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NINETY-SECOND SESSION

**REPORT OF THE DIRECTOR GENERAL ON
THE WORK OF THE ORGANIZATION FOR THE YEAR 2005**

This document is submitted to the Executive Committee at its Hundred and third Session in June 2006.

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ABBREVIATIONS

APC	African, Caribbean and Pacific Group of States
ARRC	(NATO) Allied Command Europe Rapid Reaction Corps
BAB	Business Advisory Board
BCPR	Bureau for Crisis Prevention and Recovery (UNDPKO)
BMET	Bureau of Manpower, Employment and Training (Bangladesh)
CAP	Consolidated Appeals
CARDS	Community Programme for Assistance, Reconstruction, Development and Stabilization in the Western Balkans
CARPO	CARDS Regional Police Project
CDC	Centers for Disease Control and Prevention
CEN-SAD	Community of Sahel-Saharan States
CICTE	Comité Interamericano Contra el Terrorismo Inter-American Committee Against Terrorism Inter-American Commission for Women/OAS
CIS	Commonwealth of Independent States
CISMU	Critical Incident Stress Management Unit (UNDSS)
CSP	Community Stabilization Programme (Kosovo)
CTC	Counter-Terrorism Committee (of the United Nations)
DDR	Disarmament Demobilization and Reintegration
DFID	Department For International Development (United Kingdom)
DRC	Democratic Republic of the Congo
EAC	East African Community
EBRD	European Bank for Reconstruction and Development
EC	European Commission
ECOSOC	Economic and Social Council
ECOWAS	Economic Community of West African States
EECA	Eastern European and Central Asian countries
EFCT	Emergency Field Coordination Training
EMM	Essentials of Migration Management
ESCWA	Economic and Social Commission for Western Africa
EU	European Union
FWCC	Friends World Committee for Consultation
GATOR	Global Airlines Ticket Order Recording System
GCC	Gulf Cooperation Council
GCIM	Global Commission on International Migration
GIAN	Geneva International Academic Network
GMG	Geneva Migration Group
HLD	(United Nations) High Level Dialogue on International Migration and Development
IAMM	International Agenda for Migration Management
IASC	Inter-Agency Standing Committee
ICAO	International Civil Aviation Organization
ICMPD	International Centre for Migration Policy Development
IDD	Inter-agency Internal Displacement Division
IDM	International Dialogue on Migration
IDP	Internally Displaced Person
IDRC	International Development Research Centre
IFES	International Foundation for Election System
IGC	Intergovernmental Consultations

ABBREVIATIONS (continued)

ILO	International Labour Organization
IMI	Italian Military Internee
IPCC	Iraq Property Claims Commission
IPCP	Iraq Property Claims Programme
IRI	Iraqis Rebuilding Iraq
IRMO	Iraq Reconstruction Management Office
ISAF	International Security Assistance Force
MDG	Millennium Development Goals
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
MINURSO	(United Nations) Mission for the Referendum in Western Sahara
MOSS	Minimum Operating Security Standards
MOU	Memorandum of Understanding
NATO	North Atlantic Treaty Organisation
NESC	National Economic and Social Council (Ireland)
NGO	Non-Governmental Organization
OAS	Organization of American States
OCHA	Office for the Coordination of Humanitarian Affairs
OCV	Out-of-Country Voting
OECD	Organisation for Economic Co-operation and Development
OSCE	Organization for Security and Co-operation in Europe
PICM	Palestinian Israeli Claims Mechanisms
PME	Population, Migration, and Environment
RANA	Return, Reception and Reintegration of Afghan Nationals
RCM	Regional Conference on Migration
RCP	Regional Consultative Process
RIF	Return Information Fund (Switzerland)
ROC	Regional Operation Centre
RQN	Return and Reintegration of Qualified Nationals
RRTF	Rapid Response Transportation Fund
SACTAP	Southern African Counter-Trafficking Assistance Programme
SADC	Southern African Development Community
SAIT	Security Awareness Induction Training
SECO	Swiss State Secretariat for Economic Affairs
SEE	South East Europe
SFM	Swiss Forum for Migration and Population Studies
SHAPE	Supreme Headquarters Allied Powers Europe
Sida	Swedish International Development Cooperation Agency
SIEMCA	Statistical Information System on Migration in Central America
SSR	Security Sector Reform (Afghanistan)
STI	Sexually transmissible infection
TB	Tuberculosis
TCC	Technical Cooperation Centre (Vienna)
TCDC	Technical Cooperation among Developing Countries

ABBREVIATIONS (continued)

UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCTAD	United Nations Conference on Trade and Development
UNDDR	United Nations Demobilization, Disarmament and Reintegration
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNDPKO	United Nations Department for Peace-Keeping Operations
UNDSS	United Nations Department of Safety and Security
UNECE	United Nations Economic Commission for Europe
UNFPA	United Nations Population Fund
UNHCHR	(Office of the) United Nations High Commissioner for Human Rights
UNHCR	(Office of the) United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNJLC	United Nations Joint Logistics Centre
UNJSPF	United Nations Joint Staff Pension Fund
UNODC	United Nations Office on Drugs and Crime
UNSS	United Nations Special Session
USAID	United States Agency for International Development
USRP	United States Resettlement Programme
WFP	World Food Programme
WHO	World Health Organization
WRAPS	World Refugees Admission Processing System
WTO	World Trade Organization

REPORT OF THE DIRECTOR GENERAL ON THE WORK OF THE ORGANIZATION FOR THE YEAR 2005

INTRODUCTION

1. During 2005 the Organization admitted as Members Jamaica, Bosnia and Herzegovina, the Gabonese Republic, the Republic of Cameroon, the Republic of Ghana, the Republic of Belarus, and the Togolese Republic. As in previous years, other significant activities and decisions by IOM's governing bodies are summarized in the following section of this report to provide a consolidated overview.

2. For the last five years, growth has been a significant theme of these reports, and this was so also in 2005. The seven new Members brought the number of IOM Member States to 116. Total expenditures in 2005 (Administrative and Operational Programmes combined) stood at USD 952.0 million, compared with USD 637.8 million in 2004, an increase of 49 per cent. At the request of the Member States, the Administrative Part of the Budget remained at CHF 37,119,000, the same as in 2004. Expenditures under the Operational Part of the Budget increased by USD 314.1 million to USD 922 million (compared with USD 607 million in 2004), an increase of 52 per cent. The total number of projects reached 1,400, of which 410 were new projects started in 2005 (compared with 350 in 2004). The number of staff rose from 4,040 in 2004 to over 5,000 in 2005, and the number of Field Offices increased to 280.

3. The demand for IOM's advice and services reflects the increasing attention being paid to migration globally, and the recognition of the importance of managing migration effectively. Of significant value is IOM's capacity to offer advice and support by drawing on its global presence and experience, thereby assisting governments and migrants in meeting their needs, and to be able to do so not only for current but also future needs, in accordance with the evolving global migratory context.

4. The **role, place and strategy of the Organization**, its growth, budget and governance were all topics of discussion in the governing body sessions during the year. At the Council session these elements were also seen and discussed in the context of the Report of the Global Commission on International Migration (GCIM), issued in October 2005. The long-standing issue of **outstanding contributions** to the Administrative Part of the Budget and the necessary measures to address this situation continued to be of concern. The Council approved the proposed change from an **overhead rate** of 12 per cent on staff and office costs to a new rate of 5 per cent on total project costs. A change in the **social security scheme** for IOM staff was discussed during the year and approved at the Council, as was the establishment on a new footing of a **Programme of Assistance to Stranded Migrants**. 2005 saw the further **transfers of functions to Manila** in an effort to contain costs, as well as the consolidation of those functions already in Manila. The idea of a second administrative centre to be located in the Western Hemisphere was also discussed.

5. The consolidation of IOM's advice, services and training in the field of international migration law into an **International Migration Law and Legal Affairs** function was implemented at Headquarters, as was the creation of a separate **Migration Health** pillar. In the Field, the **realignment of the regional support structures** was achieved smoothly during the year to reflect more accurately the role of the different Missions carrying out core functions, namely the Manila Administrative Centre (MAC), the Missions with Regional Functions (MRFs), and Special Liaison Missions (SLMs). Proposed small structural changes at

Headquarters - to establish an **Elections Support Unit** in the Operations Support Department, and to consolidate the functions in **Migration Management Services** into three of the headings of the "Managing Migration" chart - were approved by the Council in December.

6. Externally, IOM continued its efforts to pursue effective **linkages and partnerships**, including through the **Geneva Migration Group** (GMG), composed of the heads of six international agencies dealing with various aspects of migration, viz. ILO, IOM, UNCTAD, UNHCHR, UNHCR and UNODC. At the end of the year, the GMG agreed to work towards increasing its membership and updating the Group's terms of reference, taking account also of the recommendations of the report of the Global Commission on International Migration (GCIM). IOM continued its outreach to **NGOs** and made significant progress in its collaboration with the **private sector** in 2005. The Organization now has a wide variety of partnerships with the private sector for many different kinds of projects, and at the end of the year I convened a representative group of key business leaders in a **Business Advisory Board** (BAB) at Headquarters in Geneva to exchange information and advice on global issues relevant to migration and business. Some of the Board Members also presented themselves to the Member States at the Council session the following day.

7. IOM's work in 2005 under the heading **Emergency and Post-conflict Activities** was dominated by the completion of the large out-of-country voting programme for Iraq in 14 countries, and by assistance activities following the tsunami which hit South East Asia in December 2004, and the earthquake in Pakistan in the autumn of 2005.

8. **Movement Assistance** was provided to a total of 142,863 people in 2005 (233,906 in 2004), a decrease from previous years due to a number of factors, including the drawing to a close of some significant post-conflict repatriation and return programmes, and a lower number of refugee referrals and refugee intake by resettlement countries. Men receiving movement assistance outnumbered women by 6.3 per cent.

9. The global programme value of the **Facilitated Migration Service** activities implemented in some 52 IOM Missions in 2005 (17 in 2003) amounted to around USD 24.4 million (USD 20 million in 2004). Pre-consular activities served 17,755 people (22,173 in 2004) bound for nine countries. Pre-departure cultural orientation sessions were attended by 37,125 beneficiaries, 46 per cent women and 54 per cent men (compared to 34,932 in 2004, 49 per cent women and 51 per cent men). Travel assistance was offered to 18,346 beneficiaries (24,904 in 2004), while some 3,000 experts participated in international technical cooperation activities within the framework of TCDC.

10. In the field of **Migration Health** there was a significant health element to IOM's response to the tsunami in Indonesia, Sri Lanka and Thailand, and the earthquake in South Asia in 2005. To strengthen the already existing MOU between WHO and IOM, the two organizations signed a protocol recognizing IOM's lead role in migration and health, and endorsing IOM as implementing partner in five areas of common health priorities. IOM provided medical assessment services in 2005 to 96,023 people, 53.7 per cent of whom were women. In addition, 33,919 pre-departure medical checks were carried out and 807 migrants provided with a medical escort. The pilot phase of an important new programme of TB detection for long-stay visa applicants to the UK was started. Total expenditure in 2005 amounted to USD 31.9 million (USD 23.5 million in 2004).

11. **Technical Cooperation on Migration** projects or programmes increased by 24 per cent, with budget values increasing by 19 per cent over 2004, totalling USD 67.5 million, excluding

post-emergency migration management activities (USD 56.7 million in 2004). Total expenditure in 2005, including emergency activities in this category, amounted to USD 322.9 million, up from USD 191.4 million in 2004. The range of projects and their geographical coverage continued to expand, but the four principal themes and focus areas remained as in 2004: migration for security, international travel documents and their issuance systems, addressing irregular migration, and migration and development. This last topic is receiving increasing attention. IOM efforts include initiatives that address root causes of economically induced migration by enhancing the ability of governments and other key actors to focus development actions more strategically on country of origin migration dynamics. IOM activities address the link between migration and development also by strengthening the institutional capacity of governments and other stakeholders to communicate with and engage their expatriate communities in initiatives related to home country development.

12. **Assisted Voluntary Return and Integration.** In 2005, about 47,000 beneficiaries received return transportation assistance (compared with 133,000 in 2004). The decline is due to the significant decrease in the number of asylum applications, particularly in Europe, the diminishing impact of earlier mass displacement situations in the Balkans and, more recently, the expansion in EU membership. Both the numbers of migrants returning to more distant home countries, as well as the total number of countries of origin (147) rose. If in earlier years voluntary return assistance was provided within the context of asylum and temporary protection considerations, in 2005 applications for voluntary return assistance increasingly concerned migrants in an irregular situation. The majority of those seeking voluntary return assistance and advice continued to be single men of working age. In 2005, IOM continued to focus on the promotion and protection of migrants' human rights, highlighting the contribution by migrants to host societies, countering discriminatory and xenophobic attitudes and facilitating socio-economic integration. In the field of integration, IOM endeavoured to consolidate past achievements, to pursue geographical and thematic expansion through technical support to concerned authorities, and continued its awareness-raising initiatives by establishing information centres serving both migrants and host communities. The total expenditure on programmes in this category in 2005 amounted to USD 70.5 million (USD 56.9 million in 2004).

13. In the ten years that IOM has been involved in **Counter-trafficking** activities, over 300 counter-trafficking projects in some 100 countries have been implemented. While much of IOM's work is focused on capacity building and prevention campaigns, direct assistance to over 10,000 trafficking victims has been extended throughout the world. In 2005 IOM's counter-trafficking activities continued to expand into new countries, while an increasing number of Member States provided funding support. 2005 was also characterized by the strengthening of strategic and operational partnerships to improve coordination, ensure complementarity and maximize project effectiveness, including through the conclusion of a series of operational memoranda of understanding and greater engagement with the private sector. While IOM is gradually withdrawing from direct assistance, additional emphasis is placed on the training of the institutions taking over. During 2005, health was gradually mainstreamed throughout IOM's counter-trafficking projects and programmes. Counter-trafficking activities were undertaken in the aftermath of the two major natural disasters at the end of 2004 and in 2005, i.e. the tsunami and the Pakistan earthquake, to address the vulnerability to trafficking of affected populations. Total expenditure in 2005 reached USD 24.8 million, up from USD 19.7 million in 2004.

14. Expenditure on **Labour Migration** activities in 2005 totalled USD 3.4 million, significantly down from USD 6.4 million in 2004. Important small-scale and pilot projects, training activities, assessments and research were carried out which should form the basis for further programming and expansion in 2006. The Third Ministerial Consultations on Overseas

Employment and Contractual Labour for Countries of Origin in Asia was held in Bali in September 2005, this time including the participation of countries of destination also, and the discussions served to create a solid platform for further cooperation.

15. 2005 was the fifth year of IOM's involvement in the two large **Claims Programmes**, aimed at compensating former slave and forced labourers and other victims of the Nazi regime. By the end of 2005, IOM had disbursed a total of EUR 351.1 million to over 82,500 former slave and forced labourers worldwide under GFLCP. This amount included a second instalment payment to 74,700 victims who were still alive in May 2005. In addition, 11,200 legal successors of former slave and forced labourers under GFLCP received a total of EUR 18.6 million in compensation. Payments to claimants under the Property Loss Claims began in 2005, and a total of EUR 80.8 million was disbursed to over 15,100 eligible beneficiaries. Under Personal Injury Claims, IOM disbursed EUR 10.7 million to 1,460 claimants. At the end of 2005, USD 24.8 million were paid out to nearly 17,350 claimants under HVAP. Humanitarian and Social Programmes, which draw from and bridge GFLCP and HVAP, had committed over USD 30 million and provided assistance to over 53,000 beneficiaries in 13 central and eastern European countries. In addition to GFLCP and HVAP, IOM continued to work in 2005 on two projects relating to other claims programmes and issues. Thus, the Organization continued to provide advice, support and training to the Iraq Property Claims Commission (IPCC) on a range of legal and IT-related matters, as well as expert advice on technical issues relating to claims mechanisms in the context of Palestinian refugee issues, respectively.

16. In 2005, **Migration Policy, Research and Communications** (MPRC) activities were guided by the theme *Towards Policy Coherence on Migration*, culminating in the consideration of this topic at the International Dialogue on Migration at the Council session in December. The inter-sessional IDM workshops held in 2005 focused on *Migration and Development*, and *Developing Capacity to Manage Migration*. MPRC further facilitated the dissemination and utilization of two complementary capacity-building tools: IOM's *Essentials of Migration Management for Policymakers and Practitioners (EMM)* and the Berne Initiative's *International Agenda for Migration Management (IAMM)*, which provide a reference system for the elaboration of coherent migration management policies. In accordance with the objective of promoting policy coherence on migration between and among various stakeholders, MPRC continued to assist partner institutions and organizations in their efforts to further develop their approaches to migration issues. In 2005, Media and Public Information (MPI) developed and successfully implemented media and communications strategies for major emergencies, programmes, international and institutional events, including the launch of *World Migration 2005* – the third report in IOM's flagship publication series. The Research and Publications programme of work in 2005 focused primarily on migration and development in view of the upcoming United Nations High Level Dialogue on International Migration and Development in 2006. Activities in this area involved, i.a., organizing two international conferences and developing new projects involving a broad range of partners.

17. In addition to arranging briefings and representing IOM at various events, in 2005 **External Relations** (ERD) worked to strengthen its capability to coordinate IOM's overall participation in over 500 international meetings and conferences – an increase of over 50 per cent from 2004. Initiatives such as the Global Commission on International Migration (GCIM) and the UN High Level Dialogue on International Migration and Development (HLD) were a major focus of ERD's attention. The Department worked to develop an updated framework for cooperation with ICMPD; to institutionalize a policy dialogue with the European Commission's Directorate-General for Justice, Freedom and Security; to pursue IOM's active participation in the Inter-Agency Standing Committee (IASC) process, and to strengthen IOM's relations with

the Council of Europe. Work also continued to strengthen the dialogue with NGO partners. Donor Relations (DRD) activities in 2005 yielded increased financial support for IOM's programmes, including in the context of the Consolidated Appeals Process (CAP), resulting in IOM's receiving a total of over USD 130 million for CAP in 2005. The Meetings Secretariat continued to provide its support in the planning and organization of governing body meetings as well as various informal consultations, and the production of related documents. IOM's information and consultation meetings with governments have more than doubled since 2000, and the number of documents produced has also significantly increased from 248 in 2000 to 292 in 2005. The workload of Translations Services continued to grow rapidly. Measured in words translated, output was 4 per cent higher than in 2004 – itself a record year. TRS also continued to service requests received from throughout the Organization for external translations into languages other than IOM's three official languages. Demand for such translations, which are generally project-related, increased nearly sixfold compared with 2004, reaching an all-time high.

18. The **International Migration Law and Legal Affairs** Department was formally established in 2005, adding the international migration law (IML) element to the existing Legal Affairs Department. Legal work and advice continued to be extended on agreements, rules and regulations, dispute settlement, governing body issues and the IOM social security scheme. IML conducted a number of training courses, responded to requests for review of national legislations, conducted research, issued publications and started work on the creation of an online database on migration law that will include universal and regional instruments relevant to migration as well as national migration laws.

19. The Working Group on **Gender Issues** focused in 2005 on awareness raising and staff sensitization through conferences, workshops and exhibitions, research and publications, both specific to IOM and as part of inter-agency activities, and support to projects with a distinct gender dimension that could serve as catalysts for future project development.

20. More details on the above are provided in this report, which presents a broad picture of the areas of growth, the trends and new points of focus. As we continue our work on all these issues, we learn from what we are doing to apply lessons elsewhere, and look ahead to see how the world of migration is evolving and what the future needs will be. Though migration will remain a very complex topic, the task is made easier as the interest in and understanding of migration issues increases, and partnerships with more of the relevant actors strengthen. Collaborative and coherent approaches bring us all closer to being able to reap the benefits of migration for all.

Brunson McKinley

THE COUNCIL AND SUBORDINATE BODIES

21. The Organization continued to inform Member States about its activities and to consult them on matters having budgetary or financial implications, as well as on issues concerning migration, strategy and future direction, as outlined below.

Subcommittee on Budget and Finance (10 May 2005)

22. The Subcommittee on Budget and Finance (SCBF), under the chairmanship of Mr. D. Horváth (Hungary), held its Ninety-third Session on 10 May 2005. Items on the agenda included the financial report for the year ended 31 December 2004; outstanding contributions to the Administrative Part of the Budget; revision of the Programme and Budget for 2005; support for developing Member States and Member States with economy in transition – 1035 Facility; assessment scale for 2006, and review of IOM's delocalization process.

23. The full Report on the Ninety-third Session of the Subcommittee on Budget and Finance may be found in document MC/EX/668.

Executive Committee (7 June 2005)

24. The One hundred and second Session of the Executive Committee took place on 7 June 2005. The Executive Committee elected as Chairman H.E. Mr. L. Pira (Guatemala) and Ms. P. Chansomsak (Thailand) as Vice-Chairperson. The main agenda items included the report of the Director General on the work of the Organization for the year 2004; financial report for the year ended 31 December 2004; statement by a representative of the Staff Association; revision of the Programme and Budget for 2005; assessment scale for 2006; outstanding contributions to the Administrative Part of the Budget; support for developing Member States and Member States with economy in transition - 1035 Facility, and review of IOM's delocalization process.

25. The Report on the One hundred and second Session of the Executive Committee (MC/2174) reflects the statements made by the Director General, by the representative of the Staff Association, as well as interventions made by several delegates on the various documents presented to this Session.

Council (Special) Session (9 June 2005)

26. The Eighty-ninth (Special) Session of the Council took place on 9 June 2005, with H.E. Mr. L. A. de Alba (Mexico) in the Chair, to consider the agenda items on the applications for membership and observership.

27. The Council approved the applications for membership from Jamaica, Bosnia and Herzegovina and the Gabonese Republic, bringing the total number of Member States to 112.

28. The Council then approved the applications for observership from the Republic of Guyana (bringing the total number of observer States to 23), the Community of Sahel-Saharan States (CEN-SAD), the African, Caribbean and Pacific Group of States (ACP Group) and the Friends World Committee for Consultation (FWCC).

29. The full report on the Eighty-ninth (Special) Session of the Council may be found in document MC/2169.

Informal information meetings and consultations held with Member States

30. As part of the continuing process of consultations with Member States, the Administration invited representatives of Member States to attend nine informal consultations on financial, administrative, management and governance issues on the agendas of the IOM governing body sessions in 2005. Agenda items included the following issues: budget planning process; financial report for the year ended 2004; outstanding contributions to the Administrative Part of the Budget; revision of the Programme and Budget for 2005; support for developing Member States and Member States with economy in transition – 1035 Facility; Delocalization: Manila and Western Hemisphere Administrative Centres; preview of 2006 Administrative Part of the Budget and update on Missions with Regional Functions (MRF)/Special Liaison Missions (SLM); review of project-related overhead and draft resolution; update of the 2005 Programme and Budget; preview of the 2006 Programme and Budget; IOM Social Security Scheme; Stranded Migrant Facility, and International Dialogue on Migration 2005: Towards Policy Coherence on Migration. The informal consultations took place on 22 March, 29 April, 22 and 23 June, 19 September, 14 and 25 October.

31. Two inter-sessional workshops were also held under the aegis of Migration Policy, Research and Communications (MPRC), respectively on Migration and Development, and on Developing Capacity to Manage Migration.

Subcommittee on Budget and Finance (1 November 2005)

32. The Subcommittee on Budget and Finance met for its Ninety-fourth Session on 1 November 2005. Two meetings were held. The Subcommittee re-elected Mr. Horváth (Hungary) as Chairperson and Ms. Nyambu (Kenya) as Rapporteur, and elected Ms. Beraun Escudero (Peru) as Vice-Chairperson.

33. The Subcommittee's agenda included items on the status report on outstanding contributions to the Administrative Part of the Budget; summary update on the Programme and Budget for 2005; statement by a representative of the Staff Association; IOM's overhead rate policy; Programme and Budget for 2006; support for developing Member States and Member States with economy in transition – 1035 Facility; IOM social security; delocalization, and report on human resources.

34. The full Report on the Ninety-fourth Session of the Subcommittee on Budget and Finance may be found in document MC/2178.

