Maghreb Arabe
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNAMSIL	United Nations Mission in Sierra Leone
UNCT	United Nations Country Teams
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNFIP	United Nations Fund for International Partnerships
UNFPA	United Nations Population Fund
UNHCR	(Office of the) United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITA	National Union for the Total Independence of Angola
UNMIK	United Nations Mission in Kosovo
UNOCHA	United Nations Office for the Coordination of Humanitarian Affairs
VARP	Voluntary Assisted Return Programme
WHO	World Health Organization
WIDAM	Website, Intranet and Digital Assets Management
WTO	World Trade Organization

REPORT OF THE DIRECTOR GENERAL ON THE WORK OF THE ORGANIZATION FOR THE YEAR 2002

INTRODUCTION

1. During 2002, the Organization admitted as Members: Mexico, Ireland, the Federal Republic of Nigeria, the Kingdom of Cambodia, the Republic of Zimbabwe, the Republic of Kazakhstan and the Rwandese Republic. Other significant activities and decisions of IOM's Governing Bodies are summarized in this report, as in previous years, to provide a consolidated overview.
2. 2002 was once again a year of growth. The seven new Members made the total membership 98. Total expenditure in 2002 (Administrative and Operational Programmes combined) was USD 372.6 million compared with USD 273.2 in 2001. The number of staff increased by 23.7 per cent to a total of 3,413.
3. There was substantial project growth in all service areas in 2002, particularly Counter-Trafficking, Technical Cooperation, Migration Health, Assisted Voluntary Return and Mass Information. A new Service – Labour Migration – was added. Services expanded into new geographical territory, new offices were opened and existing offices were strengthened. New areas for priority action were identified and existing areas of migration management given new life and dimensions. Existing partnerships were enhanced and new ones formed. IOM's role as provider of policy advice and a forum for discussion of international migration issues and policies at the global and regional level was confirmed and enhanced.
4. The increasing recognition both of migration as an issue of importance and of the breadth of its effects across the policy spectrum led to new impetus for the Member States to reflect on where IOM fits into the international institutional architecture. This reflection will continue in 2003. In parallel, a process of strengthening partnerships – strategic alliances – was initiated with the key agencies relevant to the four main themes of migration management, namely: Migration for Development, Facilitated Migration, Migration Control and Forced Migration, and those themes which are cross-cutting, such as health, human rights, technical cooperation, information, education and advocacy.
5. Concerns about security continued to be a significant influence on many aspects of migration management in 2002. Other significant factors in the global environment included ongoing work in Afghanistan to consolidate peace and enable people to return home, and preparations for activities in Iraq.
6. Turning now to a brief summary of the main activities and developments of 2002, IOM provided post-emergency **Movement** assistance to a total of 284,885 internally displaced persons (IDPs) and 71,446 refugees to enable them to return home. In many cases this included medical assessment and assistance. Most of these movements involved nationals of Afghanistan, Sierra Leone and Timor-Leste. In addition, 69,392 refugees were provided with resettlement assistance. Another important operation in the movement field was the transportation of more than 11,500 Somali Bantu to a new location in Kenya to enable processing for resettlement to take place in a safer environment.

7. The volume of **Migration Health** assessments increased by 6 per cent in 2002. Work on prevention and treatment of tuberculosis continued and there was an increasing number of projects on HIV/AIDS and population mobility. 2002 saw much progress in integrating health into other services: for example in Counter-Trafficking work on prevention, protection and assistance; in Labour Migration on health worker migration; in Assisted Voluntary Return; in pre-emergency planning for Iraq; and in post-emergency work, especially mental and psychosocial health.

8. Expenditure on **Technical Cooperation on Migration** (TCM) projects was double that of 2001, with an increase of 50 per cent in the number of active projects. The linkage between migration and security increased the focus on programmes designed to address irregular migration, including smuggling and trafficking, but there was also an increased focus on migration as a tool for development. Geographical expansion of TCM projects has continued, but there remains room for more development, in Africa especially.

9. Although the number of post-emergency mass **Assisted Voluntary Returns** (AVR) decreased overall, the number of people in regular AVR programmes from Europe was double that of 2001, and this included new programmes. There was an increased emphasis on return information and counselling as well as reintegration initiatives in host and origin countries to strengthen the sustainability of return, and on research to support the design of programmes. The Return of Qualified Afghans programme returned 391 experts from 22 countries, and included a significant number of women.

10. The number of **Mass Information** projects tripled and the budget increased eightfold compared with 2001. Counter-trafficking and irregular migration were still predominant topics, but there were increasing calls for campaigns to counter racism and xenophobia by promoting the image of migrants and the contribution that they make. There was also increasing recognition of the usefulness of information campaigns to inform populations in post-emergency situations.

11. There was an increase of 50 per cent in the budget of **Counter-Trafficking** work. This was reflected in an increase in both geographical area and substance, including a greater focus on child victims. The constantly changing nature of smuggling and trafficking has lent importance and urgency to increasing local capacity and training partners, activities which have formed a significant part of the CT projects. Up-to-date information also plays a crucial role in counter-trafficking work. A database was developed in the Balkans in 2002 to facilitate the management of assistance, voluntary return and reintegration activities. It has also become an important tool for understanding the causes, processes, trends and consequences of trafficking.

12. 2002 saw the start of a dedicated **Labour Migration** Service. The first year was spent establishing the role of the Service in the provision of advice and strengthening partnerships with relevant agencies. There was a clear demand for support and facilitation of regulated migration including in the provision of orientation for migrants, and for policy discussions on how to enhance the contribution of migration to poverty reduction.

13. There was, in general, an increase in the number of activities related to **migration and development**, including in recognition of the importance of cultivating relationships with the diaspora and of the role of remittances. The Migration for Development in Africa (MIDA) programme gained great momentum in 2002.

14. This was an important year for the **Compensation programmes** as the focus shifted from assistance and claims intake to processing and payments. This necessitated an increase in staffing to cope with the unexpectedly large number of claims and tight deadlines, responding to the imperative to ensure that payments were made as speedily as possible to aging claimants. 2002 thus saw the start of payments to those who qualified, of announcements of rejected claims and of the social programmes for particular groups under both Swiss and German programmes.

15. The contribution to the work of the Organization of the **Migration Policy and Research Programme** (MPRP), in 2002 – its second year – was significant. Important progress was made in promoting understanding and cooperation on migration issues through the policy dialogue organized by MPRP at a Workshop in June and at the Council Session in December. A range of publications was issued in 2002. In addition, MPRP played a key role in promoting cooperation with other agencies and with non-governmental organizations (NGOs), and in regional consultative processes and dialogues.

16. Important progress was made in consolidating work in various **regional consultative mechanisms** and other forms of cooperative partnerships. Ministerial conferences in Bali in the spring and in Tunis (5 + 5) in the autumn established important frameworks for ongoing work in Asia and the Western Mediterranean respectively. The Cluster process, bringing together the three countries of the South Caucasus and some West European countries, came to maturity in 2002, generating a number of important projects.

17. **Programme support** in the form of Donor Relations work, inter-agency coordination and project tracking developed in proportion to the increasing scope and breadth of the Organization's activities. In the field of **emergency and post-conflict** activities, 2002 saw the Emergency and Post-Conflict Unit providing support to operations in Afghanistan, Sri Lanka, Colombia and a number of countries in Africa. Inter-agency planning for possible activities in Iraq began in the spring and continued through the rest of the year.

18. **Media and Public Information** catered in 2002 to an increasing demand for and understanding of the issues by the press and other key stakeholders, providing regular and in-depth coverage, background briefings and interviews on core issues of migration, and contributing to various publications.

19. **External Relations** also had to cater to the increasing demand for advice, liaison, briefings and presentation on IOM activities to a multitude of conferences and meetings. The output of the Research and Publications Division both in scope and volume also reflected the increased demand for new research and for analysis of IOM operational data.

20. 2002 was the second year of implementation of the 1035 Facility and it continued to prove its worth in promoting project development in developing Member States and Member States in transition. As a result of a decision of the Council in 2002, the Facility will be evaluated in 2003.

21. The Council also adopted important decisions on a systemic solution for the use of the surplus in the Administrative Part of the Budget and on an increased overhead charge of 12 per cent as a solution to the challenge of funding the increasing cost of staff security through UNSECOORD.

22. Managing growth within tightly constrained resources continued to present a significant challenge in 2002. As part of the measures to do more with less, the Administration put into effect in 2002 the transfer of certain functions to Manila, a move which has already proved its value.

23. I predicted in the introduction to my Report for 2001 that 2002 would be a busy year for the Organization. It has indeed been a busy year. As growth continues, there is an ongoing need to make adjustments to maximize efficiency and synergies, maintain standards of service delivery, and ensure that the Organization can continue to exercise leadership through the effective use of experience and information, and its unique qualities as provider of policy guidance and a forum for dialogue. We will continue to strive to meet the high expectations of our partners – migrants, governments, agencies and non-governmental organizations.

Brunson McKinley

THE COUNCIL AND SUBORDINATE BODIES

Subcommittee on Budget and Finance (7 May 2002)¹

24. The Subcommittee on Budget and Finance (SCBF), under the chairmanship of Mr. Leggeri, held its Eighty-seventh Session on 7 May 2002. Items on the agenda included the financial report for the year ended 31 December 2001; outstanding contributions to the Administrative Part of the Budget; revision of the Programme and Budget for 2002; systemic solution for the use of surplus in the Administrative Part of the Budget; support for developing Member States and Member States in transition – 1035 Facility; assessment scale for 2003; staff security; and preview of the Programme and Budget for 2003.

25. The Subcommittee examined the financial report for the year ended 31 December 2001 (MC/2079) and recommended that the Executive Committee approve it.

26. Concerning the status report on outstanding contributions to the Administrative Part of the Budget, the Subcommittee recommended that the Executive Committee take note of the current situation with concern and urge 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.

27. The SCBF examined the revision of the Programme and Budget for 2002 (MC/EX/638) and recommended that the Executive Committee approve the revision of the Programme and Budget for 2002.

28. With regard to the systemic solution for the use of surplus in the Administrative Part of the Budget, the Subcommittee agreed to defer discussion on a systemic solution for the use of surplus in the Administrative Part of the Budget.

29. The SCBF then considered the report on support for developing Member States and Member States in transition. After a detailed discussion, it took note of the report on support for developing Member States and Member States in transition – 1035 Facility.

30. With regard to the proposed adjustment to the IOM assessment scale for 2003 (MC/EX/639), the Subcommittee took note of the assessment scale for the Administrative Part of the Budget for 2003, as shown in column 4, Annex II of document MC/EX/639 and recommended that approval of the assessment scale for 2003 be deferred until the Session of the Executive Committee, pending submission by the Administration of an explanatory document thereon.

31. The Subcommittee considered the report on IOM staff security in document MC/EX/641, which provided an update on recent developments, in particular the relations between IOM and the United Nations security system (UNSECOORD). After a lengthy discussion and detailed clarification by the Administration, the Subcommittee noted the report on IOM staff security.

¹ Fully reported in the SCBF report on the Eighty-seventh Session (MC/EX/642).

32. The Subcommittee then examined document SCBF/252 containing a preview of the Programme and Budget for 2003. Following a full exchange of views, the Subcommittee noted the preview of the Programme and Budget for 2003.

33. Under any other business, the SCBF took note of the proposed assessment for Mexico, which was 1.237 per cent.

34. Finally, in response to a request for updated information on the question of expanded office space and Headquarters' buildings, the Legal Adviser replied that for the time being any final decision on renting or building new Headquarters' premises had been deferred.

Executive Committee (4 June 2002)²

35. The Ninety-ninth Session of the Executive Committee took place on 4 June 2002 presided by the Chairman H.E. Mr. F. Barreiro Perrotta (Paraguay). The main agenda items included 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; statement by a representative of the Staff Association; revision of the Programme and Budget for 2002; assessment scale for 2003; outstanding contributions to the Administrative Part of the Budget; systemic solution for the use of surplus in the Administrative Part of the Budget; support for developing Member States and Member States in transition; staff security; and the preview of the Programme and Budget for 2003.

36. The Executive Committee examined the report of the Director General on the work of the Organization for the year 2001 (MC/2080). Several delegates took the floor to comment on the report and their statements are fully reported on in the summary record MC/EX/SR/436.

37. The Executive Committee considered the financial report for the year ended 31 December 2001 (MC/2079) and adopted a resolution taking due note of both reports.

38. The statement by the representative of the Staff Association, expressing various concerns on staff matters, was followed by interventions by various delegations, whose statements are summarized in MC/EX/SR/436.

39. The Executive Committee turned to the revision of the Programme and Budget for 2002 (MC/EX/638). It approved the resolution on the revision with an unchanged amount of CHF 35,763,000 for the Administrative Part and an amount of USD 385.5 million for the Operational Part (an increase of USD 47.1 million, mainly on account of new and expanded technical cooperation and capacity-building initiatives and movement-related operations in all regions of the world).

40. The agenda item on the proposed adjustment to the IOM assessment scale for 2003 was considered and the scale, as shown in column 4, Annex II of document MC/EX/639, was approved by the Executive Committee.

² Fully reported in the summary record (MC/EX/SR/436) and the report on the Ninety-ninth Session of the Executive Committee (MC/2081).

41. The Executive Committee examined the agenda item on outstanding contributions to the Administrative Part of the Budget (CHF 5.6 million at 30 April 2002). It 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 consecutive years were urged to pay those contributions in full or to agree to a repayment plan and payment of a first instalment as soon as possible.

42. Concerning the item on the systemic solution for the use of surplus in the Administrative Part of the Budget, the Executive Committee endorsed the recommendation of the Subcommittee on Budget and Finance to defer discussion on a systemic solution.

43. With regard to the item on the support for developing Member States and Member States in transition – 1035 Facility, the Executive Committee took note of the conference room paper on the item and of the wish of Member States to have regular consultations on the matter.

44. Concerning the item on IOM staff security, 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.

45. Finally, regarding the item on the preview of the Programme and Budget for 2003, the Executive Committee took note of the preview and requested the Administration to hold consultations with the Member States providing additional information on the projected level of the Administrative Part of the Budget for 2003. If necessary, an additional session of the Subcommittee on Budget and Finance could be held late in the summer to discuss the subject and to seek consensus on the level of the Administrative Part of the Budget for 2003.

46. In closing the session, the Director General replied to the points raised by the representative of the Staff Association Committee, focusing on three issues: staff security and UNSECOORD, the Manila delocalization and recruitment:

- Staff security was a top priority. There were two problems to be resolved in respect of UNSECOORD: whether the institution met IOM's needs and the question of cost, but he reiterated that staff security was paramount.
- The purpose of the Manila delocalization was to enhance cost-effectiveness, yet some element of experimentation was unavoidable. He emphasized once again that no jobs would be sacrificed and that the process would be a gradual one.
- On recruitment, he pledged that the Administration would follow the rules and regulations wherever possible, although those rules did allow a degree of discretion. The Administration would pursue its efforts in constant consultation with the Staff Association Committee.

47. The tentative dates for the Hundredth Session of the Executive Committee were foreseen for 3 and 4 June 2003. These dates were subsequently modified to 11 and 12 June 2003.

Council (Special) Session (5 June 2002)³

48. The Eighty-third (Special) Session of the Council took place on 5 June 2002, presided by the Chairman, H.E. Mr. Kariyawasam (Sri Lanka), to consider the agenda items on the applications for membership and observership, and on IOM's role in emergency and post-conflict situations.

49. In his opening remarks to the Council, the Director General referred to his update from November 2001 to June 2002 (MICEM/4/2002). He indicated that following the closure of the Council, a round table would be held in the afternoon of 5 June on the issue of interstate cooperation in managing migration at the regional level, which would constitute a useful preparation for the migration policy discussions at the Council session in December 2002.

50. The Council then approved the applications for membership from Mexico and Ireland and for observership from the Socialist People's Libyan Arab Jamahiriya, the Islamic Republic of Mauritania and the Southeast European Cooperative Initiative (SECI) – Regional Center for Combating Transborder Crime, bringing the total number of Member States to 93, and of observer States to 36.

51. The Director of the Programme Support Department made a presentation to the Council on IOM's role in emergency and post-conflict situations, which was accompanied by two video films. Following the presentation, a debate took place in which several delegates made interventions, underlining the need for coordination and sustainability, asking for a qualitative analysis and an internal evaluation to assess comparative advantages, and requesting that a strategic and forward-looking document be presented in the future.

52. The Director General summed up the debate and welcomed the discussion as a model for further debates within the SCBF or the Council on IOM's role as well as on ways of securing more reliable funding. He was convinced that IOM had an important role to play in emergencies, owing to its comparative advantage in terms of flexibility and speed of response. The presentation on IOM's role in emergency and post-conflict situations and debate would be fully reported on in summary record MC/C/SR/440.

53. The Council ended with the request made by one delegate that in future there should be only one Council session per year in the autumn, unless specifically requested by the Executive Committee or due to an emergency situation.

Informal information meetings and consultations held with Member States

54. As part of the continuing process of consultations with Member States and as suggested by the Bureaux of the governing bodies, the Administration invited representatives of Member States to attend five informal information meetings on financial, administrative, management and governance issues on the agendas of the IOM governing body meetings in 2002. Agenda items included the programme and budget responsibilities of the Council, the systemic solution for the use of surplus in the Administrative Part of the Budget, support for developing Member States and Member States in transition (Council Resolution No. 1035, November 2000), the financial report for the year ended 31 December 2001 (including status on outstanding

³ Fully reported in the summary record (MC/C/SR/440) and the report on the Eighty-third (Special) Session of the Council (MC/2067).

contributions), the revision of the Programme and Budget for 2002, the proposed adjustment to the IOM assessment scale for 2003, the preview of the Programme and Budget for 2003, security, coverage of staff security costs/UNSECOORD fees, delocalization to Manila, the Programme and Budget for 2003 and Migration Initiatives 2003 (26 February, 22 April, 29 July, 23 September and 29 October 2002).

55. Eight informal consultations with Member States and observers were also held by the Migration Policy and Research Programme (MPRP) (on 26 February, 30 April, 5 June, 29 July, 7, 8 and 9 August and 24 October 2002) on the role of the Council as a forum for international migration policy dialogue. In this context, the MPRP organized a Round Table on Managing Migration at the Regional Level on 5 June 2002.

Subcommittee on Budget and Finance (5-6 November 2002)⁴

56. The Subcommittee on Budget and Finance met for its Eighty-eighth Session on 5 and 6 November 2002. Three meetings were held. The Subcommittee elected Ms. Stoios-Braken (Netherlands) Chairperson, Mr. Lugris (Uruguay) Vice-Chairman and re-elected Mr. Selim Labib (Egypt) Rapporteur.

57. The Subcommittee adopted its agenda which included items on the status report on outstanding contributions to the Administrative Part of the Budget; summary update on the Programme and Budget for 2002; systemic solution for use of surplus in the Administrative Part of the Budget; statement by a representative of the Staff Association; Programme and Budget for 2003; and report on human resources.

58. Regarding the status report on outstanding contributions to the Administrative Part of the Budget, the Subcommittee took note with appreciation of the efforts made by some Member States to pay their outstanding contributions, took note of the current situation with serious concern, urged all Member States in arrears to make every effort to pay their outstanding contributions as soon as possible and urged, in particular, the Member States whose contributions had been outstanding for two or more consecutive years to pay their contributions in full, or to agree to a repayment plan with the Administration and make payment of a first instalment as soon as possible.

59. The Subcommittee then considered document MC/2082 containing the summary update of the Programme and Budget for 2002 (MC/2049), in conjunction with the revision of the Programme and Budget for 2002 (MC/EX/638) and recommended that the Council take note of the summary update on the Programme and Budget for 2002 (MC/2082).

60. The Subcommittee then took note of the message by the Acting Chairman of the SCBF who expressed regret that the Staff Association Committee (SAC) would not be able to deliver its biannual statement to the SCBF but hoped that it would be able to present the statement to the forthcoming Council.

61. The Subcommittee considered the report on a possible systemic solution for the use of surplus in the Administrative Part of the Budget (MC/2085), which contained in its annex a draft resolution for submission to the Council. After an in-depth discussion, the Subcommittee on

⁴ Fully reported in the SCBF report on the Eighty-eighth Session (MC/2088).

Budget and Finance recommended that the Council adopt the revised Draft Resolution on a systemic solution for the use of surplus in the Administrative Part of the Budget, as amended in the light of the discussion.

62. The Subcommittee then examined in detail the Programme and Budget for 2003 (MC/2083). After a detailed debate, the Subcommittee recommended that the Council approve an increase of 2.54 per cent in the Administrative Part of the Budget, approve an increase from 9.5 per cent to 12 per cent in the project-related overhead rate, provided that the income so generated was used to pay the increase in UNSECOORD fees and was reported on by the Administration in a transparent manner, and adopt the Programme and Budget for 2003, as set out in document MC/2083, on the understanding that an amendment to that document reflecting the Subcommittee's conclusions on the Administrative Part of the Budget would also be submitted to the Council.

63. The Subcommittee took note of document MC/INF/251 - Human Resources Report.

64. The Subcommittee then considered the status report on support for developing Member States and Member States in transition, concerning the implementation of Council Resolution No. 1035 (LXXX) adopted on 29 November 2000 and the allocation of funds to projects under the 1035 Facility. The Subcommittee took note of the status report on support for developing Member States and Member States in transition (Conference Room Paper/1).

65. Finally, the Subcommittee took note of the proposed assessments for the two new Members, as follows: 0.063 per cent for the Federal Republic of Nigeria and 0.040 per cent for the Kingdom of Cambodia.

Council (2 to 4 December 2002)⁵

66. The Eighty-fourth Session of the Council was held from 2 to 4 December 2002, presided by the newly-elected Chairperson, H.E. Mrs. A. Mohamed. The other members of the new Bureau were elected as follows: First Vice-Chairman: H.E. Mr. J. Karklins, Latvia; Second Vice-Chairman: H.E. Mr. G. Albin, Mexico; Rapporteur: Mr. Y. Tomita, Japan.

67. The Council approved the applications for membership from the Federal Republic of Nigeria, the Kingdom of Cambodia, the Republic of Zimbabwe, the Republic of Kazakhstan and the Rwandese Republic, as the 94th, 95th, 96th, 97th and 98th Member States of IOM, and for observership from the Republic of Burundi, Human Rights Watch and Amnesty International. The Chairperson welcomed the newly admitted Members and observers, to whom he then gave the floor. They expressed their appreciation for having been admitted as Members and observers of the Organization and looked forward to participating actively in the Organization's activities and programmes.

68. The Director General and Deputy Director General then delivered their opening statements, MICEM/7/2002 and MICEM/8/2002 respectively.

⁵ Fully reported in the summary records (MC/C/SR/441 to 446) and the draft report on the Eighty-fourth Session of the Council (MC/2097).

69. A multimedia presentation was given by the Director of the Migration Policy and Research Programme (Mr. Appave) on migratory trends and migration policy trends. This presentation is being printed and circulated separately by the Migration Policy and Research Programme. The above presentation was followed by two presentations on elements of a managed migration system by H.E. Mr. Ghoneim, Egypt and Mr. van Wulfften Palthe, Netherlands. Their statements and the discussion which followed are reflected in summary record MC/C/SR/442.

70. Three simultaneous workshops then took place for policy makers on specific migration management components: (i) Integration (Facilitator: Mr. J. Gaeremynck, France; Rapporteur: Mr. F. Lugris, Uruguay; External expert resource: Ms. M. Ali, Action Réfugiés Montréal, Canada); (ii) Comprehensive and solutions-oriented approaches to addressing irregular migration (Facilitator: Mr. M. A. Alcaine, El Salvador; Rapporteur: Mr. C. Alexandru, Romania; External expert resource: Mr. J. Niessen, Migration Policy Group, Belgium); and (iii) Diaspora support to migration and development (Facilitator: Mr. S. A. Akindes, Benin; Rapporteur: Mr. N. Longo, Italy; External expert resource: Mr. J. B. Meyer, Institut de la Recherche pour le Développement (IRD), France).

