



IOM International Organization for Migration
OIM Organisation Internationale pour les Migrations
OIM Organización Internacional para las Migraciones

MC/2255

Original: English
28 May 2008

COUNCIL

CONSEIL

CONSEJO

NINETY-SIXTH SESSION

**REPORT OF THE DIRECTOR GENERAL ON
THE WORK OF THE ORGANIZATION FOR THE YEAR 2007**

This document is submitted to the Executive Committee at its Hundred and fifth Session in June 2008.

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STATISTICAL ANNEX (issued separately in English only)

ABBREVIATIONS

AVR	Assisted voluntary return
CAP	Consolidated Appeal
CCCM	Camp Coordination and Camp Management
CERF	Central Emergency Response Fund
CIMIC	Civil Military Coordination
CRRPD	Commission for the Resolution of Real Property Disputes
DDR	Disarmament, Demobilization and Reintegration
EC	European Commission
ECHO	European Community Humanitarian Aid Office
ECOSOC	United Nations Economic and Social Council
EOM	Election Observation Missions
EPA	Emergency and Preparedness Account
ERSUT	Emergency Response Support Team
EU	European Union
GFLCP	German Forced Labour Compensation Programme
GFMD	Global Forum on Migration and Development
GMG	Global Migration Group
G/TIP	Monitor and Combat Trafficking in Persons
HIV/AIDS	Human immunodeficiency virus/Acquired immune deficiency syndrome
IASC	Inter-Agency Standing Committee
IDM	International Dialogue on Migration
IDP	Internally displaced persons
IGC	Intergovernmental Consultations on Migration, Asylum and Refugees
ILO	International Labour Organization
ITSC	IT Service Centre
MDG	Millennium Development Goals
MIMOSA	Migrant Management Operational Systems Application
MoU	Memorandum of Understanding
MRF	Missions with Regional Functions
NATO	North Atlantic Treaty Organisation
NGO	Non-Governmental Organization
OCHA	Office for the Coordination of Humanitarian Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OSAGI	Office of the Special Adviser on Gender Issues and Advancement of Women
OSCE	Organization for Security and Co-operation in Europe
PRISM	Processes and Resources Integrated Systems Management
SAP	Systems, Applications and Products
SGBV	Sexual and Gender-Based Violence
SPP	Strategic, Policy and Planning
TB	Tuberculosis
TCM	Technical Cooperation on Migration

ABBREVIATIONS (continued)

UNAMI	United Nations Assistance Mission in Iraq
UNCTAD	United Nations Conference on Trade and Development
UNDESA	United Nations Department of Economic and Social Affairs
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHCR	(Office of the) United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNODC	United Nations Office on Drugs and Crime
WHO	World Health Organization

INTRODUCTION

1. During 2007 the Organization admitted as members the Republic of Burundi and the Socialist Republic of Viet Nam. 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. 2007 continued the trend of overall growth of the Organization despite the winding down of the large reparation programmes. The two new members brought the number of IOM Member States to 122. Total expenditures in 2007 (Administrative and Operational Programmes combined) stood at USD 783.8 million compared with USD 733.3 million in 2006. The Administrative Part of the Budget for 2007 was CHF 38,045,000 compared with CHF 37,119,000 in 2004 to 2006 inclusive. Expenditures under the Operational Part of the Budget were USD 751.8 million compared with USD 703.2 million in 2006. The total number of active projects was more than 1,600 of which 550 started in 2007 (compared with 492 started in 2006 and 410 in 2005). The number of staff stood at 6,457 at the end of 2007 (compared with 5,497 in 2006) and the number of Field Offices reached 400 (290 in 2006).

3. Discussions on the **role, place and strategy** of the Organization, its growth, budget and governance reached a satisfactory conclusion in 2007 with the adoption at the June session of the Council of the IOM Strategy document (MC/2216). This consists of three parts: Part I: Strategy; Part II: Institutional Framework: Governing Bodies; and Part III: Programme and Budget. The Council confirmed that the strategy "shall be implemented within the legal framework provided by the Constitution and resolutions of IOM's governing bodies, with due regard given to: the flexibility and project-oriented nature of IOM; the need for a balanced view of priorities; and the financial resources made available." It will be reviewed in three years. The points of the strategy (Part I) served by each activity are highlighted in the individual sections of the report.

4. The theme of migration and development remained a significant one in 2007 as countries prepared for, and then worked on follow-up to the first meeting of the **Global Forum on Migration and Development (GFMD)** held in Brussels in July. The Forum has brought greater understanding of the issue and of the practical ways in which States and the many other actors involved in migration and development issues can contribute to making progress in this important domain.

5. As Chairman of the **Global Migration Group (GMG)** for the first six months of 2007, IOM sought to engage GMG and other relevant agencies in support of States and the organizers in the preparations for the GFMD, while also pursuing inter-agency collaboration on a broader front, organizing surveys and joint publications. Other initiatives under IOM's Chairmanship were efforts to enhance the Group's working methods, and, in response to the Group's commitment to find ways to interact with States, the organization of a briefing by GMG members for UN Member States in New York in May. At the end of the year, the Group decided to expand its membership with four new members. It now has 14 members as follows: ILO, IOM, OHCHR, UNCTAD, UNDESA, UNDP, UNESCO*, UNFPA, UNHCR, UNICEF*, UNITAR*, UNODC, the UN Regional Economic Commissions* and the World Bank (new members indicated with *).

6. The theme chosen for IOM's **International Dialogue on Migration** in 2007 was "Migration Management in the Evolving Global Economy", and under the more specific

theme: “Managing Labour Mobility in the Evolving Global Economy” the 2008 World Migration Report was launched at the Council session in November.

7. The year saw the continuing increase in private sector partnerships with IOM both in terms of financial and in kind support. The Director General’s **Business Advisory Board** (BAB) continued to be a significant resource for ideas and advice, and also, importantly, for information dissemination on migration issues and IOM’s potential role. Its members have represented IOM or been keynote speakers at numerous high-level events during the course of the year.

8. Following the approval in 2006 of the Administration’s proposal to establish a second Administrative Centre in Panama in addition to the Centre already well established in Manila, services by the **Panama Administrative Centre** (PAC) started to come on line in mid-2007, initially in the form of accounting support to Missions in the Americas, and local staff human resources support for Missions worldwide. By the end of the year it had 12 staff. Another significant development during 2007 was the design, development and testing of an enterprise resource planning tool called PRISM based on SAP software to help the Organization better manage its resources. The system went live at Headquarters, in Manila and in some Missions in January 2008 and is now being rolled out to all other IOM accounting Missions over the period to spring 2009.

9. The following paragraphs give a short summary of the type, volume and activities during 2007.

10. **Technical Cooperation on Migration** (TCM) work continued to grow steadily in 2007 with a total of USD 120 million spent on activities in this area. The process of deploying technical cooperation specialists (TCS) in the Field continued with the establishment in Senegal of the second TCS position in Africa, bringing the total number of TCS to four. Capacity-building in migration management, improvements to international travel documents and their issuance systems, the implications of migration for security, and migration and development remained key themes.

11. **Return Management and Counter-trafficking** (RMCT). In order to achieve better synergies between programmes, the Assisted Voluntary Returns Division and Counter-trafficking Division were merged in 2007.

12. Although there was a decrease in the number of returnees in a number of programmes particularly in Europe, **assisted voluntary return** (AVR) remained strong in 2007, with more than 25,000 people assisted to return to more than 160 countries in 2007 (28,000 in 2006). Many more were reached through information and counselling or reintegration assistance. In terms of the type of beneficiaries, they were increasingly irregular migrants rather than those in or coming out of the asylum system; many were in transit, and an increasing proportion were vulnerable migrants. There was a distinct trend towards a more comprehensive approach including outreach, information, counselling and reintegration elements.

13. Work continued in 2007 to build national and regional ownership of **counter-trafficking** activities and framing them in a broader migration context. Some USD 33 million were spent on counter-trafficking activities during the year. Research constitutes an important element of the work in this area, including on routes and trends, causes and consequences for the individuals, and the structures, motivations and *modus operandi* of the traffickers. The

Counter-trafficking Module which compiles data on individuals currently contains 15,000 records. Outreach for prevention purposes is attracting private sector funding and gaining increasing attention. Protection remains an important element in all counter-trafficking activities.

14. **Labour and Facilitated Migration (LFM).** The Labour Migration Division and Facilitated Migration Division were merged in 2007. Some USD 37 million were spent on activities in this area in 2007. The demand for IOM's recruitment facilitation services grew significantly during the year, in particular from private employers. There were important developments also in the discussion of labour migration issues at regional level, for example with the emergence of the Abu Dhabi Dialogue coming out of the Colombo Process (involving countries in Asia), and labour issues being addressed in the Cluster Process between the Southern Caucasus and certain EU Member States. There were 58 labour migration projects, 13 remittance projects, 31 pre-consular assistance projects, 13 migrant training projects, 37 travel assistance projects, and 9 migrant integration projects implemented in 2007.

15. **Movement Management (MMD).** IOM provided movement assistance to a total of 214,100 persons in 2007, a 33 per cent increase over 2006 (161,371). A total of 38,501 people were assisted under repatriation programmes – an increase of 125 per cent compared with 17,062 in 2006. This was mostly due to programmes for returning Sudanese, but also included significant numbers of Liberians, Angolans and Congolese. 76,697 people benefited from resettlement assistance - an increase of 16 per cent over 2006 (66,041) and largely due to the doubling of volume from Asia (26,059 compared with 13,317 in 2006). 47,424 people were assisted under internally displaced person (IDP) relocation programmes, 25,052 under regulating migration programmes, 24,914 under facilitating migration programmes and 359 migrants were assisted to return to their countries of origin under the Humanitarian Assistance to Stranded Migrants (HASM) programme in its third year of operation. The remainder receiving movement assistance fell under general programme support and migrant health programmes. The overall total airline expenditure in 2007 was USD 84 million, similar to that in 2006.

16. **Emergency and Post-crisis (EPC).** The EPC Division mentored 24 Missions to develop 57 proposals of which 52 were funded in the field of emergencies in 2007. It provided technical assistance to 20 Missions on 86 proposals of which 73 were funded in the area of post-crisis assistance. Much time was devoted to standard setting - such as revising the EPC Standard Operations Procedures - and upgrading preparedness and response capacities. In this second category, 188 staff members attended training courses and workshops, an Experts Roster was developed and refined, and information sheets and guidance notes prepared. Considerable time and attention was paid to IOM's role in the Cluster process.

17. **Election Support Unit (ESU).** The Election Support Unit provides support for planning, coordination and oversight of IOM's activities in the areas related to election processes, facilitating access by migrants to democratic electoral processes. This includes support to out-of-country voting, logistic support to those monitoring voting processes, and building the capacity of those involved in elections both through direct training in workshops and the development of training courses.

18. **Migration Health Department (MHD)**. In 2007 IOM provided medical assessment services to 198,935 migrants (122,796 in 2006) of which 43.3 per cent were women. 32,489 pre-departure medical checks were carried out (25,693 in 2006) and 570 persons provided with medical travel assistance including medical escorts. The pre-departure TB testing programme was rolled out in a further three countries and a total of 95,726 migrants were tested for TB under this programme. The Department assisted project development for HIV-related activities in 22 countries, contributed to avian influenza and human pandemic preparedness, and continued its work in partnership with others on the global migration of health workers. In the area of post-emergency migration health assistance, significant programmes in 2007 were implemented in Indonesia, Sudan and Zimbabwe, and in the area of mental health and psychosocial support, training courses were delivered in Lebanon and Syria.

19. **Migration Policy, Research and Communications (MPRC)**. Under the **International Dialogue on Migration**, IOM seeks to enhance understanding of and dialogue on key migration issues. In addition to the two intersessional **workshops** and the discussion at the Council session under the overall theme of *Migration Management in the Evolving Global Economy*, other events were organized, such as the seminar on *Migration and the Environment* held in Bangkok in February, and the translation, dissemination and use for **training** of the *Essentials of Migration Management: A Guide for Policy Makers and Practitioners (EMM)*. IOM's input to dialogues on migration elsewhere are also supported by the MPRC Department, such as the Global Forum on Migration and Development, Regional Consultative Processes. The Department worked on preparation of the next World Migration Report due to come out in 2008, and a broad range of other **publications**, training tools and handbooks in 2007. Outreach and response to the **media** on migration issues and IOM activities saw a significant increase in the amount of coverage and recognition of IOM in all forms of media. **Communication** activities also include advice to and capacity-building for governments, information campaigns, and the establishment of migrant information centres. The **website** is a key tool for IOM's outreach to all its stakeholders. In 2007 there were 915,000 visits to the iom.int website, that is some 75,000 a month. The most significant additions to the site, in addition to regular news items, were some 70 country profiles. Many of these rank among the top 100 most visited pages, with some receiving over 500 monthly visits. The image library was increased from 1,000 to over 7,900 photographs.

20. **International Migration Law and Legal Affairs (IML/LEG)**. Legal Services provided information and advice on constitutional, membership, observership and other governing body issues; agreements, contracts, staff regulations and rules, disputes, and other such issues. Training courses in international migration law were held in a number of countries, including with regional participation, advice was given on national legislation and agreements and work on the database of legal texts continued. By the end of the year the database contained more than 1,500 legal texts and was receiving some 70 visitors a day. Research formed a significant proportion of the work of IML in 2007, as a result of which two publications were issued in 2007 and three are due out in 2008.

21. **External Relations Department (ERD)**. The Department supports the Organization's overall dealings with Member, Observer and other States through outreach, briefings and responding to requests and questions. In 2007 it responded to some 620 invitations to international meetings and conferences, an increase of 10 per cent over 2006. ERD led the multidisciplinary team to plan and deliver IOM's support to the Global Forum on Migration and Development. It also supports regional migration policy dialogues, and the oversight and

development of institutional relations with intergovernmental and non-governmental organizations.

22. The **Donor Relations Division** (DRD) provides overall support on resource mobilization and donor liaison. IOM received more than USD 81 million in response to Consolidated Appeals and Flash Appeals in 2007 compared with 69 million in 2006. Increased funding was also received through humanitarian funding mechanisms, such as the Central Emergency Response Fund (CERF), from which IOM has received a total of USD 21.7 million since its re-establishment on new terms in early 2006, of which 17 million was received in 2007. Funding received from UN agencies in 2007 amounted to USD 54 million compared with USD 41 million in 2006. From the private sector, funding amounted to nearly USD 6 million and was in support of activities in the areas of labour migration, research, counter-trafficking, health, technical cooperation, disaster response and post-conflict reconstruction.

23. The **Meetings Secretariat** (MGS) plans and organizes governing body meetings as well as working groups and informal consultations. In 2007 MGS organized 23 meetings and supported two intersessional workshops. A total of 275 documents (3,350 pages) were processed during the year.

24. **Translation Services** (TRS) continued to provide translations principally in French and Spanish, but also in other languages. The total number of words in Spanish was 684,459 and in French 586,846. The total for other languages, including English was 176,321.

25. **Department of Resources Management** (DRM). In addition to normal oversight and management of resources, significant time and attention were devoted in 2007 to the design and development of the PRISM financial management system, which went live in January 2008. 2007 also saw progress in strengthening back office accounting support in Manila and Panama. Support to and documentation for the discussions on the Strategy document, particularly Part III, was an important element of work in the first half of the year. Work continued on making improvements to the documents for governing body purposes to better reflect the institutional framework, strategic focus, funding of the core structure and objectives of programme areas.

26. The Staff Travel Coordination Unit continued to oversee expenditure for long-distance and entitlement travel and advise on travel-related issues. More than 2,100 staff movements were handled in 2007, of which 1,500 tickets and Internet arrangements were purchased from Headquarters and over 450 visa requests made.

27. In addition to general oversight of human resource issues, policies, planning and practices, **Human Resources Management** (HRM) finalized the delocalization of Human Resource administrative functions to Manila and Panama, establishing clear roles and responsibilities for each. In terms of recruitment, during 2007, 105 vacancy notices were issued for Officials, 3 for General Service staff at Headquarters, and 77 short-term vacancy notices for both Officials and General Service staff. Some 3,200 applications were received for standard vacancy notices and 1,900 for short term vacancy notices. Thirteen new staff members were recruited during the year from non-represented Member States. A number of improvements were made by the Occupational Health Unit (OHU) to medical coverage and facilities for staff, and there was a notable reduction in the incidence of occupational illnesses and travel for medical reasons. 89 learning events for 894 staff were organized in 2007 and

some core learning programmes were consolidated to strengthen competencies of staff members in three main areas. The Staff Performance Development system grew in application during 2007 after its introduction in 2006 and is being integrated with other HR tools and practices. At the end of 2007 the total number of staff stood at 6,457, an increase of 17 per cent over 2006.

28. **Administrative Centres.** In **Manila** (MAC) the Project Information Unit (PIU) registered 613 new projects; 512 project code requests were received and 502 project codes issued. 236 reminders were sent, 9,892 documents uploaded, 501 reports or queries generated from the database and the total number of projects in the database reached 4,803. The Staff Security Unit (SSU) provided technical advice, assessments, training and funding assistance to more than 60 Missions in 2007. It issued 70 security information reports, 108 general security information bulletins and 90 disaster/weather/travel updates. There were 145 incidents recorded ranging from robberies to rocket attacks. 14 major accidents were reported resulting in the death of three staff members and 16 were injured. 16 specialized training courses were held and the total number of international and national staff from various humanitarian organizations now having been through this specialized training has reached 2,000.

29. The **Panama Centre** (PAC) was formally established and inaugurated in 2007 and started working in the areas of financial and accounting control, information technology and human resources management. It had 12 staff members by the end of the year.

30. **Gender Issues.** Much time was spent in 2007 in follow-up to the evaluation of the gender policy conducted in 2006, leading to recommendations on a new strategy for gender mainstreaming. In addition to support to gender activities, awareness-raising and promotion of gender projects, a number of specific events were organized and reports and research undertaken, including a policy-oriented research project aimed at placing gender on the labour migration and development agenda in Asia, due for publication in 2008.

31. **Office of the Inspector General (OIG).** During 2007 the OIG undertook 48 internal audits, including seven audits of Missions with Regional Functions (MRFs) and two Special Liaison Missions (SLMs). 78 projects underwent a rapid assessment, and there was one major evaluation. A further 19 evaluations were supported with advice and technical assistance. Six investigations were carried out, and a further nine were assisted with technical advice.

32. **Information Technology and Communication.** In 2007 in addition to upgrading applications, connectivity and the integration of systems, a major element of the Department's work was in the design and development of an enterprise resource planning tool which in IOM is called PRISM. For the Human Resources management, the system had gone live in 2006. In 2007 it was extended in scope and reach. For the financial system, extensive preparatory work took place in 2007 in order to be ready to go live in January 2008 at Headquarters, MAC, and four Missions. The roll-out will continue in waves to the rest of the Missions until spring 2009.

33. **Support for Developing Member States and Member States with Economy in Transition (1035 Facility).** As part of the decisions on the Strategy document adopted by the Council in June, the 1035 Facility has been expanded as of 1 January 2008 to include a second line of funding. In 2007 a total of USD 2,182,334 was allocated to 29 different

initiatives. In addition to the funding provided in the budget, three donors - Austria, the United States and Italy - contributed to the Facility.

34. **Reparation Programmes.** With the completion of its two large compensation programmes, the focus of IOM work in this area shifted to the provision of expert advice, technical assistance and capacity-building to other national and international reparations and claims mechanisms. At the end of the year there were 18 staff members remaining. A new *Roma Humanitarian Assistance Project* was approved in June 2007 to use the remaining compensation amount under the German Foundation Roma Programme following its formal closure on 31 December 2006. The team continued to provide advice and technical assistance in the context of the Iraq Property Claims Programme, the Turkish Compensation Programme and the Justice and Peace Law in Colombia. A new focus of possible reparation programme activity arose in Timor-Leste in mid-2007.

35. In an effort to show the evolution of IOM's activities, this year we have prepared and issued separately a statistical annex with a visual representation of IOM's activities, expenditure and trends, including by region and project category.

THE COUNCIL AND SUBORDINATE BODIES

36. 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 (9 May 2007)

37. The Subcommittee on Budget and Finance (SCBF) held its Ninety-seventh Session on 9 May 2007. The posts of Chairperson and Vice-Chairperson being vacant, the SCBF elected Ms. Ann Blomberg (Sweden) as Chairperson and Mr. Nestor Cruz Toruño (Nicaragua) as Vice-Chairperson. Agenda items included the financial report for the year ended 31 December 2006; outstanding contributions to the Administrative Part of the Budget; revision of the Programme and Budget for 2007; assessment scale for 2008, and support for developing Member States and Member States with economy in transition - 1035 Facility.

38. The full report on the Ninety-seventh Session of the Subcommittee on Budget and Finance may be found in document MC/EX/683.

Executive Committee (6 and 7 June 2007)

39. Two meetings were held during the Hundred and fourth Session of the Executive Committee, namely in the mornings of 6 and 7 June 2007. The Executive Committee elected as Chairperson Mr. Nanguyalai Tarzi (Afghanistan) and Ms. Ximena Verdugo (Chile) as Vice-Chairperson. The main agenda items included the report of the Director General on the work of the Organization for the year 2006; financial report for the year ended 31 December 2006; statement by a representative of the Staff Association; revision of the Programme and Budget for 2007; assessment scale for 2008; outstanding contributions to the Administrative Part of the Budget, and support for developing Member States and Member States with economy in transition - 1035 Facility.

40. The Report on the Hundred and fourth Session of the Executive Committee (MC/2225) reflects the statements by the Director General, the representative of the Staff Association, as well as interventions by several delegates on the various documents presented to this Session.

Council (Special) Session (7 June 2007)

41. The Ninety-third (Special) Session of the Council took place in the afternoon of 7 June 2007, with Ms. Najat Al-Hajjaji (Libyan Arab Jamahiriya) in the Chair, to consider the agenda items on the applications for observership and the IOM Strategy.

42. The Council approved the applications for observership from the Kingdom of Bahrain, the Ibero-American General Secretariat (SEGIB), Africa Humanitarian Action (AHA) and the International Trade Union Confederation (ITUC); it also approved the IOM Strategy and the establishment of the Standing Committee on Programmes and Finance (SCPF).

43. The full report on the Ninety-third (Special) Session of the Council may be found in document MC/2220.

Standing Committee on Programmes and Finance (30 and 31 October 2007)

44. The Standing Committee on Programmes and Finance, which was established by the Council to replace the Subcommittee on Budget and Finance, met for its First Session on 30 October 2007. Three meetings were held. The Standing Committee elected Mr. Juan Antonio March (Spain) as Chairperson, Mr. Oscar Carvallo (Bolivarian Republic of Venezuela) as Vice-Chairperson and Ms. Masako Sato (Japan) as Rapporteur.

45. The Standing Committee's agenda included items on the Rules of Procedure and the future programme of work of the Standing Committee; outstanding contributions to the Administrative Part of the Budget; summary update on the Programme and Budget for 2007; Programme and Budget for 2008; statement by a representative of the Staff Association; an exchange of views on items proposed by the membership; IOM assessment scale; report on human resources; update on delocalization, and support for developing Member States and Member States with economy in transition - 1035 Facility.

46. The full report on the First Session of the Standing Committee on Programmes and Finance may be found in document MC/2233.

Council (27 to 30 November 2007)

47. The Ninety-fourth Session of the Council met from 27 to 30 November 2007 and elected Mr. J. March (Spain) as Chairperson. Other members of the new Bureau were elected as follows: First Vice-Chairperson: Mr. Oscar Carvallo (Bolivarian Republic of Venezuela); Second Vice-Chairperson: Mr. Ichiro Fujisaki (Japan), and Rapporteur: Mr. Mohammed Benjaber (Morocco).

48. The Council approved the admission of two new Member States: the Republic of Burundi and the Socialist Republic of Viet Nam, bringing the total number of Member States to 122. The Council also approved applications for observership from Africa Recruit, the Refugee Education Trust and *Femmes Africa Solidarité*.

