



IOM International Organization for Migration
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OIM Organización Internacional para las Migraciones

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GENDER COORDINATION REPORT 2013

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Introduction

1. In 2013, the Gender Coordination Unit devoted great effort to three main initiatives:
 - (a) The United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (SWAP);
 - (b) Prevention of sexual exploitation and abuse (PSEA);
 - (c) Increasing the visibility of, and knowledge-sharing about, IOM's Field work on gender equality and the empowerment of women.
2. Throughout the year, the Unit also pursued its regular activities in the areas of inter-agency cooperation and gender in human resources and continued to manage the gender focal point network.

System-wide Action Plan on Gender Equality and the Empowerment of Women

3. The Gender Coordination Unit continued to lead IOM's participation in this inter-agency initiative designed to provide stronger accountability and commitment for promoting gender equality and the empowerment of women in the United Nations system. IOM was among the eight piloting entities that tested the reporting framework and participated in the first round of mandatory reporting along with 54 other agencies. Several senior management meetings were organized to discuss and adopt a forward-looking remedial plan to ensure steady progress until 2017.
4. The feedback on IOM's performance received from UN-Women was discussed during a Management Coordinating Committee meeting and important executive decisions were taken to ensure sustained implementation of the remedial plan as well as greater accountability. The Gender Coordination Unit actively supports other IOM units as they take steps to implement their SWAP-related commitments, including the Office of the Inspector General for the organization of a gender audit and the IOM Development Fund for greater gender mainstreaming into the development of project proposals.
5. The Unit is also actively involved in inter-agency collaboration and participated in several SWAP-related workshops and an external peer review workshop organized by the UN-Women Training Centre in Santo Domingo, Dominican Republic (19 and 20 March 2013), to evaluate the first draft of the system-wide e-course on gender.

Prevention of sexual exploitation and abuse

6. The Gender Coordination Unit conducted an extensive evaluation of the mandatory sensitization session on PSEA that IOM rolled out in 2011. As of November 2013, approximately 7,325 staff members have been trained worldwide, representing a compliance rate of 84 per cent of the IOM workforce; efforts are ongoing to ensure maximum coverage. The evaluation report, which has been disseminated widely, offers several recommendations to foster the creation of a strong and enduring PSEA culture within the Organization.
7. The Gender Coordination Unit continued to support the Office of the Chief of Staff to ensure an efficient and timely implementation of the IOM Plan of Action on PSEA. A PSEA policy has been drafted in collaboration with the Office of Legal Affairs and presented to

senior management. A new poster in the three IOM languages is also ready to be rolled out to the Field as an additional tool to promote staff awareness about this issue. During a 2013 Management Coordinating Committee meeting, senior management decided to appoint IOM's Chiefs of Mission and Heads of Office as PSEA focal points in the Field. The Unit followed up on that decision by drafting a set of "accountabilities" to be added to the regular terms of reference of the focal points and designing a roll-out plan. In parallel, the Gender Coordination Unit piloted PSEA risk assessment workshops with resettlement programme managers and the adoption of beneficiary protection plans which will serve as models for other areas of IOM's work. The Unit is also in the process of identifying IOM functions which involve regular and unsupervised contacts with vulnerable beneficiaries, in order to provide additional tailored capacity-building on PSEA.

8. In 2013, the IOM Director General William Swing continued to successfully play his role as the Inter-Agency Standing Committee (IASC) Principals' focal point on PSEA, a role he took on in November 2011. When the IASC training film on PSEA, *To Serve with Pride*, was revised and released in 2013, the IOM Director General provided a statement and is one of the international organization heads featured in the film. The Gender Coordination Unit and the Office of the Chief of Staff continued to act as the secretariat of the senior focal points on PSEA network, supporting the organization of several meetings and drafting of reports to the IASC Principals. In total, five meetings of the senior focal points have been organized and a report to the Secretary-General of the United Nations (among other deliverables) is planned to close activities for this year. IOM, including through its involvement in the development of a pilot community-based complaints mechanism, is now recognized as a leading agency in the area of PSEA.

9. The Unit is also actively involved in directly investigating or supporting the investigation of allegations of sexual abuse or exploitation received from Field Offices.

Knowledge-sharing and global outreach

10. This year, as part of its efforts to implement the SWAP – and in line with feedback from key stakeholders – the Unit has actively stepped up its global outreach and knowledge-sharing activities. The objective is to improve different stakeholders' understanding and knowledge of key gender and migration challenges (trafficking, access to sexual and reproductive health care, underemployment and deskilling of migrant women, female genital mutilation among migrant populations). The Unit compiles knowledge on gender and migration and regularly disseminates newsletters, fact sheets, photo stories, press releases, research publications and good practices from IOM Field Offices via a wide range of traditional and social media channels, including the IOM website, Facebook, Twitter and blog accounts, the United Nations system Pinterest account on gender and WomenWatch. The Unit is revamping its page on the main IOM website and has now included an interactive map for easier access to gender information by country.