Council (29 November to 2 December 2005)

35. The Council met from 29 November to 2 December 2005 and elected H.E. Mr. M. Khan (Pakistan) as Chairperson. Other members of the new Bureau were elected as follows: First Vice-Chairman: H.E. Mr. J. U. Ayalogu (Nigeria); Second Vice-Chairman: H.E. Mrs. M. Whelan (Ireland); Rapporteur: H.E. Ms. R. Poitevien (Venezuela).

36. The Council approved the admission of new Member States: the Republic of Cameroon, the Republic of Ghana, the Republic of Belarus, and the Togolese Republic, bringing the number

of Member States to 116. The Council also approved the application for observership from Islamic Relief.

37. The agenda of the Council included a special panel: Launching the IOM Business Advisory Board, and the International Dialogue on Migration, on the following subjects: Towards Policy Coherence on Migration: The Year in Review on selected migration developments in 2005, and Migration and Development: Lessons Learned and Effective Approaches.

38. These discussions were followed by statements by the Director General and the Deputy Director General, as well as statements by Members and observers in the general debate.

39. Other items on the agenda included the implications for IOM of the report of the Global Commission on International Migration, the IOM Strategy document, draft reports on the Eighty-eighth Session and the Eighty-ninth (Special) Session of the Council, the report on the One hundred and second Session of the Executive Committee, the Summary Update on the Programme and Budget for 2005, the Status Report on Outstanding Contributions to the Administrative Part of the Budget, the Programme and Budget for 2006, project-related overhead rate policy, IOM social security scheme, other items arising from the Report of the Subcommittee on Budget and Finance, and the election of the Executive Committee.

40. Finally, the Council was notified of the tentative dates for the governing body meetings in 2006 as follows: Ninety-fifth Session of the Subcommittee on Budget and Finance, 10 May 2006; One hundred and third Session of the Executive Committee, 7 June and morning of 8 June 2006; a possible special Ninety-first Session of the Council in the afternoon of 8 June 2006; Ninety-sixth Session of the Subcommittee on Budget and Finance, 31 October and 1 November 2006; next regular Session of the Council, 28 November to 1 December 2006.

41. The full Report on the Ninetieth Session of the Council may be found in document MC/2186.

SERVICES

I. MOVEMENT

Overview

42. IOM assisted 142,863 individuals during 2005, a decrease of almost 40 per cent compared with 2004. The large majority of the movements concerned post-emergency movement assistance, resettlement, repatriation and assisted return programmes. The decrease in numbers compared with previous years was due to a number of factors, including the drawing to a close of some significant post-conflict repatriation and return programmes, and a lower number of refugee referrals and intake of refugees by resettlement countries.

Highlights

Special Assistance

Assistance to Stranded Migrants in Western Sahara

43. At the request of the governments of Mauritania, Senegal, India and Bangladesh, as well as UNHCR and the United Nations Mission for the Referendum in Western Sahara (MINURSO), IOM provided voluntary return assistance to 113¹ South Asian migrants stranded in the desert, destitute and without means or documentation to return to their countries of origin.

44. Out of the total of eight groups that IOM assisted, two operations involved migrants stranded in the Western Sahara and required the direct support and close cooperation of MINURSO.

Evacuation of Uzbek Nationals

45. Following an uprising in the Uzbek city of Andijan in May 2005, IOM, at the request of UNHCR, activated the Rapid Response Transport Fund (RRTF) mechanism to transport 439 Uzbeks who had fled to Kyrgyzstan to the western Romanian town of Timisoara on 29 July 2005, from where they were accepted for resettlement in a number of countries.

Repatriation

46. Repatriation activities, essentially focused on sub-Saharan Africa, benefited predominantly Liberian and Angolan refugees.

47. Through its Missions in Ghana, Nigeria and Liberia, IOM provided logistical and operational support for the repatriation of 847 refugees to Liberia under a complex operation scheme using sea and air transport arrangements.

¹ 36 from Bangladesh and 77 from India.

48. In the Southern Africa region, in close coordination with the governments of Angola, Zambia, the Democratic Republic of the Congo, and Namibia and with the support of the donor community, IOM continued to implement the comprehensive repatriation plan for the safe and orderly return of a total of 19,450 Angolan refugees.

Resettlement Assistance

49. In 2005, movement assistance under this category benefited 76,963 individuals, 19 per cent less than in 2004.

50. In 2005, 51,923 people were resettled in the United States, down by slightly under 8 per cent from 2004, largely due to a lower intake from Africa and the Middle East (19,188 in 2005 vs. 29,995 in 2004). Resettlement in the Nordic countries accounted for a total of 4,185 persons, down by nearly 32 per cent.

51. A total of 10,015 people received resettlement assistance to Canada, up from 9,206 in 2004. Resettlement to Australia also increased by almost 38 per cent in 2005 (6,793 people assisted) due to a larger intake from Africa.

Transportation Assistance to Experts and Scholarship Holders

52. Under this scheme, a total of 2,639 scholars and experts took advantage of IOM's reduced-fare benefits for experts and scholars in 2005, essentially in Latin America.

Management Overview

53. MMD continued to foster programme effectiveness and control at field level through training and the improved utilization of systemic tools. Staff in Field Missions responding to regional operational support requests, notably Costa Rica, Finland and Zambia received an eight-week intensive training in Geneva.

54. MMD carried out an extensive survey of movement training needs in Field Offices and Headquarters to assess the current situation, plan and design training sessions, and establish internal benchmarks to maintain a high standard of movement expertise in the Organization. As a result of the survey, MMD has customized various aspects of its systems training to address the needs and requirements of field staff with specific and modular training sessions in 2006.

55. A complete review and update of the current airline agreements was initiated in late 2005 to lower the cost of airfares by increasing the number of reduced net fares as well as the number and range of carriers and agreements. In 2005, IOM had 42 airline agreements. Thirty-four airlines were contacted to start an in-depth review of the terms of the agreements.

56. In coordination with the IOM Regional Office in Finland and the IOM Office in Norway, MMD initiated discussions with the Scandinavian countries to conclude country-specific agreements covering the resettlement programmes. By the end of 2005, framework agreements with Denmark, Norway and Sweden had been signed covering refugee resettlement and migration facilitation management support.

Standardization

57. During 2005, MMD focused on promoting a unified standard system for airline ticketing and payments across the Organization. This entails using the Amadeus central reservation system (CRS) for booking, and the global airlines ticket order recording system (GATOR) to settle airline invoices through the unit established in Manila for payment processing and settlement purposes. The application of these two systems has helped to significantly improve the standardization and cost efficiency of handling movements.

STATISTICAL TABLES FOR 2005

- **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 2005, document MC/2144).

- **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 4: Statistics by gender**

Provides the gender and age group breakdown of migrants assisted by IOM. The table shows that male migrants outnumber female migrants by a margin of 8 per cent.

Table 1: Movements by budgetary region and service classification

Region	Service Area Classification	Total Migrants
Africa and the Middle East	Resettlement Assistance	20,516
	Repatriation Assistance	15,518
	Emergency and Post-emergency Operations Assistance	3,097
	Migrant Processing and Assistance	2,974
	Return Assistance to Migrants and Governments	556
	Trafficking Prevention Assistance	22
	Assistance to Victims of Trafficking	8
	Post-emergency Migration Management	1
Africa and the Middle East Total		42,692
Americas	Migrant Processing and Assistance	7,742
	Resettlement Assistance	7,057
	Labour Migration	1,171
	Return Assistance to Migrants and Governments	473
	Return and Reintegration of Qualified Nationals	246
	Repatriation Assistance	226
	Technical Cooperation on Migration Management and Capacity Building	154
	Migration and Development	44
	Assistance to Victims of Trafficking	43
	Trafficking Prevention Assistance	35
	Post-emergency Migration Management	16
	Migration Health Assistance and Advice	4
Americas Total		17,211
Asia and Oceania	Resettlement Assistance	28,814
	Migrant Processing and Assistance	6,985
	Return Assistance to Migrants and Governments	150
	Technical Cooperation on Migration Management and Capacity Building	107
	Post-emergency Migration Management	94
	Return and Reintegration of Qualified Nationals	93
	Assistance to Victims of Trafficking	76
	Emergency and Post-emergency Operations Assistance	50
Trafficking Prevention Assistance	32	
Asia and Oceania Total		36,401
Europe	Return Assistance to Migrants and Governments	23,764
	Resettlement Assistance	18,727
	Migrant Processing and Assistance	1,018
	Assistance to Victims of Trafficking	261
	Trafficking Prevention Assistance	108
	Post-emergency Migration Health Assistance	64
	Repatriation Assistance	30
	Technical Cooperation on Migration Management and Capacity Building	24
Europe Total		43,996
Global Activities	Resettlement Assistance	2,192
	Return Assistance to Migrants and Governments	237
	Assistance to Victims of Trafficking	63
	Repatriation Assistance	43
	Humanitarian Emergency Operations Assistance (HEOA)	28
Global Activities Total		2,563
Grand Total		142,863

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

Asia and Oceania							Asia and Oceania Total	Europe							Europe Total	Total Migrants	
Australia and New Zealand	Central Asia	Far East	Melanesia	South Asia	South East Asia	South West Asia		Baltic States	Caucasus	Central Europe	Eastern Europe	Nordic Countries	South East Europe	South Europe			West Europe
3,010				1			3,011			9		115		2	508	634	974
433							433				1	429		28	364	822	16,009
1,225	6			43		1	1,275		4			1,022		33	163	1,222	3,555
1,309				154		17	1,480				1	655	1		223	880	5,125
683					21		704					290		13	41	344	4,690
1,846				140			1,986			17		375			69	444	18,390
												130		3	424	574	9,272
8,506	6			338	21	18	8,889			30	2	3,016	1	79	1,792	4,920	58,015
101		3	1	1	1		107			15		220		955	355	1,545	6,434
23		51		4			78					19		2	296	317	6,838
40					31	12	83				8	149	1	87	6	251	1,866
261		6		4			271		3	1		13		2	905	261	2
																	1,184
425		60	1	9	32	12	539										4,224
					2	4	6		3	16	8	401	2	1,951	918	3,299	19,533
12				27			39							1	4	5	32
51							76		15	439	7	18			28	507	3,251
50					25		76					25		10	35	161	161
12							50									50	50
12							12					72			94	166	253
1,115	2	88		4	144	12	1,365					1,231		74	1,305	15,647	15,647
979						1	980			33		615		244	892	3,800	3,800
2,219	2	88		31	171	17	2,528		15	472	7	1,961		1	454	2,910	23,194
3					3	9	15					22				22	88
2	5						7				2	4	87		69	162	596
84	93	116		44	52	83	472	2	224	117	458	31	697	17	12	1,558	3,240
158	18	25		12			213		10	4	13	48	2		18	95	13,013
27	21	3		64	30	145	290		39	4	95	1	196	14	2	351	889
259	39			12		3	313		5	40	197	232	141	128	78	821	2,518
21	8	12		6		20	67	5	7	265	103		73	3	40	496	1,317
300	397	235	1	581	458	2,123	4,095	31	1,050	977	1,816	17	4,592	636	10	9,129	20,460
854	581	391	1	719	543	2,383	5,472	38	1,335	1,409	2,708	416	5,701	798	229	12,634	42,121
12,004	589	539	2	1,097	767	2,430	17,428	38	1,353	1,927	2,725	5,794	5,704	2,829	3,393	23,763	142,863

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

Service	Programme / Project	Region of departure	Total Migrants	Countries of destination																
				Afghanistan	Albania	Angola	Argentina	Australia	Brazil	Canada	Colombia	Denmark	Finland							
Movement	Emergency and Post-emergency Operations Assistance	Africa and the Middle East Asia and Oceania	3,086 61			1,978		50												
		Subtotal	3,147			1,978		50												
	Migrant Processing and Assistance	Africa and the Middle East	5,482					2,154				351				34		636		
		Americas	7,847			1,519	401			77	1,775		505		9		13			
		Asia and Oceania	4,455			2	1,171				2,485		1		5					
		Europe	935	10		1	18	454			130	27								
		Subtotal	18,719	10	1	1,539	4,180	77	4,741	533	48	649								
	Repatriation Assistance	Africa and the Middle East	15,497			14,272														
		Americas	216				1					4	36							
		Asia and Oceania	15																	
	Europe	89	2		2	2							4							
	Subtotal	15,817	2		14,274	3					4	40								
Resettlement Assistance	Africa and the Middle East	33,161					5,739			4,538					238					
	Americas	9,357				31	3		76	1,655		1								
	Asia and Oceania	18,306					813			3,039					500		308			
	Europe	16,482	13	1	23	1	238		8	789	3		18		194					
	Subtotal (1)	77,306	13	1	23	32	6,793	84	10,021	4	756	502								
	Movement Total (1)	114,989	25	1	16,276	1,574	11,023	161	14,766	577	804	1,151								
Technical Cooperation on Migration	Migration and Development	Americas	44				44													
		Subtotal	44				44													
	Post-emergency Migration Management	Africa and the Middle East	1																	
		Americas	45										16							
		Asia and Oceania	65							8										
	Subtotal	111							8		16									
Technical Cooperation on Migration Management and Capacity Building	Americas	154				41			7		88									
	Asia and Oceania	55																		
	Europe	76																		
	Subtotal	285				41			7		88									
	Technical Cooperation on Migration Total	440				85			15		104									
Assisted Voluntary Returns and Integration	Return and Reintegration of Qualified Nationals	Africa and the Middle East	1	1																
		Americas	134	12		1						26								
		Asia and Oceania	64				1				7		6	2						
		Europe	140	17																
	Subtotal	339	30		1	1			7	26	6	2								
Return Assistance to Migrants and Governments	Africa and the Middle East	744					1													
	Americas	475				10			48		3									
	Asia and Oceania	56	9																	
	Europe	23,905	1,176	776	555	59	156	1,152	1,051	138										
	Subtotal (1)	25,180	1,185	776	555	69	157	1,200	1,051	141										
	Assisted Voluntary Returns and Integration Total (1)	25,519	1,215	776	555	70	158	1,200	1,058	167	6	2								
Counter-Trafficking	Assistance to Victims of Trafficking	Africa and the Middle East	8																	
		Americas	50				1					1								
		Asia and Oceania	112					1												
		Europe	281	7						1		2								
	Subtotal	451	7			1	1	1		4										
Trafficking Prevention Assistance	Africa and the Middle East	27																		
	Americas	35				26														
	Asia and Oceania	3																		
	Europe	132																		
	Subtotal	197				26														
	Counter-Trafficking Total (2)	648				27	1	1		4										
Labour Migration	Labour Migration	Americas	1,171								677	10								
	Subtotal	1,171								677	10									
	Labour Migration Total	1,171								677	10									
General Programme Support	Humanitarian Emergency Operations Assistance (HEOA)	Africa and the Middle East	8																	
		Americas	1				1													
		Asia and Oceania	2																	
		Europe	17																	
	Subtotal	28				1														
	General Programme Support Total	28				1														
Migration Health	Migration Health Assistance and Advice	Americas	4				4													
		Subtotal	4				4													
	Post-emergency Migration Health Assistance	Europe	64																	
	Subtotal	64																		
	Migration Health Total	68				4														
	Grand Total	142,863	1,240	784	16,831	1,761	11,182	1,377	16,501	862	810	1,153								

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

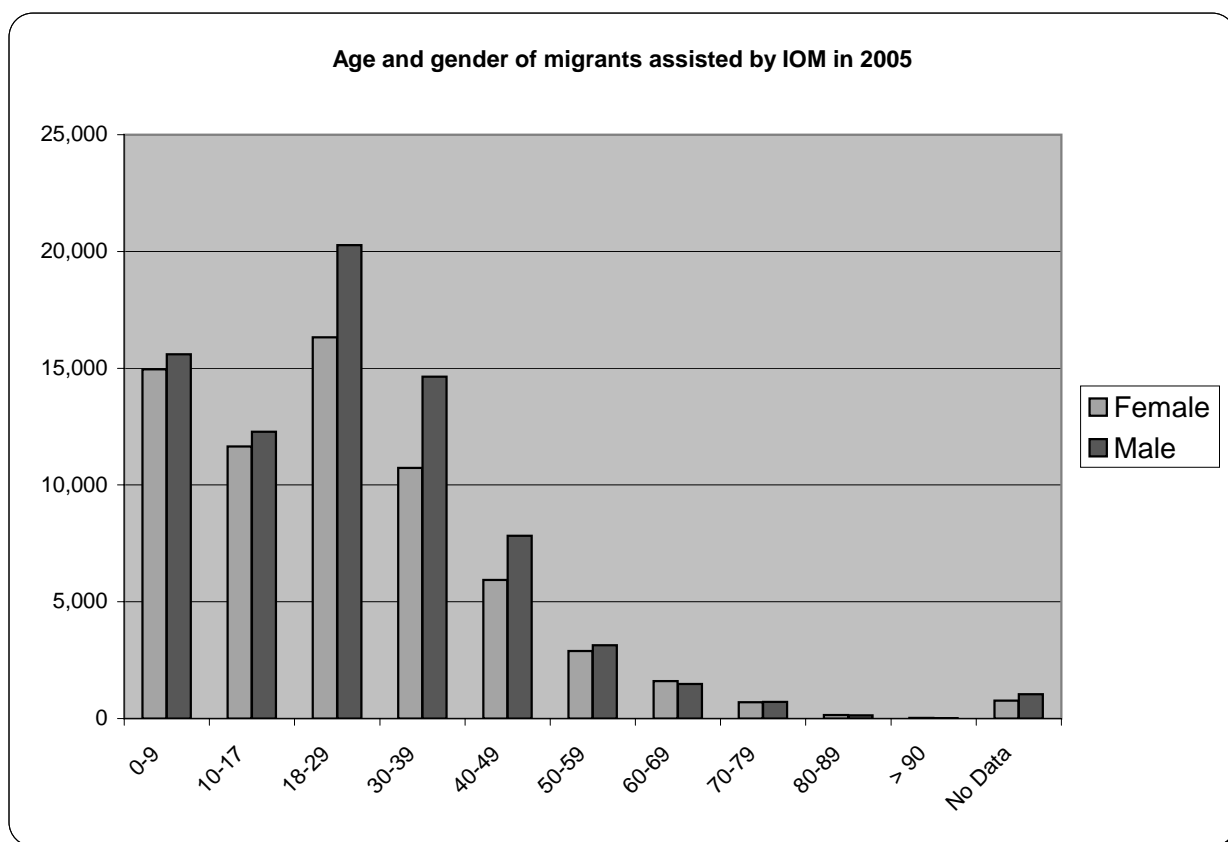
(2) Some of the trafficked persons assisted by IOM are moved under projects falling under the service for Assisted Voluntary Returns and Integration.

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

Countries of destination																			Other countries in region of destination			
France	Iran (Islamic Republic of)	Iraq	Liberia	Netherlands	New Zealand	Norway	Romania	Russian Federation	Serbia and Montenegro	Slovakia	Spain	Sudan	Sweden	Turkey	Ukraine	United Kingdom	United States	Africa and the Middle East	Americas	Asia and Oceania	Europe	
		459										638		1				7			3	
		11																				
		470										638		1				7			3	
68				239	78	425		1			7	13	54			68	1,046	16	3	1	288	
164				29	21		5	5			1,407		9	1		192	919	22	585	16	173	
1				97	9	28							1		1	600	6	6	6	42		
1				6					4		1			2	1	216	4	41	3	14		
234				371	108	453	5	6	4		1,415	13	64	3	1	263	2,781	48	635	20	517	
17			845								1	5	1			2	4	373				
																2		2	125	3	20	
																2		13	2			
																9		9	12	22	6	
17	6	21	847					1			1	5	1			4	4	397	139	25	26	
298				344	534	602					4	23	1,027			300	19,188	24	19		283	
282				105		5							340			1	6,714		113		31	
86	1	1	1	27	174	428	439						681			129	11,531		1	88	59	
44	1	153		45	2	22	2	15	35				131	6		31	14,490	40	14	11	152	
710	2	154	1	521	710	1,057	441	15	35		4	23	2,179	6		461	51,923	64	147	99	525	
961	8	645	848	892	818	1,510	446	22	39		1,420	679	2,244	10	1	728	54,708	516	921	147	1,068	
																		1				
																					29	
																					57	
											1							1			86	
															3			7	17		18	
														6	1	1		6		27	9	
											1			6	4	1		13	17	80	27	
											1			6	4	1		14	17	166	27	
1											2									89	1	
1				17							3		2				7	5	1	117	15	
3																						
5				17							5		2			7	7			207	16	
		109						3			2	18						263		353		
		25																2	354	52	1	
5	898	1,668	12	6	4		434	980	3,282	679		116	8	1,104	928	2	79	2,330	690	2,341	3,276	
5	898	1,802	12	6	4		434	983	3,282	679	2	134	8	1,104	928	8	79	2,597	1,044	2,760	3,277	
10	898	1,802	12	23	4		434	983	3,282	679	7	134	10	1,104	928	15	86	2,597	1,251	2,760	3,293	
																		8				
																		6	40	2		
																		2	110	24		
							55	15	3	1				1	41		1	15	2	113		
							55	15	3	1				1	41		7	23	42	136	113	
																		1		25		
																			9			
																		1		3		
							2	24							44			1		41	20	
							2	24							45			2	9	69	20	
							57	39	3	1				1	86		7	25	51	205	133	
											473										3	
											473										3	
											473										3	
												6										
			1															1			1	
			1															8	1		7	
			1															11	1		8	
			1															11	1		8	
									10						36						18	
									10						36						18	
									10						36						18	
971	906	2,447	861	915	822	1,510	937	1,044	3,334	680	1,901	819	2,290	1,121	1,019	744	54,801	3,171	2,241	3,278	4,550	

Table 4: Statistics by gender

Age Group	Gender		Total
	Female	Male	
0-9	14,947	15,604	30,551
10-17	11,649	12,274	23,923
18-29	16,330	20,269	36,599
30-39	10,734	14,633	25,367
40-49	5,941	7,829	13,770
50-59	2,886	3,135	6,021
60-69	1,600	1,474	3,074
70-79	698	719	1,417
80-89	149	142	291
> 90	22	13	35
No Data	769	1,046	1,815
Total	65,725	77,138	142,863



II. MIGRATION HEALTH

Overview

58. The IOM Migration Health Department (MHD) addresses the physical, mental and social health of migrants and responds to the changing mobility patterns and the consequent needs in migration health management through policy advice and the raising of awareness. In 2005, the Department's activities were dominated by emergency responses and increasing traditional resettlement related programmes, as well as partnership building.

Post-emergency Migration Health Assistance

59. Emergency and post-emergency migration health programmes assist populations during and after emergencies by managing the safe movement of people, arranging medical evacuations for individuals requiring treatment not locally available, providing direct health assistance, as well as reconstructing health infrastructures through capacity building for sustainable solutions in line with national health plans.

Comprehensive Tsunami Response in Indonesia, Sri Lanka and Thailand

60. A comprehensive community health programme was implemented with a wide range of national and international partners within the framework of the Indonesia Disaster Recovery Programme. Three days after the Tsunami in December 2004, a medical triage tent at the Banda Aceh military airport provided emergency assistance and medical evacuations for 94 patients to neighbouring hospitals and military ships. In the wake of the March earthquake, IOM evacuated 595 survivors from Nias and Simeulue Islands to the mainland and to hospital ships for emergency treatment. MHD also took part in public health, sanitation, vector and infection control, as well as drinking water quality assessments in 28 IDP camps and temporary shelters. Approximately 6,454 children were vaccinated against measles and provided vitamin A supplements in Banda Aceh and surrounding districts, and 542 children were vaccinated during the nationwide polio immunization campaign. MHD conducted a series of mental health training courses on the "early detection of mental disorders and basic psychological counselling" for 246 national health staff.

61. At the request of the Ministry of Health and the Aceh Provincial Health Office, 37 Satellite Health Clinics were constructed in nine districts across Aceh Province to provide health services to an estimated 44,840 displaced persons living in temporary shelters provided by the government. IOM was also involved in the rehabilitation of permanent health facilities in Aceh Barat. In Nagan Raya, a district health training facility was inaugurated to accommodate centralized training activities for public and community health programmes, and 132 health care professionals received training in neonatal resuscitation, problematic pregnancies and primary health centre management.

