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PROGRAMME AND BUDGET FOR 2005

CONTENTS

PROGRAMME AND BUDGET FOR 2005

Foreword.....	1
Managing Migration.....	2
Introduction.....	3
Summary Tables.....	9
IOM Administration Structure for 2005 - Organigram.....	10
DESCRIPTION OF THE ORGANIZATIONAL STRUCTURE FOR 2005.....	11
Field	11
Headquarters.....	14
IOM Structure – Consolidated Staffing for 2005.....	23
PART I - ADMINISTRATION	25
Object of Expenditure.....	31
Staffing Table.....	33
Financing of the Administrative Part of the Budget	34
PART II - OPERATIONS.....	37
Overall Summary Table	40
Financing of the Operational Part of the Budget.....	41
Anticipated Voluntary Contributions to the Operational Part of the Budget.....	45
 Services / Support	
I. Movement.....	48
I.1 Resettlement Assistance	49
I.2 Repatriation Assistance.....	50
I.3 Migration Processing and Assistance.....	51
I.4 Emergency and Post-Emergency Operations Assistance	53
II. Migration Health.....	55
II.1 Migration Health Assessment	56
II.2 Migration Health Assistance and Advice	57
II.3 Post-Emergency Migration Health Assistance.....	60
III. Technical Cooperation on Migration.....	62
III.1 Technical Cooperation on Migration Management and Capacity-Building.....	64
III.2 Capacity-Building through Transfer and Exchange of Qualified Human Resources and Experts.....	79
III.3 Post-Emergency Migration Management	80
III.4 Migration and Development	86
IV. Assisted Voluntary Returns and Integration.....	92
IV.1 Return Assistance to Migrants and Governments.....	93
IV.2 Return and Reintegration of Qualified Nationals.....	99
IV.3 Migrant Integration.....	100
V. Counter-Trafficking.....	102
V.1 Trafficking Prevention Assistance	103
V.2 Assistance to Victims of Trafficking	109
VI. Labour Migration.....	113
VII. Claims Programmes.....	117
VII.1 Forced Labour Compensation Programme, Germany.....	117
VII.2 Holocaust Victim Assets Programme	118
VII.3 Humanitarian and Social Programmes.....	119

VIII. General Programme Support.....	120
VIII.1 Migration Policy and Research.....	120
VIII.2 Humanitarian Emergency Operations Assistance.....	123
VIII.3 Seconded Staff.....	123
VIII.4 Publications	124
VIII.5 Gender Issues Activities.....	125
VIII.6 Support for Developing Member States and Member States with Economy in Transition.....	126
VIII.7 Migrant Management and Operational Services Application.....	127
VIII.8 Security Enhancement Project.....	128
IX. Staff and Services covered by Discretionary Income.....	129
IX.1 Headquarters.....	129
IX.2 Field.....	129
IX.3 Information Technology.....	130
IX.4 Coverage of UNSECOORD Fees.....	130
Geographical Distribution of the Operational Part of the Budget.....	131
Overall Summary.....	131
Programmes and Projects by Region:	
Africa and the Middle East.....	132
Americas.....	134
Asia and Oceania.....	136
Europe.....	139
Global Support/Services.....	142
Post-Emergency Migration Programmes and Projects by Region.....	143
Africa and the Middle East.....	143
Americas.....	143
Asia and Oceania.....	144
Europe.....	144

ANNEXES

Annex I - Funds in Special Accounts

Migration for Development Fund.....	1
Migrant Loan Fund	1
Emergency Preparedness Account	1
Refugee Loan Fund	2
Sasakawa Endowment Fund	3
Government of Guatemala – FONAPAZ Fiduciary Fund	4
Rapid Response Transportation Fund.....	5

Annex II - Foreign Currency Considerations in the Programme and Budget

Annex III - Operational Part of the Budget - Staffing Levels / Staff and Office Costs

Annex IV - Movements Estimates

ABBREVIATIONS

ACC	Airport Coordination Cell (Afghanistan)
ARTF	Afghanistan Reconstruction Trust Fund
AZDAC	Azeri Document Analytical Centre
BENELUX	Belgium, Netherlands, Luxembourg
BiH	Bosnia and Herzegovina
CAP	(United Nations) Consolidated Appeal Process
CARDS	Community Assistance for Reconstruction, Democratisation and Stabilisation (Western Balkans)
CBMMP	Capacity-Building in Migration Management Programme
CDC	Centers for Disease Control and Prevention
CERF	(United Nations) Central Emergency Revolving Fund
CIM	Inter-American Commission of Women (Bolivia)
CIMAL	Centro de Información sobre Migraciones en América Latina (Centre for Information on Migration in Latin America)
CIS	Commonwealth of Independent States
CRT	Claims Resolution Tribunal
DRC	Democratic Republic of the Congo
ECCAS	Economic Community of Central African States
ECOWAS	Economic Community of West African States
EECA	Eastern European and Central Asian States
EPA	Emergency Preparedness Account
EU	European Union
FERME	Fondation des Entreprises de Recrutement de Main-d'oeuvre agricole Etrangère (Canada)
FONAPAZ	Fondo Nacional para la Paz (Guatemala) (National Fund for Peace (Guatemala))
FYROM	The former Yugoslav Republic of Macedonia
GATOR	Global Airlines Ticket Order Recording
HEOA	Humanitarian Emergency Operations Assistance
IARCSC	Independent Administrative Reform and Civil Service Commission

ABBREVIATIONS (continued)

IDP	Internally Displaced Person
IGO	International Governmental Organization
ILO	International Labour Organization
IMPRN	Intergovernmental Migration Policy and Research Network
KFOR	Kosovo Force
KPC	Kosovo Protection Corps
MIDA	Migration for Development in Africa
MIDSA	Migration Dialogue for Southern Africa
MIMOSA	Migrant Management and Operational Services Application
MOSS	Minimum Operating Security Standards
NATO	North Atlantic Treaty Organization
NEPAD	New Partnership for African Development
NGO	Non-Governmental Organization
OAS	Organization of American States
OCAM	Central American Commission of Directors of Migration
OECD	Organisation for Economic Co-operation and Development
OSCE	Organization for Security and Co-operation in Europe
OTI	(United States) Office of Transition Initiatives
PHAMSA	Partnership on HIV/AIDS and Mobile Populations in Southern Africa
PHARE	Poland and Hungary Assistance for the Reconstruction of the Economy
PLACMI	Proyecto Latinoamericano de Cooperación Técnica en Materia Migratoria (Latin American Project of Technical Cooperation in the Area of Migration)
PNRR	National Programme of Reconciliation and Reconstruction (Guinea-Bissau)
PRODESFRO	Border Development Programme (Guatemala)
PRODIC	Integrated Development Programme for Communities (Guatemala)
RCM	Regional Conference on Migration (Central America)
RIF	Return Information Fund (Switzerland)
ROC	Regional Operation Centre
RQA	Return of Qualified Afghans

ABBREVIATIONS (continued)

RQI	Return of Qualified Iraqis
RQN	Return of Qualified Nationals
SAARC	South Asian Association for Regional Cooperation
SADC	Southern African Development Community
SETCIP	Secretariat of Science, Technology and Productive Innovation (Argentina)
SPLM/A	Sudan People's Liberation Movement/ Army
TCC	Technical Cooperation Centre (Vienna)
TCDC	Technical Cooperation among Developing Countries
UNDP	United Nations Development Programme
UNHCR	(Office of the) United Nations High Commissioner for Refugees
UNMIK	United Nations Mission in Kosovo
UNOHCI	United Nations Office for Humanitarian Coordination in Iraq
UNSECOORD	Office of the United Nations Security Coordinator
WHO	World Health Organization
WMVA	Ministry of Women's and Veterans Affairs (Cambodia)

Glossary

The following are brief definitions of the technical financial terms used in the Programme and Budget.

Budgeted resources - This term is used for anticipated funding for the budget year to be received through reimbursement of services provided or when there is a commitment by donor(s) to provide funds for continuation of ongoing and/or anticipated activities. It also includes funding that has been received in the current year or was brought forward from prior years to be applied towards specific ongoing and/or anticipated activities.

Core staff and services - Those staff positions and office support costs that are required for overall management and administration on an ongoing basis.

Discretionary Income - This income is composed of "miscellaneous income" and "project-related overhead" as described below.

Earmarked contributions - Contributions made or reimbursed for specific services or operational activities. Such contributions may not be used for purposes other than those for which they were provided without express authorization of the donor. The large majority of contributions to the Operational Part of the Budget are earmarked.

Endowment fund - A fund in which the principal must remain permanently intact, and only the income (usually in the form of interest) can be used for projects and activities.

Fiduciary fund - A fund that is administered or managed by the agent or custodian (IOM) acting on behalf of a third party (e.g. government, donor).

Income brought forward from previous years - The excess of income over expenditure of a prior financial year and/or earmarked contributions received in advance of the current budget year.

Loan fund - A fund that permits the financing, in part or in whole, of the cost of transport of refugees and related services by giving loans to those who require financial assistance to migrate to areas of resettlement. Repayment of such loans is secured by promissory notes signed by the refugee or his/her sponsor.

Miscellaneous income - This income is composed of unearmarked contributions from governments/donors and interest income. Such income is allocated, at the discretion of the Director General, for specific uses based on the interests and priorities of Member States (see "Discretionary Income" above).

Projectization - The practice of allocating staff and office costs to the operational activities/projects to which they relate. This concept, and its related tools and procedures, is referred to as "projectization".

Project-related overhead - This is an overhead charge applied to all operational projects to cover the costs of certain project support functions, both in the Field and at Headquarters, which cannot be easily identified with a specific project (see "Discretionary Income" above).

Unearmarked contributions - Contributions to the Operational Part of the Budget are unearmarked if they are given as general support and their use is not restricted in any way.

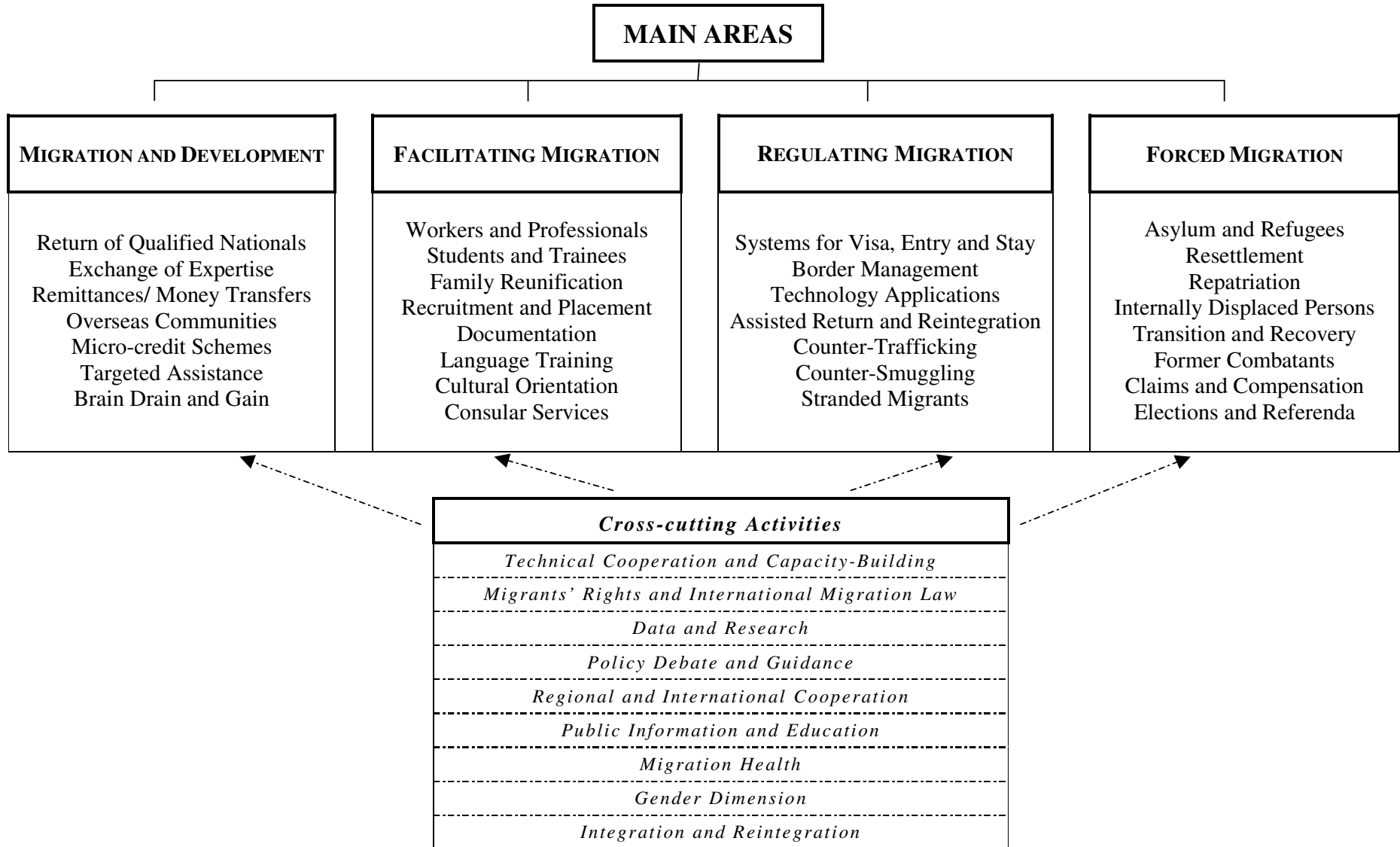
PROGRAMME AND BUDGET FOR 2005

FOREWORD

1. 2005 looks set to be another year in which demand for the Organization's programmes continues to grow. This budget demonstrates the Administration's ongoing efforts to manage this growth while containing costs, to maintain standards of existing programmes while ensuring a capacity to respond to new demands, and to adjust structures and functions to maximize flexibility, efficiency and cost-effectiveness.
2. Growth looks likely in each of the main areas of managing migration, and in the cross-cutting activities of our "Managing Migration" chart, which we have updated and refined to take account of changes and trends detected during 2004. Cooperation with the different agencies dealing with the various aspects of migration has been enhanced through the meetings of the Geneva Migration Group.
3. Increased demand for advice, services and training in the area of International Migration Law have led us to draw together existing work which has up to now been scattered across a number of departments into one unit at Headquarters: International Migration Law and Legal Affairs. In the light of the increasing breadth and depth of activities in the field of health and population mobility, we have made Migration Health into a separate pillar at Headquarters. In the Field, as part of our regular review of how and where functions are best performed, and in response to the report of the Organization's External Auditors on the functioning of the decentralized system, we have made some adjustments to the Field structure, moving additional functions to the Manila Administrative Centre, rationalizing the Missions with Regional Functions, including through the creation of a category of Missions whose functions are special liaison.
4. Behind all that IOM does, the Administration needs to ensure the proper management of and support to staff. As we continue to try to do more with basically the same core budget, this remains an increasing challenge, and an area which needs continuing attention is that of staff security.
5. We plan to remain the responsive, flexible, results-oriented Organization which our membership appreciates, and which continues to attract new Members. With your support, we can make 2005 another successful year.

Brunson McKinley

MANAGING MIGRATION



INTRODUCTION

Migration challenges

6. The movement of people and the impact of migration on societies has now a firmly established place in the consciousness of national and international society. Migration is here to stay, and is an integral feature of modern life, but it is not yet being addressed with the purpose, determination and coherence that have been achieved in other economic and social development fields. There is, in fact, an appreciable discrepancy between the realities of migration, the available means and strategies to address them.

7. Demographic and economic trends mean that increasing numbers of people are migrating for work, and while the opportunities for doing so legally are increasing, the systems for managing these flows and for managing the attendant socio-economic issues are not keeping pace. Migrant remittances, skills and investments are the mainstay of many national economies, but without the right policies in place, the full potential and sustainability of these cannot be realized – the brain drain cannot be turned into brain gain.

8. There is increasing recognition of the linkages between migration and other policy areas which affect, and are affected by migration, such as migration and development, migration and health, migration and trade. This has led also to a recognition of the importance of a comprehensive and coherent legislative framework to regulate the many and complex issues involved.

9. Cooperation at the international level has continued to improve, both in quantity and effectiveness, particularly at the regional level where specific issues and the need for common or coordinated responses often have a greater resonance.

10. Smuggling and trafficking in human beings remain a significant challenge, though significant progress has been made in improving awareness and thus prevention, and in bringing perpetrators to justice. Nonetheless, new victims, methods and routes are constantly being found. Security is still an issue of concern, and the focus both at national and international levels is increasingly turning to better systems of issuance and verification of identity documentation for people on the move, including the use of biometrics.

11. Large numbers of people continue to be displaced due to conflict, violence and other forms of emergency. There remains a significant need for speedy responses to protect and assist people who have fled their homes, and to help them return and resume their lives once the threat to their security is removed.

IOM's response to migration challenges

12. IOM works with migrants, governments and other partners in the international community to address today's multifarious migration challenges. IOM is committed to the principle that humane and orderly migration benefits migrants and society and acts to assist in meeting the operational challenges of migration, to advance understanding of migration issues, to encourage social and economic development through migration and to work towards effective respect for the human dignity and well-being of migrants. This mandate, shared by all Member States, sets the framework for IOM's response to migration challenges.

13. IOM works to enhance global understanding of migration issues by increasing the access of policy makers to information and analysis, promoting policy dialogue and sharing of effective practice, thereby strengthening government capacity to make and implement policy decisions. IOM also seeks to educate the public at large on migration issues both through direct public outreach activities and through its advice to governments.

14. IOM offers advisory services on migration issues to governments, agencies and organizations to assist them in the development and implementation of migration policy, legislation and management, to prevent illegal migration, facilitate regular beneficial migration and provide assistance in various aspects of migrant processing.

15. IOM provides expert and practical support to governments at both ends of the migration spectrum seeking to establish or enhance the necessary frameworks for promoting and managing legal labour migration while combating illegal migration and exploitation. This includes various forms of assistance to migrants from pre-departure to post-return.

16. Through its counter-trafficking programmes, IOM assists victims of trafficking directly, trains government officials in methods and legislation to counter trafficking and advises law enforcement agents in the proper treatment of victims. IOM is increasingly responding to distress calls from trafficked migrants stranded in transit and arranges their safe return home.

17. IOM provides assistance to people fleeing conflict or natural disasters, refugees being resettled in third countries or repatriated, persons who are stranded, unsuccessful asylum seekers returning home, displaced persons and other migrants.

18. In response to the health needs of the broad range of persons assisted by IOM, health assessments are provided to migrants, support is provided to governments and populations to help rebuild their interrupted health infrastructures in the aftermath of emergencies, and migration health data, analysis and advice are provided to help formulate policies on migration-related health matters.

19. Recognizing that national development is inextricably linked to migratory flows, IOM helps to locate and transfer or facilitate exchanges of skills and human resources to support the national development efforts of receiving communities through its migration for development activities, return of qualified nationals, transfer of skills, remittance management and outreach to the diaspora programmes.

20. Through its mass information campaigns, IOM provides migrants with essential information which can affect their future well-being and destiny, whether it be to solicit their participation in elections or referenda, to inform them of new legislation affecting their status abroad, conditions in their home country or compensation schemes from which they could benefit, or to warn potential victims of the dangers of irregular migration and trafficking.

21. In order to promote cooperation across borders and regions, IOM assists in the establishment and running of regional consultative processes, seminars and other meetings, which can provide useful networks of collaboration and information-sharing on all aspects of migration.

22. With a view to keeping governments abreast of migration trends and ensure the continuing relevance of IOM's programme responses, the Organization conducts and commissions research directly linked and consequent to its operational services.

Strategic focus

23. The Administration will continue to strengthen the range and sophistication of the services it offers, particularly in the key thematic areas of labour migration, remittance management, counter-trafficking, integration, return migration, security and documentation. There is likely to be a continued increase in demand for technical cooperation and capacity-building activities, as governments turn more to IOM for support in establishing humane, cost-effective and inter-operable policies, legislative frameworks, procedures and IT systems to manage migration in a balanced way. Planned activities for 2005 reflect the Organization's commitment to address current and anticipated needs.

24. The increasing importance of the impact of population mobility on public health management and policies, encompassing physical, mental and social health, lends increasing importance also to the work of IOM's Migration Health Department (MHD). In addition to providing direct health benefits to individuals, MHD can provide invaluable insights into health profiles and current and upcoming needs in the public health domain. It will continue to be an important element of the migration management services offered by the Organization in such areas as assistance to victims of trafficking, preparing labour migrants for their move to a new destination or to return home, and integrating migrants into host communities. Recent outbreaks of diseases which quickly spread across the globe have demonstrated that the cost to societies can go beyond health alone, affecting trade and finance, the political world and global economy.

25. The Administration's efforts to enhance global understanding of migration issues will continue. The Migration Policy, Research and Communications Department will work on increasing the access of policy makers to migration-related information and analysis, promoting policy dialogue and sharing effective practice to help strengthen government capacity to develop and implement migration policy decisions.

26. The importance of proper understanding in civil society, both of migration issues and of what IOM is doing, is increasingly evident. The Administration will continue to strengthen its efforts to reach out more widely and effectively to civil society groups to promote dialogue and mutual understanding.

27. IOM will continue to work in the area of migration and development to enhance the ability of governments and other key actors in the migration field and to enable migration act as a support to and engine for development. The increasing recognition of remittances and the skills of migrants in the diaspora as resources for development, if well managed, is opening up new opportunities and reinforces the need for a multifaceted migration management approach. Programmes like Migration for Development in Africa (MIDA), which encourages skilled Africans in the diaspora to put their expertise at the disposal of their countries of origin and support national development endeavours, will gain momentum.

28. The Administration continues to work on improving the cost-effectiveness of its operations. Part of this effort is the ongoing transfer of certain Headquarters functions to Manila, where they can be provided as effectively and at a lower cost than in Geneva.

Adjustments to the Organizational structure

29. The Administration is committed to ensuring the appropriate organizational structures are in place to respond and support constantly evolving national and international developments in the migration sphere.

At Headquarters

30. In response to the increasing demand for advice, services and training in the area of International Migration Law, the work in this field has been drawn together into an International Migration Law (IML) and Legal Affairs function. IML has been established to strengthen IOM's growing involvement in the field of international migration law at both regional and global levels.

31. In the light of the volume and breadth of activities in the field of health and population mobility, Migration Health has been made a separate pillar. The IOM Health and Migration Seminar held in Geneva in June 2004, in collaboration with the World Health Organization (WHO) and the Centers for Disease Control (CDC), served to demonstrate the leadership role IOM is playing in this field.

In the Field

32. The proposed Field structure for 2005 has been adjusted following a thorough review of the structure of the Missions with Regional Functions (MRFs) by the Administration which took into consideration, *inter alia*, the recommendations of the Organization's External Auditors - Office of the Auditor General of Norway - who undertook a review of the MRFs in which certain structural enhancements and reporting links were identified as needing improvement.

33. The proposed changes are consistent with the Administration's regular review of the Organization's structures and functions in an effort to maintain both efficiency and cost-effectiveness. The Administration is proposing to classify and adjust the Field structure to reflect more accurately the roles of the different Missions which carry out core functions, namely: the Manila Administrative Centre (MAC), Missions with Regional Functions (MRFs) and Special Liaison Missions (SLMs).

34. The Manila Administrative Centre is considered as an extension of Headquarters, providing administrative support throughout the Organization.

35. The Field Offices designated as MRFs will continue to provide regional administrative, financial, liaison and programme development support in a regional context and within regional consultative processes to Field Offices in their region. In an effort to further rationalize and streamline the MRF structure and eliminate potential duplications and inconsistencies, the Administration is proposing to revise the functions of some of the MRFs.

36. In recognizing the special liaison functions of MRFs New York and Vienna with regional and international institutions, they are now designated as SLMs, together with five other existing offices. The newly designated SLMs will liaise with international, multilateral and governmental bodies in support of the Organization's global activities. They will also provide fund-raising support to IOM Offices worldwide. Seven Offices are proposed as SLMs in 2005.

37. As a result of the proposed adjustments and revised designations, the number of MRFs has been reduced from 19 to 16. No additional financial resources are needed for these changes as they will be accommodated within the resources available for existing structures in 2004.

38. A description of the responsibilities of the various offices falling under the different Field designations is outlined under the section describing the Organizational structure.

39. There has been steady progress in the transfer of functions to Manila over the last year as part of the Administration's continued efforts to manage the growth of the Organization without having to excessively increase core resources, particularly in the Administrative Part of the Budget. In response to the request of certain Member States for a faster-paced and better-planned delocalization process, the Administration dropped its original plans to make the move of functions voluntary and attrition-based and adopted a more proactive approach in 2004. The impact of the Manila delocalization exercise will be reviewed in 2005, and further opportunities for transfer of functions will be sought while being careful not to jeopardize the Organization's work.

Budget Planning Process

40. In the context of Resolution No. 1029 (LXXXVI) approving the Programme and Budget for 2004, the Council had requested the Subcommittee on Budget and Finance to set up a Working Group to discuss and elaborate the Organization's budget planning process. Under the direction of the Chairman of the Council, consultations have been held between the Administration and the Member States. The discussions particularly focused on defining budgeting principles for the core structure. The definition of statutory core costs were thoroughly reviewed and the decisions reached have now formed the basis for preparing the 2005 budget proposals under the Administrative Part of the Budget and funding by Discretionary Income.

Budget format

41. The Programme and Budget for 2005 is presented in two parts in accordance with the Organization's financial regulations.

42. Part I covers the Administrative Part of the Budget which is denominated in Swiss francs and funded by the assessed contributions of Member States. The Object of Expenditure table on page 31 is presented to capture the fixed and variable elements of statutory core costs in line with the decisions resulting from the Budget Planning Process mentioned earlier on. To facilitate comparison, the Administrative Part of the Budget for 2004 has been restated in line with the revised presentation.

43. In response to concerns raised during the discussions on the Budget Planning Process over the use of Discretionary Income to supplement funding for the Organization's core structure, the Administration now presents an additional table combining resources from both the Administrative Part of the Budget and Discretionary Income on page 23. The combined resources to cover IOM's core structure are estimated at USD 39.7 million.

44. The Operational Part of the Budget, which is outlined in Part II, is denominated in United States dollars and describes the activities for which budgeted resources could be reasonably estimated at the time of preparing the document under the respective sections. Any additional financial resources received in the course of the budget year will be captured in subsequent revisions to this document.

45. Not all the activities undertaken by the Organization fit within a specific Service; specialized activities or general support functions are therefore captured under the chapters for "Claims Programmes" and "General Programme Support".

Budget levels

46. Managing the expansion of the Organization's activities resulting from its response to a growing and diverse range of international migration issues, whilst maintaining financial integrity, poses a significant challenge to the Administration. The ongoing transfer of functions to Manila, effected through targeted training and skills enhancement, demonstrates the Administration's commitment to seek innovative cost-cutting and efficiency measures whilst maintaining an adequate core structure that can support the growth of the Organization.

47. However, there are certain core services provided by the Administration that are impacted by external factors for which the Administration proposes increased funding under the Administrative Part of the Budget. The budget levels for Meetings Secretariat and Staff Development and Learning have therefore been increased by very modest amounts in this budget proposal. The budget level proposed is CHF 37,229,000 and represents an increase of 0.3 per cent or CHF 110,000 over the Administrative Part of the Budget for 2004 which was CHF 37,119,000.

48. The anticipated Discretionary Income for 2005, which constitutes part of the funding under the Operational Part of the Budget is estimated at approximately USD 15.17 million and represents an increase of USD 0.94 million over the 2004 estimate of USD 14.23 million.

49. The proposed Operational Part of the Budget is estimated at USD 639.3 million. A description of activities and corresponding financing details are included in the relevant sections of the Operational Part of the Budget.

50. The Operational Part of the Programme and Budget for 2005 has been prepared based on the principle that the Organization will only engage in activities for which there is a reasonable

assurance of funding and that there will be no financial commitment for any project until firm pledges of funding have been received.

51. At the request of some Member States, the geographical distribution of activities implemented by the Organization now highlights the budget level of activities implemented in Africa separately from those carried out in the Middle East, and shows North America separately from Latin America and the Caribbean, as shown on page 131.

52. The cost for replacing the payroll system (SIGAGIP), which was recommended by the External Auditors, is not included in the budget proposal. The Administration will explore various options, including external funding, to cover this development cost which is estimated at CHF 1.6 million in 2005.

Conclusion

53. Mindful of the growing and increasingly complex global needs to address migration issues effectively, the Administration is committed to strengthening its relationship with Member States and to better defining its role with its partners, facilitating inter-State cooperation and reinforcing management structures while remaining flexible, reliable and relevant.

SUMMARY TABLES

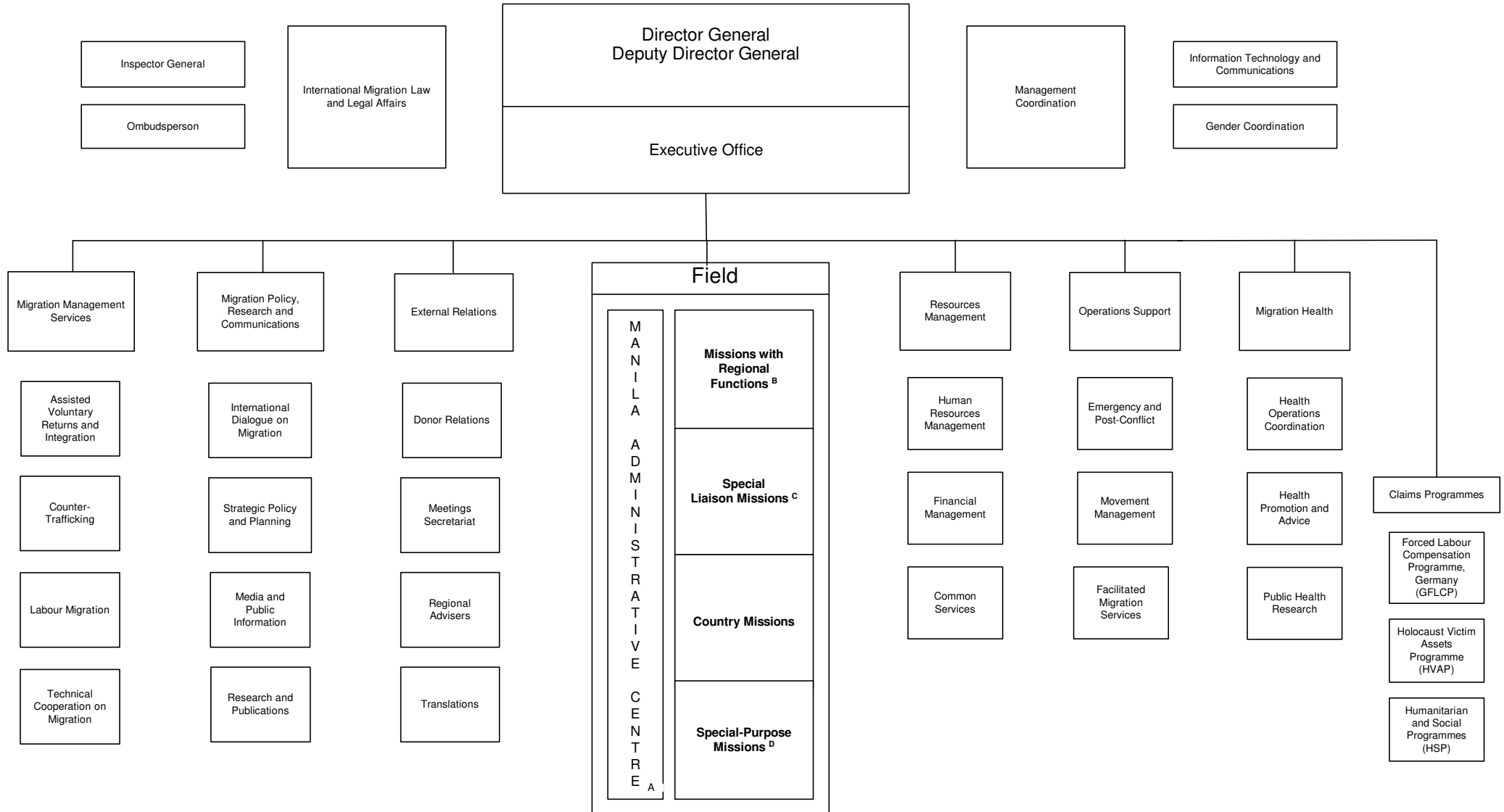
Part I – Administration

	2004 Estimates (MC/2117/Amdt.1)	2005 Estimates
	CHF	CHF
Administration	37 119 000	37 229 000

Part II - Operations

Services / Support	2004 Estimates (MC/2117)	2005 Estimates
	USD	USD
I. Movement	124 676 100	140 842 000
II. Migration Health	16 390 100	27 943 300
III. Technical Cooperation on Migration	78 614 400	73 528 400
IV. Assisted Voluntary Returns and Integration	44 850 400	59 189 200
V. Counter-Trafficking	7 960 800	11 824 400
VI. Labour Migration	1 169 400	1 563 800
VII. Claims Programmes	260 924 200	306 246 400
VIII. General Programme Support	6 555 800	5 113 800
IX. Staff and Services Covered by Discretionary Income	12 082 600	13 050 000
TOTAL	553 223 800	639 301 300

IOM ADMINISTRATION STRUCTURE



A. Manila Administrative Centre:

Administrative support base including for Information Technology; Project Tracking; Staff Security; Web site, Intranet and Digital Assets Management and other functions.

B. Missions with Regional Functions:

Asia (Bangkok, Canberra, Dhaka, Islamabad); Africa (Cairo, Dakar, Nairobi, Pretoria); Europe (Brussels, Budapest, Helsinki, Rome); Americas (Lima, Buenos Aires, San José, Washington, D.C.).

C. Special Liaison Missions: African Union (Addis Ababa*), Berlin, London, Paris, Permanent Observer to the UN (New York), Tokyo, UN and OSCE (Vienna).

D. Special-Purpose Missions: Missions which are set up for short-term durations to deal with emergency operations.

* Financed by Discretionary Income - no allocation of funds from the Administrative Part of the Budget.