International Women's Day: Preventing violence against migrant women and girls

11. On International Women's Day 2013, the Gender Coordination Unit published a fact sheet, a press release and a photo story calling for increased efforts to prevent and address widespread and multifaceted violence against migrant women and girls. The Organization is actively participating in preparations for the UK Department for International Development's call to action on protecting girls and women in emergencies.

12. The Unit also shared good practices with a broad audience on the occasion of the International Day of the Girl Child.

Publications on skilled migrant women's underemployment

13. As reported last year, in 2012 the Gender Coordination Unit published *Crushed Hopes: Underemployment and Deskilling among Skilled Migrant Women* and organized a workshop in Geneva with key stakeholders, including local authorities, academia, practitioners and migrant women, to publicize the result of the Swiss chapter of the publication. In 2013, the report of the workshop was published and disseminated. The Unit also participated in a seminar entitled Highly Skilled Migrant Women Integration into the Labour Market: Challenges, Opportunities and Responses, organized by the Research Platform Migration and Integration, of the University of Vienna, held on 14 October 2013, where the research results of *Crushed Hopes* were shared.

Online discussion on social norms, gender and migration

14. The Unit successfully collaborated with Wikigender (a project initiated by the Organisation for Economic Co-operation and Development) in organizing an online discussion on "How do discriminatory social norms relate to the gender dynamics of international migration?" from 2 to 15 September 2013.

Global Forum on Migration and Development

15. The Unit actively participated in preparations for the Global Forum on Migration and Development 2012 Roundtable 3.3 on Protecting Migrant Domestic Workers and Enhancing their Development Potential. IOM, in cooperation with the ILO and UN-Women, also organized a side event on migrant domestic workers' protection.

Other events

16. Other events in which the Gender Coordination Unit participated were as follows:
- 51st Graduate Study Programme of the United Nations Office at Geneva on gender equality and the empowerment of women. The Unit was a key lecturer/facilitator and IOM led the Working Group on Gender and Migration.
 - The 2013 ILO Labour Migration Academy, where the Unit facilitated a session on gender and labour migration.

Other inter-agency involvement

Inter-Agency Network on Women and Gender Equality

17. The Gender Coordination Unit continued to be an active member of the Inter-Agency Network on Women and Gender Equality. It also participates in the informal network of Geneva-based United Nations gender advisers.

Committee on the Elimination of Discrimination against Women

18. The Gender Coordination Unit contributed to the fifty-sixth session of the Committee on the Elimination of Discrimination against Women by providing the Committee with material on rural women and migration. The Unit was also present at the press briefing on General Recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations.

IASC Task Force on Protection from Sexual Exploitation and Abuse

19. The Unit continued to substantially support IOM's participation in the IASC Task Force on Protection from Sexual Exploitation and Abuse.

Reports of the United Nations Secretary-General

20. In 2013, the Gender Coordination Unit contributed to reports of the United Nations Secretary-General on: women, peace and security; gender equality and women's empowerment in natural disasters; and violence against women migrant workers.

Gender in human resources

21. The Gender Coordination Unit actively contributed to the work led by the Human Resources Management Division to revise IN/90: Policy for a Respectful Working Environment. The Unit, among other things, provides advice on how to address prohibited conduct relating in whole, or in part, to gender, sexual orientation, family situation, marital status or maternity issues.

22. The Unit regularly monitors and disseminates data on gender balance in the Organization, including through information sheets directed at both management and staff. It is also actively involved in supporting the investigation of allegations of sexual harassment received from Field Offices.

23. The Unit has also been involved in several initiatives related to redesigning the internal justice system, the development of an investigation policy and the development of a case-tracking tool.

Collaboration with service areas and Field Offices

24. In 2013, the Gender Coordination Unit continued to provide expert advice to service areas and Field Offices upon request. It participated in the workshop on monitoring and evaluation organized by the Staff Development and Learning Unit and promoted the use of SWAP-aligned indicators.

25. The Unit has been tasked with assessing how lesbian, gay, bisexual and transgender issues are affecting IOM's work worldwide and how offices are already responding to related challenges. A pilot training workshop was organized for 20 Headquarters staff in October 2013.

Gender focal point network

26. The Unit continued to lead its network of gender focal points, not only providing bilateral and collective guidance, but also drawing on the network to better understand, use and promote Field work. In 2014, the Unit will embark on an important initiative to reform the network for more efficiency and better alignment with inter-agency practices and standards.

Ongoing activities

27. The Gender Coordination Unit continues to attend meetings of the Appointments and Postings Board and the Rotation Appointments and Postings Board as a non-voting ex officio member as part of the strategy to ensure that proper attention is given to gender considerations and to assist in achieving a gender balance in the Organization.