EIGHTY-EIGHTH SESSION
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REPORT OF THE DIRECTOR GENERAL ON

THE WORK OF THE ORGANIZATION FOR THE YEAR 2003

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This document is submitted to the Executive Committee at its Hundred and first Session in June 2004.

CONTENTS

ABBREVIATIONS

AGAMI	Action Group on Asylum and Migration
ANCI	National Association of Municipalities, Italy
ANETI	Agence Nationale pour l'Emploi et le Travail Indépendant (Tunisia)
ATCT	Agence Tunisienne pour la Coopération Technique
AU	African Union
BAFL	Bundesamt für Migration und Flüchtlinge
BiH	Bosnia and Herzegovina
BORK	Berlin Occupational Reintegration of Kosovars
CAP	Consolidated Appeals
CARDS	Community Programme for Assistance, Reconstruction, Development and Stabilization in the Western Balkans
CDC	Centers for Disease Control
CesPi	Italian Research Institute of International Politics
CIMI	Center for International Migration and Integration
CIS	Commonwealth of Independent States
COMESA	Common Market for Eastern and Southern Africa
CPA	Coalition Provisional Authority (Iraq)
DDR	Disarmament Demobilization and Reintegration
DFID	Department For International Development (United Kingdom)
EAS	Employment Assistance Services
EC	European Commission
ECOSOC	Economic and Social Council
ECOWAS	Economic Community of West African States
EU	European Union
FEDASIL	Federal Agency for Asylum Seekers (Belgium)
FERME	Fondation des enterprises de recrutement de main-d'oeuvre agricole étrangère (Canada)
FONAPAZ	Fondo Nacional para la Paz (Guatemala) (National Fund for Peace (Guatemala))
FOR	(Swiss) Federal Office for Refugees
FSO	Field Security Officer
FYROM	The former Yugoslav Republic of Macedonia
GARP	Government Assisted Repatriation Programme
GATS	General Agreement on Trade in Services
GCIM	Global Commission on International Migration
GFP	Governorate Focal Point
GMG	Geneva Migration Group
GSI	General Security Information
IAMM	International Agenda for Migration Management
IASC	Inter-Agency Standing Committee
ICMPD	International Centre for Migration Policy Development
ICRS	Information, Counselling and Referral Service
IDP	Internally Displaced Person

ABBREVIATIONS (continued)

IGC	Intergovernmental Consultations
ILO	International Labour Organization
IMIS	Integrated Migration Information System
IO	International Organization
IPCC	Iraq Property Claims Commission
IPRF	Iraqi Property Reconciliation Facility
ISIM	Institute for the Study of International Migration
ITI	Iraq Transitional Initiative
JDC	American Jewish Joint Distribution Committee
MEHRPI	Medical Evacuation and Health Reconstruction Programme in Iraq
MIDA	Migration for Development in Africa
MIDSA	Migration Dialogue for Southern Africa
MIGRA	Immigrants Information Agency, Italy
MiMOSA	Migrant Management and Operational Services Application
MME	(Egyptian) Ministry of Manpower and Emigration
MOSS	Minimum Operating Security Standards
MOU	Memorandum of Understanding
NEPAD	New Partnership for Africa's Development
NFI	Non-food items
NGO	Non-Governmental Organization
OECD	Organisation for Economic Co-operation and Development
OCHA	Office for the Coordination of Humanitarian Affairs
OSCE	Organization for Co-operation and Security in Europe
OTI	Office of Transitional Initiatives (of USAID)
PHAMSA	Partnership on HIV/AIDS among Mobile Populations in Southern Africa
PROCHE	Pilot Programme for the Development of Emigration Zones in Tunisia
PRODESFRO	Border Development Programme (Guatemala)
PROMOTE	Promotion of Tunisian Labour Migration
PTR	Psychosocial and Trauma Response
RANA	Reception and Reintegration of Afghan Nationals to Afghanistan
RCM	Regional Conference on Migration
RCO	Refugee Community Organizations
REAG	Reintegration and Emigration of Asylum-Seekers from Germany
RIF	Return Information Fund (Switzerland)
RQA	Return of Qualified Afghans
RQN	Return and Reintegration of Qualified Nationals
RRTF	Rapid Response Transportation Fund
SADC	Southern African Development Community
SAIT	Security Awareness Induction Training
SaP	Stabilization and Association Process
SFM	Swiss Forum for Migration and Population Studies
SFP	Security Focal Point
SIDA	Swedish International Development Agency
SIEMCA	Statistical Information System on Migration in Central America

ABBREVIATIONS (continued)

SIR	Security Information Report
SLBFE	Sri Lanka Bureau of Foreign Employment
TCN	Third Country National
UNAMA	United Nations Assistance Mission in Afghanistan
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNFSCO	United Nations Field Security Coordination
UNHCR	(Office of the) United Nations High Commissioner for Refugees
UNHCHR	(Office of the) United Nations High Commissioner for Human Rights
UNODC	United Nations Office on Drugs and Crime
UNOHCI	United Nations Office of Humanitarian Coordinator for Iraq
UNSECOORD	Office of the United Nations Security Coordinator
USAID	United States Agency for International Development
USRP	United States Refugee Programme
VARRP	Voluntary Assisted Return and Reintegration Programme
WHO	World Health Organization
WTO	World Trade Organization

REPORT OF THE DIRECTOR GENERAL ON THE WORK
OF THE ORGANIZATION FOR THE YEAR 2003

INTRODUCTION

1.   During 2003, the Organization admitted as Members: the Islamic Republic of Mauritania, New Zealand, the Republic of Moldova, and the Republic of Malta.   Other significant activities and decisions of IOM's governing bodies are summarized in this report, as in previous years, to provide a consolidated overview.

2.   IOM continued to grow in 2003.   The four new Members brought the number of Members to 102.   The total expenditure in 2003 (Administrative and Operational Programmes combined) was USD 440.6 million compared with USD 372.6 million in 2002 - an increase of 18 per cent.   The Administrative Part of the Budget increased by 2.54 per cent to CHF 36,673,000.   The Operational Part of the Budget increased by USD 63.9 million to USD 413.5 million. The number of staff increased by 8.1 per cent to a total of 3,691 at the end of 2003, with an increase in the proportion of female staff at the Professional level from 37.7 per cent to 39.7 per cent.

3.   While growth continues, however, it is not even and uniform in geographical or thematic terms.   Although there was growth in all services except movement, and in all regions except Asia and Oceania, this overall picture masks significant ups and downs at a subregional and country level. Shifting political attention and funding patterns can mean substantial expansion in a particular geographical area or in a particular field of programming, sometimes resulting in the decline or neglect of other areas and activities. This creates challenges both for management of the Organization and for planning and implementation of activities in migration management.

4.   The related issues of the ongoing growth of the Organization and the level of the Administrative Part of the Budget were the subject of discussion in the governing bodies during 2003, and consideration of these will extend into 2004.   The problem of outstanding contributions was also a topic much discussed in the governing bodies in 2003, and efforts to address this will continue in 2004. The Administration for its part, has continued to seek and implement cost-saving measures, including the transfer of certain functions to Manila.   Two other important issues were considered in 2003 on which work will continue in 2004: (a) the document entitled: "IOM strategy: current and future migration realities and IOM's role", and (b) IOM's relationship with the UN.

5.   Outside the governing bodies, there were two significant developments impacting on IOM's relationship with the international community in 2003, namely the creation of the Geneva Migration Group (GMG) and the Global Commission on International Migration (GCIM). The GMG consists of the Heads of six agencies dealing with various aspects of migration: ILO, IOM, UNCTAD, UNHCHR, UNHCR and UNODC, and has as its aims: to share information and ideas, improve understanding, make effective linkages, and provide direction and leadership in a system-wide context. Its creation is an important step in IOM's efforts, set in train in the last couple of years, to strengthen strategic partnerships with key agencies.   The GCIM was

launched in December 2003 by the Secretary General of the United Nations with the stated aims of placing international migration on the global agenda, analysing gaps in current policy approaches to migration and presenting recommendations in 2005 on how to strengthen the governance of international migration.

6.   Among other noteworthy issues and developments in the global migration context in 2003 were the continued concern about security, and growing recognition of: (a) migration as something that is happening and that what is needed are measures to make it orderly, not just measures to prevent it; (b) the benefits of increased partnership among countries sharing migration routes; and (c) the relevance of migration for development. The entry into force of the UN Convention on Transnational Crime, and one of its two Protocols, and the UN Convention on the Rights of All Migrant Workers and Their Families in 2003 increased the demand by States for assistance in developing the necessary legislative and administrative measures to give effect to the obligations arising from these instruments. Indeed there has been a general increase in demand for advice, models and training in the field of international and regional instruments relevant to migration.

7.   In Afghanistan, work continued to consolidate peace and enable people to return. In Iraq, IOM took part in the international community's humanitarian assistance efforts following the overthrow of the régime, but programme implementation became reliant on NGO partners and national staff with the evacuation of all international staff in the wake of the bombing of the UN Headquarters in Baghdad on 19 August. In Africa, developments lending hope for peace and stability enabled certain return activities to take place, or preparations for the return of long-displaced populations.

8.   Turning now to a brief summary of the main IOM activities and developments in 2003, IOM provided **Movement** assistance to a total of some 210,000 people during 2003. This was a substantial decline compared with 2002 when some 514,400 people were assisted to move. The decline is mostly due to the drop in numbers of Afghan IDPs and returnees, which constituted some 335,000 of the 2002 figures. There was a decrease also in the numbers of movements in Timor-Leste and West Africa. One area of movement which saw an increase was assistance to people resettling in third countries, for which the total was 69,775 in 2003. For the rest, the principal movements in 2003 were of Third Country Nationals (TCNs) coming out of Iraq (4,400 of 19 nationalities); TCNs returning home in West Africa (9,980 to 10 countries), and repatriations to Angola from neighbouring countries.

9.   In **Migration Health**, the number of health assessments increased by 1.8 per cent over 2002 to 79,914. Health informatics systems were deployed in more places increasing the scope for public health surveillance between source and destination countries and facilitating access to health care. HIV/AIDS projects increased in number and scope, and important work continued on raising awareness of the public health aspect of trafficking in human beings. The Medical Evacuation and Rehabilitation Programme for Iraq resulted in the evacuation of 173 patients to 16 countries for treatment unavailable in Iraq, of which 108 had already returned by the end of the year. In parallel, work was instituted to rehabilitate the national health infrastructure.

10.   The number of projects in **Technical Cooperation on Migration,** aside from post-emergency migration management, increased by 14 per cent, with an increase in operational expenditure of 34 per cent in 2003. Improving migration management in the pan-European

context was an important focus area for 2003 as countries prepared for EU enlargement and worked through EU Partnership and Cooperation frameworks. Two key areas of focus in 2003 were: (a) "Technical cooperation for migration management and capacity-building" – particularly in establishing or reinforcing legislative and policy frameworks, and operational systems; and (b) "migration for development" – both in promoting socio-economic development in areas prone to migration, and in engaging nationals abroad in different ways to help the development of their home communities and countries.

11.   In the field of **Assisted Voluntary Return,** some 29,000 people were assisted in regular AVR programmes; many more benefited from a range of return-related pre-departure and post-arrival assistance services. There was an increase in the number of return destinations and in the distances between the home and host countries. As a result of increased outreach and counselling activities, a higher proportion of irregular migrants who had not entered the asylum system took up AVR assistance in some European host countries. 31 new AVR projects were funded in 2003, and there was a particular effort to increase and enhance services to promote the sustainability of returns.

12.   Activities in the area of **Mass Information** were strengthened and expanded geographically and thematically in 2003. Demand continued to increase for information campaigns and for migrant information centres. The principal focus remains on the prevention of trafficking and irregular migration, but has also increasingly moved into the area of improving the image of migrants and the prospects for their socio-economic integration in the receiving societies.

13.   2003 again saw an increase of more than 50 per cent in the budget for **Counter-Trafficking** activities, and a geographical expansion. It was also a year for evaluating the programmes to ensure relevance and effectiveness. There was an increased focus on outreach to improve networking and cooperation with civil society, and on building local capacity to promote the sustainability of counter-trafficking and assistance activities. The Counter-Trafficking Module database, previously focused on the Balkans, was developed into a global database during 2003. This has facilitated the management of assistance to trafficking victims, and strengthened the resources for research into and understanding of the causes, processes, trends and consequences of trafficking.

14.   **Labour Migration** programmes in 2003 focused on building the capacity of governments in managing labour migration and in engaging nationals abroad in development efforts; on providing the migrants with preparation and training needed for their move to jobs abroad; on reinforcing the capacity of civil society to assist in integration of migrants; and on regional dialogue on labour migration issues.

15.   The **Migration for Development in Africa** (MIDA) programme made progress in 2003 with the initiation of six new projects in sub-Saharan Africa. The MIDA Great Lakes programmes were evaluated with a view to moving into a second phase in 2004. A MIDA Health sectoral programme was launched as a pilot project in 2003, in partnership with WHO. Feasibility studies were undertaken in selected countries to explore ways of channelling remittances for development of countries of origin.

16.   2003 marked the third full year of IOM's involvement in two **Compensation Programmes**: the German Forced Labour Compensation Programme (GFLCP) and the Holocaust Victim Assets Programme/Swiss Banks (HVAP), both aimed at making financial compensation available to former slave and forced labourers and certain other victims of the Nazi régime. For these programmes, 2003 was a period in which claims registration was almost completed, and attention was more focused on notifications and payments. It was also a significant year for the Humanitarian and Social Programmes (HSP) providing assistance to specific victim groups. By the end of the year IOM had started 52 projects worth over USD 18.7 million in victim communities in 12 Central and Eastern European countries. In 2003 IOM was also involved in designing and developing a property claims programme for Iraq, providing expert advice and technical assistance to the Iraq Property Claims Commission.

17.   The **Migration Policy and Research Programme** in its third year, continued its contribution to enhancing global understanding of and dialogue on migration issues. The International Dialogue on Migration focused in 2003 on the theme of "Migration in a Globalized World". The meeting of the Council in November was the highlight of this discussion, but the intersessional workshops for policy makers on (a) Data Collection and Management, and (b) Trade and Migration made important contributions. MPRP produced a number of publications, including the second World Migration Report, entitled: "World Migration 2003: Managing Migration – Challenges and Responses for People on the Move". In 2003, in its capacity as the secretariat for the Berne Initiative, MPRP developed a concept of a policy framework of guiding principles to facilitate cooperation on migration management – the Draft International Agenda for Migration Management - which is the subject of ongoing consultations. Also in the framework of the Berne Initiative, IOM commissioned and co-published an expert study on "International Legal Norms and Migration" in 2003. MPRP continued to play a key role in promoting cooperation with other agencies and non-governmental organizations and in regional processes and dialogues. The Council decided in November to mainstream MPRP into the core structure of the Organization as a new department.

18.   **Programme Support**. The Donor Relations Division continued in 2003 to provide support to IOM staff in raising awareness of and financial support for IOM's programmes, and liaised directly with donors and partners in exploring and reviewing programmes of interest. The increased recognition of IOM's expertise in consolidated appeals projects resulted in a total of USD 28,279,969 for CAPs in 2003. The Project Tracking Unit documented 565 active projects during 2003, of which 300 were new and 265 were ongoing. This brought the number of projects in the database compendium to a total of 2,272. The Emergency and Post-Conflict Unit provided support to Field Missions in Iraq, Afghanistan, Angola, Uganda, Colombia, the Congo, the Democratic Republic of the Congo, Zimbabwe, Côte d'Ivoire, Sudan and Sri Lanka. Its work in support of the development of reintegration support to demobilized combatants as well as IDPs and other vulnerable groups was much in demand in 2003. Staff Security was a particular preoccupation in 2003, and from when the Staff Security Unit became fully operational in Manila in February 2003 it was extremely busy issuing advice, establishing networks, providing equipment, holding training and providing on the spot needs assessment and implementation of security measures.

19.   Media interest in and understanding of migration has expanded, increasing the demands on the staff of the **Media and Public Information** and making for substantially more coverage of IOM activities in all forms of media both in volume and depth, including on more topics and in more languages**.**

20.   2003 was a year of high demand for the services of **External Relations** in the form of advice, liaison, briefings and presentations at meetings and conferences. The activities of the Research and Publications Division also grew in 2003, resulting in the Division's involvement in a total of 53 research projects, of which the three main themes were: migration and development; labour migration; and combating irregular migration, plus numerous publications on a wide range of subjects.

21.   2003 was thus a year of many developments, both for IOM directly and in the global context in which we work. These provide lessons for reflection, and offer both opportunities and challenges for the year to come: in managing the Organization, in responding to and anticipating needs, in strategic visioning, in providing leadership and guidance, and in finding the rightful place for the Organization in the institutional architecture while enabling it to retain the qualities for which our partners and stakeholders value it.

Brunson McKinley

THE COUNCIL AND SUBORDINATE BODIES

Subcommittee on Budget and Finance (6 May 2003)[1]

22.   The Subcommittee on Budget and Finance (SCBF), under the chairmanship of Mrs. Stoios-Braken (Netherlands), held its Eighty-ninth Session on 6 May 2003. Items on the agenda included the financial report for the year ended 31 December 2002; outstanding contributions to the Administrative Part of the Budget; revision of the Programme and Budget for 2003; support for developing Member States and Member States with economy in transition – 1035 Facility; assessment scale for 2004; and update on Manila delocalization.

23.   The Subcommittee examined in detail the financial report for the year ended 31 December 2002 (MC/2113) and recommended that the Executive Committee approve it.

24.   Concerning the status report on outstanding contributions to the Administrative Part of the Budget (Conference Room Paper/5), it was recalled that, in adopting its agenda, the Subcommittee had decided not to enter into a substantive debate on this subject pending the outcome of informal discussions. The Legal Adviser gave an update of the situation with regard to the payment of outstanding contributions. The Chairperson provided details of the "Friends of the Chair", the small group which had been established to help seek a solution to the problem of unpaid assessed contributions. The valuable work being carried out by the "Friends of the Chair" was acknowledged and the efforts made by several Member States to meet their financial obligations was welcomed.

25.   The Subcommittee examined in length the revision of the Programme and Budget for 2003 (MC/EX/647) and recommended that the Executive Committee approve the revision of the Programme and Budget for 2003.

26.   The Subcommittee considered the proposed adjustment to the IOM assessment scale for 2004 (MC/EX/648) and recommended that the Executive Committee adopt the assessment scale for the Administrative Part of the Budget for 2004, as shown in column 4, Annex II of document MC/EX/648, and that the governing bodies review the assessment scale for 2005 in May 2004.

27.   The Subcommittee then turned to the reports on support for developing Member States and Member States with economy in transition – 1035 Facility (Final report 1 January to 31 December 2002 (SCBF/256) and Status report 1 January to 30 April 2003 (SCBF/257)). The Subcommittee took note of the two above-mentioned reports on support for developing Member States and Member States with economy in transition – 1035 Facility.

28.   Under any other business, the Subcommittee took note of document MC/EX/649 containing additional information to the update on the Manila delocalization.

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[1]   Fully reported in the SCBF report on the Eighty-ninth Session (MC/EX/651).

Executive Committee (11 June 2003)[2]

29.   The Hundredth Session of the Executive Committee took place on 11 June 2003. The Executive Committee re-elected as Chairman Mr. F. Barreiro Perrotta (Paraguay) and elected as Vice-Chairman Mr. M. Ben Rjiba (Tunisia). The main agenda items included the report of the Director General on the work of the Organization for the year 2002; financial report for the year ended 31 December 2002; statement by a representative of the Staff Association; revision of the Programme and Budget for 2003; assessment scale for 2004; outstanding contributions to the Administrative Part of the Budget; support for developing Member States and Member States with economy in transition (1035 Facility); Manila delocalization; and a preliminary exchange of views on zero nominal growth in the Administrative Part of the Budget and IOM's growth.

30.   The Director General made an introductory statement, which had been sent in advance to Member States as document MICEM/3/2003 (Director General's Remarks at the Hundredth Session of the Executive Committee – Introduction to the Report on the Work of the Organization for 2002 and Update for 2003). The Executive Committee examined the report on the work of the Director General for the year 2002 (MC/2114) and the financial report for the year ended 31 December 2002 (MC/2113); it then adopted a resolution taking note of both reports.

31.   The representative of the Staff Association made a statement followed by interventions by two delegates and the Director General. Their statements were reflected in summary record MC/EX/SR/437.

32.   The Executive Committee examined the revision of the Programme and Budget for 2003 (MC/EX/647 and MC/EX/647/Corr.1) and adopted the resolution on the revision (with an amount of CHF 36,673,000 for the Administrative Part and an amount of USD 538,103,780 for the Operational Part).

33.   The Executive Committee then approved the assessment scale for 2004, as shown in Annex II, column 4 of document MC/EX/648, and requested that the governing bodies review the matter of the assessment scale for 2005 in spring 2004.

34.   The Executive Committee reviewed the document (Conference Room Paper/5) on the issue of outstanding contributions to the Administrative Part of the Budget (CHF 6,706,580 at 30 April 2003). It took note with appreciation of the efforts made by some States to pay their outstanding contributions; took note with serious concern of the current situation and urged all Member States in arrears to make every effort to pay their outstanding contributions as soon as possible; urged in particular Member States whose contributions had been outstanding for two or more consecutive years to pay their contributions in full or to agree to a repayment plan with the Administration, and payment of a first instalment as soon as possible; and invited the Chairperson of the Subcommittee on Budget and Finance to continue the work started with the "Friends of the Chair", in close cooperation with the Administration.

35.   The Executive Committee took note of the reports on the support for developing Member States and Member States with economy in transition – 1035 Facility and on the Manila delocalization.

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[2]   Fully reported in the summary records (MC/EX/SR/437 to 438) and the report on the Hundredth Session of the Executive Committee (MC/2115).

36.   The Executive Committee then considered the document on the preliminary exchange of views on zero nominal growth in the Administrative Part of the Budget and on IOM's growth (MC/EX/650). After an introduction by the Administration and a discussion on the item, the Executive Committee took note of the document.

Council (Special) Session (13 June 2003)[3]

37.   The Eighty-fifth (Special) Session of the Council took place on 13 June 2003, with H.E. Mrs. Mohamed (Kenya) in the Chair, to consider the agenda items on the applications for membership and on the election of a Director General.

38.   The Council approved the applications for membership from the Islamic Republic of Mauritania, New Zealand and the Republic of Moldova, bringing the total number of Member States to 101.

39.   The Council then proceeded to the election of a Director General. Mr. McKinley was re-elected by acclamation.

40.   A large number of delegates took the floor to welcome the new Members and congratulate the Director General on his re-election. The Director General expressed his thanks and appreciation to the Council for his re-election. The statements of the delegations and the Director General were reflected in summary record MC/C/SR/447.

41.   The Council was informed that the dates proposed for the 2003 autumn sessions of the Subcommittee on Budget and Finance and the Council would be changed, upon the request of a delegate, as follows: Subcommittee on Budget and Finance, 28 to 29 October 2003, and Council, 18 to 21 November 2003.

Informal information meetings and consultations held with Member States

42.   As part of the continuing process of consultations with Member States and as suggested by the Bureaux of the governing bodies, the Administration invited representatives of Member States to attend eight informal information meetings on financial, administrative, management and governance issues on the agendas of the IOM governing body sessions in 2003. Agenda items included the following issues: outstanding contributions to the Administrative Part of the Budget; delocalization to Manila; support for developing Member States and Member States in transition – 1035 Facility; Migration Initiatives; financial report for the year ended 31 December 2002; revision of the Programme and Budget for 2003; assessment scale for 2004; IOM's growth and zero nominal growth in the Administrative Part of the Budget; Programme and Budget for 2004; 1035 Facility – evaluation; IOM strategy; and Working Group on Institutional Arrangements – IOM-UN relationship (18 February, 9 and 28 April, 15 May, 10 September, 6 and 17 October, respectively).