62. In Sri Lanka, the Community Health Surveillance Project included nutrition surveys and distribution of supplementary feeding to malnourished children and mothers in tsunami-affected areas. Immunization against chicken pox for 200 children was conducted in Trincomalee, and 500 trainees comprised of UN staff and their families attended workshops on HIV/AIDS prevention in several locations. The pilot eye care project screened 1,500 persons, of whom 500 received spectacles, 40 were treated for eye infections and 60 were referred to the eye care unit of Hambantota Hospital for cataract operations. Eighty primary eye care workers and

90 ophthalmic nurses were trained, and resource assistance was granted to target institutions to facilitate medical services, data entry and generation of statistics. A series of psychosocial and mental health training courses and events (e.g. street drama and sport therapy) were organized for a wide variety of audiences.

63. In Thailand, MHD improved access to basic health services and the provision of humanitarian assistance for approximately 10,000 migrants and their host communities. Among the achievements of the programme were the training and employment of 15 migrant community health workers and 110 Thai community health volunteers, and the completion of an environmental health and sanitation assessment.

Pakistan Earthquake Assistance

64. In the aftermath of the Pakistan earthquake, a total of 455 patients from remote disaster areas were evacuated to hospitals. Logistics, medical supplies and equipment were provided for health care services and facilities. To attend to the mental health and psychosocial needs of the earthquake-affected population, mental health teams, including 22 psychologists and three psychiatrists, assisted a total of 6,633 earthquake-affected individuals, just over half of them females, and organized training sessions on diagnosis, referral and counselling in camps in Dheerkot, Battagram and Islamabad.

Sudan

65. Around 5,000 refugees who set out on a three-month journey to reach their former homes in southern Sudan were given emergency health care, primary health services, health education and preventive services in coordination with IOM partners. IOM Khartoum concluded a cooperation agreement with the WHO Country Office for joint action to provide health assistance to returning communities in Southern Darfur.

Mental Health and Psychosocial Capacity Building in Cambodia, Serbia and Montenegro and the West Bank

66. For over a decade, MHD has provided capacity building and mental health services to populations following conflict and displacement. Activities in 2005 included: the National Mental Health Programme in Cambodia, which established an additional six outpatient mental health clinics in 2005, assisted 8,795 new patients (of whom one-third were displaced) and carried out 56,373 psychiatric consultations. Construction of the National Mental Health Building was finalized and a total of 26 psychiatrists and 40 nurses have so far been trained. The Family Support Project in the province of Battambang addressed dysfunctional families and marginalized individuals in 37 villages and 28 associated schools.

67. In Serbia and Montenegro, the Psychosocial and Trauma Response Programme created a psycho-traumatology group and completed training of 24 trainers and 40 local professionals, who will provide appropriate psychosocial support to refugees and IDPs. Similarly, the Psychosocial and Trauma Response Programme organized the first training course on post-conflict trauma response and counselling with 20 Palestinian trainers at the Centre for Continuing Education of Bir Zeit University in Ramallah, West Bank.

Health Assessments of Amnestied Prisoners and Ex-combatants in Indonesia

68. IOM facilitated the reintegration of amnestied Gerakan Aceh Merdeka (GAM) prisoners and to-be-demobilized combatants. A rapid general health and baseline mental health assessment for 1,401 amnestied prisoners (98 per cent men and 2 per cent women) was conducted with the Indonesian health authorities in Java and Aceh.

Migration and Travel Health Assessments

69. Approximately two-thirds of all MHD resources are involved in its traditional activity of migration health assessments for the purpose of resettlement. In 2005, MHD provided 96,023 health assessments to migrants going mainly to the United States, Canada and Australia. Most of the migrants departed from Africa, Eastern Europe and Central Asia. Of the assessed migrants 53.7 per cent were women; 50.4 per cent government-sponsored refugees, and the remainder migrants who paid IOM for the services. 3.53 per cent of the migrants had a condition that could exclude them from immigration, following the regulations of resettlement countries that aim to detect health conditions that could pose a public health risk or excessively burden their health services.

70. In 2005, the British Government designated MHD to implement their overseas tuberculosis (TB) detection programme, under which people from regions with known high levels of TB incidence who intend to apply for a UK visa for stays exceeding six months are required to undergo pre-departure testing for TB. In 2005, IOM piloted the programme in Thailand, Sudan and the United Republic of Tanzania.

71. In addition to offering pre-departure treatment of high prevalence conditions, such as malaria and intestinal parasites, MHD treated migrants with TB and certain sexually transmissible infections (STIs), immunized against preventable conditions and ensured pre- and post-test HIV counselling. 33,919 pre-departure medical checks were carried out and 807 migrants were provided with medical escorts in the context of resettlement activities to ensure that migrants travelled safely and without undue hardship to either themselves or other travellers. This figure does not include emergency movements or Assisted Voluntary Returns, such as the evacuation of 439 Uzbeks from Kyrgyzstan, or the return of 140 migrants who were abandoned by smugglers in the Maghreb region.

Migration Health Assistance and Advice

72. Factors liable to have a negative effect on the health of mobile populations and their access to health services include poverty, discrimination and exploitation, and the lack of legal protection and empowerment. MHD assistance covers a wide range of mobile populations, such as migrants in an irregular situation, trafficked persons, unaccompanied minors and migrant workers. The services respond, on the one hand, to the health needs of these people and their host communities, covering a range of domains such as reproductive health, mental health, prevention, environmental hygiene and health promotion and, on the other, build local capacity and find durable solutions for integrating health into local policies and strategies.

Partnership Building

73. MHD assumed an active role in the Interagency Standing Committee Health Cluster's endeavours to improve health actions in humanitarian emergencies. In addition, WHO and IOM signed a protocol to strengthen their existing MOU. This protocol recognized IOM's lead role in migration and health, and endorsed IOM as implementing partner in five areas of common health priorities: migration and human resources for health; migration and health in emergency situations; mental health and migration; migration and communicable diseases, and gender issues in migration and health.

Migration Health Specialists and Technical Experts

74. Strategically based migration health professionals in Africa (Kenya), Latin America (Colombia, jointly with the Pan American Health Organization) and Europe (Belgium) supported IOM Missions in regard to programme development, technical supervision, standard setting and offering advice to governments. The physician in Belgium played an important role in raising awareness on migrant health in an enlarged Europe. Migration health physicians in Eastern and South-eastern Europe provided health-related assistance for the GFLCP Humanitarian and Social Programme, targeting Roma communities. Health staff also assisted in the Organization's efforts to both prevent and prepare for the effects of avian influenza. The IOM Psychosocial and Cultural Integration Unit in MRF Rome focused on psychosocial services in the countries of the MRF Rome region.

HIV/AIDS and Population Mobility

75. It is widely recognized that population mobility increases the vulnerability to HIV and AIDS for both migrants and their partners at home. MHD activities focus on service delivery, voluntary counselling and testing, advocacy, policy development, capacity building, mainstreaming, research and the dissemination of information. HIV programme activities are carried out with the support of the Senior Adviser on HIV/AIDS and migration based at Headquarters.

76. At the end of 2005, there were some 40 active HIV projects worldwide, ranging from HIV prevention and home care services for 1,428 male and 1,840 female agricultural employees in South Africa; AIDS-awareness education for almost 23,000 mining, military and factory workers and their families in Lesotho; HIV vulnerability reduction of 600,000 young people affected by forced internal displacement in Colombia, reaching 8,299 adolescents and young adults through HIV/AIDS prevention strategies and 13,371 through sexual and reproductive health services; HIV prevention and capacity building in the Ethiopia-Djibouti transport corridor, reaching 31,712 service users for HIV counselling and testing (including 14,060 women) and 4,338 patients for the treatment of STIs (2,174 women) over the past three years; training of HIV peer-educators (498), reaching 935,125 individuals in southern Ethiopia over the past two years, and 43 HIV/AIDS and gender-based violence awareness prevention workshops in Zimbabwe, reaching 9,556 IDPs and distributing 6,920 information packages and 184,447 male and 23,308 female condoms, and 9,640 food packages for people living with AIDS.

Health of Migrants in an Irregular Situation

77. Services for migrants in an irregular situation in detention, semi-closed and open settings continued in South-East Asia (Thailand and Indonesia) and the South Pacific (Nauru). In Jakarta,

IOM received 7,235 visits by the 301, mainly male (77 per cent) irregular migrants falling under the care of the IOM programme. The most common health problems were related to respiratory, digestive and skin ailments.

78. Support to IOM's worldwide counter-trafficking activities consisted of treatment of STIs and mental health problems and education on reproductive health matters. For instance, 242 trafficked individuals, 99 per cent female, received health assistance at the IOM Kiev Rehabilitation Centre in 2005; 43 per cent reported one or more mental health disorders and 72 per cent multiple STIs.

III. TECHNICAL COOPERATION ON MIGRATION

Overview

79. IOM's Technical Cooperation on Migration (TCM) activities assist governments to equip themselves with the necessary policy, legislation, administrative structures, operational systems and human resource base needed to tackle diverse migration problems. In addition to addressing the core concerns of migration governance, these activities extend into areas linking migration and development – particularly activities that address the root causes of economically induced migration. TCM initiatives are generally designed as partnerships, with IOM and the concerned governments and other partners working closely together to define needs, determine priority areas and shape activities. These initiatives can take the form of direct project design and implementation, or of facilitating and supporting national, bilateral and multilateral actions.

80. The TCM Service helps to establish strategic directions for the Organization in technical cooperation matters, develops and monitors internal standards for TCM project design and delivery, provides assistance to IOM Field Offices and to government partners in assessing technical needs and establishing programme strategies and priorities, and supports project implementation.

81. In 2005, TCM expanded its staffing structure and revised its management plan to devolve more of its expertise and service function to the Field in strategic locations. The existing Technical Cooperation Centre in Vienna was placed under the direct supervision of the Head of the Technical Cooperation Service to serve as its arm in providing specialized support to the countries in Eastern Europe and Central Asia. More TCM service devolution is planned to be implemented in 2006 via strategic field placements of technical cooperation specialists who report to the head of TCM, starting in January with the placement of a TC specialist in Africa to focus initially on SADC, EAC and selected ECOWAS countries.

82. TCM activities grew significantly in 2005, with a similar increase in the financial value of projects compared with 2004. As presented in the Revision of the Programme and Budget for 2005 (MC/EX/665), and excluding Post-emergency Migration Management activities detailed in a separate section of this report, the number of TCM projects and programmes increased by 24 per cent, with budget values increasing by 19 per cent over 2004, totalling USD 67.5 million. At that point, TCM initiatives represented 40 per cent of the total budgetary value of the Migration Management Services (MMS).

83. In 2005, the most important source of support from international donors for new TCM projects (excluding Post-emergency Migration Management activities) came from the European Commission (25.5 per cent), with Australia, Italy, the Netherlands and the United States of America also supporting a significant proportion. Contributions from the countries of the European Union and the EC combined amounted to 65 per cent of financial support to TCM programming, demonstrating the clear and expanding linkages between TCM programming and EU priorities. TCM programmes and projects are implemented in all regions of the world, with the newly developed activities in 2005 distributed as follows: Asia and Europe (32 per cent each), Africa and the Middle East (19 per cent) and Latin America and the Caribbean (17 per cent). TCM remains committed to expanding its work in Africa and the Middle East, and has initiated important stage-setting activities in that region.

84. In 2005, several theme or focus areas emerged or continued to gain importance for the international community, and were reflected in TCM programming.

Themes and Focus Areas

85. The implications of **migration for security** remain a dominant theme, with IOM efforts supporting improved policies and operational systems, and contributing to the international community's efforts to accurately articulate the linkages between migration and security. An increasing number of projects are being initiated under this umbrella, with a key element the balance between the enforcement, facilitation and human rights features of the initiatives. TCM maintains and encourages important interagency collaboration in planning and policy development through interacting with the OSCE, UNODC, the Partnership for Peace programme, and the Counter-Terrorism Committee of the United Nations (CTC). A record of IOM speeches and discussion papers on this and related subjects in 2005 are posted in the TCM section of the IOM website. Also in 2005, TCM initiated the revision of the IOM document *International Terrorism and Migration*, which was first produced in 2003 and last updated in 2004. This third edition of the document will be available in mid-2006.

86. IOM is continuing to assist governments in assessing, planning and implementing improvements to **international travel documents and their issuance systems**, referencing the standards for travel documents quality and characteristics of the International Civil Aviation Organization (ICAO), where IOM participates in the Education and Promotion Working Group for machine-readable travel documents. TCM increasingly assists IOM Member and observer States in developing and applying expertise in this field, including in the closely related area of biometrics.

87. Assisting governments in their efforts to **address irregular migration** remains a priority for IOM, particularly the implementation of activities that support the **United Nations Convention Against Transnational Organized Crime** and its supplementary **Protocol Against the Smuggling of Migrants**. TCM supports measures to strengthen the capacity of governments to investigate smuggling networks and reduce smuggling, including activities that focus on raising awareness of the Convention and its Protocol, and the protection of the human rights of migrants.

88. Migration and Development is one of the cross-cutting themes in IOM's work and has continued to be a significant area of action. Efforts include initiatives that **address root causes of economically induced migration** by enhancing the ability of governments and other key actors to focus development actions more strategically on the migration dynamics of countries of origin.

In this context, **micro-credit and community development programmes** continued to be an important focus area, with projects under implementation in Eastern Europe and Central Asia (EECA), sub-Saharan Africa and Latin America. In addition, IOM activities address the link between migration and development by strengthening the institutional capacity of governments and other stakeholders to communicate with and engage their expatriate communities abroad in initiatives related to home country development.

89. Below are examples of TCM activities in 2005 in two key areas: (i) Technical Cooperation for Migration Management and Capacity Building and (ii) Migration and Development, with a brief reference to projects representative of the themes.

Technical Cooperation on Migration Management and Capacity Building

90. IOM has undertaken preliminary activities for the design and implementation of a Capacity Building for Migration Management programme to update existing migration policy and legal frameworks and related operational systems for the Democratic Republic of the Congo. Efforts aimed at strengthening the capacities of relevant government institutions to facilitate regular migration and curb irregular flows were also undertaken in support of the Border Security and Law Enforcement Forces in the Islamic Republic of Iran. In Timor-Leste, a comprehensive strategy to support intragovernmental cooperation among migration management agencies – including support to enhance management capabilities, operational systems and human resources – was initiated to better enable the delivery of migration services that are client-oriented and offer appropriate security.

91. In the area of travel document improvement, IOM organized a joint workshop with CEN-SAD in Niamey, Niger, to provide a technical review of standards and best practices for international travel documents and their issuance systems. At the request of the Government of Niger, this was followed up by the provision of technical assistance to assist Niger in the implementation of its new ECOWAS-compliant passport. For the countries of the Commonwealth of Independent States (CIS), a technical workshop on Migration and Biometrics was held in Minsk, Belarus, with the aim of sharing experiences and supporting national and regional planning by stimulating the process of harmonization and complementarity of biometric initiatives at the policy, programmatic and technical levels. IOM also provided technical assistance to Afghanistan to assist the Ministry of Interior in the implementation of a new travel document issuance system, thus complementing other technical cooperation projects already in place, including the Kabul International Airport's Document Examination Laboratory. In Latin America, TCM provided support within the framework of the Regional Conference on Migration (RCM) plan of action through the provision of international expertise to the RCM Workshop International Standards on Travel Documents and Issuance Systems, in Managua, Nicaragua. IOM is also assisting the Government of Nicaragua in digitizing its migration and aliens affairs records. Finally, TCM has supported South-South technical cooperation in travel documents by organizing a study tour for Kenyan, Tanzanian and Ugandan officials and an official from the East African Community to Belize and Ecuador, where IOM is partnering with the government in travel document improvement programmes, to review and discuss travel document issuance systems.

92. In Asia, IOM assisted Fiji, Laos and Pakistan in the assessments of their migration management and border control systems. In addition, IOM is consolidating Cambodia's tactical intelligence capacity with particular emphasis on combating terrorism and cross-border crime by providing technical support in such areas as information analysis and intelligence-led law

enforcement, document fraud, the implementation of a full tactical intelligence cycle, as well as outlining future steps for the introduction of an effective and secure telecommunications system between the immigration department headquarters and border checkpoints. Migration management operational systems are also being supported in the Latin America/Caribbean region. In Trinidad and Tobago, following an IOM in-country assessment under the auspices of the IOM/CICTE (Inter-American Committee against Terrorism of the OAS) Assessments Project in April 2005, IOM is working with the authorities to significantly strengthen the capacity of government agencies and law enforcement officials to discourage and deter irregular migration into and through the country. This initiative includes: (a) the strengthening of existing systems and structures aimed at improving migration security; (b) technology and capacity building at ports of entry and, (c) strengthening of institutional capacity through the enhancement and support of legal and regulatory framework reviews.

93. IOM projects have furthermore supported improved migration management systems for countries included in the New European Neighbourhood Policy. In the Republic of Moldova, three distinct TCM projects have been supporting the government by: (a) enhancing the capacity for migration data collection and analysis within the National Migration Bureau to enable policy developments for efficient migration management; (b) supporting the government's efforts to curb irregular migration and trafficking of human beings by disseminating relevant and sound migration information via the Moldova Migration Information Resource Centre and (c) strengthening the border management capacity of the Department of Border Guards by enhancing their professional capacity and selected physical facilities of the border service. In Ukraine, IOM has been supporting the government in the process of restructuring its migration management approach in respect of international best practices and standards related to managing both regular and irregular migration. IOM also assists New European Neighbourhood countries farther south, for instance Jordan, where IOM undertook a comprehensive border management assessment, and the Libyan Arab Jamahiriya, where IOM initiated preparatory activities aimed at enhancing the Libyan Arab Jamahiriya's institutional capacity to tackle irregular transit migration.

94. Furthermore, IOM is supporting the ongoing process of encouraging EU-compatible legal, institutional and administrative reforms on asylum, migration and visa matters. In Albania, IOM supports government efforts concerning the implementation of a readmission agreement with the European Community, including the provisions for the return of third-country nationals and the necessary support for the negotiation and implementation of readmission agreements with third countries, through research, capacity-building initiatives, staff training and technical support to the Ministry of Public Order, and institutional support for the reintegration of repatriated Albanians. Within the framework of the CARDS/CARPO Regional Police Project, a training manual and trainers guide have been developed for law enforcement officials and members of the judiciary, covering both the conceptual framework and the operational responses on combating illegal migration and smuggling of persons for the western Balkan region.

Migration and Development

95. The year 2005 saw the start of the implementation of a social, economic and eco-friendly development strategy to prevent the forced migration of 1,080 traditional coffee-grower families in the south of Nariño, Colombia, who are at risk of being displaced by armed conflict, the incursion of illicit crops in the region, and exclusion from social and economic opportunities. With the commitment from a private coffee sector partner in the form of a secured market share for five years, this project is easing migration pressures by providing production infrastructure, training and other technical assistance, with the objective to increase family income by more than

50 per cent, while ensuring better access to productive facilities. This project further improves the social stability and economic opportunities of a marginalized and vulnerable population, and facilitates the permanent establishment of new generations on their farms and their land, sustaining both family livelihoods and community cultural traditions.

96. In the Province of Kosovo, IOM has been supporting hundreds of community projects for minority groups living in isolated areas through the Community Stabilization Programme (CSP). In this new phase of the CSP, IOM focuses on the populations living in enclave villages. The projects provide financial and technical assistance to generate sustainable livelihoods and to advance community developments via grants and business development training. Similarly, IOM helps the rural communities in the region of Wilaya de Chenchela in Algeria by supporting enhanced agricultural management approaches that generate additional employment opportunities, thereby improving local economic security and easing emigration pressure.

97. IOM's Migration for Development in Africa (MIDA), a capacity-building programme aimed at mobilizing the skills and financial resources of the African diaspora to support local development in Africa, is a programme tailored to individual country-specific needs. In Ghana, IOM has begun to develop a database on needed skills in priority development areas in order to establish how these could best be met through the skills, financial and other resources of individuals in the Ghanaian diaspora. For MIDA Senegal, IOM conducts outreach and networking activities with numerous Senegalese migrants in particular regions in Italy, such as Piedmont, Lombardy, the Veneto, Emilia Romagna and Toscana to assess the feasibility of developing flexible financial packages to attract, enhance and channel remittances to Senegal. IOM also promotes viable economic and social development projects designed to enhance the role of Senegalese expatriates in Italy. These are sponsored by Italian local institutions, NGOs and the private sector, as well as business associations in the host communities.

98. Within the second phase of the MIDA Great Lakes initiative, support from the migrant diaspora in Belgium is maximized for Burundi, the Democratic Republic of the Congo, and Rwanda. In Rwanda, IOM assistance aims at enhancing the government's capacity for the provision of health services by facilitating the transfer of relevant skills of Rwandan doctors living in Luxembourg and other European countries.

IV. ASSISTED VOLUNTARY RETURNS AND INTEGRATION

Introduction

99. Return constitutes a key element in any comprehensive approach to migration management, and IOM's Assisted Voluntary Return (AVR) and Integration activities for displaced and stranded persons and other migrants represent important management tools for governments and assistance services for migrants and communities.

Main Trends and Migration Patterns in 2005

100. In 2005, IOM assisted some 47,000 persons to return home.² In addition, large numbers of migrants also made use of pre-departure and post-arrival return assistance services, either in support of their decision to return, or through reintegration support on arrival in response to the needs of migrants, the communities and the governments involved, thus contributing to the sustainability of the return process.

101. The overall decline in asylum applications in Europe and elsewhere accounts in part for a drop of about 10 per cent in the number of migrants receiving return transportation from Europe and Australia.³ Host countries experiencing a significant decline in the number of assisted returnees include Germany, Norway, the Netherlands, Ireland, Slovakia and Australia. However, more migrants than in 2004 were assisted to return from the United Kingdom, Switzerland, Austria, Belgium, Italy and Portugal, with some countries registering an increase of over 50 per cent.

102. The overall decline in Europe of the number of migrants receiving assistance to return to their countries of origin also reflects the diminishing impact of earlier mass displacements from the Balkans and, more recently, the expansion of EU membership. In contrast, the proportion of migrants assisted to return to their countries of origin in Latin America, Africa, Asia and the Middle East continued to rise. While returns occurred to about 147 countries of origin (more than in 2004), the main destinations of return in 2005 were, as before, Serbia and Montenegro, including the Province of Kosovo, Iraq and Afghanistan.

103. In contrast to earlier years, when voluntary return assistance was provided within the context of asylum and temporary protection considerations, those applying for voluntary return in 2005 increasingly concerned migrants in an irregular situation. In response to this changing profile, many AVR programmes are adjusting and expanding their outreach and counselling efforts, particularly in the new EU Member States.

104. IOM has also had to expand its advocacy efforts to be able to meet increasing requests for assistance to migrants stranded in transit, often on an irregular migration journey before reaching their intended destination. While in many destination countries, particularly in Europe, IOM is able to provide return assistance within the context of established, multi-annual return programme frameworks, identifying resources to meet the increasing requests to provide such assistance in countries of transit is proving to be a challenge. AVR assistance was established in Mexico in 2005, while increasing numbers of stranded migrants were assisted to return home from other countries in Central America, Central Asia and from North and West Africa (notably Egypt, Morocco and Mauritania).

105. The majority of those seeking voluntary return assistance and advice continue to be single men of working age. In addition to specialized assistance provided to eligible women and children through the counter-trafficking programmes, some AVR programmes also make special provisions for single-headed families, women and vulnerable groups, such as the elderly, unaccompanied minors and those with specific health concerns.

² This includes over 20,000 Liberian and Angolan refugees assisted under IOM's repatriation activities in Africa, but does not include IOM assistance to Internally Displaced Persons (IDPs).

³ An overall decrease in asylum claims in Europe of 18 per cent since 2004, and of 35 per cent compared to 2003.