71. The three Rapporteurs presented their reports to the Council plenary on the above workshops which are reflected in summary record MC/C/SR/444.

72. Some 60 delegates took the floor in the general debate, including on the subject of the IOM-UN relationship. Their statements are fully reflected in summary records (MC/C/SR/441 to MC/C/SR/446). The Director General made a concluding statement at the closure of the debate (MICEM/9/2002). In particular, the Council decided to establish a working group on institutional arrangements presided by the chairperson of the Council; the working group will explore the comparative advantages of different options, with their costs and benefits, and report to the Council. The Administration was asked to prepare a comprehensive study.

73. The Director of the Programme Support Department introduced the agenda item on the role of IOM in emergency and post-conflict situations. A discussion ensued, including several requests for further information to which the Director General replied, and which is reflected in summary record MC/C/SR/446. The Council took note of the report.

74. The Council then adopted the resolutions on the Reports on the Eighty-second Session and the Eighty-third (Special) Session of the Council and on the Report on the Ninety-ninth Session of the Executive Committee. It also considered and took note of the Summary update on the Programme and Budget for 2002.

75. The Council then examined the Programme and Budget for 2003. After an in-depth discussion, it adopted the revised resolution (as amended) and took note of the document Migration Initiatives 2003. The Administrative Part of the Budget for 2003 now stood at CHF 36,673,000 – a 2.54 per cent increase over 2002 – while the Operational Part of the Budget amounted to USD 503,193,820.

76. The Council considered other items discussed at the Subcommittee on Budget and Finance held in November 2002. It first examined the issue of the systemic solution for the use of surplus in the Administrative Part of the Budget. A consensus on the long-awaited solution was reached and the corresponding resolution adopted by the Council.

77. With regard to the outstanding contributions to the Administrative Part of the Budget, the Council took note with appreciation of the efforts made by some Member States to pay their arrears; took note with concern that the large amount of contributions outstanding had an impact on the capacity of the Administration to manage the programmes for which it was responsible; and urged all Member States, particularly those with contributions outstanding for two or more years, to pay their contributions in full or to agree to a repayment plan, making a first payment as soon as possible.

78. The Council took note of the report on human resources.

79. The representative of the Staff Association Committee then made a statement to the Council. The Council took note of the statement.

80. The Council examined the issue of support for developing Member States and Member States in transition. It recommended that (i) the 1035 Facility be presented through a separate agenda item at meetings of the SCBF; (ii) that greater consultations be held with governments in their capitals and through their Permanent Missions in the development of projects which draw on funding from the 1035 Facility; (iii) that an evaluation of the 1035 Facility be made; and (iv) that the criteria of the 1035 Facility be reviewed and the projects funded from the 1035 Facility be closely linked to the criteria.

81. Finally the Council was notified of the tentative dates for the governing body meetings in 2003 which were subsequently slightly modified as follows: Eighty-ninth Session of the Subcommittee on Budget and Finance, 6 and 7 May 2003; Hundredth Session of the Executive Committee, 11 and 12 June 2003; Eighty-fifth (Special) Session of the Council, 13 June; Ninetieth Session of the Subcommittee on Budget and Finance, 4 and 5 November 2003; next regular Session of the Council, 9 to 12 December 2003.

SERVICES

I. MOVEMENT

Overview

Number of persons assisted by IOM

82. IOM provided movement assistance to some 514,000 persons during 2002. The majority of the movements were carried out within the framework of post-emergency movement assistance, resettlement and assisted return programmes.

Highlights

Afghanistan

83. IOM, with a fleet of 100 heavy trucks and 25 light vehicles in Kabul, Herat, Mazar, Kunduz and Maimana, established its Internal Transportation Network (ITN) early in 2002. This network was set up with a dual purpose: to facilitate repatriation of refugees from Iran and to assist with return transportation of internally displaced persons (IDPs) to their places of origin within Afghanistan.

84. IOM organized transport for refugees from Iran, from Islam Qala at the Iranian border to Herat, where they remained overnight in an IOM transit centre before continuing their journey by bus or truck to the provincial capitals of their places of origin. They were provided with non-food items, together with a modest cash amount for arrangement of onward transportation from main roads to their respective villages. In 2002, IOM provided the above assistance to over 61,000 repatriating refugees to Afghanistan.

85. Over the same period, IDPs residing in camps around the main cities of Herat, Mazar-e-Sharif and Kabul were provided with similar transportation assistance using the Internal Transportation Network. By the end of 2002, IOM had provided transport assistance to some 335,000 IDPs in Afghanistan under post-emergency or assisted return programmes.

86. Earlier in 2002, the Afghan Ministry of Civil Aviation and Tourism approved operation of IOM charters from Dubai to Kabul, enabling IOM to expedite the return of qualified Afghans to their war-torn country and assist in the return and reuniting of stranded Afghans with their family members under the umbrella of IOM Assisted Voluntary Return Programmes. A total of 332 Afghans used eight IOM charters from Dubai to Kabul.

Sierra Leone

87. The IOM-chartered ship - MV Overbeck - continued to transport Sierra Leonean refugees from Conakry to Freetown from January to March 2002. A total of 5,573 refugees were provided with transportation from Guinea to Sierra Leone in 2002.

88. IOM, working with the National Resettlement Committee, UN partners and NGOs, provided assistance to internally displaced persons in Sierra Leone. IOM assisted IDPs in and around Freetown, Bo and Kenema to return to three formerly inaccessible districts in eastern, central and northern Sierra Leone declared safe by the Government and the United Nations Mission in Sierra Leone (UNAMSIL). IDPs returned from camps in the west of Freetown to Kono, Tonkolili and Bombali districts on board UNAMSIL trucks, following a pre-departure health screening. In 2002, 31,992 IDPs benefited from IOM emergency transport assistance in Sierra Leone.

Timor-Leste (East Timor)

89. IOM continued to provide East Timorese refugees with transportation assistance to return to their homeland. The returnees were transported by IOM to the Dili and Batugade transit centres, where they were screened by UNHCR, before travelling to their homes in East Timor. In 2002, 31,463 refugees were assisted, mainly in the period from April to July.

Kenya

90. During 2002, IOM relocated the total population of Somali Bantu from the Dadaab refugee camp near the Somali border to the Kakuma refugee camp in north-western Kenya. Over a three-month period, IOM organized 23 road convoys to assist 11,755 refugees on a three-day, 1,500 kilometre journey across Kenya.

91. A total of 499 particularly vulnerable refugees - pregnant women, infants, elderly persons and those too sick to travel by road - were flown on a chartered IOM aircraft between Dadaab and Kakuma.

Mozambique

92. The Government of Mozambique, in coordination with UNHCR, decided to relocate refugees from the overcrowded Bobole camp, near Maputo, to a new refugee camp, Marratane, in Nampula in northern Mozambique. Following discussions with UNHCR and the Government of Mozambique, IOM was requested to provide registration and transportation assistance for relocating these refugees. It is expected that some 2,000 refugees will benefit from this assistance which will continue in 2003.

Trends

93. Following 11 September 2001, the implementation of new procedures and constraints continued to affect and significantly slow down the United States resettlement programmes carried out by IOM.

94. The decline in the actual number of movements compared to planned figures also meant the cancellation of a significant number of bookings on behalf of IOM with various commercial carriers which were already undergoing a severe decrease in travel. Cancellations were followed by new rounds of fare negotiations between IOM and the airlines. After lengthy negotiations, it was possible to maintain existing reduced fare levels and obtain further discounts on specific routes.

Post-Emergency Movement Assistance

95. Post-emergency movement assistance in returning internally displaced persons to their places of origin represented the main movement activity in 2002. Under this category, a total of 284,885 IDPs were provided with transport assistance. Afghanistan (214,885 movements) and Sierra Leone (31,992 movements) were the principal locations where this assistance was provided.

Repatriation Assistance

96. In support of UNHCR repatriation activities, IOM provided movement assistance to 71,446 refugees worldwide during 2002. The main beneficiaries of movement assistance under this category in 2002 were Afghan refugees repatriating from the neighbouring countries of Iran and Tajikistan, East Timorese refugees returning home from West Timor, and Sierra Leonean refugees repatriating from Guinea.

Resettlement Assistance

97. Movement assistance under this category declined significantly in 2002 due to the extra security-related constraints for movements to the United States in the aftermath of the events of 11 September 2001. In 2002, a total of 69,392 persons were provided with resettlement assistance (cf. 91,525 in 2001). It is expected that numbers will increase in 2003, as security and procedural changes become part of the routine processing cycle and are adopted by all parties concerned.

98. In 2002, 30,239 persons were provided with resettlement assistance to the United States, a decrease of 48 per cent compared to 2001.

99. A total of 12,939 persons were provided with resettlement assistance to Canada, a decrease of some 3 per cent compared to 2001, as a result of lower than expected privately-sponsored refugee cases.

100. A total of 5,972 persons were provided with resettlement assistance to Australia, an increase of some 6 per cent, mainly due to a greater intake from Asia and the Oceania region compared to 2001.

101. A total of 11,993 persons were provided with resettlement assistance to the Nordic countries, a slightly higher number than in 2001, due to increased resettlement from Africa.

Transportation Assistance to Experts and Scholarship Holders

102. Experts and scholars continued to benefit in 2002 from IOM reduced fares under the above category, mainly in Latin America. There was little or no change in numbers compared to 2001, except for Argentina, where the number of movements decreased by 52 per cent, from 1,669 in 2001 to 869 in 2002, as a result of the introduction by the Government of austerity measures and cutbacks. In 2002, a total of 4,301 scholars and experts were provided with assistance.

Staff Travel

103. The Staff Travel Unit in Geneva continued to provide travel arrangements for staff deployment worldwide. In 2002, 1,512 airline tickets were purchased and 347 visa requests processed (cf. 1,414 staff movements and 303 visa requests in 2001). The Unit also provides guidance on and coordination of airline ticket purchase in the Field for staff travel. IOM continued to apply its policy of economy class travel in 2002.

STATISTICAL TABLES FOR 2002

- **Table 1: Movements by budgetary region and service classification**

Summarizes IOM movement activity broken down by budgetary region and regional service classification (corresponding to the Programme and Budget for 2002, document MC/2049).

- **Table 2: Movements by region of departure and destination**

Summarizes IOM movement activity by geographical region and area of departure and destination.

- **Table 3: Movements by service, programme/projects, region of departure and main countries of destination**

Summarizes IOM movement activity broken down by service, programme/projects and geographical region of departure and main countries of destination. All other countries of destination are grouped under their respective geographical region.

Table 1: Movements by budgetary region and service classification

Region	Region - Service Classification	Total Migrants
Africa and the Middle East	Africa / Resettlement Assistance	15 347
	Africa / Repatriation Assistance	539
	Africa / Transportation Assistance to Experts and Scholarship Holders	82
	Africa / Post-Emergency Movement Assistance	37 565
	Africa / Return Assistance to Migrants and Governments	38
	Africa / Return and Reintegration of Qualified Nationals	23
Africa and the Middle East Total		53 594
Americas	Americas / Migration Health Assistance and Advice	4
	Americas / Resettlement Assistance	6 939
	Americas / Repatriation Assistance	126
	Americas / Transportation Assistance to Experts and Scholarship Holders	4 168
	Americas / Return Assistance to Migrants and Governments	36
	Americas / Return and Reintegration of Qualified Nationals	292
	Americas / Technical Cooperation for Migration Management and Capacity-Building	38
Americas / Capacity-Building through Transfer of Qualified Human Resources	365	
Americas Total		11 968
Asia and Oceania	Asia / Migration Health Assistance and Advice	3
	Asia / Resettlement Assistance	21 745
	Asia / Repatriation Assistance	9 727
	Asia / Post-Emergency Movement Assistance	32 066
	Asia / Return Assistance to Migrants and Governments	121 561
	Asia / Return and Reintegration of Qualified Nationals	193
	Asia / Technical Cooperation for Migration Management and Capacity-Building	6
	Asia / Post-Emergency Migration Management	214 885
	Asia / Mass Information Campaigns	1
Asia / Capacity-Building through Transfer of Qualified Human Resources	8	
Asia and Oceania Total		400 195
Europe	Europe / Trafficking Prevention Assistance	18
	Europe / Assistance to Victims of Trafficking	588
	Europe / Post-Emergency Migration Health Assistance	53
	Europe / Resettlement Assistance	25 445
	Europe / Repatriation Assistance	74
	Europe / Transportation Assistance to Experts and Scholarship Holders	51
	Europe / Post-Emergency Movement Assistance	5
	Europe / Mass Information Campaigns	1
	Europe / Return Assistance to Migrants and Governments	22 286
Europe Total		48 521
Global Activities	Global Activities / Assistance to Victims of Trafficking	66
	Global Activities / Humanitarian Emergency Operations Assistance (HEOA)	42
	Global Activities / Resettlement Assistance	107
Global Activities Total		215
Grand Total		514 493

Table 2: Movements by region of departure and destination

Region / Area of destination		Africa and the Middle East							Africa and the Middle East Total	Americas						Americas Total
Region of departure	Area of departure	Central Africa	East Africa	Horn of Africa	Middle East	North Africa	Southern Africa	West Africa		Andean Countries	Caribbean	Central America and Mexico	North America	South America, other	Southern Cone	
Africa and the Middle East	Central Africa	5						4	9			137			137	
	East Africa	103	31	168			23	5	330			1 827			1 827	
	Horn of Africa	2	38				4		44			706			706	
	Middle East		2	9					11			1 265		6	1 271	
	North Africa	1			11				12			1 801			1 801	
	Southern Africa	67	34	13				136	2			340			340	
	West Africa	4	2		1				37 706			1 475			1 475	
Africa and the Middle East Total		182	107	190	12		163	37 717	38 371			7 551		6	7 557	
Americas	Andean Countries		1		3			1	5	36	36	464	3 190		144	3 870
	Caribbean									11	1	22	1 830		6	1 870
	Central America and Mexico									87	2	19	136	1	60	305
	North America		7	2	2				12	84	9	30	1		49	173
	Southern Cone				4	1	1		6	195	68	167	435		556	1 421
Americas Total			8	2	9	1	1	2	23	413	116	702	5 592	1	815	7 639
Asia and Oceania	Australia and New Zealand		2					1	3				3			3
	Central Asia								1				602			602
	Far East												48			48
	Melanesia												8			8
	Micronesia											1	75		13	89
	South Asia		7						7							
	South East Asia				3				3	2			7 556			7 558
South West Asia			5					5				4 516		13	4 529	
Asia and Oceania Total			9	5	3		1	1	19	2		1	12 808		26	12 837
Europe	Baltic States				3	1			4				71			71
	Caucasus												87			87
	Central Europe			2	25	16	8	40	91	9	3		4 293		1	4 306
	Eastern Europe	20	2	24			6	28	80	2			11 500			11 502
	Nordic Countries	1		7	22	17	1	1	49	3		7		8	25	
	South East Europe	1	2	1				1	8				4 759			4 759
	South Europe	4			1	36	11	56	108	122	2	30	98	1	48	301
	West Europe	38	21	118	384	124	82	215	982	282	8	24	630	21	175	1 140
Europe Total		64	25	152	435	194	109	343	1 322	418	13	61	21 445	22	232	22 191
Grand Total		246	149	349	459	195	274	38 063	39 735	833	129	764	47 396	23	1 079	50 224

Table 2: Movements by region of departure and destination (continued)

Australia and New Zealand	Asia and Oceania							Asia and Oceania Total	Europe							Europe Total	Total Migrants	
	Central Asia	Far East	Melanesia	Micronesia	South Asia	South East Asia	South West Asia		Baltic States	Caucasus	Central Europe	Eastern Europe	Nordic Countries	South East Europe	South Europe			West Europe
2								2			7		83		17	253	360	508
758					12			770				3	1 222		59	251	1 541	4 468
361								361			1	3	1 568		87	193	1 852	2 963
254								254					4 058		35	255	4 348	5 884
610								610					81		12	26	1 119	2 544
123						3		126			6		39		4	46	95	813
344								344					179		8	275	462	39 994
2 452					12	3	2	2 469			14	6	7 230	6	222	1 299	8 777	57 174
48		4						52			7	1	30		1 316	276	1 630	5 557
10								10					6		20	29	55	1 935
12								13			2	4	11		66	11	97	415
126		27			1			176					4		2		6	367
60		5			1	2	1	69		1			10	4	2 180	218	2 413	3 909
256		36			2	2	24	320		1	9	5	61	7	3 584	534	4 201	12 183
			4	1		1		51					2				2	59
					5		9 810	9 815		113			69				2	184
84								84					9			4	13	145
206					1			207						8	2		10	217
246					4		289	539					20				20	567
1								1					52			153	205	302
265	1	144			67	31 439	366	32 282					281	3		52	336	40 179
583	253						335 634	336 470			33		2 624	5	4	495	3 161	344 165
1 385	254	144	4	1	77	31 440	346 144	379 449		113	33		3 055	18	6	706	3 931	396 236
	4				5	9		22		2		175					2	179
													25				9	34
341	46	66			26	19	80	578	28	180	52	412	12	1 977	14	7	2 682	7 657
7							5	12					211		1	38	250	11 844
87	39	1			4		105	236	50	13	265	378			6		1 123	1 433
1 150					12		10	1 172	2		3 955	343	1 431	227	49	149	6 156	12 095
682	6				2	1	4	695	4	3	71	135	10	124	8		355	1 459
339	450	35	23		328	254	1 084	2 513	153	762	1 438	1 286	9	5 006	710	16	9 380	14 015
2 606	545	102	23		377	283	1 292	5 228	237	960	5 781	2 729	1 698	7 745	788	221	20 159	48 900
6 699	799	282	27	1	468	31 728	347 462	387 466	237	1 074	5 837	2 740	12 044	7 776	4 600	2 760	37 068	514 493

Table 3: Movements by service and region of departure/countries of destination

Service	Programme / Project	Region of departure	Total	Countries of destination					
				Afghanistan	Albania	Australia	Bulgaria	Canada	Denmark
Movement	Post-Emergency Movement Assistance	Africa and the Middle East	37 565						
		Asia and Oceania	32 066	274		328			
		Europe	5						
		Sub-total	69 636	274		328			
	Repatriation Assistance	Africa and the Middle East	495						
		Americas	98	9 727	3				
		Asia and Oceania	9 741						
		Europe	132		1	1			
		Sub-total	10 466	9 727	4	1			
	Resettlement Assistance	Africa and the Middle East	18 951			2 403	3 881	1 331	
Americas		7 237			233	3	2 079		
Asia and Oceania		17 834			928	5	5 211		
	Europe	25 561	83	2	2 408	2	1 768		
	Sub-total	69 583	83	2	5 972	10	12 939		
Transportation Assistance to Experts and Scholarship Holders	Africa and the Middle East	88			5	3			
	Americas	4 085			22	149			
	Asia and Oceania	11				6			
	Europe	117							
	Sub-total	4 301			27	158			
	Movement Total (1)	153 986	10 084	6	6 328	10	13 097		
Technical Cooperation on Migration	Capacity Building through transfer of Qualified Human Resources	Americas	351						
		Asia and Oceania	9						
		Europe	13						
		Sub-total	373						
	Post-Emergency Migration Management	Asia and Oceania	214 883	214 883					
Europe		2	1						
	Sub-total	214 885	214 884						
Technical Cooperation for Migration Management and Capacity-Building	Americas	38							
	Asia and Oceania	6							
	Sub-total	44							
	Technical Cooperation on Migration Total	215 302	214 884						
Assisted Voluntary Returns	Return and Reintegration of Qualified Nationals	Africa and the Middle East	15	2					
		Americas	267	9			4		
		Asia and Oceania	120	118					
		Europe	106	42					
		Sub-total	508	171			4		
Return Assistance to Migrants and Governments	Africa and the Middle East	38							
	Americas	36							
	Asia and Oceania	121 563	121 083						
	Europe	22 284	199	747	195	647	410		
	Sub-total	143 921	121 282	747	195	647	410		
	Assisted Voluntary Returns Total (1) (2)	144 429	121 453	747	195	647	414		
Counter-Trafficking	Assistance to Victims of Trafficking	Africa and the Middle East	2						
		Americas	54						
		Asia and Oceania	3						
	Europe	595		14		10			
	Sub-total	654		14		10			
	Trafficking Prevention Assistance	18							
	Counter-Trafficking Total (3)	672		14		10			
Migration Health	Migration Health Assistance and Advice	Africa and the Middle East	3						
		Americas	4						
		Sub-total	7						
	Post-Emergency Migration Health Assistance	Europe	53						
	Migration Health Total	60							
General Programme Support	Humanitarian Emergency Operations Assistance (HEOA)	Africa and the Middle East	17						
		Americas	13						
		Europe	12						
	General Programme Support Total	42							
Mass Information	Mass Information Campaigns	Europe	2						
	Grand Total	514 493	346 421	767	6 523	667	13 511		

(1) Some of the movements of migrants resettled to a third country are also assisted in the programmes classified under Assisted Voluntary Return; likewise, some Assisted Voluntary Return movements are implemented in projects under Movements.

(2) The figure under Assisted Voluntary Return includes some of the return operations in Afghanistan.

(3) Some of the trafficked persons assisted by IOM are moved under projects falling under the service for Assisted Voluntary Returns.

Table 3: Movements by service and region of departure/countries of destination (cont'd)

Timor Leste	Countries of destination													Other Countries in Region of destination			
	Finland	France	Iran (Islamic Republic of)	Netherlands	Norway	Russian Federation	Sierra Leone	Spain	Sweden	Turkey	Ukraine	USA	Yugoslavia, FR	Africa and the Middle East	Americas	Asia and Oceania	Europe
31 436			9				37 565			8						11	5
31 436			9				37 565			8						11	5
			1		9		2	13	33	4	3			493	28	1	
							3						19	58	50	9	
			1		9		5	13	33	4	3		19	559	78	10	
3	335	339		250	3 010		112	11	2 554			3 640		125		44	913
		35		2			1	2 025				2 550		2	280	1	22
	330	155		407	829			2	890			7 591			26	273	182
	343	26	4	65	509	3		7	454	19	19 115	39	50	65	38	205	
3	1 008	555	4	724	4 348	3	113	2 045	3 898		19	32 896	39	177	371	356	1 322
		276		16	4	3		1	11			24		16		12	24
								1 152				806		9	1 369	11	260
														5			
		276		16	4	3		1 153	11			830		34	83		
31 439	1 008	831	14	740	4 361	6	37 683	3 211	3 942	12	22	33 726	58	800	1 452	400	1 611
		1						321						3	29	1	5
															13		
		1						321						3	43	5	
														1			
														1			
														1	38	5	
														1	38	5	
		1						321						5	81	10	
												4		13	229	13	
														2		1	
													4	9	54		
														38	283	14	
														38			
			13						3	824	684	152	3 696	2	9	27	113
	3	828		2	1 118		12	4	5	827	684	152	3 696	3	479	1 427	9 719
	3	841		2	1 118		12	4	5	827	684	152	3 698	1 173	488	1 800	9 832
	3	841		2	1 118		12	4	5	827	684	156	3 698	1 205	771	1 814	9 832
								2						2	52	1	
															2		
								22		99			7				441
								22	2	99		7	2	54	1	441	
																	1
								22	2	99		7	19	54	1	442	
												3					
												3			4		
									26				16				11
									26			3	16		4		11
								3			1			5	6		3
								1						9	2		4
										1				6	2		7
								4						11	17	2	7
																1	1
31 439	1 008	835	855	740	4 363	1 150	37 695	3 538	3 975	839	806	33 885	3 779	2 040	2 828	2 228	11 904

II. MIGRATION HEALTH

Overview

104. In today's globalized world, the link between various forms of migration and its impact on health is often ignored. Migration can trigger health issues, and at the same time health issues can trigger migration. Medical Health Services (MHS) is an integral part of a multidisciplinary organization, applying its function to address health concerns facing migrants, governments and communities, from source, transit and destination countries. MHS bases its approach on the fact that the migrant has a right to health care. The accumulation of 50 years of experience in providing direct health services to migrants, supported by the production of migration health data, analysis and research, has made MHS a global reference centre for health and migration.