DESCRIPTION OF THE ORGANIZATIONAL STRUCTURE FOR 2005

54. Recognizing the evolving nature of migration dynamics and its impact on all countries worldwide, the Administration is committed to establishing the appropriate organizational structures necessary to respond to evolving developments in the migration domain, whilst at the same time initiating innovative approaches in support of national as well as regional and international efforts in dealing proactively with the diverse issues relating to migration. In an attempt to operate effectively as a provider of services and a partner in migration advocacy and diplomacy, the organizational structure for IOM is functional and designed along a service-oriented approach to implement its projects.

55. Against this background, the proposed Field structure for 2005 has been adjusted following a thorough review by the Administration, which took into consideration input from various stakeholders, including the recommendations made by the Organization's External Auditors - Office of the Auditor General of Norway - following the review of the Missions with Regional Functions (MRFs) where certain structural enhancements and reporting links were identified as needing improvement. The Field Offices are now designated as Missions with Regional Functions, Special Liaison Missions (SLMs), Country Missions and Special-Purpose Missions. The Manila Administrative Centre (MAC) serves as an extension of Headquarters in providing support services organization-wide.

56. As part of ongoing efforts to rationalize and harness resources at Headquarters, a few functions have been identified for consolidation. The International Migration Law (IML) function has been integrated into the existing legal capacity in the Organization and, in recognizing the specialized nature of the responsibilities of the Migration Health Department (MHD), it is proposed to establish the department as a distinct pillar from Migration Management Services (MMS).

FIELD

57. Apart from the Manila Administrative Centre (MAC), the Organization's Field Offices fall into the four broad categories listed below:

- Missions with Regional Functions
- Special Liaison Missions
- Country Missions
- Special-Purpose Missions.

58. The Field Offices designated as **MRFs** will provide administrative, financial, liaison and programme development support in a regional context and within regional consultative processes to Field Offices under their responsibility. This allows the sharing of resources and expertise between Missions and within regions. The MRFs further ensure that, regardless of geographic decentralization, there is a coherent approach in important areas such as project development, application of administrative and operational policies and procedures throughout the Organization. They also provide the structural flexibility for quick and temporary deployment of expert resources to undertake assessment missions during the planning of new projects, or to monitor and advise on the implementation of project activities in offices with limited resources.

59. The MAC is considered as an extension of Headquarters, providing administrative support throughout the Organization, and is therefore not considered as part of the MRF structure.

60. In recognizing the special liaison functions of MRFs New York and Vienna with regional and international institutions, they are now designated as SLMs together with five other existing offices. As a result of the proposed adjustments and revised designations, the number of MRFs has been reduced from 19 to 16.

61. Recognizing the important special liaison roles of certain Field Offices, the newly designated **SLMs** will liaise with international, multilateral and governmental bodies in support of the Organization's global activities. They will also provide fund-raising support to IOM Offices worldwide. Seven offices have been designated as SLMs in 2005.

62. The functions of the MRFs and the SLMs, which are generally established only in Member States, will be regularly reviewed with the aim of strategizing their regional approach and updating their responsibilities to address fluid migration needs. In exceptional circumstances, funding from Discretionary Income will be proposed to cover an SLM not located in a Member State but carrying out special liaison activities.

63. A brief description of the functions of the Field structure is outlined below:

Administrative Centre

64. Manila, Philippines - Serves as an information technology and administrative support centre for the Organization's activities. Oversees IOM Missions in North East Asia.

Missions with Regional Functions

- Bangkok, Thailand - Coordinates IOM programmes in South East Asia and follows up on regional migration initiatives relating to the Bangkok Declaration, the Bali Conference on People Smuggling, Trafficking in Persons and Related Transnational Crime and other regional processes, particularly as regards the provision of technical and programmatic support to participating countries.
- Brussels, Belgium - Coordinates IOM approaches to policies and activities in relation to the European Union. Coordinates, guides and advises the Organization and its European missions on EU policies, programming and funding. Develops and maintains liaison and coordination with the EU institutions, NATO and other multilateral bodies with headquarters in the BENELUX region.
- Budapest, Hungary - Coordinates IOM activities in Central and South Eastern Europe. Supports migration management processes in the region.
- Buenos Aires, Argentina - Coordinates IOM activities in the Southern Cone of South America and supports the South American Migration Conference process.
- Cairo Egypt - Coordinates IOM activities in the Middle East and maintains liaison with the League of Arab States.
- Canberra, Australia - Coordinates IOM activities in Australia, New Zealand and the Pacific Islands. Liaises with concerned governments on regional migration processes, such as the follow-up to the Bali Conference.
- Dhaka, Bangladesh - Coordinates IOM activities in South Asia and maintains liaison with the South Asian Association for Regional Cooperation (SAARC).
- Dakar, Senegal - Coordinates IOM activities in West Africa and maintains liaison with the Economic Community of West African States (ECOWAS) and other regional bodies.
- Helsinki, Finland - Coordinates IOM activities in the Nordic and Baltic States. Maintains liaison with the Nordic Council of Ministers, the Council of the Baltic Sea States and other regional bodies.

- Islamabad, Pakistan - Coordinates IOM activities in Central and South West Asia.
- Lima, Peru - Coordinates IOM activities in the Andean countries and maintains liaison with multilateral bodies located in the region.
- Nairobi, Kenya - Coordinates IOM activities in East Africa and migration-related activities within the Economic Community of Central African States (ECCAS).
- Pretoria, South Africa - Coordinates IOM activities in Southern African Development Community (SADC) Member States. Promotes and supports the regional migration management process in the subregion (Migration Dialogue for Southern Africa (MIDSA)) and provides a linkage between migration and the New Partnership for African Development (NEPAD).
- Rome, Italy - Coordinates IOM activities in Albania, Cyprus, Greece, Italy, Portugal, Spain and Turkey. Also provides programme support to Algeria, the Libyan Arab Jamahiriya, Mauritania, Morocco and Tunisia. Supports regional migration management processes in the region. Develops and strengthens cooperation with international institutions with headquarters in Rome.
- San José, Costa Rica - Coordinates IOM activities in Central America and Mexico, as well as IOM's relations and activities with the Regional Conference on Migration (RCM) and other regional processes such as the Central American Commission of Migration Directors (OCAM).
- Washington, D.C., United States - Coordinates IOM activities in North America and the Caribbean.

Special Liaison Missions

65. With the challenges posed by the broad impact of international migration, the importance of having a network of SLMs to strengthen the Organization's relationships and fund-raising efforts has become increasingly clear. The newly designated SLMs will provide regular liaison with governments, United Nations offices, other intergovernmental partners and relevant interlocutors in the non-governmental and private sectors on a broad range of issues related specifically to IOM's work in migration management.

66. It is proposed to designate the following existing offices as SLMs: Addis Ababa, Ethiopia to the African Union; Berlin, Germany; London, United Kingdom; Paris, France; Permanent Observer to the United Nations in New York, United States; Tokyo, Japan and the United Nations and the Organization for Security and Co-operation in Europe (OSCE) in Vienna, Austria.

Country Missions

67. IOM has a global network of Country Missions which implement a wide range of projects addressing specific migration needs. These Missions are largely financed by the projects implemented in those locations.

Special-Purpose Missions

68. A number of Special-Purpose Missions have been established over a specific time-span to deal mainly with emergency operations or as sub-offices of Country Missions.

HEADQUARTERS

Director General's Office

69. The Director General's Office consists of the Director General and the Deputy Director General who are elected by the Council for a term of five years. The Office, which also includes the Executive Officer, has the constitutional authority to manage the Organization and carry out activities within its mandate through the formulation of coherent policies and ensuring that programme development is consistent with strategic priorities.

70. International Migration Law and Legal Affairs: International Migration Law (IML) has been formally established to strengthen IOM's growing involvement in the field of international migration law at regional and global levels. Special emphasis is placed on: compilation of IML; dissemination and understanding of IML; implementation of IML; training and capacity-building on IML; and promotion of IML as part of comprehensive migration management frameworks. The enhanced role of IOM in this field, covering both rights and obligations of States and those of migrants, will contribute to assisting States in the humane and orderly management of migration.

71. Legal Affairs is responsible for ensuring that the Organization's activities are carried out in accordance with the constitutional and other legally relevant provisions adopted by its governing bodies, and that its relationships with governments, organizations, private institutions and individuals are on a sound legal basis.

72. The Management Coordination function is responsible for assisting in developing and strengthening management capacity and to ensure that structures remain adequate to respond to organizational challenges. The function also has responsibility for the coordination of complex activities implemented by the Organization, ensures accountability and follow-up, and implementation of organizational policies and procedures, and facilitates cooperation between Headquarters units and Field Offices.

73. The Office of the Inspector General (OIG) incorporates the functions of internal audit, evaluation and rapid assessment of projects for internal oversight purposes, as well as the investigation of cases of alleged violations of IOM Regulations and Rules and suspected fraud. Since the introduction of the Policy for a Respectful Working Environment in 2002, OIG is also involved in fact-finding investigations within the formal complaints procedure.

74. Internal Audit undertakes financial and management audits of Headquarters units and Field Offices to ensure adherence to financial rules and regulations and administrative procedures. Evaluation sets the general standards and develops the methodology applied for programme evaluations throughout the Organization; it has responsibility for evaluating programmes and project management processes. The rapid assessment of projects function provides management with feedback and early indications of progress or lack thereof in the achievement of intended results.

75. The OIG functions aim to: (a) ensure managerial consistency and organizational effectiveness as well as to propose measures to improve managerial efficiency; (b) strengthen the oversight capacity of the Organization; (c) synergize the oversight functions pertaining to finance and administration as well as the operational activities of the Organization; (d) increase the capacity of Headquarters for ensuring implementation of recommendations flowing from internal audit, evaluation, rapid project assessment and investigation; and (e) assess risk exposures and the risk management of activities by Headquarters organizational units and heads of IOM Field Offices, as well as other senior staff as appropriate, and ensure that managers are equipped to evaluate and improve their own internal control and risk management systems.

76. Acting independently and impartially, and respecting confidentiality, the Ombudsperson advises staff members on grievances relating to the terms and conditions of their employment and relations with colleagues. The Ombudsperson also advises the Director General and the Staff Association Committee about issues and trends affecting staff.

77. Information Technology and Communications (ITC) is responsible for directing, planning and implementing a global Information Technology (IT), information systems and communication strategy to assist the Organization achieve its goals and objectives. ITC coordinates IT and communication development initiatives in the Field and at Headquarters, ensuring consistency with the Organization's overall strategy. ITC conceptualizes, implements and delivers IT projects and establishes strategic relationships with key suppliers and external partners. ITC provides technologies to enable partners to access and conduct business with IOM, as well as solutions that enhance the Organization's effectiveness. Where necessary, ITC develops and provides training to users to ensure the effective use of existing and new technologies while continuing to explore and identify opportunities to increase productivity and efficiency.

78. The Gender Coordination function is responsible for the development and implementation of IOM's staff and programme policy strategies on gender issues and promoting a positive awareness of gender sensitivity throughout the Organization. The Gender Coordination function promotes the mainstreaming of gender policy in programmes, while supporting the development of initiatives designed to address the specific gender-related needs of migrants.

79. The administrative and operational functions at Headquarters are grouped into six pillars (Migration Management Services; Migration Policy, Research and Communications; External Relations; Resources Management; Operations Support; and Migration Health). They aim to better serve the Field and provide optimal responsiveness to the needs of stakeholders as described below.

Migration Management Services

80. The Migration Management Services (MMS) provide project development support to IOM's Field operations and other units involved in migration management issues. It ensures that project planning and development is in line with the mandate of the Organization and with assessed needs, while strategizing with Field Offices on new ways to support governments and complement the efforts of other international organizations to strengthen migration management practices. It develops operational standards, tools and models, and provides operational back-up and training to the Field as necessary.

81. There are four core Migration Management Services - Assisted Voluntary Returns and Integration, Counter-Trafficking, Labour Migration and Technical Cooperation on Migration. These Services position the Organization to provide expert technical and advisory support where most needed in key migration management areas. The Services are mostly developed and delivered in the Field, close to the actual needs.

82. The Director of MMS ensures coherence of purpose and strategy among the Services and with contemporary migration needs. MMS coordinates the development of IOM's programme strategies to strengthen government capacities in migration policy, legislation, procedures and administration, with the aim of promoting and facilitating regular, beneficial migration while helping to prevent irregular migration. It also strives to ensure that effective practices drawn from IOM's programmes can support government efforts at migration management.

83. The various Services provide expert input into global programme planning and responses. They stimulate and support project development in the Field by initiating ideas and projects, maintaining a strategic overview, drafting concept papers, distilling best practices from IOM programmes, developing project models and providing technical advice on project development.

They review new project proposals for relevance, effectiveness and efficiency, and endorse projects for implementation. They also provide guidance to the Field in identifying opportunities for new activities in their area, and ensure appropriate synergies and cooperation with other Services.

84. A brief description of the main functions of each Service is provided below, while their strategic objectives and project/programme details are included in the respective chapter of the Operational Part of the Budget.

85. The Assisted Voluntary Returns and Integration Service monitors voluntary return and integration programme opportunities globally, draws up strategies in coordination with Field Offices and governments, and develops policies, standards, models and support mechanisms for IOM's return, reintegration and integration initiatives. The Service helps to strengthen existing operational frameworks through increased cooperation among sending, transit and receiving countries and donors. It promotes the establishment of procedures to globalize and streamline IOM's activities in these areas and to ensure sustainability on the one hand of integration efforts, and on the other of return through viable pre-departure and post-arrival reintegration measures. It provides expert advice to governments and other agencies working with migrants on viable return, reintegration and integration practices.

86. The Counter-Trafficking Service develops IOM's global and regional policies and strategies on counter-trafficking measures in coordination with Field Offices, governments, and regional and international governmental and non-governmental organizations. It establishes effective frameworks for sensitizing potential victims to the dangers of irregular migration and trafficking, as well as government officials to the plight of such victims. Capacity-building and training are provided to relevant government institutions and officials and non-governmental organizations (NGOs) to prevent trafficking and deal with its consequences. Protection and assistance of victims is provided in the form of reception centres, which also offer health and legal support. IOM organizes voluntary return and reintegration support to victims in their countries of origin. The Service maintains a centralized database on IOM-assisted cases worldwide, to be used as a tool for further research, analysis and planning.

87. The Technical Cooperation on Migration Service (TCM) supports and assists in the development and implementation of projects and programmes focused on building the capacity of governments, and at times NGOs and other actors, to more effectively manage migration. In this role, the Service establishes strategic direction for the Organization in technical cooperation matters, develops and monitors internal standards for TCM project design and delivery, and works with Field Offices and governments to assess technical needs and establish programme strategies and priorities. TCM projects address core concerns of capacity-building in the areas of policy, legal frameworks and operational systems related to migration management, and extend into areas linking migration and development, particularly activities to address root causes of economically induced migration. In enhancing capacities, TCM seeks to complement and enhance national, bilateral and multilateral technical cooperation efforts, and to enable and expand dialogue, planning and practical cooperation among affected governments on the migration continuum. TCM will also provide support and monitor the work of the Technical Cooperation Centre (TCC) in Vienna.

88. The Labour Migration Service is the focal point for IOM programme development and technical support and provides policy and technical advice to governments, Field Offices, and other partners on programmes concerning effective protection and support services to vulnerable labour migrants, enhancing the development impact of labour migration and promoting legal forms of labour mobility as an alternative to irregular migration. The Service reviews IOM labour migration projects under development to ensure technical and programme quality and provides technical support in their implementation. It also keeps the Organization abreast of labour migration trends, develops organizational priorities and capacity in labour migration and liaises with other relevant international agencies, such as the International Labour Office (ILO), World Bank, and Regional Development Banks.

Migration Policy, Research and Communications

89. The Migration Policy, Research and Communications (MPRC) Department is the focal point for IOM's strategic policy coordination on international migration issues, as well as for research, publications, information and communication on international migration trends, policies and practices. The Department coordinates the development and dissemination of IOM migration policy strategies; information and publications on international migration trends, policies and practices to internal and external stakeholders, including relations with the media and development and management of IOM's web site and intranet, and IOM's international dialogue on migration. Through targeted research and improved communications solutions, MPRC aims to enhance IOM's capacity to assist governments in their efforts to monitor and manage migration flows and to implement sound migration policies, legislation and procedures.

90. The role of communications encompasses the design and oversight of the implementation of a uniform, coherent and efficient institutional communications policy for outreach to all IOM's stakeholders. It provides guidelines and assistance on good communication strategies and identifies and develops targeted messages that form the basis of IOM's institutional communication. It proposes key media, formats and dissemination strategies for IOM's institutional messages and materials and designs and produces specific communication tools and materials for use by IOM staff and external parties.

91. International Dialogue on Migration (IDM) is designed to contribute to a better understanding of migration and to strengthen cooperative mechanisms between governments and other stakeholders to comprehensively and effectively address migration issues. In coordination with the relevant departments and Field Missions, IDM works through the Council, regional dialogues and other venues to seek cooperation in the management of migration, identify effective practices in migration management and build constructive partnerships with the United Nations and other international and regional organizations and stakeholders in this effort.

92. Strategic Policy and Planning (SPP) recommends and coordinates the development of internal IOM policy strategies on migration-related issues in consultation and cooperation with the relevant departments and Missions, and for the information of Member States. In addition, the function prepares related IOM position papers on key migration policy issues.

93. Media and Public Information (MPI) is the Organization's principal representative with the media. MPI formulates and implements a strategy for the dissemination of information to the media and other internal and external stakeholders in order to promote awareness and understanding of IOM policies and programmes. It assists in the development and implementation of public relations strategies to promote IOM's image and objectives, while generating improved public understanding of migration in general.

94. Research and Publications is responsible for conducting and managing research on current migration policy issues as well as initiating new studies designed to enhance and improve IOM's programme delivery. The Research Unit assists IOM Field Offices in the management of research projects through its evaluation and endorsement of project proposals, providing technical support and guidance, and reviewing final reports for publication.

95. The Publications Unit is responsible for the formulation of an overall publishing policy and, together with the Research Unit, the production of many of IOM's main publications. It provides services to Headquarters and Field entities in the drafting, editing, designing, layout, printing, distribution and sales of publications. The Publications Unit also coordinates IOM's marketing activities and is responsible for copyright permissions in consultation with Legal Services. The Research and Publications Division manages IOM's specialist Library on international migration.

External Relations

96. The External Relations Department supports the Organization's overall relations with Member, observer and other States, international governmental organizations (IGOs), non-governmental organizations (NGOs) and other multilateral institutions. The Department is responsible for ensuring a framework for consistent cooperation with partner intergovernmental organizations, notably the United Nations. This includes guiding IOM's participation in formally established coordination mechanisms, such as the United Nations Inter-Agency Standing Committee for Humanitarian Affairs. Much of this work is carried out in cooperation with the Permanent Observer to the United Nations in New York. The Department is also the designated focal point for relations with the NGO community.

97. The Donor Relations Division, through its fund-raising activities, seeks to strengthen and diversify IOM's outreach with donors and partners on IOM programmes and new strategic initiatives. The Division seeks to assist the donor community and IOM Missions in establishing a tailored match between current and prospective programmes. This is achieved through a range of complementary approaches, including bilateral donor consultations, Field-based assessments and briefings with representatives of the international community, development of innovative resource mobilization strategies, and coordination of IOM inputs to multilateral funding mechanisms, such as the United Nations Consolidated Appeal Process (CAP).

98. The Regional Advisers maintain liaison with Permanent Missions in Geneva, government units of States within the region of their responsibility and regional bureaux of other intergovernmental organizations. They follow regional dynamics and approaches in the migration field and advise the Director General, the Deputy Director General and others on relevant developments. The Regional Advisers lend support to regional migration diplomacy and contribute to IOM policy for their regions. Acting as a resource on migration topics for IOM Offices in their region, they facilitate cooperation between Headquarters and the Field with respect to IOM activities in their regions.

99. The Meetings Secretariat (MGS) has overall responsibility for (a) planning, organizing, monitoring, participating in and following up the governing body meetings and the working groups and informal consultations with governments and intergovernmental/non-governmental organizations; and (b) providing guidelines and advice on drafting the documents for the above meetings, as well as collating, editing, formatting, proofreading, finalizing, producing and distributing the documents. MGS is also the focal point for providing information both internally and externally concerning the meetings and the documents.

100. The Translations Unit is responsible for the translation of the Organization's internal and external documentation.

Resources Management

101. The Department of Resources Management (DRM) is responsible for the establishment and implementation of human and financial resources policies to ensure that the Organization's activities are carried out efficiently. The Department establishes and implements policies to ensure sound fiscal and personnel management and planning as well as the articulation, liaison and dissemination of financial and human resources proposals and policies to internal and external stakeholders.

102. The financial and human resources management functions are collectively responsible for administrative, personnel and financial policies of the Organization and assist the Director General in overall management decisions.

103. Human Resources Management is responsible for the development of human resources management policies and their implementation. This includes the recruitment, selection and reassignment of staff for the Organization, the deployment of staff for emergencies as well as the management of programmes including the Associate Experts Programme, internships, volunteers, and secondments. It is also responsible for establishing conditions of service, benefits and entitlements, classification of positions and social security of staff, and exercises management oversight of the Staff Development and Learning Unit and the Occupational Health Unit.

104. Staff Development and Learning is responsible for the development and coordination of cost-effective learning activities for staff. It also manages a Learning Centre which provides tools and materials for the development of staff skills.

105. The Occupational Health Unit (OHU) deals directly with the health of IOM staff worldwide. This includes determining fitness to work and fitness to travel; responding to individual and personal queries on staff health; occupational health issues, such as disease prevention, stress management, HIV/AIDS prevention, advice and action in the event of epidemics. The OHU reacts to emergency situations which include both emergency evacuation of staff members in the event of illness or accident, and medical clearance for staff deployed in emergency situations. The Unit ensures the provision of vaccinations and medical travel kits where appropriate and individual medical briefings prior to duty travel and debriefing following duty travel. The OHU assists the Administration with the training of staff in occupational health issues, the establishment of internal policies (non-smoking work environment, alcohol-related problems) and acts as the medical liaison with the Organization's insurers.

106. Financial Management of the Organization is administered through the Accounting, Budget and Treasury Divisions.

107. Accounting is responsible for establishing accounting procedures and controls, ensuring compliance with IOM financial and accounting regulations, receiving monthly financial information from all Field Offices, financial monitoring and reporting. It provides assistance, advice and financial information to Field Offices and project managers on financial matters, oversees the implementation of internal controls and computerized accounting systems and prepares the yearly financial statements for the Organization.

108. Budget is responsible for establishing guidelines and providing instructions to Headquarters and Field Offices for the Organization's budget preparation process. It prepares the official programme and budget and other related documents in accordance with established financial rules and regulations and decisions of the governing bodies. It is also responsible for preparing the assessment scale based on which Member States' contributions to the Administrative Part of the Budget are computed. In addition, it establishes and monitors budget allocations.

109. Treasury has overall responsibility for the Organization's cash management, short-term investments and foreign exchange operations. It handles the receipt, custody and disbursement of funds to the Field Offices, general creditors and staff payments. In addition, it administers various payroll functions for Geneva and international staff. It is also responsible for the investment management and accounting administration of the staff members' Provident Fund.

110. Common Services establishes the guidelines for the purchase and maintenance of office supplies and equipment for Headquarters and specific programmes and is responsible for protecting IOM's assets inventory.

Operations Support

111. The Director of the Operations Support Department is responsible for monitoring and coordinating the activities of three units and assists the Director General in global operational decisions.

112. The Emergency and Post-Conflict Division (EPC) coordinates and assists IOM's response to migration emergencies, such as population displacement, large-scale evacuations and returns. It initiates contingency planning for IOM and early intervention action by supporting Field Missions in addressing emergency situations. EPC is responsible for preparing and coordinating the rapid deployment of staff and resources in emergencies, together with colleagues from Resource Management and has an oversight function over the programmes and projects during the emergency response phase. The Division also acts as IOM's early warning instrument and is required to maintain a close watch on emerging humanitarian crises, for which it undertakes assessment missions, and assists with project development. It maintains linkages with the emergency division of the United Nations and other agencies.

113. The Movement Management Department (MMD) is responsible for setting standards and policies, as well as establishing support mechanisms for transportation activities. It has an oversight function over refugees and migrant transport and provides operational back-up to Field Offices in situations that require central coordination or expertise not readily available locally. It also maintains relations with airline companies and negotiates agreements with them at the Headquarters level and provides assistance to Field Offices in reaching agreements with the carriers locally. It is tasked with the development and maintenance of operational systems to monitor and track programmatic activity and compile statistical movement data Organization-wide. MMD reacts to changes in programme application and develops systematic solutions to logistical challenges. The Department further supports other Services where transport is a component of their project delivery.

114. Facilitated Migration Services is responsible for coordinating and developing initiatives which offer assistance to migrants and governments under organized and regular migration regimes. It helps improve existing programmes and processes to make it easier, more efficient, reliable and secure for both migrants and the governments concerned. It ensures that potential migrants are assisted in their entry application processing or status review procedures through the provision of adequate information on application requirements, completion and appropriate presentation of documents supporting their applications. It initiates measures facilitating the resettlement and integration of refugees and migrants into their destination countries through pre-departure cultural orientation services, and works closely with other Services.

Migration Health

115. The Migration Health Department promotes migrants' health and strives to lead on migration health research, policies and management. In doing so, it advocates for migrants' physical, mental and social health, delivers high quality and comprehensive health care services to migrants and responds to the changing patterns of mobility and consequent needs in migration health management through policy setting. In carrying out its functions, the Migration Health Department coordinates its activities closely with IOM departments, Field Offices, United Nations bodies, international organizations, governments and other partners.

116. Health issues affect all migrants and potentially cross-cut all areas of IOM's work. It is therefore the role of the Department to raise awareness on migration health within the Organization and ensure the health of migrants is addressed throughout all its activities.

117. The services provided by the department can be categorized as follows:

118. The Health Operations Coordination function provides guidance and technical support to IOM Missions in finding appropriate responses to demands in the domain of migration health, and provides technical backstopping for the development of activities where needed. In addition, this function ensures inter-agency liaison with key partners and governments, as well as close collaboration with other IOM departments and units to integrate health matters throughout the Organization. The development and management of projects are entrusted to Field Missions.

119. The Health Promotion and Advice function provides advice to partners, governments and IOM colleagues on the management of migration health issues and related strategy as well as policy development. In response to increased international interest in migration health, the department provides a forum for dialogue among policy makers, experts and partners, with the aim of bridging the gap between migration and health policy makers and promoting the health of migrants through the integration of migrant health concerns into public health policies globally.

120. The Public Health Research function responds to the needs of governments and agencies for evidence-based information on migrant health using modern information technology systems. Quantitative as well as qualitative research data on migrant health are analysed and disseminated for advocacy purposes and guide public health policy development and strategy setting. In addition, based on research, the department recommends appropriate interventions and prevention strategies to decrease morbidity and mortality among migrants and their host communities.

Special Programmes

121. As part of the Special Programmes, IOM implements specialized Claims Programmes that provide compensation to eligible claimants, many of whom are migrants in the diaspora. The programmes' activities involve worldwide outreach and assistance, the processing of large numbers of different types of claims in various languages, an extensive notification process and the execution of compensation payments to eligible claimants. In addition to this, IOM provides expert advice and technical assistance in the design and establishment of claims mechanisms that are being implemented by other entities.

Manila Administrative Centre

122. A number of functions have been transferred to the Manila Administrative Centre (MAC) in an effort to strengthen IOM's ability to deliver core services within existing budget constraints.

123. With the increase in programmes and offices in recent years, IOM's core functions - particularly in the key areas of IT and administrative services - have failed to keep pace with the growth of the Organization, due to zero nominal growth constraints on the Administrative Part of the Budget. As IOM's growth is expected to continue both in membership and programmes, the Administration has either transferred to or added support in Manila for functions previously performed at Headquarters in Geneva.

124. The main focus is on labour and IT intensive functions, or those oriented towards support for IOM's global network of Field Offices. The Project Tracking and Staff Security Units, as well as certain functions of Human Resources, Budget and Finance, Movement Management and Information Technology have or are in the process of being moved. The development of the Manila Administrative Centre and the delocalization of functions is an ongoing process to manage the growth of the Organization within financial constraints of core funding.

125. The Project Tracking Unit (PTU), based in Manila, is responsible for tracking the development of projects, ensuring timely project reporting and maintaining a project database, using clearly defined reporting needs, as expressed in project documents. Together with the project manager and on the basis of the specifications contained in the project document and the

exigencies of the donor, PTU establishes a Project Parameters Agreement (PPA) which is an agreed outline of reports due from the project manager at specific times and of a specific quality. PTU's tracking function subsequently consists of ensuring that these reports are issued as per the PPA. PTU posts these reports on the Project Compendium as a reference for persons dealing with similar project activity types and ensures that other organizational units receive copies of these reports. PTU also maintains the central registry for all IOM projects worldwide.

126. The Staff Security Unit is responsible for developing staff security measures and training, provides information on mission and operational security assessment and maintains relations with the Office of the United Nations Security Coordinator (UNSECOORD). It ensures that the Organization's security arrangements are compliant with UNSECOORD requirements and standards.

127. The Web site, Intranet and Digital Assets Management (WIDAM), which was recently transferred to Manila, is responsible for meeting the Organization's electronic information and communication needs as far as IOM's web sites, its intranet and the IOM Image Library are concerned. WIDAM, in coordination with other departments, takes the lead in developing and managing efficient, effective and user-friendly web sites and organizational intranet, and assists departments and Field Missions in making information available to internal and external stakeholders in a systematic, coherent and timely fashion. MPRC will continue to have overall responsibility for WIDAM.

CORE STRUCTURE AND SOURCES OF FUNDING

MC/2144

**Core Staff and Non-staff Items covered from the Administrative Part of the Budget
and Project-related Overhead Income (part of Discretionary Income (DI))**

PART 1: CORE STAFF

PART 1: CORE STAFF		Administrative Budget		DI		Total		Total		Grand Total (USD)	% of Total Budget
		Officials	Employees	Officials	Employees	Officials	Employees	Admin (CHF)	DI (USD)	Admin @ 1.3 and DI	
Headquarters											
Director General and Deputy Director General	2				2		772 000		593 800		
Executive Office	2	4	2		4	4	850 000	428 600	1 082 400		
Management Coordination	1				1		281 000		216 200		
Information Technology and Communications	2	4	1	1	3	5	1 273 000	404 800	1 384 000		
International Migration Law and Legal Affairs	3	1	2	1	5	2	723 000	325 000	881 200		
Inspector General	5	1			5	1	1 149 000		883 800		
Migration Management Services	10	1			10	1	1 912 000	171 000	1 641 800		
Migration Policy, Research and Communications	6	4	3	2	9	6	1 804 000	897 500	2 285 200		
External Relations	11	9	1		12	9	3 507 000	192 000	2 889 700		
Resources Management	11	19	1	8	12	27	5 364 000	1 211 100	5 337 300		
Operations Support	6	8	2	2	8	10	2 400 000	494 500	2 340 700		
Migration Health	2	1	1		3	1	567 000	209 000	645 200		
Ombudsperson							42 000		32 300		
Staff Association Committe - Support Staff							85 000		65 400		
Total - Headquarters	61	52	13	14	74	66	20 729 000	4 333 500	20 279 000	51%	
Field											
Manila, Philippines - Administrative Centre	5	14	6	47	11	61	1 151 000	1 527 400	2 412 800		
Missions with Regional Functions (MRFs)											
Bangkok, Thailand	2	1	1	3	3	4	488 000	248 200	623 600		
Brussels, Belgium	2	1	2	2	4	3	469 000	270 000	630 800		
Budapest, Hungary	1	1	1	3	2	4	216 000	150 000	316 200		
Buenos Aires, Argentina	2	1	1	2	3	3	409 000	118 900	433 500		
Cairo, Egypt	2	1	1	2	3	3	363 000	90 000	369 200		
Canberra, Australia	1			1	1	1	235 000	20 000	200 800		
Dakar, Senegal	1	1	1	5	2	6	275 000	135 000	346 500		
Dhaka, Bangladesh	1	1		3	1	4	211 000	40 000	202 300		
Helsinki, Finland	1	1		2	1	3	286 000	68 000	288 000		
Islamabad, Pakistan	1	1	1	1	2	2	203 000	80 900	237 100		
Lima, Peru	1	1		1	1	2	293 000	25 000	250 400		
Nairobi, Kenya	1	1	1	1	2	2	253 000	139 300	333 900		
Pretoria, South Africa	1	1	2	5	3	6	325 000	318 500	568 500		
Rome, Italy	2	1	1	1	3	2	452 000	195 700	543 400		
San José, Costa Rica	2	1		5	2	6	483 000	100 000	471 500		
Washington, D.C., United States	2	1	2	5	4	6	443 000	696 000	1 036 800		
Special Liaison Missions (SLMs)											
Addis Ababa, Ethiopia			1	2				132 300	132 300		
Berlin, Germany	1			1	1	1	212 000	90 000	253 100		
London, United Kingdom	1				1		298 000	5 000	234 200		
New York, United States	1			1	1	1	236 000	116 900	298 400		
Paris, France	1			1	1	1	175 000	61 800	196 400		
Tokyo, Japan	1			1	1	1	248 000	115 000	305 800		
Vienna, Austria	1			1	1	1	203 000	101 000	257 200		
Global Activities			2		2			320 000	320 000		
Total Field	34	29	23	96	56	123	7 927 000	5 164 900	11 262 700	28%	
Total Headquarters and Field	95	81	36	110	130	189	28 656 000	9 498 400	31 541 700	79%	
Other Staff Benefits:											
Travel on Appointment or Transfer							345 000		265 400		
Installation Grant							295 000		226 900		
Terminal Emoluments							620 000		476 900		
TOTAL CORE STAFF COSTS - PART 1							29 916 000	9 498 400	32 510 900	82%	

PART 2. CORE NON-STAFF

Non-Staff Costs:

Communications	965 000	742 300	
General Office	3 613 000	2 779 200	
Contractual Services	1 239 000	953 100	
Governing Body Sessions	465 000	357 700	
Duty Travel	1 031 000	793 100	
Coverage of UNSECOORD fees		1 500 000	1 500 000
Other		81 600	81 600
TOTAL CORE NON-STAFF COSTS - PART 2	7 313 000	1 581 600	7 207 000
	(CHF)	(USD)	(USD)
GRAND TOTAL	37 229 000	11 080 000	39 717 900
	Note (1)		100%

Note (1) Admin @ 1.3 and DI

PART I
ADMINISTRATION
(expressed in Swiss francs)

PART I - ADMINISTRATION

(in Swiss francs)

Budget level

128. The proposed Administrative Part of the Budget for 2005 amounts to CHF 37,229,000 which corresponds to an increase of approximately 0.3 per cent or CHF 110,000 over the 2004 budget level of CHF 37,119,000. The proposed increase relates to the Meetings Secretariat and the Staff Development and Learning budget items. Cost and statutory increases, which are estimated at 2.3 per cent or CHF 0.85 million will be absorbed within the overall budget.