Services Provided in Host Countries

106. IOM pursued its outreach to potential beneficiaries and partners through a variety of means including the media, direct contacts with community groups, consulates, welfare centres, hospitals, churches and lawyers. In most cases, the impact of expanded outreach efforts was directly visible in the form of increasing requests for IOM return assistance. In Switzerland a short film featuring the socio-economic endeavours of returnees in Angola was distributed to return counsellors. In Germany, the "look and see" experiences of a selected group of representatives from the Afghan diaspora briefly returning to Afghanistan were televised and disseminated among the Afghan community. In the Netherlands, in addition to about 6,000 initial and 7,900 follow-up individual contacts made through its mobile teams, IOM complemented its outreach in the four largest cities by engaging community organizations to provide counselling to a rising number of migrants in irregular situations. In the United Kingdom, IOM intensified its work with different immigrant communities, and established offices in Liverpool and Glasgow, thus facilitating migrants' access to its services.

107. In several AVR programmes the gathering and provision of return-related, country-of-origin information was stepped up to help migrants to better prepare their return and reintegration, both in terms of general information as well as tailored information to respond to specific requests. These include the Return Information Fund (RIF), administered by IOM Bern, and a pilot initiative in Bavaria conducted in cooperation with local authorities and NGOs, and based on inputs from IOM Offices in 37 countries.

Assistance in Countries of Origin

108. To the extent possible, and depending on the number of migrants assisted to return to any one country of origin, IOM endeavours to pool available resources to support reintegration and expand the range of assistance to returnees.

109. There was a marked increase in assisted returnees to Sri Lanka and Afghanistan, many benefiting from EC-funded programmes. The Return, Reception and Reintegration of Afghan Nationals (RANA) programme offers support towards self-employment, vocational training or job referral services - with self-employment proving by far the most popular option. Assistance is also provided to the communities of return in Afghanistan, and specifically focuses on vulnerable cases - women, widows and orphaned children - by offering educational support and income-generating activities.

110. IOM's Regional Operation Centre (ROC), temporarily located with IOM Iraq's offices in Jordan, provided overall backstopping and support to all IOM returns to and from Iraq, identifying and assessing new routing possibilities, monitoring return trends, and developing and piloting reception and reintegration support structures within Iraq itself. Through ROC, IOM has been able to extend assistance to Iraqis returning from a variety of non-traditional host countries, in addition to those returning through existing AVR framework agreements.

Individualized Return, Reception and Reintegration Support

111. Country-specific AVR assistance was extended to those returning from Denmark to Afghanistan and Iraq. Individualized return, reception and reintegration support was provided to those returning from the Czech Republic to Georgia, and from Switzerland to Angola and the Democratic Republic of the Congo (DRC). New reintegration assistance programmes were set up

in Nigeria and other West Africa countries (Guinea, Sierra Leone, Mali and Burkina Faso) as well as in the Balkan countries.

112. Special attention and tailored assistance continued to be provided to vulnerable groups, such as unaccompanied migrant children in the Netherlands, Austria, Ireland and Belgium. This included information sessions with social workers and legal guardians, tracing family members in countries of origin, and developing a reintegration plan to meet the needs of those opting to return.

Assistance in Transit Countries

113. In addition to urgent humanitarian voluntary return assistance provided to migrants stranded in North Africa, IOM established a pilot AVR programme in the Syrian Arab Republic, and one in Mexico, assisting stranded migrants of different nationalities. Assistance to migrants stranded in Central Asia, Indonesia and South-eastern Europe continued in 2005. The effect of diminishing resources to assist voluntary returns out of transit countries was particularly evident in the case of the Balkans, where governments in the region gathered to agree on a set of recommendations on the management of irregular migration and called for the more extensive use of AVR.

Return of Qualified Nationals (RQN)

114. Based on its 15-year experience with the professional placement of qualified returnees to Afghanistan in key socio-economic sectors both in the private and public service, IOM was well placed to implement a number of complementary RQN, and capacity-building initiatives in Afghanistan, sponsored by the European Commission (EC) and the World Bank. Through the latter, IOM is assisting the Independent Administrative Reform and Civil Service Commission in support of reconstruction efforts in Afghanistan. The independent evaluation in 2005 of the EC-sponsored RQA programme highlighted a number of positive findings.

115. In Iraq, IOM, together with UNDP and the Iraqi Ministry of Planning and Development Cooperation, launched the Iraqis Rebuilding Iraq (IRI) programme in June 2005. To date, the project has assisted 22 Iraqi ministries to identify human resources gaps in key areas of the public sector, and to collect data to set up an Iraqi Skills Roster. In the second half of 2005, eight Iraqi professionals residing abroad were deployed and, by December 2005, 15 more experts living abroad were recruited to serve in Iraq in 2006.

Return Migration Services Provided to Governments

116. A growing number of governments rely on IOM for advice on return policies and practices in countries of destination, transit and origin, as well as regional and multilateral groupings. Building on its 2004 experience of compiling and analysing return policies and practices in Europe, a compendium of best practices in return management was published by IOM in 2005 on behalf of the EC, which reflects the conclusions arrived at by working groups of representatives from several European countries. In Albania, IOM continued to provide technical assistance to the government on its approach to return and readmission and exchanges with the European Commission. In Switzerland and in the United Kingdom, a comparison between the respective cost-effectiveness and sustainability of AVRs and other return management tools confirmed the advantages of the former and was supportive of IOM's efforts in this field.

Integration

117. IOM supports migrants and governments in dealing more effectively with the challenges of adjusting to a new society, promoting social harmony between new and old members of the community, while shaping appropriate response policies. In 2005, IOM continued to focus its efforts on the promotion of migrants' human rights, highlighting their contribution to host societies, countering discriminatory and xenophobic attitudes and facilitating socio-economic integration.

118. In cooperation with government authorities, civil society and the media, IOM endeavoured to consolidate past achievements, to pursue geographical and thematic expansion through technical support to concerned authorities, and continued its awareness-raising initiatives, establishing information centres serving both migrants and host communities.

119. New projects were developed and implemented in the Czech Republic, Estonia, Finland, Greece, Hungary, Italy, Latvia, Poland, Portugal, Slovakia, Slovenia and in a number of countries in Central Asia. These focused on promoting integration and the prevention of socio-economic exclusion of migrants, in particular of migrant women and ethnic minorities, and on reinforcing institutional capacities to provide integration-related services to migrants.

120. In Europe, old and new EU Member States continue to be confronted with integration-related challenges and to seek common responses to address new integration realities. In Estonia, Finland and Latvia, an e-learning tool for the judiciary was created to facilitate the development of a common view on EC and current national anti-discrimination legislation.

121. In Japan and the Bahamas, IOM facilitated the sharing of knowledge and experiences on a range of applied integration approaches, and explored responses to migration challenges of concern to these countries.

122. In Morocco, a conference was organized to promote a better understanding of the role of religion in the migration process, particularly in integration. Participants came from governmental and non-governmental institutions in countries of origin and destination, cultural and religious entities, the media and the education sectors.

V. COUNTER-TRAFFICKING

Overview

123. IOM has been involved in combating trafficking in persons for ten years already. During that time, the Organization has implemented over 300 projects in around 100 countries. While much of the work focuses on capacity building and prevention campaigns, IOM has also provided direct assistance to over 10,000 victims of trafficking worldwide. IOM's approach places concern for the victims of trafficking at the centre of all its activities. The principal objectives are to protect and empower women, men, girls and boys who have become victims of trafficking; to raise the general awareness and understanding of the issue, and to ensure justice for the victims. The four guiding principles underlying these efforts are the respect for human rights; gender sensitivity and empowerment; physical, mental and social well-being of the individuals and their

respective communities, and to strengthen the institutional capacity of governments to be able to effectively tackle the trafficking phenomenon.

124. In 2005 IOM's counter-trafficking activities continued to expand geographically, supported by funding received from an increasing number of Member States. At the same time, the Office of the Inspector General completed an evaluation of IOM's counter-trafficking programmes based on questionnaires sent to all Missions. This feedback from IOM Missions, coupled with consultations with a broad range of stakeholders, enabled the Counter-Trafficking Service (CTS) to better define its own work priorities as well as to strengthen its response capabilities both for IOM Missions and the needs of trafficking victims.

125. The year 2005 also witnessed the strengthening of strategic and operational partnerships in order to improve coordination, ensure complementarity and maximize the effectiveness of projects. A series of operational memoranda of understanding (MOUs) were signed with host governments and national NGOs, and a variety of partnerships developed with ILO, UNICEF, UNODC, Save the Children Fund USA, and Europol, among others.

126. Collaboration with the private sector was also established in several countries. Thus, IOM collaborated with the Swedish International Development Cooperation Agency (Sida) and the MTV Europe Foundation on awareness-raising and prevention efforts directed at young persons in Ukraine, Romania, Hungary, the Republic of Moldova, Portugal and Spain. IOM also joined hands with the Ricky Martin Foundation to carry out prevention activities in Colombia. In India, IOM worked closely with the business community to provide reintegration assistance to victims of trafficking.

Major issues

127. In 2005, IOM increased its focus on the sustainability of its counter-trafficking activities, especially direct assistance. All new direct assistance projects define the partners that will eventually take over shelter and related activities. These partners can be public institutions or national NGOs. IOM Missions in South-eastern Europe developed an exit strategy as part of their regional direct assistance projects, and the handover of activities has been completed in a number of countries where national capacity is strong enough.

128. As IOM is gradually withdrawing from direct assistance activities, additional emphasis is being placed on the training of the institutions taking over. Capacity building has been undertaken in the areas of healthcare, shelter management, security procedures and staff stress counselling, among others.

129. Over the course of 2005, health was gradually mainstreamed throughout IOM's counter-trafficking projects and programmes. All new project proposals are reviewed by the Migration Health Department or Regional Medical Officers to ensure health issues are properly taken into account. In the context of trafficking, health concerns are approached holistically with all due attention being paid to physical, mental and social considerations.

130. Despite the proliferation of counter-trafficking programmes by many institutions throughout the world, considerable gaps remain in our knowledge of the causes and consequences. IOM continues to conduct research studies on the diverse issues involved, some of which are described below, and IOM's Counter-Trafficking Module Database is generally considered to be the most extensive and comprehensive source of primary information available.

In 2005, CTS and the Research Unit were involved in discussions on human trafficking research methodologies and gaps with a number of partner institutions. One result has been the design of an ILO/IOM multi-year global project to test methodologies and build research capacity worldwide.

131. As regards trafficking trends, the increasing diversification of both types of exploitation and profiles of victims is of particular concern. There is growing awareness of the magnitude of trafficking for labour exploitation, especially in those parts of the world – such as Europe – where trafficking has been almost exclusively looked at within the context of sexual exploitation. The proportion of men among identified victims of trafficking has risen substantially, as has the realization that many victims have special needs because of some sort of disability. The challenge for practitioners is to ensure that all victims are assisted according to their individual needs.

Activities

Geographic Expansion

132. IOM expanded its counter-trafficking activities to a number of new countries in 2005. In Yemen, a joint project with UNICEF targeting trafficked children, involved training of law enforcement officials, implementation of a mass information campaign and assisting the government in setting up a shelter.

133. An agreement was signed between the European Commission and IOM for a multi-year comprehensive counter-trafficking project in the Russian Federation, some components of which are to be implemented by the Russian Red Cross, ILO and UNODC.

134. The Syrian Ministry of Interior and IOM jointly organized a workshop on trafficking in persons in September. The aim was to raise the awareness of the government and officials, and provide training in basic investigative techniques for interior ministry officials.

135. Comprehensive counter-trafficking projects were initiated in Kenya and the United Republic of Tanzania covering assistance and protection, awareness raising and capacity building for the government and civil society.

Innovative practices

136. While IOM's approach to combating trafficking strives for consistency throughout all geographic and thematic areas, there is also a need to explore new methodologies and ideas. A number of such innovative activities were initiated in 2005.

137. In the wake of the two major natural disasters in 2005, the tsunami and the Pakistan earthquake, IOM was asked to address the vulnerability of the affected populations in regard to human trafficking. In Indonesia, Sri Lanka and Pakistan, IOM carried out prevention and awareness-raising activities targeting especially vulnerable women and children, as well as law enforcement officers and other local government officials. In addition, income-generating activities were implemented in Sri Lanka and Indonesia to enable single-parent households to sustain a livelihood and to better resist the risk of falling victim to traffickers. The link between natural disasters and trafficking in persons is an area that requires further exploration and that may become the subject of a future IOM research study.

138. In Europe, a project involving municipalities in Italy, the Republic of Moldova and Romania is an innovative attempt to address trafficking in persons, particularly of minors, through international cooperation at the local level. This approach has attracted lively interest among the local authorities in the target countries with strong migration links. The aim is to improve their respective capacities to strengthen local governance and elaborate effective preventive policies and services to limit the exposure of vulnerable groups, in particular minors, to the risks of trafficking.

139. A project targeting religious personnel is proving effective in raising the awareness of this target group, enabling them to better assist trafficked individuals. Experience has shown that religious personnel of all denominations are often in a position to identify and assist victims of trafficking all over the world. A manual for the training of Catholic religious personnel was published, successfully combining a lay approach to assistance and empowerment of victims within a religious perspective. Other major religions will be addressed in subsequent phases.

140. IOM Washington developed a series of counter-trafficking training modules that can be used by a wide variety of stakeholders and interested parties. The first four modules were published in 2005 and covered information campaigns, return and reintegration, capacity building, and cooperation and networking. A participatory approach was used to develop these modules involving expert IOM field staff from around the world. Successful pilot training activities were held in the Netherlands Antilles, Jamaica, South Africa and Indonesia.

141. An interactive counter-trafficking training module has recently been piloted in Belarus, the Republic of Moldova and Ukraine. The five-day course provided comprehensive training on issues as wide ranging as victim risk assessment and interviews, search and seizure, mutual legal assistance as well as financial investigation. A film showing critical situations, PowerPoint presentations, fictive evidence material, such as passports, payment and bank slips as well as invitation letters, complemented the training module. The training course combines a technical and high-quality methodology in promoting a best-practice investigative approach for law enforcement officials in the CIS, linking it with national ownership and sustainability.

142. In the Czech Republic a research study to be published in 2006 was undertaken by IOM Prague, in cooperation with key national counter-trafficking actors, to better understand the demand side of trafficking for sexual exploitation. While much attention is being paid to root causes in countries of origin, there is a need to explore further the contributing factors in countries of destination. A major finding was that, although clients of prostitution are aware of the trafficking phenomenon, they often do not believe that it really happens as they cannot easily recognize its more latent signs.

143. Local governments, NGOs and the business sector were brought together by IOM in India to provide reintegration opportunities for former victims of trafficking. Through this project, 600 women were assisted to find employment or to set up their own businesses, such as dairy parlours, commercial laundries, beauty parlours or printing presses. Businesses supply equipment at low cost and on credit and offer the necessary training. NGOs provide related training, such as accounting and overall management support. Local authorities facilitate administrative procedures and, where possible, provide free or low-cost locations.

144. The Counter-Trafficking Module Database, managed out of Geneva, is regarded as the world's most comprehensive source of primary information on trafficking in persons. As a case

management tool it is currently in use in 28 IOM Missions throughout the world. 2005 saw the expansion of its use as a research tool with an analysis of depersonalized and non-confidential data. A short report on trafficking routes in the Balkans was published and statistics were made available upon request to a number of operational and academic institutions. An MOU was signed with the University of Siena, which collaborates with UNODC and IOM, among others, on a major research study in Italy.

145. The Global Assistance Fund, managed by CTS, provides return and reintegration assistance to victims of trafficking around the world who cannot be assisted otherwise. In 2005, 147 individuals were assisted.

VI. LABOUR MIGRATION

Overview

146. In relation to labour migration, IOM's objective is to facilitate the development of policies and programmes that can individually and mutually benefit the governments, migrants and societies concerned by:

- providing effective protection and support to labour migrants and their families;
- fostering economic and social development, and
- promoting legal channels for labour mobility as an alternative to irregular migration.

147. IOM labour migration programmes in 2005 included:

- government capacity building;
- raising awareness and providing information;
- facilitating bilateral labour arrangements and the implementation of labour migration programmes;
- enhancing the development impact of remittances, and
- assisting interstate dialogue and cooperation.

148. The programmes were carried out in partnership with various governments and international organizations.

Capacity Building in Labour Migration Management

Asia

149. In March 2005, IOM organized a Labour Administrators' Training Course in Bangkok, attended by representatives from **Bangladesh, China, Indonesia, Nepal, Pakistan, the Philippines, Sri Lanka, Thailand and Viet Nam**. The course included modules on understanding international labour migration; international legal framework on labour migration; protection of migrant workers and support services; marketing, and institutional capacity building.

150. In the Islamic Republic of **Iran**, a Conference on Overseas Employment and Labour Migration was organized jointly by the Ministry of Labour, IOM and the ILO. A declaration was adopted containing elements of a comprehensive strategy for the management of overseas employment from the Islamic Republic of Iran.

Eastern Europe

151. In partnership with the OSCE, IOM is providing assistance to relevant ministries in the **Russian Federation** on the feasibility of establishing a possible regularization programme for migrant workers.

Information Dissemination and Awareness Raising

Asia

152. IOM is currently carrying out a two-year pilot project, supported by USAID, on raising awareness among government officials, employers and members of migrant and host communities of the importance of incorporating a migrant rights and welfare perspective into migration management policies at local and central level in **Thailand**. In **Bangladesh**, IOM continued to provide assistance to the Bureau of Manpower, Employment and Training (BMET) in English language training for labour migrants, including the setting up of a language laboratory in Chittagong. A capacity enhancement and outreach programme for safe migration pursues the aim to reduce the vulnerability of migrants and facilitate safe migration by raising the general awareness among potential and strengthening the institutional capacity of both the government and civil society organizations.

Eastern Europe and Central Asia

153. The **Information Resource Centre** for Labour Migrants in Dushanbe, **Tajikistan**, established in partnership with OSCE, has helped to raise awareness among labour migrants and intending economic migrants (mainly to the Russian Federation). In the course of its activities, 3,719 persons received counselling; 80,000 booklets on safe labour migration were published and distributed; a total of 700 posters and 500 brochures were printed for youth in collaboration with governmental partners; information on Russian legislation and other inputs were provided to the State Migration Service and the Tajik Interior Ministry, and Tajik legislation in the field of labour migration was analysed and recommendations made for the benefit of government structures.

154. Supported by the British Embassy in **Prague**, IOM began the production of a documentary film on legal labour migration opportunities in the **United Kingdom** and the risks of irregular labour migration. The film is to be shown on Czech television and is aimed at young Czech nationals who may be considering travelling to the United Kingdom to work.

Latin America

155. In **Venezuela**, IOM is assisting the Ministry of Labour in the implementation of an information campaign for migrant workers and their families to inform them of their labour and human rights and obligations, as well as the institutions responsible for their protection.

Facilitating Bilateral Labour Arrangements and Implementation of Labour Migration Programmes

Latin America - Spain/Canada

156. IOM, in close coordination with the Spanish Embassy in Bogota, continued to provide facilitated passage to Colombian workers travelling to Spain (496 workers in 2005). IOM also continued to assist in the selection and transfer of Guatemalan seasonal agricultural workers to Quebec (675 workers in 2005).

Europe/Asia

Belarus/Bulgaria/Croatia/Kazakhstan/Republic of Moldova - Czech Republic

157. IOM continued to implement an information campaign in these countries within the framework of the pilot project on Active Selection of Qualified Foreign Workers, launched by the Czech Government. The success of this project has prompted its extension to other countries in the region for 2006.

Republic of Moldova/Sri Lanka – Italy

158. IOM completed the implementation of two projects for the Italian Ministry of Labour, designed to select and train migrant workers from the Republic of Moldova and Sri Lanka in accordance with the respective special Italian entry quotas. The first project involved the identification and selection of 200 Moldovan migrant workers. The second focused on the selection and training of (60) Sri Lankan personal care workers for employment in Tuscany. The workers also received vocational and Italian language training while in employment with a view to obtaining the qualification of “family care assistant” in Tuscany.

Republic of Korea

159. In support of the government’s newly established Employment Permit System - a temporary low-skill labour migration scheme - IOM carried out an assessment of the labour migration management capacity of 12 countries in Asia. The assessment involved the investigation into the main areas of labour migration management, including national legislation and administrative infrastructures, labour migration statistics, government services for labour migrants, the protection of workers and return support.

Migrant Remittances

160. The most direct link between migration and development is through **remittances** - the funds migrants send home. In 2005, IOM’s activities included:

Research and Policy Development

161. IOM, together with the Swiss Forum for Migration and Population Studies (SFM) and the European Bank for Reconstruction and Development (EBRD), is carrying out a remittances-for-development action-research and planning initiative concerning remittance flows from **Switzerland to Serbia and Montenegro**, funded by the Swiss State Secretariat for Economic Affairs (SECO). Research results will be used to develop concrete and feasible investment

strategies to enhance the development impact of remittances in Serbia and Montenegro, including new forms of collaborative investments involving SECO, Serbians in Switzerland and other strategic partners.

162. IOM has completed a study, including a household survey, on remittances to **Albania**. The purpose of the study was to feed into the National Strategy on Migration and the related National Action Plan.

163. The IOM Statistical Information System on Migration in **Central America** (SIEMCA), designed to provide compatible migration data for the region, has compiled existing household data on remittances in Costa Rica and El Salvador.

Pilot Projects

164. In **Tajikistan**, IOM, in partnership with UNDP, is working to enhance the capacity of migrant households, local communities and civil society actors to promote the investment of remittances into viable livelihood projects for migrant families affected by emigration. In coordination with local development committees, small business and agriculture loans were made available to labour migrant households who matched such amounts from the remittances they received. The total investment amounted to just under USD 80,000. The loans were preceded by business training and the preparation of business plans. Labour migrants also made matching contributions for the repair of community infrastructure (e.g., schools, clinics, bridges and transformers).

Regional Dialogue

165. In September 2005, the Third Ministerial Consultations on Overseas Employment and Contractual Labour for Countries of Origin in Asia was held in Bali. With the participation of countries of destination, including delegations from the GCC States, Malaysia, the Republic of Korea, Italy and the European Commission, these consultations led to the creation of a solid platform for further cooperation between the countries of origin in Asia and those of destination. The Consultations were supported by the Department for International Development of the United Kingdom.

VII. OTHER PROGRAMMES

Support for Developing Member States and Member States with Economy in Transition – 1035 Facility

166. In its fifth year, the 1035 Facility continued to contribute significantly to addressing the priority programming needs of both developing and Member States with economy in transition. Updated management criteria were finalized and implemented in line with the recommendations from the 2003 evaluation and with a stronger focus on capacity building and regional and subregional activities. A total of USD 2,059,895 was allocated to 28 different initiatives. As in previous years, the distribution of allocations to each region closely matched the representation of Member States in those regions.

167. In Africa and the Middle East, the Facility supported eleven initiatives with over USD 784,000, benefiting 28 eligible Member States. In the Americas and the Caribbean region, over USD 456,000 were allocated to seven initiatives, benefiting 15 eligible Member States. In Asia, three initiatives benefiting five Member States were funded for a total of over USD 234,000. In Europe, over USD 289,000 were allocated to four projects benefiting four Member States. Two multiregional initiatives, benefiting nine Member States, were funded for a total of over USD 163,000. Over USD 55,000 were allocated to the tsunami emergency response from the Facility's Sasakawa Endowment Fund. In 2005 it was decided to separate the Sasakawa Endowment Fund from the 1035 Facility, effective in 2006.

168. During 2005, and based on discussions in the governing bodies, the Evaluation Unit of the Office of the Inspector General conducted the second evaluation of the 1035 Facility. In addition to the impact analysis already planned, the evaluation re-examined the Facility's criteria and guidelines. The Evaluation Unit finalized the report in December 2005.

169. Further discussion of the 1035 Facility is presented in the section addressing the Council and Subordinate Bodies.

Claims Programmes

170. In 2005, IOM continued its implementation of the two large claims programmes making financial compensation available to former slave and forced labourers and other victims of the Nazi regime for the fifth full year: the German Forced Labour Compensation Programme (GFLCP) under the German Foundation Act, and the Holocaust Victim Assets Programme (HVAP) under the Swiss Banks Settlement. IOM successfully completed all major stages related to Property Loss (PL) claims and implemented payments to nearly all beneficiaries by the end of 2005. IOM also successfully reconciled all first instalments regarding Slave and Forced Labour (S/FL) under GFLCP, implemented second instalments to victims in all S/FL categories and paid two tranches of S/FL legal successors/heirs. IOM also resolved several thousand HVAP rejections and continued to pay claimants in all three HVAP categories, including claimants living in Ukraine and the Russian Federation.