49. The agenda of the Council included an item on the International Dialogue on Migration - *Migration Management in the Evolving Global Economy*. This agenda item covered four topics which began with a special panel to launch the World Migration Report 2008: "Managing Labour Mobility in the Evolving Global Economy", and then continued with presentations and discussion on the three other topics, namely "Migration Management in the Evolving Global Economy", "Migration Highlights" and "Migration and the Environment".

50. 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.

51. Other items on the agenda included the draft reports on the Ninety-second Session and the Ninety-third (Special) Session of the Council; report on the Hundred and fourth Session of the Executive Committee; summary update on the Programme and Budget for 2007; status report on outstanding contributions to the Administrative Part of the Budget; Programme and Budget for 2008; other items arising from the first report of the Standing Committee on

Programmes and Finance; election of the Executive Committee, and procedures for the election of the Director General and Deputy Director General.

52. Finally, the Council was notified of the tentative dates for the governing body meetings in 2008 as follows: Second Session of the Standing Committee on Programmes and Finance, 6-7 May 2008¹; Hundred and fifth Session of the Executive Committee, 17 June 2008; Ninety-fifth (Special) Session of the Council, 18 and 19 June 2008; Third Session of the Standing Committee on Programmes and Finance, 28 and 29 October 2008² and the next regular session of the Council, 2 to 5 December 2008.

53. The full report on the Ninety-fourth Session of the Council may be found in document MC/2239.

Informal information meetings and consultations held with Member States

54. As part of the continuing process of consultations with Member States, the Administration invited representatives of Member States to attend 18 informal consultations on financial, administrative, management and governance issues on the agendas of the IOM governing body sessions in 2007. Agenda items included: IOM Strategy (during the first semester of 2007, nine consultations were held on this topic to prepare the IOM Strategy for submission to the Ninety-third (Special) Session of the IOM Council in June 2007); launching of *Migration Initiatives 2007*; financial report for the year ended 31 December 2006; outstanding contributions to the Administrative Part of the Budget; revision of the Programme and Budget for 2007; assessment scale for 2008; support for developing Member States and Member States with economy in transition - 1035 Facility; IOM/EC relationship – financial matters; presentation of PRISM financials; preview of the 2008 budget; Rules of Procedures for the Standing Committee on Programmes and Finance (SCPF); overview of an initiative to streamline and revise the IOM staff regulations and rules; briefing on the modalities regarding the election of a Director General; review of the assessment scale adjustment mechanism for 2009 and beyond; Standing Committee on Programmes and Finance: Rules of Procedure, and programme of work; summary update on the Programme and Budget for 2007; Programme and Budget for 2008; update on delocalization; procedures for the election of the Director General and Deputy Director General: additional elements to enhance transparency, and the International Dialogue on Migration 2007: “Migration Management in the Evolving Global Economy”. The informal consultations took place on 23 January, 2 and 22 February, 2 and 26 March, 24 and 26 April, 10 May, 5 and 21 June, 21 September, 18 October and 15 November 2007.

55. Under the aegis of Migration Policy, Research and Communications (MPRC), two intersessional workshops on the International Dialogue on Migration were held in 2007; the first on “Free Movement of Persons in Regional Integration Processes” and the second on “Making Global Labour Mobility a Catalyst for Development”.

¹ Dates for the Second Session of the Standing Committee on Programmes and Finance have subsequently been changed to 5-6 May.

² Dates for the Third Session of the Standing Committee on Programmes and Finance have subsequently been changed to 4-5 November 2008.

I. MIGRATION MANAGEMENT SERVICES

56. The Migration Management Services (MMS) promotes effective migration management through technical expertise, standard setting, policy guidance and innovation. It not only supports IOM Field Missions in project development and implementation, but also provides a range of migration management assistance to governments and other partners throughout the international community.

A. Technical Cooperation on Migration

57. IOM's Technical Cooperation on Migration (TCM) activities are directed at helping governments equip themselves with the necessary policy, legislation, administrative structures, operational systems and human resource base needed to tackle diverse migration challenges. In addition to addressing the core concerns of migration governance, activities also extend into areas linking migration and development – particularly activities that harness the positive impact that migration may have on the development of countries of origin and destination, that address the root causes of economically induced migration and that strengthen the capacity of governments to effectively mainstream migration into their development planning processes.

Activities covered by TCM fulfil the following points of the IOM Strategy:

2. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrants in accordance with international law.
3. To offer expert advice, research, technical cooperation and operational assistance to States, intergovernmental and non-governmental organizations and other stakeholders, in order to build national capacities and facilitate international, regional and bilateral cooperation on migration matters.
4. To contribute to the economic and development of States through research, dialogue, design and implementation of migration-related programmes aimed at maximizing the benefits of migration.

58. TCM activities continued to grow steadily in 2007 with a total of USD 120 million spent on TCM initiatives. The most important source of financial support from international donors for new TCM initiatives in 2007 came from the European Commission (EC) with Australia, Japan, Spain and the Netherlands also providing strong support for new initiatives. The combined contributions from the countries of the European Union (EU) and the EC amounted to 49 per cent of financial support to TCM programming, demonstrating the strong 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 2007 distributed as follows: Europe (32%); Asia (29%); Africa (15%); Latin America and the Caribbean (14%) and the Middle East (10%).

59. In 2007, the TCM Division continued the process of deploying Technical Cooperation Specialists (TCS) in the Field. In addition to the TCS positions in Vienna and Pretoria, a second TCS position for Africa was established in Senegal to contribute to the expansion of TCM activities and provide specialized support to francophone and lusophone countries in Africa.

Capacity-building in Migration Management

60. Capacity-building in Migration Management (CBMM) has remained a dominant TCM activity where IOM supports governments to enhance their overall migration management frameworks. The CBMM model provides for comprehensive analysis and enhancement of the

major elements of national and regional migration control systems, including legislation, policy, procedures, identity management, visa issuance, entry/exit controls, monitoring and reporting. An increasing number of TCM projects have been initiated, particularly in Africa. CBMM initiatives starting in 2007 included projects in Bolivia, Cambodia, Ethiopia, Jordan, the United Republic of Tanzania and Zimbabwe.

61. In Eastern Europe and Central Asia, effective border management has been promoted through a number of subregional and national programmes assessing countries' needs for alignment with the EU *acquis* in the area of migration and border management. Significant initiatives were implemented by IOM in countries including Armenia, Croatia, Georgia, Serbia, Turkey and Ukraine. Bosnia and Herzegovina also received assistance through an Integrated Border Management programme.

62. TCM is also continuing to assist governments in assessing, planning and implementing improvements to international travel documents and their issuance systems, referencing the applicable travel document standards of the International Organization for Standardization and the International Civil Aviation Organization. Bangladesh is the most recent recipient of this assistance. TCM initiatives have also focused on assisting States in developing expertise in fraudulent travel document detection through training initiatives in South-East Asia, Eastern Europe, the Caribbean and sub-Saharan Africa. In this context, TCM projects supported the translation of the *Passport and Travel Document Examination Manual* into French, Khmer, Thai and Vietnamese, with Spanish translation under way.

63. The implications of migration for security has also continued to be an important theme with the TCM Division seeking to expand its inter-agency collaboration planning and policy development through enhanced interaction with Interpol, Frontex, the Organization for Security and Co-operation in Europe (OSCE), the United Nations Office on Drugs and Crime (UNODC), and the Counter-Terrorism Committee of the United Nations. In May 2007, TCM organized a large Central Asian Conference addressing Migration and Terrorism and, following this initiative, IOM was invited by OSCE to attend and speak at their Annual Expert Group Meeting on Terrorism.

Migration and Development

64. Migration and Development has also continued to be a significant endeavour for TCM. The Division's efforts include initiatives designed to enhance the ability of governments and other key actors to direct development activities more strategically to address migration dynamics in countries of origin and destination.

65. IOM's Migration for Development in Africa (MIDA) programme was expanded in 2007. The overall objective of the MIDA programme is to strengthen the institutional capacities of African governments to manage and realize their development goals through the permanent, temporary or virtual transfer of relevant skills, financial and other resources available in the African diaspora communities for use in development programmes in Africa. A new phase of the MIDA Italy initiative was launched to develop structured mechanisms to mobilize the human, technical and financial resources of migrant women from Western sub-Saharan African countries living in Italy to promote their active involvement as development agents. Other projects targeted the transfer of diaspora skills in employment sectors with key skills shortages, notably health and education, for example in Ghana, the Democratic Republic of the Congo, Burundi and Rwanda.

66. In pursuit of longer-term development goals, TCM has supported the launch of various activities aimed at addressing the root causes of economically motivated migration. Projects have focused on expanding economic opportunities and improving social services and community infrastructure in specific geographic areas prone to economically induced outward migration. Such projects include launching local employment opportunities in dozens of municipalities in Kosovo Province (Serbia) with the aim of better integrating returning and underprivileged minorities, improving local economic security for the local population, and easing emigration pressure. A number of projects to enhance the livelihoods of local populations were undertaken through diverse infrastructure rehabilitation activities, technical assistance as well as business training, such as on coffee production methods in the Nariño Coffee Programme in Colombia. By encouraging private companies to participate in social and economic programmes through Public-Private Partnerships, such programmes serve to improve social stability and sustainable development.

67. The year 2007 also saw the maturing of strategic technical and capacity-building support to assist governments to better integrate migration into their development planning processes, including poverty reduction strategies. This initiative, launched initially in Ghana and Zimbabwe with existing EC support to expand it to three other West African countries, has served to identify various migration management policy options that are expected to have a positive effect on growth and poverty reduction, and to identify and put in place measures or indicators to monitor the policies' impact over time. By strengthening the government's ability to evaluate and improve its migration policies in relation to formal development planning, this project will also contribute to the progress of these two countries towards achieving the Millennium Development Goals (MDG).

B. Return Management and Counter-trafficking

68. In order to achieve better synergies between operational programmes, particularly in the areas of screening, protection, and reintegration, and to improve efficiency in the use of limited resources, the Assisted Voluntary Returns Division and the Counter-trafficking Division were merged in October 2007 and became the Return Management and Counter-trafficking Division (RMCT).

Programmes and activities covered by RMCT fulfil the following points of the IOM Strategy:

1. To provide secure, reliable, flexible and cost-effective services for persons who require international migration assistance.
2. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrants in accordance with international law.
3. To offer expert advice, research, technical cooperation and operational assistance to States, intergovernmental and non-governmental organizations and other stakeholders, in order to build national capacities and facilitate international, regional and bilateral cooperation on migration matters.
5. To support States, migrants and communities in addressing the challenges of irregular migration, including through research and analysis into root causes, sharing information and spreading best practices, as well as facilitating development-focused solutions.
6. To be a primary reference point for migration information, research, best practices, data collection, compatibility and sharing.
7. To promote, facilitate and support regional and global debate and dialogue on migration, including through the International Dialogue on Migration, so as to advance understanding of the opportunities and challenges it presents, the identification and development of effective policies for addressing those challenges and to identify comprehensive approaches and measures for advancing international cooperation.
8. To assist States to facilitate the integration of migrants in their new environment and to engage diasporas, including as development partners.

...continued

10. To undertake programmes which facilitate the voluntary return and reintegration of refugees, displaced persons, migrants and other individuals in need of international migration services, in cooperation with other relevant international organizations as appropriate, and taking into account the needs and concerns of local communities.
11. To assist States in the development and delivery of programmes, studies and technical expertise on combating migrant smuggling and trafficking in persons, in particular women and children, in a manner consistent with international law.

Assisted Voluntary Return

69. Assisted voluntary return (AVR) is one of the major services that IOM has been providing to governments and migrants for nearly three decades. AVR programmes assist migrants in need of return and reintegration assistance and offer technical support and advice on return policies and practices to governments and regional frameworks to better manage return migration.

70. AVR activities remained strong in 2007, despite a decrease in the number of returnees in several programmes. The Organization assisted over 25,000 migrants to return to some 160 countries of origin.³ Many more have been assisted through return information and counselling or reintegration assistance.

71. The trends similar to the past few years continued in 2007 with respect to beneficiaries - an increased number of irregular migrants, reflecting both the efforts by stakeholders to address irregular migration in many countries and the general decline in asylum applications over recent years. Brazil, Serbia and Iraq continued to represent the major countries of return. An increasing number of vulnerable migrants, including unaccompanied minors and persons with health needs, were among those assisted through AVR and reintegration.

72. Mainly in response to this diversification, not only was there an increase in new AVR and reintegration projects, but also a continuing shift among programmes towards a more comprehensive approach. Outreach to irregular migrants continued to present a challenge and a number of initiatives were implemented to refine communication strategies to reach out to the target groups. Initiatives to further enhance return counselling and information were also carried out in many countries. Several multilateral projects were implemented to address mutual issues across the countries in Europe, creating synergies among AVR activities such as the provisions of return-related and origin country information.

73. Furthermore, 2007 witnessed increased activities in the area of reintegration assistance. In addition to the assistance provided as part of general AVR programmes, such as in the United Kingdom, Ireland, Belgium, Spain or Poland, projects were successfully carried out to establish or strengthen the capacities of origin countries (e.g. Sri Lanka, Georgia, Iraq, Afghanistan) to facilitate sustainable returns in order to respond to the concerns of the local communities. As programmes move towards a more comprehensive approach, and assistance further tailored to meet individual needs, it is planned to further strengthen the monitoring and evaluation of the reintegration assistance.

74. In 2007, AVR continued to play a key role in addressing irregular transit migration in the affected regions, such as Eastern Europe, South-Eastern Europe, Northern Africa, Central

³ This number does not include all migrants assisted to return by the Organization and excludes for example those assisted under refugee repatriation or IDP projects.

America and South-East Asia. Projects typically include both technical assistance to the affected governments and direct assistance to stranded and destitute migrants wishing to return home.

General Return Assistance - enhanced services offered in host countries

75. General return programmes for migrants and unsuccessful asylum seekers were implemented with host countries, including many European destination countries, and in cooperation with a number of partners offering voluntary return assistance to migrants and providing technical support and advice to governments.

76. While the overall number of returns had been stable over recent years, 2007 saw a decrease mainly in Europe. This was not only attributed to a general decline in asylum applications in recent years, but also directly linked to factors such as nationals of new EU Member States becoming ineligible for assistance, or to other specific factors such as implementation (e.g. Netherlands) or expectations of a regularization policy. On the other hand, several programmes recorded an increase, for example in Ireland, Norway, Poland, Portugal, Slovakia, Spain and Australia. AVR continued to expand progressively in Mexico since it began in August 2005, having assisted over 1,500 migrants in 2007.

77. Many programmes continue to see an increase of irregular migrants and vulnerable migrants applying for AVR support. A number of tailored outreach and enhanced counselling and information schemes were implemented across AVR programmes. For example, such an initiative was expanded in the Netherlands, focusing on major cities where a number of irregular migrants reside, and providing return counselling through the team of native-speaker counsellors. This approach has also been expanded to major cities in Austria and Germany under the Return Initiative for Irregular Migrants (RIIM), launched in late 2007. Similarly, a multilateral project started in 2007 to assess the trends in irregular migration of Brazilian migrants in several EU countries that would help formulate appropriate strategies from outreach to eventual AVR and reintegration support.

78. In Portugal, Support to the Return - Information and Advice Network (SuRRIA) project began allowing for a decentralized return counselling network and strengthening outreach activities. This has proved to be successful both in terms of outreach to potential returnees and actual assistance. In France, IOM added a project to enhance outreach and return counselling and information piloting in two regions. In Switzerland, streamlined and enhanced return counselling started at several reception centres, and similarly in Australia, the enhanced return counselling programme was carried out under the country's new initiative called the Community Care Pilot.

79. Based on several bilateral projects in the provision of return-related and origin country information, a multilateral initiative was successfully implemented bringing synergies to this increasingly important AVR activity. This joint project, Information on Return and Reintegration in Countries of Origin (IRRiCO), provided a joint platform to participating host countries (Belgium, Ireland, United Kingdom, Netherlands, Portugal, and Switzerland) and offered reliable and up-to-date information on return and reintegration possibilities (e.g. housing, health, transportation, education, the economic situation) in 12 selected countries of origin.

80. Advisory and technical support has been increasingly part of the AVR programmes for improved and timely response to relevant matters. Based on years of experience of dialogue

with origin countries, “Migration Partnership” started in Switzerland and IOM assisted this process. Consultations with regional and multilateral frameworks were held, including one with EU Member States to further strengthen dialogue in enhancing AVR initiatives related to the expected launch of the European Return Fund.

Tailored Reintegration Assistance

81. Reintegration assistance continued to increase in an effort by IOM and stakeholders to make returns more sustainable. Taking into account earlier experiences, and in response to diversifying target groups, more comprehensive approaches were adopted and assistance became more individualized, with special attention to vulnerable groups. In addition to such direct assistance to returnees, increased efforts continued in supporting the countries of origin to enhance their capacity in reintegration of returnees.

82. In Ireland and Spain, successful implementation continued and with an increase in both AVR and reintegration applications. Similarly under the Belgian programme, reintegration assistance increased and was implemented in over 70 different countries of origin. In the United Kingdom, a “New Reintegration Approach” was launched, implementing assistance in ways more tailored to the individual requirements of returnees through Individual Return Plans (IRPs). In Central Europe, reintegration assistance has complemented and strengthened AVR programmes through a specific regional project whilst tailored reintegration assistance continued for AVR programmes in Austria for Moldovans and in Switzerland for several African countries.

83. IOM consolidated reception and reintegration activities in communities of returns in places such as Iraq, Afghanistan, Sri Lanka, Kosovo Province (Serbia) and Angola. In Iraq, coordinated support for AVR and reintegration continued to be offered to returnees through the Regional Operation Centre in cooperation with the relevant authorities. Reintegration mechanisms were streamlined assisting over 830 returnees, mainly in the northern part, in parallel to local community support in facilitating the sustainability of the returns. In Afghanistan, reception and reintegration support continued under several bilateral projects after an EU-level project, Reintegration of Afghan Nationals to Afghanistan (RANA) which provided systematic reception and reintegration assistance for all returnees from the EU, finished in April 2007. Altogether RANA assisted 4,080 returnees and a dozen community assistance initiatives were carried out addressing the concerns of communities of returns.

84. In support of expected implementation of a readmission agreement, reception and reintegration mechanisms were enhanced in Sri Lanka where direct support to returnees and community development assistance have been provided in parallel. Training for returnees was expanded and returnees were trained and counselled on business development skills. The Czech-funded project, tailored towards the development of local capacities in job counselling and referral in Georgia, continued in 2007 following the successful implementation of the Job Counselling and Referral Centre in Tbilisi. Similar systematic assistance piloted in Mali, Niger and Ghana is to continue in 2008.

85. Among the initiatives to enhance assistance to vulnerable migrants (i.e unaccompanied minors and migrants with health needs), a project was jointly implemented by IOM Missions in Ireland and the Netherlands to assist with the return and reintegration of vulnerable migrants to Nigeria. Another initiative was in Switzerland where, based on its broad experience, IOM published a handbook on the organization of the return and reintegration of vulnerable migrants designed for all relevant actors in AVR in the country.

Transit Migration Management

86. Irregular transit migrants stranded en route remained a concern to many affected countries. AVR remained a key strategy to respond to this challenge, providing humanitarian assistance to stranded migrants and providing technical support to affected countries to manage return migration. These projects also give insights into irregular migration into and through the affected region.

87. In Northern Africa, as part of the larger project to provide migration management support, IOM continued to strengthen the AVR mechanism in the Libyan Arab Jamahiriya, and provided voluntary return and reintegration assistance to stranded migrants. Over 1,500 migrants were assisted as of the end of 2007. In Morocco, some 1,200 migrants have been assisted in returning home since 2005, and some through reintegration assistance in 2007. Similarly, in West Africa, nearly 700 migrants were assisted to return home.

88. In the Western Balkans IOM continued to strengthen the return framework in countries such as Montenegro and Serbia (until July), as well as Bosnia and Herzegovina. Some 570 migrants were assisted to return home in 2007. In addition, a pilot AVR project started late in 2007 in The former Yugoslav Republic of Macedonia. In Eastern Europe, successful implementation of return assistance continued in Ukraine under a larger migration management programme, supporting over 40 migrants to return to countries such as Sri Lanka, Ghana and India. In Belarus, AVR was being piloted as a component of a project to enhance the asylum and migration management capacities of the government, implemented together with the United Nations High Commissioner for Refugees (UNHCR).

89. In Central America, assistance to vulnerable migrants stranded in the region continued as part of regional efforts, as agreed during the process of Regional Cooperation on Migration. In Asia, similar regional cooperation continued in Indonesia, assisting stranded migrants, including the voluntary return of nearly 100 migrants.

Return and Reintegration of Qualified Nationals

90. 2007 saw continued success with multi-year Return and Reintegration of Qualified Nationals (RQN) programmes which aim to support reconstruction and development of the countries through placement of qualified nationals in positions of key sectors. To date, approximately 850 Afghan experts living abroad have returned to Afghanistan through the Return of Qualified Afghans National Programme in order to participate in the rebuilding of their country. Eighteen per cent of them have been female experts, and in total 28 Ministries and 32 government agencies or provincial offices have participated in the programme.

91. In 2007, the Return of Qualified Sudanese (RQS) programme assisted with the return and reintegration of 142 trained and experienced teachers and medical, and technical experts and their families to southern Sudan. More than 30 per cent of them were female. In Iraq, under the Iraqis Rebuilding Iraq Programme (IRI), 62 experts were deployed to Baghdad, Najaf, Tikret and the northern part of the country. They were selected from 315 candidates listed in the "IRI Roster" database of qualified Iraqi nationals living abroad, selected among 540 applicants.

92. The Temporary Return of Qualified Nationals (TRQN) programme, supported under the migration and development policy in the Netherlands, continued successful

implementation. In 2007, a total of 132 placements were supported, and since the beginning of the project in 2006 there have been 156 placements. Approximately 22 per cent have been women who assisted with the rehabilitation and reconstruction of public services in selected countries of origin in a post-conflict transition process (e.g. Afghanistan, Bosnia and Herzegovina, Sierra Leone).

Counter-trafficking

93. IOM's counter-trafficking work in 2007 was characterized by a continued emphasis on building regional and national ownership of counter-trafficking interventions, while increasingly framing these interventions within a broader migrant protection context. USD 33 million were spent on counter-trafficking initiatives during 2007. When IOM first began working in the area of counter-trafficking in Eastern Europe in the mid-1990s, little was known about the problem, there were few actors and little action. It was an environment that required IOM to deliver a comprehensive approach, typically involving an intersection between research, prevention, institutional capacity-building, and victim protection activities. As IOM built the capacity of national institutions – both State and non-State, these began to assume a greater role in counter-trafficking, particularly in the area of victim protection.

94. In Eastern Europe and elsewhere where comparable progress has been made, the challenge now is to complete the transfer both of skills and systems to regionally or nationally-based actors. In other parts of the world, however, where counter-trafficking initiatives began later or advanced more slowly, IOM's role remains that of principal implementer of the comprehensive approach, although the Organization will continue to pursue a similar trajectory in pursuit both of a complete handover of direct assistance initiatives to regional and national stakeholders, and an exit strategy. IOM's efforts in this respect are greatly facilitated by those donors who have provided multi-year funding. While IOM hopes to diminish its role in providing direct assistance, where possible, in favour of local counterparts, the Organization anticipates involvement in research, particularly at the regional level. Work on prevention and capacity-building will be required for the foreseeable future.

Research

95. In 2007, IOM conducted both quantitative and qualitative research of human trafficking to better inform its own work and the work of others. Specific thematic areas of focus have included human trafficking routes and trends, the causes and consequences of human trafficking both for the individual trafficked person and for society at large, as well as the structures, motivations, and *modus operandi* of organized criminal groups. While much of this work has been done at the national level, IOM increasingly collects and analyses data on human trafficking from the regional perspective to better support cooperation between States in combating the cross-border trade. The Organization has also done considerable research in the areas of legislation and policy.