129. Considering the increasing role of the Organization in migration issues and its expanding project base to meet the migration needs of its stakeholders, the increase in budget levels could have been higher. As the Organization reaches out more and more to service the interest of varied stakeholders, the Administration has sought innovative ways to meet the financial impact of these challenges. It has only been possible to present this moderate increase for 2005 due to ongoing efforts to achieve reductions and cost efficiencies through decentralization and the delocalization of functions to Manila and other Field Offices at a lower cost.

130. The Organization's growth, both in membership and programmes, is expected to continue as more and more countries seriously consider active participation in the ongoing migration dialogue. The Administration therefore needs to maintain the appropriate core structure able to support all stakeholders in their efforts to handle migration issues.

Reasons for the proposed increase

131. The Organization has over the last few years increased its role in the global debate on migration by providing a neutral platform for dialogue. Through various thematic meetings during the Organization's Council sessions, as well as intersessional meetings and the meetings related to the International Dialogue on Migration, IOM has provided the fora for discussions geared towards facilitating migration, regulating migration, as well as dealing with issues relating to forced migration and the linkages between migration and development. There are also regular regional dialogues and other meetings, which are organized to strengthen cooperative mechanisms between governments and other stakeholders to comprehensively and effectively address migration issues. In view of the increase in the number of meetings and the related costs and logistics of planning and organization, it is proposed to modestly increase the budget level for the Meetings Secretariat by CHF 60,000.

132. Recognizing the importance and value of staff as a critical factor to ensure the effective and efficient implementation of projects on behalf of stakeholders and, in line with various requests to the governing bodies by the Staff Association Committee (SAC) for increased staff training including to support the transfer of functions to Manila, it is proposed to increase the budget level for Staff Development and Learning by CHF 50,000.

Budget Planning Process and Core Structure

133. In approving the Programme and Budget for 2004 (Resolution No. 1029 (LXXXVI)), the Council had requested the Subcommittee on Budget and Finance to establish a Working Group to discuss and elaborate the Organization's budget planning process in order to clarify the terms and methods used in the preparation of its budget. Under the direction of the Chairman of the Council, consultations have been held between the Administration and the Member States which particularly focused on defining budgeting principles for the core structure. The definition of statutory core costs was thoroughly reviewed and the conclusions reached have formed the basis for preparing the 2005 budget proposals under the Administrative Part of the Budget and funding by Discretionary Income.

134. The allocation of funds within the Administrative Part of the Budget is consistent with the definition of core functions explained in document MC/1855 dated 10 October 1996, entitled “Attribution of staff positions between the Administrative and Operational Parts of the Budget”, on which Council Resolution No. 949 (LXXII) of 20 November 1996 is based.

135. Core functions are defined as those positions which serve to advise, plan, organize, supervise and monitor the overall activity of the Organization, within a regional or functional context, and for which the related work is not tied to the implementation of a single identifiable activity.

136. Staffing levels for Officials in the Administrative Part of the Budget for 2005 are proposed to remain at the same level of 95 as in 2004 but the number of Employee posts to be covered from this part of the budget is proposed to increase from 73 to 81. The increase relates mainly to the transfer of functions from Geneva to Manila where salaries are lower and therefore offers a financial advantage to recruit more staff locally. The annual average salary for a locally-recruited employee in Manila is about CHF 17,000.

137. There are 61 Officials and 52 Employees at Headquarters and 34 Officials and 29 Employees in the Manila Administrative Centre (MAC), Missions with Regional Functions (MRFs) and the Special Liaison Missions (SLMs) funded under this part of the budget. It is proposed that only one Official be funded from the Administrative Part of the Budget in the newly created SLMs and the costs will be offset by reductions from the downsized MRF structure.

138. The core structure funded under the Administrative Part of the Budget constitutes part of the fixed core structure necessary to supervise all Field Offices, exercise basic management functions, financial and budgetary controls, plan and develop future activities and maintain liaison with governments and multilateral partners. Other core costs mainly of a variable nature at Headquarters and in the Field which cannot be covered from the Administrative Part of the Budget, due to budgetary limitations, are largely covered by Discretionary Income.

139. The Object of Expenditure table on page 31 is now presented to reflect the fixed and variable elements of statutory core costs. To facilitate comparison, the Administrative Part of the Budget for 2004 has been restated in line with the revised presentation.

140. Due to the limitation of the principle of zero nominal growth and absorption of cost and statutory increases within existing budgets under the Administrative Part of the Budget over the years, part of the increase in the Organization’s core structure resulting from the evolution and growth of the Organization has been covered by project-related overhead income. Following the discussions on the Budget Planning Process, the Administration was requested to present consolidated data for core staff and office costs covered under the Administrative Part of the Budget and by Discretionary Income. A table outlining the combined resources is therefore shown on page 23.

Review of IOM’s Decentralized Structure

141. The Administration conducted a thorough review of the MRF structure which took into consideration, *inter alia*, the recommendations of the External Auditor – Office of the Auditor General of Norway – following its review of the Organization’s decentralized structure. Accordingly, the Administration proposes a revised Field structure which consolidates and adapts the existing structure to deal with changing migration needs whilst taking into consideration political, financial and operational realities.

142. The proposed changes are also consistent with the Administration’s regular review of the Organization’s structures and functions in an effort to achieve better efficiencies. The MAC is considered as an extension of Headquarters, providing administrative support throughout the

Organization. In recognizing the special liaison functions of MRFs New York and Vienna with regional and international institutions, they are now designated as SLMs together with five other existing offices. As a result of the proposed adjustments and revised designations, the number of MRFs has been reduced from 19 to 16.

Adjustments at Headquarters and in the Field

143. To facilitate comparison, the 2004 structure has been restated to take into account the proposed changes. The overall changes in staffing levels for 2005 are: Headquarters: 61 Officials and 52 Employees (2004: 65 Officials and 53 Employees); MAC: 5 Officials and 14 Employees (2004: 3 Officials and 2 Employees); MRFs: 23 Officials and 15 Employees (2004: 26 Officials and 17 Employees); SLMs: 6 Officials (2004: 1 Official and 1 Employee).

144. In Headquarters, certain functions have been consolidated, further streamlined and restructured to take advantage of available synergies. These changes have been undertaken with a view to strengthen, enhance and better manage the Organization and its delivery of services. In order to rationalize the allocation of some core staff positions and improve efficiencies within the Administrative Part of the Budget, the following changes are proposed.

145. The changes described below are in the same order as the Object of Expenditure table on page 31.

Headquarters

- Transfer of one Employee position previously covered under the Operational Part of the Budget by Discretionary Income to the Executive Office from Common Services.
- Incorporation of the International Migration Law function into the existing legal capacity within the Organization and covered from the transfer of one Official position from the Executive Office and the transfer of one Official position previously covered under the Operational Part of the Budget by Discretionary Income.
- Two Official positions from the Information Technology and Communications Unit have been transferred to the Manila Administrative Centre and one of the posts is to be funded by Discretionary Income.
- The reduction of one Employee position in the Migration Management Service, the function to be covered by temporary assignments.
- As part of the rationalization of functions, one Official post from Mass Information is integrated within the Migration Research, Policy and Communications department.
- One Official post in the Media and Public Information unit is reassigned to MRF Washington, D.C.
- The cost of one Regional Adviser position is transferred from the Administrative Part of the Budget and is proposed to be covered by Discretionary Income.
- Reduction of one Employee position in Accounting following the transfer of responsibilities to Manila.
- Increase of one Official position in the Division of Budget following the reclassification of one Employee post.

- One Official position in Human Resources Management is abolished following resignation of the incumbent and the functions have been redistributed.
- Reduction of one Employee position in the Division of Treasury and Cash Management following the transfer of responsibilities to Manila.
- One position originally envisaged in the Professional category in Movement Management has been classified as a General Service function. A reduction of one Official post and an increase of one Employee post are therefore shown for 2005.
- One Employee function in the Meetings Secretariat to be established due to the considerable increase in the number of meetings and related workload.

146. The net result of the above changes is the reduction of four Officials and one Employee position at Headquarters.

Field

147. With the designation of MRF Manila as an administrative centre and MRFs New York and Vienna as SLMs, the number of MRFs have been reduced from 19 to 16. Seven existing offices have now been designated as SLMs.

- In line with the rationalization of core positions in MRFs and SLMs, the cost of one Employee position in MRF Islamabad will be covered under the Operational Part of the Budget by Discretionary Income.
- One Official post in MRF Lima is proposed to be covered by funding from projects developed in the region.
- One additional post is included under MRF Washington, D.C. due to the decentralization of functions under Media and Public Information from Headquarters.
- There is an increase of two Official positions in the Manila Administrative Centre due to the transfer of HRM and ITS functions from Geneva.
- There is an increase of 11 Employee positions in the Manila Administrative Centre due to the transfer of functions from Geneva. The increase is offset by lower costs in Manila.

148. In designating the seven Field Offices as SLMs, the Administration is proposing that only one Official position in the SLM be covered from the Administrative Part of the Budget where the SLM is located in a Member State. Accordingly, the following proposals are made:

- The three existing Official positions of Chief of Mission in London, Paris and Tokyo previously funded by Discretionary Income have been transferred to the Administrative Part of the Budget.
- One Employee position in Bonn previously funded under the Administrative Part of the Budget will be covered by Discretionary Income.

149. The net result of the above changes is an increase of four Officials and nine Employee positions in the Field.

Common Items – Headquarters and Field

- The decrease under Communications is the net effect of an increase in postage costs which is offset by efficiencies achieved in electronic communications i.e. electronic mail and facsimile.
- In view of the requests by the Staff Association Committee (SAC) to increase resources for skills development of staff members in a demanding and challenging professional environment, including support for the transfer of functions to Manila, it is proposed to increase the Staff Development and Learning budget by CHF 50,000.
- In view of the considerable increase in the number of meetings and informal consultations with governments and in the related costs, it is proposed to increase the MGS budget by CHF 60,000.

Assessment Scale

150. The Administrative Part of the Budget is financed by contributions from Member States in accordance with the scale of assessment for 2005 adopted by the Executive Committee in June 2004 (Annex II of document MC/EX/657).

151. In adopting the scale for 2005, the Executive Committee took note that all of the Member States, excluding those assessed at their minimum and maximum rates and those equal to the United Nations assessment, were very close to or equal to the equation factor, thus achieving the objective set at the beginning of the process in 1994 to remove distortions between IOM and United Nations scales.

152. The scale exceeded 100 per cent by 0.852 per cent and no further distribution of the surplus was possible except among Member States with maximum and minimum rates, which are reviewed in principle every third year. In line with this practice, the Executive Committee adopted a reduction in the maximum assessed rate to 25.740 per cent and the minimum to 0.035 per cent.

153. Following the admission of Afghanistan, the Libyan Arab Jamahiriya and the Niger in June 2004 as Members of the Organization, the scale of assessment for 2005 totals 100.218 per cent.

154. Even with the proposed modest increase of CHF 110,000 under this part of the budget, the contributions for a majority of Member States show significant reductions, mainly as a result of the admission of new Members, alignment of scale and due to the scale totalling 100.218 per cent.

155. This will form the basis for the payment of the Member States' contributions to the Administrative Part of the Budget for 2005.

156. The scale of assessment for 2005 is presented on page 34.

ADMINISTRATIVE PART OF THE BUDGET

Object of Expenditure
(expressed in Swiss francs)

	2004 - MC/2117/Amdt.1			2005 Estimates					
	Staff Positions		Total Amount	Staff Positions		Base Salary		Other Costs	Total Amount
	Off*	Emp*		Off*	Emp*	Officials	Employees		
A-I. STAFF - FIXED COSTS (Statutory):									
Headquarters									
Director General and Deputy Director General	2	-	365 000	2	-	363 000	-	-	363 000
Executive Office	3	3	660 000	2	4	185 000	413 000	-	598 000
Management Coordination	1	-	130 000	1	-	133 000	-	-	133 000
Information Technology and Communications	4	4	876 000	2	4	261 000	488 000	-	749 000
International Migration Law and Legal Affairs	1	1	246 000	3	1	283 000	108 000	-	391 000
Inspector General	5	1	599 000	5	1	507 000	91 000	-	598 000
Migration Management Services	1	-	131 000	1	-	129 000	-	-	129 000
Assisted Voluntary Returns and Integration	3	-	230 000	3	-	224 000	-	-	224 000
Counter-Trafficking	2	-	185 000	2	-	171 000	-	-	171 000
Labour Migration	2	-	147 000	2	-	144 000	-	-	144 000
Technical Cooperation on Migration	2	-	184 000	2	-	178 000	-	-	178 000
Support staff shared between the above Services	-	2	216 000	-	1	-	99 000	-	99 000
Migration Policy, Research and Communications	1	-	180 000	2	-	225 000	40 000	-	265 000
Mass Information	1	-	93 000	-	-	-	-	-	-
Media and Public Information	2	1	302 000	1	1	108 000	89 000	-	197 000
Research and Publications	3	3	566 000	3	3	245 000	318 000	-	563 000
External Relations	1	1	276 000	1	1	145 000	126 000	-	271 000
Donor Relations	3	2	475 000	3	2	265 000	182 000	-	447 000
Meetings Secretariat	1	2	317 000	1	3	94 000	262 000	-	356 000
Regional and Diplomatic Advisers	5	1	641 000	4	1	391 000	91 000	-	482 000
Translations	2	2	370 000	2	2	205 000	163 000	-	368 000
Resources Management	1	1	204 000	1	1	118 000	104 000	-	222 000
Accounting	2	5	710 000	2	4	170 000	454 000	-	624 000
Budget	1	2	313 000	2	1	169 000	127 000	-	296 000
Common Services	1	4	493 000	1	4	104 000	389 000	-	493 000
Human Resources Management	3	6	1 038 000	2	6	214 000	734 000	-	948 000
Occupational Health	1	-	103 000	1	-	85 000	-	-	85 000
Staff Development and Learning	1	1	188 000	1	1	80 000	97 000	-	177 000
Treasury and Cash Management	1	3	431 000	1	2	120 000	237 000	-	357 000
Operations Support	1	1	250 000	1	1	130 000	119 000	-	249 000
Emergency and Post-Conflict	1	1	199 000	1	1	103 000	99 000	-	202 000
Facilitated Migration Services	1	-	93 000	1	-	90 000	-	-	90 000
Movement Management	4	5	975 000	3	6	263 000	661 000	-	924 000
Migration Health	2	1	329 000	2	1	214 000	84 000	-	298 000
Ombudsperson	-	-	34 000	-	-	23 000	-	-	23 000
Staff Association Committee - Support Staff	-	-	39 000	-	-	-	63 000	-	63 000
Total - Headquarters	65	53	12 588 000	61	52	6 139 000	5 638 000	-	11 777 000
Field									
Manila, Philippines - Administrative Centre	3	2	372 000	5	14	489 000	238 000	-	727 000
Missions with Regional Functions (MRFs)									
Bangkok, Thailand	2	1	249 000	2	1	197 000	52 000	-	249 000
Brussels, Belgium	2	1	282 000	2	1	186 000	105 000	-	291 000
Budapest, Hungary	1	1	142 000	1	1	85 000	62 000	-	147 000
Buenos Aires, Argentina	2	1	219 000	2	1	182 000	27 000	-	209 000
Cairo, Egypt	2	1	226 000	2	1	175 000	44 000	-	219 000
Canberra, Australia	1	-	115 000	1	-	110 000	-	-	110 000
Dakar, Senegal	1	1	118 000	1	1	103 000	20 000	-	123 000
Dhaka, Bangladesh	1	1	120 000	1	1	101 000	14 000	-	115 000
Helsinki, Finland	1	1	169 000	1	1	99 000	78 000	-	177 000
Islamabad, Pakistan	1	2	145 000	1	1	104 000	23 000	-	127 000
Lima, Peru	2	1	281 000	1	1	129 000	43 000	-	172 000
Nairobi, Kenya	1	1	148 000	1	1	123 000	19 000	-	142 000
Pretoria, South Africa	1	1	153 000	1	1	118 000	42 000	-	160 000
Rome, Italy	2	1	284 000	2	1	206 000	74 000	-	280 000
San José, Costa Rica	2	1	241 000	2	1	202 000	34 000	-	236 000
Washington, D.C., United States**	1	1	255 000	2	1	193 000	109 000	-	302 000
Subtotal - MRFs	23	16	3 147 000	23	15	2 313 000	746 000	-	3 059 000
Special Liaison Missions (SLMs)									
Berlin, Germany	1	1	237 000	1	-	104 000	-	-	104 000
London, United Kingdom	-	-	-	1	-	143 000	-	-	143 000
New York, United States	1	-	117 000	1	-	111 000	-	-	111 000
Paris, France	-	-	-	1	-	84 000	-	-	84 000
Tokyo, Japan	-	-	-	1	-	116 000	-	-	116 000
Vienna, Austria	2	1	302 000	1	-	104 000	-	-	104 000
Subtotal - SLMs	4	2	656 000	6	-	662 000	-	-	662 000
Total - Field	30	20	4 175 000	34	29	3 464 000	984 000	-	4 448 000
Total Headquarters and Field	95	73	16 763 000	95	81	9 603 000	6 622 000	-	16 225 000

ADMINISTRATIVE PART OF THE BUDGET

Object of Expenditure
(expressed in Swiss francs)

	2004 - MC/2117/Amdt.1			2005 Estimates					
	Staff Positions		Total Amount	Staff Positions		Base Salary		Other Costs	Total Amount
	Off*	Emp*		Off*	Emp*	Officials	Employees		
<u>A-1: STAFF - FIXED COSTS (Statutory) - Continued:</u>									
Other Staff Benefits									
Post Adjustment	-	-	3 934 000	-	-	4 688 000	-	-	4 688 000
Health and Accident Insurances	-	-	1 435 000	-	-	1 148 000	313 000	-	1 461 000
Contribution to Provident Fund	-	-	3 853 000	-	-	2 856 000	1 002 000	-	3 858 000
Terminal Emoluments	-	-	620 000	-	-	-	-	620 000	620 000
A-1. Subtotal - Staff Fixed Costs (Statutory)	95	73	26 605 000	95	81	18 295 000	7 937 000	620 000	26 852 000
<u>A-2: STAFF - VARIABLE COSTS (Statutory):</u>									
Mobility and Hardship Allowance	-	-	307 000	-	-	310 000	-	-	310 000
Family Allowance	-	-	579 000	-	-	327 000	265 000	-	592 000
Language Allowance	-	-	100 000	-	-	-	103 000	-	103 000
Rental Subsidy	-	-	139 000	-	-	141 000	-	-	141 000
Education Grant	-	-	1 183 000	-	-	1 039 000	-	-	1 039 000
Home Leave	-	-	236 000	-	-	239 000	-	-	239 000
Travel on Appointment or Transfer	-	-	345 000	-	-	-	-	345 000	345 000
Installation Grant	-	-	295 000	-	-	-	-	295 000	295 000
A-2. Subtotal - Staff Variable Costs (Statutory)	-	-	3 184 000	-	-	2 056 000	368 000	640 000	3 064 000
Total - Other Staff Benefits	-	-	13 026 000	-	-	10 748 000	1 683 000	1 260 000	13 691 000
Total - Staff Salaries and Benefits	95	73	29 789 000	95	81	20 351 000	8 305 000	1 260 000	29 916 000
<u>B-1: NON-STAFF - FIXED COSTS (Statutory):</u>									
Amortization, Rental and Maintenance of Premises	-	-	1 268 000	-	-	-	-	1 268 000	1 268 000
<u>B-2: NON-STAFF - VARIABLE COSTS:</u>									
GENERAL OFFICE									
Purchase and Maintenance of Office Equipment and Furniture	-	-	358 000	-	-	-	-	358 000	358 000
Purchase and Maintenance of IT/EDP Equipment	-	-	1 557 000	-	-	-	-	1 557 000	1 557 000
Office Supplies, Printing and Other Services	-	-	467 000	-	-	-	-	430 000	430 000
Total - General Office	-	-	3 650 000	-	-	-	-	3 613 000	3 613 000
COMMUNICATIONS									
Electronic Mail	-	-	565 000	-	-	-	-	500 000	500 000
Telephone	-	-	245 000	-	-	-	-	245 000	245 000
Facsimile	-	-	80 000	-	-	-	-	50 000	50 000
Postage	-	-	150 000	-	-	-	-	170 000	170 000
Total - Communications	-	-	1 040 000	-	-	-	-	965 000	965 000
CONTRACTUAL SERVICES									
External Audit	-	-	80 000	-	-	-	-	80 000	80 000
Staff Training	-	-	600 000	-	-	-	-	650 000	650 000
Consultants	-	-	100 000	-	-	-	-	100 000	100 000
Insurance, Bank charges, Security, etc.	-	-	409 000	-	-	-	-	409 000	409 000
Total - Contractual Services	-	-	1 189 000	-	-	-	-	1 239 000	1 239 000
GOVERNING BODY SESSIONS									
IOM Meetings									
Salaries	-	-	320 000	-	-	-	-	350 000	350 000
Documentation	-	-	30 000	-	-	-	-	40 000	40 000
Rental of Space, Equipment, etc.	-	-	55 000	-	-	-	-	75 000	75 000
Total - Governing Body Sessions	-	-	405 000	-	-	-	-	465 000	465 000
TRAVEL AND REPRESENTATION									
Total - Travel & Representation	-	-	1 046 000	-	-	-	-	1 031 000	1 031 000
Subtotal - B-2: Non-Staff - Variable Costs	-	-	6 062 000	-	-	-	-	6 045 000	6 045 000
GRAND TOTAL	95	73	37 119 000	95	81	20 351 000	8 305 000	8 573 000	37 229 000

* Officials are staff members in the "Professional" category; Employees refer to staff members in the "General Services" category (locally recruited).

** Includes a position transferred from Media and Public Information, Headquarters.

**ADMINISTRATIVE PART OF THE BUDGET
STAFFING**

	2004													2005												
	DG/D DG	D2	D1	V	IV	III	II	I	UG	Off*	Emp*	Total	DG/ DDG	D2	D1	V	IV	III	II	I	UG	Off*	Emp*	Total		
CORE STAFF STRUCTURE																										
Headquarters																										
Director General and Deputy Director General	2										2		2	2								2		2		
Executive Office		1		1		1					3	3	6			1		1				2	4	6		
Management Coordination		1									1		1									1		1		
Information Technology and Communications				1	1	1	1				4	4	8				1	1				2	4	6		
International Migration Law and Legal Affairs					1						1	1	2			1		1				3	1	4		
Inspector General			1	3	1						5	1	6				1	4				5	1	6		
Migration Management Services			1								1		1				1					1		1		
Assisted Voluntary Returns and Integration					1	1	1				3		3					1	2			3		3		
Counter-Trafficking				1			1				2		2				1		1			2		2		
Labour Migration					1		1				2		2				1		1			2		2		
Technical Cooperation on Migration				1		1					2		2									2		2		
Support Staff shared between the above Services												2	2										1	1		
Migration Policy, Research and Communications		1									1		1			1						2		2		
Mass Information					1						1		1													
Media and Public Information				1	1						2	1	3									1	1	2		
Research and Publications				1		2					3	3	6				1		2			3	3	6		
External Relations			1								1	1	2			1						1	1	2		
Donor Relations				1	2						3	2	5				1	1	1			3	2	5		
Meetings Secretariat					1						1	2	3					1				1	3	4		
Regional and Diplomatic Advisers			1	2	1	1					5	1	6				2	2				4	1	5		
Translations					2						2	2	4					2				2	2	4		
Resources Management				1							1	1	2			1						1	1	2		
Accounting				1		1					2	5	7				1		1			2	4	6		
Budget						1					1	2	3				1		1			2	1	3		
Common Services					1						1	4	5					1				1	4	5		
Human Resources Management				1	1	1					3	6	9			1	1					2	6	8		
Occupational Health				1							1		1				1					1		1		
Staff Development and Learning					1						1	1	2					1				1	1	2		
Treasury and Cash Management				1							1	3	4				1					1	2	3		
Operations Support			1								1	1	2			1						1	1	2		
Emergency and Post-Conflict				1							1	1	2				1					1	1	2		
Facilitated Migration Services					1						1		1				1					1		1		
Movement Management					2	2					4	5	9					2	1			3	6	9		
Migration Health			1		1						2	1	3					1				2	1	3		
Total - Headquarters	2	3	6	18	20	12	4				65	53	118	2	3	8	17	19	11	1		61	52	113		
Field																										
Manila, Philippines - Administrative Centre			1	1		1					3	2	5			1	1	2	1			5	14	19		
Missions with Regional Functions (MRFs)																1		1				2	1	3		
Bangkok, Thailand			1		1						2	1	3			1						2	1	3		
Brussels, Belgium				1		1					2	1	3				1		1			2	1	3		
Budapest, Hungary					1						1	1	2					1				1	1	2		
Buenos Aires, Argentina				1		1					2	1	3				1		1			2	1	3		
Cairo, Egypt				1		1					2	1	3				1		1			2	1	3		
Canberra, Australia				1							1		1				1					1		1		
Dakar, Senegal				1							1	1	2			1						1	1	2		
Dhaka, Bangladesh				1							1	1	2				1					1	1	2		
Helsinki, Finland				1							1	1	2				1					1	1	2		
Islamabad, Pakistan				1							1	2	3				1					1	1	2		
Lima, Peru			1		1						2	1	3			1						1	1	2		
Nairobi, Kenya				1							1	1	2			1						1	1	2		
Pretoria, South Africa				1							1	1	2				1					1	1	2		
Rome, Italy				1		1					2	1	3			1			1			2	1	3		
San José, Costa Rica			1			1					2	1	3			1			1			2	1	3		
Washington**, D.C., United States			1								1	1	2			1		1				2	1	3		
Special Liaison Missions (SLMs)																										
Berlin, Germany				1							1	1	2			1						1		1		
London, United Kingdom																	1					1		1		
Paris, France																	1					1		1		
New York, United States			1								1		1			1						1		1		
Tokyo, Japan																	1					1		1		
Vienna, Austria											2	1	3									1		1		
Total - Field			9	11	4	6					30	20	50			10	13	5	6			34	29	63		
Total Headquarters and Field	2	3	15	29	24	18	4				95	73	168	2	3	18	30	24	17	1		95	81	176		

Note: In some cases the grade of the incumbent presented in this table differs from the grade of the position.

* Officials are staff members in the "Professional" category; Employees refer to staff members in the "General Services" category (locally recruited).

** Includes a position transferred from Media and Public Information, Headquarters.

FINANCING OF THE ADMINISTRATIVE PART OF THE BUDGET

157. The Administrative Part of the Budget is financed by contributions from Member States in accordance with the scale of assessment for 2005 which was adopted by the Executive Committee in June 2004 (Annex II of document MC/EX/657).

SCALE OF ASSESSMENT AND CONTRIBUTIONS (expressed in Swiss francs)

	2004 Assessment Scale %	2004 Contributions	2005 Assessment Scale %	2005 Contributions
MEMBER STATES				
Albania	0.040	14 643	0.035	13 002
Algeria	0.078	28 554	0.085	31 576
Angola	0.040	14 643	0.035	13 002
Argentina	1.078	394 630	1.070	397 484
Armenia	0.040	14 643	0.035	13 002
Australia	1.810	662 597	1.781	661 606
Austria	1.054	385 844	0.961	356 992
Azerbaijan	0.040	14 643	0.035	13 002
Bangladesh	0.040	14 643	0.035	13 002
Belgium	1.256	459 791	1.196	444 290
Belize	0.040	14 643	0.035	13 002
Benin	0.040	14 643	0.035	13 002
Bolivia	0.040	14 643	0.035	13 002
Bulgaria	0.040	14 643	0.035	13 002
Burkina Faso	0.040	14 643	0.035	13 002
Cambodia	0.040	14 643	0.035	13 002
Canada	2.845	1 041 486	3.148	1 169 420
Cape Verde	0.040	14 643	0.035	13 002
Chile	0.236	86 394	0.250	92 870
Colombia	0.224	82 001	0.173	64 266
Congo	0.040	14 643	0.035	13 002
Costa Rica	0.040	14 643	0.035	13 002
Côte d'Ivoire	0.040	14 643	0.035	13 002
Croatia	0.044	16 107	0.041	15 231
Cyprus	0.043	15 741	0.044	16 345
Czech Republic	0.226	82 733	0.205	76 153
Democratic Republic of the Congo	0.040	14 643	0.035	13 002
Denmark	0.833	304 941	0.803	298 299
Dominican Republic	0.040	14 643	0.039	14 488
Ecuador	0.040	14 643	0.035	13 002
Egypt	0.091	33 313	0.134	49 778
El Salvador	0.040	14 643	0.035	13 002
Finland	0.581	212 690	0.596	221 402
France	7.191	2 632 452	6.748	2 506 747
Gambia	0.040	14 643	0.035	13 002
Georgia	0.040	14 643	0.035	13 002
Germany	10.864	3 977 049	9.693	3 600 756
Greece	0.600	219 646	0.593	220 288
Guatemala	0.040	14 643	0.035	13 002
Guinea	0.040	14 643	0.035	13 002
Guinea-Bissau	0.040	14 643	0.035	13 002
Haiti	0.040	14 643	0.035	13 002
Honduras	0.040	14 643	0.035	13 002
Hungary	0.134	49 054	0.141	52 379
Iran (Islamic Republic of)	0.303	110 921	0.176	65 381
Ireland	0.327	119 707	0.392	145 620
Israel	0.462	169 127	0.523	194 284
Italy	5.633	2 062 106	5.466	2 030 510
Japan	19.516	7 144 338	19.468	7 231 973
Jordan	0.040	14 643	0.035	13 002
Kazakhstan	0.040	14 643	0.035	13 002
Kenya	0.040	14 643	0.035	13 002
Kyrgyzstan	0.040	14 643	0.035	13 002
Latvia	0.040	14 643	0.035	13 002

continued on next page

FINANCING OF THE ADMINISTRATIVE PART OF THE BUDGET (cont'd)

SCALE OF ASSESSMENT AND CONTRIBUTIONS

(expressed in Swiss francs)

	2004 Assessment Scale %	2004 Contributions	2005 Assessment Scale %	2005 Contributions
MEMBER STATES				
Liberia	0.040	14 643	0.035	13 002
Lithuania	0.040	14 643	0.035	13 002
Luxembourg	0.089	32 581	0.086	31 947
Madagascar	0.040	14 643	0.035	13 002
Mali	0.040	14 643	0.035	13 002
Malta	0.040	14 643	0.035	13 002
Mauritania	0.040	14 643	0.035	13 002
Mexico	1.208	442 220	2.107	782 709
Morocco	0.049	17 938	0.053	19 688
Netherlands	1.933	707 625	1.891	702 469
New Zealand	0.268	98 108	0.247	91 756
Nicaragua	0.040	14 643	0.035	13 002
Nigeria	0.076	27 822	0.047	17 460
Norway	0.719	263 209	0.760	282 325
Pakistan	0.068	24 893	0.062	23 032
Panama	0.040	14 643	0.035	13 002
Paraguay	0.040	14 643	0.035	13 002
Peru	0.132	48 322	0.103	38 262
Philippines	0.112	41 001	0.106	39 377
Poland	0.421	154 118	0.516	191 684
Portugal	0.514	188 163	0.526	195 399
Republic of Korea	1.851	677 607	1.796	667 178
Republic of Moldova	0.040	14 643	0.035	13 002
Romania	0.065	23 795	0.067	24 889
Rwanda	0.040	14 643	0.035	13 002
Senegal	0.040	14 643	0.035	13 002
Serbia and Montenegro	0.040	14 643	0.035	13 002
Sierra Leone	0.040	14 643	0.035	13 002
Slovakia	0.048	17 572	0.057	21 174
Slovenia	0.091	33 313	0.092	34 176
South Africa	0.454	166 198	0.327	121 474
Sri Lanka	0.040	14 643	0.035	13 002
Sudan	0.040	14 643	0.035	13 002
Sweden	1.142	418 059	1.117	414 943
Switzerland	1.417	518 730	1.339	497 412
Tajikistan	0.040	14 643	0.035	13 002
Thailand	0.327	119 707	0.234	86 926
Tunisia	0.040	14 643	0.036	13 373
Uganda	0.040	14 643	0.035	13 002
Ukraine	0.059	21 598	0.044	16 345
United Kingdom of Great Britain and Northern Ireland	6.157	2 253 929	6.856	2 546 867
United Republic of Tanzania	0.040	14 643	0.035	13 002
United States of America	26.327	9 637 680	25.740	9 561 897
Uruguay	0.089	32 581	0.054	20 060
Venezuela	0.232	84 930	0.191	70 953
Yemen	0.040	14 643	0.035	13 002
Zambia	0.040	14 643	0.035	13 002
Zimbabwe	0.040	14 643	0.035	13 002
Subtotal	101.437	37 133 643	100.000	37 148 017
Afghanistan*	0.040	8 442	0.035	13 002
Libyan Arab Jamahiriya*	0.075	15 828	0.148	54 979
Niger*	0.040	8 442	0.035	13 002
Total	101.592	37 166 355	100.218	37 229 000

* Since the applications for membership in the Organization from these countries were received after the scale of assessment was approved by the Executive Committee, the incorporation of their assessments will be subject to the decision by the Member States at the occasion of the next adjustment to the scale of assessment. The contributions for 2004 of these Member States are prorated from the date of entry into the Organization in June 2004.

Note: Total number of Member States is 105.