171. By the end of 2005, IOM had disbursed a total of EUR 351.1 million to over 82,500 former slave and forced labourers worldwide under GFLCP. This amount includes a second instalment to 74,700 victims who were still alive in May 2005. In addition, 11,200 legal successors of former slave and forced labourers under GFLCP received a total of EUR 18.6 million in payment. Payments to claimants under the Property Loss programme commenced in 2005 and a total of EUR 80.8 million was disbursed to over 15,100 eligible beneficiaries. Under Personal Injury claims, IOM disbursed EUR 10.7 million benefiting 1,460 claimants. At the end of 2005, USD 24.8 million were paid out to nearly 17,350 claimants under HVAP. Humanitarian and Social Programmes that draw from and bridge GFLCP and HVAP, had committed over USD 30 million and assisted over 53,000 beneficiaries in 13 Central and Eastern European countries.

172. While the first instance processing and payment of claims by victims was completed under the GFLCP, and nearly completed in HVAP, the work on payments to legal successors/heirs, notifications and appeals continued to grow in importance in 2005. By the end of the year, the number of staff, which in 2004 had increased to 170 because of the volume and the complexity of tasks in all claims and compensation projects, fell again to 131, of which approximately 77 per cent are female staff.

173. In addition to GFLCP and HVAP, IOM continued to work in 2005 on two projects relating to other claims programmes and issues. Thus, the Organization continued to provide advice, support and training to the Iraq Property Claims Commission (IPCC) on a variety of legal and IT-related matters, while providing expert advice on technical issues relating to claims mechanisms in the context of Palestinian refugee issues.

German Forced Labour Compensation Programme (GFLCP)

174. By the end of 2005, IOM had completed first instance processing for all 332,000 slave and forced labour claims, including some that were late-received exceptions and/or transfers from partner organizations, decided 11,900 slave and forced labour appeals and all 41,000 personal injury (PIN) claims, including claims by legal successors/heirs. IOM also completed both first-instance processing and requests for reconsideration for all 35,000 Property Loss claims received under GFLCP.

175. Regarding *Slave and Forced Labour*, IOM submitted its final 437 first instance decisions to the German Foundation in 2005, about half of which were positive. IOM completed the reconciliation of its database with that of the German Foundation and successfully made second instalment payments to surviving victims in 2005. It submitted decisions to the German Foundation related to payments to one or more eligible legal successors on behalf of approximately 7,500 victims deceased on or after 16 February 1999, whose claims were approved for payment. IOM also began to make payments to eligible legal successors approved by the German Foundation.

176. By the end of 2005, the *Property Loss* claims programme was approaching completion. The Property Claims Commission had resolved all 34,997 Property Loss claims, including the 8,491 requests for reconsideration filed by the claimants. All of the claims were therefore deemed final, at which point the preparations for payments began in accordance with the German Foundation Act governing the programme. By the end of the year, IOM had arranged payments by cheque or bank transfer to 15,124 beneficiaries, accounting for over 95 per cent of all successful Property Loss claimants. In total, the payments amounted to over EUR 80 million. The largest single payment was just over EUR 600,000, while the average payment was approximately EUR 5,300. IOM plans to complete payments to the remaining Property Loss beneficiaries and close the Property Loss claims programme in early 2006.

177. Regarding claims for *Personal Injury* in 2005, IOM mainly focused on the processing of legal successor claims and their payment. The vast majority of legal successor payments were made in August 2005, when 232 legal successors were paid. Furthermore, IOM was able to pay a final additional payment to 1,320 surviving victims. Following the Foundation's decision in early 2005 concerning the distribution of interest and other additional funds, each eligible survivor received a payment of EUR 2,450. A total of 1,460 Personal Injury claimants received the maximum compensation amount of EUR 6,693.72 (first instalment of EUR 4,243.72 plus top-up payment of EUR 2,450) in this category, including 140 victims whose appeals against IOM's first instance decision had been decided positively.

178. In addition to processing of claims by legal successors and claims received at the appeals level, a series of reconciliation, clean-up and notification projects took place in course of the year.

179. By the end of 2005, the IOM Appeals Body had received over 30,000 slave and forced labour and personal injury appeals. In the course of the year, the Appeals Body held three meetings and issued 11,900 forced labour decisions and 1,761 personal injury decisions. Approximately 9.5 per cent of the slave/forced labour appeals and 10.5 per cent of the personal injury appeals were decided positively. As in previous years, the large majority of negative appeals decisions concerned the Italian Military Internees (IMIs) who, for the most part, did not meet the eligibility criteria as defined by the German Foundation Act. However, among the total of 3,540 slave/forced labour decisions taken regarding appellants other than Italian Military Internees, the IOM Appeals Body decided 793 appeals, or 22.5 per cent, positively.

180. In 2005, the Board of Trustees of the German Foundation in which IOM participates as a member met in Berlin on 19-20 January and 16 June. At the January meeting, the Board of Trustees made a final decision on the distribution of the interest accrued by the Foundation, thus enabling IOM and other partner organizations to determine final amounts to be paid to legal successors and certain other groups of claimants. The additional EUR 139.4 million allowed IOM to pay not only its eligible slave labourers but also its eligible forced labourers in industry or agriculture the maximum compensation amounts as laid down in the German Foundation Act. At the same meeting it was also decided that eligible survivors of "other personal injury" would receive a top-up payment of EUR 2,450 each.

181. On 16 June, the Trustees discussed the successful completion of the work of the Property Claims Commission. The Board also adopted the proposal to distribute a special donation made by Dr. Friedrich Christian Flick equally among all partner organizations. IOM proposed to use its share of EUR 415,000 to deliver additional assistance to Roma victims of the Nazi regime. The archiving and the future use of claims files were also on the agenda of the June meeting. Regarding the different options discussed at the meeting, IOM has undertaken that no files will be destroyed for the time being, but a final decision is needed prior to the next meeting of the Board of Trustees.

Holocaust Victim Assets Programme (Swiss Banks) (HVAP)

182. As of 31 December 2005, HVAP had received approximately 52,000 claims from 71 countries. During the period covered by this report, 5,692 claimants (5,455 Slave Labour Class I, 202 Slave Labour Class II and 35 Refugee Class) were paid a total of USD 8,323,725. Also during this period, 18,237 claims were rejected or negatively resolved (9,165 Slave Labour Class I, 8,587 Slave Labour Class II and 485 Refugee Class). The focus for the last quarter of 2005 was the review and identification of claims that would be negatively resolved to observe the applicable appeals periods, in this case 90 days, and ensure the timely completion of the programme in September 2006.

183. As it was anticipated that many of the negatively resolved claims would belong to the Slave Labour Class II, under which the claimant had to have worked for a Swiss company that identified itself to the U.S. Court and appeared on a list of defendant companies having sought a release in the Swiss Banks litigation, HVAP focused on Slave Labour Class II. The majority of the substantively reviewed claims concerned forced labourers for German companies and Nazi entities, disqualifying them from benefiting from the Swiss Banks Settlement Fund as members of Slave Labour Class II.

184. HVAP continued its coordination and cooperation with the Conference on Jewish Material Claims Against Germany, Inc. on issues related to Refugee Class claims processing and appeals, and Refugee Class and Slave Labour Class I legal successors processing. HVAP legal successors

processing began during the second half of 2005. In addition, the first Slave Labour Class I appeals submission was filed with the U.S. District Court in December 2005. Processing of the first Refugee Class appeals submission to the Independent Review Officer (IRO) appointed by the Court, Burt Neuborne, Esq., began during the last quarter of 2005, HVAP intending to submit it to the IRO in February 2006.

185. HVAP also continued to consult with historians at the United States Holocaust Memorial Museum in Washington, D.C. during 2005 concerning the claims of Slave Labour Class I claimants from the Baltic States, and historical patterns of persecution of Roma and Jehovah's Witnesses during the Nazi regime from this region. Such information enables HVAP to expedite the review of certain claims and achieve consistent results to the advantage of the claimants.

The Humanitarian and Social Programmes (HSP)

186. The German Foundation (EUR 12.27 million) and the U.S. Court (USD 20.5 million) also support non-cash, humanitarian and social programmes for specific victim groups.

187. During 2005, through 39 projects, IOM provided food, medical and dental care, winter assistance, clothing, emergency financial support, home care, as well as social and legal counselling to over 53,000 needy, elderly Roma and Sinti, Jehovah's Witnesses, disabled and homosexual survivors of Nazi persecution. The German Foundation contributed exclusively to Roma and Sinti projects.

188. By the end of 2005, IOM had initiated 81 projects, worth over USD 32 million, in victim communities in Austria, Belarus, Croatia, the Czech Republic, France, Germany, Hungary, Latvia, Lithuania, The former Yugoslav Republic of Macedonia, the Republic of Moldova, Poland, Romania, the Russian Federation, Serbia and Montenegro, Slovakia and Ukraine.

189. Project activities funded under the German Foundation ended in June 2005; all HSP project activities are scheduled to conclude in January 2006.

190. Throughout 2005, IOM continued to collaborate with a network of NGO partners able to administer humanitarian and social assistance in accordance with rigorous implementation, accounting and reporting standards. Wherever possible, IOM sought to work through a number of service providers in each country, closely monitoring their activities through its Field Offices.

191. Through frequent contact with victim communities and close collaboration with a diverse pool of partner NGOs, IOM was able to identify larger than expected potential beneficiary populations and to deliver assistance in an expanding geographical area.

192. Beneficiaries, local service providers and IOM found that HSP assistance dramatically improved the quality of life and outlook of thousands of marginalized and often forgotten survivors of Nazi persecution. While HSP may have brought long-awaited recognition of past suffering, and a temporary relief from overwhelming deprivations, it also exposed a range of survivor and community needs, many of which remain unaddressed.

Iraq Property Claims Programme (IPCP)

193. Within the framework of its Iraq Property Claims Programme (IPCP), in 2005 IOM provided advice, support and training to the Iraq Property Claims Commission (IPCC) on a variety of legal and IT-related matters.

194. During the year, IOM provided the IPCC with detailed comments on a number of draft-amended versions of the statute governing the IPCC, a new version of which was approved by the Iraqi National Assembly in November 2005. IOM also submitted draft substantive and procedural rules for compensation payments, and provided substantive comments on the IPCC claim and the response forms.

195. IOM reviewed sample decisions by the IPCC's Regional Commissions and Appellate Division as provided by the IPCC, and conducted research and collected information on the Iraqi legal practice on a range of subjects, including enforcement of decisions, mediation and evidentiary standards.

196. In coordination with UNHCR, IOM provided assistance in preparing materials and developing a strategy for IPCC's public information campaign. IOM and UNHCR developed a brochure in Arabic and Kurdish and proposed a strategy for its distribution throughout Iraq. In May and June 2005, IOM provided assistance to the IPCC in developing public service announcements and purchasing time on television and radio stations to publicize the deadline for filing claims.

197. IOM contracted with a Baghdad-based company to provide hosting services for the IPCC website and 200 IPCC email addresses. IOM designed an IPCC website and is currently responsible for its maintenance.

198. Working with the IPCC, IOM identified the computer hardware needs of IPCC offices throughout Iraq and concluded a contract with a vendor for the purchase and delivery of such computer equipment. The computer equipment was delivered and installed in all IPCC offices in Baghdad. IOM developed and tested a new database and claims application to assist the IPCC with registering, tracking, deciding and reporting on the large number of claims filed. IOM also identified and retained the services of a qualified company to host the IPCC's database, claims application and image servers in Geneva, and provided IPCC headquarters in Baghdad with a reliable VSAT Internet connection. In 2005, IOM conducted three IT training sessions in Amman for IPCC IT personnel.

199. In July 2005, the Government of Iraq appointed Mr. Ahmed Al-Barrak as the new head of the IPCC National Secretariat. In response to this development, and after consultations with the IPCC, UNHCR and the Iraq Reconstruction Management Office of the US Government (IRMO), IOM held roundtable discussions with Mr. Al-Barrak and senior IPCC Managers in Amman, Jordan, in August to discuss the challenges faced by the IPCC and the plans for the Commission.

200. A workshop for 25 IPCC staff was held in Amman in September and October to analyse the IPCC claims review process and to determine how to make it more efficient, internally consistent and transparent. Following the workshop, IOM, UNHCR and IRMO produced a comprehensive set of recommendations on how to improve the IPCC claims process.

201. During the year, IOM and UNHCR discussed with the IPCC the framework of a possible out-of-country claims programme to allow claimants living outside Iraq to access the IPCC process.

Palestinian Israeli Claims Mechanisms (PICM)

202. Following an Inception Mission to Israel and the Occupied Territories in 2004, and a report by IOM with evaluations and recommendations for future areas of work on the Palestinian refugee file, Canada's International Development Research Centre (IDRC) commissioned IOM to prepare expert studies on different technical issues relating to the planning, design and implementation of claims mechanisms. In the course of 2005, IOM prepared comprehensive comparative studies on the organizational structures of claims mechanisms as well as the treatment of ownership and other property rights in past and current claims programmes. In addition to this, IOM has been developing concepts for workshops on data managements in claims processes.

GLOBAL ACTIVITIES AND GENERAL PROGRAMME SUPPORT

VIII. MIGRATION POLICY, RESEARCH AND COMMUNICATIONS (MPRC)

203. The Migration Policy, Research and Communications (MPRC) serves as the focal point for IOM's strategic policy coordination on international migration issues, as well as for research, publications, information and communication on international migration trends, policies and practices. The Department coordinates the development and dissemination of IOM migration policy strategies, and of information and publications on international migration trends, policies and practices to internal and external stakeholders, including the media, and the development and management of IOM's website and intranet. Through targeted research and improved communications, MPRC enhances IOM's capacity to assist governments to monitor and manage migration flows, and to implement sound migration policies, legislation and procedures.

International Dialogue on Migration

204. Since its initiation at the 50th anniversary session of the IOM Council in 2001, IOM's International Dialogue on Migration (IDM) has provided a forum to States, intergovernmental and non-governmental organizations to discuss pertinent migration policy issues, in order to explore and study issues of common interest and cooperate in addressing them, as foreseen in IOM's Constitution. In 2005, the IDM was guided by the theme *Towards Policy Coherence on Migration*. At the 2005 IDM Council session, participants explored the need for policy coherence within and between governments, among other stakeholders, and across migration and related policy domains, in recognition of the multidisciplinary and transnational character of migration.

205. The dialogue at the 2005 Council session also included a special high-level panel discussion on *Migration and Development: Lessons Learned and Policy Approaches* to discuss the findings and results of the February 2005 inter-sessional workshop on Migration and Development. In addition, a session on the "Year in Review" highlighted selected migration developments in 2005. The Council decided that a Chairman's Summary of the 2005 Council Session, particularly the special high-level panel discussion on Migration and Development, should be sent to the United Nations and its membership to inform preparations for the High-Level Dialogue on International Migration and Development during the United Nations General Assembly in September 2006.

206. As in previous years, the IDM continued between annual sessions of the Council through the convening of inter-sessional workshops bringing together governmental officials from around the world, representatives of intergovernmental and non-governmental organizations, and academics. These workshops both broadened and deepened migration reflection by exploring the multidisciplinary aspects of migration and fostering important linkages with related policy fields. In 2005, the first inter-sessional workshop on the theme of Migration and Development brought the development and migration communities together to explore the nexus between migration and development from the perspective of both countries of origin and of destination. The second inter-sessional workshop, on the theme of Developing Capacity to Manage Migration, examined capacity building at several levels, including human resources, institutions, legislation and administration. Participants were provided with two new and complementary capacity-building tools, the Berne Initiative's *International Agenda for Migration Management* (IAMM) and IOM's *Essentials of Migration Management for Policymakers and Practitioners* (EMM), which, *inter alia*, provide a reference system for the formulation of coherent migration management policies. Each of the inter-sessional workshops explored the issue of policy coherence as it related to the issues under consideration.

207. In September 2005, MPRC presented the findings of the 2004 IDM inter-sessional workshop on Trade and Migration, *Managing the Movement of People: What can be learned for Mode 4 of the GATS*, at a Special Session of the World Trade Organization (WTO) Council for Trade in Services. Following up on the 2003 and 2004 IDM workshops on Trade and Migration, MPRC is engaging in research, sponsored by the World Bank, to explore how bilateral cooperative approaches can help facilitate and manage temporary labour migration. Activities in 2005 included the collection and analysis of the results of a questionnaire on bilateral approaches to managing migration; undertaking further research and literature review on this subject, and the preparation of a report containing an analysis of the research results. The research will be completed in 2006 and presented at a workshop attended by representatives from countries of origin and of destination.

Support to Migration Dialogues in Other Fora

208. MPRC continued to support regional dialogues on migration in 2005. Of particular note, in April 2005, MPRC (together with ERD) and the Global Commission on International Migration (GCIM) jointly hosted a workshop bringing together government representatives and secretariats of nine major Regional Consultative Processes on Migration (RCPs) worldwide. This first ever opportunity for the major RCPs to meet in a common forum complemented MPRC's interest in facilitating interstate cooperation and possibilities for improved policy coherence on migration. In addition, MPRC assisted in the preparation of the Pan-European Dialogue on Migration Management, including the related draft declaration "Towards New European Neighbourhood Policies: Migration, Security, Organized Crime, Global Challenges for Peace, Democracy and Human Rights".

209. As in previous years, MPRC represented IOM at national, regional and global migration-related events and conferences, as speaker, panellist and facilitator on migration policy and management matters. Thus, MPRC represented IOM at the July 2005 United Nations Expert Group Meeting on International Migration and Development, presenting a paper on international migration management through interstate consultation mechanisms, and at the United Nations Fourth Coordination Meeting on International Migration, in October 2005, presenting a paper on

IOM's recent activities relevant to the 2006 UN High-Level Dialogue on Migration and Development.

Advice to Governments and Other Stakeholders

210. The advice and counsel of MPRC was sought by migration practitioners and policymakers from governments, intergovernmental and non-governmental organizations, private experts and the media.

211. Advancing its objective of policy coherence on migration between and among various stakeholders, MPRC continued to assist partner institutions and organizations in their efforts to further develop their approaches to migration issues. For example, in 2005 MPRC provided input to the report of the GCIM, the European Commission's Communication on Migration and Development, and the World Bank's publication *Global Economic Prospects 2006: Economic Implications of Remittances and Migration*. In addition, MPRC contributed to a labour migration handbook to be produced jointly with the Organization for Security and Co-operation in Europe (OSCE).

International Agenda for Migration Management

212. In 2005, MPRC actively promoted the dissemination and use of the *International Agenda for Migration Management* (IAMM), developed through the Berne Initiative's consultative process, as a tool for States to develop capacity to manage migration, identify migration priorities and formulate coherent migration management policies. In addition to being distributed and discussed at the IDM Workshop on Developing Capacity to Manage Migration, the IAMM was a primary resource for two capacity-building training events in Africa in 2005: one for countries participating in the Migration Dialogue for Southern Africa (MIDSA), the other for members of the Economic Community of West African States (ECOWAS), and the Migration Dialogue for West Africa (MIDWA).

The World Migration Report

213. MPRC published the third in IOM's World Migration Report Series, *World Migration 2005: The Costs and Benefits of International Migration*, focusing on the economic, social and political outcomes of migratory processes.

Strategic Policy and Planning

Essentials of Migration Management for Policymakers and Practitioners

214. In 2005, Strategic Policy and Planning (SPP) actively promoted the dissemination and use of IOM's *Essentials of Migration Management for Policymakers and Practitioners* (EMM) as a tool to expand the knowledge and facilitate the work of government policymakers, practitioners, academics and organizations, as well as IOM staff members. The EMM was formally presented to IOM's membership in early 2005 and modules of the EMM served as primary tools for the training of government officials and/or IOM staff members in Asia, Africa, Europe, the Middle East and the Americas. In 2005, the EMM, which was originally produced in English, began to be translated into other languages (including Spanish, Russian and Arabic).

Strategic Policy Coordination

215. As part of MPRC's role in strategic policy coordination of international migration issues, SPP (together with ERD) jointly organized with the Moroccan Government an international conference on Migration and Religion in a Globalized World in December 2005, convened under the high patronage of His Majesty, King Mohammed VI of Morocco. Participants from governments and intergovernmental and non-governmental organizations throughout the world explored the role of religion in the migration process, with the objective of assisting government policymakers to gain a better understanding of the important dynamics involved, and to inform their policy making.

216. SPP also provided strategic inputs to several other international conferences, including an international conference for women leaders on Migration and Gender Issues within the Millennium Development Goals (MDGs) in Haifa, Israel, a workshop in Harare, Zimbabwe, for countries of Southern and Eastern Africa on Migration and Development, and the Tenth Annual International Metropolis Conference.

Migration and Development

217. SPP continued to focus on migration and development, a growing international priority, and in 2005 produced *The Millennium Development Goals and Migration*, published as part of IOM's Migration Research Series. This publication discusses the linkages between migration and the Millennium Development Goals, with a specific focus on poverty alleviation, gender, health, environmental sustainability and global partnerships.

Research and Publications Activities

Research

218. In 2005, IOM implemented 21 independent research projects worldwide, supported by funding of approximately USD 4 million. While research forms a core component of many other projects, it also tends to be subsumed under other project headings.

219. The 2005 programme of work of the Research Division (RES) focused primarily on the theme of **migration and development** with a view to the upcoming High-Level Dialogue in 2006.

220. RES organized two conferences in 2005, each with a special focus on the impact of internal migration on development.

- (i) **Regional Conference on Migration, Development and Poverty Reduction in Asia, Lanzhou, China (14-16 March 2005).** Many countries and agencies in Asia recognize that internal migration has important impacts on development, and that better management of migration could contribute to the achievement of development goals. The conference provided a forum to discuss and exchange new research and innovative strategies, and examine the role of migrants as stakeholders and a dynamic resource in development strategies, while also looking into the possibilities of reducing the risks and costs associated with migration. The report of the conference was widely distributed in English and Chinese.

- (ii) **Migration and Development Within and Between Borders, New York, November 2005. Conference co-sponsored by the Social Sciences Research Council and IOM.** This expert meeting brought together leading scholars from around the world in an effort to promote a more integrated approach to assessing the impact of migration on development, including discussions of the linkages between internal and international migration. A report on the conference is being prepared to be published by IOM in 2006.

221. A study entitled **Development-Friendly Migration Policies: A Survey in Countries of Origin and Destination**, began in July 2005 and is expected to continue until March 2006. This study is part of the project Migration Policies and their Impact on Development, which is being implemented by IOM on behalf of the World Bank. The study involves reviewing and compiling data on current migration policies (immigration and emigration) assessed to be relevant for development and poverty reduction in countries of origin, developing a survey instrument to obtain detailed information about development-friendly migration policy measures, and undertaking a number of country case studies.

222. **Migration, the Environment and Development – the Impact of the Tsunami on Migration in Asia.** This study examines the current and future implications of the tsunami disaster for migration and development in the Asian region. A first paper on the effects of the tsunami on migration was published by the Migration Policy Institute in March.

223. **Diasporas in the health sector and their contribution to home country development.** An agreement was signed with GIAN (Geneva International Academic Network) and the University of Geneva for a joint research study to investigate the potential contribution of diasporas to home country development by focusing on sub-Saharan African migrants working in the health sector in Geneva. This project has a duration of 14 months and involves the preparation of two policy round tables.

Population Movements Between Afghanistan and Pakistan: A Cross-Border Survey

224. This project, funded by the European Union, assessed the numbers and characteristics of migrants crossing the Afghan/Pakistan border, the causes of these flows, routes, manner of entry, destinations, the time migrants spend in neighbouring countries, and the ethnic and gender profiles of flows. The findings of the research project were presented in Kabul at a conference on Afghan population movements, in April 2005. This is one of a series of studies in this region being conducted in collaboration with UNHCR and ILO.