96. The centrepiece of the RMCT's research strategy is the global Counter-trafficking Module (CTM). Initially designed as a case management system for victims of trafficking who benefited from IOM direct assistance, including voluntary return and reintegration, the CTM is evolving into a unique and formidable research tool that currently stores detailed primary data on approximately 15,000 trafficked persons. Funded by the United States Department of State's Office to Monitor and Combat Trafficking in Persons (G/TIP), the

CTM serves as a knowledge bank, from which statistics and detailed reports can be drawn, informing counter-trafficking research, programme development and policymaking. In 2007, IOM produced thematic reports on the issues of re-trafficking, trafficking and social exclusion, traffickers and organized crime, and male victims of trafficking - all the result of detailed analyses of the primary data contained within the CTM.

97. As IOM's victim protection programmes have expanded, primarily in Africa, Asia and Latin America, so too has the need to retool the CTM, including its screening and assistance questionnaires. In 2007, IOM launched a substantial revision of the CTM to better meet the needs of an increasingly diverse range of IOM victim protection specialists and both IOM and external researchers. In addition, IOM has also begun to extend the technology, methodology, and core indicators of the CTM to governments and civil society organizations that are involved in providing direct assistance to victims of trafficking. Not only is this system a ready-made case management solution for service providers, it will also allow for the attainment of comparable transnational data, and has the potential to become one of the primary data collection and statistical tools for research on trafficking in human beings. Indeed, through the global database, IOM seeks to promote and ensure international best practices for the secure collection, storage and processing of standardized and comparable data on human trafficking.

98. The year 2007 also saw IOM launch the inaugural issue of the *Global Eye on Human Trafficking*, a quarterly newsletter that encourages practitioners and interested parties from around the world to exchange information and experiences on human trafficking. The *Global Eye* is produced with contributions from IOM counter-trafficking experts and other stakeholders (international organizations, non-governmental organizations (NGOs), governments, civil society, journalists, and the media). Although currently available only in English, IOM expects the publication to be available also in IOM's other official languages of French and Spanish in the near future.

Prevention

99. As part of its comprehensive approach, IOM aims to prevent human trafficking, typically by raising public awareness by way of information campaigns both in source and destination countries. The aim of these campaigns is twofold: to educate the general public about trafficking in persons; and to equip vulnerable populations with the information necessary to protect themselves from the recruitment tactics of traffickers. Mass media ensures that the information reaches large sections of the population quickly, while IOM uses small media, such as community theatre, posters and interpersonal communicative methods to target particular populations with more sophisticated messages.

100. One of its more lauded prevention efforts in 2007 occurred in Southern Africa, and was the result of a partnership between IOM and the international advertising firm, Saatchi & Saatchi. Through its Southern Africa Counter-trafficking Assistance Programme (SACTAP), IOM provided the counter-trafficking expertise while Saatchi & Saatchi contributed its creative talent free of charge to produce a 60-second public service announcement that encourages viewers to call IOM's counter-trafficking helpline. The public service announcement won in the Best Overall award category at South Africa's Ninth MultiChoice VUKA!⁴ Awards competition, with the prize of free television airtime. The public service

⁴ 'VUKA' means 'Wake Up' in South Africa's Nguni languages.

announcement also increased the number of telephone calls that were made to IOM's counter-trafficking helpline.

Institutional Capacity-building

101. IOM's institutional capacity-building efforts typically include the training of police and immigration authorities, prosecutors and the judiciary, parliamentarians and legislative drafters, as well as government social workers, civil society organizations and members of religious groups directly involved in victim protection. IOM offers training programmes that cover the full range of preventive, protective, and prosecutorial themes, including international and domestic legal frameworks, screening and identification of trafficking persons, shelter management, reintegration, assisted voluntary return, legislative development, as well as regional and national action plans and referral systems. IOM's institutional capacity-building projects have also included infrastructural upgrades to key migration facilities.

102. Some key examples of this work in 2007 included a project in the Libyan Arab Jamahiriya that aims at building capacity among key local counterparts of anti-trafficking concepts and good practices, including the relevant legal frameworks, screening and identification of victims, and the provision of direct assistance, voluntary return and reintegration. Participants included governmental officials, including law enforcement officers and civil society actors. In Mongolia, IOM continued its implementation of a project that aims to support the Government of Mongolia in increasing its capacity to proactively act against trafficking in persons. Capacity-building activities target the Ministry of Foreign Affairs, particularly consulate officials, given their specific role in the identification of victims of trafficking.

103. IOM also prioritizes building the capacity of the Organization and its staff at regional levels. In October, IOM convened a meeting of its counter-trafficking focal points in Latin America to share experiences, strengthen cooperation and coordinate strategies to improve the Organization's counter-trafficking work in the region. This meeting was a precursor to a follow-up strategic planning and training workshop to be held in Buenos Aires in 2008, and parallels similar regional processes in Africa, Eastern Europe, and South and South-East Asia.

Migrant Protection

104. All IOM counter-trafficking activities are developed and implemented within a framework centred on the well-being of the trafficked person. Depending on the situation and circumstances of each particular case, this may consist of accommodation in places of safety; medical, psychosocial, and legal support; skills development and vocational training; reintegration assistance, and the options of voluntary and dignified return to the country of origin, or resettlement to a third country in extreme cases.

105. The Global Assistance Fund is an emergency fund that has been established with the support of the United States Department of State's Bureau for Population, Refugees and Migration, to provide return and reintegration assistance to trafficked persons anywhere in Africa, Asia, Latin America and the Caribbean. In 2007, IOM was able to provide reintegration and/or voluntary return assistance to dozens of trafficked persons in need, including cases as diverse as those in which nationals of the Philippines were trafficked to West Africa and Colombian nationals were trafficked to East Asia.

106. IOM has also continued implementation of a victim protection project in West Africa, with trafficked children as the primary target group from and within a number of selected countries - namely Senegal, Mali, Gambia, Guinea-Bissau, Guinea, Niger, Côte d'Ivoire and Burkina Faso. The project assists trafficked children who are stranded without viable and immediate assistance to return home, and complements the return element with viable socio-economic reintegration efforts. In 2007, 163 trafficked children were assisted through this project, while an additional 41 trafficked children were assisted with support from the Global Assistance Fund.

107. IOM's victim protection project in Mongolia is also having an impact. Prior to the start of the project in March 2007, only 127 trafficked persons had been identified since 2000. Of these, none had received reintegration assistance and only 25 had received some form of basic counselling. Within the first eight months of the project, IOM and its partners had identified 31 male and 74 female victims of trafficking, and government and non-governmental stakeholders have worked together to assist and offer voluntary return to these victims. A reintegration package has been designed for the long-term reintegration of the victims in Mongolia in order to help them achieve an independent and self-directed future without risk of re-trafficking. Victims are now provided with a much wider range of assistance including short and long-term accommodation, training, education and job placements.

108. In October 2007, IOM began implementation of a regional, comprehensive programme that includes a component to provide protection, shelter and direct assistance to Iraqi victims of trafficking in Iraq and some neighbouring countries.

C. Labour and Facilitated Migration

109. The Labour Migration Division and Facilitated Migration Division were merged in 2007 to form the new Labour and Facilitated Migration Division (LFM) in order to achieve better synergies and efficient use of resources. During 2007, USD 37 million were spent on LFM initiatives. The new Division covers the following programmes: labour migration, remittances, pre-consular assistance, migrant training, travel assistance to individuals and governments and migrant integration.

LFM programmes support the IOM Strategy, in particular:

1. To provide secure, reliable, flexible and cost-effective services for persons who require international migration assistance.
8. To assist States to facilitate the integration of migrants in their new environment and to engage diasporas, including as development partners.
12. To support the efforts of States in the area of labour migration, in particular short-term movements, and other types of circular migration.

110. LFM acts as the institutional focal point for programme development and technical support on labour migration, including capacity-building, dialogue, policy advice, recruitment and remittances. The Division is also responsible for coordinating and developing initiatives to assist migrants and governments under organized and regular migration regimes. It aims to provide responsive, efficient and cost-effective migration facilitation services to governments and migrants, and to contribute to economic and social development through regulated, safe and managed migration.

111. **Labour migration.** LFM continued to provide a range of services and assistance to governments and migrants to facilitate well-managed labour migration, while providing effective protection and services to migrant workers and their dependants. In terms of capacity-building and policy advice, labour migration training workshops for government officials were organized in the Southern Caucasus, while technical support was provided for labour migration programming in Sri Lanka, Zimbabwe, South Africa, El Salvador, Honduras and Mauritius. The Arabic edition of the “Handbook on Establishing Effective Labour Migration Policies”, a joint OSCE-ILO-IOM project, was launched in Rabat, Morocco, in December 2007, at a meeting attended by some 120 participants from 20 countries, including governments officials and representatives from social partner organizations, academic institutions, civil society and international organizations. These activities contributed to building and strengthening the capacity of current and potential labour source countries to assess the labour market, determine policies and strategy and better manage labour flows. In terms of information sharing and dissemination, a number of countries continued to run information campaigns aimed at promoting legal labour migration with a number of IOM-assisted Migrant Resource Centres.

112. The demand for IOM’s recruitment facilitation services grew significantly in 2007, in particular from private employers, for example, in the placement of temporary foreign workers in the agricultural and food processing sectors in Canada and Spain. Negotiations were initiated for a pilot project between India and Italy and between India and Canada for the placement of temporary migrant workers. IOM Bangkok signed an agreement with the Ministry of Labour of Thailand on the recruitment of temporary farm workers for Israel. Guidelines have been drawn up for IOM Missions recruiting for private companies in Canada.

113. LFM was involved in preparations for the Colombo Process ministerial consultations in Abu Dhabi in 2007. During these preparations, and with the agreement of all the countries involved, these consultations became what is now known as the “Abu Dhabi Dialogue”, an intergovernmental forum separate from the Colombo Process, involving 20 countries of origin and of destination in Asia. Labour migration issues were also part of the dialogue under the Cluster Process between the Southern Caucasus and selected EU Member States, which took place in Tbilisi. In 2007, there were 58 labour migration projects with a budget value of about USD 26.7 million

114. **Remittances.** In partnership with governments, migrants, migrant associations, financial institutions, NGOs, academic partners, the UN, development agencies and donors, IOM has been working to harness the development impacts of remittances, focusing on three main areas: research, policy dialogue and pilot projects. Supporting policy dialogue, IOM, in partnership with the European Bank for Reconstruction and Development and the Swiss Forum for Migration, completed a study commissioned by the Secretariat for Economic Affairs of the Government of Switzerland on remittance flows from Switzerland to Serbia. Findings of the study were published and presented at a conference held in Belgrade in June 2007. IOM Dhaka implemented a three-year Remittance and Partnership Payment project, funded by the United Kingdom, begun in January 2007. The project aimed at creating an enabling environment for remittance transfers and productive use through the development of a National Payments Strategy and Council; improving the range of remittance products through the operation of a challenge fund to provide grants for innovation and infrastructure investment; and providing better information to migrants. A project funded under the 1035 Facility on remittance-linked capacity-building launched in 2006 was successfully completed in 2007. In the United States, 65 leaders of migrant associations and business

leaders, and 100 of their associated partner organizations in El Salvador, received training in project management. Working jointly with ILO, IOM provided assistance to the Government of Moldova to develop a sound, regulatory institutional framework to enhance the impacts of remittances on local development. Through the continued partnership with the United Nations Development Programme (UNDP) on the remittances-for-development initiative, IOM organized a training course in Tajikistan on “Family Budget Planning” for 40 participants of migrant households. This activity was one of the successful outcomes of the project aimed at enhancing the development impact of labour migration and remittances through education and investment initiatives. IOM implemented 13 remittance projects in 2007 with a total budget value of some USD 5 million.

115. **Pre-consular assistance.** Certain countries of destination are in need of pre-consular assistance, particularly where they have no representation or insufficient resources. The same is true of private employers or associations of private employers who recruit temporary foreign workers. They rely on reputable service providers to facilitate routine, time-consuming but essential pre-consular work. IOM has been identified as a reliable partner by a number of governments and private employers to address these needs either through competitive public tender or bilateral negotiation. Pre-consular assistance activities by IOM may be divided into two categories: those that assist migrants and those that assist governments/employers. Assistance to migrants may include correctly filling in application forms, assembling appropriate supporting documents, document handling and even translation. Assistance to governments/employers may include document verification, verification of trade and work experience, DNA sample collection and testing, country of origin information, non-adjudication interview, logistical assistance to interview missions, and fingerprinting. During the reporting period, IOM served 43,204 applicants (a 35 per cent increase over 2006) bound mainly for Australia, Canada, the United States, Spain, Italy and New Zealand. IOM also provided pre-consular assistance to a small number of cases for Finland, Germany and Switzerland. A pilot project on country of origin information was launched for Finland. For 2007, IOM implemented 31 projects under this activity with a total budget value of about USD 9.2 million.

116. **Migrant training.** Anyone moving to a country where the language, culture, traditions and practices differ from one’s own can be expected to undergo an adjustment period of variable duration and difficulty. Refugees as well as labour migrants often have expectations that are unrealistic or inaccurate, which not only causes stress to the newcomers upon their arrival, but can also put pressure on the social service providers of the host community trying to help the newcomers to adjust. IOM’s training programmes are designed to help reduce anxiety on the part of refugees and migrants by providing realistic and up-to-date information on the realities that await them.

117. In 2007, with 13 projects and a total budget value of about USD 9.8 million, IOM’s migrant training served some 45,619 persons in 35 countries, 54 per cent of whom were women and 46 per cent men. The total number of participants reflects a 21 per cent increase over 2006. This increase is due to the inclusion of pre-departure orientation for migrant workers as well as the post-arrival cultural orientation provided to refugees, particularly in the Nordic countries, who did not have the opportunity to attend a pre-departure session in their country of first asylum. For the first time, Vietnamese spouses of Korean men bound for the Republic of Korea were offered pre-departure cultural orientation. Also for the first time, refugees selected for resettlement in Ireland received English language training. Governments

using IOM's migrant training programmes included Australia, Canada, Finland, Norway, Ireland, Viet Nam, Korea, the United Kingdom and the United States.

118. Due to the United States Department of State's streamlining of contracts, the United States cultural orientation in East Africa, which had been implemented by IOM for the past 17 years (serving over 100,000 refugees), was handed over to the NGO contractor who had been managing refugee processing operations. One of the most significant developments during this reporting period was the fact that migrant training, traditionally associated with refugees and humanitarian entrants, is now attracting the attention of countries seeking labour migrants. Pre-departure cultural orientation was provided to seasonal agricultural workers from Guatemala going to farms and temporary workers from Colombia going to food processing plants in Canada.

119. **Travel assistance to individuals and governments.** This assistance is basically the same as that provided for government-funded resettlement programmes. The difference is that the caseload is non-refugee and the costs are covered by the migrants themselves or their sponsors. Specific activities include information on air travel, on-site ticketing assistance, airport check-in and arrival assistance, advance notification to sponsors of travel details, assistance in completing required departure and arrival documentation, operations or medical escorting, and airport transit assistance in some countries. Typical individuals assisted through this programme are first-time air travellers with no English language skills, often travelling alone, predominantly from rural areas of developing countries. Often these individuals are referred to IOM by their sponsors who themselves originally travelled with IOM as a refugee or humanitarian entrant. In 2007, some 21,521 persons were served, most of whom were leaving for Australia, Canada and the the United States, 3 per cent more than in 2006. There were 37 projects with a total budget value of about USD 12.1 million.

120. **Migrant integration.** The interaction between migrants and their host societies continued to be an important and sensitive challenge for many governments. There are four common models of this interaction namely, assimilation, segregation, multiculturalism and integration. In response to a request from some Member States LFM has started to compile information on integration policies and practices of selected countries worldwide. The compendium will be finalized during the first quarter of 2008.

121. IOM is working with EU Member States looking for common strategies to address integration issues. The National Support Centres for Immigrants in Portugal and the establishment of the so-called "One-Stop-Shops" are examples of this. The project aimed at assessing the application of the "One-Stop-Shop" as a model for the integration of migrants in different EU Member States, not only from a global aspect, but also subject to the respective specificities, namely through the involvement of socio-cultural mediators from civil society institutions. During 2007, there were nine active integration projects with a combined budget value of about USD 1.7 million. Most of the IOM migrant integration activities took place in the EU, with some also in Central Asia.

II. OPERATIONS SUPPORT

A. Movement Management

122. IOM provided movement assistance to 214,100 persons during 2007, an almost 33 per cent increase compared to 2006 (161,371 assisted persons). The majority of the movements were carried out in the framework of resettlement/repatriation of refugees and emergency and post-crisis migration management (162,622 persons or over 76 per cent of overall IOM assistance to persons in need of international support). The breakdown of the 2007 movement assistance figure shows that 76,697 persons were assisted under refugee resettlement programmes, 38,501 were assisted under the repatriation of refugees to their home country, 47,424 persons were supported through IDP assistance and relocation; 25,052 under Regulating Migration; 24,914 under Facilitating Migration; 873 under General Programme Support; 612 under Migration and Development; and 27 under Migration Health.

<p>Activities covered by Movement Management fulfil the following points of the IOM Strategy:</p> <ol style="list-style-type: none">1. To provide secure, reliable, flexible and cost-effective services for persons who require international migration assistance.2. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrants in accordance with international law.3. To offer expert advice, research, technical cooperation and operational assistance to States, intergovernmental and non-governmental organizations and other stakeholders, in order to build national capacities and facilitate international, regional and bilateral cooperation on migration matters.8. To assist States to facilitate the integration of migrants in their new environment and to engage diasporas, including as development partners.9. To participate in coordinated humanitarian responses in the context of inter-agency arrangements in this field and to provide migration services in other emergency or post-crisis situations as appropriate and as relates to the needs of individuals, thereby contributing to their protection.10. To undertake programmes which facilitate the voluntary return and reintegration of refugees, displaced persons, migrants and other individuals in need of international migration services, in cooperation with other relevant international organizations as appropriate, and taking into account the needs and concerns of local communities.12. To support the efforts of States in the area of labour migration, in particular short-term movements, and other types of circular migration.
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Highlights

Humanitarian Assistance to Stranded Migrants

123. Humanitarian Assistance to Stranded Migrants (HASM) provides assistance to stranded migrants irrespective of their current status, as long as there is an established humanitarian need, a confirmed desire to move and the migrants are not eligible under any other programme run by IOM or other agencies.

124. In 2007, IOM assisted a total of 359 persons who returned to their country of origin (62 females and 297 males). Most (97%) of the individuals were above 12 years old. Requests originated from four continents with Africa leading with 33 per cent of the total. Final destinations of migrants assisted covered all continents with the majority in Africa and Asia.

Repatriation

125. A total of 38,501 persons were assisted under the repatriation activities, an increase of over 125 per cent compared with the number of persons assisted in returning to their respective home countries in 2006 (17,062).

126. The net increase is largely due to the repatriation programme for Sudanese nationals. The complex repatriation of Sudanese refugees started in 2006. In 2007 the repatriation scheme was offered to 26,016 individuals from the neighbouring countries. 16,975 of those returned from Ethiopia while the rest originated mainly from Central Africa (5,142), Kenya (3,007), the Democratic Republic of the Congo (470), Angola (417) and Botswana (5).

127. Repatriation of Liberian nationals continued from Ghana (1,968) and Nigeria (268). Likewise, the repatriation of Angolans has continued moderately offering assistance to some 2,446 Angolan nationals.

128. In 2007 Zambia also started the comprehensive repatriation exercise of Congolese refugees, initially targeting some 20,000 refugees from the Kala and Mwanze refugee camps situated in northern Zambia close to the border with the Democratic Republic of the Congo. Based on documented information on the refugees provided by UNHCR and the Government of the Republic of Zambia, and with the financial support from donors, IOM facilitated transport by land from the designated collection and departure points to the first point of reception inside the Democratic Republic of the Congo. IOM also carried out HIV/AIDS awareness for the departing refugees in collaboration with partner agencies. Due to a number of constraints such as security issues in the Democratic Republic of the Congo and late funding, IOM had assisted a total of 7,375 Congolese refugees to return by the end of the exercise in December 2007.

Resettlement Assistance

129. Movement assistance under this category increased in 2007. A total of 76,697 persons benefited from resettlement assistance, which represents an increase of 16 per cent over the 2006 figure (66,061). This increase stems from the volume in Asia that almost doubled to 26,059 compared with 13,317 in 2006.

130. 47,753 persons flew to the United States, representing a net increase of more than 20 per cent compared to 2006, largely due to significant increases from Asia (16,554 compared to 5,711 in 2006).

131. A total of 10,867 persons were provided with resettlement assistance to Canada, a comparable figure to those resettled in 2006 (10,454) and for Australia, the 7,328 figure also remains close to that of 2006.

132. A total of 7,048 persons were provided with resettlement assistance to the Nordic countries, an important increase of nearly 25 per cent due to higher intakes from Africa and the Middle East (55 per cent increase compared with the 2006 intake).

Management Review

133. Following the process of delocalization and decentralization of operational tasks implemented since 2005, the Movement Management Division (MMD) reinforced its consolidated structure in the Nordic countries with the Resettlement Coordinator position in the Mission with Regional Functions (MRF) Helsinki who acts as the focal point with the Nordic countries in matters related to refugee resettlement activities.

134. Furthermore, the Division focused on integrating its movement management system tools - such as the Global Airlines Ticket Order Recording (GATOR) and the Seat Inventory Management Application (SIMA) - in the Migrant Management and Operational Services Application (MIMOSA) interface with the global processes IOM engaged with SAP and PRISM.

135. Following the 2005 extensive survey of the movement training needs, the Division continued to build staff capacity in 2007 operating training workshops in Bangkok, Cairo and Lisbon. The integrated training module SAFARI (Standard Airline Fares and Reservation for IOM staff members) provides guidance on IOM specific procedures in handling the Organization's movement programmes using specific applications such as the Amadeus computer reservation system and GATOR. Moreover SAFARI ensures in-depth training on the handbook of IOM tariffs encompassing all active agreements with airline companies.

136. MMD continued an intensive round of negotiations with the carriers to guarantee access to the best terms and conditions for the benefit of those assisted by the Organization. The Division has an extended agreement base with carriers through global alliances such as Star Alliance, Sky Team and One World. In 2007 the Division signed new agreements with a pool of individual carriers from North Africa and the Gulf States to respond to new resettlement expectations. IOM's overall airline expenditures in 2007 were USD 84 million, a similar figure to that in 2006.

B. Statistical Tables for 2007

- **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 2007, document MC/2203).

- **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 and region of departure/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 9 per cent.