PART II
OPERATIONS
(expressed in US dollars)

PART II – OPERATIONS

INTRODUCTION

158. The Operational Part of the Budget is prepared on the basis of anticipated funding from donors for new and ongoing programmes. Budgeted resources for 2005 have been established using current information on programmes which are expected to continue or commence in the budget year with a reasonable assurance of funding. Budget estimates for staff, office and operational costs relating to specific programmes are based on those projections. It is assumed that donors/beneficiaries will provide earmarked funding and/or reimburse costs to cover budgeted expenditures.

159. In some cases, not all the financial resources earmarked by donors in 2004 for specific initiatives will be utilized or committed in the course of the year. The funds will therefore be carried over into 2005 for continued project implementation and have been appropriately reflected as budgeted resources in this document.

160. In situations where funds have not been received to cover the full cost of implementing a project, the portion that requires fund-raising is included in the Migration Initiatives document. The budget levels for those projects are then increased in subsequent revisions to the budget document as additional funding is received.

161. As a result, funding for the Organization's activities is mostly earmarked or based on reimbursement of services provided.

162. Since the funding in the Operational Part of the Budget is earmarked for specific programmes, it cannot be utilized in areas other than for the purposes for which the donor has provided the funding and this limits IOM's to ability engage in new initiatives. Except for a limited amount of Discretionary Income, the Organization does not have its own funding from which to make allocations to specific programmes and/or support its Field structures.

163. Discretionary Income is part of the Operational Part of the Budget and funding is derived from three main sources: (a) unearmarked contributions; (b) interest income; and (c) project-related overhead income. Discretionary Income estimated for 2005 is USD 15.2 million and this is applied mainly as supplementary funding to the Administrative Part of the Budget in support of the Organization's core structure and for project development initiatives.

164. A portion of Discretionary Income is also allocated for certain priority projects as well as to fund projects in developing Member States and Member States with economy in transition (Council Resolution No. 1035 (LXXX)). Projects financed from the 1035 Facility are not reflected as separate projects in the present document, but they are outlined in the separate report on this source of funding.

165. The proposed Operational Part of the Budget is estimated at USD 639.3 million.

166. With the designation of the Migration Health Department as a separate pillar, Migration Management Services now consists of four Services, namely: Assisted Voluntary Returns and Integration; Counter-Trafficking; Technical Cooperation on Migration; and Labour Migration. As part of the rethinking behind the Organization's service delivery, a new subcategory for Migration Facilitation has been created under the Movement chapter in recognition of the services the Organization provides to facilitate migration.

167. The projects implemented by IOM are categorized under the Migration Management Services, Migration Health Department and Operations Support pillars.

168. Where necessary, specific groupings such as Claims Programmes and General Programme Support have been used to capture activities which do not clearly fit within a specific Service. Should certain programmes warrant a separate categorization in the future, the Administration may propose additional specializations.

169. Although there are important programme areas to pursue in Iraq, the current security and infrastructural challenges will continue to slow down the capacity of the international community to make progress. It is difficult at this stage to estimate the impact of IOM's operations in the country as well as the effective management of migration dynamics in the region.

170. At the request of some Member States, the geographical distribution of activities implemented by the Organization, which provides a regional perspective of IOM's programmes, now highlights the budget level of activities implemented in Africa separately from those carried out in the Middle East and shows North America separately from Latin America and the Caribbean.

171. Tables outlining post-emergency activities by region are also included.

172. Details of funds and special accounts established for specific purposes are included in Annex I of the document.

173. Staffing tables are included in Annex III and movement estimates in Annex IV. The staffing levels and related costs attributable to specific operational projects are based on a projection of current staff and office structures which are subject to the level of activity and funding and therefore adjusted on an ongoing basis. Staff positions and office structures funded from Discretionary Income are shown separately.

PART II – OPERATIONS**OVERALL SUMMARY TABLE**

Services/ Support	USD
I. Movement	140 842 000
II. Migration Health	27 943 300
III. Technical Cooperation on Migration	73 528 400
IV. Assisted Voluntary Returns and Integration	59 189 200
V. Counter-Trafficking	11 824 400
VI. Labour Migration	1 563 800
VII. Claims Programmes	306 246 400
VIII. General Programme Support	5 113 800
IX. Staff and Services covered by Discretionary Income	13 050 000
TOTAL	639 301 300

FINANCING OF THE OPERATIONAL PART OF THE BUDGET

Estimates of Anticipated Resources, Summary by Source of Funds for 2005

Contributions to the Operational Part of the Budget include the following:

Earmarked Contributions for specific programmes/projects, per capita contributions for transport-related costs, reimbursements from migrants and sponsors, governments, agencies and others; and

Discretionary Income, which includes:

Miscellaneous Income includes unearmarked contributions from governments/donors and interest income; and

Project-related Overhead Income is composed of a fixed percentage charge to all operational projects. That percentage is reviewed on a yearly basis, and is currently fixed at 12 per cent.

	USD	USD
TOTAL OPERATIONAL PART OF THE BUDGET		639 301 300
Earmarked Contributions:		
<u>Reimbursement of Transport and Related Costs</u>		
Reimbursement of transport and related costs by governments, intergovernmental agencies, migrants, sponsors and voluntary agencies	41 806 000	
Refugee Loan Fund (principally the United States Government)	95 040 900	
<u>Total Reimbursements</u>	136 846 900	
<u>Anticipated Earmarked Contributions from Governments and Intergovernmental Agencies</u>	487 284 400	
Total Earmarked Contributions*		624 131 300
Discretionary Income:		
<u>Miscellaneous Income</u>		
Unearmarked contributions*	3 516 800	
Interest income	573 200	
<u>Total Miscellaneous Income</u>	4 090 000	
<u>Project-related Overhead Income:</u>		
At 9.5 per cent	9 580 000	
At 2.5 per cent to cover UNSECOORD fees	1 500 000	
<u>Total Project-related Overhead Income</u>	11 080 000	
Total Discretionary Income		15 170 000
TOTAL ANTICIPATED RESOURCES		639 301 300

* A breakdown of the earmarked and unearmarked contributions is provided on page 45.

SOURCES AND APPLICATION OF DISCRETIONARY INCOME

	USD	USD
Sources:		
Unearmarked contributions		3 516 800
Interest income		573 200
Project-related overhead income		9 580 000
At 9.5 per cent		1 500 000
At 2.5 per cent to cover UNSECOORD fees		
Total projected overhead income		11 080 000
	Total	15 170 000
Application:		
Staff and services at Headquarters	4 013 500	
Staff and services including project seed money for Missions with Regional Functions*	3 625 900	
Staff and Services for Manila Administrative Centre	1 527 400	
Staff and services for Missions with Special Liaison Functions	622 000	
Staff and services in Country Missions	1 679 600	
Global activity/support	801 600	
1035 Facility**	1 400 000	
Coverage of UNSECOORD fees	1 500 000	
	Total	15 170 000

* The Missions with Regional Functions (MRFs) have flexibility in the utilization of this allocation, in particular to supplement and support project development initiatives and to use it as seed money to start up new projects.

** There is an additional allocation of USD 35,000 from the interest on the Sasakawa Endowment Fund which brings the total amount set aside for projects in Developing Member States and Member States with Economy in Transition to USD 1,435,000 (see VIII.6).

Projectization and Project-related Overhead

174. The “projectization” concept adopted by the Organization is a mechanism whereby costs are attributed to projects based on staff time spent on those projects. Each project is accounted for separately and a Project Manager is designated to ensure that the income is efficiently used for the intended purpose. Funding from donors as well as expenditure for the activities are captured under a unique “project code” assigned to each activity.

175. Operational staff in the Field are charged directly to projects while indirect staff and office costs which cannot be identified with a specific project (central management and office structure, etc.) are prorated to each project in proportion to the amount of direct staff and office costs. The indirect costs as well as the Organization’s fees for coverage in the structure and operations of the Office of the United Nations Security Coordinator (UNSECOORD) are covered through the project-related overhead which is currently established as a 12 per cent charge on staff and office costs incurred. The percentage is intended to approximate the value of the contribution of indirect costs (management and administrative staff, etc. in Headquarters and the Field) to each project. This project management system, which borrows heavily from private sector accounting practices known as “activity-based costing”, has proved successful as a large number of projects have been completed in a cost-efficient manner using this approach.

176. The percentage charged on projects as overhead is reviewed regularly to ensure that it appropriately covers indirect costs associated with project implementation.

177. It should be noted that the “project-related overhead” is a percentage of staff and office costs, not total expenditures. As staff and office costs are only a small portion (about 31 per cent based on the 2003 Financial Report) of IOM’s total expenditures, the overhead rate of 12 per cent is equal to a percentage of about 3 per cent of total expenditures.

178. An estimate of the project-related overhead is included in the Programme and Budget each year based on an evaluation of: (a) the projected level of staff and office costs; (b) the expected volume of project activity; and (c) trends from prior years’ actual results.

179. The total amount budgeted for 2005 is approximately USD 11.1 million.

ANTICIPATED VOLUNTARY CONTRIBUTIONS TO THE OPERATIONAL PART OF THE BUDGET

180. The anticipated voluntary contributions to the Operational Part of the Budget for 2005 are shown on page 45 and outline contributions from governments and multilateral donors for the implementation of projects. These are split between "reimbursable" transport-related services for resettlement programmes and support to "other" activities. In some cases, not all the financial resources earmarked by donors in 2004 for specific initiatives were utilized or committed in the course of the year. The remaining funds are therefore carried over into 2005 for continued project implementation and have been appropriately reflected as budgeted resources in this document.

181. The amounts in the "unearmarked" column are based on specific discussions, notifications received and agreements concluded with Member States, or guided by calculations made in applying the "Model schedule of voluntary contributions to the Operational Part of the Budget" (which the Council approved by Resolution No. 470 (XXXIII)).

182. Contributions in the form of unearmarked funds have been dwindling gradually over the years, as the preference of some donors is to earmark resources for initiatives addressing migration issues of specific interest to them. Given that the Organization does not have any extra-budgetary resources to initiate new projects in response to migration concerns, support from Member States, in the form of unearmarked voluntary contributions to the Operational Part of the Budget, is very important and solicited by the Administration. Support funds of this nature offer flexibility and speed in undertaking quick responses to emerging migration issues. It also serves as seed money to support IOM structures in essential areas where project funding is not fully developed, as well as to carry out necessary core functions.

183. It is now generally accepted that migration is and continues to be one of the important concerns of our time. The growth in dimension and complexity of migration issues requires a focused approach with the necessary resources to enable the Organization to support governments in finding solutions to migration challenges. In this context, the Administration would like to once again highlight to donor governments that unearmarked funds are currently needed more than ever.

184. The Administration plans to continue discussions with Member States in 2005 to explore possibilities of general financial contributions which will help IOM face the growing challenges migration poses to all countries worldwide.

ANTICIPATED VOLUNTARY CONTRIBUTIONS TO THE OPERATIONAL PART OF THE BUDGET FOR 2005

MEMBER STATES	Unearmarked	Earmarked		Total
	USD	Reimbursable* USD	Other USD	USD
Afghanistan	-	-	2 559 200	2 559 200
Argentina	-	-	536 500	536 500
Australia	-	4 584 300	15 962 100	20 546 400
Austria	306 440	-	609 600	916 040
Belgium	843 740	-	5 144 200	5 987 940
Belize	-	-	6 040	6 040
Canada	-	7 921 100	875 310	8 796 410
Chile	-	210 100	897 700	1 107 800
Colombia	-	-	545 500	545 500
Costa Rica	-	-	6 040	6 040
Czech Republic	-	-	437 600	437 600
Denmark	-	943 300	2 002 200	2 945 500
Dominican Republic	-	-	6 040	6 040
Ecuador	-	-	2 189 700	2 189 700
El Salvador	-	-	6 040	6 040
Finland	-	223 800	1 040 900	1 264 700
Germany	-	-	307 221 100	307 221 100
Greece	-	-	342 700	342 700
Guatemala	-	-	1 031 540	1 031 540
Guinea-Bissau	-	-	284 300	284 300
Honduras	-	-	6 040	6 040
Hungary	-	127 100	110 500	237 600
Ireland	-	7 800	1 460 550	1 468 350
Italy	-	-	6 285 100	6 285 100
Japan	-	-	252 700	252 700
Luxembourg	81 980	-	-	81 980
Mexico	-	-	40 270	40 270
Netherlands	-	343 400	12 862 900	13 206 300
New Zealand	-	-	246 700	246 700
Nicaragua	-	-	6 040	6 040
Norway	-	1 497 100	3 575 450	5 072 550
Panama	-	-	6 040	6 040
Paraguay	-	-	30 000	30 000
Peru	-	-	13 729 700	13 729 700
Poland	-	-	243 800	243 800
Portugal	-	-	671 800	671 800
Slovakia	-	-	125 800	125 800
South Africa	-	-	35 700	35 700
Sweden	-	610 800	4 452 300	5 063 100
Switzerland	384 640	-	1 654 600	2 039 240
United Kingdom of Great Britain and Northern Ireland	-	-	12 125 000	12 125 000
United States of America	1 900 000	75 040 900	58 578 650	135 519 550
Uruguay	-	-	283 000	283 000
Total - Member States	3 516 800	91 509 700	458 486 950	553 513 450
OTHERS				
Kuwait	-	-	295 900	295 900
Spain	-	-	181 800	181 800
European Union	-	-	13 791 750	13 791 750
UN Organizations	-	725 400	567 400	1 292 800
Migrants, Sponsors, Voluntary Agencies and Others	-	24 611 800	-	24 611 800
The Global Fund	-	-	2 777 800	2 777 800
Legal Settlement Fund - Swiss Banks	-	-	11 127 800	11 127 800
Migration for Development Fund	-	-	15 000	15 000
Refugee Loan Repayments	-	20 000 000	-	20 000 000
Sasakawa Endowment Fund Interest	-	-	40 000	40 000
Grand Total	3 516 800	136 846 900	487 284 400	627 648 100
		624 131 300		

* Anticipated reimbursements or prepayments by governments, intergovernmental agencies, migrants, sponsors and voluntary agencies principally for resettlement transportation programmes.

Services / Support

I. MOVEMENT

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
I.1	Resettlement Assistance	30 495 700	66 402 300	96 898 000
I.2	Repatriation Assistance	1 601 200	1 894 500	3 495 700
I.3	Migration Processing and Assistance	4 671 600	12 297 000	16 968 600
I.4	Emergency and Post-Emergency Operations Assistance	6 683 100	16 796 600	23 479 700
	Total	43 451 600	97 390 400	140 842 000

Introduction

185. Movement and the associated activities to facilitate orderly migration of persons around the globe constitute a substantial part of IOM's operational programmes. The implementation of various programmes requiring air transport has however slowed down in recent years with the establishment of new procedures to address security concerns.

186. Migration case application processing is making further inroads in support of regular immigration programmes and is normally based on a fee for service, either government-funded or paid for by the migrant. The limited consular representation abroad by some countries requires innovative solutions in the areas of document verification, migrant information, interviews, applicant testing, logistical support and health assessments. IOM fills that gap with its extended geographic coverage and processing experience. Similarly, IOM assists migrants in the completion of application forms, particularly in countries where incorrectly completed documentation can result in significant additional expenses and loss of time for both migrants and governments. Since IOM's services are offered on a cost-recovery basis, the immigrants have the advantage of a standard and predictable fee structure. In support of this activity, a Migrant Case Application Manual has been published describing how such activities may be initiated and implemented.

187. Recent developments in the airline industry have had an impact on how air transport business is negotiated by IOM with the carriers. The cancellation of various routes by some of IOM's airline partners, and the more cautious approach to granting credit facilities due to lower than expected returns on investment for most of the major carriers, have compelled IOM to be more proactive in its operational set-up. This situation requires IOM in some instances to provide guarantees for payment in the event of no-shows and cancellations, concessions that in prior years were granted almost automatically to IOM. Carriers are also less prepared to extend as generous a discount on fares as in the past.

188. In response to the need for prompt and accurate settlement of invoices, the Global Airlines Ticket Order Recording (GATOR), which is a centralized database accessible through the Internet, has been established to facilitate the process.

189. During 2005, it is planned to continue the implementation of the Migrant Management and Operational Systems Application (MIMOSA), which is in the initial stages throughout the Organization. IOM's ability to track and manage operational activities, not just movements, is expected to be significantly enhanced, providing better statistical information overall and more efficient processing throughout the Organization.

190. The following sub-headings are used to classify projects and programmes in this Service:

- Resettlement Assistance: IOM assists with the resettlement of persons accepted under regular immigration programmes through processing relevant documentation, performing medical screening and arranging safe, reliable and economical transportation. Language training and cultural orientation are also offered at the request of some receiving countries to facilitate the integration of migrants into their new societies. As medical screening forms an integral part of resettlement assistance, some of the budgeted resources relating to medical screening are captured under this sub-heading due to the financial structure of certain resettlement projects.
- Repatriation Assistance: Since its inception, IOM has been involved in the voluntary repatriation of refugees, mainly in support of UNHCR repatriation activities. Such returns are effected in accordance with protection concerns and procedures, which take into account the specific status of these returnees. Transport, sometimes combined with reintegration assistance or airfreight, is provided to refugees on their voluntary repatriation to their home country.
- Migration Processing and Assistance: IOM provides assistance to facilitate migration under organized and regular migration regimes, and helps improve existing processes to make it easier, more efficient and reliable for both migrants and the governments concerned. These services, tailored to meet the specific needs of each programme, are provided at different stages of the process: information and application, interview and approval, and post-approval. Similar assistance is also provided to experts participating in international technical cooperation activities to temporary migrant workers and students studying abroad and in some cases to their dependants.
- Emergency and Post-Emergency Operations Assistance: IOM provides transportation and emergency humanitarian assistance to persons requiring evacuation from emergency situations as well as post-emergency movement assistance. While evacuation assistance, including assistance to countries of temporary protection, may involve international movement, post-emergency movement assistance generally relates to domestic movements of internally displaced persons, demobilized soldiers and persons affected by natural disasters.

I.1 Resettlement Assistance

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
I.1	Resettlement Assistance	30 495 700	66 402 300	96 898 000

191. As part of its ongoing cooperation with governments and migrants, IOM will continue to offer resettlement assistance through the provision of a variety of movement services in 2005. The Organization provides international travel assistance and continually seeks to strengthen other transport-related services offered to migrants accepted for third country resettlement. Following long-standing cooperation agreements with host countries, these movements are organized through the Organization's global office network in close collaboration with UNHCR and other international agencies, governmental and non-governmental organizations, as well as independent sponsors.

192. Through its continued efforts to enhance its delivery capabilities, the Organization has entered into special agreements over the years with most of the major carriers for reduced ticket costs for travel arrangements organized on behalf of migrants. These arrangements are constantly

being reviewed and new ones pursued in the highly competitive airline industry. Based on these agreements, which are complemented by direct access to airline systems, travel arrangements are planned using special IOM fares to achieve substantial savings for all stakeholders.

193. It is foreseen that approximately 85,000 persons will be assisted for resettlement to various destinations in North America, Northern Europe, Australia and New Zealand under the auspices of IOM's resettlement programmes in 2005. This assistance is coordinated by a network of Field Offices operating in close collaboration with the authorities of countries of departure, transit and resettlement. For better administration of the programme and to facilitate processing by the receiving Field Offices, travel arrangements are organized in groups when feasible. There are however small numbers of persons originating from a wide range of locations in Africa, going primarily to the United States.

194. The costs relating to persons accepted for resettlement are covered by the governments concerned on a fully reimbursable basis and migration health assessment of the migrants is sometimes performed by IOM or through a panel of doctors at the request of the governments of some resettlement countries. Due to the financial structure of some of the resettlement projects, the costs of the health assessments are captured under this subcategory.

195. Apart from traditional resettlement assistance, IOM performs out-processing services for the United States in Belgrade, Ho Chi Minh City, Cairo and Moscow with regard to applications for resettlement. IOM also provides professional assistance to applicants for United States immigrant visas to correctly complete application process requirements.

196. Financing of the IOM Office in Orange County, California, United States, which is responsible for loan collections from persons who have received transportation loans to immigrate to the United States, is also covered under this heading.

Budgeted Resources: USD 96 898 000

I.2 Repatriation Assistance

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
I.2.1	General Repatriation Assistance	120 800	548 000	668 800
I.2.2	Transport and Logistics Assistance for the Internal Movement of Angolan Refugees	1 480 400	1 346 500	2 826 900
	Total	1 601 200	1 894 500	3 495 700

I.2.1 General Repatriation Assistance

197. Over the years, IOM has organized the voluntary repatriation of refugees in coordination with UNHCR. The financing of this activity is fully covered by the sponsors who request the services of IOM.

198. Planned activities within Europe will primarily focus on providing assistance for the voluntary repatriation of refugees, mainly from the Russian Federation, through local agreements with UNHCR in Moscow. Other repatriation activities will be implemented for non-EU nationals resident in Italy.

199. Within the Latin American region, assistance will be provided for the repatriation of refugees returning to their respective countries of origin from within the region.

200. The main repatriation activities within Africa will be implemented in Kenya and Southern and Western Africa, from where refugees will be repatriated to various destinations within the continent.

201. It is estimated that assistance will be provided to approximately 600 refugees for their voluntary repatriation to their countries of origin in the course of 2005.

Budgeted Resources: USD 668 800

I.2.2 Transport and Logistics Assistance for the Internal Movement of Angolan Refugees

202. Under this project, which is designed within the framework of UNHCR's voluntary repatriation programme and in close consultation with the government, IOM will provide transportation and logistics assistance to Angolan refugees returning from neighbouring countries. In this connection, IOM will undertake road and air assessments and in some cases contribute towards the emergency rehabilitation of infrastructures in planning for the safe transportation of the refugees to their final destinations. In addition, IOM will coordinate the management of the reception centres, food rations and perform pre-departure medical screening to ensure that the refugees are fit for travel prior to their departure.

Budgeted Resources: USD 2 826 900

I.3 Migration Processing and Assistance

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
I.3.1	Pre-Consular Support Services	1 125 600	7 969 200	9 094 800
I.3.2	Cultural Orientation	3 248 000	1 003 800	4 251 800
I.3.3	Travel Assistance to Individuals	216 900	1 954 700	2 171 600
I.3.4	TCDC Agreements with Countries and Organizations in Latin American	81 100	1 369 300	1 450 400
	Total	4 671 600	12 297 000	16 968 600

I.3.1 Pre-Consular Support Services

203. IOM assists governments in their pre-consular tasks under this activity. However, some countries are not represented in many parts of the world and therefore need representational and logistical relations with suitable organizations to facilitate pre-consular work in locations where they do not have a presence. The current emphasis of securing borders and ensuring integrity of travel documents lengthens pre-consular and consular responses.

204. In order to facilitate the application of potential migrants, IOM provides pre-consular support services in collaboration with the consular and visa sections of some of the receiving countries. In this connection, assistance is provided in correctly filling in application forms and attaching the appropriate supporting documents in order to avoid delays in processing and

possible rejections due to incorrect completions. This resulting efficiency reduces costs for the governments as well as the waiting time for migrants.

Budgeted Resources: USD 9 094 800

I.3.2 Cultural Orientation

205. An important feature of the Organization's programme delivery is the capacity to prepare refugees and immigrants before departure to facilitate their smooth integration into new countries. For destinations where the need is established and funding is available, pre-departure cultural orientation courses will continue to be offered. These courses will provide refugees and immigrants with factual information related to their resettlement and their new country; provide them with basic skills necessary to reach self-sufficiency sooner; and will explore other avenues necessary for successful integration. Through sponsorships, "self-payer" movements and family reunion cases also form a sizeable part of this service. IOM also arranges orientation and language training for temporary migrants as required either by the sending or receiving countries.

Budgeted Resources: USD 4 251 800

I.3.3 Travel Assistance to Individuals

206. Once refugees and migrants are approved for travel and their visa issued, they need further assistance for smooth and orderly transportation to their country of destination. With its global network of offices, and through agreements with several airline companies, IOM offers advantageous air fares and effective international airport transit assistance. Travel assistance is also offered to students, scholars and professionals returning to their home country after completing their studies or work abroad. In addition to the traditional academic and professional caseload benefiting from the attractive fares and luggage allowance, the facility is also open to persons in need of travel assistance and wishing to return to their countries of origin, including humanitarian cases sponsored by NGOs and diplomatic communities. Relief and development organizations are also eligible for this travel assistance.

Budgeted Resources: USD 2 171 600

I.3.4 TCDC Agreements with Countries and Organizations in Latin American

207. Through cooperation agreements signed between IOM and the Governments of Argentina, Chile, Colombia, Peru and Uruguay, as well as with certain regional organizations, IOM will continue to provide reduced air fares to experts participating in international technical cooperation activities within the framework of Technical Cooperation among Developing Countries (TCDC). It is also anticipated to provide transport assistance to scholarship holders undertaking post-graduate training abroad. This undertaking is expected to facilitate the transfer and sharing of knowledge and expertise within the region.

208. The relevant Latin American countries and organizations will cover the cost of carrying out these cooperative arrangements for approximately 970 persons in 2005.

Budgeted Resources: USD 1 450 400

I.4 Emergency and Post-Emergency Operations Assistance

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
I.4.1	Assistance to Internally Displaced Persons (IDPs) in Angola	146 000	211 000	357 000
I.4.2	Assistance to Internally Displaced Persons (IDPs) in Iraq	3 503 600	9 235 000	12 738 600
I.4.3	Management and Processing of Australia-bound Migrants in an Irregular Situation	3 033 500	7 350 600	10 384 100
	Total	6 683 100	16 796 600	23 479 700

I.4.1 Assistance to Internally Displaced Persons (IDPs) in Angola

209. The problem of internally displaced persons is one of the results of the protracted conflict in Angola which caused great damage and destruction to property and destabilization of people's lives. As a result, there was a massive displacement and the forcible removal of most of the population to relatively safer locations within the country or across the border to neighbouring countries.

210. While the peace process provides conditions favourable for the return of all those displaced, most of the receiving communities lack the resources to support those who opt to return. As part of the United Nations Development Programme's (UNDP) pilot Reintegration and Recovery programme, IOM will facilitate the return and provision of material support to returning IDPs predominantly in the provinces of Huambo and Kuanza Sul. This will include the provision of basic non-food items to every family and transport arrangements will be made on behalf of the caseload. In this connection, road reconnaissance and rehabilitation of secondary roads will be undertaken where necessary and communal participation will be encouraged as part of an overall empowerment and confidence-building strategy. Medical screening and pre-embarkation checks will also be carried out on persons travelling under the care of IOM, with particular attention to minors, pregnant women and the elderly. IOM will help conduct interviews, the results of which will be loaded into a shared database to facilitate decisions on actions benefiting the IDPs.

Budgeted Resources: USD 357 000

I.4.2 Assistance to Internally Displaced Persons (IDPs) in Iraq

211. Operating under the framework of institutional responsibilities and in coordination with the United Nations Office for Humanitarian Coordination in Iraq (UNOHCI), IOM will continue to monitor the situation of the displaced population in Iraq and to establish a national strategy to respond to their needs as well as plan for their return to their communities of origin. As the organization responsible for camp management, IOM addresses the immediate needs of the caseload by providing them with non-food items and establishing a logistics network for the distribution of items essential for their upkeep. It is foreseen to conduct a survey and also to profile the IDPs in preparation for their future return and reintegration to their place of origin. IOM will also facilitate the return and reintegration of displaced persons whilst taking into account their personal circumstances and the concerns of local communities to ensure sustainable return. Full implementation of this activity will be subject to the security situation in the country.

Budgeted Resources: USD 12 738 600

I.4.3 Management and Processing of Australia-bound Migrants in an Irregular Situation

212. As part of its emergency assistance activities, IOM administers the off-shore processing centres in Nauru and Papua New Guinea at the request of the Government of Australia for migrants in an irregular situation. In coordination with the relevant agencies of the Australian Government and host governments who are responsible for the security of the facilities, IOM provides specific services in the management of the centres. Responsibilities cover arranging for the provision of food and water, power, sanitation, medical and health care and other identified special needs for the duration of the stay of the migrants at these centres.

213. IOM also provides counselling to migrants who volunteer to return home, assists with the processing of travel documents, arranges travel to their country of origin and administers reintegration assistance. The estimated cost of the medical component relating to this activity is included in the total budget reflected under this heading.

Budgeted Resources: *USD 10 384 100*

II. MIGRATION HEALTH

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
II.1	Migration Health Assessment	13 732 500	8 257 000	21 989 500
II.2	Migration Health Assistance and Advice	1 519 100	3 664 400	5 183 500
II.3	Post-Emergency Migration Health Assistance*	478 100	292 200	770 300
	Total	15 729 700	12 213 600	27 943 300

* Management and Processing of Australia-bound Migrants in an Irregular Situation, as mentioned under the Post-Emergency Movement Assistance heading of the Movement chapter, includes costs for health professionals and activities of approximately USD 920,000 required for the management of the overall health situation of the migrant population.

Introduction

214. The aim of the Migration Health Department (MHD) is to promote the health of mobile populations and to provide guidance on migration health research, policies and management. Consequently, the activities of the Department benefit a wide range of migrant populations, hosting communities as well as States and partner agencies.

215. Health components are integrated into all relevant activities of the Organization and, as a result, many health-related costs are not included under this section but appear in other relevant chapters.

216. The evolution of new and more complicated challenges posed by disease and ill health among migrant populations, coupled with faster methods of travel and mass movements triggered by complex emergencies, requires the continual review of migration-related health practices. Delivering appropriate services, sometimes in difficult locations, necessitates close cooperation between governments, immigration departments and international partners, as well as national health authorities.

217. The data and experience gained through the provision of IOM health services is analysed, researched and shared widely, in order to improve awareness of migration health issues, advocate for evidence-based policies on migration health, and assist Member States and other agencies interested in the health and well-being of migrant communities.

218. Guided by the needs of migrants in the world and the strategies of the Organization, there is a significant increase in demands for migration health services with respect to populations following irregular migration patterns, such as trafficked individuals and asylum seekers. In addition, the importance of integration with respect to a successful migration outcome has called for a broad interpretation of “migrant health” beyond infectious disease control, towards inclusion of chronic conditions, mental health concerns, cultural beliefs and understanding of health, and human rights issues.

219. The following sub-headings are used to classify projects and programmes in this Service:

- Migration Health Assessment: At the request of migrant-receiving States, health assessments are provided to persons accepted for resettlement before their departure. The principal rationale for this global activity is to reduce and better manage the public health impact of population mobility on receiving countries, facilitate the integration of migrants through detection and cost-effective management of health conditions as well as provide information on the medical condition of migrants. In addition to offering large scale pre-

departure treatment for high prevalence conditions like malaria and intestinal parasites, treatment is also provided to migrants with tuberculosis and certain sexually transmissible infections. Furthermore, the migrants are immunized against preventable conditions and counselling services are offered pre- and post-HIV testing.

Migrants travelling under the auspices of the Organization's programmes are checked to ensure they are fit for travel before departure and medical escorts are arranged for migrants who need assistance and care en route.

- **Migration Health Assistance and Advice:** Activities under this category cover health services to a wide range of mobile populations, including migrants in an irregular situation, trafficked populations and migrant workers. The services delivered are designed to respond to the specific health needs of these populations, which often lack access to health services, and cover a wide range of domains such as reproductive health, mental health, immunization, and environmental hygiene and control. Furthermore, health promotion and education on migration health-related topics to both migrant populations and professionals involved in the management of migration health issues fall under this category. Finally, activities focus on advocacy and the study and publication of migration health-related data to provide evidence-based advice of relevance to governments and agencies which need to formulate policies on migration-related health matters.

The rapid spread of HIV across communities, States and continents is a testimony of the linkages between population movement and the growing epidemic. IOM's activities in this domain have grown rapidly and focus on prevention and improved access to health care for migrants. Besides managing Field-based projects, IOM is active in advocacy and policy development, capacity-building, mainstreaming, research and information dissemination. Due to the fact that HIV/AIDS activities are well integrated into IOM's work, much of the related costs are integrated into programmes falling under other Chapters of this document, such as Counter-Trafficking and Labour Migration.

- **Post-Emergency Migration Health Assistance:** The main focus of this activity is to help governments and populations during and in the aftermath of emergencies by managing medical issues related to the mass movement of people and arranging medical evacuation for individuals, mainly in the context of emergency situations. In addition, post-emergency programmes assist in the reconstruction of damaged health infrastructures. While initial assistance may include short-term solutions by providing the expertise needed to support basic health needs, the long-term goal is to rebuild the capacity of the country through training national personnel in order to reach sustainable solutions in line with national health plans.

II.1 Migration Health Assessment

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
II.1	Migration Health Assessment	13 732 500	8 257 000	21 989 500

220. As part of the services provided to migrants who apply for resettlement, IOM will perform some 80,000 health assessments in various locations for migrants. This service constitutes part of the immigration application process required by the host countries. Most of the migrants for whom health assessments are provided are expected to depart from Eastern Europe and Central Asia, Africa, South Eastern Europe and South East Asia mainly to Canada, Australia, New Zealand and the United States. A small number of assessments are requested by non-traditional immigration countries, such as Norway and the United Kingdom.

221. In line with the pattern in previous years, it is expected that about half the migrants will be self-payers who will reimburse IOM for services provided. Service fees are established to ensure that all costs related to health assessments are fully covered and allow IOM to adequately satisfy the requests of governments, as well as respond to the changing needs of migrants. A Migration Health Initiative Assistance account exists to ensure the appropriate use and effective management of the service fees to benefit the resettlement-related health assessment work of the Organization. This account is used to cover start-up costs for new migration health assessment-related activities and the costs for the technical staff involved in the global management of migration health assessment programmes and related research initiatives, in particular the development of a global electronic health information system. Part of the cost of developing the system is covered under the Migrant Management and Operational Services Application (MIMOSA) project which is shown under paragraph VIII.7.

222. Travel health assistance is also provided for populations returning home. This assistance covers health assessments before return, documentation of health conditions, verification of availability of adequate services upon return, provision of medical escorts and hand-over of returnees with medical conditions to local health care providers. Travel health assistance also forms an integral part of the Assisted Voluntary Returns Service and budget estimates for the travel health assistance component are therefore included under that chapter.