225. **Survey of Diaspora Policies.** RES prepared a questionnaire on Policies Engaging Diasporas in the Development Strategies of Host and Home Countries, which for the first time reviews the diaspora policies of 49 countries. The results were published in the *International Dialogue on Migration Series*, entitled “Mainstreaming Migration into Development Policy Agendas”.

226. **Managing Migration in Ireland: A Social and Economic Analysis.** The Research and Publications Division prepared a study for the Irish National Economic and Social Council (NESI) focusing on the causes and socio-economic consequences of migration to Ireland. This study is based on an extensive review and analysis of existing sources of information, consultations with key policy officials and other stakeholders in Ireland, and on comparative

research drawing on IOM's global network of experts. The aim of the study is to provide a comprehensive overview of migration flows to Ireland, an analysis of the social and economic implications of these flows, and a discussion of policy options. Two policy workshops were held in Dublin during the implementation of this project: Economic Effects of Migration: Implications for Policy (7-8 April 2005) and Social Effects of Migration: Implications for Policy (26-27 April 2005).

227. As a follow-up to the Berne Initiative studies, RES, in collaboration with the University of Toronto, prepared a proposal for the 2005 PME/Metropolis call for proposal on the theme of International Governance of Migration Flows. The proposal involves a comparative research project on interstate cooperation in the field of migration in different parts of the world, and has received funding for 2006.

228. RES made several presentations at international conferences, such as the Counter-Trafficking Database Conference, organized by the US State Department, the International Expert Group Meeting on International Migration Statistics, organized by ESCWA, the UNECE Migration Statistics Meeting, the Albanian Migration Policy Seminar, the GCIM Workshop on Gender Dimensions of International Migration, and the OECD Workshop on Women Migrants and the Labour Markets.

229. The Research and Publication Division produced a trilingual version of an Infosheet for internal and external use, summarizing IOM's research and publication objectives, tools, expertise, network and key figures. RES also began a new project to update and improve the IOM Research Manual, which provides guidance to Field Offices on research matters.

Publications Activities

230. By the end of 2005, IOM's publications catalogue contained more than 300 titles. Since 2003, net sales of IOM publications have more than doubled. Readership and subscriptions to the IOM journal "International Migration" continue to increase and subscriptions have increased threefold since 2003.

231. In 2005, the Publications Unit produced nine publications, among which: the second volume of *Labour Migration in Asia* on Protection of Migrant Workers, Support Services and Enhancing Development Benefits; *Migration, Development and Poverty Reduction in Asia*, an anthology of papers presented at the Regional Conference on Migration and Development in Asia (also translated into Chinese); *Interstate Cooperation and Migration* funded by the Swiss Foundation of Population, Migration and Environment; the *International Agenda for Migration Management*, a product of the Berne Initiative Process, and the second volume on *HIV and Mobile Workers: A Review of Risks and Programmes among Truckers in West Africa*, co-published with UNAIDS. Further, the Unit produced four regular *International Migration* journals (in coordination with Georgetown University and Blackwell Publishing) and a special issue on the Global Survey of Data and Research on Human Trafficking (also published as an offprint), and cooperated in the production of the *World Migration 2005* and the *Essentials of Migration Management* volumes.

232. In addition, three new titles were published under the *International Dialogue on Migration* series on topics involving *Health and Migration: Bridging the Gap*; Migration and

Trade (*Managing the Movement of People: What Can be Learned for Mode 4 of the GATS*), and Migration and Development (*Mainstreaming Migration into Development Policy Agendas*).

233. Three new titles were also published under the *International Migration Law* series on Migration and Protection of Human Rights (in French and Spanish), and on *International Migration Law and Biometrics*, as well as five new titles under the *Migration Research Series* on: Zimbabwean Diasporas in the UK and South Africa; Remittance Utilization in Bangladesh; Internal Migration and Development; the MDGs and Migration, and Migration and Development in Angola and Zambia.

234. In an effort to provide IOM publications with a fresh look, the Unit has started to revise the design of IOM publications starting with the Infosheets (28 Infosheets were created for various Headquarters departments and Field Offices in 2005). A new IOM General Information folder was produced and a *2005 Publications Catalogue* published.

235. The Publications Guidelines and House-Style Guidelines were updated to simplify and streamline the publication process and to encourage uniformity of presentation in the work of authors, editors and translators.

Marketing and Sales

236. IOM participated in the Frankfurt Book Fair as part of the UN Family Stand, in late autumn 2005, leading to: (1) an agreement with an Indian company to reprint the *World Migration 2005* and to market and sell the publication at low cost in the South Asian market; (2) continuing talks with a subsidiary of Coutts Information Services on how to increase subscriptions to IOM's publications collection residing in Mylibrary; (3) expanding the current agreement with LexisNexis to include online subscription to IOM publications, and (4) exploratory talks with a local Philippine bookstore interested in selling IOM publications in their outlets.

Library

237. IOM's specialist library in migration studies began a review and restructuring of its services in 2005, with a view to providing enhanced services to field colleagues and other users. The Library continued in 2005 to serve the information needs of Headquarters staff, Field Missions and outside researchers, and started a major review of the collection in order to compress the space occupied by the library.

238. The Library's acquisitions policy was changed to include more electronic resources to better serve information needs of colleagues in the Field. Planning for the preparatory steps to change the current library database to a system that can be accessed via the internet or intranet, as well as information gathering on the most useful electronic resources for the work of the Organization, began in 2005.

Media and Public Information (MPI)

239. In 2005, Media and Public Information (MPI) developed and successfully implemented media and communication strategies for major emergencies, programmes, international and institutional events, including the launch of the World Migration Report, IOM's flagship publication.

240. Over the reporting period, MPI Geneva continued to provide the media and other important stakeholders, such as diplomatic missions, international organizations and non-governmental organizations as well as IOM Missions, with twice-weekly press briefing notes in all three official languages. These cover all aspects of IOM's work, from emergency and post-conflict activities to counter-trafficking, migration and health, and labour migration programmes and provide the basis for regular reporting by the national and international media. MPI continued to provide support and advice to IOM Missions worldwide in their efforts to increase their capacity to work effectively with the media.

241. In 2005, the volume of media queries and coverage on radio, television and print media increased substantially to cover all aspects of migration. MPI Geneva, Bangkok and Washington carried out more than 2,000 interviews and one-on-one briefings with journalists throughout the year.

242. New formats were used and new partnerships forged with global broadcasters to showcase IOM's approach to migration management or IOM's work in emergency and post-emergency situations.

243. The IOM Sudan Trek Diary (<http://news.bbc.co.uk/2/hi/africa/4134230.stm>) on BBC News Online received global coverage throughout the summer and the online and video diary of two IOM aid workers deployed in the high valleys of earthquake-affected Pakistan featured prominently on the BBC World Service at the end of 2005 and early 2006 (http://news.bbc.co.uk/2/hi/south_asia/4646688.stm).

244. Permission was also given to AllAfrica.Com, the global reference website on African affairs to use and make IOM African news stories, features and photos available to their clients.

245. MPI established a system to enable IOM to provide audio-visual material to broadcasters in real time via the IOM website which will be available in 2006, and continued to explore the possibility of using other new technologies.

246. In 2005, MPI reinforced its *regional* 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. Following the relocation of an MPI officer from Headquarters to MRF Bangkok in June 2004, a second MPI officer was redeployed in February 2005, this time to MRF Washington D.C. to take up the position of Regional Media and External Relations Officer and Spokesperson for North America and the Caribbean. To ensure minimum staffing levels at Headquarters, a Media and Public Information Officer and Spokesperson was hired to work with the Head of MPI in Geneva.

247. The Regional Media and External Relations Officer in Washington established a strong working relationship with programme officers in IOM Missions tasked with handling media and public information (Media Focal Points) to increase visibility, establish name recognition, and provide up-to-date information on migration in the Western Hemisphere. A three-day media training session was held in April 2005 for all IOM Media Focal Points in the region. A newsletter on IOM activities in the region was created in 2005: *Migration in the Americas* is distributed electronically and in hard copy to thousands of donors, the media, academia and IOM partners.

248. In Asia, MPI rapidly expanded its operations at the beginning of the year following the tsunami, and the Pakistan earthquake in October 2005. IOM's prominent role in responding to both disasters attracted widespread international and local media coverage. The Regional Information Officer was deployed from Bangkok to Aceh immediately after the tsunami to ensure media coverage and reporting. In February, MPI recruited two international journalists to cover IOM tsunami operations in Aceh and Sri Lanka. MPI continued to provide support and training to the newly recruited PI officers throughout the year. Both Missions have since built up their MPI functions, adding staff and resources.

249. In the first six months following the tsunami, MPI produced six video news releases (VNRs) - three in Aceh and three in Sri Lanka - with the help of two external camera crews. All six VNRs were distributed for news use to broadcasters via satellite and as DVDs for donors. A seventh DVD marking the achievements of the Aceh programme one year on was also produced and distributed in December 2005 to stakeholders.

250. During the year, MPI issued 66 tsunami-related press notes, which were disseminated to media worldwide by email and appeared in a special "Asian Tsunami" section of the IOM website, together with an extensive photo gallery. The magazine *Migration* also featured tsunami-related articles in each of its four issues during the year.

251. In October, following the Pakistan earthquake, the Regional Press Officer was again deployed from Bangkok to cover the media and public information function for IOM and to act as the spokesperson for the Inter-Agency Standing Committee Emergency Shelter Cluster. At the end of the year, the programme hired two professional journalists, one international and one local, to take over the MPI function. The December issue of *Migration* featured a Pakistan Earthquake cover story.

252. IOM's Pakistan programme attracted widespread media coverage, partly due to the high visibility of emergency shelter and the dramatic images associated with mountain logistics. MPI issued 21 press briefing notes, which, following the tsunami model, were disseminated to media worldwide by email and through a special "South Asia Earthquake" section of the website. A video news release was also produced and disseminated via the European Broadcasting Union satellite.

253. During the year, the Regional Information Officer provided guidance, supervision and training to IOM Missions in the region. Two media workshops were held. In September, MRF Dhaka hosted a workshop for South Asian journalists on Safe Migration, sponsored by the British High Commission. In October, MRF Bangkok hosted a workshop for Mekong journalists on The Image of Migrants, sponsored by the Japan Foundation.

Corporate Communications

254. Work on IOM's institutional communication has continued along its two major directions: defining overall policy and guidelines, and designing and producing the day-to-day tools to implement these in a coherent, consistent and efficient manner. The guidelines and the tools (including a communications handbook and toolbox) will be made available to IOM Field Missions and Departments in early 2006. In 2005, promotional and informational materials were produced; advice, technical expertise and supporting tools were provided to IOM Field Missions implementing or designing mass information campaigns or other communication activities, and work continued on new resources that will be made available on the IOM website.

Website, Intranet and Digital Assets Management (WIDAM)

255. WIDAM is responsible for meeting the Organization's electronic information and communication needs as far as IOM's websites, its intranet and the IOM Image Library are concerned. In coordination with other departments and Field Missions, WIDAM takes the lead in developing and managing efficient, effective and user-friendly websites, including the organizational intranet. The unit also assists departments and Field Missions in making information available to internal and external stakeholders in a systematic, coherent and timely fashion. 2005 was the first year in which WIDAM operated out of the Manila Administrative Centre (MAC) in the Philippines.

256. A key accomplishment was the development and launch of a global intranet providing staff with documents and information on issues such as safety and security, procurement, finance, information technology and human resources. Working with ITC, WIDAM set up a document management system (FileNet).

257. WIDAM initiated and began implementing a complete revamp of the IOM website. Outputs included the creation of a new design as well as the assessment and selection of a new web content management system (Jahia). In 2005 WIDAM created and launched more than 12 websites, most notably the Tsunami Disaster Relief and Reconstruction website, the International Migration Law (IML) website, and the 1035 Facility website. WIDAM also set up an online fundraising facility in support of IOM's efforts to help the victims of the Indian Ocean tsunami and the South Asia earthquake. Field Missions were assisted in setting up and managing websites with guidance, editorial and technical support as well as easy-to-use templates to ensure greater coherence in the way IOM presents itself on the internet.

258. Besides maintaining and updating websites and creating images and other multi-media visual material, WIDAM supported major events and activities including all IOM governing body sessions, and the International Dialogue on Migration, including its inter-sessional workshops.

259. Holding more than 5,700 photographs documenting IOM activities since 1951 in its Image Library, WIDAM responded to numerous requests from the media, partners and Field Missions for photos for use on websites and in printed publications. In the first quarter of 2005, WIDAM was actively involved in acquiring photos of IOM's tsunami disaster relief efforts which were used for photo galleries, posters and a glossy photo booklet. In June 2005, WIDAM launched the public version of its digital photo library enabling government agencies, the media,

partner organizations, research institutions and others to access IOM's growing collection of images.

IX. OPERATIONS SUPPORT

Emergency and Post-Conflict Division (EPC)

260. In 2005, EPC provided **core emergency and post-conflict support** to Field Missions in the following countries: Afghanistan, Croatia, the Democratic Republic of the Congo, Haiti, Honduras, Indonesia/Aceh, Jordan for the Iraq mission, Kenya, Kyrgyzstan, Pakistan, Palestine, Serbia and Montenegro, Sri Lanka, Sudan, Tunisia and Venezuela and offered assistance to the USA during the Katrina response. EPC support to these Missions included 396 days of related EPC staff travel.

261. **Project development and technical assistance** were provided to IOM Missions in Colombia, Côte d'Ivoire, the Democratic Republic of the Congo, Ethiopia, Indonesia, Iraq, Uzbekistan, Liberia, Pakistan, Sri Lanka, Sudan, Uganda and Zimbabwe. EPC reviewed and endorsed 128 projects, twice as many as in 2004, including CAP submissions.

262. During 2005, two EPC Geneva staff members were **deployed to the Field on a permanent basis**, and two new officers from the Field were incorporated into EPC at IOM Headquarters. This revolving system, put in place in 2001, ensures that field staff members are given a chance to get experience and training at Headquarters level before they are redeployed in the Field.

263. **EPC represented IOM** at 155 inter-agency meetings, including participation in working groups, country task forces and country briefings organized by the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), and the Inter-Agency Standing Committee (IASC), including IASC Task force meetings on the Tsunami, Darfur, South Asia Earthquake, Natural Disasters, IDP Senior Network, Gender and Humanitarian Assistance, as well as IASC weekly information meetings and donor briefings. EPC also participated in inter-agency DDR Working Group meetings organized by UNDPKO/UNDP BCPR, for example in Defence Conversion, and Real-Time Evaluation (RTE) on Darfur. It also participated in High Level Working Group (HLWG) country briefings, United Nations Joint Logistics Centre (UNJLC) quarterly meetings, and in a UNHCR cluster implementation workshop in Senegal.

264. Two EPC staff members received Emergency Field Coordination **Training** (EFCT) organized by OCHA. One EPC staff member participated in the IOM training course on Conflict Management Through Negotiation and Mediation, organized by the Staff Development and Learning Unit (SDL). EPC was also present at an IOM strategic regional seminar for Western Africa in Dakar, aiming to strengthen its role in this particular region where most of the projects fall under the EPC umbrella.

265. Since July, EPC has been actively involved in work on the emerging **UN cluster system**, such as Camp Coordination/Management, Logistics, Early Recovery, Shelter and Protection, assisting in the elaboration of two reports and implementation plans for the IASC Working Group.

266. EPC participated both as a facilitator and participant in a Camp Coordination/Camp Management Cluster Workshop in Senegal. As a result of the meeting, and based on the recommendation by the Emergency Relief Coordinator (ERC), IOM agreed to take the **lead in Camp Coordination/Camp Management in Natural Disasters**.

267. As a member of the **Inter-Agency Internal Displacement Division (IDD)**, IOM participated in the Senior Network Meeting, which supports and assists the IDD. As part of the Senior Network, EPC provided updates on IDP operations worldwide. During 2005, country representatives from Liberia and Colombia attended the Network and provided real-time updates on the IDP situations in their respective countries. EPC was also involved in various working groups on IDP issues, looking to end displacements or to enhance the collaborative effort.

268. In addition, EPC continued to provide technical assistance on IDP-related issues to country missions on request. This took the form of assisting in project development, technical advice on protection and assistance issues on IDPs. EPC drafted **IDP Guidelines** which will be tested in the Field.

269. In line with IOM's Gender Policy, EPC has been **mainstreaming gender** components into Emergency and Post-conflict activities. Gender considerations are particularly important in emergencies and post-conflict situations that often affect men and women differently. EPC continued to work on Gender Guidelines for Emergency and Post-conflict Situations, and will work with the WGGI Sub-working Group for further in-house development. EPC was also active in the IASC Task Force on Gender and Humanitarian Action, and contributed both financially and technically to the development of the IASC Gender-based Violence Guidelines.

270. From April to September 2005, a three-member team of electoral experts worked under EPC, with the task of producing a **manual on out-of country voting (OCV) procedures** and an electronic **OCV archive** (with more than 2,500 sample documents from all previous electoral projects), both serving as referral tools for future similar projects. In addition, the team wrote a comprehensive project proposal for the OCV component of the Iraqi elections (held in December 2005), worked with IFES on project development and conducted a one-week assessment mission to Tegucigalpa for the purpose of establishing and strengthening the Honduran Electoral Commission.

271. In cooperation with IOM Brussels, EPC supported the **European Union Observation Mission to Palestine and Venezuela** by deploying one staff member for each mission for several months.

272. **EPC continued to liaise with NATO** to establish common areas of interest relevant to strategic and operational planning. Concretely, EPC supported NATO in the preparation of pre-deployment Information and Awareness Briefings for ISAF in Afghanistan, Training Exercises for the NATO Rapid Deployable Corps in Italy, and the NATO Allied Rapid Reaction Corps (ARRC). At the request of ARRC HQ, EPC also supported NATO training of Bulgarian armed forces and interior ministry personnel in civilian-military cooperation.

273. EPC was instrumental in the negotiation and drafting of the Letter of Agreement between IOM Headquarters and NATO Supreme Headquarters Allied Powers Europe (SHAPE), ready for signature in early 2006, which provides a more formal framework for future cooperation.

SHAPE will consult with IOM for technical advice and guidance to SHAPE within the scope of IOM's mandate, areas of expertise and interest, in order to benefit from IOM's knowledge and operational experience of the humanitarian space within specific theatres of operation, and *vice versa*. In advance of the formal agreement, and at the request of ARRC HQ, EPC developed the terms of reference for an IOM-embedded adviser to NATO ISAF HQ in Afghanistan to offer specialist advice and support on post-conflict stabilization issues.

274. One EPC staff member was transferred to IOM Washington, D.C., to assist in further developing community stabilization programmes and to establish future cooperation with NATO SHAPE's sister command, NATO Supreme Allied Command Transformation looking, in particular, at future civilian-military inter-operability and effects-based approaches to operations.

275. During 2005, **EPC supported DDR and SSR** programmes in Afghanistan, Croatia, Haiti, Indonesia/Aceh and Serbia and Montenegro, and provided "remote support" to Field Missions concerned with DDR and related activities. A regional workshop for the SEE countries was organized at the initiative of EPC in order to draft a blueprint of SSR for IOM Missions concerned. The aim is to present a joint fundraising strategy for this type of activity for 2006 and beyond.

276. EPC staff participated in the **Inter-Agency DDR Working Group simulation exercise** in Italy, an initiative intended to lead to the publication of the "Integrated DDR Standards", which will provide guidelines for future DDR programme design in DPKO-led integrated missions. IOM's previous programmes and evaluations were also shared with DPKO, to be posted in the UN DDR website.

277. During 2005, EPC authorized the use of the **Humanitarian Emergency and Operations Assistance Account (HEOA)** by Field Missions to assist 43 migrants, for an amount of USD 20,000. The HEOA - a mechanism to provide transport assistance to destitute migrants wishing to return home - assisted irregular migrants, victims of trafficking and other migrants in difficult situations for whom no other funding to assist return was available.

278. During 2005, the **Emergency Preparedness Account (EPA)**, used for emergency situations where there is a clear need for immediate assessment and operational response prior to the actual receipt of external funding, granted loans to IOM operations in Zimbabwe, Pakistan and Côte d'Ivoire. The EPA was credited with USD 176,237 in June 2005, corresponding to DFID/EPC remaining funds. This brings the EPA to a fully funded level of USD 597,237 of which USD 273,000 remain to be refunded.

Facilitated Migration Service (FMS)

279. The Facilitated Migration Services (FMS) aims to provide institutional leadership in the area of IOM's pre-consular services, migrant training and travel assistance to self-paying migrants.

280. The global economy depends on the ability of workers, professionals, students, trainees, families, tourists and others to move safely and efficiently between countries with minimal delay and with proper authorization. For individual migrants, services offered through FMS can reduce not only the waiting period and difficulties that may be encountered during the migration process, but can also enhance their capacity to integrate successfully and more rapidly in

receiving societies. For governments, these services can facilitate the attainment of their existing programme goals by freeing their consular and immigration officials from costly and time-consuming routine work, thus allowing more time and resources to be devoted to decision making.

281. FMS works closely with the Movement Management Department, the Migrant Health Department and the Office of the Director General. The global programme value of the FMS activities implemented in some 52¹ IOM Missions in 2005 amounts to about USD 24.4 million, and is broken down as follows: (a) pre-consular support services: 40 per cent; (b) travel assistance to individuals: 29 per cent; (c) pre-departure/cultural orientation: 22 per cent, and (d) TCDC² agreements with countries and organizations in Latin America: 9 per cent. Each programme activity may be summarized as follows:

- (i) Pre-consular support services – outsource visa service for governments of destination where they have no, or an insufficient, presence. Services may also include verification of documents as well as DNA sample collection. During the reporting period, IOM served some 17,755 persons, bound mainly for Australia, Canada, New Zealand and the USA, as well for Germany, Italy, the Netherlands, Sweden and the United Kingdom.

The outsourcing of routine pre-consular work is likely to continue and perhaps even expand as governments' resources are diminishing, while concerns about security and the integrity of travel documents are increasing.

- (ii) Pre-departure cultural orientation - preparing refugees and migrants prior to departure to ease their travel and enhance chances of smoother and quicker integration into their new societies. Orientation sessions give refugees and migrants factual and realistic information related to their settlement, provide the basic skills necessary to reach self-sufficiency sooner, and explore other avenues necessary for successful integration. In 2005, some 37,125 persons³ participated in these sessions, 46 per cent of whom were women and 54 per cent men. Governments served included Australia, Canada, Finland, Norway, the UK and the USA.

Many receiving countries who normally opt to offer integration programmes for migrants after they arrive on the grounds that migrants will learn to integrate "by doing", have begun to reconsider that approach and, following the recent racial unrests in Europe, understand that they need to do more.

- (iii) Travel assistance to individuals – helping migrants with reduced airfares, international airport transit assistance, and generous luggage allowances. Some 18,346 persons were assisted during the reporting period, most of them departing for Australia, Canada and the USA.
- (iv) TCDC agreements with countries and organizations in Latin America – basically the same services offered as above, but targeting specifically experts participating in

¹ In December 2003 there were only 17 IOM Missions, thus this represents an increase of over 200 per cent in two years.

² Technical Cooperation Among Developing Countries.

³ Including children aged 8 to 14, e.g. in the Norwegian cultural orientation since 2003, and piloted in 2005 in the Australian cultural orientation.

international technical cooperation activities within the framework of TCDC. Indirectly, this service facilitates the transfer and sharing of knowledge and expertise among developing countries in Latin America, namely Argentina, Chile, Colombia, Peru and Uruguay. Over 3,000 people were assisted in 2005.

X. EXTERNAL RELATIONS

282. One of the major functions of the External Relations Department (ERD) is to support the Organization's overall dealings with Member, Observer and other States, intergovernmental organizations, non-governmental organizations and other institutions on a broad range of issues. As in the past, in 2005 this entailed extensive liaison with a growing number of partners at Headquarters level and in the Field. A major focus were new initiatives, such as the Global Commission on International Migration (GCIM) and the UN High-Level Dialogue on International Migration and Development (HLD), with the Director of the Department leading IOM's institutional preparedness and response.