Migration and Travel Health Assessments

105. Pre-departure facilitation health services remained the largest activity of MHS in 2002. The aim of these services is to reduce and better manage the public health impact of population mobility on receiving countries as well as to facilitate the integration of migrants, through the pre-departure provision of health assessments, management of health conditions and medical documentation of migrants. Health assessments for resettlement also provided an opportunity to promote the health of assisted migrants. Pre-embarkation medical checks ensured fitness to travel for migrants transported by IOM. Medical escorts were arranged for migrants who needed assistance and care during travel to their destination.

106. Present in 26 IOM Field Offices, MHS provided health assessment services in over 50 countries and locations via its health units and its mobile health team. Despite the effects of 11 September 2001, the volume of migration health assessments performed in 2002 has increased by 6 per cent. Over 77,000 migrants (41 per cent refugees and 59 per cent immigrants) received a health assessment before departing to Australia, Canada, New Zealand, Norway and the United States.

107. IOM continued its contribution to the global WHO STOP TB programme, implementing quality control measures in all its migration health screening centres to improve detection of tuberculosis and its effective treatment. All migrants with active tuberculosis were treated under "direct observed therapy" and documented to ensure continuity of care by the host country's public health care and surveillance systems.

108. Although IOM promotes HIV voluntary testing and counselling, IOM wrote best practices guidelines for HIV/AIDS counselling in the context of mandatory HIV testing which is required by a number of receiving countries. IOM aims to ensure that counselling and testing for HIV is carried out ethically and professionally. When focused on inducing behavioural change and positive living for HIV-positive individuals, pre/post HIV-test counselling has also been a means to promote the health of migrants and contributed to the global fight against the epidemic. Standards for culturally sensitive HIV/AIDS pre-/post-test counselling have been included in 2002 in all IOM health assessment units and should be completed during 2003.

Migration Health Assistance and Advice

HIV/AIDS and Population Mobility

109. The link between mobility and HIV/AIDS is related to the conditions and structure of the migration process. IOM is keen to avoid the stigmatization of migrants but is also concerned about the real and disproportionate vulnerability of this group to HIV/AIDS.

110. IOM HIV/AIDS activities in 2002 were concentrated around projects, capacity-building, and working with other agencies and publications.

111. As of the end of December 2002, some 25 to 30 HIV/AIDS projects were either finished or under way. Examples include: direct outreach AIDS prevention to migrants in Ethiopia, South Africa, Nigeria, Zambia, Lesotho, Thailand, Bangladesh, Colombia and the Balkans; baseline assessments of migrants' HIV/AIDS vulnerability in Algeria and the Caribbean; and documentation and/or development of best practice materials for southern Africa and the Balkans. The new programmatic approach has underlined the fundamental importance of having competent experts available to provide technical and programme development support, particularly at regional levels. A "statement on HIV/AIDS", developed in active collaboration between the Field and Headquarters and submitted to the Council in December 2002, was well-received, with positive comments about IOM HIV/AIDS activities.

112. Close links with UNAIDS were maintained: a programme review of the agencies' joint activities was carried out, and the Letter of Agreement revised to give IOM a strengthened role as the major agency addressing HIV/AIDS and population mobility. IOM also worked on HIV/AIDS issues with a number of international organizations such as the World Health Organization (WHO), the International Labour Organization (ILO) and the United Nations Children's Fund (UNICEF), as well as with a wide range of NGOs. IOM staff members participated in United Nations theme groups and in inter-agency working groups.

113. IOM participated actively at the International AIDS conference in Barcelona in July 2002, giving several presentations, officially reporting for the conference, organizing a session on migration issues and speaking at a press conference.

Counter-Trafficking and Health

114. MHS has integrated health into the multi-pronged strategy defined by the IOM Counter-Trafficking Service, i.e. prevention, assistance and protection, through cooperative partnerships among countries of origin, transit and destination. In the **prevention** sphere, MHS strengthened the information and education of IOM counter-trafficking campaigns in countries in Eastern and Central Europe (e.g. the Russian Federation, Ukraine, the Republic of Moldova, Bulgaria and Hungary) as well as in South-East Asia (e.g. Viet Nam and Thailand) by bringing health messages to these campaigns. In the **protection and assistance** sphere for victims of trafficking, MHS support consisted of health examinations and diagnostic assistance, treatment of conditions such as tuberculosis or sexually transmitted infections (e.g. syphilis and gonorrhoea), and counselling (e.g. psychological and psychiatric counselling/treatment, HIV/AIDS pre- and post-test counselling). Medical escorts were provided when necessary to support voluntary return and reintegration assistance.

115. Examples of MHS protection and assistance activities for trafficked victims in 2002 included: medical assistance to 187 victims of trafficking in Skopje, and a project in Cambodia providing health and other social services to trafficked children sheltered at the Battambang Children's Centre.

Health Assistance to Migrants in an Irregular Situation, South Pacific

116. IOM continued to provide health care services to the migrants still in the Australian offshore processing centres in Manus and Nauru. This included the increasing challenge of managing the impact of prolonged stay and an uncertain future on mental and physical well-being. A number of important lessons have been learned from this experience.

Labour Migration and Health

117. In early 2002, IOM launched the initiative entitled Migration for Development in Africa (MIDA). MHS' input was primarily through the provision of technical design comments, sharing of research or advocacy initiatives which clarify the issue of health worker migration and other inputs into MIDA's promotional material and basic brochures.

118. In June 2002, when IOM's Labour Migration service became operational, MHS began working to identify areas of common needs and opportunities at both operational and policy levels in this area.

Assisted Voluntary Return and Health

119. Travel assistance, ensuring fitness to travel, medical escorts, and facilitation of access to health care upon return was provided to Afghan nationals returning from Indonesia and the South Pacific, as well as to Kosovars returning from various locations in Europe.

Preparedness/Emergency Response/Post-Emergency

Preparedness: Middle East Contingency Planning

120. Towards the end of 2002, IOM began to prepare the contingency plan in case of war in Iraq. The various complex health-related scenarios included the possible use of nuclear, biological and chemical weapons.

Emergency Response:

121. MHS gave technical guidance to support IOM's emergency response activities in Afghanistan.

Post-Emergency:

Afghanistan

122. MHS provided health support to IOM movement activities, including assistance to internally displaced persons (IDPs) to return to their homes, and to Afghan refugees in Iran to

return to their country. This health support required the recruitment of experienced Afghan physicians, nurses and other health personnel to conduct pre-embarkation fitness-for-travel assessments, the provision of medical escorts and management of complicated cases as needed during transit and referral of some medical cases to appropriate health personnel on arrival at their destination.

123. MHS gave technical assistance for the Return of Qualified Afghans (RQA), through liaison with health agencies which were assisting the Afghan Interim Administration's Ministry of Health.

124. As of June 2002, MHS' presence and involvement in Afghanistan was gradually scaled down, with an orderly hand-over, completed in August, of all responsibilities, assets and programme resources to competent health agency partners such as WHO, *Médecins sans Frontières* (MSF) and *Médecins du Monde* (MDM), Portugal.

Post-Emergency Assistance Programme for IDPs and Receptor Communities in Colombia

125. The health strategy is divided into promotion, prevention and attention and concentrates on infant and maternal health, including vaccination programmes; psychosocial assistance; basic sanitation; and institutional strengthening of entities offering health services to IDPs and residents.

Support Programme for ex-Combatant Children in Colombia

126. The programme aimed at decreasing the number of children in the illegal armed groups in Colombia and at promoting their reintegration into Colombian society. It included physical and psychological assessment and rehabilitation interventions.

Mental and Psychosocial Health in the Post-Emergency Rehabilitation Programme

127. MHS is faced daily with the mental well-being of migrants. It recognizes the importance of mental health in the context of a successful migration outcome, should it be for successful integration, or rehabilitation as part of a peace strategy.

128. The Cambodian Mental Health Development Programme (CMHDP), is a long-term activity of capacity-building aiming at restoring the basic psychiatric services and mental health facilities that were destroyed during the Khmer Rouge regime.

129. Post-Conflict Family and Child Support in Cambodia, including schoolteachers, contributed to the psychosocial rehabilitation of children and their families from rural communities with high concentrations of internally displaced and mobile populations.

130. The capacity-building project General Health Assessments for Demobilized Soldiers in Cambodia gave training to local medical teams comprised of doctors, nurses, laboratory technicians and health educators, and provided the general health assessment component of the Cambodian Veterans Assistance Programme (CVAP), targeting over 30,000 demobilized soldiers.

131. Psychosocial Mobile Teams (PMTs) in Kosovo helped the Psychosocial and Trauma Response (PTR) counsellors in their work of outreach, community-based assistance, and family counselling within the governmental structures.

132. Psychosocial Support to Minorities in Kosovo is designed to respond to the psychosocial needs of those populations whose basic human rights, such as the freedom of movement and the possibility to live in a safe environment, and access to primary and secondary health care, had not been granted.

133. Psychosocial and Trauma Response (PTR) in Kosovo - Implemented by IOM Rome and IOM Pristina since 1999, this community-based multidisciplinary programme aims at long-term capacity-building and has been providing rapid and timely responses to the psychological needs of the population of Kosovo following the conflict of the recent years. During 2002, the activities were centred on in-service training, direct provision of psychosocial services and response to the psychosocial needs of Kosovar communities through seven community mental health centres, as well as through specific activities addressed to minorities.

Research, Evidence-based Advocacy, and Policy

134. During 2002 MHS continued to work very closely with UN partners based on existing collaboration frameworks and joint work in inter-agency working groups on various themes.

135. As part of its internal advocacy, awareness-raising and capacity-building responsibility, MHS also provided key inputs into the curricula or content as well as presentations during several internal IOM training events, contributed to IOM's external advocacy and outreach tools, including Migration Initiatives, the World Migration Report, project development handbooks and tools, and staff and visitor orientation materials.

136. The Migration and Health Newsletter appeared three times; the editorials addressed "Migration and Mental Health", "Migration, Health and Human Rights", and the "IOM Position Paper on HIV/AIDS and Migration". MHS also provided an input for IOM's position paper on Migrants' Rights, WHO's Health and Human Rights, and WHO's Migration Health and Human Rights.

137. 2002 publications included guidelines for HIV counselling in the context of migration health assessments and a survey of HIV/AIDS-related programmes for mobile populations in Africa.

138. The Cooperation Framework between the Joint United Nations Programme on HIV/AIDS and the International Organization for Migration was revised. The current Cooperation Framework outlines the new framework and orientation of cooperation between UNAIDS and IOM, within the context of the broader United Nations system Strategic Plan on HIV/AIDS 2001-2005 and against the backdrop of the General Assembly Declaration of Commitment on HIV/AIDS (UNGASS) of June 2001, as well as the Millennium Development Goals to be achieved by 2015.

139. In 2002, there were considerable MHS research-based contributions to the establishment of the evidence base for policy advocacy in various challenges related to population mobility. These are reflected in part by the active participation of MHS in several global, regional and

national level interdisciplinary task forces and conferences, as well as through MHS publications and presentations, various research efforts, and MHS projects with a research component. Examples of research projects were the evaluation of the efficacy of tuberculosis screening in Viet Nam, and the project for strengthening the evidence base with which to improve access and facilitation of integration prospects in France.

Migration Health Informatics

140. MHS defined Migration Health Informatics (MHI) as a structured entity in 2002. From its original form in which it only supported the health assessment programme, the medical IT system (MedIOMis) in 2002 became an integral and crucial module of the organizational MiMOSA system.

141. In line with the Organization's decentralization process, aiming at a cost-effective management framework, MHS Geneva transferred one IT professional position to a national one in IOM Moscow. Regional IT MHI focal points were established in IOM Kiev, Accra and Nairobi.

Occupational Health Unit (OHU)

142. The OHU is responsible for promoting the health of IOM staff members. The Organization's expansion resulting in the increase in the number of staff, and its growing involvement in humanitarian crises and post-conflict situations, have created new challenges, exposing staff members to additional health risks and high levels of stress.

143. The activities of the OHU continued to grow in 2002. The increase in the number of staff in IOM in general led to a steady rise in the number of medical examinations reviewed by OHU. In addition, almost all other OHU activities have increased - medical briefings, consultations, vaccinations (including 75 "flu" vaccinations in 2002), disability assessments and the organization of medical evacuations.

144. OHU activities have grown in relation to IOM's involvement in emergency and post-conflict situations. Thus the management of stress and dealing with its consequences has become a priority, as well as procedures to facilitate rapid deployment of staff and OHU's contribution to the Emergency Response Roster (ERR).

145. OHU has become actively involved in IOM policies in relation to its staff. It has contributed to implementing policies on issues such as dignity in the workplace, alcohol-related disorders and smoking prevention.

146. OHU worked to increase awareness by staff of Occupational Health issues: information was disseminated on health issues that cause concern to staff, reinforced by individual advice during consultations, briefings and when periodic medical examinations are reviewed.

147. A comparative study of occupational health resources in international organizations in Geneva was carried out in 2002 and has shown that the IOM occupational health staffing level is 0.4 occupational health staff for 1,000 staff members. For five other organizations the rate varies between 1.8 and 2.8 per 1,000 staff members. A plan has therefore been drawn up to enable IOM

to maintain basic standards of care, involving a modest increase in staffing level (but remaining substantially below other intergovernmental organizations).

III. TECHNICAL COOPERATION ON MIGRATION

Overview

148. The work of the Technical Cooperation on Migration (TCM) Service is focused on strengthening the capacity of governments and other relevant actors to meet migration challenges through specific national initiatives, and through increased partnership and joint action with other concerned States and relevant partners.

149. Activities within the TCM Service extend from core capacity-building in policy, law and operational systems to promoting regional and cross-regional dialogue and planning. In 2002, these activities expanded into newer areas of emphasis in migration management, such as strengthening the capacities of governments to address the linkages of migration with home country development, and enhancing local development and economic opportunity in regions with large, economically-driven outward migration.

150. There was significant growth in TCM activities in 2002, and a commensurate increase in operational expenditures, as compared with 2001. Expenditures doubled and the number of active projects increased by approximately 50 per cent compared to 2001.

151. Post-emergency migration management activities form a special subset of technical cooperation and are presented in a separate section of this report.

Emerging Themes and Focus Areas

152. Several key areas of focus in migration management emerged or took fuller form in the international community in 2002, and were reflected in TCM strategies and activities. The dominant emerging theme was **increased partnership** among countries of origin, transit and destination in managing migration. This approach recognizes that, in many contexts, the best formula for cooperation is one that combines joint control action with the opening up of regular migration opportunities and enhancement of local economic and social development. The significant new initiative with the Government of Sri Lanka and the European Commission, highlighted below, is an example of this approach.

153. Another key focus of migration management emerging in 2002 was the **linkage of migration and security**. Actions to strengthen migration control measures, while ensuring the rights of migrants and facilitating normal movements, continued and expanded. Operational initiatives included border management improvement, and dialogue and training actions to clarify the relationship between migration and security. TCM produced its initial report "International Terrorism and Migration", with an update expected in mid-2003.

154. The **reduction of irregular migration, including smuggling and trafficking of persons**, remained high on the agenda of TCM and of IOM Member States. IOM's TCM activities to this end included operational system improvements within existing and new capacity-building

programmes, such as, for example in the Caucasus, advice to governments on policy and legislative matters, and training seminars in more regional and multilateral contexts.

155. The **migration/development** nexus in countries of significant emigration was also a dominant theme and source of intense policy discussion and pilot-level practical action. TCM activities in Azerbaijan, Colombia, Ecuador, Italy, Morocco and Senegal all contributed in practical and conceptual ways to strengthening the linkage and understanding of how migration can be a tool for development.

156. **Policy capacity-building within the European Union context was also intensified in 2002.** Candidate countries were assisted in fully acceding to the relevant Justice and Home Affairs areas of the Acquis, consultations and direct services were offered to EU countries in migration policy, and partnership intensified with the European Commission in developing and implementing migration management projects abroad. Actions noted below with the Government of Ireland, with ten Candidate countries through the EC's PHARE⁶ programme and with Sri Lanka illustrate these points.

157. While TCM actions took place in all major geographical regions (Africa and the Middle East, Americas, Asia and Oceania, and Europe), approximately 60 per cent of activities in 2002 took place in the Americas and Europe. Growth is apparent in Asia and Africa, but there remains significant room for expansion, particularly in core TCM activities. This is particularly the case for Africa, considering the greatly expanded IOM membership.

158. Following is a brief overview of TCM activities in 2002 in the three focal areas: Technical Cooperation for Migration Management and Capacity-Building, Capacity-Building through Transfer and Exchange of Qualified Human Resources and Experts, and Migration and Development.

Technical Cooperation for Migration Management and Capacity-Building

159. In Africa, IOM's programme planning workshop with the countries of the Greater Horn of Africa set forth priorities for migration management cooperation in 2002 and 2003, including in the TCM arena. The workshop brought together the following countries and organizations: Burundi, East African Community, Democratic Republic of the Congo, Djibouti, Eritrea, Ethiopia, Kenya, African Union, Rwanda, Sudan, Uganda, United Republic of Tanzania and Yemen. Additionally, IOM Nairobi was invited to consult and participate with the Common Market for Eastern and Southern Africa (COMESA) on migration management matters.

160. In Egypt, IOM continued to work with the Government on the *Integrated Migration Information Management System (IMIMS)* project to strengthen the institutional and technical capacity of the Government to establish an orderly migration management regime. The focus was on effective data gathering and dissemination, and a fuller integration of data and research information into the migration policy-making process.

161. Through a technical cooperation programme for Uruguay, IOM assisted the Government in strengthening dialogue and planning on specific migration concerns. IOM also worked with

⁶ PHARE: Poland and Hungary Assistance for the Reconstruction of the Economy, established in 1989 and later expanded to broader Candidate country constituency.

the Government on a revision of its new draft law on migration and its stronger participation in the Third South American Conference on Migration. Further activities have focused on identifying the Uruguayan diaspora and creating workable strategies to increase their positive impact on Uruguayan development.

162. In Guatemala, IOM assisted the Government with the design and implementation of a modern system for the statistical registration of international entries and exits at the main international airport. Additional TCM actions in Guatemala included the completion of a National Survey on International Migration of Guatemalans which will serve as the basis for new national policies on migration.

163. Through the *Migration Management Programme in Hispaniola*, IOM worked with the Governments of the Dominican Republic and Haiti to define a binational approach to migration management. The project will result in the two Governments and IOM finalizing specific cooperation strategies and the complementary projects to operationalize them.

164. In Asia, a project was developed with the Government of Sri Lanka to develop capacity in migration management and preparatory actions for sustainable return and reintegration. Implementation began in 2002 under European Commission programming arrangements. Taking a balanced approach to migration management, the project seeks to build government capacities in three complementary areas: (i) detection and reduction of irregular migration from or through Sri Lanka; (ii) establishing or expanding opportunities for regular, labour-oriented outward migration of Sri Lankans; and (iii) sustainable return of Sri Lankans.

165. IOM intensified programme planning with the Government of Pakistan in the area of technical cooperation, and developed pilot activities such as a seminar on trafficking and smuggling in persons and assistance to the Government in preparing a new Bill on Anti-Trafficking and Anti-Smuggling. IOM also provided initial support to the National Alien Registration Authority to strengthen its registration and data management functions.

166. The *Capacity-Building in Migration Management Programmes* in the Central Asian countries of the former Soviet Union have helped strengthen those countries' ability to manage migration in an increasingly effective manner and according to international norms. Significant actions were taken in Kazakhstan, Kyrgyzstan, Tajikistan and Turkmenistan to strengthen border systems, establish or enhance training facilities for border guards and other migration officers, review and revise legislation and policy, establish databases of immigrants, provide expert technical assessments of specific issues, and enable increased regional and cross-regional dialogue and joint planning on migration.

167. In Europe, through the *PHARE Horizontal Programme*, IOM's Regional Office in Vienna cooperated with the Immigration Service of Denmark to build the capacity of ten Candidate countries to comply with specific sections of the European Union Acquis. The ten countries involved were: Bulgaria, Czech Republic, Estonia, Hungary, Lithuania, Latvia, Poland, Romania, Slovakia and Slovenia. By mid-year, most of these countries had achieved the objectives set under the Acquis, as part of their accession negotiations.

168. Through IOM's Regional Office in Hungary, organizational and programming work with the Western Balkan countries and the European Commission (EC) took place to prepare for new EC initiatives in Justice and Home Affairs in that region in 2003. From its perspective in an

advanced European Union (EU) Candidate country, IOM Hungary was able to formulate IOM technical assistance strategies for the Western Balkans that engage the Candidate countries, alongside the EU countries, in a coordinated assistance strategy.

169. In partnership with the IOM Research Unit, TCM completed an *International Comparative Study of Migration Legislation and Practice* for the Government of Ireland. Through this activity, IOM gathered a group of international experts on various areas of migration policy and law and, in direct consultations with government officials, reviewed Ireland's current positions and options in seven key areas of migration policy and practice, in light of the changing migration circumstances of the country.

170. IOM's TCM work with the Government of Albania followed a comprehensive strategy to enhance local development and alleviate migration pressures, reduce irregular transit migration, and strengthen overall capacity to manage migration according to international norms, particularly those reflected in the EU Stabilization and Association Agreements. Actions in these areas included a municipal infrastructure support project to establish a Migration Management Support Unit and a Migrants' Assistance Centre.

171. In the Baltic States, IOM's Regional Office in Helsinki strengthened its cooperation with all Baltic countries towards improving migration management. One outcome was the hosting of a seminar entitled *Migration and Security in Riga*, with strong transatlantic involvement. Participating States included Canada, Denmark, Estonia, Finland, Germany, Latvia, Lithuania, the Russian Federation and the United States.

172. In Italy, IOM's Regional Office initiated a training project for embassy staff and other key migration management personnel of migrant source countries based in the consular offices and embassies of five European Western Mediterranean countries – Greece, Italy, Malta, Portugal and Spain. A comprehensive and user-friendly training/information module was developed for diplomatic and consular staff regularly confronted with the needs of their expatriate citizens. The project enhanced the practical skills of participants, increased cooperation among the countries involved and created new partnerships between local authorities, research centres, universities and NGOs.

173. Through its capacity-building programmes in the European countries of the former Soviet Union, IOM continued to help Armenia, Azerbaijan, Georgia, the Russian Federation and Ukraine to: strengthen their border systems; establish or enhance training institutions for border guards and other migration officers; review and revise migration legislation and policy; and increase their regional and cross-regional dialogue and joint planning in migration matters.

174. In The former Yugoslav Republic of Macedonia, IOM assisted the Government by conducting a series of border assessments which will help with the implementation of integrated border management programmes in 2003 under the European Commission's Community Programme for Assistance, Reconstruction, Development and Stabilization in the Western Balkans (CARDS).