Budgeted Resources: USD 21 989 500

II.2 Migration Health Assistance and Advice

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
II.2.1	Migration Health Specialists and Technical Experts	260 000		260 000
II.2.2	Partnership on HIV/ AIDS and Mobile Populations in Southern Africa (PHAMSA)	381 500	625 000	1 006 500
II.2.3	Strategy to Reduce Risk of HIV/ AIDS among the Immigrant Population in Chile	1 500	14 000	15 500
II.2.4	Response to Sexually Transmitted Diseases and HIV/ AIDS among Internally Displaced Persons (IDPs) in Colombia	259 800	2 518 000	2 777 800
II.2.5	Psychological Rehabilitation and Support to Trafficked Persons in Cambodia	128 000	120 000	248 000
II.2.6	Migrant Health Assistance in Thailand	345 700	319 800	665 500
II.2.7	HIV/ AIDS National Capacity-Building and Awareness-Raising Activities in Kosovo and The former Yugoslav Republic of Macedonia	142 600	67 600	210 200
	Total	1 519 100	3 664 400	5 183 500

II.2.1 Migration Health Specialists and Technical Experts

223. In response to the growing international awareness of migration health and the increasingly complex relationship between migration and health, the Organization has provided technical migration health services to many partners and governments over the years and this aspect of IOM's work is gaining in importance and scope.

224. With the increasing recognition of the importance of mental health in the context of a successful migration outcome, IOM has amplified its psychosocial and mental health services over the past decade. To ensure that this process moves forward in a consistent manner, IOM sees the need to sustain the capacity and expertise required to function as a focal point for global coordination, standard setting and technical backstopping.

225. IOM is committed to position skills where they can best seize opportunities for programme development, growth and sustainability, and to invest in regional core migration health managers. In this respect, Discretionary Income will be allocated to support the costs of regional specialists in areas where there is a need to respond to demands for migration health activities and to provide technical advice to IOM Field Offices as well as partners, or in strategic locations to optimize advocacy efforts through direct contact with policy makers and donors.

226. With the growing understanding of the link between HIV/AIDS and migration, IOM has witnessed an important increase in activities in this domain. The activities of the Organization help protect migrants through prevention projects while at the same time avoiding stigmatization of migrants and raising international awareness of HIV and migration. A Senior Adviser, whose position is supported by Discretionary Income, will ensure continued expertise, standard setting, and capacity-building within the Organization with respect to HIV/AIDS and related migration activities.

Budgeted Resources: USD 260 000

II.2.2 Partnership on HIV/AIDS and Mobile Populations in Southern Africa (PHAMSA)

227. Considering that a large majority of the mobile populations in the Southern African region live in an environment of social exclusion, the potential for risky sexual behaviour is high as most of the men who move to urban areas leave their wives in the villages. In some cases, female migrants resort to the sex trade when confronted by difficult situations and a need to survive. Recognizing the vulnerability of mobile populations to HIV/AIDS, this initiative seeks to create a more effective and coherent response to their needs by coordinating the activities of relevant partners. To this end, policies relating to HIV/AIDS issues will need to be reinforced and the capacity of Southern African Development Community (SADC) governments, NGOs and the private sector strengthened to deal with the issue. To increase awareness of HIV/AIDS, an information campaign designed to sensitize the target group will be embarked upon and key decision makers mobilized through advocacy programmes that increase the visibility of mobile populations in the SADC region.

Budgeted Resources: USD 1 006 500

II.2.3 Strategy to Reduce Risk of HIV/AIDS among the Immigrant Population in Chile

228. The increasing challenge of the migration phenomena in Chile has resulted in social concerns and has also had an impact on the national health system. In response to this development, the objective of this project is to contribute towards the development and implementation of national strategies to reduce vulnerability to HIV/AIDS among the immigrant

population in Chile. In this connection, research will be carried out to determine the risks of immigrants to HIV/AIDS and the results analysed to find sustainable solutions. It is foreseen to develop a prevention programme comprising of information materials which will be used to build awareness among the immigrant population. Local grass-roots networks will also be established to support sensitization efforts.

Budgeted Resources: USD 15 500

II.2.4 Response to Sexually Transmitted Diseases and HIV/AIDS among Internally Displaced Persons (IDPs) in Colombia

229. Although the number of reported HIV/AIDS cases in Colombia is very low, there are indications of a high incidence of affected persons in the country, particularly among adolescents residing in receptor communities for internally displaced persons who are most at risk. To help alleviate the situation, IOM undertakes to reduce the vulnerability of the target population to sexually transmissible infections and HIV/AIDS through improved health-care services, provision of reproductive health counselling, treatment of sexually transmissible infections and inclusion of sex education in the school curriculum. It is also foreseen to design and develop a training programme for health personnel. Finally, youth leaders will be encouraged to establish grass-roots networks which will facilitate a targeted advertising campaign for the prevention of infections and HIV/AIDS.

Budgeted Resources: USD 2 777 800

II.2.5 Psychosocial Rehabilitation and Support to Trafficked Persons in Cambodia

230. Trafficking activities have been flourishing in Cambodia for some years now, but there is limited understanding of the psychological impact that the experience has on the trafficked individuals. The situation is compounded by the stressful nature of work in the shelters for rescued victims where the staff is sometimes threatened, resulting in psychosocial problems for them as well. For some time now, a few NGOs and government services have provided short-term solutions which need to be reinforced through follow-up and clinical supervision. To help improve the situation, this activity will assist in building the psychosocial training capacity of NGOs and support partners to improve their services. It is also foreseen to facilitate access to psychosocial support and assist trafficked persons to avoid a recurring cycle of trafficking and exploitation as well as to help restore their dignity.

Budgeted Resources: USD 248 000

II.2.6 Migrant Health Assistance in Thailand

231. The political stability and better economic conditions in Thailand compared to some of the countries in the region make it an attractive destination for persons migrating from neighbouring countries in search of better living standards. Whilst the Government has, over the years, made great strides in making basic health-care services more accessible to migrants, they still face increasing health risks. The result is high rates of transmission of a number of communicable diseases such as malaria, tuberculosis, vaccine-preventable illness, HIV/AIDS, and high vulnerability to adverse reproductive health conditions. As a result, the Government has requested the assistance of IOM in strengthening the response capacity of the Ministry of Health, NGOs and migrant communities in improving the access of migrants and their host communities to sustainable cost-effective primary health care, reproductive health and communicable disease control services in selected high-priority provinces.

232. With a view to providing better primary and referral health-care services, this project seeks to strengthen existing capacities, while ensuring a gradual transition to sustainable, cost-effective implementation. Factors impeding provision of accessible basic health-care services for migrants include a complex combination of security, sociocultural and economic barriers. To overcome these barriers, the project aims to identify and document innovative approaches to facilitate the expansion of the initiative within and beyond existing project sites.

Budgeted Resources: USD 665 500

II.2.7 HIV/AIDS National Capacity-Building and Awareness-Raising Activities in Kosovo and The former Yugoslav Republic of Macedonia

233. With the end of the conflict and unrest in Kosovo and The former Yugoslav Republic of Macedonia (FYROM), the focus of national authorities is directed more towards economic development than on health and social issues. Although the prevalence of HIV/AIDS in the countries of South Eastern Europe can be considered as low compared to other parts of the world, available records suggest that the presence of risk behaviour and increased vulnerability can easily change this situation rapidly. As a result, IOM will continue to contribute to mitigating the spread of HIV/AIDS in FYROM and Kosovo by strengthening their capacity to design and implement prevention strategies and activities, while improving the skills of service providers. In collaboration with the national and local HIV/AIDS committees, IOM will develop prevention strategies and HIV/AIDS prevention material, which will also be disseminated among relevant officials. A training course for media professionals will also be organized.

Budgeted Resources: USD 210 200

II.3 Post-Emergency Migration Health Assistance

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
II.3.1	Post-Conflict Family Support Project in Cambodia	19 700	39 400	59 100
II.3.2	National Mental Health Programme in Cambodia	55 800	151 300	207 100
II.3.3	Psychosocial and Trauma Response (PTR) in Serbia and Montenegro	402 600	101 500	504 100
	Total	478 100	292 200	770 300

II.3.1 Post-Conflict Family Support Project in Cambodia

234. The objective of this project is to help in the psychosocial rehabilitation of Cambodian children who have been traumatized and displaced by war. Efforts will be directed towards strengthening the psychosocial capacity in communities with high concentrations of internally displaced persons to prevent further mental health problems. Another feature of the project is to increase awareness of the hazards of trafficking and sexual exploitation. Initial research will be conducted to identify focus areas and training will be provided to parents, teachers and community health workers to enable them cope better with child mental health issues. Every effort will be

made to provide a stimulating learning environment in order to better integrate children with mental problems into their communities and those with serious mental health pathologies will be referred for mental health treatment.

Budgeted Resources: USD 59 100

II.3.2 National Mental Health Programme in Cambodia

235. The objective of this undertaking is to help rebuild national health institutions to contribute to the psychosocial rehabilitation of Cambodians who were traumatized by the war and to strengthen the capacity of communities to care for mentally ill persons and prevent further mental health problems. Under the auspices of this initiative, the National Mental Health Programme will help to provide sustainable mental health training for psychiatrists and nurses and improved clinical services in the country. The Cambodian psychiatrists and psychiatric nurses trained through this programme will continue their work on educational programmes and clinical services, with periodic consultations from external representatives. Implemented jointly with national health authorities, and in close collaboration with WHO and NGOs working in mental health in Cambodia, IOM will continue to coordinate and provide administrative and financial oversight and evaluate the programme as it progresses.

Budgeted Resources: USD 207 100

II.3.3 Psychosocial and Trauma Response (PTR) in Serbia and Montenegro

236. As a result of the conflict in Serbia and Montenegro and the consequent forced displacements, this activity seeks to respond to the population's psychosocial needs by helping to lay the foundation for long-term capacity-building and strengthening of local institutions through the provision of professional responses to already visible psychosocial disorders, which are likely to grow and spread in the future. The focus will be on psychosocial and cultural integration activities for refugees, internally displaced persons and the local population, and the training of local professionals to deal with psychosocial problems relating to post-war trauma, forced migration and displacement. Furthermore, extra-curricula training courses targeting local professionals will be organized for counsellors on psychosocial and trauma response. The focus will predominantly be on practical fieldwork, which aims to identify the immediate needs of communities and individuals and to provide help to address them.

Budgeted Resources: USD 504 100

III. TECHNICAL COOPERATION ON MIGRATION

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
III.1	Technical Cooperation on Migration Management and Capacity-Building	4 854 700	12 102 000	16 956 700
III.2	Capacity-Building through Transfer and Exchange of Qualified Human Resources and Experts	101 600	36 700	138 300
III.3	Post-Emergency Migration Management	8 303 600	17 416 800	25 720 400
III.4	Migration and Development	4 942 900	25 770 100	30 713 000
	Total	18 202 800	55 325 600	73 528 400

Introduction

237. Migration management is a complex area of governance, inextricably linked with issues of economic and social development, human rights, security, stability and regional cooperation. The capacity to address migration issues comprehensively and cooperatively is today a fundamental requirement for responsible national governance, effective international relations and full participation in international or regional institutions.

238. IOM is mandated to undertake technical cooperation activities to build government capacity in migration management. Through its Technical Cooperation on Migration (TCM) activities, IOM supports and assists in the development and implementation of projects and programmes focusing on strengthening the capacity of governments, and at times NGOs and other actors, to more effectively manage migration. Technical cooperation projects address core concerns of migration governance such as policy, legal framework and operational systems such as borders and travel document issuance systems, and extend into areas linking migration and development, particularly activities to help ameliorate root causes of economically-induced migration. TCM activities also assist governments in testing new approaches to address particular migration challenges in creative ways.

239. In strengthening capacities, IOM seeks to complement and enhance national, bilateral and multilateral efforts, and to enable and expand dialogue, planning and practical cooperation among affected governments on the migration continuum. IOM technical cooperation 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 interventions. TCM actions can take the form of direct project design and implementation, or of facilitating and supporting national, bilateral and multilateral actions.

240. 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.

241. The goal of IOM in the field of technical cooperation is to strengthen, through active partnership, the capacity of governments and other relevant actors to meet their migration challenges in a comprehensive, cooperative and ultimately self-reliant manner.

242. The following sub-headings classify the projects and programmes in the TCM Service:

- Technical Cooperation on Migration Management and Capacity-Building: This area of action includes advisory services and technical assistance and training activities to help strengthen the institutional competencies of national migration authorities to articulate and manage migration policy, legislation and administration, and foster collaborative approaches to migration management between and among states. These activities commonly include, among others: (a) diagnostics on causes, characteristics and effects of migration; (b) assessment and, if necessary, revision and reformulation of migration policies, laws and administrative structures; (c) professional and technical training for government officials; (d) technical assistance in enhancing key administrative and operational systems; (e) support for the coordination and integration of migration policies within affected regions; and (f) the establishment or enhancement of multilateral dialogue and planning processes for migration management. Focus areas can include: improving migration data and border management systems; improving the integrity of travel documents and their issuance systems; establishing or strengthening national or regional training programmes for migration personnel; special programmes to enhance respect for the human rights of migrants; and improving services to vulnerable migrant groups. Increasing emphasis is placed on actions consistent with the Palermo protocol on the smuggling of migrants. IOM also provides technical support and capacity-building to non-governmental agencies with key roles in the migration sector.
- Capacity-Building through Transfer and Exchange of Qualified Human Resources and Experts: This area of action has the dual objective of offsetting the effects of brain drain and strengthening national management capacities in key governance sectors related to migration management in developing and transition countries. The projects identify vacant positions or specific areas of needed expertise and match these with interested qualified persons residing abroad. These projects help qualified professionals to contribute to the development of countries where their expertise is not available locally, and where return of qualified nationals is not a viable option. IOM promotes the sharing of knowledge and practical experience through the recruitment, transfer and short-term assignments of experts to work on a wide variety of migration issues.
- Post-Emergency Migration Management: Projects under this category are generally designed to provide countries in or just emerging from emergency situations with the technical capacity to address related migration issues and strengthen relevant institutional mechanisms. Post-emergency projects are generally designed to be of a limited duration, and to operate specifically in precarious implementation environments. When the operational environment stabilizes, these projects can continue in modified form as technical cooperation projects under other sub-headings, or in some cases as projects within other Services.
- Migration and Development: IOM views Migration and Development as a cross-cutting issue and, as such, the Assisted Voluntary Returns and Integration, Labour Migration and Migration Health Services all include activities that contribute towards the overall goal of better linking migration and development in positive ways. Projects in this TCM area are characterized by actions to foster economic activity and opportunity in areas with current or potential high rates of forced economic out-migration through such activities as the establishment of micro-enterprises, employability enhancement and community development programmes, and by enabling related assessment and planning exercises.

III.1 Technical Cooperation on Migration Management and Capacity-Building

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
III.1.1	Capacity-Building to Reduce Irregular Migration and Enhance Security in East Africa	551 600	688 600	1 240 200
III.1.2	Western Mediterranean Action Plan Implementation Project	28 800	45 000	73 800
III.1.3	Capacity-Building in Migration Management Programme, Iraq	168 200	181 200	349 400
III.1.4	Technical Cooperation in the Area of Migration (PLACMI), Latin America	11 200	103 800	115 000
III.1.5	Inter-American Course on International Migration	8 400	26 600	35 000
III.1.6	Centre for Information on Migration in Latin America (CIMAL)	7 100	27 900	35 000
III.1.7	Technical Cooperation Project to Strengthen the Central American Commission of Directors of Migration (OCAM)/Puebla Virtual Secretariat	196 300	545 000	741 300
III.1.8	Technical Assistance for Migration Management in the Bahamas	17 900	5 200	23 100
III.1.9	Management of the Migrant Operations Center in the Caribbean	494 000	50 000	544 000
III.1.10	Technical Assistance in Designing and Implementing a Migration Policy in Chile	26 900	96 000	122 900
III.1.11	Training of the Colombian Judiciary in Costa Rica	43 300	335 000	378 300
III.1.12	Multilateral Cooperation Programmes, Guatemala	27 300	67 700	95 000
III.1.13	Technical Assistance for the Execution of Projects in Guatemala	8 300	24 900	33 200
III.1.14	Technical Assistance in the Modernization of Passports in Ecuador and Honduras	132 200	1 522 000	1 654 200
III.1.15	Strengthening Local Capacity to Assist Irregular Migrants and Victims of Trafficking in Honduras	9 000	72 000	81 000
III.1.16	Community Risk Management in Vulnerable Municipalities of Honduras	22 400	80 000	102 400
III.1.17	Advisory and Training Services for Institutional Strengthening of the Public Ministry, Peru	54 000	1 360 000	1 414 000
III.1.18	Cooperation Agreement between IOM and the Ministry of Industries, Energy and Mining of Uruguay	8 800	135 000	143 800

III.1.19	Assessment for a Machine Readable Passport and Enhanced Issuance System, Bangladesh	7 300	39 700	47 000
III.1.20	Enhancing the Capacity of Immigration Officials to Combat Irregular Migration in Bangladesh	7 800	21 200	29 000
III.1.21	Enhanced Migration Management and Border Control Project for Cambodia	286 500	286 000	572 500
III.1.22	Strengthening Humanitarian Protection and Reconciliation through Institutional Building in Indonesia	135 400	89 300	224 700
III.1.23	Capacity-Building Initiative to Strengthen the Indonesian Police Force	87 100	1 363 500	1 450 600
III.1.24	Border Management Information Systems for Indonesia	17 800	73 400	91 200
III.1.25	Immigration Analysis and Investigation Project in Indonesia	147 100	661 000	808 100
III.1.26	Legal Assistance for Migrants in Kazakhstan and Central Asia	98 600	337 100	435 700
III.1.27	Border Management in Central Asia	293 800	885 800	1 179 600
III.1.28	Strategic Partnership to Enhance Migration Management Capacity in Central Asia	213 100	64 400	277 500
III.1.29	Technical Cooperation Activities in Eastern Europe and Central Asia (EECA)	333 300	666 700	1 000 000
III.1.30	Establishment of EU Compatible Regulatory and Institutional Frameworks in the Western Balkans	310 900	276 900	587 800
III.1.31	Strategy for the Development of a National Migration System in Albania	418 400	805 400	1 223 800
III.1.32	Pre-Screening of Asylum Seekers and Migrants in Albania	164 600	148 300	312 900
III.1.33	European Migration Network in Austria	70 800	47 200	118 000
III.1.34	Support for the Development of Migration Management Capacities in Bosnia and Herzegovina (BiH)	333 500	573 200	906 700
III.1.35	Rehabilitation of Shelters and Transfer of Skills to Internally Displaced Persons (IDPs) in Georgia	51 100	148 900	200 000
III.1.36	Border Management in the Republic of Moldova	61 900	248 100	310 000
Total		4 854 700	12 102 000	16 956 700

III.1.1 Capacity-Building to Reduce Irregular Migration and Enhance Security in East Africa

243. This project aims to significantly strengthen the capabilities of the participating countries (Kenya, United Republic of Tanzania and Uganda) to reduce irregular migration in the region, particularly transit migration by third country nationals, and will contribute to national and bilateral efforts to enhance regional security. The project includes the following components: (i) the establishment and strengthening of recurrent in-service training capacities, programmes and curricula in each country, with regional components, on key areas of migration management for border guards and other officials with migration management and security functions; (ii) the establishment and strengthening of national and regional technical working groups to facilitate regular exchange and interaction between migration officials in the three countries, particularly on issues of reduction of irregular transit migration of third country nationals and enhancement of security in the migration sector; (iii) the establishment of a regional resource service to identify and disseminate relevant legal, regulatory, operational guidance and other materials on migration and security matters, and to secure selected consultants for the project; (iv) the provision of technical assistance for review and revision of the migration regulatory and legal framework as pertains to border and interior management; and (v) the identification, procurement and provision of equipment for improved document inspection for all border posts, with appropriate training provided.

Budgeted Resources: USD 1 240 200

III.1.2 Western Mediterranean Action Plan Implementation Project

244. In view of the importance of the migration area shared between the Maghreb countries of the Western Mediterranean and the Southern European countries, the focus of this activity is to foster regional cooperation on migration and link the interests of the Maghreb countries with those of the European Union. Following consultations with the Government of Italy, this initiative aims to support the development and implementation of a Western Mediterranean Action Plan and it is hoped that common agendas for action between IOM and Maghreb countries will be promoted to advance increased programme development capacity in key areas identified by the governments concerned.

Budgeted Resources: USD 73 800

III.1.3 Capacity-Building in Migration Management Programme, Iraq

245. Beyond the immediate humanitarian needs of internally displaced populations in Iraq are urgent institutional capacity-building requirements for longer-term and sustainable development actions. Relying on experience gained in other countries emerging from conflict, this initiative will assess the migration management needs and coordinate international assistance to enhance institutional capacities and clarify inter-ministerial roles and responsibilities. The transitional authorities will be assisted in identifying technical support needs and solutions to pressing migration-related challenges through off-site training, technical support from a Virtual Support Group, facilitation of Iraqi participation in regional migration policy dialogues, and training. The final outcome will be a strategy for long-term development of migration management in Iraq.

Budgeted Resources: USD 349 400

III.1.4 Technical Cooperation in the Area of Migration (PLACMI), Latin America

246. Under this ongoing initiative, IOM supports the efforts of countries of the Latin American region to manage migration issues and make concrete contributions towards the sustainability of

economic and human resource development in the region within the framework of PLACMI. Through integrated actions, IOM is committed to strengthening the institutional and human resources involved in the planning, formulation and implementation of international migration programmes and policies, through seminars and workshops and the appointment of experts in response to specific requests. With the experience gained over the years, PLACMI also supports the integration efforts of countries in the region through the provision of facilities for meetings and offers a platform to enable governments exchange views and find common ground on migration issues.

Budgeted Resources: USD 115 000

III.1.5 Inter-American Course on International Migration

247. In cooperation with the National Directorate of Migration of Argentina, IOM and the Organization of American States (OAS) organize annually the Inter-American Course on International Migration. The Course will continue to cover topics on migration policy, planning and administration. Participants of the Course are mainly officials from Latin American governments who see in it an opportunity to achieve homogeneous migration policies in the region. In view of the importance of advancing knowledge on migration issues in the region, the Organization has allocated USD 30,000 from Discretionary Income and USD 5,000 from the interest on the Sasakawa Endowment Fund for this activity.

Budgeted Resources: USD 35 000

III.1.6 Centre for Information on Migration in Latin America (CIMAL)

248. As a service to States and the general public, IOM will continue to provide information on international migration and related matters covering Latin America, the Caribbean and other geographical areas. This information has been compiled over the years from reliable sources, such as academic institutions, migration specialists, projects and information units working on migration in the region. CIMAL has published and updated a bibliographic registry of publications on migration, reverse transfer of technology, human resources and related matters in Latin America and the Caribbean. The Centre also plays an important role in the promotion and use of modern information dissemination tools and methodologies in order to achieve compatibility among regional systems, which will be strengthened. In view of the importance the Organization places on the Centre, an allocation of USD 35,000 from Discretionary Income will be used to supplement its work.

Budgeted Resources: USD 35 000

III.1.7 Technical Cooperation Project to Strengthen the Central American Commission of Directors of Migration (OCAM)/Puebla Virtual Secretariat

249. As part of various initiatives to achieve regional integration, IOM provides assistance in strengthening the function of OCAM/Puebla Process as a mechanism for consultation, coordination and cooperation to deal with migration issues. In this connection, programmatic guidance and administrative support will be provided to the technical Secretariat of the Regional Conference on Migration, or Puebla Process, in addition to oversight of the Plan of Action. Documents will be prepared for the technical committee on specific issues and a status report produced every six months. IOM also has responsibility for managing the Virtual Secretariat, which is expected to have a positive impact on the dynamics of the Regional Conference on Migration of the Puebla Process. Additional emphasis will be on the modernization of migration administrative systems in the region.

Budgeted Resources: USD 741 300

III.1.8 Technical Assistance for Migration Management in the Bahamas

250. Due to its geographic location, the Bahamas represents a gateway for irregular migrants from neighbouring countries seeking better jobs, or for drug smugglers and illegal migrants on their way to the United States. In view of this situation, the Government of the Bahamas has requested IOM to assist in evaluating current migration trends, the state of its border control structures and the management of migration. This project will provide technical assistance for the review of policies, legislation and institutional frameworks currently in place to manage the orderly movement of migrants, the operational systems used to support these policies, and the mechanisms for collaboration with other countries in the region to address common migration concerns. Based on the findings of the evaluation, IOM will prepare a technical cooperation plan addressing identifiable gaps in the national migration management structures and procedures of the Bahamas.

Budgeted Resources: USD 23 100

III.1.9 Management of the Migrant Operations Center in the Caribbean

251. This Migrant Operations Center (MOC) was established by the United States Government to temporarily house migrants who have protected status and do not wish to return to their country of origin. The migrants will remain at the MOC until a country is found that offers them a resettlement opportunity. Under this activity, IOM will manage and coordinate the support, resettlement and migration management activities at the MOC. This undertaking will include educational, medical, employment and translation services that directly benefit the migrant population. IOM will also arrange interviews and counselling for potential migrants during visits by government officials from countries of potential resettlement and in addition facilitate liaison for both individual migrants and the MOC as a whole with the various US government agencies.

Budgeted Resources: USD 544 000

III.1.10 Technical Assistance in Designing and Implementing a Migration Policy in Chile

252. Drawing on the Organization's long-standing experience in providing technical assistance on migration matters and labour migration, this undertaking will continue to help in the development of a migration policy in Chile. In cooperation with relevant government institutions, assistance will be provided in the design and implementation of a migration policy in Chile, which will be backed by laws, rules of procedure and projects for their implementation. Furthermore, it is hoped that this project will simultaneously help strengthen migration-related institutions in the country.

Budgeted Resources: USD 122 900

III.1.11 Training of the Colombian Judiciary in Costa Rica

253. As a result of the armed conflict in Colombia that has plagued the country for many years, it currently has the biggest diaspora in its history. Against this background, the lives of some members of the judiciary who are involved in proceedings against paramilitaries, guerrillas and drug traffickers have been threatened by these groups. In a bid to help protect the lives of affected judiciary personnel and their families, this project has been developed in close coordination with the governments concerned to ensure the safety of those under threat of assassination or kidnapping by resettling them in Costa Rica for one year. IOM will take care of the travel

arrangements and facilitate eventual resettlement of the beneficiaries and their families. An intensive training programme in human rights and administration of justice will be provided to the beneficiaries.

Budgeted Resources: USD 378 300

III.1.12 Multilateral Cooperation Programmes, Guatemala

254. In support of the peace process in Guatemala, the planned multilateral cooperation programmes aim to give succour to national efforts at achieving sustainable peace. The planned activities cover a broad range of small projects benefiting individuals at the grass-roots level, and seek to promote free exchange of information among government ministries on migration issues. Small-scale infrastructure rehabilitation projects for the benefit of residents in resettlement areas are also planned.

Budgeted Resources: USD 95 000

III.1.13 Technical Assistance for the Execution of Projects in Guatemala

255. Operating within the framework of a bilateral cooperation agreement between the Governments of Guatemala and Spain, this project seeks to assist the Guatemalan Government to secure experts for placement in professional sectors experiencing shortages. Through this project initiative, IOM will apply its experience to assist in the relocation of the identified experts, as well as provide management and administrative services to the project for the duration of the experts' stay in Guatemala.

Budgeted Resources: USD 33 200

III.1.14 Technical Assistance in the Modernization of Passports in Ecuador and Honduras

256. With the development of advanced technology to enhance the security of travel documents and the push to bring them in line with international standards, IOM continues to provide technical assistance to the Governments of Ecuador and Honduras for the modernization of their national passports to make them machine readable and, in the case of Ecuador, improve the integrity of the passports issuance process. The new passports will have inbuilt security features that reduce the risks of counterfeiting and the related problem of illegal migration, thereby improving international acceptance of the passport holders as legitimate migrants. A specialized company will develop the software required for the implementation of the new system and provide guidance for the purchase of the necessary equipment for the production of the document. Training will be provided to the personnel involved in producing the new passports once the system is fully operational. Issuance of the new passports will initially be out of selected national sites, and will gradually be extended to consulates in countries known to host large diaspora populations.

Budgeted Resources: USD 1 654 200

III.1.15 Strengthening Local Capacity to Assist Irregular Migrants and Victims of Trafficking in Honduras

257. The geographical location of Honduras makes it an attractive transit point for irregular migration to the United States and Canada, facilitated by an international network of smugglers and traffickers controlling these activities. To ensure that assistance is available to migrants who

find themselves in an irregular situation in the country, IOM, through this project, seeks to strengthen existing local capacity, both governmental and non-governmental, in the provision of social, medical and legal assistance to irregular migrants. The project will also provide oversight in the management of a migration holding facility to be used in providing shelter and temporary assistance to illegal third country nationals whilst awaiting return to their countries of origin.

Budgeted Resources: USD 81 000

III.1.16 Community Risk Management in Vulnerable Municipalities of Honduras

258. The lack of adequate preparation of its nationals to deal with natural disasters is an important concern for the Government of Honduras. Natural disasters that have devastated the country in the past resulted in the loss of lives, damage to property and massive migration of the population to urban areas and to other countries in the region. In response to this phenomenon, the project seeks to assist municipalities at risk in their disaster management efforts. In this regard, efforts will be made to create and strengthen local disaster committees and promote their integration at the municipal level. This will allow for better coordination and planning of evacuation routes, refuge points and strategies for long-term development. In addition, early warning systems will be set up to facilitate the exchange of information through community workshops, as well as publicity campaigns and education on themes such as the prevention of environmental degradation and improved building techniques for more disaster resistant construction.

Budgeted Resources: USD 102 400

III.1.17 Advisory and Training Services for Institutional Strengthening of the Public Ministry, Peru

259. Within the framework of an agreement signed between IOM and the Public Ministry of Peru, IOM will continue to provide financial and management expertise as well as technical support through its programmes for the Transfer of Qualified Human Resources to assist in reorganizing, strengthening and modernizing the Public Ministry of Peru. In line with the provisions of the agreement with the Public Ministry of Peru, the main objectives of the activity are: (a) to update the information systems as a tool for the modernization of networks at the national level; (b) to re-engineer the institution through training methods; (c) to formulate projects for research and institutional development; and (d) to strengthen technical cooperation among developing countries with a view to extending institutional links with similar entities in the region.

Budgeted Resources: USD 1 414 000

III.1.18 Cooperation Agreement between IOM and the Ministry of Industries, Energy and Mining of Uruguay

260. Through a Cooperation Agreement signed between IOM and the Ministry of Industries, Energy and Mining, a legal and operational framework has been established to carry out joint projects in Uruguay. The Ministry will provide funds, administered by IOM, for the design and implementation of technical cooperation projects to address specific requests by the Ministry. IOM's reduced air fares will be made available to experts who are required to travel within the region in connection with the activity.

Budgeted Resources: USD 143 800

III.1.19 Assessment for a Machine Readable Passport and Enhanced Issuance System, Bangladesh

261. The Government of Bangladesh requested technical inputs from IOM in order to enhance the security of its national passport, visa and related issuance systems. The current non-machine readable passport, the lack of automation in the issuance system, and the existence of numerous issuance sites, all add up to significantly increase the opportunities for counterfeiting and the issuance of multiple passports to an individual. Consequently, the Government is looking into ways to enhance the integrity of the passport issuance system and to introduce Machine Readable Passports, measures which it recognizes as potentially helpful in enhancing the credibility of passport holders, thereby facilitating travel abroad for its citizens. This project will conduct a thorough assessment of the issuance process currently in place, and of the different passports and their security features. A final report containing recommendations for an improved issuance system and technical specifications for the proposed new passport will be provided to the Government to assist it in drawing up a tender document.

Budgeted Resources: USD 47 000

III.1.20 Enhancing the Capacity of Immigration Officials to Combat Irregular Migration in Bangladesh

262. Recognizing that many of its nationals leave the country in an irregular manner every year, this initiative aims to complement the efforts of the Government of Bangladesh in establishing and strengthening migration systems to manage population movements across its national borders. The project envisages an upgrade of existing training facilities and will offer training of trainers courses to 20 master trainers who will in turn transfer their knowledge to other immigration officials throughout the country. Participants will be encouraged to share their experiences on irregular migration and human trafficking in addition to developing training modules and brochures. Modern technological equipment will be provided to enhance the detection of forged travel documents. It is hoped that this will ensure an increased level of understanding of the hazards of irregular migration, particularly trafficking in persons.

Budgeted Resources: USD 29 000

III.1.21 Enhanced Migration Management and Border Control Project for Cambodia

263. In response to a request from the Government of Cambodia to help address large-scale migratory movements of its nationals in search of safer places following decades of civil unrest and conflict, IOM will provide technical assistance in developing an effective migration management system. This is aimed at strengthening political, social and economic institutions that form the basis for development in the country. In this regard, a comprehensive assessment of Cambodia's immigration laws and policies will continue, thus providing assistance in developing improved migration operational procedures, including staff training. In addition, assistance will be provided to upgrade migration administration structures to better respond to the migration challenges facing the country and further support its participation in international and regional fora on migration issues. Practical solutions will include increased cooperation between national agencies on issues relating to migration management and law enforcement, immigration, customs, airport and border controls, among others, to facilitate coordinated and effective actions. It is also envisaged to strengthen the institutional capacity for document fraud detection.

Budgeted Resources: USD 572 500

III.1.22 Strengthening Humanitarian Protection and Reconciliation through Institutional Building in Indonesia

264. IOM will assist in strengthening the role and capacity of the Department of Justice and Human Rights of Indonesia through this initiative by highlighting the protection needs of internally displaced persons (IDPs) and promoting their rights. In this connection, the capacity of the Department of Justice to appraise, monitor and report on the protection status of IDPs will be reinforced and similar efforts will also be directed towards the Department's role and capacity in promoting reconciliation. This will be achieved through a training of trainers workshop aimed at developing a core group of central officials tasked with the dissemination of guiding principles on internal displacement to provincial government agencies involved in the management of internally displaced persons. The provincial officials will be offered training in protection monitoring and reporting through guided field placements. The reconciliation component will involve the organization of focus group discussions with IDP representatives, government officials and local communities, in order to develop realistic reconciliation plans of action.

Budgeted Resources: USD 224 700

III.1.23 Capacity-Building Initiative to Strengthen the Indonesian Police Force

265. Following the separation of the police force from the army in Indonesia, the Government has put a lot of effort into developing the capacity of its police force in providing law enforcement services in a democratic and accountable manner, especially with regard to its migration-related enforcement responsibilities. To achieve this goal, support will be provided for the development of training curricula and technical assistance to the national police schools. The curricula for the training courses will include practical application aimed at integrating relevant international and human rights principles.