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[3]   Fully reported in the summary record (MC/C/SR/447) and the report on the Eighty-fifth (Special) Session of the Council (MC/2110).

43.   Two informal meetings with Member States and observers were also held under the aegis of the Migration Policy and Research Programme (MPRP) (on 13 February and 6 October) of the Council Steering Group on IOM's International Dialogue on Migration in 2003, on the theme of Migration in a Globalized World. Informal consultations with NGOs were also held (8 April 2003).

Subcommittee on Budget and Finance (28-29 October 2003)[4]

44.   The Subcommittee on Budget and Finance met for its Ninetieth Session on 28 and 29 October 2003. Three meetings were held. The Subcommittee re-elected Ms. Stoios-Braken (Netherlands) Chairperson, Mr. Lugris (Uruguay) Vice-Chairman and Mr. Selim Labib (Egypt) Rapporteur. In the absence of the Chairperson, Mr. Lugris chaired the meetings.

45.   The Subcommittee adopted its agenda which included items on the status report on outstanding contributions to the Administrative Part of the Budget; summary update on the Programme and Budget for 2003; statement by a representative of the Staff Association; Programme and Budget for 2004; support for developing Member States and Member States in transition – 1035 Facility; Manila delocalization; report on human resources; and IOM staff security.

46.   Regarding the status report on outstanding contributions to the Administrative Part of the Budget, the Chairperson of the Subcommittee presented the Interim Report on the Work of the "Friends of the (SCBF) Chair" Working Group on Outstanding Contributions (SCBF/261) and said that the Working Group had studied the problem thoroughly in a constructive atmosphere and formulated preliminary recommendations. The Subcommittee took note with appreciation of the efforts made by some Member States to pay their outstanding contributions; took note with serious concern of the deteriorating situation and urged all Member States in arrears to make every effort to pay their outstanding contributions as soon as possible; urged, in particular, the Member States whose contributions had been outstanding for two or more consecutive years to pay their contributions in full, or to agree to a repayment plan with the Administration, and make payment of a first instalment as soon as possible; expressed its appreciation for the work of the "Friends of the (SCBF) Chair" Working Group on Outstanding Contributions and took note of its Interim Report (SCBF/261); requested the Member States to send written comments on the Interim Report to the Chairperson of the Subcommittee; and requested the "Friends of the (SCBF) Chair" Working Group to continue its work and submit proposals and a report to the Ninety-first Session of the Subcommittee.

47.   The Subcommittee then considered document MC/2116 containing the summary update of the Programme and Budget for 2003 (MC/2083 and MC/2083/Amdt.1) and recommended that the Council take note of the document.

48.   A representative of the Staff Association Committee (SAC) made a statement to the Subcommittee. The statement had been delivered in advance to the members of the SCBF. The Subcommittee took note of the statement.   The SAC representative requested that the Subcommittee observe a minute of silence in tribute to the memory of Joel Malik, the IOM staff member killed in the course of duty in Iraq.

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4   Fully reported in the SCBF report on the Ninetieth Session (MC/2119).

49.   The Subcommittee examined in detail the Programme and Budget for 2004 (document MC/2117), in conjunction with Conference Room Paper/6 on IOM's Growth and Zero Nominal Growth (ZNG) in the Administrative Part of the Budget. The discussion on the introductory section and Part I (Administration) of document MC/2117 focused mainly on the question of whether the principle of zero nominal growth should be applied in the Administrative Part of the Budget for 2004 or whether the proposed increase of 2.26 per cent (CHF 827,000) to cover cost and statutory increases – representing zero real growth – should be approved.   The Administration introduced Conference Room Paper/6, which contained background information on zero nominal growth and its implications for IOM's work, an outline of the rationale behind the Administration's proposed increase of 2.26 per cent for 2004 and its impact on assessed contributions.   As no consensus was reached in the subsequent discussion on the proposed increase of 2.26 per cent over the 2003 Administrative Part of the Budget, it was agreed that every effort would be made by the Administration, the Bureau of the SCBF and the Member States to find a solution that could be approved by consensus by the Council at its Eighty-sixth Session in November 2003.

50.   The Subcommittee examined document SCBF/260 (Support for developing Member States and Member States with economy in transition – Status report 1 January to 30 September 2003) and Conference Room Paper/7 on the Evaluation of the 1035 Facility. The Subcommittee decided to inform the Council that it had taken note of document SCBF/260 and of the verbal update provided by the Administration and that an Informal Group would continue its deliberations with a view to producing a paper for discussion by all Member States; and expressed satisfaction that the Administration had carried out an internal evaluation of the 1035 Facility.

51.   The Subcommittee considered Conference Room Paper/8 entitled "Additional information to the update on Manila delocalization" together with its annex (document MC/EX/649). A request was made that Members be kept informed about the overall plan for delocalization and receive regular progress reports. The Subcommittee took note of Conference Room Paper/8. It also took note of the Human Resources Report (MC/INF/261) presented by the Administration.

52.   The Administration introduced Conference Room Paper/9 on IOM staff security. Following a discussion on the issue, the Subcommittee took note of Conference Room Paper/9 and decided to transmit to the Council its concern on the issue of staff security, which it agreed to maintain as a separate agenda item in future.

53.   The Subcommittee took note of Malta's application for IOM membership and of its proposed assessed contribution of 0.040 per cent.

Council (18 to 21 November 2003)[5]

54.   The Council met from 18 to 21 November 2003 and elected H.E. Mr. J. Karklins (Latvia) as Chairperson. Other members of the new Bureau were elected as follows: First Vice-Chairman: H.E. Mr. G. Albin (Mexico); Second Vice-Chairman: H.E. Mr. S. Umer (Pakistan); Rapporteur: Mr. C. Ejinaka (Nigeria).

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[5]   Fully reported in the draft report on the Eighty-sixth Session of the Council (MC/2126).

55. The Chairperson welcomed the admission of the new Member State, the Republic of Malta, as the 102nd Member State of IOM, and of the four new observers, the League of Arab States, the Organization of the Islamic Conference, the American Jewish Joint Distribution Committee (JDC) – Center for International Migration and Integration (CIMI) and the Jesuit Refugee Service. The newly admitted Member and observers expressed their appreciation for having been admitted.

56. The Director General and Deputy Director General then delivered their opening statements, MICEM/7/2003 and MICEM/8/2003 respectively (which have since been circulated and posted on the IOM web site).

57. The International Dialogue on Migration – Migration in a Globalized World was introduced by Gervais Appave, Director of the Migration Policy and Research Programme (MPRP), who made a multimedia presentation on migration trends. This was followed by presentations by members of the Geneva Migration Group (GMG), introduced by the IOM Director General and followed by Juan Somavia, Director General, International Labour Office; Ruud Lubbers, United Nations High Commissioner for Refugees; Rubens Ricupero, Secretary General, United Nations Conference on Trade and Development; and Bertrand Ramcharan, Acting United Nations High Commissioner for Human Rights.

58. Keynote speakers made presentations on Migration in a Globalized World, followed by a discussion. Regional and thematic updates were then presented. After these presentations, the Migration in a Globalized World workshops took place: three on labour migration and three on capacity-building in migration management. The workshops were followed by a wrap-up of the International Dialogue on Migration, with the moderators presenting their reports on each workshop and discussion, which have been summarized in the Council Report.

59. Over 50 delegates took the floor in the general debate. The Director General made concluding remarks at the closure of the general debate, which have been reflected in the Council Report.

60. The Council then turned to the item on IOM Strategy: Current and Future Migration Realities and IOM's Role. Ambassador Mohamed (Kenya), in her capacity as the former Chairperson of the Council, introduced the item referring to the document Update on IOM's Strategy: Current and Future Migration Realities and IOM's Role. Following her presentation, various delegates made comments. The Council took note of the document, invited Member States to submit further comments on it in writing and asked the Administration to prepare a revised version listing key functions and objectives of the Organization, to be discussed at a further round of informal consultations.

61. Ambassador Mohamed, in her capacity as Chairperson of the Working Group on Institutional Arrangements, introduced the item on the IOM-UN Relationship, referring to the report on the subject and summarizing the background on the issue. The Council noted that the option favoured by the majority was a form of "improved status quo". Improvements to the existing cooperation agreement with the United Nations should be sought and the Chairman of the Council undertook to write to the United Nations Secretary-General to this effect. Consultations on the matter would continue depending on the answer received from the United Nations.

62.   The Council proceeded to adopt the resolutions on the Reports on the Eighty-fourth Session and the Eighty-fifth (Special) Session of the Council, and on the Report on the Hundredth Session of the Executive Committee. It also considered and took note of the Summary Update on the Programme and Budget for 2003.

63.   The Council examined the Programme and Budget for 2004 and adopted the relevant resolution. The Administrative Part of the Budget stood at CHF 37,119,000 – instead of CHF 37,500,000 initially requested – while the Operational Part amounted to USD 553,223,800. The Council also asked the Bureaux of the SCBF and Council to set up a working group to discuss and elaborate the Organization's budget planning strategy, including clear definitions of statutory costs, core functions and sources of funding.

64.   The Council adopted the resolution on the Reappointment of the External Auditors for a second term of three years (2004, 2005 and 2006).

65.   The Council then considered other items discussed at the Subcommittee on Budget and Finance held in November 2003. Concerning Outstanding Contributions to the Administrative Part of the Budget, the Council took note of the efforts made by some Member States to pay their outstanding contributions and urged those with contributions outstanding for two or more consecutive years to pay their contributions in full or to agree to a repayment plan. It asked the Administration and the "Friends of the SCBF Chair" to submit a report on steps taken and a plan of action.

66.   The Council then examined the item on Support for Developing Member States and Member States with Economy in Transition and endorsed the recommendation of the SCBF, i.e. that the Informal Group on the 1035 Facility continue its deliberations with a view to producing a paper for discussion by all Member States.

67.   The Council took note of the Conference Room Paper, Additional Information on the Update on Manila Delocalization and its annex (CRP/8). It then took note of the Human Resources Report and of the concern of the SCBF and of the Staff Association on the issue of staff security.

68.   The Council adopted the resolution on the Election of the Executive Committee, now composed of 23 Member States (Algeria, Canada, Congo, Costa Rica, France, Germany, Guatemala, Honduras, Hungary, Iran (Islamic Republic of), Italy, Japan, Mexico, Morocco, Nigeria, Peru, Romania, South Africa, Sudan, Switzerland, Thailand, United States of America, Yemen).

69.   Finally the Council was notified of the tentative dates for the governing body sessions in 2004 as follows: Ninety-first Session of the Subcommittee on Budget and Finance, 4 and 5 May 2004; Hundred and first Session of the Executive Committee, 2 and 3 June 2004; Eighty-seventh (Special) Session of the Council for the election of a Deputy Director General, 4 June 2004; Ninety-second Session of the Subcommittee on Budget and Finance, 2 and 3 November 2004; next regular Session of the Council, 30 November to 3 December 2004.

SERVICES

I.   MOVEMENT

Overview

Number of persons assisted by IOM

70.   IOM provided movement assistance to some 210,000 people during 2003. The majority of the movements were carried out within the framework of post-emergency movement assistance, resettlement and assisted return programmes.

Highlights

Middle East - Iraq crisis

71.   During the contingency planning phase of the crisis, IOM worked closely with United Nations partners in order to plan and coordinate possible scenarios in response to the needs of affected populations. IOM's responsibilities were initially providing assistance to Third Country Nationals (TCNs) crossing the border in Jordan, the Syrian Arab Republic and the Islamic Republic of Iran. After crossing borders, TCNs were transported by IOM to the TCNs transit camp. IOM provided food, water and medical assistance to the TCNs, before organizing transport to their final destination. Some 4,400 TCNs of 19 different nationalities were assisted in 2003 to return home with IOM assistance.

72.   Following the evolution of the situation in the region, and in coordination with the United Nations Humanitarian Coordinator for Iraq (UNOHCI), IOM focused its operations on the setting up and management coordination of IDP camps, registration and, where feasible and appropriate, providing assistance to return home. IOM was also responsible for delivering essential non-food items to IDPs, working with United Nations logisticians to set up the necessary delivery systems and warehousing in Iraq and neighbouring countries.

Afghanistan

73.   In 2003, IOM continued to provide assistance to IDPs in Afghanistan. IDPs residing in camps around the main cities of Herat, Mazar-e-Sharif and Kabul were provided with similar transportation assistance using the Internal Transportation Network. By the end of 2003, IOM had provided transport assistance to over 69,000 IDPs in Afghanistan under post-emergency or assisted return programmes.

West Africa - Evacuation of Third Country Nationals from Liberia and Côte d'Ivoire

74.   Following the crisis in Côte d'Ivoire, IOM set up regional operations to provide return assistance to TCNs displaced by severe conflicts in the country and stranded in Côte d'Ivoire, Liberia, Ghana and Guinea.

75.   IOM provided return assistance to 2,187 TCNs stranded in the northern part of Liberia, across the Guinean border, in and around Nzérékoré and Lola. The TCNs were evacuated and returned through/to Guinea and Burkina Faso.

76.   IOM organized the registration and evacuation of 511 TCNs in Monrovia. Operations also began in Harper, in the south-eastern region of Liberia; the original plan was to organize transport by boat to Ghana and from Ghana by road to the final destination. When fighting erupted in the area, IOM staff had to be evacuated to the other side of the border in Côte d'Ivoire. Operations resumed in the western town of Tabou and registration and transport assistance was provided to TCNs who had also managed to cross the border.

77.   IOM provided return assistance from Côte d'Ivoire to 7,282 TCNs. Bus convoys were organized to Ghana and then to final destinations in Mali and Burkina Faso.

78.   IOM assisted a total of 9,980 TCNs to return to ten countries.

Zambia

79.   In close coordination with the Government of Zambia and the UNHCR office in Zambia, IOM organized the repatriation of Angolan refugees to Angola over a four-month period during the first phase of the overall repatriation in 2003.

80.   IOM provided transport assistance to a total of 19,259 Angolan refugees who were repatriated from the Maheba and Mayukwaukwa refugee resettlement camps situated in the north-western province of Zambia, to the Cazombo reception centre in Angola.

Mozambique

81.   IOM continued to provide transportation assistance to relocate refugees from the overcrowded Bobole camp, near Maputo, to a new refugee camp, Marratane, in Nampula in northern Mozambique. In coordination with the Government of Mozambique and UNHCR, IOM provided registration and transportation assistance for relocating 314 people.

Namibia

82.   IOM was requested to organize the repatriation of Angolan refugees from Namibia, along the lines of its operations in Zambia. In coordination with UNHCR, in late 2003 an initial group of Angolan refugees was identified to be repatriated by air in 2004.

Repatriation Assistance

83.   In support of UNHCR repatriation activities, IOM provided movement assistance to 20,671 refugees worldwide during 2003. The main beneficiaries of movement assistance under this category were Angolan refugees repatriating from Zambia, Afghan refugees returning home from Tajikistan, and refugees repatriating to Uganda from Sudan.

Resettlement Assistance

84. Movement assistance under this category increased in 2003 compared with 2002. A total of 69,775 people were provided with resettlement assistance.

85. In 2003, 34,848 people were provided with resettlement assistance to the United States, representing an increase of over 10 per cent compared with 2002.

86. 14,665 people were provided with resettlement assistance to Canada, an increase of 12 per cent compared with 2002, as a result of higher than expected privately-sponsored refugee cases.

87. 7,454 people were provided with resettlement assistance to Australia, an increase of some 20 per cent, mainly due to a greater intake from the Middle East and Africa.

88. 8,651 people were provided with resettlement assistance to the Nordic countries, a decrease of over 25 per cent due to lower intakes by Norway and Denmark as compared with 2002.

Transportation Assistance to Experts and Scholarship Holders

89. IOM continued to provide reduced fare benefits to experts and scholars under this category, mainly in Latin America. In 2003, 3,560 scholars and experts benefited from this scheme.

Staff Travel

90. The Staff Travel Unit in Geneva continued to provide travel arrangements for staff deployment worldwide. In 2003, 1,549 airline tickets were purchased and 409 visa requests processed. The Unit also provided guidance on and coordination of airline ticket purchase in the Field for staff travel.

STATISTICAL TABLES FOR 2003

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

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

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

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

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

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

- **Table 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 6 per cent.

Table 1: Movements by budgetary region and service classification

Region	Region-Service Area Classification	Total Migrants
Africa and the Middle East	Africa / Post-Emergency Migration Health Assistance	37
	Africa / Resettlement Assistance	25 050
	Africa / Repatriation Assistance	12 897
	Africa / Transportation Assistance to Experts and Scholarship Holders	36
	Africa / Post-Emergency Movement Assistance	22 804
	Africa / Return Assistance to Migrants and Governments	87
	Africa / Return and Reintegration of Qualified Nationals	2
Africa and the Middle East Total		**60 913**
Americas	Americas / Labour Migration	489
	Americas / Resettlement Assistance	6 147
	Americas / Repatriation Assistance	188
	Americas / Transportation Assistance to Experts and Scholarship Holders	3 423
	Americas / Return Assistance to Migrants and Governments	3
	Americas / Return and Reintegration of Qualified Nationals	180
	Americas / Technical Cooperation for Migration Management and Capacity-Building	132
	Americas / Capacity-Building through transfer of Qualified Human Resources	16
	Americas / Migration and Development	1
Americas Total		**10 579**
Asia and Oceania	Asia / Assistance to Victims of Trafficking	16
	Asia / Resettlement Assistance	18 596
	Asia / Repatriation Assistance	108
	Asia / Post-Emergency Movement Assistance	432
	Asia / Return Assistance to Migrants and Governments	35 565
	Asia / Return and Reintegration of Qualified Nationals	64
	Asia / Technical Cooperation for Migration Management and Capacity-Building	20
	Asia / Post-Emergency Migration Management	33 820
Asia and Oceania Total		**88 621**
Europe	Europe / Trafficking Prevention Assistance	28
	Europe / Assistance to Victims of Trafficking	304
	Europe / Post-Emergency Migration Health Assistance	49
	Europe / Resettlement Assistance	18 999
	Europe / Repatriation Assistance	154
	Europe / Transportation Assistance to Experts and Scholarship Holders	94
	Europe / Return Assistance to Migrants and Governments	28 862
	Europe / Technical Cooperation for Migration Management and Capacity-Building	20
Europe Total		**48 510**
Global Activities	Global Activities / Assistance to Victims of Trafficking	38
	Global Activities / Humanitarian Emergency Operations Assistance (HEOA)	32
	Global Activities / Resettlement Assistance	463
Global Activities Total		**533**
Grand Total		**209 156**

Table 2: Movements by region of departure and destination

Region of departure	Area of departure	Africa and the Middle East								Americas						
		Central Africa	East Africa	Horn of Africa	Middle East	North Africa	Southern Africa	West Africa	Africa and the Middle East Total	Andean Countries	Caribbean	Central America and Mexico	North America	South America, other	Southern Cone	Americas Total
Africa and the Middle East	Central Africa						4	1	**5**				225			**225**
	East Africa	93	20	30			11	2	**156**				7 180		1	**7 181**
	Horn of Africa		339	2					**341**				764			**764**
	Middle East			2 331	602	1 931		31	**4 895**				819		1	**820**
	North Africa				4				**4**				3 203			**3 203**
	Southern Africa	184	7	19			19 590	3	**19 803**				419		1	**420**
	West Africa	4	2					10 566	**10 572**				6 405			**6 405**
	Africa and the Middle East Total	281	368	2 382	606	1 931	19 605	10 603	**35 776**				19 015		3	**19 018**
Americas	Andean Countries				1				**1**	37	57	384	3 608		245	**4 331**
	Caribbean									7		15	473		4	**499**
	Central America and Mexico									68		61	474		52	**655**
	North America			1					**1**	44	16	25	1		40	**126**
	Southern Cone						1	1	**2**	163	16	161	322		529	**1 191**
	Americas Total			1	1		1	1	**4**	319	89	646	4 878		870	**6 802**
Asia and Oceania	Australia and New Zealand				4				**4**							
	Central Asia							1	**1**				1 034			**1 034**
	Far East							4	**4**	1			101			**102**
	Melanesia															
	Micronesia			23					**23**				2			**2**
	South Asia		1	9					**10**			2	113		5	**120**
	South East Asia	1	3	3	45	2			**51**				4 956			**4 956**
	South West Asia			166	37	12		1	**216**				3 827		7	**3 834**
	Asia and Oceania Total	1	1	178	109	14		6	**309**	1		2	10 033		12	**10 048**
Europe	Baltic States												123			**123**
	Caucasus												322		6	**328**
	Central Europe	1	2	1	69	26	1	46	**146**	13		5	918		6	**942**
	Eastern Europe	9			2	1		3	**15**		6		10 040			**10 046**
	Nordic Countries		3	4	422	24	1	2	**456**	1		2	1		19	**23**
	South East Europe			1	7	22	1	10	**41**				4 116			**4 116**
	South Europe		3	2	9	4	54	16	**88**	191	4	25	16		50	**286**
	West Europe	77	53	141	1 027	198	386	346	**2 228**	439	10	10	1 021	47	507	**2 034**
	Europe Total	87	61	149	1 536	275	443	423	**2 974**	644	20	42	16 557	47	588	**17 898**
	Grand Total	369	430	2 710	2 252	2 220	20 049	11 033	**39 063**	964	109	690	50 483	47	1 473	**53 766**

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

	Asia and Oceania									Europe									
Australia and New Zealand	Central Asia	Far East	Melanesia	Micronesia	South Asia	South East Asia	South West Asia	Asia and Oceania Total	Baltic States	Caucasus	Central Europe	Eastern Europe	Nordic Countries	South East Europe	South Europe	West Europe	Europe Total	Total Migrants
7								**7**			10		160		41	303	**514**	**751**
1 855					8			**1 863**			1		741		39	210	**991**	**10 191**
516								**516**			4		905		46	189	**1 144**	**2 765**
378	15				9		1	**403**			4		2 685	2	7	173	**2 871**	**8 989**
980							3	**983**					211		21	39	**271**	**4 461**
311							7	**318**					74			57	**131**	**20 672**
398					2			**400**					689		9	193	**891**	**18 268**
4 445	15				19		11	**4 490**			19		5 465	2	163	1 164	**6 813**	**66 097**
27								**27**			3		43		1 217	250	**1 513**	**5 872**
													17		3	66	**86**	**585**
18							1	**19**					9		63	2	**74**	**748**
55							23	**78**							2		**2**	**207**
34		3	1				13	**51**				2	7		1 711	194	**1 914**	**3 158**
134		3	1				37	**175**			3	2	76		2 996	512	**3 589**	**10 570**
3							57	**60**										**64**
					7		110	**117**				3	108			13	**124**	**1 276**
56	1							**57**					46			1	**47**	**210**
87								**87**					2			6	**8**	**95**
124					3		156	**283**					5				**5**	**313**
4							3	**7**					209			139	**348**	**485**
420	1	145			8	140	65	**779**					650	8	9	24	**691**	**6 477**
1 223	1						69 065	**70 289**					1 344		3	269	**1 616**	**75 955**
1 917	3	145			18	140	69 456	**71 679**				3	2 364	8	12	452	**2 839**	**84 875**
																		123
3	2							**5**					52			27	**79**	**412**
175	62	212			29	17	151	**646**	30	143	30	365	6	1 038	11	5	**1 628**	**3 362**
26	14	14			6			**60**		6		152		1	1	29	**189**	**10 310**
	102				17	2	162	**283**	25	33	216	421	1	539	19		**1 254**	**2 016**
778	3	37			4	1	9	**832**		18	1 514	142	631	584	58	118	**3 065**	**8 054**
128		2		3	11	1	11	**156**	1	2	61	76	6	78	3		**227**	**757**
294	430	101	4		518	343	1 417	**3 107**	243	922	2 083	1 958	6	9 080	903	16	**15 211**	**22 580**
1 404	613	366	4	3	585	364	1 750	**5 089**	299	1 118	3 904	2 968	854	11 320	995	195	**21 653**	**47 614**
7 900	631	514	5	3	622	504	71 254	**81 433**	299	1 118	3 926	2 973	8 759	11 330	4 166	2 323	**34 894**	**209 156**