283. Providing and/or arranging briefings for external stakeholders as well as representing IOM at meetings and conferences in Geneva and elsewhere, continued to be a major function of the Department. In September 2005, ERD again organized the annual introductory briefing on IOM for newly appointed diplomats in Geneva. ERD also continued to reinforce its capacity to coordinate the Organization's participation in over 500 international meetings and conferences – a more than 50 per cent increase over 2004. Priority was given to increase coverage by field colleagues, which required improved advance planning and substantive preparation support from Headquarters. Plans were laid in consultation with MAC for a new electronic system to be integrated into the IOM intranet to track and document meetings and conferences. At the beginning of 2005, ERD for the first time also developed an annual calendar of formal and informal IOM meetings (governing body sessions, inter-sessional meetings and informal consultations), circulated internally and to Member States as a planning tool.

284. Drawing on its regional and diplomatic expertise, the Department regularly advised colleagues at Headquarters and in the Field on contacts with regional experts and institutions, for instance in the context of planning participation in the International Dialogue on Migration and its inter-sessional workshops. Furthermore, both the Regional Advisers and the Donor Relations Division (see below) worked closely with the operational departments and technical service areas in the revision of projects for which funding from the donor community was being sought, as well as in their presentation and promotion. The Regional Advisers also supported regional migration consultations in their regions by participating in meetings and conferences of the African Union, 5+5, Migration Dialogue for Southern Africa (MIDSA), Intergovernmental Consultations (IGC) and the Regional Conference on Migration-Puebla Process. They likewise maintained regular liaison with Permanent Mission staff in Geneva as well as with their counterparts in other international organizations.

285. As part of ERD's oversight and development of general relations with other intergovernmental and non-governmental organizations functions, the Director of the Department worked with teams of colleagues to develop an updated framework for cooperation with ICMPD, to institutionalize a policy dialogue with the European Commission's Directorate-General for Justice, Freedom and Security, to pursue IOM's active participation in the Inter-

Agency Standing Committee (IASC) process, and to strengthen IOM's relations with the Council of Europe. As the NGO focal point, the Director also continued to work with NGO partners to strengthen dialogue through both the annual consultations held in April, and *ad hoc* briefings on IOM operations around the world.

286. The Office of the Permanent Observer to the United Nations in New York remained closely engaged in all areas of United Nations work related to international migration. It participated in debates in the General Assembly, the Economic and Social Council (ECOSOC), subsidiary bodies and numerous United Nations meetings, contributing to intergovernmental policy discussions on a broad range of issues. Particular attention was paid to activities in preparation for the HLD, and office staffing was strengthened in late 2005 with this important activity in mind.

287. The Office also provided substantive and logistical support for a number of visits by the Director General, the Deputy Director General and senior Headquarters officials throughout the year.

288. An ongoing responsibility of the Office is to maintain active liaison with the United Nations Secretariat, notably OCHA, the Department of Economic and Social Affairs, the Department of Peace-keeping Operations and UNSS, in order to provide information about IOM's policies and activities, and to advise on substantive matters related to the Organization's fields of expertise. The Office likewise continued to foster the exchange of information with New York-based United Nations bodies, such as the United Nations Population Fund (UNFPA), the United Nations Children's Fund (UNICEF) and the United Nations Development Programme (UNDP) on matters of mutual concern. Finally, the Office represented IOM at various working groups set up by the United Nations Development Group (UNDG) and OCHA, and advised IOM Field Offices on inter-agency coordination issues of relevance to IOM.

Donor Relations Division (DRD)

289. The Donor Relations Division (DRD) leads the Organization's resource mobilization and donor liaison efforts providing support, information and advice to Field and Headquarters staff and reaching out to a wide range of stakeholders and partners. The Division's activities in 2005 resulted in increased financial support for IOM's programmes.

Complex Emergencies and Post-Conflict Response

290. In 2005, DRD supported IOM's participation in inter-agency planning and response measures for complex emergencies and post-conflict rehabilitation needs. These programme activities focused primarily on countries where the inter-agency consolidated response is organized by the United Nations country teams, of which Indonesia and Sri Lanka (Tsunami Flash Appeal), Pakistan (South Asia Earthquake Flash Appeal) and Sudan were of particular importance. The increased recognition of IOM's participation in Consolidated Appeals Process (CAP) projects was reflected in generous support from donors. IOM received a total of over USD 130 million for CAPs in 2005.

291. The Rapid Response Transportation Fund (RRTF) enables IOM to respond quickly, in coordination with UNHCR, to meet transportation needs in emergency situations. In 2005, contributions were received from Australia, Finland and the United States, amounting to

USD 337,537 enabling IOM to continue to participate in emergency transport operations. In 2005, RRTF supported operations in Western Sahara and Kyrgyzstan.

Partnership Development and Resource Mobilization

292. DRD continued to focus on the Organization's partners and donor community, reviewing and jointly exploring programmes of strategic interest. Different channels and contacts were used such as bilateral consultations in donor capitals and programme and country briefings in Geneva, in addition to the design and development of planning tools, such as *Migration Initiatives 2005*, IOM in CAP, special appeals and reports for donors.

293. Resource mobilization efforts for the Indian Ocean tsunami and South Asia earthquake appeals produced innovative results for the Organization. Funding was received from a number of non-traditional donors such as China, Greece, the Republic of Korea, Poland, Romania, Turkey and the United Arab Emirates. For the first time, IOM received considerable funding from private individuals responding directly to the appeal. In addition, IOM established specific partnerships with a number of UN agencies (UNICEF, OCHA, WHO, UNDP and WFP) as well as with NGOs and Red Cross and Red Crescent Societies.

Advocacy Tools and Accountability Service

294. *Migration Initiatives 2005* provided donors with an overview of IOM funding priorities on a regional and country basis. Migration services and response to complex emergency and post-conflict situations remain important activities throughout the appeal. *Migration Initiatives* is the Organization's most comprehensive planning and resource mobilization tool as it maps out the direction of IOM in its response to major migration challenges.

295. DRD strives to improve the quality and relevance of Field-based reporting on projects to donors and maintains regular liaison with donors on programme direction and other issues of shared concern.

Meetings Secretariat

296. The Meetings Secretariat (MGS) continued to plan and organize governing body meetings, as well as working groups and informal consultations with governments. The production of all documents for such meetings, involving drafting advice, editing, formatting, finalizing and distribution, also falls within the responsibility of the Secretariat. Moreover, MGS provided advice and logistical support for inter-sessional workshops. As the Organization and the scope of its activities have grown, so has the number of such meetings and the volume of documentation produced: the number of yearly meetings more than doubled from 11 in 2000 to 23 in 2005, and the number of documents increased from 248 (2,968 pages) in 2000 to 292 (3,187 pages) in 2005.

Translation Services

297. Translation Services (TRS), consisting of one French-language translator-reviser, one Spanish-language translator-reviser and two support staff, continued to ensure IOM's increasingly complex translation needs throughout 2005. TRS's primary function remained that of translating official IOM documentation, such as governing body documents, background

papers and correspondence produced during the year from English into French and Spanish. The TRS workload continued to grow rapidly; measured in words translated, output was four per cent higher than in 2004 – itself a record year. To meet this high volume, TRS continued to explore various ways to enhance productivity, such as investing in specialized computer software. However, there are limits to the impact of such measures, and the need for greater recourse to outside translators, with the resulting cost implications, has become inevitable. TRS thus also managed a growing team of external collaborators who were increasingly called upon for translations into the three official IOM languages in the face of growing demand. TRS also continued to service requests received from throughout the Organization for external translations into languages other than IOM's three official languages. The demand for such translations, which are generally project-related, increased nearly sixfold compared with 2004, reaching an all-time high.

XI. INTERNATIONAL MIGRATION LAW AND LEGAL AFFAIRS

298. The International Migration Law and Legal Affairs Department was formally established in 2005. The Department's activities can be divided into: (i) Legal Services (LEG) functions, and (ii) training and technical cooperation with governments, civil society and IOM staff, and research activities on International Migration Law (IML).

LEG functions

299. Regular LEG tasks include 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 drafting documents on legal and policy aspects of IOM purposes and functions; preparing, negotiating or coordinating cooperation agreements, operational agreements and contracts for IOM departments and Field Offices; reviewing, interpreting and advising on Staff Regulations and Rules for Officials and Employees, at Headquarters and in the Field.

300. In 2005, LEG undertook the following activities:

301. Agreements: LEG responds to requests from IOM Field Offices on agreements which they wish to sign (either drafting or amending a draft). It also drafts cooperation agreements with other organizations at Headquarters and field level. Of particular note in 2005, LEG coordinated the agreements and other legal issues arising from the Iraq OCV, post-tsunami and post-Pakistan earthquake activities.

302. Staff Regulations and Rules (SRRs): LEG advises on specific field situations regarding privileges and immunities, tax, social security, SRRs and benefits. LEG signs off on all SRRs implemented in Field Offices, and advises on tax and social security issues both generally for offices as well as for individual situations. LEG also advises on disciplinary actions, terminations and reductions in force.

303. Staff Disputes: LEG is responsible for dealing with staff disputes, which go to the Joint Administrative Review Board (JARB) and/or the ILO Administrative 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. During 2005, LEG prepared the Administration's response to four appeals to the JARB.

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

305. Through the Working Group on Social Security (WGSS), the Department continued its involvement in negotiations with the United Nations Joint Staff Pension Fund (UNJSPF) on the transition from the Provident Fund saving scheme to UNJSPF in 2007.

IML functions

Training and Capacity Building

306. In 2005 the Department conducted the following trainings, either as discreet IML activities or contributing to other IOM projects:

- IML Training, Tehran, September 2005. IML participated in a five-day training session for Iranian government officials in Tehran, covering, *inter alia*, International Migration Law and Development of Migration Legislation in the framework of the Iranian Academy for Migration and Refugee Studies. The project was funded by the Belgian Government and the 1035 Facility.
- IML Course, San Remo, September 2005. IML, in cooperation with the International Institute of Humanitarian Law, conducted a four-day training course on International Migration Law for 50 government officials, lawyers and representatives of non-governmental organizations. The project was funded by the Swiss Federal Office for Migration.
- IML Training, Abuja, November 2005. IML conducted a training course on International Migration Law within the framework of the Capacity Building in Migration Management Workshop for government officials from ECOWAS countries dealing with migration issues. The project was funded by Swiss Federal Office for Migration.
- IML Training Course, Moscow, December 2005. IML conducted training sessions on International Migration Law, Development of Migration Legislation and Immigration Systems, within the framework of the EMM course for Russian government officials in cooperation with IOM Moscow and TCC Vienna. The project was funded by the USA.

307. In addition, the Department responded to various requests for review of national migration legislation.

Research

308. In 2005, the Department started work on the creation of an online database on migration law that will include international and regional instruments relevant to migration as well as

national migration laws. In addition to the structural and technical preparations, research on migration law has been conducted to compile relevant texts to be entered into the database. The database will be launched in March 2006.

309. In 2005, preparations were made for the publication of the edited volume *International Migration Law: Developing Paradigms and Key Challenges*. The book contains articles written by scholars and practitioners in the field of international migration law. Authors participated in a workshop held from 3 to 4 November 2005 in Geneva. The volume is expected to be published by mid-2006, and is funded by the Swiss Federal Office for Migration.

310. During 2005, the Department continued with the IML Series. Two publications analysing legal norms and principles governing the human rights of migrants were published, as well as an article entitled *Biometrics and International Migration*. Furthermore, the *Glossary on Migration* was published in Russian and arrangements were made to publish it in early 2006 in Arabic, Spanish, Portuguese and French.

311. In addition to the activities outlined above, the Department is the focal point for the human rights of migrants and other international law issues. It represents the Organization in relation to the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, cooperates with the Special Rapporteur for the Human Rights of Migrants in the fulfilment of his/her functions, and is the organizational focal point for the issue of rescue at sea, and the legal aspects relevant to Internally Displaced Persons. The Department regularly produces papers and speeches on migrants' rights and is involved in a range of inter-agency meetings on this issue.

XII. GENDER ISSUES

312. Gender mainstreaming in IOM continued to make steady progress in 2005. IOM's Working Group on Gender Issues (WGGI) focused on a three-pronged programme of activities: raising awareness among staff; research and publications, and support to projects with a distinct gender dimension that could serve as catalysts for future project developments.

313. The following activities were carried out:

(a) Awareness raising and staff sensitization

- In collaboration with the Golda Meir Mount Carmel International Training Centre and other Israeli partners, a Conference on *Migration and Gender issues within the Millennium Development Goals* was held for women leaders from 25 to 28 September in Haifa, Israel. The Conference gathered over 50 women leaders, including 20 ministers and parliamentarians, academics, senior representatives from international agencies, and NGO representatives. The discussion ranged widely across gender, migration and development issues.
- On the occasion of International Women's Day in March, the WGGI compiled memorable experiences of IOM female staff working in the Field into a booklet entitled *IOM Women on the Front Lines*; an interactive exercise with field staff on ways to

improve the lives of women and to achieve gender equality, entitled *If I had a magic wand...* were also compiled into a publication; a photo exhibit on IOM Women on the Front Lines was displayed at Headquarters; a Facts and Figures poster exhibit was prominently displayed at Headquarters to draw staff attention to ongoing violence against women; and a Fact Sheet was issued on the history of International Women's Day.

- A half-day workshop on Gender Differences in the Relations between Men and Women in the Work Place was organized in October in cooperation with the Staff Association Committee and Staff Development and Learning.
- A film on Female Genital Mutilation was shown in November on the first day of the international campaign of *16 Days of Activism Against Gender Violence*.

(b) Research and Publications

- *Guidelines on Implementing the IOM Programme Policy on Migrants and Gender Issues* and *Guidelines on Implementing the IOM Staffing Policy on Gender Issues* were prepared and disseminated to all staff.
- Participation in the drafting by the Inter-Agency Standing Committee Task Force on Gender and Humanitarian Assistance of *Guidelines for Gender-based Violence Interventions in Humanitarian Settings – Focusing on Prevention of and Responses to Sexual Violence in Emergencies*.
- Ongoing publication of the *Gender and Migration News Bulletin*, also posted on the IOM website.

(c) Project Support

314. The WGGI extended financial support to the IOM-Southern African Counter-Trafficking Assistance Programme (SACTAP) Helpline for three months in Pretoria.

315. The Working Group on Gender Issues received continuing support in 2005 from its leadership and Member States to pursue its efforts for the benefit of all its stakeholders, governments, migrants and staff.

XIII. RESOURCES MANAGEMENT

DEPARTMENT OF RESOURCES MANAGEMENT (DRM)

316. The Department of Resources Management (DRM) is responsible for the establishment and implementation of human and financial resources policies to ensure that the Organization's activities are carried out efficiently. The expansion of the Organization continued to present significant financial management challenges in 2005, particularly in the context of Zero Nominal Growth in the Administrative Part of the Budget.

317. DRM continued to provide policy advice to both internal and external stakeholders on various aspects of the resources management function of the Organization. Regular consultation with a number of Member States and donors were held on finance and administrative matters.

318. Significant resources management support was provided to a number of complex and emergency operations such as return and reintegration of the internally displaced persons (IDPs) in Sudan, Out-of-Country Voting for Iraqi nationals, assistance to victims of the tsunami disaster and assistance to victims of the Pakistan earthquake.

319. To support the Administration's continuing efforts to streamline the Organization's structure and manage growth, DRM identified additional functions for transfer to Manila in 2005.

320. In addition to training sessions for administrative/finance staff, another senior Regional Administrative Officer Dialogue session was held in San José to address strategic administrative and financial issues, tailored to meet the needs within a regional context.

321. With a view to enhancing and improving IOM's Information Technology (IT) support structure dealing with Financial Management and Human Resources (HR), work on a new software (SAP) was initiated in 2004 and significant progress achieved in 2005 in the area of HR with the implementation of PRISM-HR. The work on the finance module was initiated in 2005.

322. **Financial management** of the Organization is administered through the Accounting, Budget and Treasury Divisions.

323. The Division of **Accounting** (ACO) has further strengthened IOM's global back-office accounting support in Manila. Manila Accounting Support (MAS) is divided into three functional groups: Mission Support (provides accounting support to Field Missions, validates all Field Mission accounts and reviews mission trial balances); Financial Services (includes donor reporting, account reconciliations and project review) and Quality Control (detailed review of mission or certain types of expenditure).

324. In 2005, ACO reviewed in detail over 410 new project activities, an increase of 20 per cent over 2004. In addition, the complexity of projects has increased significantly as more projects are based on donor agreements that require frequent reporting, project audits, reporting in specific currencies or formats and interest repayments. Projects requiring co-funding continued to be a challenging financial issue in 2005, and the co-funding review group met regularly in 2005 to review ways of securing co-funding.

325. The intranet-based financial reporting tool (Business Objects - BO) was further enhanced. Financial reporting to donors has been strengthened to ensure that financial reports are reviewed for compliance with IOM standards, and are accurate and consistent before being submitted to the donors. In 2005, over 320 reports were issued and coordinated by ACO, an increase of 30 per cent over 2004.

326. With total expenditures of close to USD 1 billion in 2005 and several large emergency operations, ACO resources were stretched to provide support and enforce financial controls during the year. Due to this growth and changed focus of activities, internal controls will be reviewed in 2006.

327. The Division of **Budget** (BUD) prepared various documents to facilitate policy discussion on budget issues with the Member States. In connection with the issue of the budget level under the Administrative Part of the Budget for 2006, BUD developed various scenarios demonstrating the implications of Zero Nominal Growth (ZNG) on the Organization's core structure.

328. As the problem of outstanding contributions to the Administrative Part of the Budget becomes the subject of growing concern, background information is regularly prepared for discussions with Member States on outstanding contributions and negotiations on repayment plans.

329. In coordination with various Departments, a reclassification of projects was undertaken by BUD to align the presentation of the 2006 Programme and Budget to the four-box chart. In addition, the budget allotment entry function has been transferred to MAC.

330. In line with the planned change of the Organization's financial system, BUD, together with other divisions in DRM, undertook a mapping of work processes that will be used in the implementation of SAP software.

331. During the course of 2005, the Division of **Treasury** (TSY), whose principal function is the cash management of the Organization's funds, found its work procedures and effectiveness considerably improved by the structural changes brought about during the previous year. This had seen the establishment of the Manila Treasury Services unit (MTS) that now handles the bulk of the IOM Missions' international payment requests and monthly funding requirements, in addition to the preparation of the international payroll payment run.

332. Furthermore, the internet banking platform installed in late 2004 has enabled a continued consolidation of banking services. This, in turn, enhanced the Organization's capacity to generate savings in the bank payments sector, as well as providing greater opportunities to generate better returns on deposits.

333. Capitalizing on these developments, TSY has developed plans for the further relocation to Manila of some aspects of Provident Fund and payroll administrative functions. This is being worked on in conjunction with the phased introduction of a new financial reporting programme based on SAP software during the course of 2006 and 2007. TSY also devoted considerable time to the design and implementation of a new human resources and payroll programme (PRISM), which was successfully launched in January 2006.

Financial Highlights

334. In 2005, IOM's operations expanded even further. The combined total expenditures for the Administrative and Operational Programmes reached USD 952.0 million, a rise of 49 per cent over USD 637.8 million in 2004, and of 116 per cent over the 2003 level of expenditures of USD 440.6 million.

Administrative Programme

335. The approved budget under the Administrative Programme remained at the same level as 2004 at CHF 37,119,000. Expenditure in 2005 amounted to CHF 37,222,183. The overspending

of CHF 103,183 was mainly due to information technology costs related to the Human Resources Integrated Management System, launched in January 2006, and additional training costs associated with the Performance Development System.

336. For the first time since 2000 the provision for doubtful receivables decreased by CHF 264,425 (2004: increase of CHF 194,298) as a result of the payment by Member States of past due amounts.

337. The net result of the decrease in the provision for doubtful accounts of CHF 264,425, plus the assessed contributions from new Member States of CHF 832,344, less the deficit of CHF 637,548 carried forward from 2004, and the excess expenditures of CHF 103,183 resulted in a surplus carry-forward of CHF 356,038 (USD 271,785).

Operational Programmes

338. The Operational Programmes ended 2005 with an unearmarked carry-forward of USD 1,873,433 (2004: USD 1,960,927) composed of two parts:

- (i) An unearmarked carry-forward from operations of USD 16,691 (2004: USD 74,018).
- (ii) A carry-forward from the staff security mechanism of USD 1,856,742 (2004: USD 1,866,909). (Refer to Appendix 4 for further details.)

339. Discretionary Income (composed of miscellaneous income and project-related overhead income) was higher than originally anticipated in the budget due to higher overhead income (from the increased level of staff and office expenditure) and higher interest income. A part of the additional Discretionary Income in 2005 has been earmarked and carried forward for the following purposes:

- (i) USD 2 million was carried forward from 2005 to 2006 following the 2006 Programme and Budget, approved by Council Resolution No. 1128 (XC) on 2 December 2005.
- (ii) USD 1.65 million was carried forward for information technology needs associated with the new financial resource management system.

340. Total expenditure under the Operational Programmes amounted to USD 922.0 million (or 52 per cent higher than in 2004). The rise in expenditures in 2005 resulted mainly from the increase in compensation payments under the Claims Programmes (USD 166.9 million), the Out-of-Country voting programme for Iraq (USD 55.7 million), tsunami related activities (USD 31.9 million), expanded reconstruction programmes in Afghanistan (USD 29.9 million) and the Pakistan earthquake emergency (USD 9.5 million).

341. Total staff and office expenditure rose by USD 41.9 million in 2005 to USD 200.8 million, against USD 158.9 million in 2004. The bulk of that increase (96 per cent) occurred in the Field, with Asia accounting for the largest rise during 2005.

342. Direct operational expenditure also increased substantially by USD 272.2 million to USD 721.2 million in 2005, up from USD 449.0 million in 2004. The largest increase occurred

under reintegration assistance, grants and compensation payments (an increase of USD 188.0 million) due to increased compensation payments of USD 78.7 million in 2005.

HUMAN RESOURCES MANAGEMENT (HRM)

343. In 2005, HRM focused principally on: (a) policy harmonization; (b) standard setting; (c) recruitment of qualified and experienced staff; (d) investing in existing staff through staff development and learning activities in key areas of migration management and general skills; (e) management of growth through streamlining and further delocalization of functions to Manila, and (f) management of staff recruitment for emergency operations.

344. The total number of staff increased significantly during 2005, mainly due to the organization's involvement in various emergency operations and new operations and activities worldwide, with only the number of Headquarters' employees decreasing, following the decision to delocalize a number of functions to Manila. Staff was selected and deployed for IOM Missions and programmes in Afghanistan, Iraq Out-of-Country Voting, Humanitarian Response to the Darfur Crisis, Tsunami Emergency Relief Operations for Indonesia and Sri Lanka, Pakistan Earthquake Emergency and Zimbabwe.

345. The Organization had a total of 5,408 staff members (officials and employees) as at 31 December 2005, an increase of 33.9 per cent over 2004 (4,040). (See staff statistics on pages 71 to 76.) The percentage of women officials increased very slightly in 2005.

346. Seven new Associate Experts were assigned to the Organization in 2005, with Germany, Belgium and Italy each financing two, and the United States one. A compendium containing 25 potential positions for future consideration was submitted to all donors in November 2005.

347. IOM continued to maintain close cooperation with governmental agencies of donor countries for the secondment of personnel. Sweden continued to finance staff to provide technical cooperation in counter-trafficking. The Danish Refugee Council and the Swiss Agency for Development and Cooperation loaned staff to IOM's Humanitarian Response to the Darfur Crisis and for Emergency Response in Afghanistan, respectively. The United Kingdom Department for International Development and the Norwegian Refugee Council provided staff for the Pakistan Emergency. The United States Department of Homeland Security, US Citizenship and Immigration Services seconded a staff member to IOM's Migration Policy and Research Department. Another staff member is being seconded by the US Department of State to the Claims Programmes. A high-level Italian expert was seconded during 2005 to an Information Dissemination project being implemented in Egypt. Another Italian expert has been seconded to the Office of the IOM Permanent Observer in New York. The German Ministry of Interior and the Federal Agency for Migration and Refugees (BAMF) seconded a staff member to Afghanistan. IOM continued to second staff members to the Office for Coordination of Humanitarian Affairs (OCHA), the United Nations Development Programme, the United Nations Joint Logistics Centre (for assistance to several humanitarian responses worldwide) and the World Bank.