Budgeted Resources: USD 1 450 600

III.1.24 Border Management Information Systems for Indonesia

266. As one of the most highly populated countries in the world, Indonesia is a State with a surplus of labour and one of the major sources of unskilled labour. It has also gained prominence in recent years as a transit country for asylum seekers trying to reach Australia by sea. A recent assessment of migration management in Indonesia by a team of international migration experts revealed the lack of modern equipment to enhance migration management in the country. To address the problem, this initiative aims to help develop appropriate integrated migration systems that will respond to the migration needs of the country.

Budgeted Resources: USD 91 200

III.1.25 Immigration Analysis and Investigation Project in Indonesia

267. Although Indonesia is confronted with major irregular migration problems, there is no official analysis of this situation. In response, this project sets out to strengthen and enhance Indonesia's capacity to handle migratory flows through the country by providing training and resources for the establishment of an immigration analysis and investigation unit. The Unit will collect and analyse relevant data on the use of fraudulent travel documents and illegal migration trends and establish an intelligence database, which would be used to disseminate reports and alerts, as well as to exchange information with foreign counterparts.

Budgeted Resources: USD 808 100

III.1.26 Legal Assistance for Migrants in Kazakhstan and Central Asia

268. In order to promote respect for migrants' rights and improve legal protection for migrants in Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan, IOM will help in providing legal advice and assistance for needy migrants. Support will also be provided in strengthening the capacity of partner organizations to uphold migrants' rights and advise the respective governments on the legal problems of migrants. Furthermore, citizens will be sensitized on their rights and obligations and efforts will also be directed towards raising awareness of the legal problems of migrants. In response to the realities of migration problems, return and related assistance will be provided to a few persons who find themselves in difficult circumstances.

Budgeted Resources: USD 435 700

III.1.27 Border Management in Central Asia

269. The aftermath of independence brought new problems to Central Asian countries. One of the major challenges that emerged has been the control over its newly-created international borders, and how to deal with irregular migration flows, trafficking in human beings and drugs. In support of a national commitment to combat these problems, IOM will provide technical assistance to border services and the police with the aim of strengthening immigration inspection and border management in Kazakhstan and Central Asia in general. The findings of a needs assessment carried out on all the border posts surrounding Kazakhstan's southern border will be used as the basis for providing support to similar border services in the region. Finally, it is foreseen to provide training to all border services of Central Asia, and to promote information sharing and cooperation within and between the different States of the region.

Budgeted Resources: USD 1 179 600

III.1.28 Strategic Partnership to Enhance Migration Management Capacity in Central Asia

270. In the aftermath of the collapse of the Soviet Union, some of the Central Asian States still find themselves at risk from civil conflict and internal strife. To assist them in their development efforts, IOM will partner the Danish Government to develop comprehensive programmes with a regional dimension whilst encouraging active development and involvement of civil society. In this regard, the project will contribute to the enhancement of the migration management capacity of relevant governmental institutions and NGOs in five Central Asian States - Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan - to help achieve consistency in the application of international migration norms and standards. Considering that existing institutions in Central Asia already have strong national structures, they offer opportunities to expand collaboration across borders with a regional networking perspective. Under the auspices of this activity, appropriate steps will be taken to develop an inclusive multi-year programme which will include respect for human rights, education and awareness raising in police training, and strengthening civil society's advocacy role.

Budgeted Resources: USD 277 500

III.1.29 Technical Cooperation Activities in Eastern Europe and Central Asia (EECA)

271. The transition to democracy and market economy continues to influence the public affairs agenda in Eastern Europe and Central Asia (EECA). Public administration reform remains a dominant theme with particular concerns for internal and external security, especially in the face of increasing security risks and threats worldwide. Changes in governance systems require long-term

engagement and investment. The migration agenda of most countries in the region is defined by the need to: further modernize policy, legislation and administration; address the effects of ever-increasing irregular migration and migrant smuggling in countries of transit and destination; prevent, suppress and prosecute trafficking in persons and assist its victims; deal with long-term issues of demographic decline; and, in response to economic transition pressures, facilitate orderly labour migration, either by drawing on established networks within the region or by promoting orderly migration to Western Europe. The fall of the iron curtain has not vindicated fears of East-West migration waves, but the swell of irregular transit migrants is already breaking against the reinforced external borders of an expanding European Union and is beginning to present Eastern European proximity countries with serious problems in addition to the general transition challenges of modernizing migration management.

272. IOM's programme response continues to be guided, to a significant extent, by the Follow-up to the 1996 Geneva Conference on the Problems of Refugees, Displaced Persons, Migration and Asylum Issues, its Programme of Action and its thematic work plan. This invites IOM to take the lead on issues of irregular migration, smuggling of migrants and trafficking in persons, capacity-building in migration management and legislative reform, and to participate in NGO development and direct assistance to groups of concern. Furthermore, IOM leads or participates in the organization of regional or subregional events that promote inter-State dialogue, information-sharing and cooperation. Even as subregional aspects tend to come more into focus, the broad concept of the 1996 Geneva Conference and its Programme of Action will be assessed in an upcoming High-Level Review Meeting and will likely remain relevant for some time to come.

273. IOM's objectives in the region are: to enhance the capacity of governments to manage migration, formulate policy, reform legislation, address irregular migration, improve border management, protect migrants' rights, and combat the smuggling of migrants and trafficking in persons; to contribute to the enhancement of a regional approach, inter-State cooperation and country strategies for migration management; to prevent trafficking in persons and the smuggling of migrants through information campaigns and to protect victims of trafficking; to facilitate NGO migration sector development; and to promote research on migration issues in the region.

274. In view of the importance of these programmes, and in order to outline comprehensively IOM's programme initiatives in the EECA, the following ongoing activities are included in this budget. While there are favourable expectations of continued additional funding for these activities, budgeted resources at this stage include only anticipated carry-over of funds from 2004 to 2005. Any additional contributions to be received later will be reflected in future revisions to this document.

Budgeted Resources: USD 1 000 000

Principal component activities within III.1.29 include:

- **Technical Cooperation Centre for Europe and Central Asia**

275. Strategic follow-up and support for the Programme of Action of the Eastern European and Central Asian States (EECA, formerly CIS) is organized through the Technical Cooperation Centre (TCC) for Europe and Central Asia. The primary responsibility of the Centre is to provide specialized services to EECA States for their capacity-building initiatives. In this regard, the Centre helps in establishing and providing support mechanisms for subregional dialogue on migration, elaboration of agreements to regulate population movements and promote orderly migration, and in fostering common approaches to subregional migration issues. Furthermore, specific legal and policy expertise applicable to the EECA context will continue to be provided to IOM Offices in planning, designing and implementing technical cooperation projects, in collaboration with the Technical Cooperation on Migration Service.

276. The Centre also engages in extensive research initiatives in an effort to provide reliable, timely and up-to-date information on migration issues affecting the region to the international community. The “quick-impact” publications it produces are designed to be relevant for policy makers and useful for developing concrete projects. The services provided by the Centre may be extended to other IOM Offices engaged in comparable technical cooperation undertakings in South Eastern Europe, particularly in connection with Poland and Hungary Assistance for the Reconstruction of the Economy (PHARE) and the Community Assistance for Reconstruction, Democratisation and Stabilisation (CARDS) programmes in the Western Balkans of the European Commission, and to the Stability Pact for South Eastern Europe.

- **Capacity-Building in Migration Management Programmes (CBMMP)**

277. With the aim of assisting the countries listed below to effectively address their migration concerns, IOM will continue to provide support in strengthening their national capacities. It is expected that the gap between legislation and the capacity to implement its provisions will be greatly diminished by helping to develop the required legislation and administrative structures in the respective countries, but with a subregional appeal within the EECA.

- **Armenia**

278. Within the framework of the Capacity-Building in Migration Management Programme, IOM will continue its collaboration with the Government of Armenia in providing technical support for migration management. In this context, efforts will be channelled towards strengthening administrative and operational structures and appropriate mechanisms established for the effective implementation of policies. The project will focus on three areas: (i) border management, including training, improvements in legislation, traveller and document inspection, and expansion of digital information systems; (ii) enhancing migration research and analysis in order to better inform policy makers and have reliable information on migration flows; and (iii) assisting the Government of Armenia in its effort to develop and implement an employment strategy.

- **Azerbaijan**

279. In support of the commitment of the Government of Azerbaijan to strengthen the country's capacity and institutions to deal with migration issues through a consolidated approach, IOM will provide technical assistance in meeting the challenge of managing migration processes. Assistance will therefore be provided to the Government in meeting its migration challenges through the implementation of projects on border management, counter-trafficking, legislation and procedures; bringing the border management system at Baku airport into conformity with best international practices; and the continuation of training programmes at the newly-established IOM Training Centre to improve professional skills of immigration officers. Training will also be provided to officers at remote border checkpoints through the establishment of mobile training units. In addition, the creation of an Azeri Document Analytical Centre (AZDAC) to collect, process and analyse migration data, with the aim of improving national migration legislation, is foreseen.

- **Belarus**

280. The migration management concerns relevant to Belarus are focused on the development of a comprehensive and coordinated system designed to combat irregular migration and manage migration flows. Technical advice is provided to support the development of labour migration agreements, increase operational capacities in regional migration offices and foster the development of pilot border management projects.

- Georgia

281. As a follow-up to earlier IOM support to the Government of Georgia in enhancing migration management in the country, resources will be directed towards further developing the achievements of past years in the establishment of a unified approach tailored to national and regional needs, and consistent with international standards. Planned activities will focus on upgrading border inspection facilities through computerized systems, and the provision of training in its utilization which is expected to facilitate the management and exchange of data with interlocutors in the country and beyond. There is currently an ongoing exercise within the Border Service to identify training needs on which future training sessions will be defined and structured.

- Kazakhstan

282. In order assist the Government of Kazakhstan to develop a legal and institutional framework for migration management, IOM will provide targeted training to officials and assist selected governmental entities to analyse and establish their specific technical requirements. Focus will be on the major areas of migration legislation and the strengthening of national capacity in immigration and border management. IOM will work closely with the national Parliament and the Government, through a working group, to elaborate and implement migration policy and legislation. It will also provide assistance to Border Guards and the Migration Police to establish effective immigration and border management practices.

- Tajikistan

283. IOM will continue to assist the Government of Tajikistan to tackle its migration management challenges within the framework of the national migration policy. Following a request from the State Migration Service, more emphasis will be placed on the legal basis for migration regulation, particularly with regard to labour migration. Further technical assistance will be provided as required.

- Ukraine

284. IOM will continue to help in shaping initiatives aimed at redefining migration priorities and strategizing its programme intervention, following discussions with Ukrainian Government officials and representatives of international organizations that are actively engaged in migration matters. Following formal endorsement by the Government of Ukraine, a multi-year national policy programme on migration to strengthen the legislative base and enhance Ukraine's migration management process has been established and linked with consultative structures within the Government. The programme will also seek to strengthen and unify a border management framework to help reduce irregular migration through improved cross-border cooperation with neighbouring countries.

- **NGO Migration Sector Development – Azerbaijan**

285. In collaboration with key national NGOs, this project is structured to help define the role of civil society in migration issues. The project will continue to promote regional dialogue and planning in the migration sector among national NGOs and enhance their ability to address a number of migration concerns. In order to learn from the experience of comparable NGOs in other countries, existing models and practices will be reviewed through study tours and participation in international NGO activities. The project also aims to establish effective partnerships with national NGOs and set up satellite Migration Resource Centres for information gathering on migration issues. It is expected that, through the establishment of a small fund in each country managed by the implementing NGO partner, financial support can be made available for small-scale project development and implementation.

- **Russian – Ukrainian Common Border Project**

286. As part of ongoing efforts to prevent irregular migration on the State border with the Russian Federation and to facilitate legal border crossings, this project seeks to contribute to more efficient immigration controls. In this connection, IOM will provide technical assistance for the installation of modern immigration facilities, improvement of personnel skills, cooperation with neighbouring States and among federal bodies participating in border management. Assistance will also be provided for the revision of immigration policies and related legislation, as well as for the strengthening of administrative structures to ensure effective policy implementation.

III.1.30 Establishment of EU Compatible Regulatory and Institutional Frameworks in the Western Balkans

287. The purpose of this project is to support the ongoing process of legal, institutional and administrative reforms in Albania, Bosnia and Herzegovina, Croatia, The former Yugoslav Republic of Macedonia and Serbia and Montenegro. It aims to contribute to a better strategic and technical understanding of EU standards and best practices in the fields of asylum, migration and visa policies. IOM will endeavour to enhance local ownership of this process by encouraging the development of country-specific migration strategies. Support will be provided for the development of a regional strategy based on benchmarks that meet commonly accepted EU technical standards, practices and principles. This initiative is expected to enhance cooperation and networking among participating countries and contribute significantly to the enhancement of institutional capacity.

Budgeted Resources: USD 587 800

III.1.31 Strategy for the Development of a National Migration System in Albania

288. In view of the tendency for a large number of Albanian nationals to leave the country to seek seasonal and long-term job opportunities, the Government has established a legal framework for migration to protect the interests of these migrants. There remain, however, significant gaps in legislation and weaknesses in institutional structures tasked with implementation and oversight. In response to this situation, IOM will assist in reforming migration management in Albania by developing a national strategy to deal extensively with immigration and emigration practice. This project seeks to assist the Government in the drafting of the national strategy, and then to create relevant structures and mechanisms for its implementation.

Budgeted Resources: USD 1 223 800

III.1.32 Pre-Screening of Asylum Seekers and Migrants in Albania

289. Albania remains one of the main transit points of a mixed flow of economic migrants, asylum seekers, refugees and trafficked persons towards Western European countries. In response to this situation, the project seeks to strengthen the capacity of Albania to develop and implement migration and asylum policy and practice according to internationally accepted standards. With the use of an operational tool developed by UNHCR to enhance protection principles, implemented in cooperation with IOM, the Organization for Security and Co-operation in Europe (OSCE) and the Albanian Government, asylum seekers, victims of trafficking, and economic migrants intercepted within Albania will be identified and handled following appropriate procedures. Assistance will be provided to enhance institutional capacity to support pre-screening procedures

through the training of police and government officials, as well as provide basic equipment. The project will also focus on awareness raising in migration management issues, both within Albania and in a regional context.

Budgeted Resources: USD 312 900

III.1.33 European Migration Network in Austria

290. Following its nomination by the Austrian Government, IOM has become the national contact for the virtual European Migration Network in Austria to help build a systematic basis for monitoring and analysing the multidimensional phenomena of migration and asylum, while aiming to identify its root causes. Various dimensions covering the political, demographic, economic and social causes and impact will be reviewed, and IOM is tasked with gathering, regularly updating, analysing as well as responding to new information needs through appropriate research. This is expected to result in the development of a pilot computer-based information application to support the coordination, analytical and research functions of the network at its initial phase and which could be expanded in the future when the network becomes fully operational.

Budgeted Resources: USD 118 000

III.1.34 Support for the Development of Migration Management Capacities in Bosnia and Herzegovina (BiH)

291. The primary focus of this ongoing project is to help develop the institutional capacity of the relevant government entities in Bosnia and Herzegovina to more effectively manage all aspects of migration. The project will assist with the updating of the legislative framework and procedures that facilitate effective migration management policies and practice, consistent with the European Union standards and best practices. Furthermore, it is foreseen to establish a reception centre for irregular migrants, which will be placed under the supervision of national authorities.

Budgeted Resources: USD 906 700

III.1.35 Rehabilitation of Shelters and Transfer of Skills to Internally Displaced Persons (IDPs) in Georgia

292. The overall economic decline and disintegration of social structures in Georgia following the collapse of the former Soviet Union resulted in a huge displacement of people internally, and the international response to this situation so far has mostly focused on humanitarian relief. At the request of the Government of Georgia, IOM will attempt to address the longer-term development needs of the IDPs through the rehabilitation of shelters and the provision of vocational and on-the-job training to increase their employability and competitiveness in the labour market. The assistance provided is expected to considerably improve the standard of living among the beneficiaries and to facilitate their reintegration into their communities of origin upon return.

Budgeted Resources: USD 200 000

III.1.36 Border Management in the Republic of Moldova

293. In order to facilitate the flow of goods and persons along the borders of the Republic of Moldova and to effectively fight criminal activities, particularly human and drug trafficking, IOM will help to build the capacity of border and customs authorities, and to reinforce existing good

practices. As part of the effort to achieve a standard comparable to the EU, improvement to existing equipment and facilities as well as the professional capacities of the border service is envisaged. In addition, related activities, including legislative reform, production of reference materials and manuals, upgrading of the border guard training centre, expert visits and study tours, will be provided to enhance border management in the country.

Budgeted Resources: USD 310 000

III.2 Capacity-Building through Transfer and Exchange of Qualified Human Resources and Experts

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
III.2.1	Selective Migration from Europe and the United States to Latin America and the Caribbean	98 500	11 700	110 200
III.2.2	Cooperation Agreement with the Secretariat of Science, Technology and Productive Innovation (SETCIP) of Argentina	3 100	25 000	28 100
	Total	101 600	36 700	138 300

III.2.1 Selective Migration from Europe and the United States to Latin America and the Caribbean

294. Through this project, assistance will continue to be offered to Latin American and Caribbean Member States in their national development strategies through the provision of highly skilled personnel, mainly from Europe and the United States. The selected experts will be placed in positions in priority sectors, and IOM will provide the technical support necessary to facilitate their professional and sociocultural adaptation into the new environment.

Budgeted Resources: USD 110 200

III.2.2 Cooperation Agreement with the Secretariat of Science, Technology and Productive Innovation (SETCIP) of Argentina

295. Within the framework of the cooperation agreement signed with the Secretariat of Science, Technology and Productive Innovation, IOM will provide support in the identification and placement of technical experts to implement specific technical cooperation projects upon the request of the donor and in cooperation with the Government of Argentina. The project will also assist in making the experts' travel arrangements.

Budgeted Resources: USD 28 100

III.3 Post-Emergency Migration Management

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
III.3.1	Technical Assistance for the Financial Management and Procurement Unit in Guinea-Bissau	284 300		284 300
III.3.2	Return and Reintegration of Internally Displaced Persons (IDPs) in Sudan	299 000	264 200	563 200
III.3.3	Emergency Assistance to Mobile and Vulnerable Populations in Zimbabwe	86 100		86 100
III.3.4	Iraq Transition Initiative - Emergency Preparedness in Post-Conflict	264 900	31 000	295 900
III.3.5	Assistance to Internally Displaced Persons (IDPs) and Receptor Communities in Colombia	4 292 700	8 045 300	12 338 000
III.3.6	Support Programme for Ex-Combatant Children and Victims of Armed Conflict in Colombia	469 600	2 174 900	2 644 500
III.3.7	Programme for Strengthening Peace in Colombia	425 600	2 000 000	2 425 600
III.3.8	Strengthening the Capacity of the Educational System in Selected Communities in Costa Rica	56 100	149 900	206 000
III.3.9	EU Election Observation Missions in Afghanistan and Indonesia	502 900	1 519 600	2 022 500
III.3.10	Sustainable Reintegration of Returning Internally Displaced Persons (IDPs) in Vulnerable Environments in Afghanistan	46 000	120 600	166 600
III.3.11	Demobilization and Reintegration of Former Combatants in Afghanistan	632 300	1 890 000	2 522 300
III.3.12	Information, Counselling and Referral Services for Demilitarized Combatants in Indonesia		25 000	25 000
III.3.13	Humanitarian and Reintegration Assistance to Internally Displaced Persons (IDPs) in Indonesia	672 600	565 800	1 238 400
III.3.14	Land Rehabilitation and Capacity-Building to Support Internally Displaced Persons (IDPs) in Indonesia	24 600	11 800	36 400
III.3.15	Assistance to Ex-Combatants, Internally Displaced Persons (IDPs) and Unemployed Youth in Tajikistan	31 100	84 400	115 500
III.3.16	Disaster Risk Reduction through Safer Construction Practices in Tajikistan	5 800	144 300	150 100
III.3.17	Kosovo Protection Corps (KPC) Training	210 000	390 000	600 000
	Total	8 303 600	17 416 800	25 720 400

III.3.1 Technical Assistance for the Financial Management and Procurement Unit in Guinea-Bissau

296. This project seeks to support the efforts of the Government of Guinea-Bissau in attaining sustainable peace by helping to facilitate the demobilization and reinsertion of ex-fighters in accordance with the provisions of the National Programme of Reconciliation and Reconstruction (PNRR). In line with an agreement signed with the World Bank, IOM provides technical assistance in the development of policies and procedures for financial management and procurement, as indicated by the Government and the donor. Assistance will also be provided in establishing a computerized financial management package and developing systems for follow-up on procurement and services.

Budgeted Resources: USD 284 300

III.3.2 Return and Reintegration of Internally Displaced Persons (IDPs) in Sudan

297. Within the framework of the Darfur Plan of Action and ongoing peace negotiations between the Government of Sudan and the Sudan People's Liberation Movement/Army (SPLM/A), there is a growing anticipation of large-scale return of internally displaced persons and their reintegration into their communities of origin. In order to facilitate the process, IOM has signed a Memorandum of Understanding with the Government of Sudan to oversee and assist in the safe and voluntary return of Internally Displaced Persons (IDPs), mainly for the caseload in Darfur. Similar assistance will also be provided to the caseload in Southern Sudan. IOM will help develop a sustainable approach in planning for the return of the IDPs. An initial assessment at the community level will be undertaken to determine the absorption capacity of the receiving communities and will also be linked to population stabilization concerns. In this connection, IOM will support inter-agency collaboration by surveying the home communities of the IDPs and establish reintegration needs. An internal transportation network will be mapped out to facilitate the return of the IDPs and a database will also be developed to register them in order to enhance planning and decision-making processes. Finally, activities in return communities will be evaluated to ensure that basic infrastructures are adequate to support sustainable returns. Initial start-up funding has been secured through a loan from the UN Central Emergency Revolving Fund (CERF).

Budgeted Resources: USD 563 200

III.3.3 Emergency Assistance to Mobile and Vulnerable Populations in Zimbabwe

298. The growing political and socio-economic challenges which have plagued Zimbabwe continue to have a negative impact on society in general. The country has experienced a severe reduction in its agricultural production potential over the years, resulting in the displacement of commercial farm workers and their families, most of whom are now deprived of all means of livelihood. Recognizing that mobile and vulnerable populations require emergency food and essential non-food items to survive the hardship of their condition, IOM seeks, through this initiative, to provide assistance to the identified caseload through a network of implementing partners, comprising of national and international NGOs, in establishing a supplies distribution system. To commence the process, identification and mapping of vulnerable groups will be undertaken to ensure a targeted response to their needs.

Budgeted Resources: USD 86 100

III.3.4 Iraq Transition Initiative - Emergency Preparedness in Post-Conflict

299. IOM began planning for an extensive humanitarian intervention to support victims of the war and help reconstruction efforts in Iraq following the military intervention that brought down the regime which had been in power for decades. IOM initially established structures both in Iraq and neighbouring countries to support persons fleeing Iraq during and in the immediate aftermath of the war. The management of IOM's operations have however been moved out of the country due to the high security risks currently prevalent in the country. Assessments are currently under way to review the potential for providing assistance to strengthen local, national and regional initiatives in an effort to promote stability in Iraq. Relying on its network of grass-roots organizations operating in Iraq, the Organization is developing its logistical support plans and building a network in the country to support its post-emergency intervention activities. Continuation of this project in 2005 will be subject to the security situation in the country.

Budgeted Resources: USD 295 900

III.3.5 Assistance to Internally Displaced Persons (IDPs) and Receptor Communities in Colombia

300. As part of ongoing efforts to assist internally displaced persons and receptor communities in selected departments of Colombia, this undertaking seeks to improve their living conditions through an integrated and community-led approach. It is foreseen to implement six interconnected areas of intervention comprising of health, education, community stabilization, income generation, social communication and transitional housing. A registration system will also be developed to enhance humanitarian and emergency assistance. Local entities are being identified for the implementation of these activities to strengthen their ties and sustain initiatives upon completion of the project. The proposed activities are designed to unify and restore the social fabric of these communities by encouraging them to be constructive agents in their efforts for peace.

Budgeted Resources: USD 12 338 000

III.3.6 Support Programme for Ex-Combatant Children and Victims of Armed Conflict in Colombia

301. The objective of this initiative is to contribute towards ongoing national efforts in addressing the plight of former child soldiers and victims of armed conflict in Colombia. Existing structures will be expanded and a network of decentralized units will be established to respond effectively to the needs of the victims and children from the time of discharge through their struggle to rebuild normal lives. Existing procedures aiming to clarify the legal status of the caseload will be strengthened and appropriate medical treatment will be made available to them. Sustainable and durable reintegration solutions will be sought through targeted financial and technical assistance by facilitating increased coordination between key institutional players. In anticipation of a large-scale release of child soldiers by some of the armed factions, plans are already under way to establish a network of decentralized organizations to respond effectively to their needs.

Budgeted Resources: USD 2 644 500

III.3.7 Programme for Strengthening Peace in Colombia

302. Serving as an integral part of Colombia's efforts to encourage peace in the country, financial and technical assistance is provided to NGOs under this activity to carry out action-oriented activities designed to open channels of dialogue. This programme helps sponsor governmental and non-governmental initiatives which directly address and facilitate the peace process in Colombia. It is implemented by IOM in close cooperation with the United States Office of Transition Initiatives (OTI) in a number of complementary areas, such as public information, civic education, conflict resolution and the encouragement of increased dialogue between the warring factions. Further assistance will be provided to participating NGOs and new activities are envisaged at a later stage to strengthen the capacity of local partners so that the project will have a lasting impact on the local communities.

Budgeted Resources: USD 2 425 600

III.3.8 Strengthening the Capacity of the Educational System in Selected Communities in Costa Rica

303. In an attempt to provide quality education, IOM will help consolidate new methodologies aimed at upgrading the capacity of the educational system in selected communities in Costa Rica which have a large number of Nicaraguans, most of whom were victims of hurricane Mitch. Through an integrated set of activities, including the construction and rehabilitation of schools, development of educational materials, teacher and school administrator training and adult educational programmes, the migrants will be given the opportunity to continue or improve their education. IOM will provide assistance in planning and coordinating the implementation of activities contributing to the project's objective of assisting disadvantaged schools and establishing systems servicing adult migrants.

Budgeted Resources: USD 206 000

III.3.9 EU Election Observation Missions in Afghanistan and Indonesia

304. In preparation for the planned presidential elections in Afghanistan and Indonesia, IOM will provide logistical support and administrative services linked to the deployment of the EU Observation missions in monitoring the elections in those countries. Building on the Organization's previous experience in election processes, IOM will ensure that appropriate networks are established to facilitate the monitoring of the election by international observers from the EU, who will ascertain that the elections are organized in a free and fair manner.

Budgeted Resources: USD 2 022 500

III.3.10 Sustainable Reintegration of Returning Internally Displaced Persons (IDPs) in Vulnerable Environments in Afghanistan

305. Among the remaining IDPs scattered throughout Afghanistan, many are from the Pashtun ethnic group who fear they may face security difficulties when they return to their home communities, due to a generalization among the population in the north that Taliban recruits were mainly from the Pashtun ethnic group. Against this background, the international community faces the task of ensuring that members of this group will regain acceptance following return to their home communities of origin. To help address the situation, this undertaking includes a component that will implement quick impact priority infrastructure improvement projects in the return communities and surrounding areas as a means to ease tensions, encourage coexistence, and

mitigate conflict in cases where ethnic issues make voluntary returns a sensitive issue. It is foreseen to use the reconstruction projects in potential return communities where the absence of an essential service prohibits the return of a group of IDPs as an encouragement for those willing to return. Furthermore, in order to achieve greater reintegration sustainability and improve the coping capacity of IDPs, shelter and agriculture kits will be distributed to families.

Budgeted Resources: USD 166 600

III.3.11 Demobilization and Reintegration of Former Combatants in Afghanistan

306. As part of the recovery and reconstruction efforts in Afghanistan, this project seeks to consolidate security in the country through the demobilization and reintegration of former combatants. In this connection, IOM will provide vocational and on-the-job training to prepare the beneficiaries for civilian jobs and facilitate their reintegration. To make this a sustainable endeavour, information will be provided on job opportunities, and job placements will be offered to candidates with profiles matching available openings in both public and private establishments. It is foreseen to stimulate the creation of sustainable income-generating microprojects through credit institutions for business start-ups and agricultural ventures. Assistance will also be provided to conflict-affected communities in order to identify and resolve the reintegration problems they face at the community level. Based on information gathered by outreach teams on problems encountered in project implementation, the reintegration database will be updated to enhance decision-making.

Budgeted Resources: USD 2 522 300

III.3.12 Information, Counselling and Referral Services for Demilitarized Combatants in Indonesia

307. As part of the support to restore peace in the province of Aceh, IOM provides an information, referral and counselling service to demilitarized combatants and their families to facilitate their reintegration into civilian society. Within the conflict-affected communities, assistance will be provided to identify and resolve the reintegration problems they face at the community level. Accurate, timely and unbiased information will be disseminated in line with the provisions of the peace agreement on reintegration opportunities available, using media outlets, and reintegration success stories will be promoted as a confidence building measure. To complement these efforts, a network will be established with reintegration and employment service providers to map and identify opportunities in the public and private sectors so that beneficiaries with backgrounds matching required profiles will be directed towards those opportunities. It is foreseen to stimulate the creation of sustainable income-generating microprojects in neglected areas. Based on information gathered by outreach teams on problems encountered in project implementation, the reintegration database will be updated and made accessible to all humanitarian stakeholders to enhance assistance provided and facilitate decision processes.

Budgeted Resources: USD 25 000

III.3.13 Humanitarian and Reintegration Assistance to Internally Displaced Persons (IDPs) in Indonesia

308. The objective of this undertaking is to address the protection and rehabilitation needs of internally displaced persons and returnees in their local communities of Nanggroe, Aceh and Darusallam provinces in Indonesia. To ensure proper identification of the target beneficiaries and to support ongoing efforts at meeting their humanitarian and reintegration requirements, reliable

information from services' databases and a needs analysis report will be shared with relevant government departments, humanitarian as well as development agencies. This will enhance better coordination of activities and allow for targeting resources to meet urgent needs as well as for future planning of development assistance. Service providers would also be given technical assistance in generating information and maintaining their databases while the capacity of local communities would be enhanced to mitigate the impact of disasters and initiate community recovery processes.

Budgeted Resources: USD 1 238 400

III.3.14 Land Rehabilitation and Capacity-Building to Support Internally Displaced Persons (IDPs) in Indonesia

309. In order to empower displaced persons to become active in the reconstruction and rehabilitation of their communities, the Organization provides assistance in bridging the gap between relief and development through programmes that facilitate their efforts. In this connection, it is anticipated that ongoing assistance to the Government of Indonesia will contribute towards efforts in addressing the needs of internally displaced persons (IDPs) through the provision of incentives that will encourage their settlement in established relocation sites, instead of returning to their communities of origin. The main recipients for targeted assistance will be Madurese farming groups who will be assisted in their land rehabilitation efforts through the provision of agricultural tools and technical support in response to immediate self-sustaining needs. In order to improve farming methods and yield, training modules in the use of farming equipment and land rehabilitation processes will be developed and market research will be carried out to identify trading partners for the products.

Budgeted Resources: USD 36 400

III.3.15 Assistance to Ex-Combatants, Internally Displaced Persons (IDPs) and Unemployed Youth in Tajikistan

310. Despite the end of the civil war, which for a long time undermined security in the country, there still continues to be tension and nuggets of armed confrontation between the Government of Tajikistan and local power networks. In dealing with the problem, United Nations agencies concluded a framework for a peace-building strategy to reduce the power of local networks whilst at the same time strengthening the capacity of communities to identify persons with the potential to revert to illegal armed activities and other destabilizing undertakings. Those targeted will be helped to lead decent civilian lives in order to eliminate the potential of those groups engaging in activities that threaten the security of the country. They will therefore be provided with counselling and referral services and small business training and, in close cooperation with community advisory panels, loans will be provided in developing productive and self-reliant enterprises. It is expected that this undertaking will serve as a motivating incentive.

Budgeted Resources: USD 115 500

III.3.16 Disaster Risk Reduction through Safer Construction Practices in Tajikistan

311. Tajikistan is located in a seismically active area of the world and, due to the structural vulnerability of many of its buildings and the low level of preparedness for earthquakes, the occurrence of a major earthquake would likely result in a major disaster. To deal with this situation, this project aims to increase the awareness of national authorities and citizens in general of the need for earthquake preparedness. A community-based system will be designed to

strengthen existing disaster management capacity, and assistance provided to the various communities in order to enhance their capability to respond adequately to the potentially very damaging effects of earthquakes. Training will also be provided to local construction workers on better techniques for reinforcing structures to make buildings more resistant to earthquakes. In addition, the involvement of selected members of the community will be sought in educating the wider population, particularly children, on immediate response actions when an earthquake occurs.

Budgeted Resources: USD 150 100

III.3.17 Kosovo Protection Corps (KPC) Training

312. In collaboration with the Kosovo Force (KFOR) and the United Nations Mission in Kosovo (UNMIK), IOM has been supporting the efforts of Kosovars to rebuild civil structures after the war. Under this project, training will also be provided to a number of reservists for Kosovo's future civil protection force. Preliminary concentration is on giving orientation and training sessions locally, following which leaders will receive additional training and some will be sent abroad for advanced studies to adequately prepare them for leadership roles in civic and public service governance. Special emphasis is placed on developing a responsible leadership culture with a sense of commitment to the leaders' civilian mandate. All the information material received during the training courses abroad will be translated into local languages and constitute the basis for training modules developed by the KPC management to provide further training to the reservists.