175. At the multiregional level, IOM Rome, Paris and Geneva organized a ministerial meeting on Western Mediterranean migration dialogue in Tunis, in full cooperation and partnership with Algeria, France, Italy, the Libyan Arab Jamhiriya, Malta, Mauritania, Morocco, Portugal, Spain and Tunisia. The resulting Declaration of Tunis stressed the importance for countries of the

region to exchange information on migration, combat migrant smuggling and human trafficking through multilateral efforts, develop regular migration for work programmes, and work with diaspora communities in destination countries.

Capacity-Building through Transfer and Exchange of Qualified Human Resources

176. With the Government of Yemen, IOM planned and implemented a study tour and skill transfer programme for officials from the Yemeni Ministry of Immigrants' Affairs to Cairo, Egypt. The project included formal and on-the-job training to strengthen the capacity of Yemeni officials to develop strategies in response to Yemen's multifaceted migration challenges.

177. In support of the Government of Peru's efforts to respond to resource needs in skill shortage areas, notably migration and health, IOM lent its expertise in skills transfer programmes to the Management of Transfer of Experts under the Hispano-Peruano Framework project, an initiative that forms part of a broader development cooperation agreement between Spain and Peru.

178. In response to requests from the Governments of the Philippines and Germany, IOM drew on its experience in the field of reintegration assistance to ensure the continued effectiveness of the Integrated Experts Programme run by the Centre for International Migration (CIM). This assistance helped facilitate post-arrival visa processing, thereby easing what remains a significant settling-in hurdle faced by these short-term experts.

Migration and Development

179. In Tunisia, IOM's *Programme Pilote de Promotion du Développement des Zones d'Emigration* (PROCHE) supported local economic development through sustainable employment creation in an area prone to economically-driven outward migration. The programme encouraged and provided additional mechanisms for the reinvestment of capital and human resources in Tunisia by nationals abroad and from Italian entrepreneurs interested in investing in Tunisia.

180. In northern Ecuador, IOM's community-strengthening initiatives helped improve economic development and the quality of life in Colombia/Ecuador border communities hosting large numbers of displaced Colombians. The project mitigated some of the negative effects of this displacement for both the migrants and host communities by engaging and supporting members of both communities in development and economic improvement initiatives.

181. In Azerbaijan, IOM continued its long-standing project to enhance economic opportunities in Nakichevan through community mobilization and micro-credit schemes. To date, the project has provided over USD 1.5 million in loans and other services to more than 2,000 small farmers in 55 rural settlements. In 2002, over 400 jobs were created and more than 150 entrepreneurs trained; in addition, 19 settlements were provided with drinking and irrigation water. Through these contributions to the Government's strategy for economic development, IOM helped provide alternatives to economically-driven internal and external migration.

182. In the Maghreb region, IOM's project to establish in Morocco an Observatory of the Moroccan community abroad moved into its second phase, concentrating on data analysis and policy development. The analysis should result in research and pilot activities aimed at

improving the situation of Moroccan migrants abroad, as well as their relations with Morocco. The Observatory is being linked with other institutions working in this domain to facilitate multiple partnerships.

183. In West Africa, the IOM Regional Office in Dakar began work with the Government of Senegal on a similar project to establish a Regional Migration Observatory. The Observatory will collect and analyse data and research findings on West African migration, thus aiding policy discussion among the governments of the region. The Observatory is intended to expand to broader ECOWAS regional functions later.

184. At the multiregional level, and in the interests of increased partnership between sending and receiving countries in managing migration, IOM's Regional Office in Brussels continued to bring together European institutions, African States and other interested parties in round-table consultations on migration and development. These have been particularly important in fostering support for the pan-African MIDA programme (Migration for Development in Africa).

185. IOM strengthened cooperation with immigrants' associations in Italy and abroad, in order to enhance the role and utilization of immigrants for the mutual benefit of the host and origin countries. Through the project *Maximizing the Positive Effects on the National Development of Maghreb Countries from the Current and Future Migration Flows*, a variety of actions have been initiated towards this end.

IV. ASSISTED VOLUNTARY RETURNS

Overview

186. Assisted Voluntary Returns (AVR) has been a key IOM Service to governments and migrants for many decades. It aims to provide a humane, cost-effective alternative to forced return and helps maintain the integrity of regular migration and asylum processes. It can also ensure that home communities benefit from the newly-acquired or enhanced skills and experience of returning migrants. The full range of AVR services includes information, logistical and financial support to migrants returning home, advisory services to governments and others in the field, and facilitation of cooperation among countries of origin, transit and destination.

187. Return assistance is made available to migrants in an irregular situation, asylum-seekers and refugees wishing to return home from their host country; specific groups, such as, *inter alia*, aged, minority groups, and skilled migrants; and persons stranded without means in transit countries, including students and victims of trafficking.

188. AVR activities expanded in breadth of services in 2002 as compared with 2001. While the number of post-emergency mass returns to the Balkans, particularly the Kosovo Province, scaled down, regular voluntary return projects, mostly from European countries, doubled compared to 2001. New AVR programmes began in Norway, Denmark, Ireland and Australia/the Pacific. Preparations were made for assistance to Afghans returning home voluntarily from non-neighbouring countries, with the establishment of an Air Coordination Cell at Kabul airport. The new Return of Qualified Afghans project achieved the highest rate of professional placements ever experienced in such an IOM return project.

189. While actual return arrangements, such as transportation and travel documentation, continued to form the core of AVR work throughout 2002, supporting activities such as research, information gathering and dissemination, return counselling, vocational training, and post-return reintegration continued to grow in importance.

190. IOM strengthened its cooperation with other partners, including those in the United Nations system. Important discussions were held in 2002 between the IOM Director General and the United Nations High Commissioner for Refugees on, *inter alia*, joint approaches to the return of persons of concern to both UNHCR and IOM.

Emerging Themes and Focus Areas

General Return Assistance

191. General return programmes continued to provide the framework for IOM, in cooperation with a range of partners, to assist all types of migrants wishing to return, and to provide technical support and advice to requesting governments. While the return of migrants with Temporary Protected Status and other large-scale post-conflict returns to the Balkans and other areas continued to scale down, general AVR assistance expanded to more migrants of other nationalities, and new programmes began.

192. The Reintegration and Emigration of Asylum-Seekers from Germany (REAG/GARP) programme, the oldest AVR programme in Europe, continued to assist the largest number of people (nearly 12,000), particularly from the Balkans. Returns under the Belgian REAB programme (Special Programme for the Voluntary Repatriation or Emigration of certain Aliens from Belgium) remained high (3,221 migrants); the establishment in 2001 of the Centre for Voluntary Return and Development resulted in enhanced coordination in 2002 among the Belgian Government, NGOs and decentralized partners, and provided a new impetus for return. AVR from the Netherlands (REAN) increased (2,057), in part as a result of enhanced outreach and counselling. The newly established AVR in Norway assisted almost 1,000 people since its inception in spring 2002.

193. The British Voluntary Assisted Return and Reintegration Programme (VARP) was implemented in 2002 following the positive recommendations of the external evaluation of the British VARP programme in 2001 for increased outreach and referrals and an expanded focus on reintegration. In Austria, the number of returnees assisted by IOM doubled to over 800 persons and, in the Czech Republic, IOM assisted some 540 migrants.

194. Following the events in Afghanistan in late 2001, IOM rapidly provided return assistance to over 900 Afghan migrants through its existing framework of general return schemes in several host countries. Returnees were grouped at specified transit points for charter transportation and special ticketing with the national airline Ariana. IOM helped rehabilitate Kabul airport and set up an Airport Coordination Cell to meet and assist returnees upon disembarkation and arrange their in-country transportation.

Enhanced Services for Sustainable Returns

195. Building on general return assistance programmes, a number of IOM Offices developed pre-departure and post-arrival initiatives to strengthen the sustainability of the return. These services included: socio-economic profiling of potential returnees to assess their needs and motivations; information and counselling activities to raise awareness among stranded migrants of the availability of AVR; country of origin information, to support the migrant's decision to return; return-related information for service providers and sponsors; and a variety of reintegration assistance measures and monitoring, to ensure appropriate delivery and sustainability.

Information and outreach

196. In 2002, AVR activities focused increasingly on information, outreach to project partners and counselling among potential returnee populations.

197. In Italy, IOM pursued outreach and counselling activities in support of the National Asylum Programme (PNA), a joint initiative of the Ministry of Interior, the National Association of Municipalities (ANCI), IOM and UNHCR. Training modules were developed for civil servants, social workers and cultural mediators managing the PNA; and the Psychosocial and Cultural Integration Unit provided psychosocial training to social workers, local municipalities and police staff participating in the PNA.

198. In Austria, workshops were organized for government officials, NGOs and project partners to review humanitarian measures to assist migrants to return home. In Belgium, IOM embarked on extensive training of project partners in the techniques of return counselling. In Hungary and the Czech Republic, information sessions were held with relevant government agencies dealing with asylum seekers and migrants in an irregular situation, together with enhancement of information and counselling activities for stranded migrants on voluntary return options.

Country of Origin Information

199. On the basis of its extensive network of Field Offices in countries of origin, IOM continued to provide return-related information in support of reintegration. In Switzerland, IOM successfully piloted the Return Information Fund (RIF) project, which offers Swiss counterparts, return counsellors and vocational training providers general and case-specific information on priority areas of returns. The Kosovo Information Project (KIP), implemented in partnership with ICMPD (International Centre for Migration Policy Development), offered province-specific information to numerous sponsoring governments. The KIP can process an average of 20,000 information requests per year, mostly on case-specific reintegration issues (availability of health services, customs procedures, education, etc.).

Tailored Reintegration Assistance

200. In 2002, the reintegration approaches critical for ensuring sustainable returns were strengthened. IOM conducted a series of surveys to gauge the reintegration experiences of selected returnee groups in Albania, Armenia, Azerbaijan, Bosnia and Herzegovina, Georgia, Romania and the Russian Federation in order to help identify more specific reintegration support mechanisms.

201. Migrant and asylum-seeker communities were also surveyed in the Netherlands, the United Kingdom and Italy to assess their needs, expectations and motivations for return. In the Netherlands and the United Kingdom, these assessments were complemented with surveys in countries of origin of skill needs and income-generating opportunities for returnees. Assessments for reintegration opportunities were conducted in Sri Lanka.

202. Tailored reintegration assistance in the Elderly Return Programme from the Nordic countries to Bosnia and Herzegovina included medical allowances, monthly accommodation subsidies, minor housing repairs and allowances, home-care services and assistance in reclaiming property. An important goal of this programme was also to build capacity within the local communities to ensure that beneficiaries were fully integrated.

203. Kosovo proved to be an important testing ground for a wide range of reintegration programmes benefiting both returnees and home communities. The *Berlin Occupational Reintegration of Kosovars (BORK)* programme continued to stimulate preparedness to return through job-focused reintegration. By also assisting local persons, the project helped rehabilitate the labour market through institutional support. Similar reintegration support to returnees and communities of reintegration were possible through the *Employment Assistance Services (EAS)* programme for ethnic minorities returning to Kosovo from Switzerland, which provided counselling, capacity-building, employment placement, and income-generating assistance.

204. In 2002, the second phase of the *Return and Counselling Assistance (RCAII)* framework programme included a cluster of projects to support the return and reintegration of Bulgarian, Czech, Romanian and Slovakian rejected asylum-seekers living in Belgium, Ireland, and the Netherlands. Most of those assisted were from a minority group requiring tailored reintegration, such as guidance on housing, education and health services, professional orientation and job training. Linked also with local development plans and capacity-building of local communities and authorities, the RCAII offers a successful model for other regions.

Transit Migration Management

205. In 2002, AVR increasingly became a key strategy in the management of transit or third country irregular migration. Migrants in an irregular situation often fail to reach their chosen destination and become stranded *en route*, frequently destitute and without the means to find their own way home. They often find themselves in detention, pending forced return. AVR is an important part of IOM's response to these situations, offering a humane and cost-effective alternative to forced return. While 2002 saw some successful AVRs in these transit situations, there was clearly also a need for parallel capacity-building measures *vis-à-vis* the host authorities, to ensure both the effectiveness of the AVR services and the continuing viability of such arrangements.

206. In Asia and the Pacific, AVR projects assisted hundreds of stranded migrants in Indonesia, Cambodia, Nauru, Papua New Guinea and Timor-Leste to return to their countries of origin. A large number of stranded migrants in Eastern and Central Europe, and Central and Latin America, on their way to Western Europe and North America, were also provided shelter and return assistance through the AVR service.

Return of Qualified Nationals

207. In 2002, there were some excellent achievements in the return of qualified nationals and their professional insertion in governmental and other important sectors in various Latin American countries, the Democratic Republic of the Congo, Uganda, Bosnia and Herzegovina and Afghanistan. Projects in this category were implemented in order to contribute to capacity-building, national reconstruction and development, and demonstrated the importance and relevance of the linkage between migration and development.

208. The return and professional reintegration into legal institutions of over 30 Bosnian judges and prosecutors was an important project for Bosnia and Herzegovina in 2002. The Return of Qualified Afghans (RQA) programme was another flagship programme, which in its first year assisted 390 Afghan experts from 22 countries to return to positions in 19 Ministries of the Afghan Transitional Authority, six government offices and 35 non-governmental organizations (NGOs). The project attracted a strong pool of talent and encouraged Afghan women experts to return and participate in the rebuilding of the country (25 per cent). Several of those assisted then advanced to pivotal positions in the Afghan Transitional Authority, including Vice-President, Minister of Interior and five deputy Ministers.

Advisory Services

209. These services are included in the more comprehensive context of migration management. Based on the Organization's extensive AVR experiences, a number of IOM Offices routinely offer, upon request, specific advice on return migration management. In 2002, IOM provided extensive inputs into the European Commission's development of the *Green Paper on a Community Return Policy on Illegal Residents*, which formed the basis of the EU's common return policy.

210. In Belgium, IOM continued to support the work of the national Centre for Return and Development by facilitating consultations and information exchanges among all governmental and NGO partners. In Switzerland, IOM provided counterparts with conceptual and operational support, return counselling, as well as know-how on return migration management. In the Czech Republic, IOM provided advisory services and operational support in parallel to its AVR programme, for example, in carrying out measures in countries of origin, such as the prevention of illegal migration from the Republic of Moldova to the Czech Republic, and support to asylum infrastructure in the Republic of Moldova and Ukraine, financed by the Czech Government.

Co-management of Return Migration

211. IOM has been promoting a co-management approach to migration, facilitating dialogue and follow-up activities among countries on a common migration route. One such effort is the "Cluster" initiative bringing together small groups of countries of origin, transit and destination to identify common and practical solutions to irregular migration.

212. The first “Cluster” process piloted in 2001 continued in 2002 among countries of the South Caucasus (Armenia, Azerbaijan and Georgia) and several European countries (Belgium, Denmark, Germany, the Netherlands, Sweden and Switzerland). Discussions and concrete programme actions between these countries of origin and destination took place in 2002 in five areas: enhanced information exchange among respective immigration authorities; awareness-raising campaigns; technical cooperation; bilateral readmission agreements; and reintegration assistance to returning migrants.

V. MASS INFORMATION

Overview

213. Mass Information (MI) activities provide migrants and governments with specific or regular and reliable information on migration issues to assist them in making informed decisions and shape adequate policies and responses. In 2002, the Mass Information Service focused on strengthening and expanding its activities and broadening its geographic and thematic range in new areas of intervention.

214. The continued call for information programmes by IOM’s Member and observer States was recognition that these programmes are an essential tool for effective migration management. The increased demand led to an upward trend in both projects and budgets. The number of projects carried out in 2002 tripled, and the overall budget for MI projects increased eightfold, compared to 2001.

215. Information programmes were operated both as stand-alone activities and as part of larger, comprehensive programmes addressing a variety of migration issues. In both instances, they were implemented in cooperation with government authorities and other relevant partners, such as non-governmental organizations (NGOs), international organizations (IOs), civil society, media and other entities. During 2002, there was a broader regional and subregional span of activities and an expanded focus to new areas of policy interest, such as migrant integration and facilitation of immigrant processing through Migrant Information Centres.

Emerging Themes and Focus Areas

216. Counter-trafficking continued to provide the most frequent context for information activities. The importance attached to this issue by countries of origin, transit and destination was demonstrated by the continuation and expansion of prevention and awareness-raising campaigns for potential migrants in all regions of the world.

217. In Asia, a national information campaign to prevent trafficking in women and children in Kazakhstan disseminated information among young female potential victims of trafficking through media and informal outlets. It resulted in the creation of a network of NGO partners, which operated hotlines for anonymous counselling in all administrative regions of the country. The project also enabled IOM to be part of the inter-ministerial working group under the Ministry of Justice in charge of improving counter-trafficking legislation.

218. In Africa, the project: *Be Informed! Countering Trafficking through Information in Ethiopia*, aims to raise the awareness of potential migrants on issues related to irregular migration, including trafficking, mainly through print and audio materials. Through a national capacity-building workshop, IOM worked with the Government to raise awareness amongst government officials, NGOs, media and the private sector. A new initiative for counselling through hotline services will complement this campaign. These initiatives enabled IOM to extend its outreach at a regional level and initiate dialogue with African Union (AU) Member States on trafficking at ministerial level.

219. The fight against irregular migration was another focus for information campaigns. Recognizing the importance of inter-State cooperation in curtailing irregular migration, the donor community increasingly supports initiatives transcending national boundaries and adopting a regional and/or subregional focus. Europe and South America are two regions where initiatives were carried out at a subregional level. A campaign to combat irregular migration and trafficking in the Andean Community was launched in Peru and Ecuador. Information materials were produced and disseminated to the target population of potential irregular migrants through IOM's network of media, civil society and government partners.

220. Information campaigns were implemented in Armenia, Azerbaijan and Georgia as part of the cooperation measures agreed within the framework of the "Cluster" discussions between South Caucasus and West European countries. The aim of these campaigns is to contribute to the efforts of the respective governments and interested destination countries to counter irregular migration through public awareness-raising.

221. A subregional campaign also took place in the Balkans. The Information Campaign *Targeting Myths and Misconceptions about Irregular and Regular Migration in Albania, The former Yugoslav Republic of Macedonia and Kosovo Province*, was designed to ensure that potential migrants are fully aware of the consequences of irregular migration and of the conditions governing entry, residence and employment in countries of destination.

222. Despite their regional dimension, these campaigns were adapted to specific audiences and their cultural and social specificity, and used tools and media that were expected to have a higher impact in each country.

223. Projects focused on countering trafficking and preventing irregular migration were also implemented in Cambodia, the Baltic States, Belarus, Bosnia and Herzegovina, Croatia, the Republic of Moldova, Serbia and Montenegro, the Russian Federation, Romania, the Andean countries, Costa Rica and Honduras.

224. Promoting the migrants' contribution to host societies and their rights, counteracting discriminatory and xenophobic attitudes towards them and facilitating their integration has increasingly been the focus of a number of MI initiatives. Projects focusing on these themes were carried out in southern Europe, namely Italy, Greece and Portugal, as well as in the Dominican Republic. A Europe-wide information campaign, *Awareness-Raising and Information Strategy for People in Need of International Protection*, was implemented by IOM in cooperation with the United Nations High Commissioner for Refugees (UNHCR).

225. The project in Italy, *Migrants Image through Media, Civil Society and the Labour Market*, contributed to improving the perception of migrants in the country, enhancing their social

integration and labour insertion. Through direct involvement of active players in social services and the media from both Italian national and migrant communities, this initiative aimed to counteract stereotyping and xenophobic attitudes. The project consisted of: (i) communication and information strategies; (ii) measures to enhance the migrants' self-representation capacities as individuals and groups; and (iii) intercultural orientation and sensitization events.

226. In the Dominican Republic, the project *Promoting Migrants Rights* sensitized different levels of society to migrants' rights through a series of interconnected activities. A combination of formal and informal information tools helped target the public and governmental institutions at central and local levels, and community leaders and the media at the local level.

227. In post-conflict and emergency situations, information programmes can be very effective prevention and crisis-management tools. The *Afghanistan Emergency Information Project* sought to provide essential media infrastructure and support neutral reporting to assist vulnerable Afghans affected by the events of late 2001. Given the conditions in the country, the programme addressed the lack of broadcasting facilities and the inability of the local population to access media outlets. Its support to local NGOs proved to be essential for the creation of a media centre in Kabul, which is now the focus of media activity in Afghanistan.

228. Within this framework, IOM joined an inter-agency initiative in Central America to produce a series of educational materials to strengthen local capacities when communities are faced with disasters, highlighting migration as one of the direct consequences of emergencies. These materials included a radio soap opera for broadcasting in the countries of the region by national, regional and local radio stations. The themes focused on "Risk Management and Disaster Prevention" and were developed with the *Voces Nuestras* Communications Centre. The other organizations cooperating in the project were: Pan American Health Organization Emergency and Disaster Program, International Strategy for Disaster Reduction, the *Centro Coordinador para la Prevención de Desastres Naturales en América Central*, CEPREDENAC (Central American Coordination Centre for Natural Disaster Prevention).

229. In 2002, IOM strengthened its activities in the areas of facilitating migration and the successful integration of migrants. The aim of this diversification was also to address the issue of prevention of irregular migration. Migration information/resource centres are a new facility being tested in a number of countries. The centres, which are established in both countries of origin and destination, provide migrants with access to information, counselling and referral services to encourage informed decisions about emigration before departure and enhance successful integration after arrival.

230. In Portugal, the information and research centre "*In Each Face ... Equality*" expanded its operations to convey to the host society, immigrants and ethnic minorities the importance of promoting integration of immigrants and ethnic minorities by enhancing their contribution to the well-being and development of the host society. Transnational partnerships were established with institutions working in this field in other countries in order to enhance the functioning of the centre.

231. In Albania, the *Migrants Assistance Centre* provided information about legislation and legal practices for orderly migration in destination countries, and forms of assistance available to returning migrants. It served the dual purpose of preventing irregular and illegal migration, and promoting legal migration, while harnessing the development potential of migrants returning and

reintegrating into their home country. The Centre also served the important and broader purpose of interviewing and preparing potential labour migrants for Italy.

232. IOM undertook on a pilot basis an initiative in Romania to assess the market demand for IOM-provided migration information services to potential migrants and the establishment of a self-sustainable IOM Migration Information Centre in that country. International security concerns also provided an important impetus in 2002 for governments to consider how to capitalize better on information.

VI. COUNTER-TRAFFICKING

Overview

233. IOM's Counter-Trafficking (CT) Service pursues a twofold strategy in combating trafficking: prevention and direct protection and assistance to victims, involving a number of activities ranging from shelter and care for victims, and assistance with voluntary return home, to capacity-building of authorities in managing the phenomenon, research and mass information campaigns in countries of origin, transit and destination.

234. With strong donor community support, IOM was able to substantially increase its number of CT projects in 2002, with a growth in budget of over 50 per cent compared to 2001. This growth reflects the impact of the counter-trafficking issue on the political agendas of many Member States. The availability of financial resources has given IOM the possibility to expand its CT activities both geographically and in substance.

235. New regions were targeted and new activities developed with the aim of preventing trafficking more effectively and protecting better its victims. Despite the increase in resources, however, the phenomenon continues to grow. Traffickers modify their methods; routes and mechanisms change daily. The real challenge for policy makers is how to keep abreast and get ahead of the elusiveness and volatility of the process.

236. **Prevention activities** range from mass information campaigns, studies and assessments of the trafficking situation in a given country or region to technical advisory services to governments on how to handle their trafficking problems, and *ad hoc* training for law enforcement, other governmental officials and NGOs to raise their awareness on trafficking issues. They also involve the organization of focused meetings to bring together countries of origin, transit and destination, to discuss trafficking and improve their bilateral or multilateral cooperation. Capacity-building components are very often linked to the implementation of direct assistance projects.