Table 1: Movements by budgetary region and service classification

Region	Service Area Classification	Total Migrants
Africa	Emergency and Post-crisis Division	70 341
	Resettlement Assistance	16 164
	Repatriation Assistance	15 397
	Migrant Processing and Assistance	2 035
	Technical Cooperation on Migration Management and Capacity-building	932
	Humanitarian Assistance to Stranded Migrants	510
	Capacity-building through Qualified Human Resources and Experts	424
	Counter-trafficking	263
	Return Assistance to Migrants and Governments	195
Africa Total		106 261
Asia and Oceania	Resettlement Assistance	34 390
	Migrant Processing and Assistance	9 711
	Return Assistance to Migrants and Governments	188
	Counter-trafficking	186
	Emergency and Post-crisis Division	8
	Capacity-building through Qualified Human Resources and Experts	4
	Miscellaneous	2
Asia and Oceania Total		44 489
Europe	Return Assistance to Migrants and Governments	18 544
	Resettlement Assistance	12 357
	Migrant Processing and Assistance	2 504
	Technical Cooperation on Migration Management and Capacity-building	1 509
	Counter-trafficking	479
	Post-emergency Migration Health Assistance	27
	Repatriation Assistance	22
	Capacity-building through Qualified Human Resources and Experts	15
	Labour Migration	4
Europe Total		35 461
Latin America and the Caribbean	Migrant Processing and Assistance	4 799
	Labour Migration	3 276
	Return Assistance to Migrants and Governments	1 616
	Technical Cooperation on Migration Management and Capacity-building	342
	Migration and Economic/Community Development	169
	Counter-trafficking	140
	Repatriation Assistance	131
Latin America and the Caribbean Total		10 473
Middle East	Resettlement Assistance	2 027
	Return Assistance to Migrants and Governments	547
Middle East Total		2 574
North America	Resettlement Assistance	3 344
	Migrant Processing and Assistance	2 585
North America Total		5 929
Global Support / Services	Resettlement Assistance	8 415
	Humanitarian Assistance to Stranded Migrants	361
	Counter-trafficking	111
	Repatriation Assistance	26
Global Support / Services Total		8 913
Grand Total		214 100

Table 2: Movements by region of departure and destination

Region / Area of destination		Africa and the Middle East							Africa and the Middle East Total	Americas						Americas Total
Region of departure	Area of departure	Central Africa	East Africa	Horn of Africa	Middle East	North Africa	Southern Africa	West Africa		Andean Countries	Caribbean	Central America and Mexico	North America	South America, other	Southern Cone	
Africa and the Middle East	Central Africa	34	1	5 613				286	5 934				873		873	
	East Africa	179	511	3 008				2	3 700				13 328	1	13 329	
	Horn of Africa			64 670					64 675				2 056		2 056	
	Middle East		1	301	114	14			430				2 929	104	3 033	
	North Africa	45		172	39			1 862	2 118	8			791	4	803	
	Southern Africa	7 408	177	430				2 457	10 474				434		434	
	West Africa	4						3 068	3 072				3 064		3 064	
Africa and the Middle East Total		7 670	690	74 194	153	14	2 745	4 937	90 403	8			23 475	109	23 592	
Americas	Andean Countries				5				5	354	6	142	3 817	267	4 586	
	Caribbean			2					2		211	15	3 268	15	3 509	
	Central America and Mexico						1		1	873	16	170	2 435	621	4 115	
	North America		1				2		3	8		8	9	60	85	
	Southern Cone	1			1	8	2		12	202	53	72	651	1 693	2 671	
Americas Total		1	1	2	6	8	5		23	1 437	286	407	10 180	2 656	14 966	
Asia and Oceania	Australia and New Zealand		57		6			9	72	1	1	1	2	12	17	
	Central Asia												950		950	
	Far East								3	8			114		122	
	Melanesia					1			2							
	Micronesia															
	South Asia							2	2	1			168		169	
	South-East Asia				4			2	8	14	1		3 22 171		22 175	
South-West Asia			58	3					61			3 1 983	3	1 989		
Asia and Oceania Total			57	58	13	1	13	12	154	11	1	7	25 388	15	25 422	
Europe	Baltic States							4	4				37		37	
	Caucasus												77		77	
	Central Europe	2	5	1	75	50	2	94	229	8	10		4 843	13	4 874	
	Eastern Europe	9		4			2	11	26		2		4 386		4 388	
	Nordic Countries	1	6	12	99	11	1	23	153	10			2	7	19	
	South-Eastern Europe	1		4	1	2	1	5	14		5		2 691		2 696	
	South Europe	2	1	13	24	17	36	50	143	497	7	128	153	648	1 433	
West Europe	126	148	168	1 208	281	650	662	3 243	351	104	37	1 128	35 1 571	3 226		
Europe Total		141	160	202	1 407	361	692	849	3 812	866	128	165	13 317	35 2 239	16 750	
Grand Total		7 812	908	74 456	1 579	384	3 455	5 798	94 392	2 322	415	579	72 360	35 5 019	80 730	

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	Polynesia	South Asia	South-East Asia	South-West Asia		Baltic States	Caucasus	Central Europe	Eastern Europe	Nordic Countries	South-Eastern Europe	South Europe		
110								110			9	405		8	503	925	7 842
2 227					1		1	2 229			2	587		68	516	1 173	20 431
577								577			9	1 888		21	394	2 312	69 620
368					69	9	1	447			7	18 1 153			240	1 418	5 328
252					212		2	466			3	167	1	80	57	308	3 695
1 624						19		1 643			1	458			261	720	13 271
1 228					206	4		1 438			12	100			624	736	8 310
6 386					488	32	4	6 910			43	18 4 758	1	177	2 595	7 592	128 497
310					1			311			1	2 182		1 440	278	1 903	6 805
5		39			1	1		46			39	30			55	124	3 635
67								67			2	17	4	6	13	43	4 205
189		1						190	2		5	5 18		641	377	1 048	3 921
571		40			2	1		614	2		47	8 247	4	2 088	724	3 120	18 723
3		6	1	2	12	23	3	50			3	1 1	8	1	9	23	162
10					3			13			10	2 138			21	171	1 134
51		2				24		77				25			7	32	234
7						1		8				3				3	5
327		1				18		346				1				1	9
3 197	2				61	232	15	3 507		1		34			102	136	653
1 384								1 384			13	1 812		5	307	2 125	27 821
												462			68	543	3 977
4 979	2	9	1	2	76	298	18	5 385	1	26	6 2 473	8	6	514	3 034	33 995	
					2			2			4	2				6	49
	6							6			13	7 21			24	65	148
84	157	81			82	29	43	476	2	154	72	677	1 110	38	12	2 065	7 644
41	28	12			24		11	116		10	11	96	88	2	22	229	4 759
4	12	9			58	13	92	188		13	10	41	5 135	5		209	569
334	40	7			11		1	393		14	9	90	113 114	171	23	534	3 637
65	10				8	1	56	140		6	118	45		65	20	265	1 981
585	346	406			566	399	1 317	3 619	17	628	305	1 274	8 1 546	223	9	4 010	14 098
1 113	599	515			751	442	1 520	4 940	19	829	538	2 232	235 2 970	459	101	7 383	32 885
13 049	601	564	1	2	1 317	773	1 542	17 849	21	830	654	2 264 7 713	2 983	2 730	3 934	21 129	214 100

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

Service	Programme / Project	Region of departure	Total Migrants	Countries of destination										
				Afghanistan	Angola	Argentina	Australia	Bolivia	Brazil	Canada	Colombia	Dem. Rep. of the Congo	Denmark	Ecuador
Movement, Emergency and Post-crisis Migration Management	Resettlement Assistance	Africa and the Middle East	33 176		286		4 258		109	4 410		1	399	
		Americas	5 507		38		46	1 699	3			4		
		Asia and Oceania	26 059		3	2 737		2	3 528			254		
		Europe	11 955	8	12		333		2	1 230	5		19	
	Subtotal 1/	76 697	8	298	41	7 328	157	10 867	8	1	676	5		
Emergency and Post-crisis Migration Management	Emergency and Post-crisis Division	Africa and the Middle East	70 341				7							
		Asia and Oceania	8											
	Subtotal	70 349				7								
Repatriation Assistance	Repatriation Assistance	Africa and the Middle East	15 323		2 446							7 375		
		Americas	114		1			4			20			
		Asia and Oceania	65											
		Europe	74	1		9					5	4		
	Subtotal	15 576	1	2 447	9	4	4	157	10 867	33	7 380	676		
Movement, Emergency and Post-crisis Migration Management Total 1/			162 622	9	2 745	50	7 335	4	157	10 867	33	7 380	676	9
Regulating Migration	Return Assistance to Migrants and Governments	Africa and the Middle East	1 361				7					8		
		Americas	1 615		18		26	522		50		665		
		Asia and Oceania	184	13					1	1				
		Europe	17 930	607	240	130	258	453	1 780	1 044	128	78	143	
	Subtotal 1/	21 090	620	240	148	258	486	2 302	1 045	179	86	808		
Technical Cooperation on Migration Management and Capacity-building	Technical Cooperation on Migration Management and Capacity-building	Africa and the Middle East	2 395								17			
		Americas	342		172		42			20		1		
	Subtotal	2 783	1	2	172	42	42	20	18	1	1			
Counter-trafficking	Counter-trafficking	Africa and the Middle East	308								141			
		Americas	57		27									
		Asia and Oceania	330							9				
		Europe	484	1	1	1		3	8			4		
	Subtotal 2/	1 179	1	1	28	3	8	9	141	4	4			
Regulating Migration Total 1/			25 052	622	243	348	258	531	2 310	1 045	208	245	813	
Facilitating Migration	Migrant Processing and Assistance	Africa and the Middle East	4 643			1 881				199		4		
		Americas	7 424		2	1 350	514	47	56	1 844	346	1	4	
		Asia and Oceania	7 237			1	1 860			2 950			7	
		Europe	2 330	2	1	10	500		1	1 077	6			
	Subtotal	21 634	2	3	1 361	4 755	47	57	6 070	352	1	15	31	
Labour Migration	Labour Migration	Americas	3 275				1			2 306	15	1		
		Europe	5											
	Subtotal	3 280				1			2 306	15	1			
Facilitating Migration Total			24 914	2	3	1 361	4 756	47	57	8 376	367	1	16	31
General Programme Support	Humanitarian Assistance to Stranded Migrants	Africa and the Middle East	588					1			3			
		Americas	220		2									
		Asia and Oceania	37	1	2									
		Subtotal	871	4	2	2	1	3	1	3	1			
Miscellaneous	Miscellaneous	Africa and the Middle East	2											
	Subtotal	2												
General Programme Support Total			873	4	2	2	1	3	1	3	1			
Migration and Development	Capacity-building through Qualified Human Resources and Experts	Africa and the Middle East	360	1										
		Asia and Oceania	75			1						1		
		Europe	8	1										
	Subtotal	443	2	1	1	1	1	1	1	1				
Migration and Economic/Community Development	Migration and Economic/Community Development	Americas	169			156								
		Subtotal	169			156								
Migration and Development Total			612	2	1	156	1	1	1	1	1			
Migration Health	Post-emergency Migration Health Assistance	Europe	27											
		Subtotal	27											
Migration Health Total			27											
Grand Total			214 100	639	2 993	1 917	12 350	583	2 524	20 288	611	7 627	693	853

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.

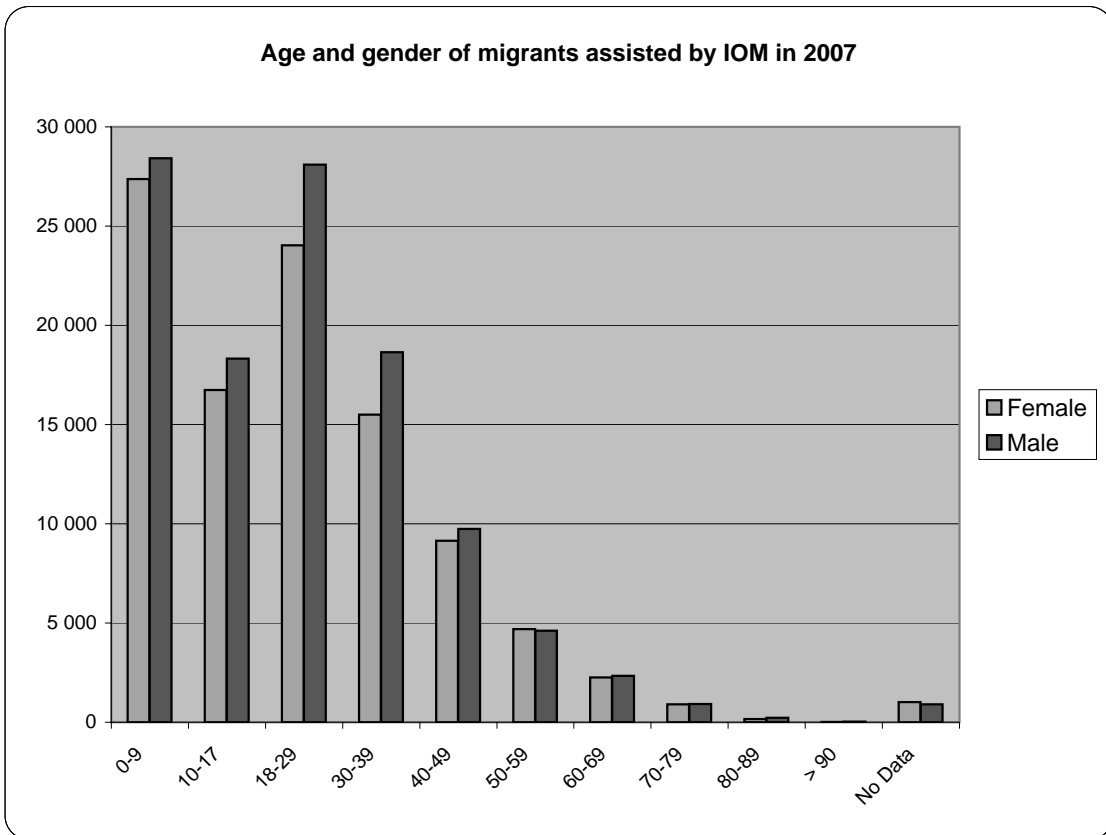
2/ Some of the trafficked persons assisted by IOM are moved under projects falling under the service for Assisted Voluntary Returns and Integration.

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

Countries of destination																			Other countries in region of destination			
Finland	France	Ghana	Iraq	Kenya	Liberia	Mali	Netherlands	New Zealand	Norway	Russian Federation	Serbia	Spain	Sudan	Sweden	Turkey	Ukraine	United Kingdom	USA	Africa and the Middle East	Americas	Asia and Oceania	Europe
427	523						367	105	630			6		2 737			521	18 077	39			281
	50						9	26	1					179				3 344		75		33
495	46		1				107	367	719			5		979			119	16 554	3			142
72	18		41				17	11	8	33	42		1	108			2	9 778	75	5	15	111
994	637		42				500	509	1 358	33	42	11	1	4 003	4		642	47 753	117	80	15	567
													70 341									1
													70 341									1
	15			1	2 236							6		3 012		1			253			36
					5					3				2				1	5	19		
			3		1					13									57			
15	3	1	2 242							16	6	3 014	1				1		323	34	12	39
994	652	45	1 2 242				500	509	1 358	49	42	17 73 356	4 004	1			642	47 754	440	114	28	606
	23	20	151			127							274		1			4	650	1	79	16
	2						1				1	3			3		3	4	1	309	3	4
	1		4								1			1	5		1	1	14	5	118	18
	1	28	146	899	39	6	5	4	10	793	1 342	6	61	7	597	637		73	2 276	550	3 061	2 729
1	28	146	899	39	6	132	5	10		793	1 343	10	335	8	606	637	4	82	2 941	865	3 261	2 767
		412				829							171					5	587		374	
	1																	8		60		38
		2					2						1						10	2	19	6
	1	414				829	2						172				5	8	597	62	393	44
		3				8				2						2		1	114		23	14
										1								24	1	3	1	
										1								68		2	250	
	1	2				1	2			93	6				2	24		4	28	14	80	209
1	1	5				9	2			97	6			2	26		97	143	19	354	223	
	50	30	565	899	39	6	970	9	10	890	1 349	10	507	8	608	663	9	187	3 681	946	4 008	3 034
	41						498	142	377					134			104	782	1		1	429
	244			1			10	30	6	6		1 056		21			209	941	9	438	39	219
							56	7	15					2			4	2 286		13	1	35
	3	1	1	2			8	1	2	12	164	1			33	30	8	111	23	154	10	169
50	288	1	1	3			572	180	400	18	164	1 057		157	33	30	325	4 120	33	605	51	852
													945									7
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50	288	1	1	3			572	180	400	18	164	2 003		157	33	30	325	4 120	33	605	51	863
				510	8		1						3						20		46	
		3														1		1	7	212		
																			8		22	2
										2						1			8		6	5
		3		510	8		1			2			3			2		1	35	212	74	7
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		3		510	8		1			2			3			2		3	35	212	74	7
							14						359				1					
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													7									
													424				1					
																			8		5	
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							14						424				1	8		5		
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											2			18								7
1 045	970	569	945	553	2 256	970	1 096	699	1 758	959	1 557	2 030	74 290	4 187	645	695	977	52 072	4 189	1 882	4 161	4 517

Table 4: Statistics by gender

Age Group	Gender		Total
	Female	Male	
0-9	27 375	28 418	55 793
10-17	16 748	18 325	35 073
18-29	24 027	28 105	52 131
30-39	15 503	18 643	34 146
40-49	9 138	9 748	18 886
50-59	4 687	4 612	9 300
60-69	2 258	2 345	4 603
70-79	906	912	1 819
80-89	159	220	379
> 90	22	29	51
No Data	1 021	897	1 918
Total	101 845	112 256	214 100



C. Emergency and Post-crisis

137. In 2007 the Emergency and Post-crisis (EPC) Division provided support to Field Missions engaged in complex emergencies, while also increasing its enhanced partnership activities with the Inter-Agency Standing Committee (IASC) and the Civil Military Coordination (CIMIC) - particularly the North Atlantic Treaty Organization (NATO).

Activities covered by EPC fulfil the following points of the IOM Strategy:

1. To provide secure, reliable, flexible and cost-effective services for persons who require international migration assistance.
2. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrants in accordance with international law.
3. To offer expert advice, research, technical cooperation and operational assistance to States, intergovernmental and non-governmental organizations and other stakeholders in order to build national capacities and facilitate international, regional and bilateral cooperation on migration matters.
5. To support States, migrants and communities in addressing the challenges of irregular migration, including through research and analysis into root causes, sharing information and spreading best practices, as well as facilitating development-focused solutions.
9. To participate in coordinated humanitarian responses in the context of inter-agency arrangements in this field and to provide migration services in other emergency or post-crisis situations as appropriate and as relates to the needs of individuals, thereby contributing to their protection.
10. To undertaking programmes which facilitate the voluntary return and reintegration of refugees, displaced persons, migrants and other individuals in need of international migration services in cooperation with other relevant international organizations as appropriate, and taking into account the needs and concerns of local communities.

138. During 2007, EPC technically reviewed and endorsed a total of 143 projects in response to migration emergencies and post-crisis situations. Moreover, 125 projects (87%) received donor funding and activities started as planned. Of these, 52 projects (42%) relate to emergencies and 73 (58%) to post-crisis operations.

139. **Emergencies:** the Division mentored 24 Missions to develop 57 proposals, from which 52 (91%) were funded. Seventeen projects (33%) were funded in Africa, mainly in response to the floods; 9 (17%) in the Americas, and 26 (50%) in Asia. EPC's approach to emergencies focused on life-saving support activities, mainly shelter, logistics, distribution of non-food items, transportation, protection, camp management and coordination, infrastructure and water sanitation support, and reintegration. The main donors supporting IOM's emergency response activities were the Office for the Coordination of Humanitarian Affairs-Central Emergency Response Fund (OCHA-CERF), European Community Humanitarian Aid Office (ECHO), United States Agency for International Development (USAID), Australia, Japan, Norway and the Netherlands.

140. **Post-crisis:** the Division provided technical assistance to 20 Missions and endorsed 86 proposals. The large majority (73) were funded; 37 projects (50%) were funded in Africa, mainly on Disarmament, Demobilization and Reintegration (DDR) activities in the Sudan and Angola; 22 (30%) in Asia, 10 (13%) in America and 4 (5%) in Europe. Activities were mainly in the areas of community stabilization, return and reintegration, protection and monitoring, conflict mitigation, human security, DDR and awareness-raising. Main donors supporting IOM post-crisis activities were the Common Humanitarian Fund (Sudan), the World Bank through the Institute for the Socio-Professional Reintegration of Ex-Combatants (IRSEM)/Government of Angola, the European Commission, the NATO Trust Fund, the United States, Japan, the Netherlands and several UN agencies (UNHCR, UNDP, United Nations Children's Fund (UNICEF)).

141. **Duty travel** was undertaken by the EPC Division to Afghanistan, Bosnia and Herzegovina, the Democratic Republic of the Congo, Indonesia (Banda Aceh), Iraq-Jordan, Mexico, Pakistan, Peru, Serbia, Sudan, Sri Lanka and Zambia, equivalent to 509 man-days.

142. The ongoing Humanitarian Reform Process and the new emerging working environment justified the revision of the EPC Standard Operations Procedures and the framework for operational response. The Division intensified its preparedness and response capabilities through targeted training courses, the establishment of an EPC Experts Roster and the accessibility of start-up funds (Emergency Response Support Team (ERSUT) and Emergency and Preparedness Account (EPA)).

143. **Training and Workshops:** In 2007, 188 staff members attended training courses and workshops (both internal and external to IOM), mainly related to CIMIC-NATO, DDR, and cluster/sector training (including Camp Coordination and Camp Management (CCCM), shelter, logistics) so as to improve overall surge capacity.

144. **Experts Roster:** As a means of identifying and developing the skills and abilities of staff engaged in emergency and post-crisis preparedness, EPC developed, in coordination with Human Resources Management, an Experts Roster. This includes a database with the profiles of staff, guidelines and procedures to follow for their timely screening, selection and rapid deployment. The database identifies available expertise by region, language abilities and emergency skills, and highlights the training needs for the staff members in the pool. 347 staff members from 66 Missions around the world have been registered.

145. **Funds:** the EPA granted funds for IOM operations in Zambia, Mozambique, Madagascar and Uganda in response to the floods, and Somalia for a programming needs assessment. In total, USD 256,489 were committed out of USD 597,237. Funds from the ERSUT were made available to provide emergency expert support to Peru (earthquake) and Mexico/Dominican Republic (floods).

146. The EPC Division closely coordinated its activities with IOM Washington, IOM Brussels, Special Liaison Mission Tokyo, the New York Observer Mission to the UN, the IOM Department of Safety and Security (DSS) office in Manila and the Donor Relations Division (DRD). Timely responses and coordination with the United States, EC/ECHO, the Government of Japan and the UN were also assured.

147. Info-sheets, an information tool for staff and stakeholders, on EPC, IDPs, DDR and CIMIC-related programming were created or updated in a user-friendly format. In addition to the Division's information management improvement efforts, a resource site was created on IOM's Intranet under the Operations Support Department, with the info-sheets, case studies, documentation on the cluster approach and specific guidance notes on CCCM.

148. The Division attended three IASC Working Group meetings held in Geneva, Rome and New York, and contributed to inter-agency discussion papers, such as those related to the common approaches and needs assessment.

- The EPC Division also participated in the preparation of the IASC retreat and contributed to the surveys and discussions on strengthening the role of the IASC. The IASC meetings on specific cluster response, such as in the Philippines, Pakistan, Zimbabwe and Mozambique, were attended by EPC staff. The EPC inter-agency

activities within the 2007 clusters work plan directly contributed to achieving the objectives established for IOM through several cluster working groups.

- The impact of the Humanitarian Reform Process on the EPC core functions and support to emergency and post-crisis Field Missions, has led to EPC engagement in several clusters: CCCM (IOM as co-lead agency), logistics, early recovery, emergency shelter and protection with the aim of building staff capacity, the development of guidance tools and establishment of partnerships at the global level. With the exception of CCCM, where IOM received 40 per cent of the requested budget, EPC's participation in these clusters remains unfunded.
- As co-cluster lead, the EPC Division continued to carry out secretariat functions. This consisted of regular liaison with UN and non-UN partners, the development of tools and the provision of operational guidance on the cluster approach to Field Missions. The EPC Division chaired five of the global CCCM cluster meetings. IOM, together with UNHCR, led the drafting of the cluster donor report and prepared the CCCM cluster appeal for 2007/08 in March.
- Throughout 2007, the Senior Logistics Coordinator from IOM Amman supported the EPC Division. His participation and contribution to the cluster quarterly global logistics meetings included discussions on the development of logistics guidelines, operational procedures, global mapping, commodity tracking and software development. These activities highlighted both the need for enhanced logistics capacity within the Organization, and for IOM logisticians to be more directly involved in the strategic decision-making processes on programmes.

149. Under the auspices of the EPC Division, staff from EPC, IOM Brussels and relevant IOM Field Missions met twice during the year to discuss ongoing cooperation related to the implementation of activities funded under the NATO Partnership for Peace Trust Fund and IOM's post-crisis activities in general.

- In October 2007, NATO Allied Command Transformation (ACT) was incorporated into the existing IOM-NATO Supreme Headquarters Allied Powers Europe (SHAPE) Memorandum of Understanding (MoU) (signed in February 2006) to further consolidate the partnership.
- The secondment of a Development Adviser to NATO's International Security Assistance Force (ISAF) in Kabul, Afghanistan, continued in 2007. In December, an additional Development Adviser was seconded to NATO's Joint Force Command Brunssum (the Netherlands).