Budgeted Resources: USD 600 000

III.4 Migration and Development

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
III.4.1	Migration for Development in Africa (MIDA)	192 500	785 200	977 700
III.4.2	Pilot Programme to Promote the Development of an Emigration Zone in Morocco and Tunisia	327 800	444 000	771 800
III.4.3	Technical Assistance for the Planning of Population Movements in the Province of Río Negro, Argentina	14 600	387 000	401 600
III.4.4	Promoting Migrants' Rights and Strengthening Migration Management in the Dominican Republic	182 900	112 000	294 900
III.4.5	Community Strengthening Initiatives in Ecuador	2 035 100	10 888 400	12 923 500
III.4.6	Project to Promote Development and Rehabilitation – National Fund for Peace (FONAPAZ), Guatemala	516 600	258 800	775 400
III.4.7	Infrastructure Development in the Port of Champerico, Guatemala	140 700	14 400	155 100
III.4.8	Strengthening the Management System of Lima's Town Hall, Peru	35 500	800 000	835 500
III.4.9	Technical Support to the Lima Municipality in the Execution of Infrastructure Rehabilitation Works in Migration Prone Areas	433 200	11 000 000	11 433 200
III.4.10	Decentralized Programme for Young Persons with Labour Problems in Uruguay	6 600	110 000	116 600

III.4.11	Community Assistance for Population Stabilization in Timor-Leste	965 700	864 900	1 830 600
III.4.12	Micro-Enterprise Development in Armenia	78 400	78 200	156 600
III.4.13	Community Infrastructure Rehabilitation Project in Armenia	13 300	27 200	40 500
Total		4 942 900	25 770 100	30 713 000

III.4.1 Migration for Development in Africa (MIDA)

313. In order to contribute to the strengthening of the human resource capacity in countries of origin and host countries, IOM initiated the MIDA programme. MIDA is a demand-driven institutional capacity-building initiative aimed at expanding opportunities for the African diaspora to contribute to development in their countries of origin. MIDA is based on the notion of mobility and circulation of people and resources and, as such, offers options including temporary, permanent or virtual return of diaspora talent. To make this possible IOM, in collaboration with national governments and private sector employers, identifies priority skill and resource needs in key sectors, establishes databanks of available members of the diaspora, and assists in establishing mechanisms to match human resources with local needs. The programme also works to build synergies with development partners, civil society and regional institutions, and to expand the role and capacities of migrant and diaspora associations. Another dimension will be a research initiative to encourage the voluntary and efficient use of migrant remittances for development purposes. MIDA is intended to strengthen institutional capacities of targeted governments to alleviate poverty, assist in post-conflict reconstruction and development, and manage key public services. Special attention will be paid to initiatives that include elements focused on the empowerment of women and local communities through skills upgrading, training and provision of microcredit loans. Activities within the MIDA programme also include information campaigns, the establishment of diaspora web sites, and sponsoring of workshops and meetings to foster dialogue amongst participating governments, and between governments and the diaspora. The target countries for which funds are currently available are Ghana and Senegal. The Administration has allocated Discretionary Income of USD 15,000 for the general oversight of this initiative.

Budgeted Resources: USD 977 700

III.4.2 Pilot Programme to Promote the Development of an Emigration Zone in Morocco and Tunisia

314. The objective of this pilot project is to support local economic revitalization and growth through the creation of employment opportunities and promotion of business incentives in areas prone to a high incidence of emigration in Morocco and Tunisia. It is also anticipated that Moroccan nationals, particularly those resident abroad, will be encouraged to invest in micro-enterprises that have the potential to stimulate economic growth. Implementation of this project will be carried out both in Morocco as well as in the host countries of the nationals being targeted, in order to ensure that the projects identified bring the desired socio-economic benefits to both. The primary objective of the establishment of micro-enterprises will be job creation, which in turn will potentially translate into higher income levels and improved living standards in the targeted regions. In addition, the necessary training and orientation courses will be provided before selected micro-enterprises are launched.

Budgeted Resources: USD 771 800

III.4.3 Technical Assistance for the Planning of Population Movements in the Province of Río Negro, Argentina

315. As a result of the increasing number of migrants in the Province of Río Negro, this project will assist in the creation of associations of microprojects with the aim of enhancing the economic development of rural households. Guidance will also be provided to facilitate access to appropriate technology and the supply of inputs and capital goods needed for the development of sustainable micro-enterprises. It is hoped that by fostering the emergence of associations of small producers and thereby improving living standards, rural settlement will be promoted and migration to urban centres will, with time, become a less attractive prospect.

Budgeted Resources: USD 401 600

III.4.4 Promoting Migrants' Rights and Strengthening Migration Management in the Dominican Republic

316. This project aims to contribute towards an improved migration management regime by providing updated information on Haitian migrants living in the country and promoting respect for their rights as migrants. The resulting reliable information on the Haitian population living in the country is expected to guide policy decisions on migration and labour markets. Furthermore, IOM will try to increase awareness of the plight of many of those migrants, and to advocate increased support to alleviate their difficulties through a series of mutually reinforcing activities. This initiative will also aim to strengthen civil institutions and provide information and training to civil society leaders to fight discrimination and prejudices against Haitian immigrants.

Budgeted Resources: USD 294 900

III.4.5 Community Strengthening Initiatives in Ecuador

317. One of the most destabilizing results of the civil conflict in Colombia is the uncontrolled movement of displaced populations across its borders, which has given rise to concern in Ecuador, particularly in three northern provinces sharing a common border with Colombia. In order to help address the situation, IOM will continue to support the efforts of the Government of Ecuador in responding to the needs and priorities of the communities, as well as to strengthen their capacity to respond to the challenge that these massive population inflows present. The programme aims to support the region through activities benefiting the local population and civil society. Emphasis will also be placed on developing community infrastructure, improving health facilities and services, and generally, promoting economic development in the region. Special attention will be given to the displaced populations from Colombia living in settlements of these provinces.

Budgeted Resources: USD 12 923 500

III.4.6 Project to Promote Development and Rehabilitation – National Fund for Peace (FONAPAZ), Guatemala

318. Within the provisions of the FONAPAZ funding mechanism covering a variety of development projects, IOM manages financial resources held in a fiduciary fund on behalf of the Government of Guatemala. The total fund to implement ongoing development projects is estimated at USD 19,600,000 in 2005, of which USD 18,824,600 will be administered in the form of a fund linked directly to the activities presented in Annex I, page 4.

319. Following the past practice of presenting this activity in budget documents, only the estimates for technical, administrative, financial and supervisory assistance to the projects are included under this section. This totals some USD 775,400 and represents either 4 per cent or 7 per cent depending on the funding and agreement for each programme. This amount is allocated as budgeted resources for the activities listed below.

Budgeted Resources: USD 775 400

Activities implemented under III.4.6 are outlined below:

- **Border Development Programme (PRODESFRO)**

320. This programme aims to foster development and improve the livelihood opportunities of returning migrants, internally displaced persons and the local population in the border region between Guatemala and Mexico. IOM's activities concentrate on two important components: the construction of roads in areas where a significant number of refugees have returned and resettled from Mexico in previous years; and the construction of a border port, the National Migration Office premises, the customs building and access roads. Through these activities, the project is helping to fulfil the objectives of the peace agreements, as well as those included in the bilateral agreements signed between the Governments of Guatemala and Mexico.

Budgeted Resources: USD 307,700

- **Integrated Development Programme for Communities (PRODIC)**

321. The project seeks to promote social investment and infrastructure development and rehabilitation, particularly in the health and education sectors, through an integrated community approach. Planned activities include the development of sustainable and productive social investment projects and infrastructure development focusing primarily on rural areas experiencing extreme poverty and isolation. The second phase of the construction of a technology institute is foreseen in 2005. The principal activities range from pre-investment to maintenance projects aimed at improving communications, electricity services, rural roads, bridges and job creation.

Budgeted Resources: USD 384,600

- **Teachers for Peace Programme**

322. The aim of this undertaking is to complement the efforts of the Ministry of Education to increase the provision of basic education to children living in communities of displaced persons. In order to improve the quality of the current education system, financial assistance and better curricula will be provided to community teachers and education promoters in selected areas without access to regular primary education programmes. IOM is responsible for the coordination and administration of resources, as well as for the monitoring and evaluation, to ensure the success of this initiative. Another dimension of this undertaking is the provision of technical support to farmers aimed at enhancing their productivity through the implementation of new techniques.

Budgeted Resources: USD 30,800

- **Administrative Project**

323. Using the interest generated from funds received from the Government of Guatemala through FONAPAZ, IOM will provide administrative support to FONAPAZ in carrying out the programmes under its responsibility.

Budgeted Resources: USD 52,300

III.4.7 Infrastructure Development in the Port of Champerico, Guatemala

324. In the context of a cooperation agreement signed with the Empresa Portuaria Nacional de Champerico in Guatemala, IOM will provide administrative services and technical assistance in the construction of a dock and the repair of a quay to facilitate small-scale fishing. The objective is to generate sustainable employment at the local level in a geographic area where poverty and high levels of food insecurity are increasingly producing high emigration rates. This project seeks to provide the small-scale fishermen with sustainable employment by providing a good infrastructure, which is essential to enable them to carry out efficiently their trade and thus helps to ensure a regular income.

Budgeted Resources: USD 155 100

III.4.8 Strengthening the Management System of Lima's Town Hall, Peru

325. In order to alleviate pressure on areas of Lima that are a potential source of disruptive migratory movements and to mitigate its effects on affected communities, IOM will continue to provide technical assistance to the Town Council of Lima to modernize and strengthen its institutional capacity and carry out development projects. The project will assess current structures in collaboration with international and local experts, and make proposals for the rationalization and efficient utilization of resources, as well as provide support for the development and management of IT and communications systems. It is also foreseen to provide technical assistance and manage funds on behalf of the Town Hall administration for the execution of priority infrastructural projects.

Budgeted Resources: USD 835 500

III.4.9 Technical Support to the Lima Municipality in the Execution of Infrastructure Rehabilitation Works in Migration Prone Areas

326. Whilst Lima attracts displaced persons who hope to better their living standards, it also serves as a source of outward migration due to poor living conditions of some of its residents. In support of the efforts by the Government to improve the living conditions of the displaced populations, this project seeks to provide management oversight for the execution of three high priority infrastructure projects in the deprived part of Lima. IOM will also provide additional technical assistance to the Municipality of Lima to enable them to respond to urgent infrastructure rehabilitation needs of a part of Lima that is a magnet for displaced communities from all over Peru. Within the framework of this project, assistance will also be provided for improving sanitary and environmental conditions, recreational and sporting facilities and other initiatives that seek to improve the socio-economic level of the poor.

Budgeted Resources: USD 11 433 200

III.4.10 Decentralized Programme for Young Persons with Labour Problems in Uruguay

327. The objective of this activity is to facilitate the multidisciplinary training of youths from underprivileged households, many of whom are deprived of an education for economic reasons. Acting as an executing agency on behalf of the Government of Uruguay, IOM administers the programme's funds and helps to recruit specialized personnel in the various skill areas required for the successful implementation of this activity.

Budgeted Resources: USD 116 600

III.4.11 Community Assistance for Population Stabilization in Timor-Leste

328. As part of the Organization's ongoing assistance to the national development plans of Timor-Leste following the civil strife in the country after the referendum on independence in 1999, this initiative aims to support efforts to reduce poverty and to promote equitable and sustainable growth. The project undertakes to empower rural communities, NGOs and local governments to improve livelihoods in the districts in order to reduce rural migration to urban centres, thereby minimizing instability that could potentially arise from the as yet unfulfilled post-independence expectations. Working in partnership with local government entities and other grass-roots organizations, IOM will facilitate the development of community infrastructure, notably the public medical services. It is foreseen to actively engage women in the identification and implementation of the selected projects.

Budgeted Resources: USD 1 830 600

III.4.12 Micro-Enterprise Development in Armenia

329. The objective of this micro-enterprise project is to promote the development of local enterprises in order to enhance sustainable economic growth in Armenia. In this regard, IOM will provide vulnerable migrants with training to start up businesses and will offer opportunities for loan facilities and advisory services, including a directory of support systems for project participants and entrepreneurs in similar businesses. A revolving loan fund serves as a source of financing through local banking institutions.

Budgeted Resources: USD 156 600

III.4.13 Community Infrastructure Rehabilitation Project in Armenia

330. In response to a request from the local authorities, IOM is working with seasonal migrants and refugee populations in the community of Shvanidzor in Armenia to enhance employment opportunities and reduce poverty. The project is expected to help revive traditional water systems, thus developing the skills of the local youth and creating local employment and livelihood opportunities. The project will provide technical and financial support for the rehabilitation of water systems as well as specific training and skill enhancement opportunities to the local population participating in the project activities. To make these efforts more sustainable, the project facilitates the formation of Water Users' Associations as well as the establishment of an infrastructure maintenance fund.

Budgeted Resources: USD 40 500

IV. ASSISTED VOLUNTARY RETURNS AND INTEGRATION

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
IV.1	Return Assistance to Migrants and Governments	19 441 300	35 571 000	55 012 300
IV.2	Return and Reintegration of Qualified Nationals	744 600	2 945 300	3 689 900
IV.3	Migrant Integration	283 000	204 000	487 000
	Total	20 468 900	38 720 300	59 189 200

Introduction

331. Assisted voluntary returns and migrant integration strategies are indispensable elements of a comprehensive approach to managing migration, including irregular migration. Where migrants are unable to stay in their host country, assisted voluntary returns offer a more humane and cost-effective alternative to forced returns. They also provide a means for persons stranded abroad to return home safely and in dignity. Where migrants are able to stay in the host country, integration support can help ease the difficulty of adjustment to a new culture, while ensuring social harmony between new and old members of the community.

332. When implemented quickly, and in conjunction with effective asylum and border management systems, assisted returns can help preserve the integrity of regular migration systems and work as a deterrent to others contemplating irregular migration. When the return is combined with migrant counselling, protection of the returnees' rights, reintegration support and community development opportunities in the country of origin, it tends to be more sustainable.

333. IOM activities towards achieving such sustainability include: tailored assistance for specific target groups such as the aged, victims of trafficking and unaccompanied minors; specialized advisory services to governments; enhanced pre-return counselling and information services to migrants and governments; surveys of prospective returnees' needs and motivations; and increased reintegration support. IOM also continues to offer its support for partnership building among countries of origin, transit and destination.

334. Some countries of origin also benefit from the assisted return of expatriates with much-needed skills and experience. Returning skilled and qualified nationals who have trained and worked abroad can inject new ideas, skills and technology into key socio-economic sectors and into the training of local personnel. In contributing to a country's development efforts, these returns can provide a positive link between development and migration.

335. At the same time, strategies for aiding the adjustment of migrants to their new environment in countries of destination, or readjustment to their home environments upon return, can reinforce the positive effects of migration for origin and destination communities alike. Successful integration is a two-way adaptation process at social, economic, cultural and political levels, and can help mitigate potential community conflicts resulting from discrimination and xenophobia, often born of a lack of knowledge about different cultures.

336. Given its presence in many countries, IOM is well positioned to support governments' integration programmes, while providing viable voluntary return assistance to migrants unable to stay in the host country, and sustainable reintegration support back in the home country. More cooperative and multilateral programmes are evolving among countries of origin, transit and destination on both migrant integration and return/reintegration issues.

337. IOM has developed an Assisted Voluntary Returns Handbook with guidelines and principles to support the work of its staff and other agencies in developing and implementing voluntary return assistance globally, and an in-house guide on integration (Integration of Migrants: the IOM Approach) for similar purposes.

338. The following sub-headings classify the projects and programmes in this Service:

- Return Assistance to Migrants and Governments: Pre-departure, transportation and post-arrival assistance is provided to unsuccessful asylum seekers, migrants in an irregular situation, migrants stranded in transit, stranded students, temporarily protected persons after protection has been lifted, and other persons in similar situations. IOM return programmes are either available to all migrants in an irregular situation, or tailored to the needs of specific groups. They include initiatives to facilitate a sustainable return and reintegration process (e.g. profiling the needs of target groups, return information and counselling, tailored reintegration measures in origin countries), as well as to provide a forum for return migration dialogue.
- Return and Reintegration of Qualified Nationals (RQN): The return and socio-economic reinsertion of skilled and qualified nationals abroad can benefit the national development or rehabilitation and reconstruction processes of developing countries, countries with economy in transition or recovering from conflict situations. RQN projects include recruitment, job placement, transport and limited employment support, and can help shape the economic and social environment in countries of origin in a manner conducive to further returns.
- Migrant Integration: The dissemination of information about rights and obligations that migrants have in host countries, the provision of advisory services and counselling related to services available to them, and the reinforcement of their skills are initiatives that empower migrants and enhance their prospects of integrating into the host society. At the same time, awareness-raising activities targeting the host society are used to highlight the contributions migrants bring and in turn improve the perception and acceptance of migrants in these societies, thereby reducing the risks of discrimination and xenophobia.

IV.1 Return Assistance to Migrants and Governments

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
IV.1.1	General Return of Migrants and Unsuccessful Asylum Seekers and Support to Governments on Voluntary Return Assistance	15 984 500	29 255 300	45 239 800
IV.1.2	Voluntary Return and Sustainable Reintegration of Angolan Asylum Seekers	72 400	107 100	179 500
IV.1.3	Assisted Voluntary Return and Reintegration Assistance to Asylum Seekers from the Democratic Republic of the Congo	44 500	50 000	94 500
IV.1.4	Regional Support to Facilitate Assisted Voluntary Returns to Iraq	750 700	100 000	850 700
IV.1.5	Assistance to Honduran Migrants Returned from the United States	22 400	100 000	122 400
IV.1.6	Reception and Reintegration Assistance to Returning Afghans	838 900	2 020 000	2 858 900

IV.1.7	Assistance to Sri Lankan Refugees Returning from India	68 700	488 800	557 500
IV.1.8	Care and Voluntary Return of Migrants in an Irregular Situation, Indonesia	1 254 800	1 711 200	2 966 000
IV.1.9	Return and Reintegration of Tajik Nationals from Pakistan	9 700	25 000	34 700
IV.1.10	Voluntary Return and Reintegration of Rejected Asylum Seekers and Irregular Migrants to Georgia	16 600	92 500	109 100
IV.1.11	Information Centre on Return and Resettlement in Greece	32 400		32 400
IV.1.12	Assisted Voluntary Return of Unaccompanied Minors in Ireland	99 300	92 200	191 500
IV.1.13	Voluntary Return and Reintegration Assistance from Switzerland to Bosnia and Herzegovina and Serbia and Montenegro, including Kosovo Province	127 200	500 000	627 200
IV.1.14	Sustainable Reintegration of Internally Displaced Persons (IDPs) in Kosovo	52 900	947 100	1 000 000
IV.1.15	Reinforcement of NGO Capacity to Foster Sustainable Reintegration in Albania, The former Yugoslav Republic of Macedonia and Kosovo Province	33 500	66 500	100 000
IV.1.16	Return Migration and Health in the Netherlands	7 800	10 300	18 100
IV.1.17	Return Information Fund (RIF), Switzerland	25 000	5 000	30 000
Total		19 441 300	35 571 000	55 012 300

IV.1.1 General Return of Migrants and Unsuccessful Asylum Seekers and Support to Governments on Voluntary Return Assistance

339. Within the framework of the general Assisted Voluntary Return (AVR) programmes and in line with existing agreements concluded with a number of host countries, IOM will continue to facilitate the voluntary and dignified return of unsuccessful asylum seekers to their countries of origin. The assistance provided covers a wide range of services from pre-departure to travel and post-arrival arrangements. These may include providing prospective applicants with relevant information related to their return and counselling services in conjunction with several implementing partners. In some cases, assistance is also provided in obtaining travel documents as well as making travel and corresponding transit arrangements on their behalf. In a bid to support the reinsertion of the returnees and facilitate their socio-economic reintegration and sustainable return process, some of them will be given small allowances depending on their personal circumstances and in agreement with the host countries. Many IOM Offices also provide support and advice on voluntary return assistance to concerned governmental agencies and other partners.

340. It is projected in 2005 to provide return assistance to some 30,000 returnees from a number of countries, including Australia, Austria, Belgium, Czech Republic, Denmark, Finland, Germany, Greece, Hungary, Italy, Ireland, the Netherlands, Norway, Portugal, Slovakia, Spain, Sweden, Switzerland and the United Kingdom, as well as to sponsor prepaid cases.

Budgeted Resources: USD 45 239 800

IV.1.2 Voluntary Return and Sustainable Reintegration of Angolan Asylum Seekers

341. As part of ongoing efforts to contribute to the sustainable return of Angolan asylum seekers from selected European countries, IOM will continue to provide assistance to Angolan asylum seekers in Belgium willing to return to their country of origin. Through an integrated approach, the project will provide return information, counselling and transportation, and arrangements will be made for reception and reintegration support in Angola. This will consist of vocational training, reintegration grants, or financial contributions towards viable income-generating activities.

Budgeted Resources: USD 179 500

IV.1.3 Assisted Voluntary Return and Reintegration Assistance to Asylum Seekers from the Democratic Republic of the Congo

342. In general, only a very small percentage of asylum seekers from the Democratic Republic of the Congo (DRC) are granted asylum in Switzerland. Notwithstanding this situation, not many have returned due to prevailing insecurity in their country of origin. With the recent improvement in security conditions in the DRC, particularly in the capital and the surrounding area, IOM has been providing return assistance in collaboration with the relevant authorities to those who have chosen to return. Voluntary return assistance includes provision of information on socio-economic conditions in their communities of return, return counselling, reception and onward transportation to their final destination upon arrival from Switzerland. The social and economic reintegration of the returnees is supported through the funding of viable income-generating projects.

Budgeted Resources: USD 94 500

IV.1.4 Regional Support to Facilitate Assisted Voluntary Returns to Iraq

343. In line with the position taken by the United Nations and the Iraqi authorities, large-scale returns to Iraq are not being promoted for the time being. As a result, IOM continues to assist small numbers of Iraqis who wish to return home for special and urgent reasons relating to family, medical or other humanitarian concerns. In this connection, IOM has developed a regional framework to facilitate voluntary return assistance, in close cooperation with the Iraqi interim authorities and relevant officials in the neighbouring countries of transit, as well as with the United Nations and other agencies. A Regional Operation Centre (ROC) has been established to support and ensure appropriate procedural and operational mechanisms which can assist Iraqis stranded outside the region and who cannot rely on the established return assistance of host countries.

Budgeted Resources: USD 850 700

IV.1.5 Assistance to Honduran Migrants Returned from the United States

344. This ongoing activity aims to offer transport and reintegration assistance to Honduran migrants, particularly vulnerable groups returning from the United States. In order to provide targeted and sustainable support, the returning migrants will be processed and interviewed upon arrival to ensure that appropriate assistance is provided in line with their specific needs. Temporary assistance for urgent needs of food, shelter, and clothing as well as medical assistance will be provided. Finally, to smooth the transition to their new circumstances, they will be offered support in addressing their economic, educational and social needs in order to facilitate reintegration into their communities.

Budgeted Resources: USD 122 400

IV.1.6 Reception and Reintegration Assistance to Returning Afghans

345. Many Afghans who went abroad during the Taliban regime are now seeking to return to their communities of origin as the country's reconstruction efforts get under way. To facilitate these returns, IOM has established a mechanism in close collaboration with the Afghan authorities, the United Nations Mission in Afghanistan, UNHCR, and national and international NGOs to provide reception and tailored reintegration assistance to the returnees, as a complement to pre-departure and travel assistance currently being provided under existing AVR programmes in Europe and elsewhere. A wide range of services to support the return of Afghans in a coordinated manner are also provided, including information on conditions in their home communities, assistance with immigration, customs and cargo processing, and onward transportation upon arrival from Kabul airport through the IOM-managed Airport Coordination Cell (ACC) to their final destination. Post-arrival counselling services and other socio-economic reinsertion support, such as vocational training and advisory services, are also provided and temporary shelter will be made available to those who require accommodation upon arrival. These interventions are expected to contribute to the sustainability of the return process and consequently the reduction of present and future push factors towards further irregular migration.

Budgeted Resources: USD 2 858 900

IV.1.7 Assistance to Sri Lankan Refugees Returning from India

346. As Sri Lanka gradually emerges from over two decades of civil conflict, it is confronted with massive challenges in re-establishing its social, political and economic structures. Due to the civil unrest and destruction of infrastructure and utility facilities, a large number of people were traumatized and fled to other countries, including India. With the security offered through the ceasefire agreement, a number of internally displaced persons and refugees who were living in camps in India for all those years have opted to return to their communities of origin. In view of this development, IOM has been providing reception services to those arriving at the airport as well as onward transportation to their final destination. They are provided with relief kits, shelter, health care and a resettlement allowance to facilitate their reintegration. The absorptive capacity of the receiving communities will also be analysed to ensure that appropriate structures are established to meet the needs of the returnees. It is also foreseen to provide education and training to develop the skills of the returnees and relevant equipment will be provided to allow them pursue different trades

Budgeted Resources: USD 557 500

IV.1.8 Care and Voluntary Return of Migrants in an Irregular Situation, Indonesia

347. Under this project, IOM will continue to support the Government of Indonesia in providing pre-departure assistance, including health assessments, voluntary return and other transportation assistance to migrants in an irregular situation stranded in Indonesia while en route to Australia. Working in collaboration with the Indonesian authorities, UNHCR and immigration authorities in countries of origin, this initiative enhances regional cooperation and also provides technical support to Indonesia's migration management systems. The activity also promotes adherence to international principles and standards concerning migrants in an irregular situation.

Budgeted Resources: USD 2 966 000

IV.1.9 Return and Reintegration of Tajik Nationals from Pakistan

348. Under this initiative, IOM will assist the Government of Tajikistan in facilitating the return and reintegration of its nationals who fled to Pakistan during the civil conflict. Planned activities are expected to contribute to peace-building efforts in the country, with the support of the Government and in coordination with UNHCR, by linking organized voluntary returns with immediate reintegration plans. Small loans and training opportunities will be provided to returnees to help them develop productive and self-reliant business ventures for their sustenance and the development of the local economy.

Budgeted Resources: USD 34 700

IV.1.10 Voluntary Return and Reintegration of Rejected Asylum Seekers and Irregular Migrants to Georgia

349. As part of ongoing efforts to facilitate the sustainable return of rejected asylum seekers and irregular migrants returning to Georgia from the Czech Republic, IOM will assist with their travel arrangements and ensure to the extent possible, a smooth return and reintegration process. An information campaign is under way to raise awareness among potential returnees on the services available. Reintegration assistance, provided in cooperation with the Czech Government and other partners, includes counselling and referrals to employment opportunities. Vocational training is also made available to returnees and to the local communities in order to reduce future possibilities of irregular movements.

Budgeted Resources: USD 109 100

IV.1.11 Information Centre on Return and Resettlement in Greece

350. At the request of the Greek Government, IOM has helped establish an Information Centre to provide information to Greek nationals living abroad. The main objective of this Centre is to facilitate the return and resettlement of Greek nationals who are considering returning permanently to Greece after a prolonged period of absence. Information provided covers social services, customs requirements and job opportunities.

Budgeted Resources: USD 32 400

IV.1.12 Assisted Voluntary Return of Unaccompanied Minors in Ireland

351. The number of unaccompanied minors seeking asylum in several European countries over the past years has been rising. Although voluntary return assistance could be available to them within the framework of regular return programmes, the specific needs of this target group requires focused attention in close coordination with the Irish Government and specialized institutions. Within the framework of a multi-agency approach, this initiative provides for voluntary return and reintegration assistance to separated minors who express a desire to return to their country of origin. Assistance provided will be tailored to serve the specific needs and best interests of the child, in consultation with the appointed guardians in the host country and respective families in the countries of origin. This can include formal education and local support to the family and the regular monitoring of the child's reintegration process.

Budgeted Resources: USD 191 500

IV.1.13 Voluntary Return and Reintegration Assistance from Switzerland to Bosnia and Herzegovina and Serbia and Montenegro, including Kosovo Province

352. This project continues to facilitate the voluntary return of vulnerable persons originating from Bosnia and Herzegovina, Serbia and Montenegro, and Kosovo Province, and currently within the asylum regime in Switzerland. The project supports the reintegration of individual returnees in their communities of origin through tailored assistance packages, as assessed by IOM and decided on a case-by-case basis by the Swiss authorities. Information provided through the ongoing Return Information Fund serves as the underlying basis for pre-departure counselling provided to the returnees.

Budgeted Resources: USD 627 200

IV.1.14 Sustainable Reintegration of Internally Displaced Persons (IDPs) in Kosovo

353. Over the last few years, following the end of the conflict in Kosovo, a number of people who fled their communities to safer areas of the province and to other countries have been returning to their communities of origin. The local conditions and infrastructure in some of the receiving localities are however inadequate to support the large influx of returnees. To help smooth the return and reintegration process, IOM provides assistance to internally displaced persons (IDPs) returning to targeted municipalities in Kosovo. They will be provided with counselling and referral services, tailored vocational training, on-the-job and business training as well as facilities for the development of micro-enterprises, including necessary tools and equipment. Similar support is also provided to local communities to reduce socio-economic disparities among assisted IDPs and those who stayed behind, and to facilitate their acceptance within the community.

Budgeted Resources: USD 1 000 000

IV.1.15 Reinforcement of NGO Capacity to Foster Sustainable Reintegration in Albania, The former Yugoslav Republic of Macedonia and Kosovo Province

354. Over the past few years, a large number of migrants, unsuccessful asylum seekers, or those with expired temporary protection status have been returning from EU Member States to Albania, The former Yugoslav Republic of Macedonia, and Kosovo Province. As a result, there is a need to support the capacity of local structures and services to reintegrate the large numbers of returnees and to prevent further displacement. Efforts have been made under this project to establish new mechanisms and improve existing structures to support the returnees through reintegration initiatives. The project also aims to contribute towards the sustainability of return through local governance efforts in the communities of origin, by building the capacities of local NGOs and service providers, in cooperation with local authorities.

Budgeted Resources: USD 100 000

IV.1.16 Return Migration and Health in the Netherlands

355. This project aims to enhance the integration of health-related factors into the overall framework of facilitating voluntary returns from the Netherlands. The three main components of this initiative are: (a) to conduct research on the health dimension of returns; (b) to strengthen cooperation among those involved in providing return assistance and health care to asylum seekers in the Netherlands; and (c) to provide return assistance through facilitating return-related information, referral services in the country of origin and other measures.

Budgeted Resources: USD 18 100

IV.1.17 Return Information Fund (RIF), Switzerland

356. Building on an established mechanism and network of partners, this initiative will continue to provide return-related information on socio-economic conditions in countries of return to partners and return counsellors in a timely fashion. This information facilitates the effective planning and better implementation of targeted pre-departure vocational training courses for those asylum seekers intending to return to their country of origin. It is also expected to improve the quality and relevance of pre-departure training programmes offered in Switzerland in an effort to enhance the reintegration of returnees in their countries of origin.

Budgeted Resources: USD 30 000

IV.2 Return and Reintegration of Qualified Nationals

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
IV.2.1	Return of Qualified Nationals to Various Destinations	8 000	175 500	183 500
IV.2.2	Return of Qualified Iraqis (RQI)	41 000	81 000	122 000
IV.2.3	Return of Qualified Afghans (RQA)	695 600	2 688 800	3 384 400
	Total	744 600	2 945 300	3 689 900

IV.2.1 Return of Qualified Nationals to Various Destinations

357. Building on the wide range of experience gained over the years in return activities, IOM will continue to provide a range of services closely linked to successful reintegration programmes and which can effectively complement and support larger-scale assisted return activities. At the request of governments, donors and individuals, the Organization has, over the years, assisted in the voluntary return of qualified nationals to their countries of origin where their qualifications and experience gained abroad are expected to contribute to national development efforts in accordance with the needs expressed by governments. Information databases are established to identify skill needs and job openings in the countries of origin, as indicated by employers in both the public and private sectors, and which cannot be filled through resources available in the local labour market. The requirements of the job openings are then matched with the professional profiles of expatriate applicant nationals. Under circumstances where options exist for self-employment, beneficiaries are offered guidance in drawing up their business plans, and those eligible are financed to start their businesses.

Budgeted Resources: USD 183 500

IV.2.2 Return of Qualified Iraqis (RQI)

358. The programme aims to enhance the institutional capacity of the Iraqi ministries and other public institutions through the short- and long-term deployment of selected Iraqi *émigré* experts. Qualified Iraqi expatriates willing to take short- and longer-term assignments to provide capacity-building and technical assistance will be identified and matched to the specific professional profile needs of the public institutions. It is expected that on-the-job training will be provided to existing staff working in those institutions. The programme will be implemented in a phased manner, piloting modalities for a viable return and subsequent insertion of a more substantial group of highly-qualified expatriate nationals, initially in the public sector and including private sector development in the future. The programme is implemented in close collaboration with the Iraqi authorities and United Nations and other partners, and is subject to the security situation in the country.

Budgeted Resources: USD 122 000

IV.2.3 Return of Qualified Afghans (RQA)

359. Among the many Afghans who fled abroad as a result of years of war and instability in the country, there are many professionals and skilled workers who might consider returning to assist with national reconstruction endeavours. This programme matches candidate profiles with available job opportunities in priority socio-economic sectors, and arranges their return and professional insertion for short- or long-term options. The project involves training and skills upgrading to enable applicants to take up identified professional positions in both the public and private sectors or start small businesses in areas considered critical for the country's reconstruction and sustainable development. The EU-sponsored component recruits Afghan experts in EU Member States, whereas under the Afghanistan Reconstruction Trust Fund (ARTF), IOM provides support to the Independent Administrative Reform and Civil Service Commission (IARCSC), in identifying qualified expatriate Afghans worldwide with significant reconstruction and development experience who may contribute to enhancing the Government's effectiveness in overseeing urgent policy and institutional reforms.

Budgeted Resources: USD 3 384 400

IV.3 Migrant Integration

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
IV.3.1	Information and Referral Service in Indonesia	9 900	10 500	20 400
IV.3.2	Project for the Integration of Foreigners in the Czech Republic	18 300	22 800	41 100
IV.3.3	Social Integration Projects for Migrants, Refugees and Repatriated Greeks	254 800	170 700	425 500
	Total	283 000	204 000	487 000

IV.3.1 Information and Referral Service in Indonesia

360. The objective of this project is to contribute towards the successful integration of displaced persons into receiving communities through effective planning and management, in support of the

efforts of the Indonesian Government to settle displaced persons of Timor-Leste. To achieve this, IOM will support the establishment of an information management and referral system to assist the displaced and host communities, thereby optimizing the effective use of available opportunities and services by matching resources with the profiles of the beneficiaries. A database for the identification and profiling of refugees opting for resettlement will be established in order to have updated information for planning purposes. Particular attention will be paid to the needs of special groups such as women and vulnerable persons.