237. In 2002, IOM concentrated an important part of its efforts on empowering local partners and building their capacity through targeted training activities both in the countries of origin and destination, in particular for shelter management and reintegration assistance. Information and training sessions brought together all relevant players, particularly NGOs, government officials, academics, media and other institutions. Training of trainers was organized to facilitate know-how transfer and communication among police officers, civil administrators, migration officials, local and international law enforcement forces on the one hand, and assistance-focused

organizations on the other, as well as to strengthen the anti-trafficking network capacities and visibility in general.

238. The training activities provided a forum for the exchange of experience in assisting victims of trafficking in countries of origin, transit and destination, within the framework of return and reintegration. They enabled the development of informal networks of service providers to strengthen effective and sustainable assistance to the target group, and generally increase expertise and further cooperation in combating trafficking.

239. One of IOM's priorities in 2002 was to establish the national capacities to manage these activities locally, and then begin to phase out gradually. Such projects were implemented in Albania, Serbia and Montenegro, Cambodia, Bosnia and Herzegovina, Kyrgyzstan, Thailand, Viet Nam, Bangladesh, Dominican Republic, France, Spain and Belgium.

240. **Direct assistance to victims** begins in the country of destination, where the victim is referred to IOM by local governmental and NGO partners, as well as diplomatic missions. The person is immediately screened by the IOM CT focal point and if s/he fits within the United Nations Protocol definition of trafficking and is willing to return home, s/he is accepted for help under the IOM assistance scheme.

241. Prior to the return transportation arrangements, beneficiaries are accommodated in a safe shelter for the duration of their stay in the host country. They are interviewed in order to assess their reintegration needs and to develop case profiles. In cooperation with partners, IOM facilitates pre-departure counselling and medical assistance, verifies documentation, procures travel documents, and provides transit facilities and embarkation assistance as required.

242. Beneficiaries are offered transportation arrangements and air tickets from the destination country to a major city in their country of origin. When possible and as necessary, assistance is organized by IOM transit Country Missions; for the duration of the transit period IOM Missions in countries of origin receive the beneficiaries and facilitate travel to final destinations. IOM also offers safe shelters, medical help and tailored reintegration assistance in the country of origin. The aim has been to offer to each victim returning home quality reintegration assistance tailored to the needs and capabilities of each beneficiary as well as to the particular situation in the country of origin.

243. Based on IOM's experience, successful reintegration requires at least one year of assistance, with six months intensive assistance and six months follow-up. The most urgent needs are medical care, educational/vocational training, employment, social security, medical and social insurance, lodging, unemployment or social benefits. The full integration of a former victim of trafficking and the sustainability of the reintegration process are achievable only through empowerment of the former victim, allowing the person to begin a new life. In 2002, projects of this type were implemented, *inter alia*, in Albania, Serbia and Montenegro, Croatia, Kosovo, Bosnia and Herzegovina, the Republic of Moldova, Ukraine, Belarus, Mali, Nigeria, Kyrgyzstan, Bangladesh, Nepal, India, Cambodia, Viet Nam and Thailand.

244. In 2002, under its Global Fund for the return and reintegration of victims of trafficking, IOM set up a global referral, assessment and rapid assistance mechanism for individual migrant women and children who were victims of trafficking in Africa, Asia and Latin America and the Caribbean and were not eligible for assistance under current voluntary return assistance

programmes. Stranded individuals in need of protection and return assistance applied for the required support either directly at a local IOM Office (or an identified operational partner) or through referral by a governmental or non-governmental organization. IOM responded to these cases quickly and, in most cases, the victims were back home within a few days. Victims trafficked along unexpected routes (i.e. from Colombia to China; from Uzbekistan to Thailand) were also assisted by IOM under this Fund.

Emerging Themes and Focus Areas

245. In 2002, the IOM Counter-Trafficking Service expanded its activities in accordance with the needs detected by IOM in each country, and tailored to the dynamics, manifestations and mechanisms of the trafficking enterprise.

Training on Counter-Trafficking Issues

246. For the first time, law enforcement training curricula were developed and undertaken in several regions of the world, but with a particular focus on Europe, the SADC region and Bangladesh. IOM law enforcement training involved a twofold approach:

- Highly technical, including investigation techniques. The training is suitable only if there is already in the country a specialization within the local law enforcement institutions, for example, *ad hoc* counter-trafficking teams in Bosnia and Herzegovina, Kosovo, Ukraine or the Republic of Moldova. These teams are already familiar with the trafficking phenomenon and simply need to be updated on the new trends and the best practices developed in other parts of the world.
- General information. The training is developed to enhance the performance of the front line officers in (i) identifying, collecting and disseminating trafficking information; and (ii) treating and caring for trafficked victims within the first 24-hour period after s/he has come to notice.

247. Counter-trafficking training was also delivered to prosecutors in the Balkans.

CT Projects Targeting Child Victims of Trafficking

248. In several regions of the world, there was an urgent need to develop *ad hoc* CT projects targeting exclusively child victims of trafficking. This caseload has specific needs relating to, *inter alia*, legal status, return and reintegration, family reunification possibilities and protection procedures. Very often, if a child has been trafficked while very young, s/he may have forgotten her/his place of origin, official name, and mother tongue, jeopardizing the reintegration process. Specific activities were therefore built into the projects to take account of these factors. Innovative projects were implemented in Ghana, Mali and Cambodia (where a key focus was on the psychological support of the child prior to her/his return).

249. In Mali, for example, in the project Mali Return and Reintegration Assistance for Trafficked Children, IOM provided return and reintegration assistance to 293 illiterate and impoverished Malian children trafficked to work as domestic and agricultural labourers in Côte d'Ivoire. The IOM reintegration programme targets children from the regions of Bamako, Ségou, Mopti, Koulikoro and Sikasso. In cooperation with Save the Children Canada, IOM

provided medical and psychological support, among other reintegration activities, for the children at a transit centre in the southern Malian town of Sikasso.

Counter-Trafficking Module (CTM) Database

250. The entire IOM assistance process can be monitored through the Counter-Trafficking Module (CTM) database developed during 2002 in the Balkans. The database is aimed at facilitating management of assistance, voluntary return and reintegration activities for victims of trafficking, and strengthening research capacity and understanding of the causes, processes, trends and consequences of trafficking.

251. The database has manifold functions: (i) it stores information collected from assisted victims, thus enhancing understanding of their background, trafficking experience and assistance needs; (ii) it is a tool for effective coordination between IOM Missions on the follow-up of individual cases, tracking of activities, and monitoring and evaluation of programme effectiveness; and (iii) it provides statistics and detailed reports of use to researchers, programme developers and policy makers on counter-trafficking.

252. The data stored in the CTM database, centralized in Geneva, have provided valuable insights into the trafficking trends in the Balkans, not only in terms of trafficking routes, recruitment processes, types of exploitation the victims have suffered, IOM assistance provided to them, but also the social and economic conditions of the victims before being trafficked. This has given IOM the opportunity to assess in a very concrete way some root causes of trafficking and the importance of linking direct assistance with reintegration activities, so as to ensure a real impact in combating trafficking.

Policy design

253. In the past year, an increasing number of Member States have asked IOM for technical advice on how to improve their counter-trafficking legislation and/or practices. *Ad hoc* parliamentary hearings were organized in Croatia, the Republic of Korea and Israel, and IOM worked directly with national committees created by governments, such as Kazakhstan, to recommend to the national legislators the most suitable national legislation to better comply with international standards on counter-trafficking.

254. On behalf of the European Union Commission, IOM organized the European Conference on Preventing and Combating Trafficking in Human Beings in Brussels in September 2002. The Conference provided the first opportunity to take stock of CT activities in Europe since 1996, the year of the first European Conference on Trafficking. At the Brussels conference, over 1,000 participants from governments, international organizations and NGOs agreed on the need for a comprehensive European policy against human trafficking. The aim of the Brussels Declaration ensuing from the 2002 conference was to create a roadmap of best practices to generate a comprehensive and coordinated European approach to ending the human rights abuses associated with trafficking in human beings.

VII. LABOUR MIGRATION

Overview

255. The Labour Migration Service was established in May 2002 to be the focal point for IOM project development and technical support in this rapidly growing area of migration management. Governments and migrants at both ends of the labour migration spectrum are increasingly turning to IOM for expert support and facilitation of regulated labour migration and direct assistance to the migrants.

256. IOM's prime objective in providing these services is to promote legal forms of labour mobility which can individually and mutually benefit both the affected governments and the migrants. Such programmes should ensure respect for the rights and integrity of labour migrants, while fostering economic and social development of countries of origin and destination. With its global presence in both countries of emigration and immigration, IOM is well placed to bring together all parties to put in place labour migration mechanisms which balance the different interests.

257. IOM's labour migration projects are already growing and expanding geographically, in response to demand. The foundations were laid in 2002 for larger-scale assistance to labour migrants and facilitation of labour agreements among potential partner States. In 2002, there was also a strengthening of IOM's role as adviser on broader labour migration issues, both with governments and other international organizations. Working relations were strengthened with the International Labour Organization (ILO), and particularly with the World Trade Organization (WTO); and IOM is following the trade negotiations in Geneva to liberalize the temporary movement of persons supplying services.

Capacity-Building in Labour Migration Management

258. An increasing number of developing and transition countries seek to adopt policies, legislation and structures to promote the foreign employment of part of their workforce and generate remittances, while providing safeguards to protect their migrants. Some middle-income countries are also destination countries and are seeking ways to better manage their labour inflows. In 2002, IOM helped strengthen the labour migration management capacity of a number of countries in Asia and Africa.

259. In Bangladesh, a National Consultation Workshop on Labour Migration was held to discuss the findings of five studies funded by UNDP on such issues as: recruitment and placement of migrant workers; remittance utilization; cost-benefits of labour migration; and the contribution of returnees. The workshop resulted in a set of Guidelines to develop a Plan of Action for Managing International Labour Migration for Bangladesh, which were subsequently proposed to the Government. Follow-on activities include strengthening the capacity of the newly-established Ministry of Expatriate Welfare and Overseas Employment and a study on the Bangladeshi diaspora communities in the United Kingdom and the United States.

260. In Thailand, a national seminar on the future of migration policy management in the country was organized by ILO/IOM and the Ministry of Labour and Social Welfare. This marked the culmination of the broader ILO/IOM project on Improving Migration Policy Management

with special focus on irregular labour migration in Thailand. The seminar concluded that there was a need to develop a cohesive policy on migrant labour, to allow flexibility for adjustment of policy, and to better coordinate policy and management issues within the country and with countries of origin. The seminar report, and its recommendations, were submitted to the Cabinet of Ministers.

261. In Central Asia, as a part of its Capacity-Building in Migration Management Programme (CBMMP), a range of activities was undertaken for Kyrgyzstan on labour migration. This included research on trends and conditions of labour migrants in the Russian Federation; co-production of a documentary film on labour migrants travelling to the Russian Federation; and advice to the Government on draft legislation. In Kazakhstan, IOM supported the Eurasian Economic Community, a regional grouping, in drafting its labour migration treaty. In Tajikistan, also as a part of CBMMP, policy advice was given on labour migration, a study undertaken on labour migration trends and realities, a seminar organized for government officials, and information brochures developed for migrants going to the Russian Federation.

262. In Ethiopia, IOM Addis Ababa organized a national capacity-building workshop on labour migration management to address the problems faced by migrant women domestic workers. International experts participated in the workshop and provided policy advice to the Ministry of Labour, and a plan of action was drafted.

263. In Southern Africa, IOM cooperated with ILO in a Tripartite Forum on Labour Migration, which brought together governments, employers and workers' organizations from 14 countries in the Southern African Development Community (SADC) region. Participants agreed on increased cooperation among SADC, ILO and IOM to support labour migration activities by governments and social partners in the region. Further joint activities with the SADC Employment and Labour Secretariat and ILO are under way.

Pre-departure Training and Orientation of Labour Migrants

264. Many migrants face difficulties in the host countries due to lack of preparation before departure. IOM offers pre-departure orientation services to inform the migrants about their future living and working environment. These include basic training in language and financial management, health counselling and human rights awareness-raising. IOM has well-trying language training and cultural orientation curricula, trained trainers, established or upgraded training centres, and pre-departure manuals and other information tools to prepare migrants for their new life abroad.

265. In Tunisia, IOM worked with the Ministry of Employment and the Tunisian Employment Agency (ATE) to establish a training of trainers project to improve the professional and sociocultural integration of Tunisian labour migrants aiming to work in Italy. Funded by the Italian Government, the project trained a number of officials in the Tunisian Ministry of Employment and the *Agence Tunisienne de l'Emploi*, as well as teachers of the Bourguiba Institute, on sociocultural, legal, employment and linguistic aspects of life in Italy. A working manual for trainers and material for future labour migrants were designed and a team of local coordinators set up under the supervision of the Ministry of Labour and IOM Tunis to establish future training curricula. Pointing to the future, ATE, in coordination with IOM, has set up a link on its web site for Italian employers to access names and qualifications of 1,000 labour migration candidates.

266. Regarding Philippine/Canadian labour migration, the Canadian Government has long recognized the importance of cultural orientation seminars for all categories of Filipino migrants, including the live-in caregivers. IOM offered special cultural orientation sessions to more than 400 prospective caregivers throughout 2002 to prepare them for the realities of living and working in Canada. More than 500 migrants in other categories also profited from these seminars in 2002. A new service to the Canadian Government began in October 2002 to assist with the processing of migrant applications abroad. IOM hopes to expand this kind of pre-departure service to other governments and migrants.

267. In Sri Lanka, IOM helped strengthen the capacity of the Bureau of Foreign Employment to provide orientation and training to labour migrants. This was within the context of a larger programme funded by the European Union (EU) for sustainable return and reintegration of Sri Lankan migrants, and for the mitigation of irregular migration through enhanced legal labour migration options. A revision of the current English as a second language (ESL) curriculum and a cultural orientation component are being developed.

268. In Armenia, a Migrant Service Point (MSP) was established by the Department of Migration and Refugees as part of the broader project to prevent irregular migration through the provision of better information to migrants. The MSP provides information on legal migration opportunities, including labour migration. An information seminar was organized for recruitment agencies and the media.

Administering Selective Migration Programmes

269. Increasingly, States requiring foreign labour are seeking bilateral agreements with partner States for targeted labour exchange programmes, which can steer inward flows to specific areas of labour demand while undercutting the need for irregular migration by providing legal alternatives. Once established in principle, these programmes require special administration to ensure their smooth operation, including: the promotion of the programme in countries of origin; recruitment, testing and certification of applicants for the programme; timely data flow and information sharing among the two countries, the migrants and the concerned consular offices; and efficient travel logistics. IOM supports government efforts to put these elements into place and directly provides the services in the context of bilateral selective migration programmes.

270. Spain and Ecuador have signed a bilateral labour agreement, under which IOM assisted the first group of labour migrants to travel to Spain and work in the hospitality sector. Candidates were selected by a Spanish delegation, based on the skills and experience recorded in IOM's database, which at the end of 2002 contained over 18,000 files. IOM also assisted with the drafting of contracts and securing of visas, passports and airline tickets for the journey to Spain. All selected labour migrants were given employment contracts.

271. In accordance with an agreement between Italy and Albania, IOM worked with the Italian Ministry of Labour to develop a pilot mechanism for the management of regular labour migration from Albania. IOM assisted with skills assessment and selection of the migrants in Albania, interviews to assess professional qualifications, and verification of migrants' credentials and proficiency in the Italian language. A database on selected candidates was developed and transferred to the Italian Ministry of Labour for further dissemination to employment offices and other concerned government bodies. A final database of 6,724 Albanian workers is available for

reference by Italian entrepreneurs requiring personnel. IOM Rome will prepare a comprehensive description of the mechanism as a potential model for other interested parties.

Reception and Integration of Labour Migrants

272. Successful integration policies are critical to social harmony and cohesion. IOM has developed strategies and carried out programmes aimed at reinforcing the capacity of civil society to better integrate migrants into the labour market and the host society, targeting local institutions, non-governmental organizations (NGOs), and migrants' and employers' associations.

273. In Italy, IOM works closely with employers' associations, the central Government and decentralized administrations, embassies and the labour authorities of sending countries in organizing professional and vocational training and job placements of labour migrants. The "System Actions to Support Social Integration and Employment Policies on Behalf of Migrant Workers" project represents a first effort to manage the recruitment of a foreign workforce in accordance with the new immigration law adopted by the Government in 2002. Achievements in 2002 included the development of curricula and information materials, such as guides on Italian laws, culture and society, in Albanian and Arabic, to help the migrants' integration into Italian society, and the preparation of orientation handbooks and information seminars for local labour authorities, local entrepreneurs and employers' associations.

274. IOM is an implementing partner in the "Migratools" project managed by Forema (Entreprise Training Pool of Unindustria Padova), which aims to prevent the exclusion of migrants from active labour policies and to enhance their integration into Italian, French and Spanish host societies. The project intends to develop innovative methods and interactive multimedia products for professional guidance to migrants, and enhancement or acquisition of their basic skills such as language and computer literacy. The project's beneficiaries are both immigrants and trainers/tutors belonging to public and private organizations.

275. IOM also assisted a training centre to develop activities to facilitate the labour insertion of migrants and social integration of their families in the Province of Brescia. The project is sponsored by the Lombardy region and financed through the European Social Fund. IOM elaborated the plan of action for the "Laser" training centre, which will manage the project and undertake activities such as the assessment of migrant skills, orientation courses and job hunting. IOM will coordinate the monitoring and evaluation activities.

276. In Portugal, IOM worked closely with central government institutions responsible for the rights of women and equality in labour and employment, and with a national trade union, to promote non-discriminatory policies and practices in employment. Working as an interlocutor in the development partnership of these two entities, IOM completed a diagnostic study and a proposal for wider partnership in developing innovative approaches to combating discrimination. The wider partnership would include two transnational partners – Netherlands and Spain – in jointly developing these approaches. Under the Community Programme Initiative EQUAL, and co-funded by the Portuguese Government, implementation of the proposal began in the municipality of Vila Franca de Xira, with the collaboration of ten institutions linked to the municipality.

Labour Migration and Development

277. The most direct link between migration and development in countries of origin is through remittances – the funds migrants send home. Worldwide, remittance flows probably exceed USD 100 billion, with more than 60 per cent going to developing countries. IOM is in the process of developing a pilot project in Guatemala on channelling remittances on a voluntary basis for investment and development purposes, involving diaspora communities, village communities and financial institutions.

278. Countries with sizeable *émigré* populations are increasingly taking steps to link their diasporas with origin country development and looking to IOM for support. The Labour Migration Service has increasingly contributed to policy discussions of national development agencies, such as the Department for International Development (DFID) in the United Kingdom, which is seeking to enhance the positive benefits of migration by reducing poverty.

279. In Uruguay, a project aimed at establishing closer ties between Uruguayans living and working abroad and Uruguayan institutions entered its second year in 2002. Through exchange of ideas, knowledge and experience, it was expected that the diaspora could contribute to the economic, cultural and social development of the country. A database of highly-skilled Uruguayans abroad wishing to contribute to the development of their country of origin was made available on a web page and some 500 posters on the programme were distributed in Uruguayan embassies and consulates worldwide. There are daily responses to the web page and some 35 public and private institutions are in regular contact with the project.

280. In Argentina, the Government initiated in 2002 a technical cooperation project to assist in the coordination and channelling of support given by Italy to ethnic Italians in Argentina. Under the project, IOM Buenos Aires and IOM Rome identified common points to facilitate this coordination. A study was undertaken on the situation of Italians in a vulnerable social situation, Italian associations and family enterprises in Argentina. From this preliminary research, project activities will be decided on for 2003. Already, IOM Buenos Aires has been requested by the Italian entity “*Ente Friuli nel Mondo*” to assist with the selection and transport of Argentinian inhabitants of Friulian origin. IOM Buenos Aires will organize the transport of selected candidates to the region, where they will settle and receive appropriate labour training to apply for different posts.

VIII. OTHER PROGRAMMES

Compensation Programmes

281. IOM has been involved in the German Forced Labour Compensation Programme (GFLCP) and the Holocaust Victim Assets Programme (HVAP) since 2000. In 2002, with the expiry of the filing deadline on 31 December 2001, IOM began to have a better picture of the number of claims it had to process. The focus of the two programmes shifted from claimant assistance and claims intake to claims processing and payments. In the first phase, IOM’s field staff were heavily involved as proximity to the claimants was a predominant concern. Subsequently, consistency in decision-making became the most important consideration and therefore the processing of claims was centralized in Geneva. The Humanitarian and Social

Programmes (HSP) for specific target groups, jointly funded by both compensation programmes, became operational in nine countries in 2002.

282. A total of 120 staff members were involved in the implementation of the compensation programmes. Due to the necessary increase of staff, the programmes had to move from IOM Headquarters to an office building in Petit-Lancy, Geneva.

German Forced Labour Compensation Programme (GFLCP)

283. The German Federal Foundation's flexible interpretation of the 31 December 2001 filing deadline (an informal claim or contact was sufficient to meet the deadline and exceptions were made for hardship cases) did not allow for a clear-cut transition from one phase of the programme to the next. Well into 2002, 25 Field Missions and other cooperation partners, as well as Geneva-based staff, were still handling direct claimant assistance, while at the same time carrying out registration and the first review of claims received. This has generally slowed down registration and delayed the phasing out of Field Mission involvement. As local registration was completed, the active participation of Field Missions ended and, at the close of 2002, only three were still fully involved: IOM Berlin, Ljubljana and Rome.

284. IOM participated in the meetings of the Board of Trustees of the German Federal Foundation, as well as in the technical meetings for all partner organizations, organized by the Board of Directors. In September 2002, the Board of Trustees allowed IOM to increase its first instalment payment to slave labourers from 50 per cent to 75 per cent of the DM 15,000 maximum compensation amount, thereby ensuring fair treatment for these claimants.

285. IOM's Steering Group of Most Involved Victims' Associations met twice in 2002. Its feedback, advice and cooperation substantially contributed to the successful implementation of the programmes, whether in the composition of the Appeals Body, the rescheduling of IOM's payment tranches, Field Mission phase-out, or the continuing dialogue with the German Federal Foundation regarding specific issues (*inter alia* the recognition of camps and the treatment of certain groups of claimants).

286. Slave and Forced Labour: Overall, IOM had received 329,000 claims for slave and forced labour. By December 2002, 76,000 claims had been resolved and 32,000 claimants had received a first instalment payment. IOM focused on compensable claims in order to make payments to the elderly victims while they were still alive. As a consequence, claims that would have to be rejected and claims by heirs were given lower priority. Only towards the end of 2002, after having recommended for payment close to half of the estimated total number of eligible claimants, did IOM send out a first group of 44,000 negative decisions.

287. IOM's Appeals Body for slave and forced labour claims was established in March 2002. Two of its three members come from IOM's Steering Group of Most Involved Victims' Associations. Since August 2002, the Appeals Body has been meeting regularly in Geneva. By the end of 2002, a total of 449 appeals had been submitted to the Appeals Body.

288. Personal Injury: During 2002, IOM increased the recruitment of staff in order to expedite the processing of the 26,000 personal injury claims received so far. As the amount earmarked by the German Foundation Act for the compensation of those claims would not have been sufficient to satisfy all claims, the Foundation decided to only pay compensation to victims in the first of

three categories (victims of medical experiments; children who had been held in a home for children of forced labourers and who had suffered severe health damage; and parents who had lost a child held in a home for children of forced labourers).