150. EPC Division worked closely with the IOM-DRD Private Sector Liaison Officer, mapping the needs and identifying gaps in the assistance of vulnerable groups while developing a menu of projects in close partnership with Corporate Social Responsibility programmes.

151. At the end of November 2007, the Division and York University's Post-War Reconstruction and Development Unit (PRDU) in the United Kingdom agreed to sign an MoU to formalize and identify further cooperation possibilities. The aim is to develop standard operating cycles/outputs to improve IOM's organizational preparedness and response

capacities, develop field training tools and training of trainers (ToTs), and conduct evaluations of IOM programmes to identify best practices. A manual on IOM's Information Counselling and Referral Service (ICRS) is being drafted jointly to build the capacity of IOM staff in programming related to the DDR of former combatants and Security Sector Reform activities. It will also serve to enhance IOM's capacity in return and reintegration operations for other vulnerable groups.

D. Election Support Unit

152. The Election Support Unit (ESU) within the Operations Support Department (OSD) is responsible for the planning, coordination and oversight of all IOM activities related to election processes. The Unit provides support to governments in their efforts to facilitate access by migrant communities to democratic electoral process in their countries or territories of origin.

Activities covered by the ESU fulfil the following points of the IOM Strategy:

1. To provide secure, reliable, flexible and cost-effective services for persons who require international migration assistance.
2. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrants in accordance with international law.
3. To offer expert advice, research, technical cooperation and operational assistance to States, intergovernmental and non-governmental organizations and other stakeholders, in order to build national capacities and facilitate international, regional and bilateral cooperation on migration matters.
5. To support States, migrants and communities in addressing the challenges of irregular migration, including through research and analysis into root causes, sharing information and spreading best practices, as well as facilitating development-focused solutions.
8. To assist States to facilitate the integration of migrants in their new environment and to engage diasporas, including as development partners.
9. To participate in coordinated humanitarian responses in the context of inter-agency arrangements in this field and provide migration services in other emergency or post-crisis situations, as appropriate, and as relates to the needs of individuals, thereby contributing to their protection.
10. To undertake programmes that facilitate the voluntary return and reintegration of refugees, displaced persons, migrants and other individuals in need of international migration services, in cooperation with other relevant international organizations, as appropriate, and taking into account the needs and concerns of local communities.

153. During 2007, information tools were developed and made available to all Missions worldwide through the IOM Intranet. Guidance was provided to several Missions on election-related issues, including support to IOM Sudan in developing a project proposal on Voter Education. The proposal was presented to the United Nations Democracy Fund (UNDEF). Similarly, ESU assisted the IOM Community Stabilization Unit (CSU) in Washington, D.C. to respond to funding opportunities, including for a technical support for the Enfranchisement of Displaced Populations Programme. In 2007, six election-related projects were endorsed.

154. Out-of-Country Voting (OCV). In September 2007, IOM supported Ecuadorian consulates for the OCV for the Ecuador Constituent Assembly elections. According to data provided by the Ecuadorian Tribunal Supremo Electoral, 152,180 citizens living in Europe, the United States/Canada and other countries in Latin America registered, of which 47 per cent were male and 64 per cent female though actual participation was only 26 per cent of registered voters.

155. EU Election Observation Missions (EOM): IOM provided administrative and logistic support to 16 EOMs in the following countries: Uganda, the Democratic Republic of the Congo, Fiji, Mexico, Bolivia, Zambia, Indonesia (Aceh), Mauritania, Venezuela, Bangladesh, Timor-Leste, Nepal, Sierra Leone, Ecuador, Kenya and Pakistan. This entailed providing

assistance to 162 core team experts, 567 long-term observers, 61 mid-term observers and 793 short-term observers. Upon request of the EC Aid Cooperation Office (AIDCO) within the EU EOM to Pakistan, IOM, in coordination with the Italian higher learning institution, *Scuola Superiore Sant'Anna*, Pisa, organized pre-mission training for the EU EOM personnel to provide safety and security training to 11 core team experts and 60 long-term observers prior to their deployment to Pakistan for the legislative elections.

156. Support for the Enfranchisement of Displaced Populations. Under the Political Rights and Enfranchisement System Strengthening (PRESS) project, a three-day training programme for national legislators, election management bodies and other interested stakeholders was organized. Two training sessions were conducted: the first in Brussels, in May, with participants from IOM (IOM Brussels Elections Unit, ESU, EPC Division, Legal Services (LEG) and IOM Pristina), the EC and UNDP; and the second in New Delhi, India, in June. The latter was within the framework of a workshop organized by the United Nations Assistance Mission in Iraq (UNAMI) for the newly appointed members of the Independent High Electoral Commission of Iraq. IOM incorporated Module One of its training course into the workshop, introducing issues on forced displacement, enfranchisement and political rights of displaced electorates. The PRESS project ended in June 2007.

157. In 2007, contacts were established with the Institute for Democracy and Electoral Assistance to enhance cooperation on electoral assistance, and with the European Commission and UNDP to define IOM's role in the Global Training Platform on Effective Electoral Assistance.

III. MIGRATION HEALTH

158. The Migration Health Department (MHD) addresses the needs of individual migrants as well as the public health needs of host communities through evidence-based policies and practices in accordance with the emerging challenges facing mobile populations and health systems today. In 2007 IOM pursued migration health activities in over 48 countries and dedicated its resources especially to increase quality control and global standard setting for its global health assessment programmes.

Activities covered by MHD fulfil the following points of the IOM Strategy:

1. To provide secure, reliable, flexible and cost-effective services for persons who require international migration assistance.
2. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrants in accordance with international law.
3. To offer expert advice, research, technical cooperation and operational assistance to States, intergovernmental and non-governmental organizations and other stakeholders, in order to build national capacities and facilitate international, regional and bilateral cooperation on migration matters.
5. To support States, migrants and communities in addressing the challenges of irregular migration, including through research and analysis into root causes, sharing information and spreading best practices, as well as facilitating development-focused solutions.
6. To be a primary reference point for migration information, research, best practices, data collection, compatibility and sharing.
7. To promote, facilitate and support regional and global debate and dialogue on migration, including through the International Dialogue on Migration, so as to advance understanding of the opportunities and challenges it presents, the identification and development of effective policies for addressing those challenges and to identify comprehensive approaches and measures for advancing international cooperation.

...continued

8. To assist States to facilitate the integration of migrants in their new environment and to engage diasporas, including as development partners.
9. To participate in coordinated humanitarian responses in the context of inter-agency arrangements in this field and to provide migration services in other emergency or post-crisis situations as appropriate and as relates to the needs of individuals, thereby contributing to their protection.
10. To undertake programmes which facilitate the voluntary return and reintegration of refugees, displaced persons, migrants and other individuals in need of international migration services, in cooperation with other relevant international organizations as appropriate, and taking into account the needs and concerns of local communities.
11. To assist States in the development and delivery of programmes, studies and technical expertise on combating migrant smuggling and trafficking in persons, in particular women and children, in a manner consistent with international law.

A. Migration Health Assessment

159. The purpose of global Health Assessment Programmes is to reduce and better manage the public health impact of population mobility on receiving countries and to facilitate the integration of migrants through detection, information sharing and cost-effective management of health conditions of migrants. Approximately two-thirds of MHD resources were linked to these programmes.

160. In 2007, MHD conducted 198,935 health assessments of migrants destined mainly for Australia, Canada, the United Kingdom and the United States. The majority of migrants departed from South-East Asia, Eastern Europe and East Africa; 43.3 per cent of the assessed migrants were women; 27.3 per cent were government-sponsored refugees and the remainder self-payers. Almost 2 per cent of migrants suffered from a condition that could pose a public health risk or present an excessive burden on the local health services that exclude them from entering the resettlement country owing to the regulations in force. In addition to offering pre-departure treatment of high-prevalence conditions, such as malaria and intestinal parasites, MHD diagnosed and treated migrants with tuberculosis (TB) and sexually transmissible infections, immunized for vaccine-preventable diseases and ensured pre- and post-test HIV counselling.

161. In 2007, the United Kingdom Pre-departure Tuberculosis Programme was rolled out in a further three countries: Ghana, Kenya and Pakistan. A total of 95,726 migrants were tested for TB within the framework of this programme.

162. At the request of the United States Department of State and the Government of Australia, MHD established an infrastructure and started resettlement health assessments of Iraqis in Jordan, and Bhutanese in Nepal.

163. Jointly with the Centers for Disease Control and Prevention, Atlanta, USA, MHD conducted capacity-building activities to strengthen laboratory services in China, Mexico, the Philippines, Thailand and Viet Nam; enhance the surveillance and treatment of TB in Thailand, and enhance surveillance, preparedness and response for disease outbreaks in Thailand and various countries in Africa.

164. In the context of resettlement activities, 32,489 pre-departure medical checks were carried out and 570 individuals provided with medical travel assistance, including escorts, to ensure that they travelled safely and without undue hardship to themselves or to other travellers.

B. Migration Health Assistance and Advice

165. MHD responds to the health needs of migrants and their host communities, for example, by addressing reproductive and mental health needs, prevention and control of communicable diseases, environmental health, building local capacity and finding durable solutions for health needs of migrants by influencing policies and strategies at global, regional and country levels.

- **Population Mobility, HIV and AIDS**

166. In 2007, MHD assisted project development and provided country support for HIV-related activities in 22 countries. An example of IOM activities in the field of HIV and mobility is HIV prevention by training over 2,800 local residents in San Lorenzo and Tambillo in Ecuador as well as Colombians who have crossed into Ecuador while fleeing the ongoing violence in their country. In the African region, IOM expanded its programme coverage and started implementing important components of the United Nations System-wide Work Programme on Scaling-up HIV/AIDS Services for Populations of Humanitarian Concern in Djibouti, Eritrea, Ethiopia, Kenya, Somalia, Sudan, Yemen and Zimbabwe. In Europe, IOM coordinated the project “EU Partnership to Reduce HIV and Public Health Vulnerabilities associated with Population Mobility” with the aim of identifying cross-country key issues and factors that affect HIV and TB among migrants and its public health impact. Under this collaborative project, a seven-country rapid assessment was undertaken in Bulgaria, Germany, Hungary, Italy, Malta, the Netherlands and Portugal.

- **Avian Influenza and Human Pandemic Preparedness**

167. In addition to being a member of the inter-agency Avian and Human Influenza (AHI) technical working group and contributing to the Consolidated Action Plan for AHI, IOM became eligible for funding from the Central Fund for Influenza Activities in 2007 and implemented a project on avian and human pandemic preparedness among migrants in the Lao People’s Democratic Republic.

168. IOM implemented activities on raising avian influenza awareness and pandemic preparedness among targeted migrant communities, and promoted the inclusion of migrants’ health needs into National Avian Influenza and Pandemic preparedness response plans in Indonesia, Kenya, Nigeria and Thailand.

169. IOM was one of the signatories to the International Federation of Red Cross and Red Crescent Societies Declaration on Humanitarian Cooperation in Pandemic Preparedness and Response, signed in Geneva on 29 October 2007.

- **Partnership Building**

170. MHD continued to work in partnership with the World Health Organization (WHO), ILO and other stakeholders to address the issues of the global migration of health workers. MHD is an active member of the Global Health Workforce Alliance, works in collaboration with the International Council of Nurses, and is a member of the International Council of Nurses Migration Strategic Advisory Committee.

171. The WHO-IOM joint informal meeting for Asia Pacific health emergency partners and nursing stakeholders, held in Bangkok in 2007, brought together 72 participants from 14 countries and established consensus on a charter for an Asia-Pacific Nursing Network to strengthen coordination and collaboration for emergency preparedness, response activities and improved capacity-building and integration of nursing and midwifery personnel into coordinated emergency management frameworks.

172. As part of the Advisory Group for the Portuguese Presidency of the EU Council, IOM contributed extensively to the conference on “Health and Migration in the EU: Better Health for All in an Inclusive Society”, held in September 2007. The conference aimed to identify the main health problems affecting migrants in the EU and ways to respond to migrants’ health needs. In November 2007, migrant health was once again highlighted during the Eighth European Conference of the 47 Council of Europe (CoE) Health Ministers on “People on the move, human rights and challenges for health-care systems”. During this event, to which IOM contributed as an International Advisory Committee member, CoE States signed the Bratislava Declaration on Health, Human Rights and Migration.

173. At the global level, MHD continued its contributions and participation within the humanitarian reform process through close interaction with the Inter-Agency Standing Committee HIV Task Force, Global Health Cluster, Sexual and Gender-Based Violence (SGBV) Working Groups.

C. Post-emergency Migration Health Assistance

174. Emergency and post-crisis 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 services, as well as reconstructing health infrastructures and capacity-building of local health personnel to achieve sustainable solutions in line with national health plans. Some of the key activities of 2007 are listed below.

- **Comprehensive Post-crisis Response in Indonesia**

175. Under the Direct Health and Psychosocial Assistance Programme, implemented in Bireuen District in Aceh, Indonesia, IOM assisted 2,500 conflict-affected persons (60% were female), of whom 23 per cent received mental health care. Community leaders and counsellors were trained in community mobilization to support the Ministry of Health’s Mental Health Plan for Aceh Province. IOM and the Harvard Medical School completed reference material entitled “Psychosocial Needs Assessment of Communities in 14 Conflict Affected Districts in Aceh”. IOM also provided clinical educator trainings for 48 midwives to support 100 village-based midwives in eight subdistricts of Bireuen in Aceh, Indonesia, in collaboration with UNICEF and Save the Children.

- **Humanitarian Assistance to Returnees in Sudan and Zimbabwe**

176. In Sudan, IOM established pre-departure medical screening and vaccination services in 13 IDP and refugee return operations, providing services to a total of 52,492 beneficiaries, of which over half were women; 3,576 were treated in departure centres and 179 in local hospitals. All organized convoys were escorted by medical staff, and beneficiaries received treatment and appropriate vaccination, including against measles (10,574), meningitis

(17,866) and yellow fever (725) to reduce their vulnerability to common communicable diseases. Recognizing the human resource gaps in southern Sudan, IOM also identified, registered and facilitated the reinstatement of 209 IDP health workers in Khartoum IDP camps, made up of two medical assistants, 63 nurses, 19 midwives and 123 community health workers.

177. In Zimbabwe, IOM worked with its partners to provide health care and treatment for 130,415 beneficiaries of emergency assistance programmes, in which key activities included establishing mobile outreach services; emergency health care to control disease outbreaks; establishing a network of community health volunteers; improving access to clean water and sanitation facilities, and implementing a disease surveillance database and early warning system for mobile and vulnerable populations.

178. IOM undertook specific activities to address the sexual and reproductive health needs of 125,520 returned migrants and survivors of SGBV in Beitbridge, Zimbabwe and Limpopo Province, South Africa. These activities included two training activities with approximately 45 participants, as well as treatment and care for 107 rape and SGBV survivors at Beitbridge medical centre, who also received psychological and social support services.

- **Mental Health and Psychosocial Support**

179. In Lebanon, in collaboration with the Association for the Protection of Children Affected by War, IOM undertook rapid assessments through qualitative interviews among professionals involved in direct assistance to target groups, and delivered training on mental health and psychosocial approaches in emergency settings for Field staff in Lebanon and Syria. In addition, IOM developed and offered a one-year course on “Psychosocial Animation in War-Torn Societies” to 30 psychosocial and mental health service providers from 25 national and international institutions and NGOs, and also organized the second international meeting “Healing the War” in Geneva on responding to the mental health and psychosocial needs of war-affected populations.

IV. MIGRATION POLICY, RESEARCH AND COMMUNICATIONS

180. The Migration Policy, Research and Communications Department (MPRC) manages and coordinates:

- IOM’s principal migration policy forum and dialogue activities;
- the development and dissemination of IOM migration policy strategies;
- the development, management and dissemination to internal and external stakeholders of IOM’s research programmes and publications;
- relations with the media; and
- the development and management of IOM’s website and Intranet.

181. MPRC aims to enhance IOM’s capacity to assist governments in their efforts to monitor and manage migration flows and to implement sound migration policies, programmes, legislation and procedures.

Activities covered by MPRC fulfil the following points of the IOM Strategy:

2. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrants in accordance with international law.
3. To offer expert advice, research, technical cooperation and operational assistance to States, intergovernmental and non-governmental organizations and other stakeholders, in order to build national capacities and facilitate international, regional and bilateral cooperation on migration matters.
4. To contribute to the economic and social development of States through research, dialogue, design and implementation of migration-related programmes aimed at maximizing migration's benefits.
5. To support States, migrants and communities in addressing the challenges of irregular migration, including through research and analysis into root causes, sharing information and spreading best practices, as well as facilitating development-focused solutions.
6. To be a primary reference point for migration information, research, best practices, data collection, compatibility and sharing.
7. To promote, facilitate and support regional and global debate and dialogue on migration, including through the International Dialogue on Migration, so as to advance understanding of the opportunities and challenges it presents, the identification and development of effective policies for addressing those challenges and to identify comprehensive approaches and measures for advancing international cooperation.
12. To support the efforts of States in the area of labour migration, in particular short-term movements, and other types of circular migration.

A. International Dialogue on Migration

182. Since 2001, IOM's International Dialogue on Migration (IDM) has provided a forum to governments and intergovernmental and non-governmental organizations to discuss pertinent migration policy issues of common interest and cooperate in addressing them, as foreseen in IOM's Constitution and in furtherance of IOM's Strategy Point 7. The IDM also contributes to the objectives outlined in IOM's Strategy Point 3. In 2007, the IDM was guided by the theme *Migration Management in the Evolving Global Economy*.⁵

183. Both intersessional workshops in 2007 and the IDM at the Council session furthered Strategy Points 4 and 12.

Seminars and briefings

184. IDM also conducts expert seminars, round tables and briefings, such as the expert seminar at the academic and technical levels on the topic of *Migration and the Environment* held in Bangkok in February 2007.

Training on migration issues based on IOM's *Essentials of Migration Management*

185. MPRC continued to promote the dissemination and use of IOM's *Essentials of Migration Management: A Guide for Policymakers and Practitioners* (EMM). In 2007, work was undertaken to translate the EMM into additional languages, including Bosnian, Chinese and Korean.

186. In partnership with the Graduate Institute of International and Development Studies, IDM and Strategic Policy and Planning (SPP), in collaboration with relevant departments, conducted two training sessions in 2007, the first on international migration law and the second on labour migration. These training sessions further IOM Strategy Points 3 and 6. They also relate to IOM Strategy Points 2 and 12 respectively.

⁵ See "The Council and Subordinate Bodies" section.

Support to migration dialogues in other fora

187. MPRC (IDM, Research (RES) and SPP) played a key role in coordinating IOM's input to the Global Forum on Migration and Development (GFMD), hosted by the Government of Belgium in July 2007, upon the request of the organizers and certain participating governments.

188. IDM continued to support regional dialogues on migration in 2007, i.a. by enhancing the section of the IOM website on Regional Consultative Processes (RCPs) to ensure a centralized source of information on each of the primary RCPs.

B. Strategic Policy and Planning

189. Most of Strategic Policy and Planning's (SPP) activities in 2007 may be subsumed under two cross-cutting themes: labour migration (IOM Strategy Point 12) and maximizing the economic and social development impact of migration (IOM Strategy Point 4).

190. Regarding IOM Strategy Point 6, Strategic Policy and Planning:

- worked on the fourth edition of IOM's World Migration Report 2008, in collaboration with RES and other IOM experts, external experts and GMG partners;
- took the lead, in coordination with MMS/LFM, in the development of the Mediterranean edition of the Handbook on Establishing Effective Labour Migration Policies, prepared in collaboration with OSCE and ILO, which was translated into Arabic and launched at a seminar in Rabat in December 2007.

191. In order to facilitate activities on maximizing the economic and social development impact of migration (IOM Strategy Point 4), SPP started collaboration with other international organizations (World Bank, UNDP, UNICEF) on a handbook on mainstreaming migration into Poverty Reduction Strategy Papers (PRSPs) and other national and regional development strategies.

192. SPP also provided expert advice and support to States, intergovernmental and non-governmental organizations and other stakeholders, including the private sector (IOM Strategy Point 3):

- **High-level Events:** SPP contributed to the preparatory work of the Abu Dhabi Dialogue and particularly to drafting the agenda and assisting States in elaborating the Ministerial Declaration adopted at the meeting.
- **Regional Initiatives:** SPP prepared IOM comments on the European Commission's Communication on circular migration and mobility partnerships, including a note on the implication of General Agreement on Trade in Services' (GATS) Mode 4, and took part in the independent Network on Free Movement of Workers within the EU, which provides advice to the European Commission on the state of implementation of EU free movement law.
- **Training:** SPP trained government officials on international migration law at the IOM-United Nations Institute for Training and Research (UNITAR) International

Migration Law Course (New York, June 2007) and the third International Migration Law Course (San Remo, September 2007).

- **Collaboration with the Private Sector:** SPP worked with the Director General's Business Advisory Board (BAB), providing technical expertise for the development of a Labour Migration Policy Index. SPP also shared its expertise during a workshop targeted mainly at private recruitment agencies on "Placing Workers in Europe: Fostering Collaboration among Employment Agencies in Asia and Europe" (Manila, February 2007).

C. Research and Publications

193. The Research and Publications Division coordinates the overall IOM strategy on migration research and publications, in line with Points 3, 4, 5 and 6 of IOM's Strategy document.

Research and Publications programme

194. Several new areas of research activity were developed in 2007.

195. The EC approved IOM's proposal entitled "Migration Profiles in Selected Countries in West and Central Africa: A Tool for Strategic Policy Development", which is a major programme aimed at enhancing governmental capacities to promote comprehensive migration policies based on sound data and research. IOM has been pioneering the development and implementation of national migration profiles in several parts of the world, including the Balkans, the Black Sea region and South America.

196. RES, together with IDM, SPP and MRF Dakar, conducted a feasibility study to establish the first EC-funded "Mobility Centre" in Africa, in Mali, which might be replicated in several other countries in Africa.

197. In 2007 the UN launched a Global Initiative to Fight Human Trafficking (UN GIFT), one of the main goals of which is to enhance the knowledge base and data on trafficking. IOM was invited to organize an expert meeting to assess ways to advance a new global agenda for research on human trafficking.

198. IOM prepared a comparative study which examines the ways in which migration policies and programmes are currently evaluated. Presentations of this study were made to the Intergovernmental Consultations on Migration, Asylum and Refugees (IGC), and a proposal has been developed to enable IOM to provide guidance to Member States with respect to good evaluation practice.

199. RES also conducted a survey of irregular migration trends in 17 countries in Central and Eastern Europe in response to a request from the European Commission, and presented these findings to the EC in Brussels.

200. In direct line with IOM Strategy Points 3 and 7, IOM and the University of Toronto, undertook a collaborative research project and organized a workshop on "Migration and International Cooperation: North-South Perspectives" in Toronto, Canada.

201. Gender specific research was a priority in 2007, including three main areas of activity: an overall enhancement of gender analysis in research projects, the production of gender specific training material and the implementation of a project entitled “Gender and labour migration in Asia” sponsored by the Working Group on Gender Issues (WGGI).

202. In addition to reviewing and endorsing 14 new research projects, RES devoted resources towards enhancing training and research capacities in the Field, with special emphasis on Latin America. A “Training Curriculum” was developed and a “Regional Training Workshop” was organized for the Americas and the Caribbean in Buenos Aires, Argentina.

Publications

203. The span of publications produced in 2007 is wide, reflecting the diversity of IOM activities in terms of subjects, geographical scope and purpose. IOM released publications on areas of major policy interest such as *Migration, Development and Poverty Reduction; Living Across Worlds: Diasporas, Development and Transnational Engagement; Compendium of International Migration Law Instruments; Migration and the Right to Health; the IOM Handbook on Direct Assistance for Victims of Trafficking* and the *Passport Examination Procedure Manual*.

204. In addition, four new titles were published under the *Migration Research series* exploring innovative areas of research. New titles were also published in the International Migration Dialogue series and in the International Migration Law series.

Library services

205. The library noted a marked increase in the demand for its services during 2007. A larger number of IOM staff, as well as academics and diplomats consulted the collection and the feedback on the quality of the material was very positive.