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

Service	Programme / Project	Region of departure	Total	Afghanistan	Angola	Australia	Bosnia and Herzegovina	Burkina Faso	Canada
Movement	Post-Emergency Movement Assistance	Africa and the Middle East	22 643		7 758		6 654		
		Asia and Oceania	593	146		70			
		Sub-Total	**23 236**	**146**	**7 758**	**70**		**6 654**	
	Repatriation Assistance	Africa and the Middle East	12 856		11 512				
		Americas	167		1				
		Asia and Oceania	140	108					
		Europe	184						
		Sub-Total	**13 347**	**108**	**11 513**				
	Resettlement Assistance	Africa and the Middle East	30 427	7		4 260			4 666
		Americas	6 210	14		115			2 906
		Asia and Oceania	14 653	3		1 679			5 149
		Europe	17 965	13	2	1 158	25		1 179
		Sub-Total (1)	**69 255**	**37**	**2**	**7 212**	**25**		**13 900**
	Transportation Assistance to Experts and Scholarship Holders	Africa and the Middle East	47						1
		Americas	3 323			10			126
		Asia and Oceania	84						83
		Europe	99						
		Sub-Total	**3 553**			**10**			**210**
		Movement Total (1)	**109 391**	**291**	**19 273**	**7 292**	**25**	**6 654**	**14 110**
Technical Cooperation on Migration	Capacity-Building through transfer of Qualified Human Resources	Americas	15						
		Europe	1						
		Sub-Total	**16**						
	Migration and Development	Americas	1						
	Post-Emergency Migration Management	Asia and Oceania	33 820	33 820					
	Technical Cooperation for Migration Management and Capacity-Building	Americas	132						
		Asia and Oceania	8						
		Europe	32						
		Sub-Total	**172**						
		Technical Cooperation on Migration Total	**34 009**	**33 820**					
Assisted Voluntary Returns	Return and Reintegration of Qualified Nationals	Africa and the Middle East	4	4					
		Americas	192	23					1
		Asia and Oceania	11	11					
		Europe	39	26					
		Sub-Total	**246**	**64**					**1**
	Return Assistance to Migrants and Governments	Africa and the Middle East	89						
		Americas	4						
		Asia and Oceania	35 516	35 344		1			
		Europe	28 908	510	333	241	1 619	3	765
		Sub-Total	**64 517**	**35 854**	**333**	**242**	**1 619**	**3**	**765**
		Assisted Voluntary Returns Total (1) (2)	**64 763**	**35 918**	**333**	**242**	**1 619**	**3**	**766**
Counter-Trafficking	Assistance to Victims of Trafficking	Africa and the Middle East	21						
		Americas	20						
		Asia and Oceania	9						
		Europe	308					2	
		Sub-Total	**358**					**2**	
	Trafficking Prevention Assistance	Asia and Oceania	1						
		Europe	27			1			
		Sub-Total	**28**			**1**			
		Counter-Trafficking Total (3)	**386**			**1**	**2**		
Labour Migration	Labour Migration	Americas	489						215
		Labour Migration Total	**489**						**215**
General Programme Support	Humanitarian Emergency Operations Assistance (HEOA)	Africa and the Middle East	10						
		Americas	17						
		Asia and Oceania	3						
		Europe	2						
		Sub-Total	**32**						
		General Programme Support Total	**32**						
Migration Health	Post-Emergency Migration Health Assistance	Asia and Oceania	37						
		Europe	49			10			
		Sub-Total	**86**			**10**			
		Migration Health Total	**86**			**10**			
		Grand Total	**209 156**	**70 029**	**19 606**	**7 535**	**1 656**	**6 657**	**15 091**

(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) The figure under Assisted Voluntary Returns includes some of the return operations in Afghanistan.
(3) Some of the trafficked persons assisted by IOM are moved under projects falling under the service for Assisted Voluntary Returns.

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

Columns 1–15 fall under the heading **Countries of destination**; columns 16–19 fall under the heading **Other Countries in Region of destination**.

Denmark	Egypt	Finland	Guinea	Iran (Islamic republic of)	Iraq	Netherlands	Norway	Russian Federation	Serbia and Montenegro	Spain	Sudan	Sweden	Turkey	USA	Africa and the Middle East	Americas	Asia and Oceania	Europe
	1 643		2 329		542						2 286		2		1 418		9	2
				6	23						145				16		187	
	1 643		**2 329**	**6**	**565**						**2 431**		**2**		**1 434**		**196**	**2**
											11				1 328	1		4
							7			30		52		1	1	61		14
															29		3	
									120					1	13	34		16
							7		**120**	**30**	**11**	**52**		**2**	**1 371**	**96**	**19**	**18**
1 161		512				323	1 808			18	2	1 982		14 336	185	1	184	982
						20				1 650		2		1 099		292	2	110
644		238				245	711			9		770		4 801		14	180	210
95	1	109		4	52	40	336	6	13	1		250	3	14 400	19	54	17	188
1 900	**1**	**859**		**4**	**52**	**628**	**2 855**	**6**	**13**	**1 678**	**2**	**3 004**	**3**	**34 636**	**204**	**361**	**383**	**1 490**
										3				12	7	1	9	14
8						12	3	2		957		4		529	2	1 220	11	439
							2								1			
															3	94		
8						**12**	**5**	**2**		**960**		**4**		**541**	**13**	**1 315**	**20**	**453**
1 908	**1 644**	**859**	**2 329**	**10**	**617**	**640**	**2 867**	**8**	**133**	**2 668**	**2 444**	**3 060**	**5**	**35 179**	**3 022**	**1 772**	**618**	**1 963**
																15		
																1		
																16		
																1		
										3				1		126		2
															1		7	
												1	1		1		12	17
										3		**1**	**1**	**1**	**2**	**126**	**19**	**19**
										3		**1**	**1**	**1**	**2**	**143**	**19**	**19**
										1						167		
															2	11		
										1					**2**	**178**		
							2								87			
																4		
	1	1		10	49								8		2		100	
2	66	1	27	1 006	492	1		1 347	7 205	1	65	3	1 103	212	1 887	1 147	2 069	8 803
2	**67**	**2**	**27**	**1 016**	**541**	**1**	**2**	**1 347**	**7 205**	**1**	**65**	**3**	**1 111**	**212**	**1 976**	**1 151**	**2 169**	**8 803**
2	**67**	**2**	**27**	**1 016**	**541**	**1**	**2**	**1 347**	**7 205**	**2**	**65**	**3**	**1 111**	**212**	**1 978**	**1 329**	**2 169**	**8 803**
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2					**37**				**8**			**29**						
1 912	**1 711**	**861**	**2 356**	**1 026**	**1 195**	**641**	**2 869**	**1 367**	**7 352**	**2 946**	**2 509**	**3 093**	**1 117**	**35 392**	**5 029**	**3 283**	**2 843**	**11 080**

Table 4: Statistics by gender

Age Group	Gender			Total
	Female	Male	No Data	
0-9	13 685	14 356		28 041
10-17	10 118	11 063		21 181
18-29	14 833	17 511		32 344
30-39	9 482	12 157		21 639
40-49	5 325	7 282		12 607
50-59	2 987	3 011		5 998
60-69	1 771	1 562		3 333
70-79	841	714		1 555
80-89	189	136		325
> 90	28	24		52
No Data	32 972	36 114	12 995	82 081
Total	**92 231**	**103 930**	**12 995**	**209 156**

Age and gender of migrants assisted by IOM in 2003
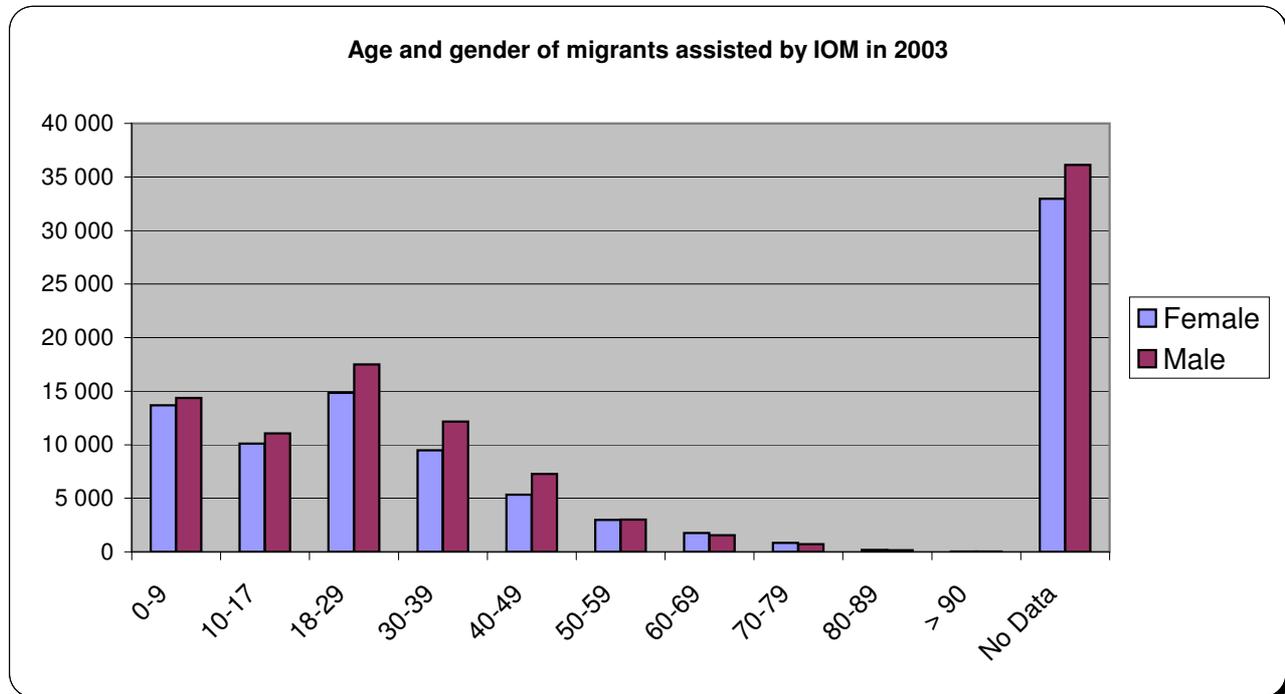
II.   MIGRATION HEALTH

Overview

91.   In today's globalized world, the link between migration and health has become very important. However, the movement of people is only slowly being recognized as an important public health topic that warrants diligent management. Migration Health Services (MHS), as an integral part of a multidisciplinary organization, addresses health concerns facing migrants, governments and communities, in source, transit and destination countries. Upholding its mission to promote the health of migrants and to lead on migration health research, policies and management, MHS has become a global reference centre for health and migration.

Migration and Travel Health Assessments

92.   Migration health assessments for resettlement remained the largest activity of MHS in 2003. Carried out mainly on behalf of traditional immigration countries (United States, Canada, Australia and New Zealand), health assessments are part of the immigration application process and follow the national legislation of migrant-receiving States. The aim of these services is to reduce and better manage the public health impact of population mobility on receiving countries as well as to facilitate the integration of migrants through the detection and cost-effective management of health conditions and provision of medical information on the migrants. In addition to offering large-scale pre-departure treatment of high prevalence conditions such as malaria and intestinal parasites, MHS treated migrants with tuberculosis and certain treatable sexually transmitted illnesses, immunized for preventable conditions and ensured pre- and post-test HIV counselling. When IOM arranged the transportation of migrants, fitness to travel was ensured by pre-embarkation medical checks. Medical escorts were arranged for migrants who needed assistance and care on route.

93.   In 2003, MHS provided health assessments in 23 locations to 79,914 migrants, an increase of 1.8 per cent compared with the previous year. Most of the migrants applied for resettlement in the United States (55.1 per cent), Canada (28.7 per cent) Australia (14 per cent) and New Zealand (1.8 per cent). A small number (0.4 per cent) of assessments were requested by non-traditional immigration countries such as Norway and the United Kingdom. Most migrants assessed came from Eastern Europe and Central Asia (41.8 per cent) followed by Africa (28.7 per cent), South-Eastern Europe (15.8 per cent), and South-East Asia (13.7 per cent). Over half of the migrants were immigrants who paid for IOM services. The remainder were refugees whose costs were usually covered by sponsors or governments.

Health Informatics

94.   Migration Health Informatics, managed through the medical module (MedIOMis), became an integral part of the organizational Migrant Management and Operational Services Application (MiMOSA) system in 2003. While this system covers organization-wide activities, the medical module has so far been mostly applied to the health assessment programmes. During the year, MedIOMis was successfully deployed in Accra, Belgrade, Cairo, Abidjan and Ho Chi Minh City. In addition, electronic data exchange between the location of migrant origin and the resettlement

country was successfully piloted with CDC (USA). Such exchange of data is relevant for public health surveillance and facilitation of access to health services. In line with the Organization's decentralization process, regional Migration Health Informatics focal points were established in various Field locations.

Assisted Voluntary Return

95.   Travel assistance, including fitness to travel assessment, medical escorts and facilitation of access to health care upon return, was provided to nationals returning home on a voluntary basis using the services of IOM.

Migration Health Assistance and Advice

Migration Health Specialists and Technical Experts

96.   During 2003, MHS continued to provide technical advice to governments and partners, and advocated migration health policy implementation. There has been an important increase in demand for this activity in particular, following growing international awareness of the complexity of the management of migration health topics.

97.   As part of its internal awareness-raising and capacity-building responsibility, MHS provided inputs to IOM project development and Chiefs of Mission training; presentations, publications and conferences; and IOM handbooks, manuals and orientation materials.

98.   In 2003, MHS research contributed to evidence-based policies related to population mobility, through the active participation of MHS in global, regional and national interdisciplinary task forces and conferences, as well as through MHS publications, such as the Migration and Health Newsletter, presentations at international fora, and MHS projects with a research component.

99.   IOM continued the development of an internationally recognized one-year Masters programme in Migration Health for professionals working with migrant populations. The course, developed in collaboration with universities, international institutes and experts, is designed for 20 to 40 students and will be taught at Pécs University in Hungary.

100.   MHS, with the support of the World Health Organization (WHO), issued in November 2003 a Council information document "Psychosocial and mental well-being of migrants" (MC/INF/271) to highlight the importance of the mental health aspects of migration and raise awareness among partners and governments on the topic. In 2003, mental health and psychosocial activities mainly related to post-conflict situations and services for trafficked populations and irregular migrants. The IOM Psychosocial and Cultural Integration unit, based in IOM Rome, promoted awareness of the psychosocial dynamics of the migratory experiences of labour migrants, developed training for social workers in managing psychosocial problems for migrants, and researched the needs and expectations of migrants in Italy.

HIV/AIDS and Population Mobility

101.   It is widely recognized that population mobility increases the vulnerability to HIV/AIDS, both for migrants and their partners in their home country. The link between mobility and HIV/AIDS is related to the conditions and structure of the migration process. Factors rendering mobile populations particularly vulnerable to HIV infections include: isolation resulting from stigma, discrimination and difference in cultural background, lack of access to health and social services, and separation from regular sexual partners.

102.   IOM HIV/AIDS activities mainly focused on advocacy, policy development, capacity-building, mainstreaming, research and information dissemination. Programme activities were carried out in the Field Offices, with the support and guidance of the Headquarters-based adviser.

103.   As at end December 2003, 42 HIV/AIDS projects on all continents and amounting to approximately USD 2.5 million were either completed or under way. Thanks to pilot projects and baseline research in the past years, IOM demonstrated its ability and expertise in the field of population mobility and HIV/AIDS, and is increasingly recognized by the international community as an important partner. For example, in 2003 IOM Bogota was designated to manage a USD 8 million IDP project, funded by the Global Fund, to fight HIV/AIDS, tuberculosis and malaria, and IOM Pretoria implemented the Partnership on HIV/AIDS among Mobile Populations in Southern Africa (PHAMSA), a USD 2 million, three-year IOM initiative jointly funded by the Swedish International Development Agency (SIDA) and the European Union. IOM also produced a number of publications and presented the Organization's work at international conferences. IOM testified at the United Kingdom All-Party Parliamentary Group on AIDS enquiry on migration and HIV.

Counter-Trafficking and Health

104.   MHS has integrated health into the multi-pronged strategy defined by the IOM Counter-Trafficking Service, i.e. prevention, assistance and protection, through cooperative partnerships among countries of origin, transit and destination. In 2003, MHS's principal support to trafficked people consisted of health examination and diagnostic assistance, treatment of conditions such as sexually transmitted illnesses, mental health and psychosocial support, HIV/AIDS counselling and counselling on reproductive health matters. Services were implemented through IOM Field Office staff in close collaboration with government departments and agencies at IOM-managed accommodation for trafficked people.

105.   In addition to the provision of direct support, MHS worked on capacity-building through the development of training of trainers activities, in particular in the domain of mental health support to trafficked people.

106.   In order to raise awareness of the importance of the public health aspect of trafficking in human beings, IOM organized a regional conference in Budapest in March on Public Health and Trafficking in Human Beings in Central, Eastern, and South-Eastern Europe, bringing together public health and counter-trafficking officials, governments, international agencies, NGOs and academic institutions.

107.   In 2003, the above-mentioned health activities were increasingly integrated into IOM counter-trafficking projects in Central and Eastern Europe, South-Eastern Europe, South-East Asia, South America, the Caribbean and Africa.

Health Assistance to Migrants in an Irregular Situation

108.   The health of migrants in an irregular situation can be at serious risk due to poverty, powerlessness, vulnerability to exploitation and lack of access to health care and social services. Migrants in an irregular situation are often hesitant to seek health services for fear of being reported to immigration officials.

Migrants in the South Pacific and Indonesia

109.   In 2003, MHS offered physical, mental health and psychosocial services and environmental health support to irregular migrant populations in Nauru and Manus. The migrant population in the Australian Offshore Processing Centre on Nauru decreased from 497 at the beginning of 2003 to 284 at the end of the year. The remaining migrants on Manus were resettled or transferred to Nauru in the course of the year.

110.   One of the most complex challenges of 2003 was the health management of a number of migrants who went on a hunger strike in Nauru. Their health care was handled according to the World Medical Association guidelines for treating hunger strikers. The IOM health team noted an increased number of clinic visits for psychosomatic complaints.

111.   Similar activities were provided on behalf of the Australian Government to migrants with irregular status in Indonesia.

Health Education in the Immigration Detention Centre in Bangkok

112.   Some 1,200 undocumented migrants are housed at the detention centre at Suan Plu, Thailand. In 2003, IOM Bangkok continued to provide health education on tuberculosis and HIV/AIDS to detainees, promoting safe behaviour to avoid infection as well as providing training to staff on safe working practices. A total of 2,717 detainees participated in the biweekly sessions. Detainees with tuberculosis symptoms received diagnostics and, if needed, treatment according to international standards; 450 detainees were screened for tuberculosis and 24 received treatment.

Emergency Response/Post-Emergency

113.   Emergency and post-emergency migration health programmes help States by managing the safe and rapid mass movement of people, arranging medical evacuations as well as organizing safe return transport. These programmes also assisted in the reconstruction of interrupted health infrastructures through capacity-building in order to reach sustainable solutions in line with national health plans. The principal post-emergency programmes in 2003 are outlined below.

Medical Evacuation and Rehabilitation Programme for Iraq

114.   In close collaboration with agencies on the ground, and supported by WHO, the Iraqi Ministry of Health and other partners, IOM implemented this programme to provide specialized *pro bono* medical care not available in Iraq and to contribute to the rehabilitation of the devastated national health infrastructure. Between May and end December 2003, 854 patients were referred to the programme by hospitals throughout Iraq, of whom 594 were approved for evacuation by the international Medical Selection Team. 173 were evacuated to 16 countries; 108 returned to Iraq following completion of treatment abroad. The majority of cases were treated for the following medical problems: cardiovascular, oncological, ophthalmological, plastic surgery and orthopaedics. Most of the patients were under 18 years old and approximately 40 per cent were females.

115.   At the same time as the evacuation of patients, the programme refurbished the Basrah Burn Unit and trained the Unit's staff in Kuwait, thereby reducing the need for evacuations. While all international staff had to be evacuated for security reasons, the IOM national staff continued their work.

National Mental Health Programme, Cambodia

116.   In 2003, the National Mental Health Programme in Cambodia began to provide capacity-building to Cambodian psychiatrists and nurses and the delivery of mental health services at eight out-patient clinics in the country, seven in the provinces and one in Phnom Penh. The programme aims to restore the mental health and psychiatric services destroyed during the Khmer Rouge regime. During 2003, 7,021 new patients (of whom 70 per cent were females) visited the clinics, and 50,779 psychiatric consultations were provided. Six psychiatrists and nine nurses began an 18-month and a three-year post-graduate training in psychiatry. Short-term training was provided to 40 general practitioners and 57 nurses. This programme is now almost entirely managed by IOM-trained Cambodian professionals.

Childhood Mental Health and Anti-Trafficking Project, Cambodia

117.   The Post-Conflict Family and Child Support in Cambodia (retitled the "Childhood Mental Health and Anti-Trafficking Project") contributed to the psychosocial rehabilitation of children and their families from remote rural communities with high concentrations of internally displaced and mobile populations (Rattanak Mondul district of Battambang Province). During 2003, the programme focused on awareness raising on mental health issues through the training of 50 school teachers, parents and community workers. Over 600 children with mental health or social difficulties were assisted, and 65 children were trained as peer educators. Over 500 community members received basic mental health training.

118.   The additional component of the project involves awareness raising of this most vulnerable population on the risks of trafficking. A six-person "District Training Team", consisting of teachers, representatives from relevant government ministries and police, trained 45 teachers and spoke to over 600 community members to raise awareness of trafficking issues.

Swedish Medical Team for Kosovo and Bosnia and Herzegovina

119. The Swedish Medical Team programme (active since 1995) continued its work in Bosnia and Herzegovina (BiH) and Kosovo in 2003 by providing direct health services and building the local capacity. Twenty-six operations were performed by visiting teams of medical specialists and local health professionals received training in diagnostics and treatment of surgical patients. Seven patients were evacuated to Sweden for specialized care not available in their home country.

School Health Education Project for Tuberculosis and HIV/AIDS Prevention, Kosovo

120. In cooperation with the Ministry of Education and Health in Kosovo and with the support of the University of Pécs (Hungary), the School Health Education programme raised awareness on HIV/AIDS and tuberculosis prevention among local teachers and their pupils. A total of 72 educators from eight primary schools attended a five-day training on pedagogical methods to deliver health education. In addition, 5,800 pupils received Mantoux test tuberculosis screening.