289. Property Loss: The Property Claims Commission held seven meetings in 2002. It developed guidelines and prepared decisions, the first of which are to be issued in January 2003. The Commission decided to prioritize claims submitted by victims or heirs over those from institutions. As the scope of the 25,000 claims received from 66 countries is extremely diverse with regard to the type of loss and level of documentation, this represents a particular challenge for the Commission and its IOM technical support team.

Holocaust Victim Assets Programme (HVAP)

290. IOM received a total of 25,000 claims under the HVAP. 14,000 were filed for the Slave Labour Class I, 11,000 for the Slave Labour Class II and 660 for the Refugee Class. By the end of 2002, 560 claimants had been paid.

291. Registration and processing of HVAP claims gathered speed in 2002. The lower than anticipated synergies between GFLCP and HVAP (the provisional overlap percentage is less than 5 per cent) resulted in a small number of claims being paid at an early stage. Processing was most advanced in the Refugee Class (by far the smallest Class), where 40 per cent of all claims received have been recommended for payment.

292. Unanticipated tax relief and interest earned prompted Chief Judge Korman, who is supervising the implementation of the Distribution Plan for the Swiss Banks Settlement, to increase the compensation amounts for Slave Labour Class I and the Refugee Class, as well as the funds for the Humanitarian and Social Programmes, by 45 per cent.

Humanitarian and Social Programmes (HSP)

293. Both the German Foundation Act (EUR 12.2 million) and the Swiss Banks Settlement (USD 14.5 million) have earmarked funds for social programmes for specific target groups.

294. IOM provides humanitarian and social assistance to the needy, elderly Roma and Sinti survivors of Nazi persecution (under GFLCP), and to the needy, elderly Roma, Jehovah's Witnesses, physically or mentally disabled and homosexual survivors (under HVAP). Such assistance may include food, medical and dental care, home care, winter assistance, clothing, emergency financial support, and social and legal assistance (food packages are provided only under HVAP).

295. Humanitarian and Social Programme activities are implemented primarily in Eastern and Central Europe where needs have been determined to be the greatest. Wherever possible, IOM funds projects carried out by service providers with prior experience in working with the relevant beneficiary groups.

296. In 2002, IOM launched Humanitarian and Social Programmes for Roma Holocaust survivors in Belarus, the Czech Republic, the Federal Republic of Yugoslavia,⁷ Hungary, Poland,

⁷ Now Serbia and Montenegro.

Romania and Ukraine. In those countries, as well as in Croatia and the Republic of Moldova, IOM is cooperating with the Jehovah's Witness Holocaust Era Survivors' Fund to provide humanitarian assistance to members of this target group. In 2002, IOM allocated over USD 3.2 million for assistance to 18,000 beneficiaries within the framework of the Humanitarian and Social Programmes.

Migration Policy and Research Programme

IOM Council International Dialogue on Migration

297. During 2002, the Migration Policy and Research Programme (MPRP) worked with IOM's membership – including partner inter-governmental and non-governmental organizations – to prepare the policy dialogue for 2002 through extensive consultations to identify themes, formats, and governmental and non-governmental dialogue leaders.

298. In June 2002, MPRP held a Round Table on Managing Migration at the Regional Level, focusing on the development of Regional Consultative Processes on Migration. The outcome of this round table provided the background for the more substantive discussion during the December 2002 Council.

299. The December Council policy dialogue focused on the theme "Partnerships in Managing Migration". The Administration made a presentation on migration trends and migration policy trends drawn from the forthcoming IOM publication, *World Migration 2003*, followed by a plenary discussion of Elements of a Comprehensive Approach to Managed Migration. An IOM background paper emphasized the importance, *inter alia*, of partnerships between States, and with intergovernmental, non-governmental and other migration stakeholders, as well as in establishing linkages with other related policy disciplines. Workshops for policy makers were held on: integration; comprehensive and solutions-oriented approaches to addressing irregular migration; and diaspora support to migration and development.

MPRP Publications

300. To support the policy dialogue and its efforts to enhance the understanding of migration, MPRP released a number of publications in connection with the migration policy dialogue and is in the process of planning others, as follows:

(i) World Migration 2003

301. The second issue of IOM's flagship publication will be released in early 2003. An advance copy was made available to all delegations at IOM's December Council. *World Migration 2003* comprises 17 chapters, covering both thematic and regional issues and was produced internally.

(ii) International Dialogue on Migration, Eighty-second Session of Council, 27 to 29 November 2001

302. Volume No. 1 of the "red book" International Dialogue on Migration series was issued in early 2002. It reproduces the texts of keynote statements and the substance of discussions at the Eighty-second Session of the Council, at which the Organization celebrated its 50th Anniversary,

looked back at its evolution, and looked forward, establishing the Council as a forum for migration policy dialogue.

(iii) International Dialogue on Migration No. 2 – A Compendium of Intergovernmental Organizations Active in the Field of Migration

303. In view of the increasing attention to and complexity of migration issues worldwide, a wide range of intergovernmental institutions and processes has become active in different aspects of migration management. To facilitate understanding of the role played by each of these intergovernmental actors, MPRP has produced a compendium of the significant intergovernmental institutions and processes active in the field of migration, including the Regional Consultative Processes on Migration.

(iv) International Dialogue on Migration No. 3 – International Legal Norms and Migration: An Analysis

304. Policy makers frequently comment that there is no international legal framework to address migration, as there is, for example, to address the plight of refugees. While it is true that there is no comprehensive legal regime, there are many international legal norms relevant to different aspects of migration. In connection with the Berne Initiative, and as a response to the requests of many IOM Member States in the policy dialogue to better understand the international legal framework governing migration, MPRP organized and managed an independent expert study on *International Legal Norms and Migration*. MPRP developed the project with T. Alexander Aleinikoff, a senior associate of the Migration Policy Institute and professor at Georgetown University Law Center who commissioned 17 expert papers by international legal scholars on different aspects of migration to identify existing legal norms. The study will be published in early 2003. The overview and analytical synopsis (the introductory chapter of the book) is published separately by IOM in MPRP's International Dialogue on Migration series in English, French and Spanish.

(v) A Compilation of Significant International Statements on Migration

305. In recent years, there have been an increasing number of migration-related regional and international conferences taking place throughout the world. The results of these conferences – in the form of non-binding Declarations, Plans of Action, etc. – provide insight into areas of common migration interest and possible common approaches. As part of its effort to identify best practices in migration management, MPRP has drawn from selected regional conferences – most of them linked to Regional Consultative Processes and the various international conferences on or related to migration – to create a compilation of significant statements on migration, organized by migration issue or theme. This volume shows the important role of Regional Consultative Processes on Migration and other non-binding fora in contributing to the effective management of migration. It was produced as a reference tool for migration practitioners.

(vi) International Dialogue on Migration No. 4 – Eighty-fourth Session of the Council, 2 to 4 December 2002 (to be published in 2003)

306. The next volume in the International Dialogue on Migration series will capture the results of IOM's 2002 policy dialogue, including the June 2002 Round Table on *Managing Migration at*

the Regional Level and each of the components of the December 2002 Council policy dialogue on *Partnerships in Managing Migration*.

(vii) Audio-visual Presentations

307. In addition to the printed publications, MPRP has prepared for distribution two audio-visual presentations on: Regional Consultative Processes; and Migration Trends and Migration Policy Trends. These presentations, initially used at the June 2002 IOM Round Table and the December 2002 Council session, have been used by IOM staff for training and other educational purposes, and are also available to IOM Member States and observers.

Regional Consultative Processes (RCP) on Migration

308. In 2002, there was further consolidation and development of regional approaches to the management of migration. MPRP contributed to the following regional processes, among others:

- The Bali Conference process, by advising the chairpersons of the two working groups emanating from the Bali Conference (February 2002) on their follow-up activities.
- MIDWA – MRF Dakar and relevant headquarter units assisted with the development of the Migration Dialogue for West Africa (Dakar follow-up) into a fully functioning RCP, combining political level commitment and discussions with technical workshops for migration practitioners, the first technical workshop addressing concepts in data collection and analysis, and legislation.
- The 5 plus 5 Dialogue – MPRP participated in the organization of the Western Mediterranean Ministerial Conference on Migration (October 2002), bringing together the five countries of the southern shore of the Western Mediterranean with the five countries of the northern shore, which marked the start of a ground-breaking interregional dialogue process.
- The Prague data workshop – IOM's Technical Cooperation Centre in Vienna and MPRP organized a workshop on migration data development and management for the countries of the CIS Conference. This technical workshop used a prototype workshop format developed by MPRP for data development and management, which MPRP plans to employ in other regions in 2003.

The Berne Initiative

309. MPRP serves as the secretariat to the Berne Initiative. In this function, MPRP is working to further understand migration, to promote a dialogue on migration on the international level and to support the development of effective practices or guidelines for the management of migration. MPRP conducted a number of regional consultations in connection with the Berne Initiative. These consultations were designed to explore what migration means in various regions and whether and how migration management might benefit from the identification of best practices or guiding principles on migration. During 2002, these regional consultations took place in Gaborone in connection with MIDSAs, in Nairobi in connection with an IMP-sponsored training seminar, in Guatemala in connection with the Puebla Process, and in Istanbul in connection with the Issyk-Kul IMP seminar.

Partnerships

310. MPRP is working to strengthen the linkages between IOM and other relevant migration stakeholders. These activities include enhanced linkages with other intergovernmental organizations, non-governmental organizations, and the private sector. For example, MPRP contributed to enhancing cooperation between IOM and UNHCR, through organizing sessions of the Action Group on Asylum and Migration (AGAMI) and participation in the 3 plus 3 consultations between UNHCR and IOM. MPRP participated with MMS in the first WTO-organized symposium on the movement of natural persons pursuant to the General Agreement on Trade in Services, proposed a joint project with UNDP on migration and development and developed an institutional relationship with WHO on movement of health-care workers and migration health. MPRP initiated discussions with UNESCO on developing a closer working relationship on migration issues of mutual interest, participated in a number of World Bank training programmes for bank employees on migration and development, and represented IOM in the World Commission on the Social Dimension of Globalization's Knowledge Network on Migration organized by ILO.

311. MPRP revitalized and institutionalized IOM's consultations with the non-governmental community by organizing regular consultations with the umbrella NGO groups represented in Geneva and encouraging active NGO participation in the Council's International Dialogue on Migration and the participation of new NGOs as observers at the Council. MPRP prepared for the IOM Council a background document on IOM's Partnership with NGOs, which presents IOM's policy approach to NGOs and a current picture of the range of IOM's cooperation with NGOs throughout the world.

312. MPRP is working to establish links with the private sector and the broader migration public through participating in the regional and annual activities of the World Economic Forum as well as in IOM's Academic Advisory Board meetings, establishing linkages with private migration institutions such as the Migration Policy Institute, the Institute for the Study of International Migration and the Migration Policy Group, as well as working in partnership with the European Institute of the Mediterranean on the preparations for the Barcelona World Migration Congress in 2004.

Overview of International Migration, Module and Trainers' Guide

313. In coordination with IOM's Staff Development and Training (SDT) unit, MMS and other relevant offices, MPRP is organizing the production of an updated and expanded Overview of International Migration Module and Trainers' Guide. The Module will provide an accurate interactive framework of reference and instruction on contemporary migration dynamics, policies and trends and is intended to expand the knowledge and facilitate the work of government policy makers, practitioners, students, academics, humanitarian workers, NGO activists, and other international organizations.

GLOBAL ACTIVITIES AND GENERAL PROGRAMME SUPPORT

IX. PROGRAMME SUPPORT

Donor Relations Division (DRD)

314. In 2002, the Donor Relations Division (DRD) continued to provide institutional focus on partner and donor consultations. The Division gave targeted support to Field and Headquarters staff in partnership development and the advocacy of IOM projects and programmes. This resulted in generous financial support for IOM's emergency response to humanitarian crises, as well as its regular and newly-established country programmes, and enabled the Organization to strengthen its operational role. A number of programmes continued on from 2001, in close coordination with partners in the Field in areas where IOM had a clear role to play.

Complex Emergencies and Post-Conflict Response

315. IOM's participation in humanitarian response mechanisms also led to the Organization's development of transitional initiatives, bridging the gap from relief to development in a number of post-conflict situations. In 2002, programme activities focused primarily on Afghanistan.

316. Within the parameters of the IOM and UNHCR Joint Guidance Note issued in May 2000 on Cooperation in the Transportation Sector, IOM continued to receive contributions towards the targeted USD 5 million Revolving Fund. This Fund allows for a rapid response by IOM towards meeting transportation needs. In 2002, contributions were received from Finland, Italy and the United States amounting to some USD 923,360, enabling IOM to rapidly participate in the movement of persons of concern to UNHCR in Afghanistan and Mozambique, and for a specific operation on the border between Afghanistan and Tajikistan.

317. IOM's major inter-agency humanitarian operation in 2002 was Afghanistan. DRD prepared input and coordinated follow-up to inter-agency planning discussions on programme coordination and resource mobilization. Other Consolidated Appeals (CAP) were made for Angola, the Democratic Republic of the Congo (DRC), West Africa, Somalia, South Eastern Europe, Sudan, Tajikistan, Timor and Uganda. In 2002, approximately 45 per cent of IOM's funding requirements were achieved in response to the CAP.

Partnership Development and Donor Consultations

318. DRD further developed its strategy and approach to the Organization's partner and donor community to review and jointly explore programmes of strategic interest. The Division used different channels and approaches to achieve the aim of sustainable support for IOM: bilateral consultations, programme and country briefings in Geneva and donor visits locally, in addition to the design and development of planning tools, such as Migration Initiatives 2002, IOM in CAP, special appeals and project reports for donors. In 2002, bilateral consultations were held with most major IOM donor governments. A series of mid-term Geneva-based reviews with donor Missions were conducted to update them on progress achieved with funded projects (progress reports, financial issues, constraints encountered), and to outline IOM's funding needs (in conjunction with donor priorities *vis-à-vis* IOM). Technical meetings were also held in Brussels

with the European Commission and the European Commission Humanitarian Office (ECHO). These meetings helped to strengthen cooperation with ECHO, leading to additional support for Afghanistan, following previous collaboration in El Salvador, Timor-Leste, the Russian Federation and Zambia.

319. Together with IOM Migration Health Services, contacts were fostered with UNAIDS in order to develop collaborative approaches on counter-trafficking, HIV/AIDS and mobile populations. Discussions were initiated with the World Bank on access to funds in Africa to fight AIDS, and DRD participated in the Barcelona international conference on HIV/AIDS.

Advocacy Tools

320. A new edition of Migration Initiatives (MI 2003) was prepared by DRD to provide donors with an overview of IOM funding priorities on a regional and country basis. Service areas and IOM's response to complex emergency and post-conflict situations remain important tenets throughout the appeal. Migration Initiatives is the most important planning and resource mobilization tool of the Organization as it maps out the direction of IOM in its response to major migration challenges.

Transparency and Accountability Service

321. 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 on projects to donors 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, including training for field colleagues on donor relations and liaison.

Emergency and Post-Conflict Division (EPC)

322. Established in January 2000 as the focal point in IOM for migration emergency preparedness and response, the Emergency and Post-Conflict Division (EPC) coordinates, supports and assists IOM's response to migration emergencies. It initiates contingency planning for IOM and early intervention action by supporting Field Missions in addressing emergency situations. In close consultation with the relevant IOM Headquarters units, EPC is responsible for preparing and coordinating the rapid deployment of human and material resources, acts as IOM's early warning instrument required to maintain a close watch on emerging humanitarian crises for which it also undertakes rapid assessment missions, and assists with project development. It is the repository in IOM for humanitarian transition initiatives including, among others, the return and reintegration of demobilized combatants and IDPs, post-conflict information and referral system, short-term population stabilization assistance, and other post-crisis activities such as out-of-area voting and return of qualified nationals. To this end, EPC handles aspects of inter-agency humanitarian coordination, through bilateral contacts or through the Office for Coordination of Humanitarian Affairs (OCHA) and the Interagency Standing Committee. EPC advises Field Missions and relevant IOM Headquarters units on all the above. In addition, the Division covers the United Nations civil-military coordination events and is the focal point for IDPs, actively participating as a member of the OCHA IDP Unit, as well as on the IDP protection collation.

323. In 2002, EPC provided policy guidance to strengthening partnerships, including consolidating strategic links for the implementation of different programme areas, such as Disarmament, Demobilization and Reintegration (DDR) and return and reintegration of IDPs, with partners such as the United Nations Development Programme (UNDP/BCPR), the OCHA IDP Unit and the United Nations Joint Logistics Centre (UNJLC). In an effort to pursue IOM's relevant role in developing and implementing post-conflict transitional initiatives, EPC has established technical links with the United States Agency for International Development (USAID/OTI), a major donor and supporter of this type of IOM activities and programmes. In this context, in 2002, EPC initiated the preparation of an IOM Transitional Initiatives Procedures manual.

324. The Division gave targeted support to Field Missions dealing with core IOM emergency and post-conflict activities in Afghanistan, Tajikistan, Angola, Uganda, the Congo, the Democratic Republic of the Congo, Zimbabwe and Côte d'Ivoire. In addition, technical support was given to Croatia, Sri Lanka, and Colombia.

325. EPC has carried out IDP assessment missions to Sudan, Zimbabwe, Sierra Leone and Liberia. It has also provided technical support in the development of projects for the different Regional and Country Specific CAPs under the auspices of the Office for the Coordination of Humanitarian Affairs.

326. Funded through the DFID-EPC project to strengthen IOM's institutional emergency preparedness and response capacity, EPC, assisted by STD, organized three regional Emergency Training Workshops (ETWs) and an experts' workshop on DDR/Post-Conflict. The purpose of these regional ETWs was to familiarize the participants with various concerns/issues typical of a humanitarian emergency situation and prepare them to meet more effectively and efficiently the daily challenges of an IOM-managed emergency operation. The ETWs were organized for Asia, Africa and the Middle East and lasted five days each. The ETW for the Middle East, held in Cyprus, doubled as a contingency planning exercise for possible humanitarian operations for the Middle East/Iraq. A total of 60 staff members from these three regions and from Headquarters participated. The experts' workshop on DDR/Post-Conflict was attended by 15 key officers from the Field and Headquarters with hands-on experience in post-conflict programme interventions.

Humanitarian Emergency Operations Account (HEOA)

327. During 2002, EPC authorized the use of the Humanitarian Emergency Operations Account (HEOA) to a certain number of Field Missions in exceptional need of funds to move stranded migrants in a desperate situation back to their home country. In 2002, these funds assisted 557 migrants (386 adults and 171 children) for an expenditure of some USD 37,000.

The Emergency Preparedness Account (EPA)

328. The Emergency Preparedness Account (EPA) was used twice during 2002. The first loan from the EPA of USD 93,600 was requested for Angola in July, to ensure the preparedness of the UNITA Demobilization and Reintegration Survey. The loan was refunded to the EPA by the end of December 2002. The second loan from the EPA of USD 90,000 was requested for the Middle East/Iraq contingency preparation and was approved in September 2002. It is the only outstanding amount on the EPA, which has a fully-funded level of USD 421,000.

Contingency planning for the Middle East/Iraq

329. Since the spring of 2002, IOM Country Missions in the Middle East and EPC have been actively involved in the inter-agency contingency planning exercise. With the increasing prospect of military action against Iraq, the Inter-Agency Standing Committee (IASC) Reference Group on Preparedness and Contingency Planning (RG-PCP) organized three subregional meetings to discuss agency preparedness: (a) in February 2002 in Cairo; (b) in April 2002 in Geneva; and (c) in October 2002 in Versoix; IOM participated in all the meetings. Each IOM Country Mission in the region was part of the United Nations Country Teams (UNCT) preparation and contingency planning. In these UNCT plans, IOM's role was in transport and logistics, particularly in arranging the safe and orderly return home of third country nationals fleeing Iraq, and in the transport of Iraqi refugees and stranded asylum-seekers from border areas to designated camps. IOM officers from countries bordering Iraq met with Headquarters officials in Cyprus in May 2002 to review IOM's contingency planning. During the last quarter of 2002, two senior operations officers were deployed to the region to help Field Missions further develop their actual ground preparation and planning.

330. A two-day meeting of regional contingency planners was held in Cairo in mid-October 2002. Based on the report and action points of the meeting and feedback from respective Missions, the IOM regional Middle East/Iraq contingency plan was revised.

331. EPC provided support to the Staffing Unit (STU), preparing a roster of 38 officers for rapid deployment to the region, covering specifically the six countries bordering Iraq plus Cyprus, the inter-agency regional coordination hub. An additional 102 staff members have also been identified for a second-wave roster.

Project Tracking Unit (PTU)

332. The Project Tracking Unit (PTU) established, strengthened and maintained various project management mechanisms, in order to improve institutional knowledge of active projects.

Database

333. PTU's computer database for managing IOM project information came on line in January 2002. PTU staff backfilled current project information into the system while adding new project information, resulting in a single IT source for all projects worldwide by the end of 2002, whether under development, completed, or currently active. The PTU database provides the institutional memory for IOM project activity, with some 2,000 projects recorded in over 75,000 fields of information.

Written Communications

334. The PTU spent significant resources informing and coordinating with staff to ensure that project development and management were improved. A sequenced set of standard query and response devices was established, easing the flow of stored information. PTU initiated a proactive system of reminding project managers when reporting would be due and in what format. All projects issued with project codes in 2002 – 450 as of November 2002 – had their respective reporting parameters drafted, registered, and tracked by PTU. PTU tracked the timing of coordination between concerned IOM Headquarters and Field-based units to ensure no

inadvertent stoppage of process for unforeseen reasons. Regular status reports (on the overall database, on problem processes and on other specific aspects of the system) were generated and shared. Individually tailored reports were made available to IOM senior managers to facilitate external relations.

Training

335. The PTU participated in the training courses offered by the Administration during 2002: Chief of Mission, Administration/Finance Officer, Emergency Training and Project Development. The Unit developed a targeted multimedia presentation explaining project policy and guidelines; tested participants' understanding; examined actual IOM project processes for compliance and flaws; taught how to utilize available tools and how to seek help. Exposure to such training produced a higher level of project management policy compliance amongst attendees.

Publications

336. The PTU continued publishing the IOM Project Compendium and made it available at IOM Council Sessions. An extract of the Compendium was regularly posted and updated weekly through the IOM web site. A number of requests for additional information were received for these publications.

Technical Coordination

337. The PTU continued to work closely with the Services, the Accounting Division and the Donor Relations Division in isolating important IOM project data and determining if norms were being met or needed further action for correction. PTU also shared data routinely with the Office of the Inspector General for better quality control.

Review and Validation

338. Wherever PTU noticed non-compliance with policy, guidelines or standard procedure in project development and management, particular review occurred, resulting in appropriate action. Where warranted, PTU staff travelled to project management sites in the Field for direct liaison, on-the-spot assessment and acceleration to corrective action. All such interventions were documented, shared with necessary parties and made part of the project database. PTU received messages from IOM Headquarters and Field staff in both technical and operational positions, on the quantity, quality and value of the service being provided. There were numerous requests for more regular, robust tracking, reporting and correcting activity.

Infrastructural Adjustment

339. To continue to grow within existing budgetary limits, an administrative decision was reached to decentralize PTU functions to the recently-established core Administrative Centre in Manila, Philippines. A plan was designed to sequentially transfer a majority of PTU functions from Geneva to Manila over the course of eight months. The transfer process was initiated in late 2002. PTU is able to take on additional responsibility under the emerging arrangement.

X. MEDIA AND PUBLIC INFORMATION

340. In 2002, Media and Public Information (MPI) reinforced its strategy to disseminate information on IOM's programmes and policies to internal and external stakeholders in order to increase awareness and generate a better understanding of the Organization and its activities in the press and for the public at large.