206. IOM's specialized library on migration contributed to the “IOM Basic Orientation Course on Library, Web, Publication and Communication Management” in order to assist the Department of Labour and Employment of the Philippines in establishing a Migration Information Resource Centre and Network.

D. Media and Public Information

207. In 2007, Media and Public Information (MPI) developed and implemented media and communication strategies to highlight significant migration issues, reports, partnerships and key institutional and international events.

208. The volume of media queries and coverage on radio, television and print media continued to grow. MPI carried out several thousand interviews and one-on-one briefings with journalists throughout the year.

209. MPI continued to provide the media and other stakeholders with twice-weekly press briefing notes in all three official languages.

210. MPI's outreach strategy contributed to IOM's efforts to raise awareness among the media and other stakeholders of significant migration issues. MPI also supported IOM's effort to build and strengthen global partnerships in migration, through diaspora dialogues, the Director General's Business Advisory Board (BAB) or with Foundations.

211. MPI also continued to produce Video News Stories documenting IOM's activities worldwide and disseminate them to broadcasters through its innovative web-based distribution system. Cooperation between MPI and filmmakers in Latin America, Asia, Africa and Europe also contributed to IOM's visibility worldwide.

212. In 2007, MPI's Regional Public Information Officers (RPIOs) in Bangkok and Washington strengthened their regional strategy to collect, process, analyse and disseminate information on IOM's programmes and policies. RPIOs also continued to provide guidance, supervision and training to IOM's network of regional Media Focal Points and Missions.

E. Mass Communication

213. Mass Communication has assisted IOM Field Missions and governments in their efforts to inform potential migrants on the realities of migration through information campaigns, Migrant Information Centres or other channels. It has done so through the provision of technical assistance and training on overall communication strategies, key messages, dissemination mechanisms, channels and media, monitoring and evaluation.

214. This assistance has enabled governments to devise more efficient, comprehensive and better adapted communication response strategies. It has also enabled migrants to take more informed, realistic migration decisions and raise awareness of their rights and obligations.

215. Mass Communication has also provided assistance to governments in designing communication policies on key migration issues such as migrants' rights, migration and development and relations with the diasporas.

F. Website, Intranet and Digital Assets Management

216. Website, Intranet and Digital Assets Management (WIDAM) is responsible for meeting IOM's web-based information and communication needs.

217. In 2007 the total number of visits to the IOM website (www.iom.int) reached 915,000, the equivalent of around 75,000 visits per month, with visitors registering over 3,170,000 page views annually. Apart from regular news items, the most significant additions to the website were some 70 country profiles providing comprehensive statistical data on migration and an overview of IOM activities including key project information and links to donors and partners. Many of the country pages rank among the top 100 most visited pages. Some received well over 500 monthly visits.

218. A major improvement to both the IOM website and Intranet was the introduction of a Google Search Appliance, a powerful web search tool. It provides faster and more accurate search results for IOM staff and website users worldwide. WIDAM shared its expertise in website development and knowledge management in a three-day seminar with governmental experts from the Philippines.

219. In June 2007, WIDAM launched a completely redesigned Intranet portal providing IOM staff with one-click access to key organizational and other frequently used documents. It now also provides highly interactive Google maps, online clocks for the Manila Administrative Centre (MAC), Headquarters and the Panama Administrative Centre (PAC), and regularly updated information on office hours, holiday closures and IT advisories.

220. The number of organizational documents accessible to IOM staff worldwide reached 35,000. Uploaded by WIDAM and web focal points at Headquarters and MAC, most documents are project documents pertaining to over 3,500 IOM projects, followed by administrative documents, governing bodies documents and international migration law instruments in ten languages. As to key organizational information, the number of Intranet sections and subsections available to IOM staff worldwide increased by over 40 to a total of 132. This includes a comprehensive document index.

221. WIDAM undertook a complete redesign of the website of the United States Association for International Migration (USAIM), IOM's American 501(c)(3) partner organization (www.usaformigrants.org), and set up several project websites including one for the Return of Qualified Sudanese (RQS) available at www.iom.int/rqs.

222. FileNet, IOM's organization-wide document management application, was upgraded in 2007 paving the way for the integration with the new financial management system, PRISM.

223. WIDAM manages the IOM Image Library, a comprehensive collection of images documenting IOM's activities around the world which grew by almost 1,000 images to well over 7,900. Photos from the library are sent to magazines, aid agencies and academic institutions on request.

V. INTERNATIONAL MIGRATION LAW AND LEGAL AFFAIRS

224. The activities of the Department can be divided into: (i) Legal Services (LEG) functions, and (ii) training and capacity-building for governments, civil society and IOM staff, and research activities on International Migration Law (IML).

A. Legal Services

225. The regular tasks of LEG include advising on matters of a legal and constitutional nature, including providing information and keeping a record of the amendments to the Constitution; preparing, negotiating and overseeing agreements on IOM privileges and immunities; advising on requirements for membership and observership; coordinating the draft resolutions for the governing body sessions; preparing the statement for the Administration concerning staff appeal cases lodged with the Joint Administrative Review Board (JARB) and/or the ILO Administrative Tribunal; conducting research and drafting papers on the legal and policy aspects of IOM purposes and functions; preparing, negotiating or coordinating cooperation agreements, operational agreements, contracts and similar documents; reviewing, interpreting and advising on Staff Regulations and Rules for Officials and Employees at Headquarters and in the Field, including matters related to social security, tax exemption, disciplinary actions, terminations of appointment and staff reductions.

226. In 2007, LEG undertook the following activities:

- **Agreements:** of particular note, LEG coordinated agreements and other legal issues arising from Memoranda of Understanding (MoUs) on the MDG Achievement Fund and Multi-Donor Trust Funds and Joint Programmes, such as the MoU on One UN fund for Tanzania and the MoU on United Nations Development Group (UNDG) Iraq Trust Fund.
- **Staff Regulations and Rules:** LEG participated in the Joint Administration/Staff Association Committee (SAC) Working Group on Disciplinary Measures established to improve the disciplinary measures system.
- **Staff Disputes:** During 2007, no appeal was lodged with the JARB and three complaints were filed with the ILO Administrative Tribunal.

227. The Department, through the Working Group on Social Security (WGSS), was involved in administrative procedures, including the adjustment to IOM Staff Regulations and Rules and insurance policies, resulting from the IOM's affiliation to the United Nations Joint Staff Pension Fund (UNJSPF).

B. International Migration Law

228. The regular tasks of IML include: advising on matters of international migration law; a yearly recurrent five-day training course on international migration law for government officials, lawyers, post-graduate students and representatives of non-governmental organizations; training and capacity-building for governments, civil society and IOM staff; various research activities and the compilation of migration law at the international, regional and national level; completing and updating the Migration Law database; representing the Organization as the focal point for the human rights of migrants and other international law issues pertaining to migration, including at the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families and cooperating with the Special Rapporteur for the Human Rights of Migrants.

229. In 2007 the Department conducted the following distinct IML activities or as a contributor to other IOM projects.

Training and Capacity-building

230. IML Training Course in San Remo for: the Governments of Bosnia and Herzegovina, Ethiopia, Georgia, the Islamic Republic of Iran, Kuwait, Libyan Arab Jamahiriya, Senegal, Ukraine and Zimbabwe; the diplomatic corps, representatives of permanent missions and international organizations in New York and Geneva; the regional migration authorities of the Russian Federation in Yekaterinburg.

231. IML training for staff in IOM Guatemala, IOM Zimbabwe and MRF Pretoria.

232. In addition, the Department responded to various requests to review national migration legislation and provided legal expertise or advice, in particular:

- IML implemented the legal component of the programme “Assistance to the Government of the Russian Federation in Establishing a Legal and Administrative Framework for the Implementation and Development of Readmission Agreements”.
- IML was requested to comment on the newly adopted supplements and amendments to the legislation of the Russian Federation concerning entry and stay of migrants, and labour migration; the Zimbabwean migration laws in the framework of the International Migration Law Project for Zimbabwe; the Polish Aliens Law; and the Commonwealth of Independent States (CIS) Convention on the legal status of migrant workers.
- IML participated in the Expert Working Group on the Elaboration of Model Legislation on Counter-trafficking in Persons, organized by UNODC, Vienna.

233. IML contributed to the inter-agency working group "Rescue at Sea" composed of representatives of the International Maritime Organization (IMO), ILO, IOM, UN Division for Ocean Affairs and the Law of the Sea (DOALOS), UNHCR and UNODC. Furthermore, IML participated in and contributed to the drafting group for the European Agency for the Management of Operational Cooperation at the External Borders (FRONTEX) guidelines. The group is composed of representatives of EU Member States, the European Commission, FRONTEX, UNHCR and IOM.

Database on Migration Law

234. The work on the database, launched in 2006, is of a continuous nature. It was updated throughout 2007. By the end of the year it contained more than 1,500 legal texts in various languages and was visited by approximately 70 visitors on a daily basis, many of them returning visitors.

Research and Publications

235. IML conducted research on a “Comparative Study of the Laws in the 27 EU Member States for Legal Immigration, including an Assessment of the Conditions and Formalities imposed by each Member State for Newcomers”, funded by the European Parliament, to be published in early 2008 in English and French. In 2007, the Department also either prepared for publication or published the following works: *Glossary on Migration* (French, Albanian, Bosnian); *Migration and the Right to Health: A Review of European Community Law and Council of Europe Instruments*; *Migration and the Right to Health: A Review of International Law*; *Compendium of International Migration Law Instruments* (French edition by Perruchoud, R., Tomolova, K.) and *The Rights of Migrant Children*. The last three will be published in 2008 by IOM.

236. Based on the research carried out by IML on the right to health for those involved in migration, the Department was involved in the preparation of the conference "Better Health for an Inclusive Society", organized by the Portuguese EU Presidency in Lisbon (Portugal), as well as in the groundwork, and the Bratislava Declaration for the Conference of the Ministers of Health of the CoE Member States “People on the Move: Human Rights and Challenges for Health Care Systems”, organized by the CoE and the Slovak Government in Bratislava (Slovakia).

VI. EXTERNAL RELATIONS

237. 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. In 2007, this entailed intensive ERD involvement throughout the first half of the year, in support of the Council Chairperson and delegations, and in the consultation process which resulted in the adoption of the IOM Strategy document in June. Both the ERD Director and the Regional Advisers further increased their efforts to address Member States' requests for more predictable, frequent and transparent dialogue between the Administration and the membership. This was pursued *inter alia* through more varied agendas for the informal consultations, more frequent briefings for formally constituted regional groups or informal gatherings of Member States, and proactive outreach to new counterparts in permanent missions in Geneva. The annual introductory briefing for new permanent mission staff, which ERD arranges every year in early September, was expanded in 2007 to include representatives of Observer States, and its content revised to take into account feedback from earlier sessions. ERD also instituted a more formalized internal process to capture and share feedback on various stakeholders' views on the form and content of IOM events with a view to continuous adaptation and improvement.

238. Providing and/or arranging briefings for outside stakeholders continued to be a major function of the Department, as did representing IOM at meetings and conferences in Geneva and elsewhere. The Department took the lead in preparing IOM's annual calendar of formal and informal IOM meetings (governing body sessions, intersessional meetings and informal consultations), which entailed taking extensive soundings of meetings planned by other institutions in order to avoid scheduling conflicts. The calendar was circulated internally and to Member States and partner organizations in early February as a forward planning tool, and helped establish a pattern of consultations in response to the wish by Member States for greater dialogue. ERD also continued providing region/country specific briefings to visiting governmental and non-governmental delegations throughout the year upon request. With regard to external meetings, ERD coordinated IOM's overall participation in international meetings and conferences, of which there were invitations to some 620 in 2007 – an increase of over 10 per cent over 2006. Priority continued to be given to increasing coverage of meetings by field colleagues, which required improved advance planning and substantive preparatory support from Headquarters. The Department continued to work with colleagues in Manila to refine an Intranet-based electronic calendar and tracking tool.

239. Throughout the year, the Director of ERD led a multidisciplinary team of Headquarters and field colleagues to plan and deliver IOM's support to the Global Forum on Migration and Development (GFMD). Organized and hosted by the Government of Belgium in July, the States-driven Global Forum was a complex undertaking to which IOM committed its support in any way desired by States, whether as an individual organization or as a member of the Global Migration Group (GMG). The IOM team's role was to ensure an effective IOM response to governments seeking advice or assistance as they prepared for the GFMD, as well as to ensure internally a well prepared and coherent institutional input from IOM to the GFMD process. An integral part of the task was ERD's regular global reporting system for Headquarters and Field Missions within IOM. It was designed to keep colleagues fully informed of developments related to the GFMD so as to be prepared to respond appropriately to governments' requests for information or support. Both the internal task force and the global reporting system were maintained following the Brussels GFMD in order to track follow-up and to ensure similar

IOM preparedness for the second GFMD, to be hosted by the Government of the Philippines in Manila in October 2008.

240. At the national and regional levels there was considerable demand for workshops and briefings in preparation for the GFMD. ERD guided the IOM response, working with other departments and the IOM Permanent Observer Office in New York, to develop briefing tools and provide speakers or facilitators for various events. There was a similar demand at the regional level, especially within the framework of existing Regional Consultative Processes (RCPs) on migration. IOM was asked to coordinate the panel discussion of RCPs at the GFMD. Growing interest in migration and development *per se* continued to accelerate in 2007 as evidenced in an ever increasing number of conferences and workshops in all regions.

241. Drawing on its regional and diplomatic expertise, the Department continued to regularly advise colleagues at Headquarters and in the Field on publications and on contacts with regional experts and institutions, for example in planning the International Dialogue on Migration and its intersessional workshops. Both the Regional Advisers and the Donor Relations Division worked closely with the departments and technical service areas concerned 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 field-based efforts to strengthen regional coherence by supporting and participating in internal coordination meetings in Europe, the Americas and Africa in 2007. Externally, the Regional Advisers contributed to strengthening migration policy dialogues and cooperative mechanisms at the regional, subregional and international levels, notably by participating in meetings, workshops and conferences of the 5+5 Dialogue on Migration in the Western Mediterranean, the South American Conference on Migration, Migration Dialogue for West Africa (MIDWA), Migration Dialogue for Southern Africa (MIDSA), the IGC, the Söderköping Process, the Caribbean Seminar and the Regional Conference on Migration (RCM). They also assisted IOM Missions in their regions with technical advice on the development of national migration strategies and policies, particularly with respect to the integration of migration into poverty reduction and development efforts. Regular contact was maintained with counterparts in other international and regional organizations as well as with international NGOs.

242. Overseeing and developing institutional relations with other intergovernmental and non-governmental organizations, including new partners, are also important ERD functions. During 2007, the Director of the Department worked with teams of colleagues to pursue a regular policy dialogue with the European Commission's Directorate-General for Justice, Freedom and Security; update a paper for the membership on IOM's relationship with the United Nations; survey the current state of IOM's participation in UN country teams; develop guidance on how IOM relates to the UN's Delivering as One process, and ensure IOM's active participation in the IASC. The latter cooperation was further strengthened in 2007 as a result of IOM's formal role as lead of the CCCM cluster in situations of natural disasters. In its capacity as institutional focal point for general inter-agency relations, ERD arranged the 2007 IOM/UNHCR consultation at head of agency level on 30 May and, on 24 September, carried out the first review of cooperation with UNICEF, called for under the terms of the September 2006 MoU concluded by the two agencies. As the NGO focal point, the Director also continued in 2007 to work with NGO partners to strengthen dialogue through both the annual consultation held once again in April and *ad hoc* briefings on IOM activities.

243. 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 through its participation in debates in the General Assembly and its main Committees, the United Nations Economic and Social Council (ECOSOC), subsidiary bodies and numerous United Nations meetings, contributing to intergovernmental policy discussions on a broad range of issues. The Office served as a liaison with the United Nations Secretariat and the various United Nations agencies, funds and programmes. It participated actively in IOM's efforts to track such emerging issues as migration of indigenous persons, the link between migration and climate change, and global inter-agency issues related to the humanitarian reform process and its implications for the coordination, funding and delivery of emergency relief assistance. In 2007, a major part of the Office's work also revolved around IOM's preparation for and participation in the GFMD, both as a key component of the internal planning group mentioned above, and as a participant in GMG consultations.

244. During 2007, the Office continued to lead IOM's participation in the UNITAR/UNFPA/IOM *Migration and Development Workshop Series*. In 2007 topics were largely geared to issues relevant to the GFMD and touched on building partnerships, the role of diasporas and international migration law.

245. During the High-level Segment of ECOSOC in July, the Office co-organized with UNFPA and the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI) a ministerial round-table breakfast on the theme of "Women's participation in poverty alleviation and sustained economic growth, including through the initiatives of migrant women".

246. An ongoing responsibility of the Office was to maintain active liaison with the United Nations Secretariat in order to provide information about IOM's policies and activities and to furnish advice on substantive matters related to the Organization's fields of expertise. During 2007, the Office devoted considerable energy to pursuing with UNDP, agreements granting IOM access to various UN funding mechanisms, including a number of country-specific Multi-Donor Trust Funds (MDTFs), the Peace Building Fund, the MDG Fund, the Human Security Trust Fund and the Avian Flu Fund. The Office also continued to represent IOM at various working groups set up by the UNDG and OCHA, and advised IOM Field Offices on inter-agency coordination issues of relevance to IOM, e.g. the piloting of the recommendations of the "High-level Panel on UN System-wide Coherence in the areas of development, humanitarian assistance and the environment" and a number of related initiatives directed at reducing duplication, and enhancing collaboration. The launching of the Spanish/UNDP MDG Fund and its thematic area on "Youth, Employment and Migration" was a case in point.

247. The Office acted as focal point for IOM's liaison with OCHA's CERF management office, supporting the DRD and IOM Missions in their applications for funding.

248. Throughout the year, the Office also provided substantive and logistical support for a number of visits by the Director General, the Deputy Director General and senior Headquarters and Field Officials.

A. Donor Relations Division

249. In 2007, the Donor Relations Division (DRD) continued to provide institutional support to field and Headquarters staff on resource mobilization and donor liaison. This organization-wide effort resulted in increased outreach to donors in support of IOM's programmes covering a broad range of migration activities.

Complex Emergencies and Post-conflict Response

250. In 2007, DRD supported IOM's participation in inter-agency planning and response measures for complex emergencies and humanitarian assistance. IOM participated in eight regional and country inter-agency Consolidated Appeals (CAPs): Côte d'Ivoire, the Democratic Republic of the Congo Action Plan, Great Lakes Region, Somalia, Sudan Workplan, Uganda, West Africa and Zimbabwe. Funding was also received for emergencies and inter-agency Flash Appeals in Afghanistan, Angola, Colombia, Dominican Republic, Ghana, Mozambique, Peru, Haiti, Indonesia, Iraq, Mexico, Pakistan, the Philippines, Sri Lanka and Timor-Leste. The Organization received over USD 81 million for CAPs and Flash Appeals in 2007, compared with USD 69 million in 2006.

Partnership Development and Resource Mobilization

251. DRD continued to liaise with IOM partners and the donor community, reviewing and jointly exploring programmes of mutual interest through bilateral consultations in donor capitals and briefings in Geneva on specific programmes, countries or regions. Documents and material such as *Migration Initiatives 2007*, the IOM CAP Compendium, special appeals and reports for donors were designed and developed. A donor visit to Sudan was organized from 22 to 29 January 2007. Participants from Austria, ECHO, Germany, the Netherlands, Sweden, the United Kingdom and the United States had the opportunity to observe operational activities on site as well as the nature of IOM collaboration within the United Nations Centre on Transnational Corporations (UNCT), and with NGOs and local governments.

252. IOM continued and increased its collaboration with UN agencies in the Field, as well as with NGOs. In 2007 IOM received USD 54 million from UN agencies, a substantial increase over USD 41 million in 2006. Some USD 15 million were received from Red Cross and Red Crescent Societies, mainly for activities in Indonesia and Sri Lanka.

253. Increased funding is being received through humanitarian funding mechanisms such as CERF. Since the establishment of the new CERF in early 2006, IOM has received a total of USD 21.7 million to provide emergency assistance in affected countries. In 2007 alone, CERF rapid response support totalled USD 17 million for emergency relief in Afghanistan, Colombia, Haiti, Indonesia, Iraq, Mexico, Mozambique, Pakistan, Peru and the Philippines, as well as for under-funded crises in Angola, Côte d'Ivoire, the Democratic Republic of the Congo and Zimbabwe.

Private Sector Liaison

254. DRD strengthened its Private Sector Liaison Office in 2007 and focused on three areas: facilitating communications and information-sharing on private sector support with field and Headquarters staff; donor relations with the private sector, and increasing private

sector awareness of IOM activities and areas of interest. Private sector financial support towards IOM activities in 2007 reached nearly USD 6 million and included projects on labour migration, research, counter-trafficking, health, technical cooperation, disaster response and post-conflict reconstruction worldwide.

Advocacy Tools

255. The Organization's most comprehensive planning and resource mobilization tool, *Migration Initiatives*, sets out each year the orientation for IOM responses to major migration challenges. *Migration Initiatives 2007* provided a detailed overview of IOM regional and national funding needs. Migration services and response to complex emergency and post-conflict situations were once again key elements throughout the appeal. DRD launched the IOM-wide appeal in coordination with field colleagues and, for the first time, arranged a formal launching event in Geneva in March 2007.

Accountability

256. Throughout the year, DRD continued to work with Headquarters and field colleagues to improve the quality and relevance of field-based reporting on projects to donors. The Division also maintained regular liaison with donors on contractual arrangements and other issues of shared concern.

B. Meetings Secretariat

257. The Meetings Secretariat (MGS) continued to plan and organize governing body meetings, as well as working groups and informal consultations with government representatives. In 2007, MGS organized 23 meetings and provided advice and logistical support for two intersessional workshops. The Secretariat was responsible for the production of all documents for such meetings, involving liaison with all parties concerned, editing, formatting, finalizing and distribution. A total of 275 documents (3,350 pages) were processed during the year. With the ongoing growth of the Organization and scope of its activities, the workload of the Secretariat continued to increase as did ongoing efforts to optimize the use of information technology.

C. Translation Services

258. In 2007, the staffing of the Translation Services (TRS) remained unchanged, consisting of one French-language translator-reviser, one Spanish-language translator-reviser and two support staff. With the increasingly complex translation needs of an Organization whose membership has more than doubled in the last nine years, TRS has had to rely increasingly on external collaborators to meet expectations. TRS also continued to service requests from throughout the Organization in 2007 for external translations into languages other than French and Spanish. In 2007, the Spanish Section handled the translation of a total of 684,459 words, whereas the French Section handled a total of 586,846. Also, arrangements were made for the translation of an additional 176,321 words into other languages, including English.

VII. RESOURCES MANAGEMENT

259. The Department of Resources Management (DRM) is responsible for the establishment and implementation of human and financial resources policies to ensure the efficient implementation of the Organization's activities. In 2007 it continued to advise both internal and external stakeholders on various aspects of the Organization's resources management function. Regular consultations with Member States and donors were held on a number of financial and administrative matters.

260. 2007 saw intense work by the Department on the design of the PRISM financial management system in preparation for the "go-live" date of 2 January 2008. IOM's affiliation to the United Nations Joint Staff Pension Fund, as approved by the Council, became effective on 1 January 2007.

261. The Division of Accounting (ACO) continued its review of the accounting standards of the Organization with the aim of adopting international accounting standards. ACO actively participated in the UN accounting task force working to adopt International Public Sector Accounting Standards (IPSAS).

262. ACO further strengthened IOM's global back-office accounting support in Manila and Panama. The Manila Accounting Support (MAS) Unit provides support and guidance to Field Missions in several areas including, *inter alia*, project activation, recording and review of receivables, project financial monitoring and donor financial reporting. Over 560 reports were coordinated with MAS in 2007, an increase of 32 per cent over 2006. In 2007, MAS reviewed and activated more than 550 new projects, an increase of 14 per cent over 2006 and representing a value of USD 521 million. Panama Accounting Services (PAS) provides support for IOM Missions in the Americas. In addition, the Guatemala Fiduciary Fund accounting and all UNDP project monitoring and reporting to UNDP, New York, is now handled by PAS.