Medical Evacuations from Kosovo

121. During 2003, IOM assisted in the evacuation of 38 Kosovars in need of locally unavailable medical treatment for congenital health problems, reconstructive surgery and ophthalmologic problems. Since 1999, IOM has evacuated 396 patients to 25 countries. International medical teams and ongoing capacity-building and training have increased the potential for local treatment and thus reduced the need for evacuation.

Psychosocial and Trauma Response in Belgrade

122. The Psychosocial and Trauma Response (PTR) project in Serbia and Montenegro began at the end of 2003 following the success of the previous similar project in Kosovo. The project, designed and managed by the IOM Psychosocial and Cultural Integration Unit in Rome, aimed at providing a response to the population's psychosocial needs related to the recent conflicts and consequent forced displacement. The main components included psychosocial and integration activities for mobile populations within the community and training of local professionals to deal with psychosocial problems related to post-war trauma, as well as training of trainers.

Occupational Health Unit

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

124. OHU remained actively involved in IOM policies in relation to its staff. It contributed to implementing policies on issues such as dignity in the workplace, alcohol-related disorders and smoking prevention. In 2003, the Unit reinforced vigilance on fitness to travel of IOM staff. This resulted in greater compliance on vaccinations updating and prophylactic treatment to prevent

disease. Increased awareness by staff of occupational health issues continued to be a priority: information was disseminated on health issues that cause concern to staff, reinforced by individual advice during consultations, briefings and when periodic medical examinations are reviewed.

125. Following the SARS epidemic in Asia and the South East Asia, OHU facilitated the provision of influenza vaccinations for IOM staff in these areas, thus conforming to the WHO recommendations. This step not only facilitated the well-being of the staff but also prevented IOM staff from being held in quarantine while travelling through international borders.

III. TECHNICAL COOPERATION ON MIGRATION

Overview

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

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

128. There was significant growth in TCM activities in 2003, and a commensurate increase in operational expenditures as compared with 2002. As represented in the Programme and Budget documents, and excluding Post-Emergency Migration Management activities which are presented in a separate section of this report, the number of projects or programmes increased by 14 per cent, with operational expenditures increasing by 34 per cent over 2002. In 2003, several theme or focus areas continued to grow in importance for the international community, and were reflected in TCM programming.

Emerging Themes and Focus Areas

129. **Improving migration management in the pan-European context** was a major area of emphasis in IOM technical cooperation in 2003. The European Commission is providing leadership and resources to assist countries at various stages of European Union (EU) alignment to create a common vision of migration governance and more common capacities to enact that vision. IOM is a partner in many of these initiatives with countries soon to accede to the EU, with the candidate countries, and with countries whose relations to the EU are described through the Stabilization and Association Process (SaP), specifically the Western Balkans. 2003 saw the

initiation or final planning of significant projects in Albania and in Bosnia and Herzegovina, through the EC CARDS programme, as well as the initiation of a regional IOM CARDS initiative that will improve migration management in the SaP countries and move each closer to full alignment with Justice and Home Affairs standards.

130.   Also in the pan-European context, in the countries operating through the EU's Partnership and Cooperation Agreement frameworks including much of the former Soviet Union, IOM continued and expanded technical cooperation activity on policy, legal and operational features of migration management. Significant expansion took place in Central Asia, through support both from Europe and the United States.

131.   Another dominant theme concerned the **implications of migration for security**.   In recognition of the continued and increasing importance of this subject, the TCM Service updated in June 2003 its earlier report "International Terrorism and Migration". The document has been shared widely in order to promote dialogue on the subject and contribute to handling security matters within the migration system in an effective and balanced manner. IOM does not believe it is warranted to closely link migration and terrorism, yet migration issues cannot be left aside in the search for appropriate responses.

132.   A related theme stemmed from the **United Nations Convention against Transnational Organized Crime**, which entered into force in September 2003, and its supplementary protocols on trafficking and smuggling. Of particular importance in the smuggling protocol is the clear linkage of irregular migration with lack of economic opportunity, and the additional clear references to the protection of migrants' rights. The protocol focuses the international community's actions on the criminal groups responsible for smuggling, and will be very helpful in guiding interested States in improving legislative and policy frameworks and operational capacities. In 2003 IOM began preparing countries for the coming into force of this Protocol through workshops, seminars and project planning activities.

133.   The growing recognition by IOM Member States of the benefits of **increased partnership** among countries of origin, transit and destination in managing migration has continued to influence TCM programming. Initiatives involving Mexico and Central America, South America, and the Asia/Pacific region continued to gain strength through, respectively, the Regional Conference on Migration, the South American Conference on Migration, and the Bali Ministerial Conference follow-up. Regional dialogue is evolving into true regional technical cooperation, as illustrated by the specific project activities indicated below.

134.   The theme of **migration and development** has continued to provoke policy discussion in 2003, and several pilot or initial actions started or gained strength, in particular in the Western Mediterranean and the Maghreb. Initiatives in Algeria, Mauritania, Morocco and Tunisia sought to promote socio-economic development in regions prone to high levels of economically-induced outward migration and to better engage foreign investment, including from the diaspora, in those areas.

135.   Below are examples of TCM activities in 2003 in two key areas: (i) *Technical Cooperation for Migration Management and Capacity-Building* and (ii) *Migration and Development*, with brief mention of projects representative of the themes mentioned.

Technical Cooperation for Migration Management and Capacity-Building

136.   In Africa, IOM's programme planning workshop in Addis Ababa in June brought together 12 countries of the Greater Horn of Africa: Burundi, the Democratic Republic of the Congo, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia, Sudan, the United Republic of Tanzania, Uganda and Yemen, to discuss programme priorities for 2003 and beyond. Coupled with intensified planning with the African Union (AU), the Common Market for Eastern and Southern Africa (COMESA), the East African Community, the Economic Community of West African States (ECOWAS) and the Southern African Development Community (SADC) in 2003, these discussions provided a concrete basis for planning capacity-building in migration management programmes for the region, and have helped shape significant proposals for donor consideration in 2004.

137.   IOM has continued to facilitate the ongoing Western Mediterranean dialogue process, or "5+5", which aims to strengthen cooperation among countries of origin, transit and destination in the Western Mediterranean. The "5+5" process includes the five Maghreb countries together with France, Italy, Malta, Portugal and Spain.

138.   In Kazakhstan, IOM initiated a project to enhance Government capacity in immigration inspection and border control in Kazakhstan and neighbouring Central Asia, to contribute to combating irregular migration and drug trafficking. The measures are complemented by special assistance to Kyrgyzstan to enhance the security of its travel documents. Also in Central Asia and the adjoining region, the EC-funded IOM programme *Capacity-Building in Migration Management for Central Asia, Pakistan, the Russian Federation and Afghanistan* led to measurable material improvements on both sides of a key border crossing between the Russian Federation and Kazakhstan, and provided several technical workshops for the participating countries.

139.   In the Southern Caucasus, IOM continued to assist Armenia, Azerbaijan and Georgia in operational systems, training, law and policy improvements. In Armenia, IOM assisted the Government to extend the Border Management Information System to a key land border crossing point with Georgia.

140.   In South-Eastern Europe, IOM has assisted the Government of Albania in its development of a National Strategy on Migration. This initiative has provided the necessary legal and technical expertise to define the strategy, build up the structures and mechanisms to implement the strategy, and produce a National Action Plan, all consistent with European standards in migration management. In Croatia and in Serbia and Montenegro, as well as in Albania, IOM established or continued to support Migration Management Support Units to help these Governments to respond to requests for cooperation in various areas of migration management. In Serbia and Montenegro IOM also worked closely with the United Kingdom to improve training for border officers. In Bosnia and Herzegovina IOM provided assistance to key ministries to establish a legal framework and best practices in migration management which are consistent with EU standards, also through the EC CARDS programme.

141.   Within the EU context, the IOM Regional Office in Italy established a new strategic alliance with the government agency responsible for the reception and integration of asylum seekers and refugees, the National Association of Italian Municipalities (ANCI). This alliance is fostering continued dialogue on the issue of integration, which is essential to a comprehensive migration management framework.

142.   The Cross-Border Cooperation Process (Soderkoping Process), which aims to enhance cooperation among the expanded European Union's easternmost neighbours - Belarus, Republic of Moldova and Ukraine - and between them and the European Union, saw increased activity in 2003. IOM facilitated four meetings bringing these three countries and the Baltics, Hungary, Poland and Slovakia together for technical discussions on visa policy, combating irregular migration, assisting voluntary return, and improving reception regimes. IOM Ukraine, MRF Helsinki and the Technical Cooperation Centre in Vienna all provided support to this important process.

143.   In the Caribbean, IOM Jamaica has been assisting the Government to modernize and improve the technical infrastructure and migration management capacity of relevant Government institutions. Through this capacity-building initiative, IOM offered technical assistance in policy, legislative and regulatory matters, and training in risk profiling, document fraud detection, criminal intelligence and transnational organized crime. Key ports of entry received essential technical equipment and training of technical/end-user staff.

144.   In Mexico, IOM launched, with initial funding from the 1035 Facility, an innovative project to use advanced information technology to improve the identification and documentation of irregular extraregional migrants through enhanced communication with key embassies and consular offices.

145.   In Central and South America, IOM expanded its assistance to Ecuador and finalized plans to assist Belize with the improvement of travel document issuance processes; the Technical Support Unit of the Regional Conference on Migration (RCM)/Puebla Process, based in IOM San José, continued to provide support to a number of technical initiatives evolving from the RCM. The Statistical Information System on Migration in Central America (SIEMCA) was further developed through cooperative technical assistance provided through IOM programming. IOM participated in the Fourth South American Conference on Migration in Uruguay in November. This process and mechanism serves an essential political and technical function in helping the concerned countries articulate common goals and focus common strategies for migration management. IOM provides support, coordination and technical follow-up to the Conference.

146.   In Indonesia, IOM worked closely with the Government in 2003 to respond to the growing challenges posed by irregular migration into and through Indonesia. The resulting capacity-building actions have included special training for police and immigration officials, enhancing the Immigration Unit's investigations capability to gather, analyse and share intelligence, as appropriate, in keeping with Indonesia's commitment to the objectives of the *Bangkok Declaration* and the *Bali Ministerial Conference*. This project is directly supportive of the Palermo Smuggling Protocol.

Migration and Development

147.   In the Maghreb region, IOM supported the efforts of the Governments of Algeria, Mauritania, Morocco and Tunisia to expand economic opportunities in specific regions prone to high rates of outward migration. The community development approach employed in all three cases was tailored to each country's/region's specificities, and comprises one or more of the following elements: micro-credit schemes, business management training, vocational training, social and physical infrastructure rehabilitation and overall investment in the region. The European Commission has signalled its intention to support the Tunisian project *Pilot Actions to Promote Development in Regions of High Emigration* (PROCHE). Through this support there will be a more complete implementation of the PROCHE initiative and it will be possible to better identify best practices and lessons learned.

148.   In Colombia, IOM's community-strengthening initiative has continued to work towards the improvement of social and economic conditions for Colombian and Ecuadorian communities living in a border region that is host to large numbers of displaced Colombians.

149.   In Guatemala, the PRODESFRO Border Development Programme, operating under the FONAPAZ funding and management umbrella, promoted integrated development of border areas, creating favourable conditions for expansion of local economic activity. A broad and far-reaching initiative, the programme included improvement of basic infrastructure and enhancement of local employment. Also under FONAPAZ, IOM assisted local communities through social investment projects focused on the provision of affordable housing. IOM Lima worked towards similar goals with the Lima authorities in a programme to improve health, education, sanitation and infrastructure needed to integrate internal migrants more effectively. In both cases the intent was to raise the standard of living and the employment prospects.

IV.   ASSISTED VOLUNTARY RETURNS

Overview

150.   Voluntary return assistance represents one of the core activities of the Organization. In 2003, over 131,000 persons were assisted by IOM to return home. This number included repatriated refugees, internally displaced persons, irregular migrants and other recipients of IOM return assistance. In addition, many benefited from a range of return related, pre-departure and post-arrival assistance services.

151.   Assisted Voluntary Return (AVR) services can offer regular migrants considering return to their country of origin the support required for a more sustainable return and reintegration process and provide irregular migrants and governments with a humane, cost-effective alternative to forced return. As such, AVR can contribute to maintaining the integrity of regular migration and asylum processes and be part of an effective migration management system. It can also ensure that home communities benefit from the newly-acquired or enhanced skills and experience of returning migrants.

152.   Among those migrants assisted in 2003, nearly 29,000 were assisted through IOM's existing regular AVR frameworks, implemented mostly with European countries. In general, the number of migrants assisted to return to post-conflict areas such as the Balkans, Timor-Leste and Afghanistan continued to decrease. For Iraq, return assistance was resumed to help a limited number of Iraqis wishing to return from non-neighbouring countries for special and urgent reasons.

153.   Many IOM Offices in Europe reported an increase in their return assistance activities in 2003, often as a result of expanded pre-departure information dissemination and return counselling. A higher proportion of irregular migrants (who had not entered the asylum system) departed with AVR assistance from some of the host countries of Europe. The number of return destinations and their distance from host countries increased slightly: a decrease in returns to the Balkans (though still the principal area of IOM-assisted returns) and other Central and Eastern countries coincided with a slight increase of returns to countries in Asia (Timor-Leste and Afghanistan excepted) and Latin America.

154.   Special attention was paid to tailoring assistance to vulnerable groups - unaccompanied minors, minorities, those requiring medical attention and women (women returnees represent about 25 to 30 per cent of those assisted); wide-ranging reception, post-arrival counselling, referral and training measures were put in place for returnees to Afghanistan, Sri Lanka and Angola. Migrants' vulnerability was also the main criteria for eligibility for assistance in the pilot phase of the AVR project in Spain.

155.   AVR continued to be included in IOM-facilitated regional dialogues and in the migration management advisory services IOM provides to governments. Exchanges and consultations on return issues were held in 2003 with the EC, NGOs and United Nations organizations, and common approaches were pursued with UNHCR, for example on returns to Afghanistan and Iraq.

156.   IOM Offices in Europe carried out joint training and consultation at the beginning of 2003 to exchange programmatic experiences and plans in key AVR areas of activity for the year (counselling, reintegration, database management and returns to Afghanistan). Ensuing project development initiatives by the IOM Offices resulted in 31 new AVR projects funded in 2003, including the piloting of new assistance for migrants stranded in transit in Central Asia, Cambodia and Central America.

General Assisted Voluntary Return Support

157.   AVR assistance, provided by IOM in conjunction with implementing partners, is mainly based on the voluntary return frameworks established since 1979 with a number of countries, principally in Europe, but also increasingly in Asia, Oceania and Latin America. Under these general frameworks, IOM continued to offer return assistance to various categories of migrants, and to provide technical support and advice on returns to governments and other interlocutors.

158.   The number of voluntary returnees assisted from Germany through the Reintegration and Emigration of Asylum Seekers from Germany (REAG/GARP) remained at approximately 12,000. Destinations of returns from Germany numbered over 100 countries, with approximately 43 per cent to the Balkans. The number of migrants assisted doubled in the United Kingdom, and grew

by 40 per cent in Norway, a third in the Netherlands, fivefold in Ireland (31 nationalities), and threefold in Slovakia. Considerable increases were also registered in Austria (18 per cent, 44 destinations of return), Bosnia and Herzegovina and Australia. In the pilot AVR programme established in Spain to assist vulnerable migrants referred by municipal social service workers, the number of returnees assisted in four months (nearly 200) far exceeded initial projections. AVR activities were also consolidated in Central Europe, linked with preparations for EU accession.

Enhanced Services for Sustainable Returns

159. Within the general AVR frameworks, IOM Offices provided pre-departure information and counselling necessary to enable people to make an informed decision on whether to return, and arranged return transportation and limited reinstallation grants. This general AVR assistance was often complemented with additional activities, either at the pre-departure or at the post-return end, aimed at enhancing the sustainability of the return. Complementary activities – contributing to the "integrated approach" advocated in EC circles – ranged from socio-economic profiling of potential returnees in order to assess their possible needs and motivations, return-related information for counsellors and other service providers, to a variety of reintegration assistance measures and their monitoring in order to ensure appropriate delivery and sustainability.

Return information and counselling

160. In 2003, many IOM Offices in Europe pursued their outreach efforts to disseminate information to potential returnee populations, as well as to respective implementing partners: NGOs, Refugee Community Organizations (RCOs), governments and other referral agencies. In addition to country-level monthly newsletters and leaflets on the various programmes (in Hungary, the leaflets were translated in 25 different languages), there was extensive travel to hold information meetings with various communities (in Germany, IOM Bonn participated in information meetings organized by the BAFL and several Federal States). In the pilot phase of the Spanish AVR project "PREVIE", IOM Madrid answered 8,000 telephone queries.

161. In Belgium, IOM worked with the authorities to raise the awareness of asylum seekers on AVR in 20 reception centres, informing over 16,000 asylum seekers. Individual counselling was provided in cooperation with the Federal Agency for Asylum Seekers (FEDASIL) and the Red Cross. Specific AVR training sessions were organized for the staff of reception centres. On behalf of the Swiss authorities, IOM Bern facilitated the cross-country exchange of return counselling experiences among social workers and counterparts of various European countries.

162. In the Netherlands, IOM The Hague and its mobile teams handled 18,488 contacts with potential returnees; return counselling included country-specific target groups (Eastern Europe and CIS – through, for example, the Randstadt Return Initiative which employs Russian-speaking social workers), and health-specific ones (Return Migration and Health). In Italy, IOM Rome worked closely with the National Association of Italian Municipalities (ANCI) and was awarded the management of the Central Information Service supporting the decentralized management of reception, integration and return, in addition to implementing the AVR component. IOM Oslo and its partner Norwegian People's Aid held counselling sessions for over 4,500 asylum seekers residing in 138 reception centres throughout the country.

163. The return workshops organized by IOM Vienna included a "Klausur" on "Voluntary Return" for government authorities, NGOs and international organizations, to assess the voluntary return experience in Austria and to develop recommendations. In Hungary, IOM worked closely with the Office of Immigration and Nationality and its Regional Directorates, to visit the country's reception centres, community shelters and border guard units. Outreach efforts in Slovakia resulted in a significant increase in returns and plans to expand eligibility of AVR assistance.

164. Many IOM Offices in Europe also continued to provide return-related information in support of prepared return and reintegration. In Switzerland, the Return Information Fund (RIF) project continued to offer assistance, and processed individualized requests for over 320 cases. As reintegration planning can begin before return travel, the provision of country of origin information and referrals to candidates for return assistance can facilitate their reintegration process, and enable a better management of expectations on reinsertion opportunities and obstacles.

Tailored Reintegration Assistance

165. A number of reintegration assistance activities addressed the specific characteristics and vulnerability of the returnees; for example, minors assisted in the pilot Voluntary Assisted Return and Reintegration Programme (VARRP) in Ireland; elderly migrants requiring tailored housing and social services assistance on returning to Bosnia and Herzegovina, as their prolonged absence from the country had rendered them ineligible for local support. Additional allowances were disbursed for single mothers returning from Norway. In Uganda, IOM was specifically attentive to the reinsertion challenges facing the many women among the ex-rebels returning from neighbouring countries; this was particularly the case of abducted child mothers, for whom specialized reintegration support has been arranged.

166. In Afghanistan, an Australian grant enabled the reconstruction of a reception and vocational training facility in Kabul to be managed by the Ministry for Refugees and Reconstruction. IOM tailored a system of Reception and Reintegration of Afghan Nationals to Afghanistan (RANA) in line with the EU Plan for Return to Afghanistan, and upon the Afghan authorities' request. RANA assistance included enhanced reception at Kabul airport; a post-arrival Information Counselling and Referral Service, as well as possibilities for training and small business start-up. Assistance to returnees was matched with support to members of the local community. The reception and reintegration mechanism established in Sri Lanka included small business development, training and some provision or upgrading of equipment to the schools attended by returnees' children, thus benefiting the return communities at large.

167. In the case of the VARRP programmes in the United Kingdom and Ireland, the Reintegration Fund enabled a "multi-country" (rather than target group, or country specific) complement to AVR, tailored around the employment/vocational training needs of eligible returnees. Similar individualized packages, including business start-up assistance, were developed by IOM Bern.

168.   Reintegration support to returnees and communities of reintegration continued through the Employment Assistance Services (EAS) programme for ethnic minorities returning to Kosovo from Switzerland, providing counselling, capacity-building, job placement, and income-generating assistance.   The Berlin Occupational Reintegration of Kosovars (BORK) project assisted 104 returnees through job-focused reintegration support and matched this with equivalent support to local unemployed youth.

169.   Cross-Border Return support between Bosnia and Herzegovina, Croatia and Kosovo continued to provide grants for small/emergency repairs (for the reconstruction of barns, stables for livestock, business premises or basic housing repairs) or basic equipment and tools for income-generating activities.   As for returns to The former Yugoslav Republic of Macedonia (FYROM) from Switzerland, the phased disbursement of financial reinsertion support enabled the systematic monitoring of the reintegration experience of returnees, also useful for the design of future return programmes.

170.   The Czech Republic sponsored pilot information, counselling and skills upgrading support for returnees to Georgia.   Activities to improve integration of minority groups within the community of return were continued in the Kosice region of Slovakia, through the provision of information and training to social workers, other municipality service providers and community leaders.

Transit Migration Management

171.   AVR of migrants stranded in transit on their way to destination countries is a key strategy in managing irregular migration in transit countries when implemented in conjunction with capacity-building measures for the host authorities.   This can also lead to cooperation between destination and transit countries.

172.   IOM continued to provide voluntary return assistance to hundreds of migrants stranded in transit in countries in Asia and the Pacific (Indonesia, Cambodia and Nauru), and in the Balkans (particularly Bosnia and Herzegovina, Croatia, Serbia and Montenegro, and Albania). Pilot AVR assistance programmes for stranded migrants were started in Central America, as well as Central Asia, as a component of a larger technical cooperation programme among countries in the region, including the Russian Federation and Afghanistan.

Return and Reintegration of Qualified Nationals (RQN)

173.   In 2003, RQN programmes were implemented in Latin America, as well as in Uganda, Bosnia and Herzegovina (BiH), and Afghanistan. RQN assistance measures – often multiannual – transcend individual reintegration/retention and focus on the combined impact that qualified and motivated returnees can make in their communities of return, towards reconstruction and reconciliation in the case of post-conflict returns, or capacity-building and development efforts in the case of transition and developing countries.

174.   Since 2001, the Return of Qualified Afghans (RQA) programme has assisted 540 Afghan experts to return to key positions – as doctors, lecturers, engineers and computer experts – within 24 ministries of the Afghan Transitional Authority, six government offices and 35 NGOs.

Additional reinsertion support is given to women returnees – about 18 per cent of all returns. A component aimed at supporting the judiciary reform process sponsored the return and placement of 32 candidates from West Asia and the Middle East.

175.   In Bosnia and Herzegovina, IOM built on its past RQN achievements and, through the "Return of the Judiciary and Prosecutors to Minority Areas in Bosnia and Herzegovina" project, placed 33 experienced judges and prosecutors to participate in the restructuring of the federal, cantonal, district, municipal and basic level courts and prosecutors' offices. IOM Sarajevo also manages, on behalf of UNDP, the Transfer of Knowledge through Expatriate Nationals, facilitating short-term consultancies by expatriate BiH professionals in specialized sectors of the economy.

V.   MASS INFORMATION

Overview

176.   In 2003, IOM's mass information programmes continued providing migrants and governments with regular and reliable information on migration issues in order to assist them in making informed decisions and shaping adequate response policies.