341. MPI continued to provide the press and other important stakeholders (international organizations, NGOs and diplomatic missions) with regular and up-to-date press briefing notes twice a week. These cover all aspects of IOM programmes and policies, from emergency and post-conflict activities to counter-trafficking and labour migration programmes, and provide the basis for regular reporting by the national and international media. In an effort to maximize the impact of the notes on the French- and Spanish-speaking media, these are translated into French and Spanish and are posted on the IOM web site on the same day. The translation is carried out by interns from Geneva's *Ecole de Traduction et d'Interprétation* (ETI).

342. Consequently, the volume of media queries and coverage on the radio and television and in the print media continued to increase, mainly in English, French and Spanish, but also in other languages, including Arabic, German and Russian.

343. Media interest in and understanding of migration issues has now expanded, resulting in regular, in-depth coverage, addressing the core issues of migration management. IOM IDP return and camp management programmes in Afghanistan, counter-trafficking programmes in Eastern Europe and refugee resettlement programmes in Kenya, among others, attracted extensive coverage.

344. MPI regularly promoted IOM in all the major media: (i) news agencies and print media (AFP, Reuters, AP, UPI, EFE, ANSA, Kyodo News, Kuwait News Agency, The Economist, Financial Times, El País, Jerusalem Post, New York Times, Wall Street Journal); (ii) radio (BBC World Service and domestic, US National Public Radio, Voice of America, Radio France International, Radio Netherlands, Deutsche Welle, Radio Free Europe, UN Radio, Vatican Radio); and (iii) television (CNN, CBS 60 minutes, NHK Japan).

345. MPI continued to set up regular interviews for the Director General and Deputy Director General and for other IOM colleagues, both at Headquarters and in the Field.

346. Several video news releases were produced in 2002, distributed to broadcasters worldwide by the European Broadcasting Union and aired by the BBC World Service, CNN World Report, Euronews and others. The topics included: Afghanistan - Return of displaced people from Mazar-e-Sharif; Kenya - Relocation of Somali Bantu refugees for United States resettlement; and Angola - Survey of demobilized UNITA soldiers.

347. MPI continued to support Field Missions in their efforts to increase their capacity to work effectively with the media, for example by providing media training to Emergency Roster staff in Asia and to media focal points worldwide. An MPI media and reporting officer was deployed to Afghanistan and Cambodia during the first four months of 2002.

348. In terms of direct outreach to the wider public, MPI represented IOM at events such as the World Sustainable Development Summit in Johannesburg, the STOP Counter-Trafficking Conference in Brussels, and the Open Day at the Palais des Nations in Geneva.

349. MPI officers also provided briefings on IOM to various groups of United Nations volunteers and foreign students visiting Geneva. MPI represented IOM at the Geneva University Job Fair.

350. MPI was also active in the publications field, contributing to the design, editing and layout of the 2003 World Migration Report, as well as various fact sheets and brochures. The quarterly IOM News continued to increase its circulation. MPI also produced the popular IOM calendar for a second year, using photographs taken by IOM staff in the field worldwide.

XI. EXTERNAL RELATIONS

351. In 2002, the activities of the External Relations Department (ERD) ranged from advising the Director General, Headquarters and the Field on matters of relevance to the relations of the Organization with States, United Nations bodies, other international intergovernmental and non-governmental organizations, to coordinating IOM attendance, inputs, documentation and the delivery of statements at external meetings. ERD also played a role in the preparation of cooperation agreements with partner organizations.

352. Among key achievements in 2002 was a side event organized under IOM auspices at the United Nations World Summit on Sustainable Development in Johannesburg, South Africa, on Migration and Sustainable Development. The symposium, prepared by ERD with the help of MRF Pretoria and chaired by the Deputy Director General, heard interventions from the United Nations High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States, and other speakers from the African Union, United Nations Development Programme, International Labour Office, UNAIDS, the German Committee for Disaster Prevention and NGOs. A publication summarizing the interventions will be produced in 2003.

353. The New York United Nations Observer Office helped set up an ECOSOC side event at the United Nations Headquarters on a similar subject.

354. In Geneva, ERD organized the annual consultations between the United Nations High Commissioner for Refugees and IOM, held on 1 November 2002 at IOM Headquarters and chaired by the United Nations High Commissioner for Refugees and the Director General of IOM.

355. Throughout 2002, the Department's Director chaired the informal planning sessions leading up to the policy dialogue at the December 2002 Council session. Together with Regional Advisers, he coordinated cooperation with regional organizations and other groups.

356. Under its responsibilities for European affairs, ERD, together with the MRFs in Budapest, Brussels and Vienna, participated in the shaping of a new cooperative effort under the Balkan Stability Pact: the Migration, Asylum, Refugees Regional Initiative (MARRI).

357. As preparations in the Parliamentary Assembly of the Council of Europe began for a report on the work of IOM, to be presented to the Strasbourg grouping in the first semester of 2003, the Department kept close contact with this pan-European body and also sent speakers to several of their events.

358. Regional Advisers played a key supporting role in preparing the ground for the admission of several new Member States and observers and maintained frequent contacts with diplomatic representatives from their respective regions. They also played an active role in developing new initiatives referred to elsewhere in this report (including, for example, MIDA, MIDSA, Bali Conference and follow-up, 5 + 5 Tunis Conference, the Puebla Process and South American cooperation on migration).

359. During 2002, the Department answered numerous requests, ranging from information by Permanent Missions to individual assistance by migrants in need. It also helped researchers, academics and students to update their information about migration and the Organization itself.

360. The Director continued to represent IOM in the Metropolis network of researchers and policy makers focusing on migration, integration and urban issues and, together with leading academics, in the research project on Cooperative Efforts to Manage Emigration (CEME) which will present its comprehensive report in 2004.

361. The growing activities of IOM were once again reflected in the work of the Translation Unit. In 2002, the number of words translated, edited and handled by the Spanish Unit totalled 651,418 (compared to 522,509 in 2001, the additional 128,909 words representing an increase of 24.7 per cent), and by the French Unit, the number of words totalled 670,152 (compared to 654,755 in 2001).

Research and Publications Division

362. The activities of the Research and Publications Division (RES) continued to grow during 2002.

363. The research conducted by the Division in 2002 covered a wide range of topics, including: migration from China to Europe; the integration of migrants from the Maghreb and the condition of migrants in the Gulf States; migration policy and migration trends in Central and Eastern Europe and in Central Asia; the return and reintegration of irregular migrants in the Caucasus; international migration statistics; the migration-development nexus; and studies on trafficking in the Republic of Korea, the Russian Federation and Europe.

364. Among these projects, which were funded through external sources, the Division completed the research project "A comprehensive review of Chinese migration to selected European countries", funded by the European Commission. It provides a comparative overview of recent trends in Chinese migration to selected EU and EU-candidate countries and their policy responses. It also established closer cooperation between migration researchers in Europe and China. Two workshops attended by leading experts and government and EU officials were held in Madrid and Brussels. This project provided further opportunities for IOM to establish itself as a leading source of information on current migration trends from China to Europe and the

documents prepared for the project served as briefing material for the EC delegation during their negotiations with Chinese authorities in November 2002 in Beijing. The findings will be published in 2003 as a special issue of *International Migration*, IOM's academic journal.

365. Another major research project undertaken by the Division concerned the "Identification of sustainable approaches to voluntary return and reintegration of asylum-seekers and persons with temporary protection status", funded by the European Refugee Fund. This project involved several Field Missions, including Albania, Belgium, Germany, the Netherlands, Romania, the Russian Federation and the United Kingdom, and was one of the first IOM research projects to monitor and evaluate the reintegration challenges confronting returnees participating in IOM's Assisted Voluntary Return Programmes. In addition, a workshop for government officials from EU and EU-candidate countries was organized in Brussels in December 2002 and provided a forum to compare current approaches to the return and reintegration of migrants.

366. The Division continued its migration research activities on issues related to the Central and Eastern European region. Two books entitled "Migration trends in Central and Eastern Europe" and "Migration Challenges in Eastern Europe and Central Asia" were completed and published with the collaboration of country experts, and their findings will contribute to the improvement of migration management and data collection in the region.

367. Following a request by the Spanish Government, the Division also conducted an in-depth study on the condition of migrants from the Maghreb and Mashreq countries. The study, which details and compares the experience of host countries in Western Europe and the Gulf States, provided valuable information on the current debate concerning migration in the Mediterranean region. The study is to be published by the Spanish Government. In addition, a project on "Irregular migration flows in Europe: data sources, patterns and trends" was completed and submitted to the Home Office of the United Kingdom. The report reviews current sources of statistical data on irregular migration covering a broad range of European countries, including the EU-15 and candidate countries.

368. In 2002, the Division pursued its analysis of IOM statistical data. Several papers were produced and presented at conferences, including a paper prepared for the United Nations Population Division's Coordination Meeting on International Migration, held in New York from 11 to 12 July 2002, and for a United Kingdom national seminar on resettlement, held in London. On these occasions, IOM was able to demonstrate the value of its data generated through its operational activities to both researchers and policy makers, particularly in the area of return and resettlement. Continued efforts to analyse and enhance the use of IOM operational data will serve to strengthen IOM's role in providing migration policy guidance.

369. As part of the Division's continued efforts to expand the network of migration researchers and institutes, the Division initiated IOM's signing of a cooperation agreement with the Asian Pacific Migration Research Network (APMRN). The APMRN is a regional collaborative organization of researchers and scholars interested in all aspects of migration. Each APMRN regional network is autonomous, and regional coordinators are based in Australia, Bangladesh, China, Hong Kong SAR, Indonesia, Japan, Malaysia, New Zealand, the Philippines, Republic of Korea, Singapore, the Pacific region (based in Fiji), Taiwan (unofficial member), Thailand and Viet Nam. In collaboration with the Division and the Labour Migration Service, the APMRN will prepare a technical background paper for the forthcoming Labour Migration Ministerial Consultations for Countries of Origin in Asia, to be held in Sri Lanka in April 2003.

Publications

370. The publishing of IOM's research reports and other policy-relevant publications continued to increase from ten titles in 2001 to some 20 in 2002. These included "Migration trends in Eastern Europe and Central Asia: 2001-2002 Review" (the third edition of IOM's biennial reports on migration in the CIS), in English and Russian; "New challenges for migration policy in Central and Eastern Europe" (published together with TMC Asser Press); and six new titles in the IOM Migration Research Series (MRS). An effort was made to increase publications in all three IOM official languages. In 2002, IOM's 50-year history was published in French, and a colloquy report *Francophonie et Migrations* was published jointly with the *Conseil consultatif de la Francophonie*, and the *Délégation générale du Québec* in Paris. Furthermore, a "Binational study: state of migration flows between Costa Rica and Nicaragua", and "The state of migration management in Central America" were published in Spanish and English, as well as "The return and reintegration of migrants to the South Caucasus: an exploratory study".

371. Notwithstanding the Division's limited resources, cooperation with and support to other departments was enhanced in a collaborative effort to provide publishing channels for high-quality reports that merit wide publication. For example, an informative collection "HIV/AIDS prevention programmes for mobile populations in Africa" was published together with the Migration Health Services (MHS). "Psychosocial Notebook", No 3, on psychosocial rehabilitation and related capacity-building in Kosovo, was published in cooperation with IOM Rome. IOM's Migration Policy and Research Programme also generated new reports, which began to be published in 2002 with the support and inputs from the Research and Publications Division. In this context, a new report series entitled "International Dialogue on Migration" was created and three titles released in 2002, including a "Compendium of intergovernmental organizations active in the field of migration" and an overview of migration-related international legal norms entitled "International legal norms and migration: an analysis", the latter in IOM's three official languages.

372. IOM continued to publish its academic journal, *International Migration*, with the collaboration of the new editor, Professor Charles B. Keely, Institute for the Study of International Migration (ISIM), Georgetown University, Washington, D.C. The Journal is published and distributed by Blackwell Publications and six issues, two of them special issues, were published in 2002. In addition, four issues of *IOM News* (in the three official language versions) were published in 2002, as well as two issues of the newsletter *Trafficking in Migrants* (also in the three IOM languages) and three issues of the *Migration and Health Bulletin*.

373. Some publications, such as the Migration Research Series reports, are posted in full on the IOM's main web site (www.iom.int). For each publication, a number of hard copies are routinely distributed free of charge. Most of the above titles were also sold through the United Nations' Publications and Marketing Division and its retailer network. To sustain its growing publishing programme, IOM has also started to sell its publications directly, notably via the web-ordering procedures.

XII. LEGAL SERVICES

374. The regular tasks of Legal Services (LEG) include the following: advising on matters of a legal and constitutional nature; preparing, negotiating and overseeing agreements on IOM privileges and immunities; advising on requirements for membership and observership; conducting research and producing papers on the legal and policy aspects of IOM purposes and functions; preparing, negotiating or coordinating cooperation agreements, operational agreements, contracts, etc. for IOM departments and Missions; reviewing, interpreting and advising on Staff Regulations and Rules for Officials and Employees, at Headquarters and in the Field; representing IOM at intergovernmental meetings and consultations dealing with migration, refugees, human rights and internally displaced persons.

375. In 2002, LEG undertook some of the following activities:

376. Agreements: LEG responds to requests from IOM Missions on agreements which they wish to sign (either drafting or making changes to a draft). On average, LEG responds to approximately three to five requests per day. It also drafts cooperation agreements with other organizations at the Headquarters and Field levels. LEG has produced a model contract outline which it sends to Field Missions and uses in training on how to write contracts. Project development staff, Chiefs of Mission and Administrative Support Officers have been trained in writing agreements. LEG has also developed the contracts to be used for procurement of goods and services for IOM Offices, in conjunction with the Procurement Officer based in Manila.

377. Staff Regulations and Rules (SRRs): LEG advises on specific field situations regarding tax, social security, SRRs and benefits. For example, LEG has reviewed personnel and administrative issues in various Missions, together with HRD and the relevant Mission, regularizing *de facto* practices which had been in place for many years in order to standardize conditions of service as widely as possible. LEG also signs off on all SRRs implemented in Field Missions, and advises on tax and social security issues both generally for Missions and for individual situations. LEG responds to a number of requests per week from Field Missions experiencing problems regarding staff contracts, tax or social security issues. Many States do not fully implement the status agreements entered into with IOM, and LEG must write letters and formal notes to Ministries of Foreign Affairs explaining the content of the agreement and requesting that it is respected. Many cases involve reluctance to grant tax exemption on salaries to national staff, even when this has been specifically provided for in the status agreement. LEG also advises on disciplinary actions, terminations and reductions in force.

378. Staff Disputes: LEG is also responsible for dealing with staff disputes which go to the Joint Administrative Review Board (JARB) and/or the ILO Tribunal. LEG advises the Director General on the merits of such cases and prepares the statement of the Administration. LEG is also involved in negotiating settlements where this is feasible and appropriate. In 2002, LEG began to review and update the rules of procedure of the JARB, in order to streamline the process as well as to take into account current realities, such as the use of e-mail correspondence and teleconferencing.

379. Policy Issues: In 2002, LEG produced the updated version of the IOM Policy on Internally Displaced Persons and the policy paper on IOM and the Human Rights of Migrants. LEG regularly produces papers and speeches on migrants' rights and is involved in inter-agency

meetings on this issue. It is the organizational focal point for migrants' rights issues and participates in the Steering Committee for the Ratification of the Convention on the Rights of All Migrant Workers and Members of Their Families. It follows human rights issues generally, and attends the Commission on Human Rights and related meetings. LEG also coordinates policy documents produced by other departments, such as those on migration and health and on return issues. LEG is the organizational focal point for the issue of rescue at sea and represents IOM at meetings of the United Nations Inter-Agency Working Group which has been established to examine this topic. LEG also participates regularly in the AGAMI meetings between IOM and UNHCR.

380. **Governing Bodies:** LEG is the focal point for information on membership and observership for States. It also provides information to States on privileges and immunities and status issues. LEG is responsible for providing information to States and keeping a record of issues relating to the amendments to the Constitution. LEG coordinates the draft resolutions for the governing body sessions.

381. **Training:** In 2002, LEG was involved in training workshops for IOM staff. It trains staff in the areas of privileges and immunities, on drafting contracts and other legal documents, as well as on migrants' rights and international law. It was also involved in workshops for outside bodies, such as groups of law students, on topics related to migration law. In 2002, a member of LEG was trained by the Office for the Coordination of Humanitarian Affairs (OCHA) IDP Unit as a trainer on the IDP Guiding Principles and participated as a trainer in a joint workshop of OCHA and IOM on IDPs in Indonesia, as well as in an IOM workshop for Indonesian government officials on IDP issues. LEG was also involved in the IDP Unit's one-year review of IDP training materials. LEG is currently developing training modules on migrants' rights for IOM staff members with an external training consultant.

XIII. GENDER ISSUES

382. IOM has pursued its goal to institutionalize and mainstream gender into its work since 1995 when the Council adopted the IOM Staff and Programme Policy on Gender. A Gender Mainstreaming Strategy was subsequently developed, approved and integrated into the overall activities of the Organization. Gender mainstreaming, as a functional facet of IOM's work, seeks to ensure that women and men are provided with equal opportunities to develop and use their skills and to participate in decisions affecting their professional as well as personal lives.

383. IOM introduced and implemented a pilot initiative on gender mainstreaming in 2001 to build on existing experience and to facilitate the implementation of project activities which could serve as catalysts for future project development, combining a gender focus with migration. As this initiative was deemed to have proven its value, the exercise was repeated in 2002.

384. As in 2001, the projects were selected by the WGGI with the aim of:

- advancing the understanding of both gender and migration at institutional and grass-roots levels;
- increasing gender awareness and opening channels of dialogue;

- promoting the capacity to design and implement gender mainstreamed projects, and enhancing the participation of Field Missions in IOM's gender mainstreaming strategy;
- increasing gender-specific data on migrants caseloads; and
- providing innovative tools to address the needs of migrants, especially at grass-roots level.

385. The projects selected in 2002 involved activities in disaster preparedness, labour migration, information campaigns and counter-trafficking.

386. The gender dimension of the four projects sponsored by the WGGI was assessed in the following areas:

(i) Advancing the understanding of gender and migration

387. Gender is an issue that cuts across all IOM migration programmes and activities, not only because migrant men and women are among IOM's main stakeholders but also because IOM's partners, whether governmental, institutional or grass-roots, all have an interest in a gender component being appropriately introduced, analysed and handled in the Organization's programmes.

(ii) Increasing gender awareness throughout the Organization

388. A gender sensitivity survey sent to all IOM staff members in early 2002 showed that despite the existence of a gender mainstreaming policy, a network of over 80 gender focal points throughout the Organization, commitment to the principle of gender equality at the highest levels by IOM's leadership, gender sensitivity and awareness among IOM staff needed constant and ongoing guidance and attention. One of the main results stemming from the expert's analysis was that a good proportion of staff were aware of the gender policy but did not need to apply it in their work or that they knew it existed but had not read it. The Working Group on Gender Issues (WGGI) devotes a good deal of its time to information-sharing and advocacy, but obviously more guidance is needed. Successful gender mainstreaming does not mean adding a "woman's component" to a project and indeed goes beyond increasing women's participation. It means bringing the experience, knowledge and interests of both women and men to bear on any agenda and activity. Thus, it is particularly important that staff other than those directly involved in implementing the project benefit from a cascade effect, whether in developing their own projects or simply in passing on the "message" until it is not only understood but accepted as routine.

(iii) Enhancing the capacity to design and implement gender mainstreamed projects

389. When the WGGI introduced in 2001 its pilot initiative of gender mainstreaming through specific projects, it stressed that mainstreaming was not only beneficial to migrants and staff but that it was also good for the Organization in terms of changing the organizational culture to value different approaches and perspectives. The goal of mainstreaming is the transformation of imbalanced social and institutional structures into equal and just structures for both men and women. Thus, when a project developer is confronted with incorporating the gender dimension into a new project, it should become obvious that constraints and opportunities for migrant men

and women are usually different, and that by examining them through a gender sensitive lens, perspectives are broadened from both a personal and professional viewpoint.

(iv) Increasing gender specific data on migrants

390. While gender and migration indicators and sex-disaggregated statistics are vitally important, what has been of increasing usefulness for project development is the simple examination of how the impact, benefits, and constraints differ for migrant men and women. The whole point of gender mainstreaming in project development is that migrant men and women have different needs, concerns and opportunities. The challenge is to see that they are all addressed equally and humanely without detriment to one gender or the other.

(v) Provide innovative tools to better meet the needs of migrants

391. Existing tools, such as the Project Assistance Toolkit (PAT) that provide examples and terminology for project development, as well as the posting of illustrations of gender mainstreamed projects, need to continue to be improved and encouraged.

392. While lessons were learned since specific gender mainstreaming projects were introduced in 2001, much improvement would still be needed before gender mainstreaming became an automatic process.

393. Other activities carried out by the WGGI included:

- Ongoing publication of the IOM Gender and Migration News Bulletin.
- Monitoring and assessment of the gender dimension in four projects funded by the Working Group on Gender Issues.
- Drafting and publication of a generic Fact Sheet on Gender and Migration.
- Implementation of an interactive exercise with Gender Focal Points on respective Plans of Action for 2002.
- Ongoing participation in the Inter-Agency Standing Committee (IASC) Reference Group on Gender and Humanitarian Assistance. The WGGI's contribution to the work of the Reference Group (RG) consisted in providing input to the Secretary-General's Report on Women, Peace and Security and will contribute in 2003 updated information to the electronic gender resource package developed by the RG. Moreover, through its work with the RG, the WGGI participated in an inter-agency exercise to address allegations of misconduct by staff in emergency humanitarian situations. Although IOM was not implicated, following the alleged sexual abuses of refugee women and children in camps in West Africa, the WGGI used the opportunity to update pertinent paragraphs of IOM's Standards of Conduct for all staff.
- Drafting and implementation of a gender sensitivity survey for all IOM staff. Analysis of and follow-up to the expert's final report on the results of the survey which will constitute a programme priority for 2003.

- Implementation of the first phase in the organization of three workshops targeting migrant women and devoted to micro-credit management, micro-enterprise development, and empowerment.

XIV. ADMINISTRATIVE SUPPORT

DEPARTMENT OF BUDGET AND FINANCE

Overview

394. In 2002, total expenditure again remained at a high level, amounting to USD 372.6 million for the Administrative and Operational Programmes (Administrative Programme USD 23 million and Operational Programme USD 349.6 million).

395. The continued expansion of the Organization's activities presented a significant challenge in terms of management and financial control, as core staff and resources were stretched to cover an increasingly dispersed project base, often in some of the world's most difficult post-conflict locations. In 2002, IOM continued to support emergency operations in Afghanistan, Sierra Leone and the South Pacific which required close management oversight in order to respond to the rapidly changing conditions on the ground. The Organization made progress in the transfer of certain information technology and administrative functions to Manila in an effort to accommodate the growth of the Organization within current administrative resources.

396. Despite the continued efforts of the Administration to keep both budgets under stringent financial control, it was not possible to avoid underfunding in 2002 under both the Administrative and Operational Parts of the Budget. The underfunding in the Administrative Part was due to the increase in the provision of doubtful receivables and in the Operational Part to the lack of funding for expenditures relating to certain emergency operations, and for unbudgeted and unforeseen staff and office costs.

Administrative Part of the Budget

397. In 2002, the number of Member States increased to 98, compared to 91 at the end of 2001.

398. The budget for 2002 was prepared on the basis of zero nominal growth, following a modest increase of 5 per cent in 2001. The approved budget under the Administrative Programme remained at CHF 35,763,000. The excess of expenditure was primarily due to non-payment of assessed contributions.