263. Projects requiring co-funding continued to be a challenge in 2007 and the co-funding review group met regularly to review ways of managing the co-funding exposure.

264. The Division of Budget (BUD) prepared a number of documents on budgetary issues to facilitate policy discussions with Member States.

265. To support discussions by Member States on IOM Strategy, BUD prepared various documents with analyses and projections to inform discussions on how additional resources could be made available for projects of direct interest to developing Member States, while securing sustainable funding for the core structure. In adopting Part III of IOM's strategy on the Programme and Budget, the Member States decided that 25 per cent of Discretionary Income (DI) (excluding security) in excess of the 2007 Programme and Budget DI of USD 20.5 million should be allocated to the expanded version of the 1035 Facility as from 2008 (Resolution No. 1150 (XCIII)).

266. The Programme and Budget document for 2008, presented to Member States for decision at the Council in November 2007, was reorganized to better reflect IOM's institutional framework, strategic focus, funding of the core structure and the objectives of programme areas.

267. In approving the assessment scale for 2008, the Member States requested the Administration to review the Organization's assessment scale and its methodology. BUD provided support to an open-ended working group which arrived at a consensus on changing the methodology. The Council approved the recommendation of the working group to fully equate IOM's assessment scale, without exceptions, to the United Nations assessment scale, starting 2009.

268. The main function of the Treasury Division (TSY) remains the overall cash management and investment of the Organization's funds, including the Provident Fund. It oversaw and executed the receipt and disbursement of payments, arranged the investment of surplus cash to coincide with planned disbursements and monitored the Organization's foreign exchange exposures to minimize the effects of potential devaluations. Its operations are divided between the Manila Treasury Services Unit and Geneva Headquarters using web-based banking platforms.

269. The Staff Travel Coordination (STC) Unit continued to exercise control over expenditure for long-distance and entitlement travel and provided support and guidance to Missions worldwide in resolving travel-related questions. Over 2,100 staff movements were handled during 2007, of which almost 1,500 tickets and Internet arrangements were purchased from Geneva and over 450 visas issued. Support to incoming staff to Headquarters was also provided by arranging cost-effective accommodation in hotels and short-let studios.

270. Common Services (COS), in addition to working on Headquarters building maintenance and providing general support to Headquarters staff concerning office space and equipment, was also involved in: (a) the rearrangements of Headquarters office space to accommodate staff and consultants working on PRISM; (b) the daily management of the building and ID access control system established in 2006 to ensure greater security for IOM staff and assets; (c) participating in the security working group of the United Nations to address new challenges for the security of staff based in Geneva, and (d) the reorganization of IOM archives.

A. Financial Highlights

271. Combined total expenditure for the Administrative and Operational Programmes was USD 783.8 million in 2007, representing an increase of 7 per cent over the 2006 level of USD 733.3 million.

Expenditure	2007 USD millions	2006 USD millions	2005 USD millions
Administrative Programme	32.0	30.1	30.0
Operational Programmes	<u>751.8</u>	<u>703.2</u>	<u>922.0</u>
Total expenditure for the year	<u>783.8</u>	<u>733.3</u>	<u>952.0</u>

272. Expenditure under the Reparation Programmes decreased by USD 57.2 million between 2006 and 2007, and by USD 298.5 million from the high of 2005. Excluding the Reparation Programmes, expenditure increased by USD 107.7 million from 2006 to 2007. The most notable increases occurred in Colombia (USD 38.9 million) and through an expansion of the Refugee Resettlement Programme (USD 30.8 million); increased activities relating primarily to IDPs in Sudan (USD 13.8 million), Sri Lanka (USD 7.2 million) and Iraq

(USD 6.8 million); expanded technical cooperation activities in Ecuador (USD 8.2 million) and Ukraine (USD 6.8 million); and increased global health assessments (USD 6.0 million). These increases were offset by decreases in activities in Afghanistan (USD 36.3 million) and Lebanon (USD 10.7 million), as well as in election observer missions (USD 11.1 million).

Administrative Programme

273. The approved budget for the 2007 Administrative Programme was CHF 38,045,000 (2006: CHF 37,119,000). The Administrative Programme remains a very small part of total expenditure, accounting for only 4 per cent of consolidated expenditure for 2007. Expenditure for 2007 was CHF 38,229,322 (2006: CHF 37,599,528). The over-expenditure of CHF 184,322 was due to terminal emolument payments for staff retiring from the Organization and unanticipated resignations and terminations. The total terminal emoluments budget was CHF 620,000, whereas actual expenditure was CHF 1,229,280. The Administrative Part of the Budget uses the budgetary method of funding terminal emoluments, and it is difficult to accurately anticipate and budget for staff resignations and terminations for the coming year.

274. Regarding outstanding assessed contributions, there was a small increase in the provision for doubtful receivables in 2007 of CHF 4,645 (2006: decrease of CHF 46,048). The total outstanding assessed contributions requiring a provision therefore increased to CHF 5,387,524 at 31 December 2007 (2006: CHF 5,382,879).

275. At 31 December 2007, total outstanding assessed contributions amounted to CHF 7,885,066 (2006: CHF 7,339,143). Out of this balance, eight Member States have concluded repayment plans and account for CHF 2,359,983 of the total amount outstanding. A small number of Member States account for most of the overdue amount.

276. The surplus carried forward from 2005 of CHF 356,038 (USD 271,785) and 2006 of CHF 196,773 (USD 161,289) will be used in 2008 for non-recurrent expenditure and shown as an identifiable item in the Revision of the Programme and Budget for 2008 (in accordance with Council Resolution No. 1077 adopted on 4 December 2002, "Systemic solution for the use of surplus in the Administrative Part of the Budget").

277. The net result of the increase in the provision for doubtful receivables of CHF 4,645 plus the assessed contributions from new Member States of CHF 25,558, less the over-expenditure of CHF 184,322, resulted in a negative carry-forward of CHF 163,409 (USD 143,341).

Operational Programmes

278. The Summary Update on the Programme and Budget for 2007 (MC/2226) estimated a budget of USD 721.5 million based on the information available at that time. Actual expenditure under the Operational Programmes was USD 751.8 million, or USD 30.3 million more than the budget estimate. This increase was due to additional projects receiving donor support in the last quarter of the year (USD 105.5 million), approximately a third of which was spent in this same period.

279. Total expenditure increased by USD 48.6 million from USD 703.2 million in 2006 to USD 751.8 million in 2007. While direct operational expenditure remained constant at

USD 502.3 million, staff and office expenditure increased in 2007 by USD 48.2 million, or 24 per cent, from USD 201.4 million in 2006 to USD 249.6 million in 2007. The main reasons for this increase were increased staff costs (USD 26.3 million) relating to direct project implementation and hardware and software enhancements, principally in anticipation of the deployment of the new financial system referred to as PRISM (USD 5.8 million).

280. The Operational Programmes ended 2007 with a carry-forward of USD 339,912,332 (2006: USD 216,272,928) composed as follows:

- an earmarked carry-forward from operations of USD 335,594,679 (2006: USD 213,211,062);
- a carry-forward from the staff security mechanism of USD 4,242,962 (2006: USD 3,035,609);
- an unearmarked carry-forward from operations of USD 74,691 (2006: USD 26,257).

281. Discretionary Income (DI) for 2007, excluding staff security, amounted to USD 32.4 million. DI is composed of miscellaneous income (unearmarked contributions from governments and interest income) and project-related overhead. It is used to cover core structures and other priority needs of the Organization. DI was higher than anticipated in the Summary Update on the Programme and Budget for 2007 (MC/2226) due to higher overhead income.

B. Human Resources Management

282. In 2007, the Human Resources Management (HRM) strengthened IOM's human resources policies, planning and practices. During the reporting period, HRM focused principally on:

- Producing a new draft of the Staff Regulations and Rules that is clearer and more inclusive. The draft is being reviewed by the Administration and Staff Association Committee.
- Strengthening and monitoring the implementation of proactive strategies to attract qualified expertise from governments, international agencies, the private sector and the public at large.
- Supporting the implementation of the United Nations Joint Staff Pension Fund as IOM's new pension fund.
- Initiating the implementation of insurance coverage for General Service staff in Field Offices for additional staff benefits.
- Monitoring and supporting the implementation of the new Performance Development System to support staff professional growth and enhance organizational management.

- Consolidating existing learning programmes and providing targeted training to IOM staff.
- Finalizing the delocalization of HRM administrative functions to the Manila and Panama Administrative Centres, and establishing clear roles and division of responsibilities between the Centres, Headquarters and the Missions in the management of human resources.

283. The management of IOM Human Resources has been reorganized between HRM Units at Headquarters in Geneva, MAC, PAC, and Field Missions as follows:

<p>Headquarters-HRM is responsible for the formulation of the IOM human resources strategy and policy development concerning HR management at the local, regional and global level.</p>	<p>MAC Human Resources Operations (MHRO) provides global and regional human resources management support for Officials and General Service staff at Headquarters.</p>	<p>PAC Field Personnel Support Unit (PAC-FPSU) provides global and regional human resources management support for General Service or local field staff.</p>
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Human Resources Policy

284. In 2007, HRM developed policies and official guidelines with the aim of clarifying administrative processes and ensuring coherence in their application. HRM identified a number of areas where IOM had yet to either formalize its organizational position, or where the present rules had to be reviewed and updated. As a result, HRM reviewed and developed policies concerning rotation, recruitment of nationals of non-represented Member States, and selection and employment of consultants. In addition, work was initiated on the policies relating to employment and retention of staff with disabilities, disciplinary measures, staff evacuation, relocation and reassignment during emergencies, special leave without pay, gender integration, succession planning, classification and promotion, adoption leave, extended duty travel and salary advances.

285. In December 2007, HRM set up a working group to carry out the preliminary analysis of how to rollout the Medical Service Plan to all local staff in Field Missions for implementation during 2008.

286. HRM reviewed the existing competencies framework and started work on the functional analysis of the PRISM Personnel Development module. This module will assist in the analysis of gaps in the competencies available within IOM and which the Organization will need in the future, and the setting-up of recruitment and training strategies. HRM also worked to increase the facilities in the Manager Self-Service in PRISM.

Recruitment

287. A new Recruitment Unit (REC) – formerly Staffing Unit (STU) – was established in MAC. Its mission is to support IOM programmes through managing the selection, recruitment

and deployment of IOM international staff worldwide and General Service staff at Headquarters. PRISM HR has also enabled HRM to accelerate and monitor the recruitment process by tracking vacancy notices, applications, contracts, personnel actions and other important HR functions, formats and tools. In 2007, HRM issued:

- 105 vacancy notices for Officials⁶
- 3 vacancy notices for General Service staff at Headquarters⁷
- 77 short-term vacancy notices for Officials and General Service staff⁸

288. In response, 3,200 applications to vacancy notices were received in 2007, and some 1,900 for short-term vacancy notices. The recruitment and deployment of staff continued in substantial numbers for programmes in post-crisis Missions such as Afghanistan, Iraq, Sri Lanka and Sudan.

289. HRM focused on increasing the representation of non-represented Member States in the Organization. The Ministers of Education and the Permanent Missions of South Africa, Morocco, the Democratic Republic of the Congo and Senegal were also approached to explore ways of recruiting African graduate students for internship assignments. Internship agreements are also being negotiated with several universities of non-represented Member States.

290. In 2007, 13 new staff members were recruited from non-represented Member States (Benin, Ecuador, Liberia, Mexico and Mauritius).

Field Personnel Support

291. In October 2007, the administration of Field personnel was moved from MAC to the Panama Administrative Centre (PAC). With the opening of PAC HR functions, HRM provides 24-hour service to all IOM staff members worldwide. PAC currently supports over 5,600 locally hired Field personnel active in 129 countries.

292. PAC now also supports IOM Missions worldwide in the following areas:

- personnel administration;
- interpretation and communication of IOM HR practices, policies and rules;
- implementation of Staff Regulations and Rules, pay, benefits and entitlements;
- implementation of the job classification process for local staff in the Field;
- staff statistics and reports.

Insurance Administration and Occupational Health

293. The Health Claims Processing Unit (HCP) in Manila continued to improve its processes to manage the increased number of claims. In 2007 three functions were transferred

⁶ 55 open to internal candidates and non-represented Member States, and 50 to internal and external candidates.

⁷ One open to external candidates.

⁸ 42 for internal candidates and 35 open internally and externally.

to HCP Manila: insurance billing for retired staff; malicious acts claims and loss of personal property claims.

294. Discussions held with insurance providers in 2007 led to better benefits to staff. In addition, HRM concluded agreements with various hospitals to facilitate admission procedures and negotiated preferential tariffs.

295. HRM's Occupational Health Unit (OHU) dealt with pre-employment medicals, medical issues during service (recommendations or evacuations) and upon exit. The OHU continued to examine closely the physical and mental work environment of staff members throughout the Organization to ensure reasonable and safe conditions for the staff. Direct evaluations of offices, guest-houses and local medical facilities were conducted in Ukraine, Albania, Egypt, Ethiopia, Nepal and Timor-Leste. Service agreements were concluded with recognized hospitals facilitating the access of IOM staff to high-quality and cost-effective medical structures.

296. The OHU promoted Staff Health in general, in the workplace and in relation to its environment, by raising awareness of non-communicable and infectious diseases. The incidence of occupational illnesses (mainly dengue and malaria) and travel for medical reasons decreased significantly by 30 and 70 per cent respectively.

297. HRM actively participated in the development of a Business Continuity Plan and continued the Pandemic Staff Preparedness work with UN agencies' medical services.

Staff Development and Learning

298. 2007 saw the consolidation of IOM's Core Learning Programmes, designed to strengthen the competencies of IOM staff in three main areas: (a) leadership and managerial skills; (b) project management, and (c) communication. As a result, four core programmes have been implemented and will be offered on a regular basis in 2008: the Chiefs of Mission Programme, the Project Management Training Programme, Inspiring Confidence, and the new Executive Presentation Skills Programme. With HRM support, 89 learning events for 894 staff worldwide were organized in 2007.

Staff Performance Development

299. The Performance Development System (PDS) was made mandatory in August 2006. In 2007, HRM continued to act as the PDS secretariat and conducted PDS training. As of December 2007, PDS engaged over 640 staff members in 32 Field Offices, and an additional 16 Missions are in the process of fully implementing the system. Efforts are being made to further integrate PDS with other HR tools and practices (promotion, talent management and succession).

Associate Experts and Secondment

300. A total of 15 Associate Experts were working for IOM during 2007, funded by Austria, Belgium, Germany, Italy, Japan, Sweden and the United States of America.

301. During 2007, several new secondments were initiated to and from IOM, including:

- two secondments funded by the Government of Korea;

- one by the Danish Refugee Council;
- one by the Government of Kenya;
- one by UNICEF.

302. IOM staff members have been seconded to the World Bank, UNDP and the International Labour Organization.

General Overview of IOM Staffing Trends

303. Staffing figures continued to increase in 2007 due to the expansion of IOM operations and activities worldwide. As at 31 December 2007, the Organization had a total of 6,457 staff members (Officials and General Service staff), an increase of 17 per cent over 2006.

Officials by Category/Grade, Location and Gender as at 31 December 2007

Category/Grade	Headquarters		Field		Total IOM Officials		
	F	M	F	M	F	M	Total
D-2		1				1	1
D-1	5	9	2	12	7	21	28
P-5	7	16	7	30	14	46	60
P-4	12	10	20	67	32	77	109
P-3	20	16	80	101	100	117	217
P-2	7	4	42	48	49	52	101
P-1	2	2	17	10	19	12	31
PU	10	2	25	25	35	27	62
Short-term Officials	4	5	27	51	31	56	87
Associate Experts	2	2	9	2	11	4	15
National Officers			121	135	121	135	256
Total	69	67	350	481	419	548	967

Excluding:

- Director General and Deputy Director General, interns, consultants and staff on special leave without pay.
- Seconded/loaned officials

**Distribution by Category/Grade and Country of Nationality of Officials Employed
as at 31 December 2007**

Nationals of IOM Member States	Category/Grade											Total
	D-2	D-1	P-5	P-4	P-3	P-2	P-1	PU	Short-term Officials	Associate Experts	National Officer	
Afghanistan					1	1					4	6
Albania					1				1		6	8
Algeria				1	1							2
Argentina				1	2							3
Armenia					1						3	4
Australia		1	1	7	7	1	2	5	3		1	28
Austria		1		2	4		1		1	1	1	11
Azerbaijan				1								1
Bangladesh			2		1	1					16	20
Belarus					1						1	2
Belgium			2	4	2		1			1	3	13
Benin											1	1
Bolivia			1									1
Bosnia and Herzegovina				1	2	1						4
Brazil					2							2
Bulgaria				1				1				2
Burkina Faso					1	1			1			3
Cambodia											3	3
Canada		1	4	5	14	4	1	5	4			38
Chile			1								1	2
Colombia						2					49	51
Costa Rica		1	1	2	3		1		1		1	10
Côte d'Ivoire					2							2
Croatia				2	2		1	1			1	7
Czech Republic											1	1
Democratic Republic of the Congo					1	1						2
Denmark				1	2			1				4
Ecuador					1			1			8	10
Egypt			1		1		2				4	8
Finland					2	1					1	4
France		1	5	4	9	6	1	4	5			35
Georgia				1		2	1				3	7
Germany		6	3	7	7	2		1	1	1	1	29
Ghana			1	2		1			1		5	10
Greece				1	2	1	1	1			1	7
Guatemala											2	2
Guinea											1	1
Haiti											4	4
Honduras						1						1

**Distribution by Category/Grade and Country of Nationality of Officials Employed
as at 31 December 2007 (continued)**

Nationals of IOM Member States	Category/Grade											Total
	D-2	D-1	P-5	P-4	P-3	P-2	P-1	PU	Short-term Officials	Associate Experts	National Officer	
Hungary			1								4	5
Iran (Islamic Republic of)			1		1						2	4
Ireland				1	1	1		1	1		1	6
Israel					1							1
Italy		4	3	10	11	5	2	4	4	5	2	50
Japan		1	1		6	1		1		4	1	15
Jordan				3	3	1			1		5	13
Kazakhstan					2						1	3
Kenya			1	2	9	5			5		8	30
Kyrgyzstan											2	2
Latvia					1						1	2
Liberia					1	1						2
Libyan Arab Jamahiriya											1	1
Lithuania								1			1	2
Mali					1							1
Mauritania									1			1
Mexico								1				1
Moldova											1	1
Netherlands		1	3		3			5	1			13
New Zealand			2		1							3
Nicaragua				1	1							2
Niger						1						1
Norway			1		1				1			3
Pakistan					1	2					9	12
Panama			1		1						3	5
Peru				2	1						3	6
Philippines				4	11	10			6		11	42
Poland							1	2			3	6
Portugal			1	1	2	3	1	1	3			12
Republic of Korea				1		1						2
Romania			1	2	4	2			1		1	11
Senegal					2						2	4
Serbia				3	9	1					4	17
Sierra Leone				1					2			3
Slovakia						1					1	2
South Africa								1	2		4	7
Spain		1		1	3	1			1			7
Sri Lanka				1	1				3		3	8

**Distribution by Category/Grade and Country of Nationality of Officials Employed
as at 31 December 2007 (continued)**

Nationals of IOM Member States	Category/Grade											Total
	D-2	D-1	P-5	P-4	P-3	P-2	P-1	PU	Short-term Officials	Associate Experts	National Officer	
Sudan			1								5	6
Sweden				2	6	1				1		10
Switzerland	1		2	5	1	4			1			14
Tajikistan						1		1			1	3
Thailand				1	1	3	2	2			7	16
Togo				1								1
Tunisia						1					2	3
Turkey					1			1				2
Uganda				1		1			1			3
Ukraine					2	1					5	8
United Kingdom		1	3	4	15	1		4	8		2	38
United Republic of Tanzania						1					2	3
United States of America		5	11	13	21	12	7	9	14	2	1	95
Uruguay		1	4			2			1			8
Uzbekistan								1				1
Venezuela (Bolivarian Republic of)		1									1	2
Viet Nam					1						5	6
Zambia							1		1			2
Zimbabwe					1						6	7
Observers and non-members	D-2	D-1	P-5	P-4	P-3	P-2	P-1	PU	Short-term Officials	Associate Experts	National Officers	Total
Chad							1					1
China				1							1	2
Eritrea					1							1
Ethiopia					2		1				6	9
India		1	1	2	3	1	2		3			13
Indonesia					1	1		2	2		9	15
Iraq					1	1					3	5
Lebanon				1								1
Malaysia						1			1			2
Mozambique		1			3			1	1			6
Myanmar								2			1	3
Russian Federation				1	3	2	1	2	3		3	15
The former Yugoslav Republic of Macedonia				1	3	4			1			9
Turkmenistan					1	1						2
TOTAL	1	28	60	109	217	101	31	62	87	15	256	967

**Breakdown of Headquarters and Field Employees
by Nationality and Gender as at 31 December 2007**

Country of Nationality	Headquarters		Field		Total
	F	M	F	M	
Afghanistan			11	134	145
Albania		1	10	5	16
Angola			7	28	35
Argentina	3		18	5	26
Armenia			5	12	17
Australia			9	2	11
Austria			10	7	17
Azerbaijan	1		19	45	65
Bahrain			1		1
Bangladesh			17	35	52
Belarus			16	7	23
Belgium	1		14	10	25
Benin				1	1
Bolivia			4	4	8
Bosnia and Herzegovina	1		24	27	52
Botswana			1		1
Brazil			1	1	2
Bulgaria	1		8	5	14
Cambodia			18	26	44
Cameroon			1	1	2
Canada	1		6	2	9
Chad				2	2
Chile			6	3	9
China			4	1	5
Hong Kong (Special Administrative Region)			3		3
Colombia	1		120	94	215
Costa Rica			14	9	23
Côte d'Ivoire			4	16	20
Croatia			7	5	12
Cuba			4		4
Czech Republic			8	4	12
Democratic Republic of the Congo			26	174	200
Denmark			2	2	4
Dominican Republic			2	3	5
Ecuador			37	43	80
Egypt			19	25	44
El Salvador			4	2	6
Eritrea			1	2	3
Estonia			2		2
Ethiopia			19	37	56
Finland			6	3	9
France	16	8	11	3	38
Gambia			1	1	2
Georgia			9	8	17
Germany	2	1	18	12	33
Ghana			23	26	49
Greece			10	6	16
Guatemala			15	28	43
Guinea			9	15	24
Haiti			19	44	63
Honduras			7	2	9
Hungary			2	6	8

**Breakdown of Headquarters and Field Employees
by Nationality and Gender as at 31 December 2007 (continued)**

Country of Nationality	Headquarters		Field		Total
India			4	5	9
Indonesia			146	348	494
Iran (Islamic Republic of)			8	7	15
Iraq			6	15	21
Ireland			5	3	8
Italy	4	1	48	19	72
Jamaica			1	1	2
Japan	1		6		7
Jordan			61	72	133
Kazakhstan			14	5	19
Kenya			73	103	176
Kyrgyzstan			6	6	12
Laos			1		1
Latvia			5		5
Lebanon			7	6	13
Liberia			3	6	9
Libyan Arab Jamahiriya			5	10	15
Lithuania			5	1	6
Mali				4	4
Malta			1		1
Mauritania				1	1
Mexico			9	5	14
Moldova			28	14	42
Mongolia			1	1	2
Montenegro			2	1	3
Mozambique			1	1	2
Myanmar			127	73	200
Nauru			7	15	22
Nepal			46	54	100
Netherlands	1		39	30	70
New Zealand			1		1
Nicaragua			6	1	7
Nigeria			7	4	11
Norway			10	4	14
Pakistan			32	93	125
Panama			7	3	10
Paraguay				1	1
Peru			10	14	24
Philippines	1		117	80	198
Poland			21	4	25
Portugal	1		5	2	8
Republic of Korea			1	1	2
Romania		1	7	8	16
Russian Federation			97	39	136
Rwanda			1		1
Senegal			5	8	13
Serbia			52	85	137
Sierra Leone			6	16	22
Slovakia	1		14	2	17
Slovenia				2	2
Somalia			8	13	21
South Africa			12	10	22
Spain			7	5	12
Sri Lanka		2	43	163	208

**Breakdown of Headquarters and Field Employees
by Nationality and Gender as at 31 December 2007 (continued)**

Country of Nationality	Headquarters		Field		Total
Sudan	1		75	327	403
Sweden			5	2	7
Switzerland	13	3	4	3	23
Syrian Arab Republic			31	20	51
Tajikistan			12	26	38
Thailand			129	68	197
The former Yugoslav Republic of Macedonia	1	2	17	4	24
Timor-Leste			15	63	78
Togo				2	2
Trinidad and Tobago			2		2
Tunisia			1	1	2
Turkey			8	7	15
Turkmenistan				4	4
Uganda			10	14	24
Ukraine			35	18	53
United Kingdom	6	1	24	29	60
United Republic of Tanzania	2		39	61	102
United States of America	1		31	35	67
Uruguay	2		3	1	6
Uzbekistan			4	4	8
Venezuela (Bolivarian Republic of)	1		2	2	5
Viet Nam			73	19	92
Yemen			2	2	4
Yugoslavia			1		1
Zambia			7	17	24
Zimbabwe			49	56	105
TOTAL	63	20	2325	3082	5490

VIII. ADMINISTRATIVE CENTRES

A. Manila Administrative Centre

Project Information Unit

304. The Project Information Unit assists IOM project developers, project managers and departments at Headquarters by:

- undertaking file searches in identifying IOM's past experience in delivering particular project activities or previously developed projects; providing information on donor funding received for IOM projects, and providing copies of available documentation of old projects;
- assisting the Accounting Division in the Project Code Request procedure by following up on required documentation to open a new project code;
- updating Filenet project folders and project card database upon receipt of project documents and project updates from Missions and Headquarters departments

(interim and final reports, project extensions and modifications, budget, and other relevant correspondence), and

- sending reminders to project managers four weeks in advance of report submission due dates according to obligations stipulated by IOM with project donors.