177.   The Mass Information Service strengthened and expanded its activities geographically and thematically. Information activities were carried out to sensitize host communities and decision makers on migrants' contributions in host societies and to improve the prospects for migrants' socio-economic integration, while in countries of origin mass information programmes were aimed at preventing irregular migration and trafficking. Information/resource centres complemented information campaigns as a tool for providing information to actual and potential migrants. These centres were established in both countries of origin and countries of destination and provided migrants with access to information as well as counselling and referral services.

178.   The demand for information programmes, both in the form of information campaigns and Migrant Information Centres, continued to increase in 2003. Information programmes were operated both as stand-alone activities and as part of comprehensive programmes addressing a variety of migration issues. In both instances, they were carried out in cooperation with government authorities and other relevant partners, such as NGOs, IOs, civil society, media and other entities as appropriate.

179.   Information programmes were adapted to specific audiences and their cultural and social specificity, using tools and media that were expected to have maximum impact in each country. In designing their use and devising the communication strategy, particular attention was given to gender considerations.

Themes and Focus Areas

180.   **Counter-trafficking** continued to provide the most frequent context for information activities. The importance attached to this issue by countries of origin, transit and destination was demonstrated by the continuation and expansion of prevention and awareness-raising activities.

181.   In **Asia,** the *Information Campaign to Combat Trafficking in Women and Children in Cambodia* complemented previous awareness-raising initiatives also targeting provinces not reached before. In addition to the nationwide campaign providing potential victims a means of protection, the project envisaged village-based activities to foster community networks to combat trafficking. This project also provided the opportunity to improve the capacity of the Ministry of Women and Veterans' Affairs to carry out information campaigns and to set up a database for the collection and analysis of data on trafficking for the development of counter-trafficking legislation and advocacy campaigns. A network of Provincial Focal Points was established.

182.   In **Africa,** the project *Preventing Trafficking through Counselling Services in Ethiopia* aimed to raise the awareness of potential migrants on issues related to irregular migration, including trafficking. The project provided counselling through hotline services, enabling the beneficiaries to make better-informed decisions on migration and facilitate their integration process in the country of destination. IOM established an outreach network with governmental and non-governmental organizations for selected clients requiring further specialized counselling on legal, health and other issues. The dissemination of print and audio information material complemented the counselling services.

183.   The prevention of **irregular migration** was another focus area for information projects. The *Information Campaign against Irregular Migration from the Russian Federation* was designed to ensure that potential migrants were aware of the consequences of irregular migration and of the conditions governing entry, residence and employment in countries of destination. Awareness-raising activities targeted primarily major source areas of irregular migrants and included the dissemination of information materials, operation of a hotline, creation of a web site, organization of workshops with employment and travel agencies as well as a conference organized jointly with the Ministry of Interior. A mobile art exhibition was also organized in which young artists depicted the life of irregular migrants abroad.

184.   In addition, projects focusing on countering trafficking and preventing irregular migration were implemented in the Philippines, Bangladesh, Kazakhstan, Kyrgyzstan, Armenia, Azerbaijan, Georgia, Belarus, Croatia, the Czech Republic, Hungary, Lithuania, Serbia and Montenegro, the Republic of Moldova, Romania, Slovakia and the Andean countries.

185.   **Promoting migrants' contribution to host societies and their rights**, **counteracting discriminatory and xenophobic attitudes** towards them and **facilitating their integration** continued to be an area of increased information activities. Projects focusing on these themes were implemented in Greece, Italy, the Czech Republic, Portugal, and the Dominican Republic.

186.   The project in **Italy,** *Migrants' Image through Media, Civil Society and the Labour Market*, focused primarily on strengthening the capacity of both Italian and immigrant journalists to provide correct and unbiased information on immigrants and their communities. The main

outcome has been the creation of an online Immigrants Information Agency – MIGRA. With its wide range of immigrant journalists in Italy, MIGRA offers news and features relating to the integration of migrants into Italian society, yet it also acts as media resource, providing consultancy expertise, setting up interviews with experts, developing fact sheets and organizing round tables. Numerous sensitization events were also carried out in collaboration with the Italian partner, Caritas Rome, to promote a positive image of migrants in order to counteract social exclusion.

187. In the **Czech Republic**, the project *Integration of Foreigners and Support to Organizations and Associations of Foreign Communities in the Czech Republic* aimed to prevent the social exclusion of foreigners in the country. Information to facilitate foreigners' social integration was provided to target foreign communities through printed material and a dedicated web site. In addition, the project provided training activities to help foreigners' associations build their own capacity to provide social and legal counselling services.

188. In the field of **facilitating migration,** information on IOM in Russian was provided to identify and advise potential candidates interested and qualified to migrate from the Russian Federation to Canada. The organization of conferences and information sessions enabled the Immigration Service representatives to talk with potential candidates.

VI.   COUNTER-TRAFFICKING

Overview

189. IOM's Counter-Trafficking (CT) Service pursues a twofold strategy in combating trafficking: prevention and direct protection and assistance to victims, involving a number of activities ranging from shelter and care for victims, and assistance with voluntary return home, to capacity-building of authorities in managing the phenomenon, research and mass information campaigns in countries of origin, transit and destination. CT activities have also expanded to include a close working relationship with international and national law enforcement institutions, which provide training on assistance to and protection of trafficked persons.

190. Thanks to generous donor support, IOM was able to substantially increase its CT activities both geographically and in substance in 2003, with a growth in budget of over 50 per cent compared with 2002. 2003 witnessed the expansion of IOM CT activities into East, West and South Africa, the Latin American and Caribbean region, and Central and Western Asia, in addition to an increase in the activities in Europe, the Balkan countries, the CIS and South and South East Asia. New activities were developed with the aim of preventing trafficking more effectively, protecting and assisting better the victims and cooperating with governments in their fight against trafficking. Despite the increase in resources the phenomenon continues to grow. Traffickers modify their methods; routes, patterns and mechanisms change daily. The real challenge for policy makers is how to keep abreast and get ahead of the elusiveness and volatility of the process. Training of government officials, as well as that of NGO partners, is an increasingly important activity. The CT Service has developed a handbook as a training instrument for staff assisting victims.

191.   The entry into force on 25 December 2003 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, supplementing the United Nations Convention Against Transnational Organized Crime, provided an international legal instrument for standards and practices, which reinforced the counter-trafficking activities of the Organization.

192.   Document MC/INF/270 of 11 November 2003 "Trafficking in Persons, IOM Strategy and Activities" defined the strategic framework for IOM counter-trafficking activities on the basis of the Organization's accumulated expertise in cooperating with governments, other international organizations, non-governmental organizations and the trafficked persons themselves. This strategic approach is based on comprehensive and integrated responses to trafficking, including prevention of trafficking through awareness raising and capacity-building, to enable governments and agencies to manage the problem themselves, and to assist and protect the victims through shelter, access to services, return and reintegration.

193.   It was also important for IOM in 2003 to help tackle the root causes of trafficking, such as poverty, gender discrimination, lack of education and others, as well as addressing the factors which facilitate trafficking, such as the demand for some services. Protection of the human rights and safety of the victims of trafficking are the key objectives of IOM's counter-trafficking direct assistance activities.

194.   IOM has brought together countries sharing similar trafficking problems to seek common solutions to be implemented regionally, rather than through a country-by-country approach. This has enhanced cooperation among affected countries searching for best practices. IOM has applied this regional approach with countries in the European Union, Central Asia, South-East and East Asia, the Balkans and the Caribbean.

195.   2003 was a year of evaluation of IOM CT projects. Independent external evaluations were carried out on two regional programmes (Balkans and Mekong regions) and one national project (Republic of Moldova). The three evaluations recognized the benefits of the IOM activities, the good quality of the assistance provided to victims and the networking with NGOs, and recommended continuation of the activities. The evaluation of the Balkans programme enabled IOM to carry out extensive discussions with the donor on the changing patterns of trafficking in that region and the possibility of adapting the Organization's activities accordingly. Internal IOM rapid assessments were carried out by the Office of the Inspector General of counter-trafficking projects in Bangladesh, Belarus, Bulgaria, Ghana, Nepal, Romania and Ukraine. The assessments acknowledged the positive impact of these activities and made recommendations for their continuation.

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

197.   In 2003, IOM made a special effort to improve its networking with local civil society organizations working against trafficking, in order to train and empower them by building their capacity to make the counter-trafficking approach sustainable, both in the countries of origin and destination, in particular for shelter management and reintegration assistance. Information and training sessions brought together all relevant players, particularly NGOs, government officials, academics, media and other institutions. Training was organized to facilitate know-how transfer and communication among police officers, civil administrators, migration officials, local and international law enforcement forces on the one hand, and assistance-focused organizations on the other, as well as to strengthen the anti-trafficking network capacities and visibility in general.

198.   One of IOM's priorities in 2003 was to establish the local capacities to manage activities. Such projects were implemented in Albania, Serbia and Montenegro, Ukraine, Kosovo, Romania, Cambodia, Bosnia and Herzegovina, Kyrgyzstan, Kazakhstan, Thailand, Viet Nam, Bangladesh, Dominican Republic, Colombia and Ethiopia.

199.   IOM has provided direct assistance to victims beginning in the country of destination. Safe shelters and accommodation have been arranged for the victims and voluntary return and reintegration assistance have been offered.

200.   The aim has been to offer to each victim returning home, quality reintegration assistance tailored to the needs and capabilities of each person as well as to the particular situation in the country of origin.

201.   Based on IOM's experience, successful reintegration requires at least one year of assistance, with six months intensive assistance and six months follow-up. The most urgent needs are medical care, educational/vocational training, employment, social security, medical and social insurance, lodging and unemployment or social benefits. The full integration of a former victim of trafficking and the sustainability of the reintegration process can be achieved only through empowerment of the former victim, allowing the person to begin a new life.

202.   In 2003, projects of direct assistance to victims were implemented, *inter alia*, in Albania, Serbia and Montenegro, Kosovo, The former Yugoslav Republic of Macedonia, Romania, Bulgaria, Croatia, Bosnia and Herzegovina, the Republic of Moldova, Ukraine, Belarus, Mali, Nigeria, Kyrgyzstan, Kazakhstan, Bangladesh, Nepal, India, Cambodia, Viet Nam, Thailand, Belgium and Italy.

203.   In 2003, under its Global Fund for the assistance, return and reintegration of victims of trafficking, IOM set up a global referral, assessment and rapid assistance mechanism for individual migrant women and children who were victims of trafficking in Africa, Asia and Latin America and the Caribbean and were not eligible for assistance under current voluntary return assistance programmes. Stranded individuals in need of protection and return assistance applied for the required support either directly at a local IOM Office (or an identified operational partner) or through referral by a governmental or non-governmental organization. IOM responded to these cases quickly and, in most cases, the victims were back home within a few days. Victims trafficked along unexpected routes (i.e. from Colombia to China and Japan; from Uzbekistan to Thailand, from Côte d'Ivoire to the Republic of Korea) were also assisted by IOM under this Fund.

Emerging Themes and Focus Areas

204.   In 2003, the IOM Counter-Trafficking Service expanded its activities in accordance with the needs detected by IOM in each country, and tailored to the dynamics, patterns and mechanisms of the trafficking enterprise.

Law Enforcement Training on Counter-Trafficking Issues

205.   IOM continued activities related to law enforcement training curricula. They were developed and undertaken in several regions of the world, but with a particular focus on Europe, the SADC region, Nigeria, Colombia, the United States and Bangladesh. IOM law enforcement training involved a twofold approach:

- Highly technical, including investigation techniques. The training is suitable only if there is already in the country a specialization within the local law enforcement institutions, for example, *ad hoc* counter-trafficking teams in Bosnia and Herzegovina, Kosovo, Ukraine or the Republic of Moldova. These teams are already familiar with the trafficking phenomenon and simply need to be updated on the new trends and the best practices developed in other parts of the world.

- General information. Training is developed to enhance the performance of the front line officers in (i) identifying, collecting and disseminating trafficking information; and (ii) treating and caring for trafficked victims within the first 24-hour period after s/he has come to notice.

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

CT Projects Targeting Child Victims of Trafficking

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

208.   In Mali, for example, under the project "Mali Return and Reintegration Assistance for Trafficked Children", IOM provided return and reintegration assistance to 292 illiterate and impoverished Malian children trafficked to work as domestic and agricultural labourers in Côte d'Ivoire. The IOM reintegration programme targeted children from the regions of Bamako, Ségou, Mopti, Koulikoro and Sikasso. In cooperation with Save the Children Canada, IOM provided medical and psychological support, among other reintegration activities, for the children at a transit centre in the southern Malian town of Sikasso.

Counter-Trafficking Module (CTM) Database

209.   The entire IOM assistance process can now be monitored through the Counter-Trafficking Module (CTM) database developed during 2003.   The database is aimed at facilitating management of assistance, voluntary return and reintegration activities for victims of trafficking, and strengthening research capacity and understanding of the causes, processes, trends and consequences of trafficking.

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

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

Policy design

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

213.   Based on the recommendations made in the Brussels Declaration on Trafficking in Human Beings, the European Commission created the Group of Experts on Trafficking in Human Beings, to be a consultative body for the Commission on further policy and practical developments of the prevention of and the fight against trafficking in human beings and to monitor European activities and needs on the subject.   IOM is represented in this Group of 20 experts and able to contribute with its expertise.

Handbook

214.   To standardize the IOM approach on direct assistance, a Counter-Trafficking Handbook has been developed to cover six aspects: (i) ethical and safety recommendations for interview and screening procedures; (ii) voluntary return, reception and reintegration; (iii) shelter management; (iv) health (including the psychological well-being of the victims and the IOM staff working on direct assistance); (v) security and law enforcement cooperation;   and (vi) data management.

Gender approach

215.   IOM applies a gender approach to its counter-trafficking activities. This has a particularly important impact in the context of direct assistance activities. As the consequences of trafficking are not the same for a man as for a woman, IOM assistance has been designed to take into consideration the specificities of individuals. A different approach should be applied from the very first interview of a traumatized person. For example, men and women will not react in the same way to sexual violence. There are different needs in the shelters. When medical assistance is provided, the services are not the same. When legal assistance is provided, it has to take account of the fact that men and women often do not have the same access to legal information or the same opportunities to exercise their rights. As concerns reintegration, which relates to the "empowering" of the woman and is connected to the causes of trafficking, IOM ensures that gender stereotypes are not repeated in the assistance provided to the victim.

Cooperation with NGOs

216.   IOM continued to strengthen cooperation with the local and international NGOs. Its approach is focused on the empowerment and capacity-building of NGOs. National NGOs are the main referring organizations of victims of trafficking to IOM and are crucial partners for IOM in its overall strategy to combat trafficking in human beings. When dealing with assistance and reintegration, cooperation with local NGOs is being strengthened so as to ensure sustainability and establish a clear exit strategy for IOM. Good examples are NGO cooperation in Ukraine as well as in The former Yugoslav Republic of Macedonia and in Kosovo.

VII.   LABOUR MIGRATION

<u>Overview</u>

217.   IOM's purpose with regard to labour migration is to facilitate the development of policies and programmes that can individually and mutually benefit the concerned governments, migrants and societies by:

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

218.   With its global presence in both countries of emigration and immigration, IOM is well placed to bring together all parties to set up labour migration mechanisms which balance the different interests. To this end, IOM acts in concert with ILO and other relevant international agencies.

219.   With the above purpose, IOM labour migration programmes in 2003 included:

- government capacity-building;
- pre-departure orientation and services for migrants;
- facilitating bilateral labour arrangements;
- integration of migrants in host countries;
- enhancing the development impact of labour migration;
- facilitating inter-State dialogue.

Capacity-Building in Labour Migration Management

220.   An increasing number of developing and countries with economy in transition seek to adopt policies, legislation and structures to promote the foreign employment of part of their workforce and generate remittances, while providing safeguards to protect their migrants. Some middle-income countries are also destination countries and are seeking ways to better manage their labour inflows. In 2003, IOM helped strengthen the labour migration management capacity in a number of countries.

Central Asia and Neighbouring States

221.   In October 2003, IOM conducted a Regional Labour Migration Workshop in Dushanbe. It was the second technical workshop organized by the IOM within the framework of the Dialogue and Technical Capacity-Building in Migration Management Programme for Central Asia and Pakistan, financed by the European Commission (EC). Officials engaged in labour migration administration from the Governments of the Russian Federation, Kazakhstan, Kyrgyzstan, Uzbekistan, Tajikistan, Turkmenistan and Pakistan participated in the workshop. The event was aimed at enhancing knowledge and competencies in labour migration management through a focused and practical workshop on emerging good practices in labour migration administration from the perspective of both the sending and receiving countries. Four sessions covered labour migration administration in countries of origin, optimizing benefits of organized labour migration, labour immigration administration in countries of destination, and inter-State cooperation and data collection. Resource persons from IOM, the Philippines, the United Kingdom and Switzerland participated.

Sri Lanka

222.   IOM helped strengthen the capacity of the Sri Lanka Bureau of Foreign Employment (SLBFE) within the context of a larger project funded by the EC for sustainable return and reintegration and the mitigation of irregular migration through enhanced legal labour migration options. A total of 23 training centres were provided with modern household equipment to assist in the training of outgoing domestic workers who make up the majority of Sri Lankan migrant workers. Information technology equipment was provided to the SLBFE to upgrade its information system, particularly its complaints system. A study tour to Tunisia for four senior SLBFE officials was organized with the assistance of IOM Tunis. In November 2003, a

workshop on migration policies and legal labour migration opportunities was conducted with the participation of senior officials from the Ministries of Employment and Labour, Interior and Foreign Affairs. Resource persons from IOM and the United Kingdom participated.

Tunisia

223.   The Training of Trainers project to improve the professional and sociocultural integration of labour migrants to Italy was completed in 2003. A second phase project, "PROMOTE - Reinforcement of Institutional Capacity for the Promotion of Tunisian Labour Migration", was drafted and approved, through the signing of a Memorandum of Understanding (MOU) with the Tunisian Ministry of Employment, in December 2003. The project is a follow-up to the Training of Trainers project, and will focus on recruitment facilitation and promotion initiatives by enhancing the international job matching capacities of two partners, ANETI (*Agence Nationale pour l'Emploi et le Travail Indépendant*) and ATCT (*Agence Tunisienne pour la Coopération Technique*). The projects in both phases are financed by the Government of Italy.

Pre-departure Orientation and Information

224.   Many migrants face difficulties in the host countries due to lack of preparation before departure. IOM offers pre-departure orientation services to inform the migrants about their future living and working environment.

The Philippines

225.   In 2003, over 1,000 caregivers leaving for Canada, were given a pre-departure orientation course to prepare them for living and working in Canada. This course was funded by the Canadian Government.

226.   IOM Manila also produced a video for migrant education and awareness, entitled "Power to Choose". The video focuses on self-defence for vulnerable women migrants and is used in pre-departure orientation.

Reception and Integration of Labour Migrants

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

Italy

228.   In Italy, IOM works closely with employers' associations, the central Government and decentralized administrations, embassies and the labour authorities of sending countries in facilitating the insertion of migrants into the Italian labour market and their integration into the host society. The "System Actions to Support Social Integration and Employment Policies on Behalf of Migrant Workers" project aims to provide orientation services to unemployed migrants; facilitate the employment of newly-arrived migrant workers and foster a more comprehensive

understanding of the socio-economic and cultural environment. Achievements in 2003 include the development of linguistic, legal and cultural orientation curricula and information materials; training of trainers; research on the Italian labour market (carried out with national research institutes) and information seminars for local labour authorities, local entrepreneurs and employers' associations.

229.   IOM has been an implementing partner in the "Migratools" project managed by Forema (Entreprise Training Pool of Unindustria Padova) which aims to prevent the exclusion of migrants from the labour market and to enhance their integration into Italian, French and Spanish host societies.   IOM carried out research on demand and supply of vocational training in Italy; assessed research on migrant integration conducted in Italy, Spain and France and Romania; and produced a labour orientation module to be part of an "Orientation CD ROM targeting immigrants and social workers".

230.   IOM also assisted the Italian training centre Laser to develop activities to facilitate the labour insertion of migrants and social integration of their families in the Province of Brescia. This project, sponsored by the Lombardy region and financed through the European Social Fund, was implemented between July 2002 and September 2003 by a network of partners such as training centres and immigration associations. IOM elaborated a plan of action and coordinated the monitoring and evaluation of the activities which included the assessment of migrant skills, training courses, information and job placement support for migrants.   1,145 people have benefited from the project.

Germany

231.   IOM Berlin launched a project on labour migration and integration in 2003, aimed at creating a platform for dialogue and exchange among stakeholders in the labour migration process, simplifying access to information concerning integration services, and designing a package of labour migration services offered to employers in order to reduce skill shortages. A working group on labour migration has been set up and three brainstorming sessions with representatives of German economy, politics, trade unions and other stakeholders have been organized.

<u>Facilitating Bilateral Labour Migration Programmes</u>

232.   States requiring foreign labour are increasingly seeking bilateral agreements with partner States for targeted labour exchange programmes which can steer flows to specific areas of labour demand and reduce the need for irregular migration by providing legal alternatives.   Once established, these programmes require special administration to ensure their smooth operation; IOM supports government efforts to put these elements into place and provides its services in the context of bilateral labour migration programmes and arrangements.

Ecuador/Colombia/Spain

233.   Under the bilateral labour agreement between Spain and Ecuador, IOM has assisted in the selection and transport of 1,207 migrant workers to Spain, mainly in the hospitality and construction sectors. Candidates were selected by a Spanish-Ecuadorian Commission, in some

cases with the direct participation of recruiting enterprises. The selection was made from a short list from the project's database, containing over 22,000 files at the end of 2003. IOM also assisted with drafting contracts and securing visas, passports and airline tickets for travel to Spain. All selected labour migrants were given employment contracts.

234. IOM also provided facilitated passage to 269 Colombian workers travelling to Spain.

Guatemala/Canada

235. At the request of the Guatemalan Government and in cooperation with the *Fondation des entreprises de recrutement de main-d'oeuvre agricole étrangère* (FERME) of the Canadian province of Quebec, IOM designed and implemented a pilot project for the selection and transfer to Canada of Guatemalan seasonal agriculture workers. A total of 215 Guatemalans went to work in Canada. Activities carried out by IOM included the establishment of a mechanism for selection, consular and travel assistance and the creation of an emergency assistance fund. A detailed assessment of the project was carried out.

Poland/Netherlands

236. The pilot project "Polish nurses in the Netherlands; development of competencies" has been developed by the Dutch and Polish Ministries of Health Care. Under this project, Polish nurses learn and work in Dutch hospitals and nursing homes for a two-year period. IOM has been assigned to monitor and evaluate the activities of three intermediate organizations which recruit Polish nurses. The monitoring activities focused on the process of selection, preparation, employment and return of the nurses through meetings, interviews and questionnaires involving employers and employees.

Egypt/Italy

237. In October 2003, the Integrated Migration Information System (IMIS) was officially launched. It is a capacity-building project supporting the Egyptian Ministry of Manpower and Emigration (MME) to facilitate legal labour migration, strengthen ties with the diaspora, and channel human and financial resources resulting from migration for the benefit of Egypt's development.

238. An automated job matching system has been developed whereby job matching modules can be accessed online by potential employers and employees alike. A case study conducted by the Italian Research Institute of International Politics (CesPi) is to be completed in the coming months, and will identify tools for channelling human and financial resources from Egyptians abroad to Egypt.