348. In 2005, the Organization issued 61 vacancy notices for Officials, of which 41 were open to internal candidates only and 20 to internal and external candidates; 2 vacancies for Employees at Headquarters, both open to internal candidates only; 101 short-term vacancy

notices for Officials and Employees, 52 for internal candidates and 49 open internally and externally.

349. Standardization of conditions of service for locally recruited staff in Field Offices continued during 2005: Staff Regulations and Rules were implemented in three new locations and revised in five. The Medical Service Plan insurance was granted to six new Missions, and the Provident Fund was granted to three Missions.

350. The Occupational Health Unit (OHU in Geneva and HIM in Manila) endeavoured to ensure best practices concerning the fitness to work and travel for all IOM staff, and adequate preparation for assignments. The emergency situations in 2005 included deployment to the tsunami and to Pakistan earthquake areas.

351. In the context of emergencies, IOM agreed to participate in the joint CDC/Antares (Amsterdam, September 2005) Research Longitudinal Study to take place throughout 2006, examining the sources and effects of stress on humanitarian aid workers. OHU participated in the CISMU working group (UNDSS) meeting (New York, October 2005), thus developing UN Counselling facilities for IOM staff worldwide, as well as common counselling protocols among various UN agencies (one of them an annex to the UN Medical Services Staff Contingency Plan Guidelines for an Influenza Pandemic).

352. The OHU has been working intensely to prepare the Organization for a possible influenza pandemic. This has included working on an IOM Medical Preparedness Plan; sharing with the Field the most recent epidemiological updates; forwarding advice/tools to Missions worldwide (creation of an OHU intranet line) and working on a comprehensive response under the supervision of DMC, in collaboration with Security, Human Resources, Legal and Movement Management Department in an Influenza Crisis Management Team in Headquarters.

353. Since January 2005, the Compensation Plan Administration scheme (related to occupational accidents and illnesses) and the Migrants Insurance were transferred to Manila. It is functioning well and providing essential support to all offices with regard to this scheme. The insurance bulletin describing the benefits and administration of this scheme was updated and issued to reflect the latest changes and facilitate the transfer.

354. The focal point for Field Personnel in Geneva continued through 2005, clarifying policies and establishing new ones to better assist the work of Manila Human Resources Operations. As a result of the migration to the new Human Resources Management System, PRISM, a review of instructions and guidelines was initiated and is currently ongoing. This review will result in changes to existing manuals, instructions and Staff Regulations and Rules to better align conditions of service in the Field to those at Headquarters and facilitate insertion in the new PRISM system.

355. The Manila Human Resources Operations Unit (MHRO) was created in 2005 to carry out the HRM functions that have been transferred to Manila. Following the initial recruitment and appointment of new IOM staff by the Staffing and Recruitment Services in Geneva, the complete administration of staff services is now being handled in Manila. MHRO is responsible for the administration of all Officials worldwide and General Service staff in Headquarters, including payroll, administration of benefits and entitlements such as Home Leave, Education Grant, Family Visit, Spouse/Family Allowance and Rental Subsidy. The Unit also oversees the

administrative processes related to staff transfers, contract extensions, changes of status and separations. The transfer of the files of Officials and Headquarters General Service Staff to Manila Administrative Centre was completed in July 2005. The support function for Field Personnel administration, which had previously been transferred to Manila, was also incorporated into MHRO.

356. In 2005, the Staff Development and Learning Unit (SDL) continued to provide professional support for development, delivery and coordination of cost-effective learning activities for IOM staff worldwide. More than 100 learning activities were organized in 2005 with SDL support for the benefit of more than 800 staff members (around 15 per cent of total IOM staff as at 31 December 2005). SDL efforts concentrated on three main areas in 2005: (a) design of an interactive Training and Certification Package on Project Management; (b) reinforcing specialized migration knowledge, and (c) preparing the launch of the new Performance Development System (PDS) .

357. In accordance with the authority conferred on him by the relevant Staff Regulations for Officials and Employees and in line with action taken by the United Nations, the Director General made the usual amendments to the relevant Staff Rules. The Director General also implemented the conditions of service at designated field duty stations in accordance with the provisions approved by the United Nations General Assembly.

358. HRM, together with Information Technology Services, carried out a vendor selection process for IOM's new Human Resources Management System (PRISM), and signed a purchase and service agreement with SAP. The adaptation of this system to IOM's needs began in December 2004. The PRISM project team, the steering committee and HRM/MHRO staff brought the new system online by the end of 2005, as planned.

359. In 2005, the new IOM Performance Development System (PDS) was further refined, based on the feedback received after the pilot test. SDL facilitated the design and delivery of several PDS workshops to prepare the official launching of the system in 2006. The workshops were organized regionally, and addressed to Heads of MRF, Chiefs of Mission with more than 50 staff, Senior Resource Management Officers and Geneva-based Managers, with more than 70 participants in 2005.

360. HRM held discussions with the Staff Association Committee through, among other entities, meetings of the Joint Administration/Staff Association Committee (JASAC), where issues concerning conditions of service and HR policies are reviewed, and meetings of the Appointments and Postings Board for discussions on staff selection, transfers, reclassification and staffing policy decisions.

361. IOM statistics are aligned with the United Nations definition of staff. The charts for personnel statistics are 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 71 to 76).

Officials⁴ by Grade, Location and Gender as at 31 December 2005

Grade	Headquarters		Field		Total IOM Officials		
	F	M	F	M	F	M	Total
D2		3				3	3
D1	4	5	3	11	7	16	23
P5	10	16	3	27	13	43	56
P4	16	12	14	55	30	67	97
P3	21	18	44	76	65	94	159
P2	15	5	44	45	59	50	109
P1	1		11	7	12	7	19
Total	67	59	119	221	186	280	466

Excluding:

- Director General and Deputy Director General, interns, consultants and staff on special leave without pay.
- 21 Associate Experts funded by the governments of Belgium (2), Germany (3), Italy (4), the Netherlands (5), Sweden (4) and the United States (2), and the *Agence intergouvernementale de la Francophonie* (1).
- Officials seconded to IOM by the Italian Ministry of Foreign Affairs (2), German Federal Ministry of the Interior (1), Swedish International Development Cooperation Agency (1), Norwegian Refugee Council (1), UK Department for International Development (2) and US Department of Homeland Security (1).
- 3 Officials seconded by IOM to UNDP, the United Nations Joint Logistics Centre (UNJLC) and the World Bank.
- Officials on ungraded positions: 23.
- Officials on short-term assignments: 155.

⁴ 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 Officials⁴ Employed as at 31 December 2005**

Country of nationality ⁵	GRADE						Total	
	D2	D1	P5	P4	P3	P2		P1
Afghanistan					1	1		2
Albania					1	1		2
Algeria				1				1
Argentina				1	2			3
Australia	1			1	11	5	1	19
Austria		1		1	1			3
Azerbaijan					1			1
Bangladesh			1					1
Belarus					1			1
Belgium	1		1	3	4	1		10
Bolivia				1	1			2
Bosnia and Herzegovina				1	1	2		4
Brazil					2			2
Burkina Faso					1	1		2
Canada		1	5	3	9	2		20
Cape Verde					1			1
Chile				1				1
Colombia						2		2
Costa Rica		1		1	3			5
Côte d'Ivoire					1		1	2
Croatia				3	3		1	7
Czech Republic					1			1
Democratic Republic of the Congo						1		1
Denmark				2		2		4
Egypt			1					1
Finland				1	2	1		4
France			5	4	8	3	1	21
Georgia					1	2		3
Germany		6	3	6	3	4	1	23
Ghana			1	1				2
Greece					1			1
Guatemala					1			1
Haiti					1			1
Honduras						1		1
Hungary			2	1				3
Iran (Islamic Republic of)			1			1		2
Ireland			1	1				2

⁴ Staff members holding a regular or one-year contract, or with the Organization for more than 12 months.

⁵ Observer and non-Member State nationalities are listed as "Others".

**Distribution by Grade and Country of Nationality
of Officials⁴ Employed as at 31 December 2005 (continued)**

Country of nationality ⁵	GRADE							Total
	D2	D1	P5	P4	P3	P2	P1	
Israel			1			1		2
Italy		3	5	7	7	5	1	28
Japan		1	1		2	2	1	7
Jordan				1	2	2		5
Kazakhstan					2			2
Kenya				3	2	3		8
Lithuania				1				1
Mali					1			1
Morocco					1			1
Netherlands		1	1	2	2	1	1	8
New Zealand			2		1	1		4
Nicaragua					1	1		2
Norway			1					1
Pakistan					1	1		2
Panama			1		1			2
Peru				2		1		3
Philippines				3	9	10	1	23
Portugal			1	2		2		5
Republic of Korea					1			1
Romania				1	3	4		8
Senegal						2		2
Serbia and Montenegro				4	7	6		17
South Africa					2	1		3
Sri Lanka				1	1			2
Sweden				3	5	1		9
Switzerland	1	1	2	6	3	1	1	15
Thailand				1		4	2	7
Turkey					1			1
Uganda					1			1
Ukraine					1	2		3
United Kingdom of Great Britain and Northern Ireland		1	1	4	7	5		18
United Republic of Tanzania						1		1
United States of America		5	13	17	21	9	5	70
Uruguay		1	3	1		1		6
Venezuela (Bolivarian Republic of)			1					1
Zimbabwe					1	1		2
Others		1	2	5	11	11	2	32
Total	3	23	56	97	159	109	19	466

⁴ Staff members holding a regular or one-year contract, or with the Organization for more than 12 months.

⁵ Observer and non-Member State nationalities are listed as "Others".

Headquarters and Field Employees as at 31 December 2005

	Headquarters	Field	Total
Employees ⁶	153	2 632	2 785
Temporary	18	1 928	1 946
Total	171	4 559	4 730

Breakdown of Headquarters and Field Employees⁷ by Nationality and Gender as at 31 December 2005

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Afghanistan			36	426	462
Albania		1	22	11	34
Algeria			1	2	3
Angola			16	86	102
Argentina	3		14	2	19
Armenia	1		7	8	16
Australia		1	7		8
Austria	1		6	7	14
Azerbaijan	1		11	13	25
Bangladesh			16	35	51
Belarus			13	5	18
Belgium	1		10	12	23
Benin				2	2
Bolivia			1	3	4
Bosnia and Herzegovina	2	2	24	16	44
Botswana			1		1
Brazil				1	1
Bulgaria	4	1	6	1	12
Burkina Faso			1	1	2
Cambodia			19	37	56
Cameroon				2	2
Canada	1		4	1	6
Chile			2	1	3
China				1	1
Hong Kong (SAR)			3		3
Colombia	2	1	131	105	239
Congo				1	1
Costa Rica			17	12	39
Côte d'Ivoire			10	22	32
Croatia	1		10	7	18
Cuba			3		3
Czech Republic		2	6	2	10
Democratic Republic of the Congo			1	7	8
Denmark			1	1	2
Dominican Republic			3	3	6
Ecuador			25	29	54

⁶ Employees holding a regular or one-year contract, or with the Organization for more than 12 months.

⁷ Including short-term employees.

**Breakdown of Headquarters and Field Employees⁷
by Nationality and Gender as at 31 December 2005 (continued)**

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Egypt			27	23	50
El Salvador			2	4	6
Eritrea			1		1
Ethiopia			15	26	41
Finland	1		5	5	11
France	24	11	4	3	42
Gambia			1	1	2
Georgia			13	6	19
Germany	5	3	25	11	44
Ghana			22	29	51
Greece	1	1	8	6	16
Guatemala			12	24	36
Guinea			12	18	30
Guinea-Bissau			3	5	8
Haiti			26	89	115
Honduras			5	1	6
Hungary			6	7	13
India			5	2	7
Indonesia			117	395	512
Iran (Islamic Republic of)			8	10	18
Iraq			10	16	26
Ireland			7	1	8
Italy	4	2	28	15	49
Jamaica			1		1
Japan	1		5	1	7
Jordan			12	26	38
Kazakhstan			14	4	18
Kenya	1	1	90	108	200
Kyrgyzstan			7	8	15
Latvia			3	1	4
Lebanon				2	2
Liberia			9	23	32
Libyan Arab Jamahiriya			1	2	3
Lithuania			4	1	5
Mali				1	1
Mauritania				1	1
Mexico			6	4	10
Mongolia	1		1	1	3
Morocco			1		1
Mozambique				2	2
Myanmar			1		1
Nauru			4	7	11
Netherlands	3		44	28	75
New Zealand			1	1	2
Nicaragua			2		2
Nigeria			6	3	9
Norway			5	6	11
Pakistan			19	112	131

⁷ Including short-term employees.

**Breakdown of Headquarters and Field Employees⁷
by Nationality and Gender as at 31 December 2005 (continued)**

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Peru	1	1	9	15	26
Philippines	1		64	42	107
Poland	3	3	21	5	32
Portugal	2	1	4	3	10
Republic of Korea				1	1
Republic of Moldova			18	25	43
Romania		4	11	9	24
Russian Federation	1	1	138	57	197
Sao Tome and Principe				1	1
Senegal			8	13	21
Serbia and Montenegro	4	1	34	28	67
Kosovo			23	47	70
Sierra Leone			8	17	25
Slovakia	2		13	2	17
Slovenia	3	1	2	1	7
Somalia			3	3	6
South Africa			11	7	18
Spain	2	1	7	4	14
Sri Lanka		1	58	160	219
Sudan	1		28	97	126
Swaziland			1		1
Sweden		1	5	1	7
Switzerland	20	5	2	1	28
Syrian Arab Republic			5	5	10
Tajikistan			11	24	35
Thailand			71	34	105
The former Yugoslav Republic of Macedonia	3	3	28	6	40
Timor-Leste			3	45	48
Togo				2	2
Tunisia		1	2	3	6
Turkey			7	7	14
Turkmenistan			2	2	4
Uganda			7	10	17
Ukraine	1		34	15	50
United Kingdom of Great Britain and Northern Ireland	10	1	17	18	46
United Republic of Tanzania	3		5	3	11
United States of America		1	43	41	85
Uruguay	2	1	3	1	7
Uzbekistan			2		2
Venezuela (Bolivarian Republic of)		1	4	1	6
Viet Nam			55	20	75
Yemen			1		1
Zambia			19	39	58
Zimbabwe			14	18	32
Total	117	54	1 825	2 734	4 730

⁷ Including short-term employees.

XIV. OFFICE OF THE INSPECTOR GENERAL

362. The Office of the Inspector General (OIG) is responsible for internal audit, evaluation and rapid assessment of projects for internal oversight purposes following decentralization. OIG also conducts the investigation of alleged violations of IOM Regulations and Rules and suspected fraud, as well as fact-finding investigations under the formal complaints procedure established within IOM's Policy for a Respectful Environment. It formulates recommendations and actions based on its findings, and follows up to ensure their actual and timely implementation.

363. OIG is also regularly involved in management consultancy, based on its staff's collective experience of the Organization's key management issues and extensive knowledge of the specifics of field operations. Such consultancy services include the periodic review of departments, identification of systemic issues, providing input to the development and revision of technical guidelines, and involvement in staff training and similar events.

364. Four MRFs, two SLMs and 17 Field Missions underwent internal audits during 2005, including two of IOM's major emergency operations. In addition, the Common Services Unit of Geneva, and the Project Tracking and Field Procurement Units in Manila were reviewed in detail with a view to formulating proposals for the streamlining and improvement of their services. OIG also performed a complex invoice review of one of the larger IOM projects and a specific review of staffing issues in one of the MRFs. In compliance with the Internal Audit standards, attention was paid to the organizational units' assessment of risk exposures and the risk management of their activities.

365. Both the operational and financial activities of 59 projects were reviewed to assess their implementation, establish the extent to which input deliveries, work schedules, targeted outputs and other required actions were proceeding according to plan, and to determine if the monitoring review function was being regularly and satisfactorily performed by the managers responsible. An assessment was conducted of the management of one of the larger Out-of-Country Voting projects, involving 16 implementing Missions.

366. Based on the thematic rapid assessment involving the review of over 300 counter-trafficking projects conducted in 2004, a thematic evaluation of IOM's counter-trafficking projects was concluded and widely disseminated both within IOM and externally. Furthermore, two evaluations, of which one had been formally requested by IOM Member States on the 1035 Facility, were conducted directly under the auspices of OIG. An additional four evaluations were carried out under the direct supervision of OIG in continuation of the collaboration started in 2004 with the *Institut d'Etudes Politiques de Paris*. OIG has also provided technical assistance, such as advising on the design and development of indicators, developing the TORs, reviewing the evaluation reports and providing guidance on self-evaluations of 19 further evaluations. During 2005, OIG participated actively in the development of the UN documents on Norms and Standards for Evaluation as well as in various working groups on the Quality Stamp for Evaluation, Evaluation Capacity Building and Result Based Evaluation. IOM's own IOM Evaluation Guidelines were thoroughly revised and updated for guidance and very practical assistance on the project evaluation component (of increasing interest to donors) to managers designing and implementing projects. OIG regularly provides advice and guidance on self-evaluations.

367. OIG conducted five investigations and provided advice and technical assistance to 12 smaller investigations conducted in the Field by entities other than OIG.

XV. INFORMATION TECHNOLOGY AND COMMUNICATION

368. ITC continued to contribute to business results by improving and integrating business processes, and delivered more cost-effective solutions to support organizational processes. Manila ITC service centre continued to provide support to Missions and upgraded the network infrastructure systems, contributing to a significant reduction of communication costs while improving quality of ITC service delivery.

369. During 2005, ITC contributed to the improvement of business processes in Human Resources, Operations Support and communications.

- **Process and Resources Integrated Systems Management (PRISM):** During 2005, ITC and Human Resource Management (HRM) implemented PRISM-HR based in SAP Enterprise Resource Planning (ERP). The project went live on time and within the established budget. ITC is currently working with the Department of Resources Management to extend PRISM to cover the management of IOM accounting system, budget system, donor relations and treasury.
- **Improvement of communication infrastructure:** To contribute to cost reduction and maintain accessibility to information systems for mobile staff, ITC introduced:
 - Voice traffic over the network allowing five pilot Missions to communicate at a fixed monthly price of the internet connection.
 - Blackberry Services for certain mobile users in Headquarters and Field Offices with available Blackberry service providers.
 - Video conference services enhancement in Geneva and Manila as the first step towards allowing video transmissions over the internet and implementation of video conferences in selected MRFs/SLMs.
- **Migration Management Operational Systems Application (MiMOSA):** In 2005, ITC achieved MiMOSA coverage in all Missions with US Resettlement Programme (USRP). This allowed the Programme to start the automation of receiving processes and improve data quality to move to the next step, which is automation of data transfer to World Refugees Admission Processing System (WRAPS).

XVI. MANILA ADMINISTRATIVE CENTRE

Project Tracking Unit (PTU)

370. The main responsibility of the IOM Project Tracking Unit (PTU) is to track IOM projects as they are being developed and implemented.

371. PTU facilitated the documentation of 949 active projects during 2005, of which 374 were new and 575 were ongoing, bringing the PTU historic and active project compendium database up to a total of 3,404 detailed project files. The PTU Compendium remained the Organization's primary electronic repository and memory for project documentation.

372. 675 special project, country and theme PTU reports were generated on senior staff request, to aid in liaison, orientation, training and policy matters. The Unit published the IOM Project Compendium in disc format for the IOM Council Sessions in Geneva. An extract of the Compendium was published regularly throughout the year on the IOM website.

373. The PTU project database continued to provide a technical information source for new IOM project developers, as well as a historic browsing source for administrative personnel. PTU officers shared relevant inputs into field staff training sessions on project development, either through duty travels or distribution of project development and project management resource materials.

374. PTU facilitated the uploading of an initial 8,000 project documents (or about 300 active projects) to FileNet.

Staff Security Unit (SSU)

Introduction

375. In 2005, the Staff Security Unit consisted of four core positions, the Head of the Unit, a professional Security Officer/Trainer, an Operations Centre Analyst and an Administrative Assistant. At present and throughout most of 2005, five professional security officers have been deployed to selected IOM Missions. SSU continued to provide a variety of safety and security services to more than 5,400 national and international staff worldwide. The Unit remained focused on implementing and/or upgrading safety and security procedures within IOM Missions, in coordination with the United Nations Department of Safety and Security (UNDSS). Particular attention was paid to Missions operating in the 53 high-risk countries, where various UNDSS Security Phases are in place.

376. SSU continued to work closely with IOM Missions in an effort to ensure that Minimum Operating Security Standards (MOSS), Minimum Operating Residential Security Standards (MORSS) and the provisions of the IOM Security Policy and associated Operational Security Guidelines (OSG) are implemented. The Unit provided direct support to staff and Missions involved in the Asian tsunami relief operations, the Iraq OCV (Out-of-Country-Voting) project, as well as specialized safety and security training, both internally and externally. The SSU Operations Centre provided analysis of various threats/risks to IOM staff and mission operations. In 2005, the Centre disseminated 214 safety/security reports, assessments and advisories worldwide.

Highlights

United Nations/UNDSS – SAIT (Security Awareness Induction Training)

377. SSU designed and implemented this advanced security-training programme in coordination with UNDSS in early 2004. Because of IOM's initiative in providing basic security

training for its staff assigned to the Iraq Mission, the UNDSS chose IOM's SSU as the service provider for this crucial training, mandated by the Secretary General. This professional and highly successful programme is now in its second year and to date has trained approximately 800 UN, IOM and other support staff for the Iraq operations. With the number of complex and high-risk emergency operations now taking place, the training has been formatted to address staff safety and security needs in other countries, and has developed a mobile training component to address these training needs.

Security Assessments

378. SSU conducted security assessments in Jordan, Egypt, Pakistan, Afghanistan, the Syrian Arab Republic, Thailand, Viet Nam, the United States (IOM New York), Haiti, Sri Lanka, Turkey, Indonesia, Cambodia, the United Kingdom (IOM London) and Kyrgyzstan (IOM Bishkek and Osh). Eight safety/security related duty trips were conducted in support of Missions. These activities were impacted by other emergencies and staffing shortages for the last six months of the year.

Direct Security Support

379. IOM/SSU Security Officers were deployed to Afghanistan, Jordan (for the Iraq Mission), Indonesia (tsunami relief), Sri Lanka (tsunami relief), Pakistan (earthquake relief) and for IOM's Iraq OCV programme, to assess, effectively address and implement the required safety/security procedures.

Training

380. SSU's outreach security training programme was curtailed in 2005 because of the Unit's involvement in and support to a number of IOM emergency programmes. In coordination with IOM's Field Procurement Unit (FPU), a Logistics Security Workshop was conducted May 2005 in Manila, Philippines. The training gathered experienced Logistics/Procurement and Security Officers from Afghanistan, Colombia, Indonesia, Iraq, Kenya, The former Yugoslav Republic of Macedonia and the Philippines and was designed to develop standard procedures and policies related to the effective deployment, management and security of IOM assets, especially in emergency operations.

381. For 2005, SSU staff participated in several training workshops to further enhance their skills and knowledge in the Field of safety and security. These included the UNDSS Field Security Coordination Officer's Workshop in Turkey, the Safety and Security Asia conference in Singapore and a number of UNDSS-sponsored trainings/briefings held in Manila.

382. SSU further supported a number of mission training programmes that involved first aid, driver training and stress counselling.

MOSS support to IOM Missions

383. Through established IOM funding mechanisms to support various safety and security programmes, SSU has been able to provide direct technical and financial assistance to 47 IOM Missions to enhance their security posture and/or to address UNDSS mandated security requirements under MOSS policy (Minimum Operating Security Standards). These funds

covered financial support for the physical security enhancement of the IOM Offices, residential security enhancement for international staff, and the Missions' contribution to UN shared security costs amounting to USD 1,064,255.55.

SUMMARY OF OPERATIONS 2005

Summary of Reports/Advisories Disseminated 2005

Security Information Reports (SIR)	54
General Security Information (GSI)	110
Regular Security Advisories (Manila Administrative Centre)	29
Special Security Advisories (Manila Administrative Centre)	12
Security Information Advisories	5
Manila Administrative Centre SMS Alerts	4