305. In 2007, 613 new project proposals were registered, 512 project code requests received, 502 new project codes issued, 236 reminders sent, 9,892 documents uploaded in Filenet, 501 reports or queries generated from the database, and the total number of projects recorded in the database reached 4,803.

Staff Security Unit

306. The Staff Security Unit (SSU) remains dedicated to the safety and security of all IOM staff and the protection of assets, with particular attention being paid to Missions operating in 60 countries where various United Nations Department of Safety and Security (UNDSS) security phases are in place.

307. In mid-2007, SSU moved its operations to a larger, technically more advanced Operations Centre with enhanced tracking, monitoring, communications, statistical and trend analysis facilities. This remains the back-up crisis coordination centre for the Philippines United Nations security team.

308. Throughout 2007, SSU provided technical advice, mission security assessments, specialized training and funding assistance to over 60 IOM Missions in their efforts to reach security compliance standards.

309. SSU issued 70 Security Information Reports, 108 General Security Information bulletins and 90 disaster/weather/travel/security updates in 2007. SSU recorded some 145 safety/security incidents involving robberies, arson, kidnappings, car-jackings, theft, sexual assault, common assault, arrests, threats, death threats, bombings, demonstrations, civil unrest, natural disasters, military actions, motor vehicle accidents, property damage, fire, fraud, direct and indirect shootings/rocket attacks.

310. There has been a noted increase in the number of security incidents involving IOM staff (73 reported incidents compared with 52 in 2006). The number of road safety and motor vehicle accidents, subsequent fatalities and injuries has created alarm within the humanitarian-aid community and remains the leading cause of death. In 2007, 14 major accidents were reported to SSU in 2007 that resulted in the death of three staff members and injured 16.

311. SSU conducted security assessments in the Philippines, Panama, Pakistan, Afghanistan, Kenya, Belgium, Argentina, Timor-Leste, Nepal, Lebanon, Jordan, the Syrian Arab Republic, Iraq and Sierra Leone. These assessments addressed all aspects of mission safety and security. SSU further provided direct support in the following instances: Guinea evacuation; civil unrest in Timor; coup attempt in the Philippines; election observers evacuation from Kenya; bombing and hostage incidents in Sri Lanka; death threats against IOM staff in Argentina and a militant stand-off in Pakistan.

312. In an effort to maintain a high level of safety and security service for all IOM staff and Missions, SSU added an additional national staff position in 2007, the ERSUT member, based in Manila to work on the safety and security aspect of emergency responses.

313. In cooperation with Regional Representatives and Chiefs of Mission, SSU provided technical support to the IOM Field and Regional Security Officers deployed in the Missions in Jordan (for the Iraq/Jordan Mission), Afghanistan, Sudan, Sri Lanka, Nepal, Indonesia and Timor-Leste.

314. Minimum Operating Security Standards (MOSS) and Minimum Operating Residential Security Standards (MORSS) funding support to IOM Missions increased to USD 1 million and included guard services, physical security enhancements for offices/facilities/vehicles, as well as HF/VHF emergency communications.

315. SSU has supported various Missions with Business Continuity Planning (BCP) with a focus on avian influenza preparedness in the light of a re-emergence of the virus towards the end of 2007.

316. In 2007, 16 specialized training courses were conducted and/or sponsored by SSU aside from the UN-mandated **Security Awareness Induction Training (SAIT)** programme which is now in its fourth year. This has provided professional safety/security training to approximately 2,000 international and national staff from various humanitarian agencies. Although SAIT is focused on operations in Iraq, a number of organizations have used it to train staff who have been called upon to work in high-risk environments.

317. IOM is a member of the **UNDSS Inter-Agency Security Management Network (IASMN)** and participated in the 2007 IASMN meetings held in Rome and Turin. This policy development forum plays an important role in setting the safety/security agenda for all UN/IOM Missions worldwide.

318. A new staff census was taken for the next biennium (2008-2009) of the UNDSS budget involving all of the agencies operating under the UNDSS Security Management System. IOM's staffing numbers increased dramatically since the last census and thus a substantial increase in our services fees will be incurred.

B. Panama Administrative Centre

319. The Panama Administrative Centre (PAC) was formally established in 2007. The Head of PAC took up his position on 1 May 2007 and started building his team and overseeing the refurbishment and equipping of the office. PAC staff members were recruited in the areas of financial and accounting control, information technology and human resources management. One internal audit position was also transferred to PAC. By the end of the year the office had a total of 15 staff: 12 in PAC plus another three funded by a programme.

320. The PAC was formally inaugurated on 7 September 2007 in the presence of the Vice-President of Panama and of the Director General of IOM.

321. The Field Personnel Support Unit started providing support to IOM Missions worldwide in their management of local staff. At the end of 2007, the total number of staff locally recruited in IOM was 5,622. In addition, support was provided to IOM Missions in the

western hemisphere in the areas of accounting and financial control, information technology and emergency response, specifically for operations following the earthquake in Peru and tropical storm Noel in the Dominican Republic.

322. PAC has started to participate in the Risk, Emergency and Disaster task force for Latin America and the Caribbean (REDLAC), a regional network coordinated by OCHA to exchange information about disaster relief and emergency response in Latin America and the Caribbean.

IX. GENDER ISSUES

323. Following the evaluation of the gender policy in 2006, a review of the conclusions and recommendations of the report was conducted throughout the Organization in order to reap the benefits of this exercise and to revitalize gender mainstreaming in the Organization. Based on the outcomes of different consultations, a document encompassing recommendations for a new strategy for gender mainstreaming in IOM was prepared and endorsed by the Deputy Director General in 2007, proposing actions to make gender mainstreaming more effective in IOM.

324. The Gender Issues Coordinator (GIC) supported by the Working Group on Gender Issues (WGGI) has also pursued traditional gender activities, including awareness-raising on gender and migration topics and promotion of gender projects.

In 2007 gender-related activities contributed to achieving the following objectives of the IOM Strategy document:

2. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrants in accordance with international law.
7. To promote, facilitate and support regional and global debate and dialogue on migration, including through the International Dialogue on Migration, so as to advance understanding of the opportunities and challenges it presents, the identification and development of effective policies for addressing those challenges and to identify comprehensive approaches and measures for advancing international cooperation.
8. To assist States to facilitate the integration of migrants in their new environment and to engage diasporas, including as development partners.
9. To participate in coordinated humanitarian responses in the context of inter-agency arrangements in this field and to provide migration services in other emergency or post-crisis situations as appropriate and as relates to the needs of individuals, thereby contributing to their protection.
12. To support the efforts of States in the area of labour migration, in particular short-term movements, and other types of circular migration.

325. IOM contributed to several reports by the United Nations Secretary-General, including the report on violence against women migrant workers through which the Organization highlighted the importance of strengthening the capacities of government officials to promote and protect the rights of women migrants, in particular within the context of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (IOM Strategy Point 2).

326. Within the framework of the High-level Segment of ECOSOC, IOM, UNFPA and OSAGI organized a ministerial round-table breakfast on 5 July 2007 on the topic of "Women's participation in poverty alleviation and sustained economic growth, including through the initiatives of migrant women". The participants agreed to bring some recommendations, including specific recommendations on women migrants and remittances,

and women migrants' health to the attention of their governments and multilateral and civil society organizations. These points were also brought to the attention of ECOSOC (IOM Strategy Point 7).

327. In collaboration with the Geneva cantonal authorities in charge of women's affairs, integration, health and youth, IOM organized a conference on Female Genital Mutilations on 9 October in Geneva, to encourage the exchange of best practices among health professionals and build a network for the protection of girls (IOM Strategy Point 8).

328. IOM continued to participate in the Sub-Working Group on Gender and Humanitarian Action of the IASC (IOM Strategy Point 9).

329. In 2007 GIC supported a policy-oriented research project aimed at placing gender on the labour migration and development agenda in Asia. The objective was to present sound research results, data and analytical findings in a policy-relevant form, in order to contribute to the international policy dialogue on gender and labour migration. The project includes studies in Bangladesh, Sri Lanka, Thailand, Viet Nam, the Philippines and China to be published in 2008 (IOM Strategy Point 12).

X. OFFICE OF THE INSPECTOR GENERAL

330. The Office of the Inspector General (OIG) fulfils the functions of internal audit, evaluation, rapid assessment of projects and evaluation for internal oversight, as well as of investigating cases of alleged violations of IOM's Regulations and Rules and suspected fraud. The assessment and oversight and the recommendations made by OIG contribute to the achievement of IOM's strategic objectives, effectively, efficiently and in compliance with the Organization's Regulations and Rules. OIG complements IOM's internal control systems, also playing a role in identifying and evaluating risk, and the Organization's risk management.

331. During 2007 OIG undertook 48 internal audits, including seven audits of MRFs and two Special Liaison Missions (SLMs). Financed by a major donor concerning IOM's activities, an external consultant undertook a comprehensive review of OIG's internal audit function.

332. A total of 78 projects underwent rapid assessment. This entails comparing performance against plans and giving an independent opinion on their operational and financial status through a systematic review of the project design, planned chain of outcome, output, costs and activities, including assessing the inputs of key project counterparts and stakeholders.

333. As a follow-up to the UN High-level Dialogue on International Migration and Development, OIG carried out an evaluation on the *Migration and Development in Africa* initiative. Having only very limited resources for evaluation, OIG focused on managing and providing technical assistance to evaluations conducted by others within IOM. OIG was thus involved in the production of a further 19 evaluations, in collaborating with other IOM units to promote evaluation in IOM, and engaged in activities intended to increase IOM's technical capacity to undertake evaluations.

334. OIG carried out six investigations and provided advice and technical assistance for a further nine within the Organization.

335. In 2007, OIG responded to a substantially increased number of requests for technical assistance and guidance in project monitoring, the provision of monitoring guidelines and establishing indicators. It also provided management consultancy services in a number of areas, was occasionally requested to provide inputs to policies and rules established by IOM, worked closely with other units engaged in oversight and delivered staff training, particularly to Field staff in oversight, project monitoring and fraud prevention. OIG staff members regularly participated in international professional forums concerning its audit, investigation and evaluation functions to keep abreast of the newest techniques, professional standards and best practices.

XI. INFORMATION TECHNOLOGY AND COMMUNICATION

336. Information Technology and Communication (ITC) continued its effort to implement corporate applications, including integrated information systems Organization-wide to better support organizational growth and enhance administrative and operational capacities.

337. During 2007 significant progress was made in two critical business area systems: (a) PRISM for resource management, and (b) MIMOSA.

338. ITC also implemented network optimization technologies and monitoring tools to improve Field Mission connectivity and accessibility to these corporate applications systems to better respond to the requirements for organizational online administrative and financial systems.

339. The Manila IT Service Centre (ITSC) enhanced its services to a growing number of Field Missions by upgrading the e-mail infrastructure and consolidating IOM Field Missions in the iom.int domain to enhance the security of the IOM network and increase the reliability of critical services. During 2007, ITC adopted a "Service-level Commitment" establishing the levels of service to ensure timely and responsive ITC support to IOM Field Missions.

Process and Resources Integrated Systems Management (PRISM)

340. This joint initiative with the Department of Resource Management is based on the enterprise resource planning software of SAP. PRISM will enable IOM to enter and access financial information with a greatly reduced time lag between the expenditure and related reporting, thus improving the management of commitments and budget consumption. It will also improve budgeting and reporting on expenditure and commitments to donors and Member States.

341. PRISM Human Resources was launched in 2006 to address the business areas of recruitment, organizational management, personnel administration, absence management and payroll. It was first applied to all staff at Headquarters and international staff worldwide. During 2007 the service was extended to the local staff of Manila, Jakarta and Harare and a number of existing functionalities were enhanced.

342. PRISM Financials went through extensive preparatory work in 2007 to ensure it could go live as scheduled at the beginning of 2008 at Headquarters in Geneva, the Manila Administrative Centre, Moscow, Budapest, Sarajevo and Skopje. The gradual roll-out to all other offices is expected to be completed by the spring of 2009. This first phase provides the

functionalities to meet business needs in the areas of budget, financial accounting, treasury, procurement, project financial monitoring and donor reporting.

Migration Management Operational Systems Application (MIMOSA)

343. In 2007, ITC streamlined the integration of MIMOSA with other corporate applications and implemented new functionalities supporting movement operations, medical services, assisted voluntary return and pre-consular services. MIMOSA is interfacing with other external systems within the United States Refugee Program.

344. **Field Mission Connectivity:** Continuing its effort to provide better accessibility for IOM Field Missions to the Organization's applications, ITC implemented Quality of Service (QoS) in the IOM network to optimize network usage and have the ability to prioritize required network traffic. A comprehensive survey of network connectivity with IOM Field Missions was conducted during 2007 and recommendations made to achieve established benchmarks.

345. **Service Desk for Field Missions:** Manila ITSC continued to expand the number of offices using the Voice over Internet Protocol (VoIP) system and video conference services to provide a low-cost alternative to the growing communication needs of the Organization; extended the needed support to Missions for e-mail migration; improved network security and monitored closely the adherence to the service-level commitment to provide efficient, effective and timely IT support services to the Organization.

XII. SUPPORT FOR DEVELOPING MEMBER STATES AND MEMBER STATES WITH ECONOMY IN TRANSITION - 1035 FACILITY

346. In its seventh year, the 1035 Facility has undergone a major revision. In response to a request by Member States for additional funding for the 1035 Facility, the funding mechanism was expanded by the IOM Council in June 2007.⁹ The expanded 1035 Facility became available from 1 January 2008 and now includes two "lines" of funding.¹⁰ Updated management guidelines were finalized to ensure proper management of the two distinct "lines" of funding.

347. In 2007, a total of USD 2,182,334 was allocated to 29 different initiatives. As in previous years, the distribution of allocations to each region closely matched the representation of eligible Member States in those regions. In Africa, the Facility supported ten initiatives with over USD 907,000, benefiting 14 eligible Member States. In the Latin America and the Caribbean region, an amount of over USD 512,000 was allocated to nine initiatives, benefiting ten eligible Member States. In Asia, five initiatives benefiting eight Member States were funded for a total of over USD 305,000. In Europe, over USD 315,000 were allocated to four projects benefiting 12 Member States. In the Middle East, the Facility supported one initiative with over USD 41,000, benefiting one eligible Member State.

⁹ In addition to the annual budgeted USD 1.4 million allocation, Council Resolution No. 1150 (XCIII) of 7 June 2007 approved the IOM Strategy document which states that "25 per cent of Discretionary Income (excluding security) in excess of the 2007 Programme and Budget Discretionary Income of USD 20.5 million will be allocated to an expanded 1035 Facility starting in 2008."

¹⁰ Available funding under Line 1 is USD 1.4 million. The budgeted amount for Line 2 is USD 2.5 million. The exact amount for Line 2 will be confirmed at the closure of 2007 accounts.

348. The total of USD 2,182,334 includes USD 600,000 allocated to the Facility at closure of the 2006 accounts and a contribution of EUR 100,000 by the Government of Italy in late December 2006, which was carried forward and allocated to projects in 2007. Of the total amount of USD 1.4 million allocated to the facility, Austria contributed USD 84,000 and the United States USD 600,000. In late 2007, Italy made a further contribution of EUR 50,000 to the Facility and this amount was carried forward to be allocated to projects in 2008.

XIII. REPARATION PROGRAMMES

349. With the completion of its two large compensation claims programmes, German Forced Labour Compensation Programme (GFLCP) and Holocaust Victim Assets Programme (Swiss Banks) (HVAP), in 2007 the work of IOM's Reparation Programmes has shifted to providing expert advice, technical assistance and capacity-building to other national and international reparation and claims mechanisms. These are being set up to deal with land and property issues and provide restitution, compensation or other forms of reparation to victims of conflicts, including internally displaced persons and members of the diaspora, and to victims of other large-scale human rights violations. At the end of 2007, there were 18 staff members in the Reparation Programmes, more than half of them women.

A. German Forced Labour Compensation Programme

350. After the final payments under GFLCP had been concluded in December 2006, the period covered by this report was devoted to reconciliations with the German Federal Foundation on whose behalf the programme was implemented; audits; transfer of claim files and electronic data to the German Federal Archive where they will be preserved; database consolidation and preservation; final reporting (including an exhibit), and other closure activities for this programme that dealt with 400,000 claims from 90 countries.

B. Holocaust Victim Assets Programme (Swiss Banks)

351. In 2007, the final payments were made under HVAP. Other work included reconciliations with the Special Masters; preparation of audits; transfer of claim files and electronic data to the United States Holocaust Memorial Museum, and database consolidation. The programme which dealt with 52,000 claims from 71 countries will be closed in 2008.

C. Roma Humanitarian Assistance Project

352. IOM concluded final payments to GFLCP beneficiaries by 31 December 2006, the final date for payment mandated by the German Foundation. Unfortunately, for a certain number of claims it was impossible to pay out the award; for instance because the claimant had died without leaving an heir, or because IOM received notification of the beneficiary's death only after the official payment deadline. For these and other reasons, a certain number of cheques were never cashed by the intended recipients and the amounts had to be put aside for refund to the German Foundation. As the process of refunding cheques continued during 2007, a "residual" compensation amount accrued which could no longer be paid out to individual beneficiaries.

353. Following an application by IOM in May 2007, the Foundation agreed in June 2007 that the remaining compensation amount could be used for the purpose of a humanitarian

project on behalf of needy, elderly Roma survivors of Nazi persecution, similar to the earlier Humanitarian and Social Programmes (HSP) implemented by IOM during 2001-2005. Accordingly, IOM started the "Roma Humanitarian Assistance Project" (RHAP) in mid-2007, with an estimated project size of EUR 10 million and a time frame of 18 months. With project management located in Geneva, the project is being implemented with the assistance of IOM Field Offices and service providers in five Central and South-Eastern European countries (The former Yugoslav Republic of Macedonia, Montenegro, Romania, Serbia and Slovakia) for the benefit of approximately 14,000 elderly Roma beneficiaries living in selected target communities throughout the region. Within the criteria defined by the donor, the project includes a broad range of humanitarian assistance (material, social, medical and legal) with the aim of contributing to a tangible and preferably sustainable improvement of living conditions of the elderly Roma survivors. By 31 December 2007, RHAP implementation in all five countries was well under way.

D. Iraq Property Claims Programme

354. Through its Iraq Property Claims Programme (IPCP), IOM continued to provide advice, technical assistance and training to the Iraqi Commission for the Resolution of Real Property Disputes (CRRPD). 2007 proved to be a challenging year for the IPCP. The deterioration of the security situation in Iraq impeded IOM's ability to make significant progress on a number of fronts during the first half of the year. For instance, as a result of the assassination of the Head Judge of the CRRPD Cassation Commission, several planned meetings and workshops had to be postponed.

355. The meetings, workshops and training sessions held with and for the CRRPD included the following: a meeting with the Head and senior management of the CRRPD National Secretariat in Amman to review and finalize the IPCP's programme of support for 2007; a workshop in Geneva with senior CRRPD staff, including the Heads of the legal and compensation departments, focusing on consistency in decision-making and on the tracking, implementation and payment of awards, and another meeting in Geneva with senior CRRPD managers in which enhancements to the CRRPD's claims processing methods and workflows were developed.

356. In July 2007, the Director of IOM's Reparation Programmes and the Head of the CRRPD participated in a workshop in Amman organized by UNAMI and the International Centre for Transitional Justice, which discussed challenges and made recommendations for a comprehensive reparation strategy as part of transitional justice in Iraq. Other participants included the Iraqi Minister of State for the Council of Representatives Affairs, members of the Iraqi Council of Representatives and members of the Iraqi Foundation for Martyrs and Political Prisoners.

E. Turkish Compensation Programme

357. Since June 2006, IOM has provided technical assistance to the Turkish Ministry of Interior within the framework of the implementation of Law 5233, establishing a compensation programme for the internally displaced population in Turkey which continued in 2007. This assistance was provided through UNDP-Turkey as part of the project on Support to the Development of an Internally Displaced People Programme in Turkey. The role of IOM has been to provide concrete, operational expert advice on policies and tools to assist the Ministry of Interior with the fair and expeditious implementation of compensation

provisions under Law 5233. For 2007, this included the participation in a workshop organized by the Ministry of Interior and UNDP-Turkey in Van, Turkey, concerning progress on the implementation of Law 5233 and the Van Action Plan for Internally Displaced Persons; the provision of technical advice on the claims database developed by the Ministry of Interior and the drafting of a policy document on the institution of a systematic decision review and audit process within the purview of Law 5233.

F. Justice and Peace Law in Colombia

358. In 2007, IOM continued to provide expert advice to the Colombian public institutions involved in the implementation of the Justice and Peace Law (JPL) in close collaboration with the IOM Mission in Colombia. The principal role continued to be to ensure that the staff of the implementing institutions benefit from the lessons learned and the best practices developed in other national and international large-scale reparation efforts. In 2007, two new areas were addressed, i.e. the question of property restitution in Colombia and the possible establishment of an administrative reparation programme for the victims of all armed groups in Colombia. The work included input to the 2007 work plan of the National Commission for Reparations and Reconciliation (NCRR); the design of training modules for NCRR and Fiscalia staff; advice on the development of the Inter-Institutional Victim Information System; input in the design of the victim consultation rounds organized by the NCRR, and advice on the draft administrative reparations decree prepared by the Colombian Government.

G. Timor-Leste

359. In June 2007, staff from the Reparation Programmes, and the IOM Mission in Timor-Leste, participated in two inter-agency missions to identify durable solutions for the crisis of internal displacement in Timor-Leste. IOM's role focused on the relationship between the internal displacement crisis and land and property rights issues on the one hand, and wider transitional justice and reparation issues on the other. In addition to participating in the drafting of the final report and recommendations of the inter-agency missions, IOM, together with a land law expert from UNDP Timor-Leste, developed a proposal for a comprehensive land and property rights framework and regularization process in Timor-Leste. Upon completion of the inter-agency missions, the IOM Reparation Programmes continued to provide expert advice and support to the IOM Mission in Timor-Leste in respect of the development and implementation of a national internal displacement recovery strategy and land and property rights issues in Timor-Leste.