<u>Labour Migration and Development</u>

239. The most direct link between migration and development in countries of origin is through remittances – the funds migrants send home. Recorded migrant remittances to developing countries total some USD 80 billion per annum. IOM is in the process of developing a pilot project in Guatemala on channelling remittances on a voluntary basis for investment and

development purposes, involving diaspora communities, village communities and financial institutions. Countries with sizeable *émigré* populations are increasingly taking steps to link their diasporas with origin country development and looking to IOM for support.

Argentina

240.   In Argentina, a project to assist in the coordination and channelling of support given by Italy to ethnic Italians in Argentina was completed in 2003. A study was undertaken on ethnic Italians in a vulnerable social situation, Italian associations and family enterprises in Argentina. A database of 11,000 ethnic Italian residents in Argentina in a vulnerable social situation was prepared, as well as a register of the companies and associations of the community which could be beneficiaries of the cooperation between both countries.

Pakistan

241.   IOM organized a seminar on "Labour Migration and Socio-Economic Development" in September 2003, in collaboration with the Federal Ministry of Labour, Manpower and Overseas Pakistanis. The purpose of the seminar was to raise awareness on the migration and development nexus and its potential for national development.

Regional Dialogue

242.   In response to requests from several Asian labour-sending countries, IOM organized ministerial level consultations for Asian labour-sending countries in April 2003 hosted by the Government of Sri Lanka in Colombo. The aim of the ministerial consultations was to provide a forum for Asian labour-sending countries to share experiences, discuss issues and identify steps for follow-up in the form of recommendations. Participants were from the main sending countries in Asia, namely Bangladesh, China, India, Indonesia, Nepal, Pakistan, the Philippines, Sri Lanka, Thailand and Viet Nam. The participating States made 22 recommendations in three main areas: protection and provision of services to migrant workers; optimizing benefits of organized labour migration; and capacity-building, data collection and inter-State cooperation. As a follow-up to the consultations, an inter-ministerial meeting was held in Thailand on Thai overseas workers.

VIII.   OTHER PROGRAMMES

Compensation Programmes

243.   The year 2003 marked the third full year of IOM's involvement in the German Forced Labour Compensation Programme (GFLCP) and the Holocaust Victim Assets Programme (HVAP), making financial compensation available to former slave and forced labourers and other victims of the Nazi regime.

244.   By the end of 2003, IOM had disbursed in total EUR 138.5 million to nearly 61,000 former slave and forced labourers (GFLCP) worldwide, and USD 3.7 million to over

2,800 claimants under HVAP. Its Humanitarian and Social Programmes, which draw from and bridge GFLCP and HVAP, had committed over USD 18 million and provided assistance to 51,000 beneficiaries in 12 Central and Eastern European countries.

245. In 2003, claims registration and active field involvement was almost completed. Accordingly, payments and notifications grew in importance. Because of the volume and the complexity of these and other tasks, the number of staff involved in the implementation of the compensation programmes grew to 165, of which approximately 61 per cent were female staff.

German Forced Labour Compensation Programme (GFLCP)

246. By the end of 2003, IOM had resolved 80 per cent of its 328,000 slave and forced labour claims, all 41,000 personal injury claims and 40 per cent of the 32,000 property loss claims received.

247. Regarding its numerically largest sub-programme, *Slave and Forced Labour*, IOM submitted in 2003 a total of 148,000 decisions to the German Foundation. Almost 25 per cent of these were positive decisions, and payments were made in 56 countries. However, after the greater part of IOM's eligible slave and forced labourers had already received their first instalment payment, processing focused on those who did not fulfil the criteria stipulated by the German Foundation Act, that is the vast majority of IOM's claimants. Therefore, in 2003, rejections greatly outweighed positive decisions. Having prioritized the processing of claims by victims, IOM was able to start handling claims by heirs towards year's end. However, many decisions by the German Foundation remain outstanding.

248. The *Property* Claims Commission held four meetings in 2003, and took decisions on almost 13,000 claims. Overall, 22 per cent of these decisions were positive. In the course of the year, the Commission also received 750 requests for reconsideration or appeals. Claimants were systematically informed of the decisions, but payment can only be made once all claims and all requests for reconsideration have been processed.

249. Of the 41,000 resolved *Personal Injury* claims, IOM recommended 3 per cent for payment to the German Foundation. This relatively low number of eligible claimants is a result of the German authorities' decision to narrow the eligibility criteria due to limited funds. At its meeting in September 2003, the Foundation's Board of Trustees agreed on a one-time payment of the equivalent of DEM 8,300 for successful personal injury claimants.

250. IOM's *Appeals* Body received a total of more than 21,000 slave and forced labour and personal injury appeals. Over 80 per cent of the appeals were submitted by Internati Militari Italiani, a group the German authorities have excluded. In 2003 the Appeals Body met four times and issued 890 decisions, 18.5 per cent of them positive.

251. As a Member of the Board of Trustees of the German Foundation, IOM participated in three meetings of the Board (April, September and December 2003). In December the Kuratorium was informed, through status reports of the Partner Organizations and the Board of Directors, that programme completion would take longer than anticipated, and that the Board of Directors aimed at concluding the bulk of payments by spring 2005.

252.   On 18 June 2003, IOM's Steering Group of most involved Victims' Associations held its seventh meeting. The members of the Steering Group expressed their concern about the absence of Foundation decisions on a significant number of camp lists and camps submitted through IOM for their recognition as "other places of confinement". As this was understood to be seriously hampering IOM's work and penalizing the claimants, the Steering Group adopted a resolution urging the Foundation to issue the outstanding decisions without delay.

Holocaust Victim Assets Programme/Swiss Banks) (HVAP)

253.   Under HVAP, IOM received 41,129 claims as at 31 December 2003. In 2003, a total of 1,866 claims were paid (1,697 Slave Labour Class I (SLC I), 45 Slave Labour Class II (SLC II), and 124 Refugee Class (RC)).

254.   Registration of SLC I and RC claims was completed in 2003. Registration of SLC II claims as well as review and processing of all claims is ongoing.

255.   In 2003, HVAP reviewed 18,000 claims, i.e. approximately 45 per cent of all claims received. Some 7,000 of those claims have been recommended for payment and are awaiting the approval of the Court. Another 4,000 claims have been deemed not to qualify and are also subject to Court judgement. The remaining 7,000 claims require follow-up.

256.   HVAP has worked closely with the United States Holocaust Memorial Museum in Washington, D.C. which has generously supported IOM by making available three of its historians in 2003, who came to IOM Geneva and assisted with the review of Roma and Jehovah's Witness claims from Belarus, Romania and the Russian Federation. In November 2003, they began to assist IOM with its Roma and Jehovah's Witness claims from the Republic of Moldova.

257.   HVAP was able to include the claims of 39 Disabled/Handicapped Slave Labour Class I claimants in its June 2003 Payment Report which was subsequently approved by the Court. Most of these claimants were children during World War II who were placed in an institution in Austria, known for the atrocities committed upon those sent there often resulting in death. They were forced to work in order to live and were also victims of medical experiments and torture because they were considered to be "life unworthy of life."

258.   On 7 October 2003, Judge Block of the United States District Court for the Eastern District of New York approved and signed the "Stipulation and Order for Amendment of The Slave Labour Class II List of Releasees" which reflects an agreement to amend the Court's Memorandum and Order of 4 April 2001. As a result, several companies have been added to the Slave Labour Class II List which contains the names of companies that negotiated a release with the Court and for which SLC II claimants must have performed labour in order to be eligible for payment from the Swiss Banks Settlement Fund. IOM is seeking clarification from the Court regarding several issues raised by the Stipulation and Order for Amendment, including, but not limited to the issue of whether it will have to provide notice to all potential SLC II claimants because of the new companies added to the Slave Labour Class II List. HVAP began to review the claims it has received to date under the new standard in late 2003.

259.   It was anticipated that the Refugee Class review would be completed in 2003, but this was not possible due to the claimant follow-up required. Refugee Class appeals procedures were finalized in 2003, in coordination with the Conference on Jewish Material Claims Against Germany, Inc., the Special Masters and the Court. The first group of rejections consisting of 273 negative claims was prepared for the Court's approval.

The Humanitarian and Social Programmes (HSP)

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

261.   During 2003, IOM provided food, medical and dental care, home care, winter assistance, clothing, emergency financial support, and social and legal assistance to over 42,730 extremely needy, elderly Roma and Sinti, Jehovah's Witness, disabled and homosexual survivors of Nazi persecution. The German Foundation contributed exclusively to Roma and Sinti projects. HSP's beneficiaries were 58 per cent female.

262.   By the end of 2003, IOM had started 52 projects, worth over USD 18.7 million, in victim communities in Belarus, Croatia, the Czech Republic, Hungary, The former Yugoslav Republic of Macedonia, Poland, the Republic of Moldova, Romania, the Russian Federation, Serbia and Montenegro, Slovakia and Ukraine.

263.   HSP projects have helped to improve the quality of life and outlook of thousands of marginalized victims through the often first formal recognition of their suffering in nearly 60 years.

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

265.   IOM has piloted and refined a programme model for cooperation with minority NGOs that have unique access to beneficiary communities. This model, like the success of the HSP, requires intensive local cooperation with these partners in project development, monitoring and reporting.

Iraq Property Claims Programme

266.   In July 2003, IOM entered into a cooperative agreement with the Office of Transitional Initiatives of USAID (OTI) to establish the **Iraqi Property Reconciliation Facility (IPRF)** which had previously been created by the Administrator of the Coalition Provisional Authority (CPA) "for the purpose of collecting real property claims and promptly resolving such claims on a voluntary basis in a fair and judicious manner".

267.   The IOM-OTI cooperative agreement authorized IOM, for a period of four months, to conduct fact-finding, establish offices in Iraq, develop a claim form and necessary outreach materials, set up mechanisms for the collection of claims, make available facilities for voluntary reconciliations, and submit proposals to the Iraqi authorities for mechanisms that might be chosen for the settlement of property claims which could not be resolved through voluntary

reconciliation. A four-person advance team headed by the project manager went to Iraq immediately after the signing of the agreement to prepare the launching of the programme, while programme staff in Geneva recruited personnel designated for the IPRF offices in Iraq.

268. In designing a property claims programme in Iraq, IOM had to take account of a unique combination of challenges, including the potential volume of claims due to the large number of internally displaced persons, refugees and others who lost property under the Ba'athist regime, and the sensitive Iraqi environment resulting in an increased need for outreach to ensure acceptance of the programme by all ethnic, religious and political groups in the country.

269. IOM's efforts were seriously hampered by the deteriorating security situation in Iraq and the attack on the United Nations Headquarters at the Canal Hotel in August 2003 resulted in the evacuation of all international staff from Iraq.

270. In September 2003, IOM was advised that due to the inability of IOM and other international organizations to operate in Iraq, an **Iraq Property Claims Commission (IPCC)** would be established to collect, process and resolve claims in Iraq. At the same time, it was agreed that IOM continue to provide expert advice and technical assistance for this process. For the remainder of 2003, IOM developed proposals for a database system and computer applications to support the processing and resolution of claims by the IPCC, designed a claim form as well as claim intake and registration processes and provided expert advice on mass claims processing, including the handling of claims from out-of-country Iraqis.

Migration Policy and Research Programme

International Dialogue on Migration 2003: *Migration in a Globalized World*

271. As part of its mandate to contribute to a better understanding of migration, the Migration Policy and Research Programme (MPRP) continued its efforts to reinforce the IOM Council as a global forum for dialogue on international migration.

272. As a result of several informal meetings with IOM Member States and observers, the theme of the 2003 Dialogue, *Migration in a Globalized World,* was selected. The aim was to initiate a constructive discussion on effective policy responses to the changing nature of migration in today's globalized world, with a focus on migration facilitation and management for the benefit of countries of origin and destination as well as for individual migrants and their families. At the 2003 Council session, the International Dialogue on Migration began with a brief presentation by the Administration on migration trends, including the changing international discourse on migration. This introduction was followed by the first public appearance of the Geneva Migration Group (GMG), bringing together the heads of ILO, UNHCHR, UNHCR, UNCTAD and IOM who spoke of the contributions of their organizations to the migration field. The high-level plenary panel on *Migration in a Globalized World* consisted of keynote speeches from a range of migration perspectives, including by one of the co-chairs of the newly-established Global Commission on International Migration.

273.   The second day of the Dialogue included updates on selected regional and thematic developments in migration policy and management. Brief reports were presented to the Council on: the Labour Migration Ministerial Consultations for Countries of Origin in Asia; the Conference on Western Mediterranean Cooperation (5+5); the Italian National Association of Municipalities' migration initiative; the Regional Conference on Public Health and Trafficking in Human Beings in Central, Eastern and Southern Europe; the Regional Ministerial Conference on People Smuggling, Trafficking in Persons and Related Transnational Crime (Bali Process); the Economic Community of West African States' initiatives in the field of migration; the South American Conference on Migration; the Regional Conference on Migration (Puebla Process); and the Berne Initiative. These updates provided an indication of the breadth and depth of national, regional and global initiatives to better understand migration and develop cooperative approaches to its management.

274.   The second day also included interactive workshops on two key issues in migration: (1) Labour Migration and (2) Capacity-Building in Migration Management. A governmental moderator, an independent expert and an IOM (and ILO in the case of labour migration) expert led each workshop. Reports of the results of the workshops were presented to the plenary session on the morning of the third day, followed by a general review of the whole Dialogue.

International Dialogue on Migration 2003: *Intersessional Workshops for Policy Makers*

275.   For the first time since its inception, IOM's membership decided to add another dimension to the policy dialogue by holding two intersessional workshops over the course of 2003. The first workshop, on **Data Collection and Management** (September 2003), enabled participating States to examine means to enhance their ability to collect and share migration-related data and statistics. The workshop focused on the importance of obtaining reliable information and statistics for policy makers throughout the continuum of the migration process, and the range of uses for this data at all levels of government, as well as by international organizations, academics and NGOs. The workshop highlighted effective approaches to national, regional and international migration data collection and management as well as challenges and lessons learned.

276.   The second workshop on **Trade and Migration** (November 2003) held in conjunction with OECD and the World Bank, brought together, for the first time on an international level, trade and migration officials from a wide range of States and institutions for an informal exchange of views on the relationship and increasing interlinkages between migration and trade. The workshop was focused on the implications of the supply of services via the temporary movement across borders of natural persons, or "Mode 4" of the World Trade Organization (WTO) General Agreement on Trade in Services (GATS). Recognizing that there is a need to build greater understanding between the trade and migration policy communities on the issues, opportunities and challenges related to freer movement of persons in a globalizing world, IOM and its partners designed the workshop to initiate dialogue and discussion between representatives from the two areas, providing a forum for an informal exchange of views in a non-negotiating environment. Presentations were made by governmental officials, independent experts and experts from the World Bank, OECD, WTO, UNCTAD, ILO, IOM and the EC (Trade) representing a range of perspectives: trade and migration; sending and receiving countries; and developed and developing countries. Specific possible follow-up activities were identified, including areas where more research and capacity-building were needed.

MPRP Publications in 2003

277.   MPRP produced a number of **background and policy papers**, analysing a range of migration policy issues, including:

(i)   <u>World Migration 2003: Managing Migration - Challenges and Responses for People on the Move</u>

278.   In response to the interest of Member States in developing the World Migration Report as a resource for policy makers with themes of direct policy interest and improved supporting data, MPRP led the production of the second volume of IOM's publication World Migration 2003. An IOM official assigned to MPRP served as editor-in-chief, working with an IOM Steering Committee with representatives of all parts of the Organization, and drew on, among others, IOM's Academic Advisory Board.

279.   *World Migration 2003*, issued on 10 June 2003, presents a complete record of reference data and background analysis on population movements. With contributions from internationally renowned practitioners and scholars in the area of migration, the report provides an in-depth analysis of the current state of international migration and the policy implications of managing the phenomenon in both thematic and regional chapters.

(ii)   <u>International Dialogue on Migration No. 4 – Eighty-fourth Session of the Council, 2 to 4 December 2002 (Red Book Series</u>)

280.   To support its objective of enhancing the understanding of migration, MPRP introduced the *International Dialogue on Migration* "red book series", which captures the results of the dialogue at each relevant Council session, and takes the analysis a step further.

281.   Volume 4 of the Red Book Series was developed in response to questions and issues discussed at the plenary session and in the workshops for policy makers at the International Dialogue on Migration of the Eighty-fourth session of the IOM Council. Issued in 2003, its purpose was to provide a more detailed review of the challenges policy makers throughout the world encounter when developing comprehensive approaches to migration management particularly in the areas of: (a) Integration; (b) Irregular Migration; and (c) Diaspora Support to Migration and Development.

(iii)   <u>International Dialogue on Migration No. 5: Significant International Statements on Migration Thematic Compilation (Red Book Series</u>)

282.   As part of its effort to identify best practices in migration management, in 2002 MPRP produced *A Compilation of Significant International Statements on Migration*, a collection of substantive statements emanating from selected migration-related regional, interregional and international conferences. The document was intended to serve as a reference tool for migration practitioners, policy makers and IOM staff when looking at areas of migration of interest to the international community. In 2003, MPRP updated this volume and produced it in CD-ROM version with a search function for easy reference. International and regional statements on migration were presented in two ways: thematically in the form of quotations, and in full text

from the selected conferences. The aim of the thematic statements section was to identify migration areas of convergence of interest and common understanding but also areas of divergence in view of differing national or regional experiences and perspectives.

(iv)   Migration Policy Issues No. 1 and No. 2, March 2003

283.   In response to the need for concise information on relevant policy issues and trends in the field of migration, MPRP produced the Migration Policy Issues Series. The first issue of the series, *Defining Migration Priorities in an Interdependent World*, provided an overview of areas policy makers need to consider for the comprehensive management of migration. The second issue, *Facts and Figures on International Migration*, provided an overview of the most relevant figures on international migration. These documents are available in three languages on the IOM web site.

The Berne Initiative

284.   The Berne Initiative was launched by the Swiss Federal Office for Refugees (FOR) to assess the feasibility of elaborating a framework of guiding principles that could serve to facilitate cooperation among States in managing international migration. In 2003, MPRP developed a concept of this policy framework of guiding principles. The draft International Agenda for Migration Management (IAMM) was presented and discussed at the Berne Initiative Consultations that took place on 2 and 3 July 2003. A second version of the draft IAMM, which takes into account comments received from participants at the July consultations and more broadly, was distributed at the IOM Council in November 2003.

285.   In the framework of the Berne Initiative, an expert study *International Legal Norms and Migratio*n, commissioned by IOM and sponsored by the Swiss Government, was carried out by the Migration Policy Institute (Washington, D.C.) and the *Institut Universitaire de Hautes Etudes Internationales* (Geneva). *International Legal Norms and Migration*, edited by T.A. Aleinikoff and Vincent Chetail, and issued in May 2003, draws on the expertise of international legal experts in a range of migration fields to identify the legal norms that constitute the framework of and for cooperative migration management in the interest of States, their citizens and inter-State relations.

Overview of International Migration, Module and Trainer's Guide

286.   Building in part on the 1997 "Overview of International Migration", MPRP worked in 2003 on developing an enhanced and significantly updated Migration Management Manual and Trainer's Guide to reflect current migration issues and practices, and to expand its learning methodology to more fully take advantage of self-study and distance learning technologies. The revised Manual is meant for use by government migration policy makers, practitioners, students, academics, other international organizations, NGOs and IOM staff members. The Manual should provide a base of common understanding of migration dynamics and the various dimensions of the migration process. The Trainer's Guide accompanying the Manual is being designed to provide instructional tools for in-class training of each section.

Regional Consultative Processes

5+5 Dialogue on Migration in the Western Mediterranean

287.   In partnership with the participating governments, MPRP continued to provide expertise and coordination support to the dialogue on migration developed among the countries of the Western Mediterranean region.

288.   With the support of MPRP, the IOM regional adviser for the Western Mediterranean and IOM Tunis, the second Western Mediterranean meeting was organized in Morocco in 2003. This event allowed participants to discuss follow-up on the 2002 *Tunis Declaration.* In Rabat, the 5+5 Ministers of participating countries approved two documents: *Presidency Conclusions* and a technical paper, *Implementation proposals for the Tunis Declaration.*

Labour Migration Ministerial Consultations for Countries of Origin in Asia

289.   In response to requests from several Asian labour-sending countries, IOM organized the *Labour Migration Ministerial Consultations for Countries of Origin in Asia* in April 2003, hosted by the Government of Sri Lanka, as a forum for Asian labour-sending States to share experiences, discuss issues and identify areas for activities. MPRP, in coordination with IOM's Labour Migration Service, provided technical support in the preparation of conference papers, drafting of the agenda and questionnaire, engaging of experts and facilitation of the meeting. The Consultations focused on three thematic areas: (i) protection of migrant workers and services to migrant workers; (ii) optimizing the benefits of organized labour migration; and (iii) institutional capacity-building and inter-State cooperation.

MPRP Evaluation

290.   In June 2003 the Office of the Inspector General released the evaluation report of MPRP. The evaluation was conducted by an independent evaluator at the request of IOM Member States. In addition to evaluating the programme's performance and achievements, the report also drew attention to important issues of international and regional migration management, highlighting useful elements for a constructive debate on the future of the programme, both inside IOM and among IOM's Member States. The detailed report can be found on IOM's web site. Based on the positive results of the evaluation, it was decided to mainstream MPRP into the core structure of IOM as a new Department, bringing together IOM's International Dialogue on Migration, strategic policy and planning, research and publications, media, public information, communications, and web site functions.

GLOBAL ACTIVITIES AND GENERAL PROGRAMME SUPPORT

IX.   PROGRAMME SUPPORT

<u>**Donor Relations Division (DRD)**</u>

291.   In 2003, the Donor Relations Division (DRD) provided ongoing institutional focus on partnerships and resource mobilization. The Division gave targeted support to Field and Headquarters staff on liaison and advocacy of IOM, using a variety of tools including donor country briefing and funding profiles, guides and participation in staff training. This organization-wide effort resulted in financial support for IOM's programmes across a vast range of activities related to migration.

Complex Emergencies and Post-Conflict Response

292.   In 2003, DRD continued to support IOM's participation in inter-agency planning and response measures for complex emergencies and post-conflict rehabilitation needs. These programme activities focused primarily on countries where the inter-agency consolidated response is organized by the United Nations country teams, of which Afghanistan, Côte d'Ivoire and Iraq were of particular importance. The increased recognition of IOM's expertise in CAP projects was reflected in generous support from donors. IOM received a total of USD 28,279,969 for CAPs in 2003.

293.   The Rapid Response Transportation Fund (RRTF) allows for a quick response by IOM, in coordination with UNHCR, to meet transportation needs in emergency situations. In 2003, contributions were received from Finland, Denmark and Italy amounting to USD 892,925, enabling IOM to respond rapidly to provide transport assistance to persons of concern to UNHCR in Angola, Zambia and Namibia.

Partnership Development and Resource Mobilization

294.   DRD consolidated IOM's strategy focusing on the Organization's partners and donor community, reviewing and jointly exploring programmes of strategic interest. Different channels and contacts were used to achieve optimal results: bilateral consultations in donor capitals and programme and country briefings in Geneva, in addition to the design and development of planning tools, such as Migration Initiatives 2003, IOM in CAP, special appeals and reports for donors. In 2003, bilateral consultations were held with most major donor governments.