399. As a result of non-payment of arrears by certain Member States, there was an increase in the provision for doubtful receivables in 2002 of CHF 805,785, as compared to CHF 728,704 in 2001). The outstanding assessed contributions for 2001 and prior years increased from CHF 4,102,632 at 31 December 2001 to CHF 4,908,417 at 31 December 2002. The assessed contributions from the seven new Member States which joined the Organization in 2002 amounted to CHF 489,255. After taking into consideration these extraordinary and unbudgeted

items accounting for a net expenditure of CHF 316,530, there was an underfunding at the end of 2002 amounting to CHF 358,235. This amount will be carried forward to 2003.

400. At 31 December 2002, the total outstanding assessed contributions amounted to CHF 7,130,255. A limited number of Member States account for most of the overdue amounts.

401. In December 2001, the Council had approved the carry-forward and use of CHF 1 million of additional contributions from new Member States to fund five new project development positions and costs related to the delocation of certain IT and support functions to Manila. Due to delays resulting from recruitment procedures, only about CHF 0.7 million of the CHF 1 million approved was spent in 2002. The balance of approximately CHF 0.3 million will be carried forward to 2003 to cover the remaining costs.

Operational Part of the Budget

402. Expenditure under the Operational Programmes was significantly higher than in 2001. With increased complexity of operations, including large emergency operations and an increase in the number of active projects, financial management had to be strengthened and fundraising efforts enhanced. A small number of projects, however, mainly for emergency operations, were not fully funded as expected and resulted in deficits. Furthermore, certain staff and office costs were not entirely covered by budgeted resources but were funded due to contractual obligations and the increased level of operations. As a result of these unforeseen and unbudgeted expenditures, a deficit of USD 730,086 resulted. This amount is being carried forward to 2003. In addition, as agreed by the Council in December 2002, an amount of USD 1,069,851 is also being carried forward for UNSECOORD fees. This amount will be covered through the increased overhead income resulting from the increase in the overhead rate from 9.5 per cent to 12 per cent. Therefore, the total amount being carried forward to 2003, representing the UNSECOORD fees and the deficit on projects and staff and office costs, is USD 1,799,937.

403. The Summary Update on the Programme and Budget for 2002 (MC/2082) estimated a budget of USD 420.6 million for 2002, based on the information available at that time. Actual expenditure under the Operational Programmes of USD 349.6 million was USD 71 million below the estimate. This was mainly due to the delay in compensation payments under the German Forced Labour Compensation Programme (USD 37 million) and the Holocaust Victim Assets Programme (USD 25 million), and the lower than originally budgeted levels under the United States Resettlement Programme (USD 25 million) offset by the expansion of activities under the Processing of Australia-bound Irregular Migrants (USD 27 million).

404. Total staff and office costs increased by USD 24.6 million, from USD 85.3 million in 2001 to USD 109.9 million in 2002, mainly due to a change in the composition of IOM's projects, which were more labour-intensive than the transportation programmes which used to constitute a larger proportion of IOM programmes.

405. Direct expenditure also increased substantially in 2002 by USD 72.9 million (USD 239.8 million for 2002 as compared to USD 166.9 for 2001). This was mainly due to the compensation payments under the German Forced Labour Compensation Programme (USD 57.8 million in 2002 compared to USD 5.6 million in 2001) and an increase in subcontracted services under the Processing of Australia-bound Irregular Migrants (USD 19 million).

406. Total expenditure under the Operational Programmes, by region and in USD millions, was as follows: Africa and the Middle East (32.7); Americas (32.3); Asia and Oceania (108.5); and Europe (164.9). Expenditure under Global Activities amounted to USD 7.7 million.

407. The most significant expenditure fluctuations, by region, are as follows:

- The decrease in activity for **Africa and the Middle East** in 2002 of USD 8.4 million was mainly a result of the reduced refugee resettlement activities (USD 5.7 million), the reduction in activities under the Guinea emergency operation and in the Congo (USD 4.5 million), offset by new activities in Sierra Leone (USD 2.1 million).
- The significant increase in expenditure for **Asia and Oceania** of USD 57.8 million was due to the Organization's involvement with the Processing of Australia-bound Irregular Migrants in the Pacific.
- The increase in expenditure for **Europe** of USD 42.7 million (35 per cent) was mainly due to the increase in activities under the Compensation Programmes (USD 53 million), offset by a further decrease in the level of operations in Kosovo (USD 15 million).
- The increase under **Global Activities** and staff and services covered by Discretionary Income was mainly due to a reclassification and the categorization of projects, as well as to many new small project activities and the UNSECOORD fee (USD 1.1 million) for 2002.

408. Total expenditure under the Operational Programmes by Service and in USD millions was as follows: Movements (125.4); Migration Health (10.1); Technical Cooperation on Migration (84.4); Assisted Voluntary Returns (34.1); Mass Information (2.9); Counter-Trafficking (7); Labour Migration (1.8); Other Programmes (Compensation Programmes) (72.4); and General Programme Support (7.8).

409. The most notable fluctuations were as follows:

- The increase in **Movement** (USD 26.8 million) was mainly due to the Australia-bound migrants in the Pacific (USD 35.1 million), offset by a further reduction in expenditure under the United States Refugee Resettlement Programmes (USD 7.3 million).
- The 27 per cent increase under **Assisted Voluntary Returns** was mainly due to increased returns to Afghanistan in 2002 (USD 4.6 million).
- The increase in **Counter-Trafficking** was due to expanded activities in the Balkans, Nigeria and the Mekong region.
- Expenditure under the **Compensation Programmes** increased substantially due to the fact that compensation payments of USD 57.8 were made in 2002.
- The increase in expenditure under **General Programme Support** and **Staff and Services covered by Discretionary Income** is explained above under Global Activities.

DEPARTMENT OF HUMAN RESOURCES AND COMMON SERVICES

410. The trend in previous years' staffing figures continued in 2002. There was continued deployment, recruitment and selection of staff members for Kosovo, Afghanistan and the Pacific Operations, as well as the Compensation Programmes at Headquarters; the overall figures for officials increased, together with the number of Offices; and there was also a marked increase in the number of Field employees (see pages 77 to 83).

411. 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 77 to 83).

412. The number of officials increased from 334 to 382. The number of staff employed by the Organization as at 31 December 2002, i.e. including officials and employees, totalled 3,413 persons, representing an increase of 23.7 per cent as compared to the total number of staff in 2001 (2,758).

413. Council Resolution N° 932 (LXXI) of 29 November 1995 endorsed the IOM staff policy on gender balance of 29 November 1995 and invited the Director General to give effect to this policy, taking all steps appropriate to this end and to inform the governing bodies regularly of progress made. In this regard, the number of women officials increased from 35 per cent in 2001 to 37.7 per cent as at 31 December 2002. As regards employees, women represent 43.8 per cent of Field employees and 75.6 per cent of Headquarters' employees.

414. In order to expand the associate experts/junior professional officers programme as a key asset for the accomplishment of IOM's mandate, six new associate experts were hired in 2002, and two associate experts who had completed their assignment were integrated into the IOM staff.

415. On 6 June 2002, IOM signed a Memorandum of Understanding with the Ministry for Development and Cooperation of the Netherlands concerning the new Dutch Associate Expert Programme. The agreement was implemented in September 2002 and one associate expert has already been selected. This new agreement considers technical cooperation and technical cooperation assistance as the main tools for contributing to the economic and social development of least developed countries.

416. IOM also concluded two Memoranda of Understanding for the secondment of personnel in emergency and post-conflict operations: (i) with the Department for International Development (DFID) of the United Kingdom in March 2002 (four persons were seconded to Liberia and Sudan); and (ii) with the United Nations Joint Logistics Centre (three IOM staff members were seconded and posted in Afghanistan). Three IOM staff members are currently seconded to the Office for the Coordination of Humanitarian Affairs (OCHA), the United Nations Development Programme (UNDP) and the Balkans Stability Pact.

417. In 2002, the Organization issued 68 Vacancy Notices for Officials (49 open only to internal candidates and 19 open also to external candidates).

418. The process of standardization of conditions of service for locally recruited staff in Field Offices continued during 2002. The Staff Regulations and Rules were implemented in nine new countries and the Medical Service Plan insurance granted to 12 new Missions.

419. The Staff Development and Training Unit (SDT) continued the coordination of cost-effective learning activities for staff in the Field and at Headquarters. In 2002, SDT supported the organization of 77 staff development and training activities for some 520 staff members, representing 15 per cent of the total staff. 63 per cent of the SDT budget was used for Field staff. Major target groups included Chiefs of Mission, senior administrative field staff and new recruits in need of induction. Emphasis was also placed on enhancing IOM's project development capacities and on the updating of the Organization's staff development and training policies and guidelines. New initiatives included the development of a comprehensive induction CD-ROM for new staff and a trainer's manual on emergency migration management.

420. 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, as well as increasing the pensionable remuneration. The Director General also updated 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.

Officials⁸ by Grade, Budget, Location and Gender as at 31 December 2002

Grade	Administrative and Discretionary Income				Operational				Total IOM Officials		
	Headquarters		Field		Headquarters		Field		F	M	Total
	F	M	F	M	F	M	F	M			
D2		1								1	1
D1	3	4	2	4		2		3	5	13	18
P5	5	12	2	11	2	1	1	16	10	40	50
P4	13	14	4	4	7	2	8	29	32	49	81
P3	6	9	7	12	5	9	24	60	42	90	132
P2	6	3			15	4	16	27	37	34	71
P1			1				17	11	18	11	29
Total	33	43	16	31	29	18	66	146	144	238	382

Excluding:

- Director General and Deputy Director General, interns, consultants, and staff on special leave without pay.
- 11 associate experts funded by the Governments of Belgium (2), Germany (1), Italy (1), Japan (3), Netherlands (1), Sweden (1), Switzerland (1) and the United States (1).
- Officials in ungraded positions: 17.
- Officials on short-term assignments: 100.

⁸ 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 Officials⁹ employed as at 31 December 2002**

Country of nationality ¹⁰	Grade						Total	
	D2	D1	P5	P4	P3	P2		P1
Albania						1		1
Algeria					1			1
Argentina		1		1	1			3
Australia		1	1	1	6	5	6	20
Austria		1		1	1			3
Azerbaijan						1		1
Bangladesh			1					1
Belgium		1	1	2	6			10
Bolivia				2				2
Burkina Faso					1			1
Canada		1	3	2	6	3	1	16
Chile			1		1			2
Costa Rica		1			4	1		6
Croatia				2	2	1	1	6
Czech Republic					1	1		2
Denmark				2	1			3
Egypt			1			1	1	3
Finland					1		1	2
France			4	5	4	1		14
Georgia					1			1
Germany		5	4	5	2	4	1	21
Greece					1			1
Guatemala					1			1
Honduras				1		1		2
Hungary				2				2
Iran (Islamic Republic of)				1		1		2
Israel			1			1		2
Italy		1	7	6	8	3		25
Japan		1			1	1		3
Jordan				1	2	1		4
Kenya				1	4		2	7
Liberia					1			1
Lithuania				1	1			2
Netherlands		1	2	2	1	1		7
Nicaragua						2		2
Norway			1					1
Pakistan			1		1			2
Panama				1	1			2
Peru				2				2

⁹ Staff members holding a regular or one-year contract or with the Organization for more than 12 months.

¹⁰ Observers and non-Member State nationalities are listed as "Others".

**Distribution by Grade and Country of Nationality
of Officials¹¹ employed as at 31 December 2002 (continued)**

Country of nationality ¹²	Grade							Total
	D2	D1	P5	P4	P3	P2	P1	
Philippines				3	6	3	5	17
Poland						2		2
Portugal			1	1		1		3
Republic of Korea						1		1
Romania				1		2		3
Slovakia						1		1
South Africa						1		1
Sri Lanka				1				1
Sudan				1				1
Sweden				1	6	2		9
Switzerland	1		2	5	2	4		14
Thailand					1	4	1	6
Ukraine					1			1
United Kingdom of Great Britain and Northern Ireland			2	5	5	2	1	15
United Republic of Tanzania						1		1
United States of America		4	11	10	29	4	3	61
Uruguay			1	3	1	1		6
Venezuela			1					1
Yugoslavia, FR*					1	3		4
Others			4	9	19	9	6	47
Total	1	18	50	81	132	71	29	382

*Now Serbia and Montenegro

¹¹ Staff members holding a regular or one-year contract or with the Organization for more than 12 months.

¹² Observers and non-Member State nationalities are listed as "Others".

Headquarters and Field Employees by Budget as at 31 December 2002

	Administrative and Discretionary Income		Operational		Total
	Headquarters	Field	Headquarters	Field	
Employees ¹³	66	22	71	1 511	1 670
Temporary	6		25	1 200	1 231
Total	72	22	96	2 711	2 901

Breakdown of Headquarters and Field Employees¹⁴ by Nationality and Gender as at 31 December 2002

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Afghanistan			19	294	313
Albania	1	1	28	16	46
Algeria			1	2	3
Angola			1	7	8
Argentina	2		14	3	19
Armenia			9	4	13
Australia	3	1	8		12
Austria	1		4	6	11
Azerbaijan	1		11	17	29
Bangladesh			5	7	12
Belarus			6	1	7
Belgium			9	12	21
Bolivia			1	2	3
Bosnia and Herzegovina	3	1	43	49	96
Brazil		1		1	2
Bulgaria	3		4	1	8
Burkina Faso				2	2
Cambodia			14	23	37
Canada	1			3	4
Chad			1		1
Chile			2	5	7
China, Hong Kong (SAR)			4		4
Colombia			94	53	147
Congo			2	7	9
Costa Rica	1		24	10	35
Côte d'Ivoire			1	1	2
Croatia	3	1	10	9	23
Czech Republic	1	1	6	2	10
Dominican Republic			1	2	3
Ecuador			4	2	6

¹³ Employees holding a regular or one-year contract or within the Organization for more than 12 months.

¹⁴ Including short-term employees.

**Breakdown of Headquarters and Field Employees¹⁵ by Nationality and Gender
as at 31 December 2002 (continued)**

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Egypt			19	15	34
El Salvador			2	3	5
Estonia			1		1
Ethiopia			11	12	23
Fiji				1	1
Finland			7	5	12
France	26	13	1	6	46
Gambia			2	1	3
Georgia			7	7	14
Germany	8	1	19	14	42
Ghana			13	14	27
Greece	1	1	7	6	15
Guatemala			9	28	37
Guinea			3	6	9
Guinea-Bissau			3	3	6
Honduras			4	9	13
Hungary			6	5	11
India			3	5	8
Indonesia	1		26	28	55
Iran (Islamic Republic of)			5	13	18
Ireland	1		1		2
Italy	4	1	30	11	46
Japan			3		3
Jordan			6	11	17
Kazakhstan			11	3	14
Kenya	1		45	69	115
Kiribati			4		4
Kyrgyzstan			3	7	10
Latvia		1	1	1	3
Lebanon			1		1
Lesotho			1		1
Liberia			3	5	8
Lithuania			4		4
Madagascar		1			1
Mali				1	1
Mexico			2	1	3
Mongolia	1				1
Myanmar			1		1
Nauru			10	31	41
Netherlands	3		32	20	55
New Caledonia				1	1
Nicaragua			4	1	5
Nigeria			13	2	15
Norway			3	3	6
Pakistan			5	13	18
Paraguay				1	1
Peru	1		7	6	14
Philippines	2		13	12	27
Poland	4		9	2	15

¹⁵ Including short-term employees.

**Breakdown of Headquarters and Field Employees¹⁶ by Nationality and Gender
as at 31 December 2002 (continued)**

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Portugal	1		7	3	11
Republic of Korea				1	1
Republic of Moldova			5	6	11
Romania	1	1	14	9	25
Russian Federation	2		103	48	153
Senegal	1		12	11	24
Sierra Leone			4	23	27
Slovakia			7	3	10
Slovenia	1		4	1	6
Somalia			2		2
South Africa			7	9	16
Spain	1	1	3		5
Sri Lanka		1	4	8	13
Sudan	1		10	10	21
Sweden			3		3
Switzerland	23	7	1		31
Syrian Arab Republic			6	6	12
Tajikistan			8	14	22
Thailand			15	5	20
The former Yugoslav Republic of Macedonia	2	2	33	26	63
Timor-Leste			7	106	113
Tunisia			2	3	5
Turkey			3	7	10
Turkmenistan	2		5	5	12
Uganda			2	2	4
Ukraine	1		25	17	43
United Kingdom of Great Britain and Northern Ireland	12	1	5	5	23
United States of America			20	27	47
Uruguay	3	1	2	1	7
Uzbekistan				1	1
Venezuela		1	1	2	4
Viet Nam			32	18	50
Yemen				1	1
Yugoslavia, FR*	3	2	72	62	139
Kosovo			85	170	255
Zambia			2	1	3
Zimbabwe			1	1	2
Total	127	41	1 198	1 535	2 901

*Now Serbia and Montenegro

¹⁶ Including short-term employees.

Summary Table and Comparison with Previous Year

	Administrative and Discretionary Income		Operational	
	2001	2002	2001	2002
Officials¹⁷				
Regular or one-year contract	115	121	120	158
Officials - more than 12 months	16	6	102	114
Officials - less than 12 months	2	8	94	92
Headquarters Employees				
Regular or one-year contract	70	72	20	37
Employees - more than 12 months	13	12	5	16
Employees - less than 12 months	13	6	21	25
Field employees	22	22	2 132	2 711

¹⁷ Excluding Director General and Deputy Director General.

XV. OFFICE OF THE INSPECTOR GENERAL

421. Since its creation in 2000, the Office of the Inspector General (OIG) has fulfilled the functions of internal audit, evaluation and rapid assessment of projects for internal oversight purposes following decentralization, as well as the investigation of cases of alleged violations of IOM Regulations and Rules and suspected fraud. Since the introduction of the Policy for a Respectful Working Environment in 2002, OIG has also been involved in fact-finding investigations within the formal complaints procedure.

422. A total of 31 audits were conducted in 23 Field Missions during 2002 and six Missions with Regional Functions (MRFs) were also audited, to examine and report on adherence to financial and administrative procedure under IOM's rules and regulations and the soundness of internal controls. In compliance with the new internal audit standards, the assessment of risk exposures and risk management in Field Office activities was also examined, to ensure that these were well understood and controlled. OIG also performed an internal audit of MRF Manila and the related delocation process of Headquarters functions to Manila, as well as auditing IOM's Headquarters travel authorization and claims process. Additionally, OIG continuously follows up on the implementation status of all audit reports' short-, mid- and long-term recommendations.

423. OIG's rapid assessment function submitted 27 projects to a shortened version of project evaluation, including a financial review. The Movement Management Department being the largest service, an additional major thematic rapid assessment exercise, including cost analysis, was conducted on IOM's transit projects worldwide, involving the review of 108 projects in 20 Field Missions.

424. One project received a fully-fledged evaluation, and technical assistance with regard to evaluation was provided to a further nine. Two evaluation training modules and a taped video presentation on evaluation were developed for staff training purposes. Evaluation chapters were formulated for incorporation into staff support material such as the Emergency Manual and the Project Development Handbook. Guidance on the evaluation component was provided for several projects under development, including a project proposal on Indicators for Monitoring and Evaluation.

425. Six investigations were performed and OIG provided technical assistance to a further three investigations conducted by the Field. Two comprehensive financial and administrative reviews were made in Missions, as a response to specific issues.

426. In order to keep staff skills and competencies up to date with developments in the oversight field, staff received training in four different specialist training courses, namely: a Certified Internal Auditors workshop; seminars on Operational Auditing, Risk Management and Best Practices; a Basic Investigation Course for Auditors; and training in Managing Evaluation of Humanitarian Actions.

427. Given the synergies of the various OIG functions in performing oversight, OIG was well placed to make substantive inputs on cross-regional and systemic issues to the Improvement of Organizational Behaviour (IOB) process.

XVI. INFORMATION TECHNOLOGY AND COMMUNICATION

428. Technology is a fast growing area and the Information Technology Service (ITS) ensures that the benefit of computing services is pervasive and changing people's expectation about services access and utility. ITS faces that challenge by taking advantage of emerging technologies so as to enable staff to carry out the work of the Organization with minimal disruption at the lowest possible cost. The goal of ITS is to maintain and enhance the speed, quality, reliability and security of all IOM transactions for staff in a way that supports the mission of the Organization.

Service enhancements

429. The number of IOM Missions and staff has increased and ITS needed to restructure to meet growing organizational demands. In 2002, ITS opened a service centre in Manila in support of the Missions' network infrastructure and information systems. With this shift, ITS is able to effectively support Missions' requests in a timely manner. Support for systems such as PAS2000 (field accounting system) and IMA 2000 (health insurance tracking) were installed and are now handled from Manila.

Infrastructure upgrade

430. Numerous infrastructure upgrades were implemented in 2002:

- installation of new network cabling in Headquarters, replacing 15-year old network cabling;
- organization-wide antivirus policy, adding scanning for viruses to incoming/outgoing e-mail messages which greatly reduced the number of infected messages circulating in the Organization;
- implementation of an updated firewall and independent Internet access for users in Headquarters;
- introduction of redundancy for messaging gateway servers to reduce downtime of such a critical business system;
- termination of outsourcing with Compaq and exchange servers brought back in-house.

Information systems

431. IOM has several processes using information systems to support and track its business needs and requirements. Highlights of system implementation/upgrade include:

- **Mosaic Upgrade:** ITS and ACO initiated testing of the new Mosaic after its upgrade to Windows. The IOM accounting system will include new functionalities as requested by ACO and Missions.

- **MiMOSA implementation:** MiMOSA was introduced to the first IOM Mission in October 2002, following a week-long training. It is expected that in 2003 all Missions will be running MiMOSA to track operations.
- **IMA2000 upgrade:** ITS introduced changes within IMA2000, the health insurance programme, to allow remote access of this application from Manila.

Helpdesk and Support

432. Manila implemented 24-hour/5 days a week support allowing Missions to have available support service during working hours regardless of time zone.

Web site, Intranet and Digital Assets Management (WIDAM)

433. The Unit is responsible for ensuring that the Organization's Web site, Intranet and Digital Assets Management (WIDAM) system meet organizational needs, are cost effective and further IOM's goals and objectives. Working in close coordination with departments at Headquarters, in particular ITS, MPI and RES/PUB, the Unit takes the lead in developing and implementing comprehensive information management solutions within its area of responsibility and ensuring that relevant information is made available to users in a systematic, coherent and timely fashion. The Unit is also responsible for formulating, implementing and enforcing policies, procedures, guidelines and taxonomies relating to the use and maintenance of the information systems under its responsibility.

IOM Image Library

434. IOM has over 30,000 photographs documenting the Organization's history for more than 50 years and needed a solution to enable it to make best use of this invaluable resource. The Unit began reviewing and including the most precious images in the IOM Image Library for long-term preservation. The Unit also developed and implemented a web-based application providing quick and user-friendly access to the Image Library's holdings. A taxonomy of images, technical standards and guidelines for submitting images, required to ensure the Image Library's consistent high quality, was also developed.

IOM Intranet

435. In 2002, the WIDAM was assigned responsibility for the IOM Intranet and began working on a comprehensive proposal for a new organization-wide Intranet. In this context, the Unit carried out a survey among key stakeholders to help define the Intranet's primary objective.

New sections on the IOM web site

436. Besides regularly updating the IOM web site, the Unit, together with other departments, initiated new sections and thoroughly revised existing ones: *Portraits* are the personal accounts of individuals assisted by IOM; *Migration in the News* provides daily updated migration news from around the world; *Online Project Compendium* contains regularly updated and fully searchable summary information on IOM projects from around the world.