Advocacy Tools

295.   Migration Initiatives 2003 provided donors with an overview of IOM funding priorities on a regional and country basis. Service areas and IOM's response to complex emergency and post-conflict situations remained important tenets throughout the appeal. Migration Initiatives is the most comprehensive planning and resource mobilization tool of the Organization as it maps out the direction of IOM in its response to major migration challenges. DRD coordinated and facilitated this IOM-wide appeal in line with previous years.

Transparency and Accountability Service

296.   Following dialogue with its key partners, DRD continued to strive to improve the quality and relevance of IOM's appeals, coordinated field-based reporting on projects to donors and maintained regular liaison with donors on programme direction and other issues of shared concern. DRD assisted IOM Offices in the development and establishment of tailored advocacy tools to ensure a results-oriented approach to the wider development community. This included training and ongoing reviews of key programmes/country operations.

Emergency and Post-Conflict Division (EPC)

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

298.   In 2003, EPC provided core emergency and post-conflict support to Field Missions in Iraq, Afghanistan, Angola, Uganda, Colombia, the Congo, the Democratic Republic of the Congo, Zimbabwe, Côte d'Ivoire, Sudan and Sri Lanka. In addition, technical support was given to Colombia through an EPC contribution to an IDP seminar. EPC deployed an official to Côte d'Ivoire in March 2003 to assess the humanitarian needs of stranded third country nationals caught up in the fighting. The European Union (EU) and Canada funded the operational response. EPC also assisted in the development of DDR projects by sending an official to Sri Lanka, Indonesia, Croatia and Afghanistan. In Sri Lanka, IOM started the registration and profiling of 1,200 former combatants. In Indonesia, EPC helped develop, in coordination with the Government of Indonesia, a project of reintegration support to decommissioned combatants, their dependants and conflict-affected communities, through the Information, Counselling and Referral Service with Reintegration Fund (ICRS), in preparation for a peace agreement between the Government of Indonesia and the Acehnese fighters. In Afghanistan, EPC facilitated discussions with UNDP-UNAMA on the operational role for IOM in the DDR process.

299.   In preparation for a potential humanitarian intervention in Iraq, an OCHA-led inter-agency team was deployed and based in Larnaca in January 2003. Within the context of this integrated inter-agency response, IOM was designated as the lead agency for assistance to stranded Third Country Nationals (TCNs), as well as the focal point for IDP camp management and registration for southern and central Iraq under the overall coordination and IDP-mandate of the United Nations Office of Humanitarian Coordination for Iraq (UNOHCI). The initial advance of USD 90,000 from IOM's Emergency Preparedness Account (EPA) enabled EPC to carry out

several assessment missions to neighbouring countries of Iraq for possible evacuation of TCNs. These missions, as well as the establishment of a presence in Larnaca, were generously supported by the Department for International Development (DFID)-UK. By March 2003, an operational presence was established in all neighbouring countries, except Saudi Arabia. Following the outbreak of hostilities, IOM assisted some 4,400 TCNs to return home and provided logistical support to a transit camp on the Jordanian side of the border. For IDP assistance inside Iraq, IOM set up a framework of 12 international NGOs which signed agreements to serve as Governorate Focal Points (GFPs). The framework foresaw activities covering rapid assessment and registration of IDPs, centralizing and sharing of information, determination of sector gaps, distribution of Non-Food Items (NFIs) and the possible provision of grants for project proposals submitted by these NGOs. IOM, in liaison with UNOHCI and the CPA, initiated the discussion on an Iraqi Property Reconciliation Facility (IPRF) and the Registration and Database Programme for demobilized Iraqi solders. Other IOM project activities included the Iraq Transitional Initiative (ITI), the Medical Evacuation and Health Reconstruction Programme in Iraq (MEHRPI) and the Marsh Arabs Medium-Term Rehabilitation Programme.

300.   The DFID-EPC capacity-building in emergency preparedness project, begun in November 2000, ended in October 2003. Before its conclusion, EPC deployed an assessment mission to Côte d'Ivoire and published the first edition of the Post-Conflict Reference Manual (PCRM), which specifically deals with post-conflict transition and recovery and is a companion to the Emergency Operations Manual (EOM). The three-year DFID-EPC project was largely satisfactory and met its objectives: (a) to ensure that populations in urgent need of movement assistance were helped in a safe, timely and effective way; and (b) to strengthen and increase IOM's capacity to prepare for and respond to emergencies where people need to be moved out of danger and helped to return home as soon as conditions permit. A number of projects initiated through the DFID-EPC project are currently ongoing, multidonor and implemented in close coordination with partner agencies and with national authorities.

Humanitarian Emergency Operations Account (HEOA)

301.   During 2003, EPC authorized the use of the Humanitarian Emergency Operations Account (HEOA) by a certain number of Field Missions in need of funds to move stranded migrants in a desperate situation back to their home country. In 2003, these funds assisted 26 migrants (16 adults and 10 children) for an expenditure of some USD 19,000.

The Emergency Preparedness Account (EPA)

302.   The EPA received the repayment in March 2003 of a loan of USD 90,000 made in September 2002 for activities in Iraq.

Project Tracking Unit (PTU) (Manila)

303.   The main responsibility of the IOM Project Tracking Unit (PTU) is to track IOM projects as they are being developed and implemented, by cross-checking project documents, budgets, financial reporting and other relevant reports. The Unit works with Project Managers to ensure reporting occurs as scheduled and required to provide proof of project implementation as contracted.

304.   PTU facilitated the documentation of 565 active projects during 2003, of which 300 were new and 265 were ongoing, bringing the PTU historic and active project compendium database up to a total of 2,272 detailed project files. The PTU Compendium remained the Organization's primary electronic repository and memory for project documentation.

305.   Twenty-two special project, country and theme PTU reports were generated, upon senior staff request, to aid in liaison, orientation, training and policy matters. The Unit also continued publishing a complete IOM Project Compendium for the IOM Council sessions. An extract of the Compendium was published regularly throughout the year on the IOM web site.

306.   The PTU project database continued to provide a technical information source for new IOM project developers as well as a historic browsing source for administrative personnel. PTU officers co-facilitated several field staff training sessions on effective project development during the year, with particular focus on maximizing use of the PTU resources.

307.   The Unit continued with its scheduled delocalization from IOM Headquarters in Geneva to IOM Manila, streamlining staff lines, responsibilities and synergies to take advantage of the positive working environment in IOM's Administrative Centre in the Philippines.

Staff Security Unit (SSU)

308.   The Staff Security Unit (SSU), formed in August 2002, was moved from Headquarters in November 2002 and became fully operational in Manila in February 2003 with the establishment of the Security Operations Centre, the SSU Training Unit and Administrative Support Services.

309.   2003 presented serious operational security challenges in several IOM Missions, and attitudes towards global security management for international humanitarian organizations were changing. Increased exposure to complex threats (such as the August 2003 bombing of the United Nations Baghdad Headquarters) and related staff safety and security concerns, caused organizations to rethink and reconstitute their work related to staff and asset security management.

310.   During 2003 funding from DFID enabled SSU to maintain a core team of professional security officers to assist in the management of staff safety and security concerns.

311.   In 2003, the SSU liaised with IOM Missions worldwide and, in cooperation with the Regional Representatives, Chiefs of Mission and Heads of Office, helped establish a global network of IOM Security Focal Points (SFP) in Missions without a Field Security Officer (FSO). IOM Missions have recognized the importance of SFPs and improved communications concerning mission security management. SFPs have tracked security incidents, identified threats and offered proactive and precautionary security advice to IOM Missions in cooperation with UNFSCO and the SSU.

312.   SSU Operations Centre activities focused on information collection, analysis and dissemination to IOM Missions worldwide. SSU developed standard formats with which to produce and disseminate security reports and advisories to IOM Missions worldwide and sent out 153 General Security Information (GSI) reports, 65 Security Information Reports (SIRs), 61 security advisories, and 13 safety/weather advisories. The Centre provided country security

profiles used by staff planning to travel and Project Development Officers. It established information sources within security networks to provide up to date, qualified security reports and assessments to IOM staff and Missions.

313. In 2003 SSU held three Security Training Workshops and four security training programmes in which over 110 IOM staff participated. IOM was subcontracted to conduct the United Nations Security Awareness Induction Training (SAIT) for approximately 700 UN/IO staff members prior to re-entry into Iraq. Preparations for the training were in the final stages of development at the end of 2003.

314. SSU has also promoted the UNSECOORD Basic Security in the Field interactive CD-ROM training, mandatory for all staff members of the United Nations and its specialized, associated agencies. SSU distributed the CDs to each IOM Mission with training instructions.

315. SSU has deployed professional security officers to conduct field assessment missions in Jordan, Iraq and Côte d'Ivoire. During the build-up to the Iraq conflict, SSU worked closely with IOM Iraq Programme Managers in facilitating the recruitment and deployment of FSOs. During the height of the crisis and operations in August 2003, IOM FSOs were assigned to Irbil, Baghdad and Basra.

316. In order to ensure that project planning addressed security needs and included security lines where applicable, the SSU was included in the PTU project review process. Project proposals were reviewed for required security lines and suggestions/recommendations provided to guide managers in addressing this important issue.

317. SSU funded and sponsored the recruitment of IOM's first Telecommunications Officer, leading to the development of a comprehensive telecommunications database in which IOM tracks, maintains and manages these assets. It is expected that effective management and standardization of these assets will improve IOM's emergency communications capabilities and be more cost effective.

318. Throughout 2003, the SSU worked closely with the Field Procurement Unit to procure and fund various physical security assets for personal, mission and programme use. The equipment and security improvements were required in several Missions and were part of SSU's commitment to IOM Missions becoming MOSS compliant.

X.   MEDIA AND PUBLIC INFORMATION

319. In 2003, Media and Public Information (MPI) reinforced its strategy to disseminate information on IOM's programmes and policies to internal and external stakeholders in order to increase awareness and generate a better understanding of the Organization and its activities in the press and for the public at large.

320. MPI continued to provide the press and other important stakeholders (international organizations, non-governmental organizations and diplomatic missions) with regular and up-to-date press briefing notes twice a week. These cover all aspects of IOM programmes and policies, from emergency and post-conflict activities to counter-trafficking and labour migration programmes, and provide the basis for regular reporting by the national and international media.

321.   To maximize the impact of the briefing notes on the French- and Spanish-speaking media, these are translated into French and Spanish and are posted on the IOM web site on the same day. The translation is carried out by interns from Geneva's *Ecole de Traduction et d'Interprétation* (ETI).

322.   The volume of media queries and coverage on the radio and television and in the print media continued to increase in 2003, mainly in English, French and Spanish, but also in other languages, including Arabic, German, Eastern European and African languages.

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

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

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

326.   Several video news releases were produced in 2003, distributed to broadcasters worldwide via the European Broadcasting Union and aired by the BBC World Service, CNN World Report, Euronews and others. The topics included: Assistance to Third Country Nationals Fleeing Iraq; the Return of Refugees from Côte d'Ivoire; the Release of Children Trafficked to Fishermen in Ghana; the Kosovo Protection Corps; and the Medical Evacuation and Health Rehabilitation Programme in Iraq.

327.   MPI continued to support Field Missions in their efforts to increase their capacity to work effectively with the media, for example by providing media training to Chiefs of Mission gathered in Geneva and to media focal points worldwide. MPI media officers were deployed to Jordan, Kuwait and Iraq between March and May 2003.

328.   In terms of direct outreach to the wider public, MPI represented IOM at events such as the Open Day at the Palais des Nations in Geneva. MPI officers also provided briefings on IOM to various groups of foreign students visiting Geneva.

329.   MPI was also active in the publications field, contributing to various fact sheets and brochures. The quarterly IOM News continued to increase its circulation. MPI produced the IOM calendar for a third year, using photographs taken by IOM staff in the Field worldwide.

XI. EXTERNAL RELATIONS

330.   In 2003, the External Relations Department (ERD) continued to reinforce liaison with the Permanent Missions, the United Nations and other international institutions by arranging briefings, coordinating IOM participation in over 110 international meetings and conferences, organizing joint events, and ensuring relevant inputs to reports and surveys. ERD also played a role in the negotiation and follow-up of cooperation agreements with partner organizations. Drawing from its regional and diplomatic expertise, the Department advised colleagues at Headquarters and in the Field on such issues as regional migration agendas and processes, and contacts with regional experts and institutions.

331.   Throughout 2003, the Director of ERD chaired the informal consultations with Member and observer States on preparations for the International Dialogue on Migration and for the intersessional meetings on Trade and Migration and Data Collection. He led for IOM the preparations in 2003 for the Ninth International Metropolis Conference on Cooperative Migration Management, to be held in Geneva in September-October 2004 under the joint sponsorship of the Swiss Forum for Migration and Population Studies (SFM) and IOM. He participated on IOM's behalf in preparatory sessions leading towards the celebration of the World Migration Congress, to take place in Barcelona in September 2004 in the framework of the Forum Barcelona. The Director made presentations at a large number of international meetings, *inter alia*, of the United Nations, OSCE, the Parliamentary Assembly of the Council of Europe, ICMPD and the IGC.

332.   The Regional Advisers gave support to regional migration consultations in their regions, including by participating in relevant meetings and conferences of the 5+5, the South American Conference on Migration, MIDSA, the Bali Conference and the Puebla Process. They likewise maintained regular liaison with Permanent Missions' staff in Geneva as well as with their counterparts in other international organizations. Providing regular briefings for visitors, responding to questions from the public and the media on regional issues, and supporting visits by senior officials or delegations from their regions continued to be important elements of their work in 2003.

333.   In 2003, the Permanent Observer to the United Nations in New York continued to participate in an informal United Nations working group on migration which prepared an internal report for the Secretary General, commonly known as the Doyle Report, which elicited considerable international interest and spawned the creation of the Global Commission on International Migration. The Permanent Observer made statements on behalf of the Organization in a range of debates in the Second and Third Committees, as well as in ECOSOC and various Commissions. The Observer Mission provided substantive and logistical support for a number of visits by the Director General, the Deputy Director General and senior Headquarters officials in the course of the year, including arranging a formal IOM briefing for the G-77 on migration and development in June 2003.

Translation Services

334.   The activities of IOM were once again reflected in the work of the Translation Unit. In 2003, the number of words translated, edited and handled by the Spanish Unit totalled 626,300 and by the French Unit totalled 562,000.

Research and Publications Division

335. The activities of the Research and Publications Division continued to grow during 2003. Fifty-three IOM research projects were carried out with the Division's direct or indirect involvement; six were implemented at Headquarters and 47 in the Field Offices. Details of these studies can be found in a new IOM Research Directory, at www.iom.int.

336. The budget for these projects amounts to USD 5,100,000.

337. Research and Publications activities in 2003 focused on three main themes:

    (i)   Migration and Development
    (ii)   Labour Migration
    (iii) Combating Irregular Migration

338. Examples of research projects are indicated below:

- A study for the Home Office of the United Kingdom on Irregular Migration Flows in Europe: Data Sources, Patterns and Trends submitted in February 2003.

- A study on Return and Reintegration of Irregular Migrants for the European Commission submitted in April 2003.

- A Study on Migration from China to Europe for the EC, published as a special issue of the IOM journal International Migration in September 2003.

- At the request of the Korean Labour Institute, an affiliate of the Government of the Republic of Korea, a comparative study on labour migration management in selected North American and European countries, of which a draft report was submitted in September 2003.

339. The Division began the preparation of research guidelines for Field Offices to enhance their ability to manage research projects.

340. The Division's staff made some 15 presentations at external meetings/conferences dealing with migration. These included an OSCE conference on trafficking in South Eastern Europe, held in Greece in February 2003, a DFID-sponsored conference on migration and development in Asia, held in Dhaka in June 2003, and a paper on the integration of migrants, presented at the Dublin Foundation for European Working and Living Conditions, in November 2003. The Division also organized a workshop at the 2003 Metropolis conference in Vienna on ways to enhance the contribution of migration research to policy-making, and prepared the key background papers for a major conference on trafficking in Asia hosted by the Government of South Korea in September 2003.

341. The Division's staff published a number of articles during 2003, including papers in the "Brown Journal of World Affairs", the "Migration Information Source", and the "Journal of International Migration".

342.   The Research and Publications Division is also responsible for managing IOM's specialist Library on international migration. The Library provides support to Headquarters staff, IOM Field Offices, international organizations, Permanent Missions, and the general public.

Publications

343.   The Publications Unit continued to provide services to Headquarters and field entities for the drafting, editing, designing, layout, printing, distribution and sales of publications. A total of 18 research reports and other policy-relevant publications were issued in 2003. The latest publications catalogue prepared by the Unit in September 2003 lists over 190 titles of publications prepared by IOM Field Offices and Headquarters departments.

344.   Four issues of the **Migration Research Series** were published: MRS No. 12 - Irregular Migration in Turkey; MRS No. 13 – Bordering on Control: A Comparison of Measures to Combat Irregular Migration in North America and Europe; MRS No. 14 – Migration and Development in Asia; and MRS No. 15 – Is Trafficking in Human Beings Demand Driven? A Multi-Country Pilot Study.

345.   Cooperation with and support to other departments was enhanced in a collaborative effort to provide publishing channels for high-quality reports that merit publication and wide distribution. The following reports in this category were published: *Le Renforcement du Rôle des Femmes dans la Reconstruction Nationale et le Développement Economique au Rwanda*; *Le Renforcement du Rôle des Femmes dans la Reconstruction Nationale et le Développement Economique en République Démocratique du Congo*; *Colombian Migrants in Spain* (in Spanish) (in cooperation with IOM Bogotá); *Protection Schemes for Victims of Trafficking in Selected EU Member States, Candidate and Third Countries* (in cooperation with IOM Brussels).

346.   The Unit also co-published a book with the Migration Health Services (MHS) entitled *Mobile Populations and HIV/AIDS in the South African Region: Desk Review and Bibliography on HIV/AIDS and Mobile Populations.* The MHS Annual Report was also part of this cooperative work.

347.   The Unit continued regularly to publish *IOM News*, *Migration and Health Newsletter*, the *TCM Info Sheet,* the *Trafficking in Migrants Bulletin* and the *GFLCP Newsletter.* The IOM World Migration 2003 was published in English.

348.   The Unit produced a report for IOM's Migration Management Service (MMS) entitled *Labour Migration in Asia: Trends, Challenges and Policy Responses in Countries of Origin.*

349.   The IOM Migration Policy and Research Programme also generated Red Book No. 4, containing the IOM Council documents for 2002, and released a CD version of the Red Book No. 5, containing a Compendium of Significant Statements.

350.   Four issues of the IOM academic journal *International Migration* were published in collaboration with the Editor, Professor Charles B. Keely and Dr. Elzbieta Gozdziak, from the Institute for the Study of International Migration (ISIM), Georgetown University, Washington, D.C. An offprint of the special issue (5/2002) on the Migration-Development Nexus was also published.

XII.   LEGAL SERVICES

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

352.   In 2003, LEG undertook the following activities:

353.   Agreements: LEG responded to requests from IOM Field Offices on agreements which they wished to sign (either drafting or making changes to a draft). On average, LEG responded to approximately three to five requests per day. It also drafted cooperation agreements with other organizations at the Headquarters and Field levels.

354.   Staff Regulations and Rules (SRRs): LEG advised on specific field situations regarding tax, social security, SRRs and benefits. For example, LEG has reviewed personnel and administrative issues in various Field Offices, together with HRM and the relevant Mission, regularizing *de facto* practices which had been in place for many years in order to standardize conditions of service as widely as possible. It also signs off on all SRRs implemented in Field Offices, and advises on tax and social security issues both generally for Missions and for individual situations. It responded to numerous requests from Field Missions experiencing problems regarding staff contracts, tax or social security issues. LEG also advised on disciplinary actions, terminations and reductions in force.

355.   Staff Disputes: LEG is also responsible for dealing with staff disputes which go to the Joint Administrative Review Board (JARB) and/or the ILO Tribunal. It advised the Director General on the merits of such cases and prepared the statement of the Administration. During 2003 LEG prepared the Administration's response to five appeals to the JARB and two appeals to the ILO Tribunal.

356.   Legislation and Policy Issues: LEG is the focal point for Internally Displaced Persons and the Human Rights of Migrants, and provided information and advice to Headquarters and Field Offices on these issues. LEG produced papers and speeches on migrants' rights and was involved in inter-agency meetings on this issue. It participated in the Steering Committee for the Ratification of the Convention on the Rights of All Migrant Workers and Members of Their Families, and in October 2003 took on the role of Convenor of the Steering Committee on IOM's behalf. On request, IOM provided information to governments on procedures for, and implications of, ratification of the Migrant Workers Convention. It also reviewed labour migration and counter-trafficking legislation submitted by governments to ensure compatibility with international migration law.

357. LEG followed human rights issues generally, attended the Commission on Human Rights and related meetings and cooperated with the Special Rapporteur for the Human Rights of Migrants in the fulfilment of her mandate. It also coordinated policy documents produced by other departments, such as those on migration and health, trafficking, and on return issues. LEG is the organizational focal point for the issue of rescue at sea and represented IOM at meetings of the United Nations Inter-Agency Working Group which has been established to examine this topic. It also participated regularly in the AGAMI meetings between IOM and UNHCR.

358. IOM-UN Relationship: In December 2002, the IOM Council requested that the Administration explore the place and role that IOM could have in relation to the United Nations. LEG prepared the preliminary report on behalf of the Administration, which was submitted to the Working Group on Institutional Arrangements in April 2003. LEG reviewed and completed the report under the guidance of the Working Group, before its submission to the IOM Council in December 2003.

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

360. Training: In 2003, LEG was involved in training workshops for IOM staff in the areas of privileges and immunities, on drafting contracts and other legal documents, as well as on migrants' rights and international migration law. It was also involved in workshops for outside bodies, such as international agencies and groups of law students, on topics related to migration law. In 2003, LEG completed two training modules on migrants' rights for IOM staff members, in conjunction with an external training consultant.

XIII. GENDER ISSUES

361. Activities to improve gender mainstreaming in the Organization continued throughout 2003. The programme of the Working Group on Gender Issues (WGGI), under the direct supervision and guidance of the Deputy Director General, was designed to address gender mainstreaming through a two-pronged approach: (a) continued support to project activities which could serve as catalysts for future project development by combining a gender dimension with migration; and (b) work on increasing staff sensitivity to gender issues.

362. Two training events were organized to assist staff in broadening their sensitivity to gender issues. The first was a workshop held at Headquarters in May at which six Gender Focal Points (GFPs) gave presentations on how they applied the gender perspective and gender analysis to their work. The second workshop, held in October in Istanbul, was devoted to discussion of a broad range of views on strategic issues stemming from IOM's gender policy. A mix of women and men, and senior, middle and junior Gender Focal Points from Headquarters and the Field were invited to review or draft three important documents: (i) IOM's brochure on gender policy and mainstreaming published in 1998 which needed updating to better incorporate the male migrant

perspective and include gender perspectives on other issues such as HIV/AIDS, counter-trafficking, integration, post-conflict activities and unaccompanied minors; (ii) a set of responses to address the issues raised in the gender sensitivity survey of 2002; and (iii) an assessment of the 1998-2003 WGGI Plan of Action and drafting of the next guidelines for 2003-2008.

363. Achievements throughout the year by the WGGI in its outreach to staff and migrants included:

- Presentations on IOM's gender policy were introduced in briefing programmes for new or targeted staff members such as Chiefs of Mission, Project Developers, and Administrative Support Officers.

- Vacancy Notices were circulated to Gender Focal Points and posted on the United Nations web site of "Women Watch" to ensure that more qualified women received them.

- A career development survey by gender was initiated in cooperation with Human Resources Management.

- A non-voting *ex-officio* WGGI member attended meetings of the Appointments and Postings Board dealing with candidatures for vacancy notices in order to ensure that gender issues were taken into consideration.

- Three workshops were organized over the summer in the Democratic Republic of the Congo, Rwanda and Guinea. The workshops targeted women in post-conflict situations and aimed at empowering them through micro-credit management and micro-enterprise development.

- In cooperation with the ILO Regional Office for Africa, a directory of "African Women at the Service of the Union" was published to assist the African Union in its gender mainstreaming efforts in the NEPAD.

- The quarterly publication of the Gender and Migration News Bulletin was posted on the IOM web site.

364. Specific project activities in 2003 were: (i) organization of gender sensitivity training sessions for IOM personnel and local counterparts dealing with Internally Displaced Persons (IDPs) in Colombia; and (ii) sponsorship of a book on the feminization of migration.

365. The Working Group on Gender Issues received continuing support in 2003 from its leadership and the Member States to pursue its efforts for the benefit of all its stakeholders: States, migrants and staff.

XIV. ADMINISTRATIVE SUPPORT

DEPARTMENT OF BUDGET AND FINANCE (DBF)

366.   DBF is responsible for establishing and implementing financial policies and procedures to ensure the sound fiscal management and cost-efficient implementation of the Organization's activities. The expansion of the Organization continued to present significant financial management and financial challenges in 2003.

367.   To manage the growth of the Organization effectively within available, limited sources of core funding and to ensure efficient controls to avoid financial risk, the Department initiated and supported a number of measures, including the transfer of certain functions to Manila.

368.   All Divisions of the Department gave presentations in training sessions organized for Chiefs of Mission, Administrative/Finance Officers and Project Development Officers to ensure better understanding and application of the Organization's financial rules and regulations.

369.   The Division of **Accounting** (ACO) introduced a new version of the accounting software (MOSAIC) in 2003, which has increased the speed, and availability of financial information for both Headquarters and remote users. The transfer of certain support functions to Manila has continued (including the quality control function, review and reporting on the FONAPAZ Fund and the USRP reporting) in order to maintain the review and control of the increased number of projects and Field Offices. The consistent application of the new overhead rate, as approved by the Council, was vigorously followed up during 2003.

370.   The Division of **Budget** (BUD) introduced a new budget tool, Budgeting for New Projects (BNP), to facilitate the preparation of project budgets and produced various documents for the governing body meetings including discussion papers for debate on the principles of Zero Nominal Growth (ZNG) and Zero Real Growth (ZRG).

371.   The Division of **Treasury** (TSY), following a review of its payment procedures and systems, instigated a change to a global electronic bank payment platform which will enhance the efficiency of the payment process by allowing both a reduction of the number of operational bank accounts and the general level of associated bank charges. It also reviewed the foreign exchange risk management function with a view to designing foreign exchange exposure reports to better manage these risks.

Financial highlights

Administrative Programme

372.   The budget approved for 2003 was CHF 36,673,000 representing a modest increase of 2.54 per cent compared with the 2002 budget level of CHF 35,763,000.

373.   As a result of non-payment of assessed contributions by certain Member States, the provision for doubtful receivables increased by CHF 590,637. The Administrative Part of the Budget thus showed a deficit of CHF 589,559 at the end of the year.

Operational Programmes

374.   The Operational Programmes ended 2003 with a small deficit of USD 48,965. As in 2002, this amount is comprised of two parts:

(i)   A small carry-forward from operations of USD 2,722; and

(ii)   A remaining deficit from the UNSECOORD mechanism of USD 51,687.

375.   Total expenditure under the Operational Programmes was USD 413.5 million representing a USD 63.9 million or 18 per cent increase over 2002.

376.   Total staff and office costs increased by USD 18.8 million in 2003 from USD 109.9 million in 2002 to USD 128.7 million in 2003. The largest increases were due to additional staff and office costs for the Compensation Programmes in Geneva and new offices in Cyprus, Iraq, Jordan and Kuwait for the Iraq emergency. In addition, offices in Africa (mainly Côte d'Ivoire and Kenya), Colombia and Ecuador expanded. These increases were somewhat offset by staff and office reductions in Afghanistan and Australia.

377.   Direct expenditure also increased substantially in 2003 by USD 45.0 million (USD 284.8 million for 2003 as compared to USD 239.8 million for 2002). This was mainly due to increased compensation payments under the Compensation Programmes (USD 21.8 million increase, from USD 58.1 million in 2002 to USD 79.9 in 2003) and an increase in micro-projects and subcontracted services mainly under projects in Colombia, Ecuador, The former Yugoslav Republic of Macedonia and Afghanistan.

DEPARTMENT OF HUMAN RESOURCES AND COMMON SERVICES

378.   The number of staff continued to increase in 2003 due to the expansion of IOM operations and activities worldwide. Staff were selected and deployed for the programmes in Iraq, Afghanistan, West and Southern Africa and for the Pacific operations, as well for the Compensation Programmes at Headquarters.

379.   Following the decision in 1999 to align IOM statistics in accordance with the United Nations definition of staff, the charts for personnel statistics have been prepared to include not only officials and employees with a regular or a one-year contract, but also staff on short-term contracts who have been with the Organization for more than 12 months (pages 75 to 80).

380.   The number of officials increased from 382 to 441. The number of staff employed by the Organization as at 31 December 2003, i.e. including officials and employees, totalled 3,691 persons, representing an increase of 8.1 per cent over 2002 (3,413).

381.   Council Resolution No. 932 (LXXI) of 29 November 1995 endorsed the IOM staff policy on gender balance of 29 November 1995 and invited the Director General to give effect to this policy, taking all steps appropriate to this end and to inform the governing bodies regularly of progress made. The number of women officials increased from 37.7 per cent in 2002 to 39.7 per cent as at 31 December 2003. Women represent 42.2 per cent of Field employees and 70.1 per cent of Headquarters employees.

382.   Eight Associate Experts were hired by the Organization in 2003, five of which were financed by the Government of the Netherlands and three by the Government of Sweden. During the same year, three Associate Experts, previously sponsored by Belgium, Japan and the Netherlands, were retained by IOM. In order to attract more Associate Experts, a compendium containing 17 potential positions was sent to all donors in October 2003.

383.   IOM concluded an agreement with the Swedish Government for the secondment of personnel for the provision of technical cooperation in counter-trafficking. IOM also concluded an agreement with the Government of Australia for the secondment of personnel for improving the response capacity of IOM Migration Programmes and Services, with particular emphasis on protection issues concerning Internally Displaced Persons. Under this agreement loaned staff was deployed to Iraq. Staff was also loaned to IOM from the Danish Refugee Council and the Swiss Disaster Relief, for emergency response in Iraq and Afghanistan respectively. IOM continued to second staff members to the Office for Coordination of Humanitarian Affairs (OCHA), the United Nations Development Programme, the Balkans Stability Pact and the United Nations Joint Logistics Centre in Afghanistan and Iraq. Discussions are being held with the Governments of South Africa, Nigeria and the Republic of Korea for secondment arrangements with IOM.

384.   In 2003 the Organization issued 73 vacancy notices for officials, of which 60 were open only to internal candidates and 13 open also to external candidates. There were 10 vacancies for employees at Headquarters, five open to internal candidates only and the remaining five open externally. Fifty short-term vacancy notices were issued for both officials and employees: 19 for internal candidates and 31 both internally and externally.

385.   The process of standardization of conditions of service for locally recruited staff in Field Offices continued during 2003. The Staff Regulations and Rules were implemented in seven new countries and revised in two and the Medical Service Plan insurance granted to seven new Missions.

386.   Due to the increase of the administrative work of processing medical claims related to the additional staff taking part in the Health Insurance and the increasing number of Missions participating in the Medical Service Plan, this function was moved to Manila in 2003. After the initial training and handover, the new Health Claims Processing Unit in Manila is now fully functional. In order to reflect the latest changes, the insurance bulletins describing the benefits and administration of the schemes were reviewed and updated.

387.   The Staff Development and Training Unit (SDT) continued the coordination of cost-effective learning activities for staff in IOM Field Missions and at Headquarters. In 2003, SDT supported the organization of 86 staff development and training activities for 906 staff members, representing 24.5 per cent of the IOM total staff at 31 December 2003. Major target groups included programme officers, administrative field staff, operations staff, Chiefs of Mission and newcomers in need of induction. Management and team planning processes were facilitated both in IOM Field Missions and at Headquarters. SDT procedures and learning tools were updated in line with the structural changes (such as the update of the IOM Induction CD-Rom), within the context of human resources policies and processes.

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

389. HRM, together with Information Technology Services, streamlined various functional processes during 2003.

390. A pilot test of the revised IOM Performance Review System, involving both Headquarters units and various Field Missions, took place in 2003. Given the positive feedback of this exercise, the development of additional training tools to support the comprehensive introduction of the system and the establishment of the IT components are the main priorities for 2004.

Officials[1] by Grade, Budget, Location and Gender as at 31 December 2003

Grade	Administrative and Discretionary Income				Operational				Total IOM Officials		
	Headquarters		Field		Headquarters		Field				
	F	M	F	M	F	M	F	M	F	M	Total
D2		3								3	**3**
D1	3	3	2	5		2		1	5	11	**16**
P5	7	13	2	13	2	1	1	20	12	47	**59**
P4	13	13	2	8	6	3	13	35	34	59	**93**
P3	11	8	5	12	11	9	24	69	51	98	**149**
P2	4	1	1	1	19	7	27	27	51	36	**87**
P1					1		21	12	22	12	**34**
Total	38	41	12	39	39	22	86	164	175	266	**441**

Excluding:

- Director General and Deputy Director General, interns, consultants, and staff on special leave without pay.
- 16 Associate Experts funded by the Governments of Belgium (1), Germany (1), Italy (1), Japan (2), Netherlands (5), Sweden (3), Switzerland (1), and the United States (2).
- Officials in ungraded positions: 19.
- Officials on short-term assignments: 88.

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

Distribution by Grade and Country of Nationality
of Officials[2] employed as at 31 December 2003

Country of nationality[3]	Grade							Total
	D2	D1	P5	P4	P3	P2	P1	
Albania						1		1
Algeria					1			1
Argentina		1		1	1			3
Australia	1	1	1	2	10	2	9	26
Austria		1		2	1			4
Azerbaijan						1		1
Bangladesh			1					1
Belgium		1	1	2	6	2		12
Bolivia				1				1
Burkina Faso					1			1
Canada		1	4	1	7	1	1	15
Cape Verde					1			1
Chile			1	1				2
Costa Rica		1		1	3			5
Côte d'Ivoire							1	1
Croatia				3	1	3	1	8
Czech Republic					1	1		2
Denmark				2	1			3
Egypt			1				1	2
El Salvador						1		1
Finland					2	1		3
France			5	5	4	3		17
Georgia					2	1		3
Germany	1	3	5	5	5	5		24
Greece					1			1
Guatemala					1			1
Honduras				1		1		2
Hungary				2	1	1		4
Iran (Islamic Republic of)				1				1
Ireland				1				1
Israel			1			1		2
Italy		1	8	7	9	3		28
Japan		1		1		2		4
Jordan				1	3	1		5
Kazakhstan					1			1
Kenya				1	4	3	1	9
Lithuania				1	1			2
Morocco					1			1
Netherlands		1	2	2	1		1	7

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[2] Staff members holding a regular or one-year contract or with the Organization for more than 12 months

[3] Observer and non-Member State nationalities are listed as "Others".

**Distribution by Grade and Country of Nationality
of Officials[4] employed as at 31 December 2003 (continued)**

Country of nationality[5]	Grade							Total
	D2	D1	P5	P4	P3	P2	P1	
New Zealand			2	1	1	1		5
Nicaragua						2		2
Norway			1					1
Pakistan					1		1	2
Panama				1	1			2
Peru				2	1			3
Philippines				6	6	7	4	23
Poland					1	3		4
Portugal			1	1		2		4
Republic of Korea					1			1
Romania				1		2		3
Serbia and Montenegro				3	4	3	1	11
Slovakia						1		1
South Africa					3	1		4
Sri Lanka				1	1			2
Sudan				1				1
Sweden				1	7	1		9
Switzerland	1		3	4	3	3		14
Thailand						4	2	6
Ukraine					1			1
United Kingdom of Great Britain and Northern Ireland			2	5	4	3	1	15
United Republic of Tanzania						1		1
United States of America		4	14	14	29	5	5	71
Uruguay			3	2		1		6
Venezuela			1					1
Zimbabwe					1			1
Others			2	6	14	13	5	40
Total	**3**	**16**	**59**	**93**	**149**	**87**	**34**	**441**

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

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

Headquarters and Field Employees by Budget as at 31 December 2003

	Administrative and Discretionary Income		Operational		Total
	Headquarters	Field	Headquarters	Field	
Employees[6]	89	20	69	1 914	2 092
Temporary	9	0	44	980	1 033
Total	**98**	**20**	**113**	**2 894**	**3 125**

**Breakdown of Headquarters and Field Employees[7] by Nationality and Gender
as at 31 December 2003**

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Afghanistan			25	374	399
Albania	1	1	23	14	39
Algeria			1	2	3
Angola			3	11	14
Argentina	2	1	12	4	19
Armenia	1		8	7	16
Australia	5	1	10		16
Austria	2		3	6	11
Azerbaijan	1		10	16	27
Bangladesh			5	11	16
Belarus			8	1	9
Belgium	1		11	10	22
Bolivia			1	2	3
Bosnia and Herzegovina	2	2	34	44	82
Botswana			1		1
Brazil				1	1
Bulgaria	3		4	2	9
Burkina Faso			1	1	2
Cambodia			13	27	40
Canada	1		3	2	6
Chile			2	3	5
China, Hong Kong (SAR)			4	1	5
Colombia	2	1	102	65	170
Congo				4	4
Costa Rica	1		13	7	21
Côte d'Ivoire			18	32	50
Croatia	4	1	7	6	18
Czech Republic	2	3	7	3	15
Democratic Republic of the Congo				6	6
Denmark			2	2	4
Dominican Republic			2	3	5
Ecuador			16	29	45

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

[7] Including short-term employees.

**Breakdown of Headquarters and Field Employees[8] by Nationality and Gender
as at 31 December 2003 (continued)**

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Egypt			20	19	39
El Salvador			2	2	4
Estonia			1		1
Ethiopia			12	19	31
Finland			10	3	13
France	28	13		5	46
Gambia			1		1
Georgia			7	7	14
Germany	9	3	16	13	41
Ghana			15	16	31
Greece	1	2	9	7	19
Guatemala			7	20	27
Guinea			4	8	12
Guinea-Bissau			8	12	20
Honduras			4	3	7
Hungary	1		8	6	15
India			5	8	13
Indonesia	1	1	30	34	66
Iran (Islamic Republic of)			5	8	13
Iraq			20	60	80
Ireland	1		2		3
Italy	7	4	27	11	49
Japan			3		3
Jordan			11	18	29
Kazakhstan			13	2	15
Kenya	1	1	61	94	157
Kyrgyzstan			9	7	16
Latvia		1	1	1	3
Lebanon			2		2
Lesotho			1		1
Liberia				2	2
Lithuania			4	1	5
Mali				4	4
Mexico			1	1	2
Mongolia	1				1
Mozambique			6	3	9
Nauru			3	7	10
Netherlands	4		29	20	53
Nicaragua			1		1
Nigeria			12	4	16
Norway			6	4	10
Pakistan			3	20	23
Peru	1	1	5	7	14
Philippines	3	1	21	21	46
Poland	6	6	12	5	29
Portugal	2	1	8	6	17
Republic of Korea				1	1
Republic of Moldova			20	19	39
Romania	1	2	16	9	28

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[8] Including short-term employees.

**Breakdown of Headquarters and Field Employees[9] by Nationality and Gender
as at 31 December 2003 (continued)**

Country of nationality	Headquarters		Field		Total
	F	M	F	M	
Russian Federation	3	1	93	45	142
Senegal	1		11	11	23
Serbia and Montenegro	3	2	45	44	94
Kosovo			72	112	184
Sierra Leone				2	2
Slovakia	1		5	2	8
Slovenia	1		4	1	6
Somalia			3	2	5
South Africa			7	10	17
Spain	1	3	3	1	8
Sri Lanka		1	5	10	16
Sudan	1		2	6	9
Sweden			2	1	3
Switzerland	22	5	3		30
Syrian Arab Republic			6	6	12
Tajikistan			11	18	29
Thailand			14	5	19
The former Yugoslav Republic of Macedonia	2	2	15	13	32
Timor-Leste			5	71	76
Tunisia			1	2	3
Turkey			3	6	9
Turkmenistan	2		3	4	9
Tuvalu				1	1
Uganda			4	9	13
Ukraine	1		24	17	42
United Kingdom of Great Britain and Northern Ireland	12	1	5	6	24
United Republic of Tanzania			1		1
United States of America		1	27	34	62
Uruguay	3	1	2	1	7
Uzbekistan			1		1
Venezuela			1	1	2
Viet Nam			34	21	55
Yemen				1	1
Zambia			5	6	11
Zimbabwe			2	3	5
Total	**148**	**63**	**1 229**	**1 685**	**3 125**

[9] Including short-term employees.

XV.   OFFICE OF THE INSPECTOR GENERAL

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

392.   Since 2003 OIG has been increasingly involved in management consultancy, based on its staff's collective experience of the Organization's key management issues. Consultancy services included, *inter alia*, analysing systemic issues, advising on the set-up of new units and other structural issues, participation in decision-making processes and development of technical guidelines, input to project development and endorsement, training activities and support to the Working Group on Gender Issues (WGGI).

393.   OIG initiated and performed substantial work on a compendium of the entirety of IOM's rules and regulations, to facilitate staff access to essential organizational information and as a further contribution to improving compliance with internal regulations. OIG has been tasked to participate in the future maintenance and updating of this compendium. OIG also initiated a General Bulletin on monitoring, to propagate and improve this important management function within the Organization; it further advocated greater professionalization and mainstreaming of monitoring in other fora and in contributions on the subject in the IOM Project Development Handbook.

394.   Ten MRFs, 23 Field Missions and one Headquarters unit underwent internal audits during 2003, to review adherence to IOM's financial and administrative procedures and implementation and compliance with its internal controls. In compliance with the Internal Audit standards, attention was paid to the Organizational Units' assessment of risk exposures and the risk management of their activities, to ensure that these were well understood and controlled by the relevant managers.

395.   OIG was also required to perform an extensive special financial review.

396.   Within OIG's rapid assessment function, a total of 45 projects were reviewed from both an operational and financial perspective. Two thematic reviews were also performed on Medical Health Self-Payer Projects, involving extensive analysis of 20 projects covering 17 Field Missions over a four-year period, and issues regarding delocalized Movement Area Resource Centres providing movement management assistance to other Field Missions, covering services from a total of 17 Field Offices.

397.   Three evaluations, two of which had been formally requested by IOM Member States, were conducted directly under the auspices of OIG, one of them by OIG staff, the other two working closely with an external consultant. Substantial technical assistance was provided to another eight evaluations of IOM's projects and counselling provided to six further evaluations.

398.   Nine investigations were performed on various subjects and technical assistance provided to another two.

399.   OIG regularly tracks the implementation status of recommendations endorsed by the Director General and refers cases of continued non-compliance to the Director of the Department of Management Coordination (DMC).

400.   The audit function regularly reports on gender matters of interest to the Administration within IOM's field structure and the reports pertaining to the other OIG functions cover gender issues as appropriate with regard to the respective topic under review.

XVI.   INFORMATION TECHNOLOGY AND COMMUNICATION

401.   In 2003 Information Technology and Communication (ITC) concentrated efforts on providing additional services to the Organization within existing budgetary constraints by reviewing existing services to identify areas to reduce costs and reinvest in additional services.

402.   Strengthening the ITC Manila service centre was one of the areas where ITC concentrated its efforts. During 2003, four additional staff were hired in Manila to cover software support, telecommunication support as well as strengthening Mission network support and infrastructure maintenance.

403.   With the aim of reducing communication costs, ITC carried out the following activities:

- **Implementation of Virtual Private Network (VPN)**: ITC spends over USD 800,000 annually to provide secure data transmission between Missions and Headquarters. During 2003, 23 IOM Missions moved out of an expensive network provider (SITA) to a more cost effective secure Internet connection.

- **Implementation of Voice-over Internet Protocol (VoIP)**: With the delocalization to Manila and the subsequent increase of voice communication between Headquarters and Manila, ITC introduced voice transmission over the Internet Protocol to reduce voice communication costs between the two sites.

- **Implementation of Video Conference**: ITC piloted the use of video conference to reduce the effect of different geographical locations in project management and training. Video conference was implemented between Geneva and Manila using the Internet as a channel.

404.   On the infrastructure side, ITC implemented the following projects:

- **Introduction of anti-SPAM**: Due to the increasing number of unsolicited e-mail messages, ITC introduced a new technical solution to protect the Organization against SPAM as well as virus attack. To date, over 60 per cent of unsolicited e-mail is blocked at the gateway, saving user time and costs.

- **Creation of a Telecom unit in Manila**: The ITC Manila service centre extended its support to IOM Missions and emergency operations in the area of communication.

405.   ITC continued to work with business units to automate processes and reduce costs. The highlights of system implementation/upgrade include:

- **Mosaic Upgrade:** ITC and Accounting (ACO) successfully moved the Organization to a new version of the accounting system. The IOM accounting system introduces additional functionalities as requested by ACO and Missions.

- **MiMOSA implementation:**   ITC, in partnership with the Movement Management Department (MMD) and the Migration Health Services (MHS), implemented MiMOSA in six large IOM Missions.

- **E-Recruitment**: ITC and Human Resources Management (HRM) started mapping the human resources recruitment process with the aim of streamlining recruitment and posting of staff and introducing e-recruitment by December 2004.

Web site, Intranet and Digital Assets Management (WIDAM)

406.   The unit is responsible for ensuring that the Organization's web site, Intranet, and digital assets management system meet organizational needs in a cost-effective manner in pursuit of IOM's goals and objectives. Working in close coordination with several departments at Headquarters, in particular ITS, MPI and RES/PUB, WIDAM takes the lead in developing and implementing comprehensive information management solutions within its area of responsibility, ensuring that relevant information is made available to users in a systematic, coherent and timely fashion.   The unit is responsible for formulating, implementing and enforcing policies, procedures, guidelines and taxonomies relating to the use and maintenance of the information systems under its responsibility.

407.   In 2003, WIDAM reviewed practically all the backlog of archived images. The insertion of the photographs in the image database brings the number of holdings on the IOM Image Library to almost 5,000 images. WIDAM also responded to a significant number of image requests from the media and Field Missions. A CD-ROM was distributed to the international press with copies of the World Migration Report. At the end of 2003, WIDAM began to transfer the position of Image Library Assistant to Manila.

408.   WIDAM, together with ITS, completed the selection process for a comprehensive information management tool that would allow IOM to manage more effectively its documents as well as its Intranet and Internet web sites.

409.   WIDAM provided daily web services to departments at Headquarters and Field Missions.

Gender approach of WIDAM

- The Working Group on Gender Issues (WGGI) has its own webpage (http://www.iom.int/en/who/main_structures_gender.shtml).

- All images of the Image Library are searchable by gender (Related keywords: man, woman, child, family, unaccompanied minor).

- The WGGI has been given publishing rights to the IOM Calendar of Events (http://www.iom.int/iomwebsite/servlet/com.crosssystems.iom.calendar.servlet. ServletPrepareSearchCalendar).