Budgeted Resources: USD 20 400

IV.3.2 Project for the Integration of Foreigners in the Czech Republic

361. Contributing to the efforts of the Czech authorities to promote migrants' integration, this activity will aim to prevent the social exclusion of foreigners in the Czech Republic by reaching out to them in their communities as well as through those organizations supporting their social networks. As a follow-up to initial efforts adopted to facilitate and ease the integration of foreigners in the country, the existing web site will be expanded to reach a more diverse audience among immigrant communities. Information on education, employment, health care and social insurance will be accessible on the web site in several languages in order to reach a broad range of foreign communities. Foreigners without personal Internet connection will be able to access the web site via their organizations which will be trained and equipped with the appropriate IT equipment.

Budgeted Resources: USD 41 100

IV.3.3 Social Integration Projects for Migrants, Refugees and Repatriated Greeks

362. In recent years, Greece has experienced an influx of migrants and Greeks returning to their native land. The native population in Greece is not yet accustomed to such influxes and consequently xenophobic and discriminatory behaviour has at times occurred. This includes discrimination or unequal treatment regarding access to the labour market. Labour market exclusion is often coupled with exclusion from various other socio-economic sectors, such as accommodation, health care and education. This initiative seeks to support the efforts of the Greek authorities to enhance the integration of migrants, refugees and repatriated Greeks into the labour market. In collaboration with specialized entities who have extensive experience in dealing with the target groups, planned activities are centred around the creation of an Information Centre to provide information to target groups on their rights, obligations and general elements which will facilitate their social and labour integration, including public awareness initiatives and antidiscriminatory sensitization activities. The development of an accreditation mechanism concerning the technical and vocational skills of migrants, refugees and repatriates, for the purpose of facilitating their integration into the Greek labour market is envisaged. At the same time, in order to improve accessibility to the labour market by migrant women, vocational and employment orientation as well as psychosocial support and legal counselling will be provided. Finally, another dimension of these projects is to develop the skills of the beneficiaries through social and cultural counselling sessions, with a view to facilitating their integration.

Budgeted Resources: USD 425 500

V. COUNTER-TRAFFICKING

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
V.1	Trafficking Prevention Assistance	3 427 800	4 953 000	8 380 800
V.2	Assistance to Victims of Trafficking	1 132 100	2 311 500	3 443 600
	Total	4 559 900	7 264 500	11 824 400

363. Trafficking in persons continues to be one of the most serious threats to orderly migration and a violation of the human rights of migrants. It affects both the safety and the health of migrants and, with other forms of irregular migration, can discredit regular immigration and asylum processes and undermine the authority of governments. The United Nations Convention Against Transnational Organized Crime (December 2000), supplemented by the Protocol Against the Trafficking in Persons, establishes clear lines for the prevention of this crime and for assistance to its victims. Governments increasingly turn to IOM to cooperate with them on counter-trafficking actions, and growing numbers of stranded victims are referred to IOM for return and reintegration assistance. IOM addresses this subject in a comprehensive way, combining prevention activities with protection and assistance to victims.

364. IOM's assistance to victims of trafficking is increasing dramatically. The Organization aims to strengthen multilateral funding support and cooperation with countries of origin, transit and destination, both to facilitate assistance and to prevent and combat the phenomenon.

365. IOM has established a central database of victims of trafficking assisted by IOM all over the world, including detailed information on the different phases of the trafficking process (i.e. recruitment, trafficking and exploitation) in order to better compile and analyse data, understand the trafficking phenomenon and address it appropriately.

366. Based on its many years of experience in this field, IOM has produced a handbook including standardized guidelines for IOM Missions on the different aspects of IOM assistance to victims of trafficking. The handbook includes globally applicable instructions on security, screening of victims, health aspect of trafficking, cooperation with law enforcement agencies, management of reception/rehabilitation centres, return and reintegration, and the use of the database.

367. The following sub-headings classify the projects and programmes in this Service:

- Trafficking Prevention Assistance: Recognizing the need to prevent trafficking before it occurs, information campaigns are carried out in countries of origin to inform potential victims of the dangers of trafficking and irregular migration. IOM awareness-raising activities target schools, urban and rural community groups and families. The methodology, tailored to each target group, includes the utilization of a variety of communication activities using diverse media outlets. Mass media ensures that the information reaches large audiences quickly while direct grass-roots contacts provide the informal setting required for a more in-depth and frank discussion.

Broader research on trafficking characteristics, routes, methods and victims' profiles is also carried out in countries affected by this problem, with a view to developing appropriate policies against it. Technical cooperation through training of government officials increases the capacity of governments to effectively address the problem. IOM has extended its capacity-building activities to such diverse partners as law enforcement officials, the judiciary and NGOs.

- Assistance to Victims of Trafficking: IOM offers, both in countries of origin and destination, immediate protection in reception centres in collaboration with its partners and provides voluntary and dignified return assistance to victims of trafficking, including flexible reintegration packages through counselling, and educational as well as vocational training to assist in the establishment of income-generating activities in the countries of origin. Returnees are monitored with a view to improving services through further research initiatives, advocacy, information and evaluation. Health-care facilities are part of the IOM rehabilitation centres, providing psychological support, and both general and specialized health services.

V.1 Trafficking Prevention Assistance

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
V.1.1	Counter-Trafficking Assistance Programme in Southern Africa	448 300	469 900	918 200
V.1.2	Information and Counselling Services for the Prevention of Trafficking in Women in Ethiopia	48 300	38 000	86 300
V.1.3	Awareness-Raising to Prevent Trafficking of Women and Minors in Bolivia	4 900	37 200	42 100
V.1.4	Capacity-Building for the Prevention of Trafficking in Children and Adolescents in Chile	13 400	108 000	121 400
V.1.5	Combating Trafficking Activities in Central Asia	308 500	265 700	574 200
V.1.6	Information Campaign for the Prevention of Trafficking in Bangladesh	11 800	35 000	46 800
V.1.7	Information Campaign for the Prevention of Trafficking in Women in Cambodia	440 800	330 800	771 600
V.1.8	Capacity-Building in Counter-Trafficking for Law Enforcement Personnel in Indonesia, Pakistan and Tajikistan	164 400	120 000	284 400
V.1.9	Education on Trafficking Prevention in Tajikistan	56 900	67 200	124 100
V.1.10	Establishment of a Network to Fight Trafficking Activities in the European Union (EU)	17 200	17 600	34 800
V.1.11	Prevention of Trafficking in Women through Awareness Raising and Institutional Capacity-Building in Albania	179 900	271 000	450 900
V.1.12	Information to Counter Trafficking among the Youth in Baltic States	127 900	158 500	286 400
V.1.13	Prevention and Awareness-Raising Campaign on Trafficking in Bosnia and Herzegovina (BiH)	49 700	128 200	177 900
V.1.14	Combating Trafficking in Women in Bulgaria and Romania	262 000	248 900	510 900

V.1.15	Information Dissemination to Counter Irregular Migration and Trafficking in Georgia	90 200	108 300	198 500
V.1.16	Capacity-Building to Counter Trafficking in Kosovo and The former Yugoslav Republic of Macedonia	461 100	1 346 900	1 808 000
V.1.17	Combating Trafficking in Women in Belarus, the Republic of Moldova and Ukraine	742 500	1 201 800	1 944 300
Total		3 427 800	4 953 000	8 380 800

V.1.1 Counter-Trafficking Assistance Programme in Southern Africa

368. Trafficking in persons is a serious and growing problem in Southern Africa. Regardless of this situation, many of the Southern African Development Community (SADC) member States have yet to introduce an anti-trafficking law or targeted victim assistance programmes. Consequently, there is also a widespread lack of understanding of the trafficking problem and its broader implications amongst policy makers, police and border officials, local NGOs and the general public. In view of this, it is considered important to help develop the capacity of governments and civil society in Southern Africa to prevent trafficking in persons, to protect victims of the trade and offer them rehabilitation assistance as well as return and reintegration options. An integrated referral and support network will be developed by organizing a series of training workshops for law enforcement officials and local NGO assistance providers. Based on lessons learned and best practices in combating trafficking in persons, policy guidance will be offered to governments in Southern Africa.

Budgeted Resources: USD 918 200

V.1.2 Information and Counselling Services for the Prevention of Trafficking in Women in Ethiopia

369. The difficult socio-economic situation and high rate of unemployment in Ethiopia has led to the departure of a large number of its nationals to seek unskilled labour abroad. In the process, traffickers lure some of the women with false promises of well-paid jobs. To support the Government's efforts to counter trafficking, this project will provide pre-departure counselling with the aim of disseminating information on the realities of irregular migration, particularly the risks of women to exploitation, physical and sexual abuse. Information on human rights and health issues will also be made available. Pre-departure counselling is expected to complement an information campaign that will be carried out to raise the awareness of selected target audiences to irregular migration and trafficking.

Budgeted Resources: USD 86 300

V.1.3 Awareness-Raising to Prevent Trafficking of Women and Minors in Bolivia

370. Working in partnership with the Inter-American Commission of Women (CIM), a specialized organ of the Organization for American States (OAS), IOM will implement this project to raise awareness on the importance and need for coordinated mechanisms to address trafficking in persons in Bolivia. The activity is designed to equip a wide range of government officials, key stakeholders and populations at risk comprising mainly of women, children and migrants, with information on trafficking. In addition, efforts will be directed towards increasing the capacity of relevant institutions to take appropriate steps to assist victims in their daily work, as well as to

establish networks to fight trafficking in persons both within and across borders. A training curriculum and a reference kit, including modules tailored for specific audiences, will also be developed and a series of national workshops will be organized in cooperation with key groups working on issues related to trafficking.

Budgeted Resources: USD 42 100

V.1.4 Capacity-Building for the Prevention of Trafficking in Children and Adolescents in Chile

371. The Government of Chile is committed to developing a higher level of technical capacity to deal with the problem of trafficking in children and adolescents for sexual exploitation. Recognizing the lack of adequate national structures and professional resources to support the Government's prevention efforts, this initiative will provide training to experts from government agencies and NGOs in order to improve their technical skills relating to analysis, prevention, and information dissemination on the sexual exploitation of children and adolescents, and on available rehabilitation and support structures for victims. In order to provide a comprehensive and effective assistance package to victims, it is also foreseen to provide medical and therapeutic services in certain regions of the country.

Budgeted Resources: USD 121 400

V.1.5 Combating Trafficking Activities in Central Asia

372. With the increase in trafficking activities and involvement of criminal organizations in recent years, a market servicing irregular migration has developed which provides fake travel documents, transportation and clandestine border crossings. As the Organization continues to work in close cooperation with various governments in Central Asia, including Tajikistan and Turkmenistan, assistance will be provided in combating trafficking activities by helping to reinforce the capacity of the relevant authorities dealing with potential and actual victims, both within their borders and in collaboration with counterparts in respective destination countries. Training will be offered to consular personnel and assistance provided in establishing a database to register cases of trafficking. The population will be sensitized on the realities of trafficking and the hardships faced by women and child victims of trafficking through various information channels.

Budgeted Resources: USD 574 200

V.1.6 Information Campaign for the Prevention of Trafficking in Bangladesh

373. The significant increase in trafficking activities in Bangladesh over the last few years, due primarily to its geographical location and economic circumstances, has become an issue of major concern for the national authorities. In response to this growing trend, this activity aims to help reduce trafficking activities through public information dissemination initiatives aimed at raising public awareness on the problem. As part of the efforts to protect vulnerable populations as well as victims, NGOs and grass-roots communal channels will be used to educate people on trafficking interventions and increase the knowledge and understanding of the general public on the complexity, dangers and consequences of trafficking.

Budgeted Resources: USD 46 800

V.1.7 Information Campaign for the Prevention of Trafficking in Women in Cambodia

374. Indications from trafficking trends in Cambodia suggest that the number of persons, especially young women, falling victim to trafficking is on the increase. To help address the problem, this project is designed to use information and counselling channels to strengthen mechanisms and strategies to prevent trafficking in persons. In a bid to improve the situation, this initiative will help strengthen the human resource and programme capacity of the Ministry of Women's and Veterans Affairs (WMVA) to help with the implementation of a provincial-level multimedia information campaign. This campaign will be designed to raise awareness on trafficking and develop grass-roots activities to foster community-based networks that will disseminate educative information to young women on orderly migration and the dangers of trafficking. A counter-trafficking database will also be developed to aid the gathering and analysis of data that could be used for developing effective counter-trafficking policy.

Budgeted Resources: USD 771 600

V.1.8 Capacity-Building in Counter-Trafficking for Law Enforcement Personnel in Indonesia, Pakistan and Tajikistan

375. In recognition of the growing trafficking problem, the objective of this project is to enhance the capacity of law enforcement officials to investigate and apprehend persons involved in trafficking activities and to be able to respond to the immediate needs of victims. Whilst taking into consideration the global dimension of trafficking, this initiative will be implemented based on the specific needs of the participating countries of Indonesia, Pakistan and Tajikistan. In pursuing an awareness-raising campaign among law enforcement officials on the nature of trafficking in persons, IOM will simultaneously support the development of a legislative base and the formation of a training framework in order to develop the capacity of law enforcement officials to investigate, prosecute and discourage crimes relating to trafficking in persons.

Budgeted Resources: USD 284 400

V.1.9 Education on Trafficking Prevention in Tajikistan

376. This activity aims to mitigate an increase in trafficking in Tajikistan through preventive education methods. It is foreseen to lobby for the inclusion of an educational trafficking prevention module in the national high school curriculum, in close collaboration with the Ministry of Education, NGOs and other institutions. It is also intended to develop and disseminate preventive measures through which high school students, teachers, parents, friends and surrounding communities will be provided with accurate information on trafficking and the threat it poses to young sections of the population. It is hoped that these initiatives will help reduce and ultimately eliminate activities relating to trafficking among young people.

Budgeted Resources: USD 124 100

V.1.10 Establishment of a Network to Fight Trafficking Activities in the European Union (EU)

377. Recognizing the growth of trafficking activities towards the European Union countries in recent years, and considering the enlargement of the EU in May 2004, the need to step up efforts to mitigate illegal migration to the European Union has attracted increased interest. Despite the progress made in the past few years in strengthening cooperation between government authorities, border guards, police and other State agencies involved in combating trafficking, there is still room for increased cooperation, particularly with NGOs who work closely with victims of trafficking. The situation has been compounded by the increased membership of the EU and this project seeks

to address the gaps between policy and implementation of preventive measures by drawing on the benefits of cooperation between government officials and civil society. To achieve this, it is foreseen to establish a network and understanding of the problem among investigation officers, law enforcement agencies, international and non-governmental organizations in all countries.

Budgeted Resources: USD 34 800

V.1.11 Prevention of Trafficking in Women through Awareness Raising and Institutional Capacity-Building in Albania

378. The continued growth and diverse nature in trafficking activities, particularly in women, poses a modern migration challenge requiring strong commitment from the international community in dealing with the problem. As part of the Organization's support to numerous countries in addressing the problem, effective information dissemination campaigns will be designed and assistance provided to build institutional capacity in Albania. An information campaign will therefore be launched to sensitize target groups and positively influence their perception of migration realities by warning them of the risks and consequences of illegal migration. The development of training schemes as part of the curriculum for State agencies engaged in combating the problem is anticipated under this initiative. Finally, it is foreseen to provide training in prevention and detection techniques and establish appropriate mechanisms for the protection of the human rights of victims.

Budgeted Resources: USD 450 900

V.1.12 Information to Counter Trafficking among the Youth in Baltic States

379. With the increasing trend in trafficking activities worldwide and the involvement of criminal networks, this undertaking aims to protect the youth in the Baltic States of Estonia, Latvia and Lithuania from traffickers. In contributing to national efforts to prevent trafficking in persons, IOM will embark on an information campaign using various media channels to provide the youth with information on migration options and sensitize them on the dangers of trafficking. To this end, printed materials, school lectures, training of student leaders and a web site will be among the many channels of outreach to be used. It is also planned to incorporate counter-trafficking education in the school system.

Budgeted Resources: USD 286 400

V.1.13 Prevention and Awareness-Raising Campaign on Trafficking in Bosnia and Herzegovina (BiH)

380. This nationwide trafficking prevention and awareness-raising campaign will be implemented in cooperation with local non-governmental organizations (NGOs), government institutions, health-care workers, social service professionals and other relevant local authorities. The target audience of the campaign will be potential risk groups comprising young people, victims of trafficking, users of sexual services, and local authorities including the police, the State Border Service, judges, prosecutors and media professionals. A baseline survey will be conducted to assess the information needs and the level of awareness among the target groups, following which IOM will use printed media, television and radio to disseminate information in collaboration with local media consulting firms. Post-campaign research will also be conducted to evaluate the campaign's effectiveness.

Budgeted Resources: USD 177 900

V.1.14 Combating Trafficking in Women in Bulgaria and Romania

381. Trafficking activities have increased substantially towards the European Union and this development requires comprehensive and coherent action, not only by local authorities but by the international community at large. To demonstrate the commitment to fight this trend, the respective governments have adopted national plans to serve as a clear indication of their intention to fight trafficking. For the most part, laws have been enacted to criminalize trafficking, and basic protection measures have been established. Planned activities will include massive information campaigns aimed at raising public awareness of the problems related to trafficking. It is foreseen to establish partnership networks to facilitate inter-agency cooperation at central, regional and local levels, and assistance will be offered to pool existing resources and incorporate all partnerships and resource persons into a coherent effort. IOM will help establish an inter-agency mechanism for the exchange of information with a view to mitigating trafficking activities and facilitating effective allocation of available reintegration resources. IOM will also work with the border police in dealing with individual cases of trafficking.

Budgeted Resources: USD 510 900

V.1.15 Information Dissemination to Counter Irregular Migration and Trafficking in Georgia

382. This initiative is designed to raise public awareness in Georgia as part of a strategy to counter irregular migration through information dissemination. Working in collaboration with national authorities, non-governmental organizations and other implementing partners, selected media which combine mass and informal outlets will be utilized in the dissemination of information. The expectation is that the perceptions of target audiences on migration realities will be positively influenced through warnings about the risks and consequences of irregular migration, particularly smuggling and trafficking. Information will also be provided on self-protection and services available to provide assistance as well as guidance on regular migration alternatives where these exist. In order to strengthen institutional capacity to address this phenomenon, workshops and seminars will be organized for relevant government officials which will also serve as an outreach for cooperation with relevant institutions both in and outside the country. Finally, a telephone hotline service will be extended to several regions and consultation centres will be opened for people to express their views on migration realities.

Budgeted Resources: USD 198 500

V.1.16 Capacity-Building to Counter Trafficking in Kosovo and The former Yugoslav Republic of Macedonia

383. Every year thousands of persons, mainly women, are trafficked and held in conditions amounting to slavery. IOM will aim to contribute to the building of a regional effort to combat trafficking in human beings to, from and via the Balkans and neighbouring countries. It will seek to build the institutional capacity of the targeted countries to combat trafficking through the strengthening of government and relevant authorities' counter-trafficking measures at a policy level. Greater effort will be placed on improving the capacity of law enforcement entities to effectively contribute to the prevention, detection and prosecution of cross-border crime such as trafficking and smuggling in human beings. In addition, the project will support the establishment of an assistance and advocacy NGO infrastructure.

Budgeted Resources: USD 1 808 000

V.1.17 Combating Trafficking in Women in Belarus, the Republic of Moldova and Ukraine

384. The aim of this undertaking is to help prevent and discourage trafficking as well as to strengthen the capacity of relevant officials and civil societies in countries of origin, transit and destination. Drawing on the Organization's past experience in counter-trafficking outreach initiatives, technical assistance will be provided to Belarus, the Republic of Moldova and Ukraine to address the problem through prosecution and criminalization. Planned activities also include building the capacity of law enforcement and judicial authorities to more effectively prosecute crimes relating to trafficking. As part of an integrated strategy, public information campaigns will be launched with a view to preventing trafficking, as well as making protection and reintegration support available to victims. It is hoped that this initiative will discourage and prevent trafficking and help strengthen the Governments' resolve and capacity to deal with this problem.

Budgeted Resources: USD 1 944 300

V.2 Assistance to Victims of Trafficking

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
V.2.1	Assistance to Trafficked Children for Labour Exploitation in Ghana	46 900	200 000	246 900
V.2.2	Return of Trafficked Children to Mali	26 800	40 000	66 800
V.2.3	Assistance to Victims of Trafficking in the Dominican Republic	131 000	307 000	438 000
V.2.4	Reintegration Assistance to Victims of Trafficking in Cambodia	325 200	203 300	528 500
V.2.5	Assistance to Victims of Trafficking in Greece	21 000	6 000	27 000
V.2.6	Assisted Voluntary Return and Reintegration of Victims of Trafficking from Italy	154 400	129 000	283 400
V.2.7	Shelter and Protection for Trafficked Women in the Russian Federation	38 200	568 200	606 400
V.2.8	Protection Assistance and the Return and Reintegration of Trafficked Women in Serbia and Montenegro	84 200	162 600	246 800
V.2.9	Combating Trafficking in Human Beings in Ukraine	304 400	695 400	999 800
	Total	1 132 100	2 311 500	3 443 600

V.2.1 Assistance to Trafficked Children for Labour Exploitation in Ghana

385. Due to the impoverished economic situation of some families, many children are sometimes deprived of their childhood and education because they are engaged and exploited in different forms of child labour. Children constitute a cheap source of labour and are often made to work under difficult conditions which threaten their physical and mental health. The objective of this pilot project in Ghana is to support the Government's efforts to eliminate trafficking and child labour in the country. In this connection, IOM will provide support in the identification,

documentation and counselling of child victims of trafficking for labour exploitation in the Yeji fishing communities. They will be assisted in reuniting with their families through an integrated mechanism that will benefit the children's reintegration into their communities, and training will be provided to the fishermen to improve their fishing techniques.

Budgeted Resources: USD 246 900

V.2.2 Return of Trafficked Children to Mali

386. The alarming increase in trafficking in children is an issue high on the agenda of the governments of West Africa. Resulting from the plan of action adopted by the Government of Mali in its fight against trafficking, IOM will provide transport and technical support to Malian children who have fallen victims to transborder trafficking. Further assistance will be provided to facilitate their reintegration into their communities upon return. Finally, the project will help develop efficient mechanisms to halt further trafficking activities.

Budgeted Resources: USD 66 800

V.2.3 Assistance to Victims of Trafficking in the Dominican Republic

387. The objective of this activity is to provide continued support to the Dominican Republic in strengthening national capacities to combat trafficking in persons and provide assistance to victims, as well as to promote respect for migrant women's rights. Following the successful outcome of the first two phases of this initiative, planned activities will now be centred on enhancing technical and institutional capacities that are necessary for the provision of effective assistance and reintegration services. Special emphasis will be placed on increased participation of civil society groups at the local level. Another important aspect of trafficking to be addressed is the problem of internal trafficking of Dominicans, particularly children.

Budgeted Resources: USD 438 000

V.2.4 Reintegration Assistance to Victims of Trafficking in Cambodia

388. The high prevalence of poverty, large disparity in development and political instability in some Asian countries have contributed to the increase in trafficking, especially in women and children for sexual exploitation. Cambodia has emerged as one of the leading sending, receiving and transit countries due to its geographic location, war-torn infrastructure and weak law enforcement structures that provide an ideal environment for traffickers. This initiative seeks to complement current ongoing counter-trafficking projects whereby IOM will assist trafficked women and children returning to Cambodia to reintegrate with their families and successfully assimilate into their communities. Working in coordination with grass-roots NGOs in providing long-term recovery services and support, community-based solutions will be found for persons who cannot trace their families. Support will be provided to the returned victims to facilitate their reintegration and ensure sustainable independent livelihoods.

Budgeted Resources: USD 528 500

V.2.5 Assistance to Victims of Trafficking in Greece

389. Working with local NGOs, IOM will assist trafficked women by providing temporary shelter and informing the various law enforcement agencies and consulates of the countries of origin of the victims. The necessary steps will then be taken to secure relevant travel documents

and arrangements will be made on their behalf to transport them to their final destination. IOM Offices in countries where counter-trafficking activities are being implemented will be requested to provide assistance to the victims upon their return in order to facilitate their reintegration.

Budgeted Resources: USD 27 000

V.2.6 Assisted Voluntary Return and Reintegration of Victims of Trafficking from Italy

390. The Organization's action for the return and reintegration of victims of trafficking from Italy is fully integrated into the national assistance plan following a special agreement signed between IOM and the Government of Italy. Operating within the framework of this agreement, trafficked women and children will be referred by government institutions and NGOs dealing with trafficking issues to IOM for psychosocial assessment of their condition and needs. Furthermore, return and reintegration assistance will be established based on the merits of individual cases in close collaboration with implementing partners in Italy and countries of origin. It is also foreseen to provide reception assistance and installation grants upon arrival. Health assistance will be provided if necessary and the victims will be closely monitored to ensure a smooth reintegration process.

Budgeted Resources: USD 283 400

V.2.7 Shelter and Protection for Trafficked Women in the Russian Federation

391. Acting as the channel for funds for the direct implementation of the project by an NGO, IOM provides assistance in establishing a nationwide network of safe houses for the protection of victims in secure locations and facilitates interviews to gather information on traffickers. As part of this operation, IOM will help develop security measures to provide extra protection to witnesses who testify against traffickers. Training will also be provided to relevant officials at the communal levels to manage the shelters while ensuring the legal protection and safety of the victims. IOM will facilitate processing of the necessary travel documents and provide travel assistance to the victims of the respective countries. Measures will also be instituted to ensure the victims receive psychological, medical, social and protection services whilst awaiting their return home.

Budgeted Resources: USD 606 400

V.2.8 Protection Assistance and the Return and Reintegration of Trafficked Women in Serbia and Montenegro

392. Information gathered on the current trends in trafficking activities in Serbia and Montenegro seems to indicate that this is being organized by transnational networks operating all over Europe. Within the framework of the stabilization and association process, this activity is expected to enhance institutional and civil society capacity to respond and deal with the consequences of trafficking by developing existing government systems to be consistent with minimum EU standards. In contributing to national and regional counter-trafficking efforts, coordinated assistance will be provided to women victims of trafficking by arranging their return home in a dignified manner and offering them durable and sustainable reintegration opportunities.

Budgeted Resources: USD 246 800

V.2.9 Combating Trafficking in Human Beings in Ukraine

393. This project intends to address three integrated and interrelated aspects of trafficking and consequently contribute to the efforts of the Ukrainian authorities to combat trafficking in human beings from, through and within Ukraine. The three aspects are: protection and reintegration through the provision of extensive assistance to victims of trafficking who have returned to Ukraine; prosecution and criminalization of crimes related to trafficking by building the capacity of Ukrainian law enforcement and judicial authorities; and prevention through information dissemination to increase public awareness on trafficking.

Budgeted Resources: USD 999 800

VI. LABOUR MIGRATION

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VI.1.1	Training Programme to Assist in the Professional and Sociocultural Integration of Tunisian Migrants	126 600	51 000	177 600
VI.1.2	Labour Migration from Colombia and Ecuador to Spain	40 500	630 000	670 500
VI.1.3	Assistance in Seasonal Labour Migration from Guatemala to Canada	6 600	356 100	362 700
VI.1.4	Capacity-Building for the Protection of Vulnerable Labour Migrants in Asia	68 100	68 300	136 400
VI.1.5	Information Resource Centre for Labour Migrants from Tajikistan	37 300	39 500	76 800
VI.1.6	Cooperation to Enhance Social Cohesion in South-Eastern Europe	69 800		69 800
VI.1.7	Information Campaign for Targeting Qualified Workers to the Czech Republic	33 900	36 100	70 000
	Total	382 800	1 181 000	1 563 800

Introduction

394. Labour migration has moved to the top of the policy agendas of many countries of origin, transit and destination. The International Labour Organization (ILO) estimates that there are currently about 86 million economically active migrants. Three key determining factors will continue to fuel this kind of movement: the “pull” of changing demographics and labour market needs in many industrialized countries; the “push” of population, unemployment and crisis pressures in less-developed countries; and established intercountry networks based on family, culture and history.

395. A large proportion of labour migration occurs in an irregular way, with a clandestine industry ready to abet it. Increasingly, governments at both ends of the migration spectrum are developing regulatory mechanisms to manage labour mobility to their individual and mutual benefit, and that of the migrant.

396. Governments and migrants are increasingly turning to IOM for expert support and facilitation of regulated labour migration and direct assistance to the migrants. The Labour Migration Service is the focal point for IOM project development and technical support in this rapidly growing and important area of migration management.

397. IOM’s purpose in 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 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.

398. With its global presence in countries of emigration and immigration, IOM is well placed to bring together all parties to put in place labour migration mechanisms that balance the different interests. In these endeavours, IOM acts in concert with ILO and other relevant international agencies.

399. Arising from the above purpose, IOM labour migration programmes in 2005 will include:

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

VI.1.1. Training Programme to Assist in the Professional and Sociocultural Integration of Tunisian Migrants

400. Recent trends and results of studies conducted suggest the need for foreign manpower in industrialized countries due to the ageing populations and labour shortages. This situation requires a viable strategy to establish and optimize a regular migration pattern to those countries. In order to achieve this, the objective of this project, implemented in collaboration with designated Tunisian authorities, seeks to support the professional and sociocultural transition of Tunisians who emigrate to work in industrialized countries where the need has been established for their services. Employment opportunities will be identified through this activity and the profiles of potential beneficiaries will be matched with the requirements of the job. The selected candidates will be provided with the training needed to effectively function in their jobs and will also be offered courses in languages, cultural orientation, and implementation of immigration laws, in order to facilitate their insertion into the new countries. This activity will seek the access of candidates especially to the Italian job market.

Budgeted Resources: *USD 177 600*

VI.1.2. Labour Migration from Colombia and Ecuador to Spain

401. At the request of participating governments, IOM provides technical assistance in the implementation of bilateral agreements signed by the Government of Spain with Colombia and Ecuador on the regulation of migration flows to Spain. Operating within the provisions of the agreement, IOM undertakes to assist in the design and implementation of a system for the selection and transportation of Ecuadorian migrants to Spain and to help analyse the migratory problems of Ecuador. Further assistance will be provided, aimed at strengthening the networking of migrant workers abroad and preparing recommendations to strengthen the capacity of their Governments in discussions on migration issues with other countries. In the case of Colombia, IOM provides facilitated passage to some of the migrant workers through the Organization's self-payers programme. Based on experience acquired, IOM will make recommendations on this project and its applicability to other countries and regions. To achieve this, it is planned to organize meetings and seminars to stimulate discussion on possible expansion.

Budgeted Resources: *USD 670 500*

VI.1.3. Assistance in Seasonal Labour Migration from Guatemala to Canada

402. At the request of the Guatemalan Government and in cooperation with the *Fondation des Entreprises de Recrutement de Main-d'oeuvre agricole Etrangère* (FERME) of the Canadian province of Quebec, IOM implements this pilot project which benefits migrants, employers, as well as the countries of origin and destination. Through established criteria, IOM assists in the selection, pre-departure and transfer of seasonal agricultural workers from Guatemala to Canada and monitors their eventual return. Besides providing an efficient mechanism for recruitment, protection of workers and their return, the project provides an alternative to irregular migration and generates economic benefits to all the parties concerned.

Budgeted Resources: USD 362 700

VI.1.4. Capacity-Building for the Protection of Vulnerable Labour Migrants in Asia

403. The purpose of this project is to promote the protection of vulnerable migrant workers, particularly women. In line with this objective, efforts will be directed towards enhancing the capacity of governments and strengthening cooperation among major Asian labour-sending countries in order to protect vulnerable migrant workers, thereby enabling migrant workers, their families, communities and economies to benefit from international migration. The project will make an assessment of good practices in providing protection to migrant workers, undertake a feasibility study on the establishment of joint migrant resource centres in major and common destination countries, and design and deliver a training course in labour migration administration. It will forge greater cooperation among sending countries to develop a common stance in addressing issues facing migrant workers and enhance dialogue between sending and receiving countries.

Budgeted Resources: USD 136 400

VI.1.5. Information Resource Centre for Labour Migrants from Tajikistan

404. There has been an increase over the last few years in the number of Tajiks travelling abroad in search of a better standard of living. Unfortunately, smugglers and traffickers who front as legitimate recruiters for jobs abroad have taken advantage of this situation. In order to protect the interest of labour migrants and potential economic migrants, an Information Resource Centre has been created to raise awareness on migration issues. Trained resource persons will be available at the Centre to provide accurate information related to labour migration and on the legal, social and cultural realities associated with irregular migration. Activities of the Centre will be complemented by the introduction of curricula related to labour migration in schools, and cultural events linked to the subject will also be organized for the general public.

Budgeted Resources: USD 76 800

VI.1.6. Cooperation to Enhance Social Cohesion in South-Eastern Europe

405. As part of ongoing endeavours to enhance social cohesion in South-Eastern Europe, IOM will work in cooperation with the Stability Pact office to strengthen social security coordination and improve access to social security rights by migrant workers, internally displaced persons and their families. This is expected to contribute to higher levels of social inclusion and facilitate the upgrade of relevant legislation to European and international standards. The focus will mainly be on enhancing the interests of migrant workers by promoting unhindered labour mobility as a

prerequisite for combating unemployment and the inclusion of migrant workers in employment policies and non-discriminatory social integration programmes. To make this a viable endeavour, experts from regional bodies, international organizations, the EU and NGOs will be invited to participate in the dialogue.

Budgeted Resources: USD 69 800

VI.1.7. Information Campaign for Targeting Qualified Workers to the Czech Republic

406. In cooperation with the appropriate authorities in the Czech Republic, IOM will implement an information campaign aimed at attracting a qualified workforce from Belarus, Bulgaria, Croatia, Republic of Moldova, Kazakhstan, foreign students enrolled in Czech universities as well as Czech professionals. The main purpose of the campaign is to explain the criteria and benefits of recruiting foreign workers and support a positive perception towards immigrants in the Czech society. The campaign will primarily target potential employers of qualified foreign workers. The information channels to be used will include the production and distribution of information materials, active media relations, including press conferences and informal meetings with journalists, production and dissemination of web site content, round-table discussions with representatives of professionals and chambers of commerce, and representatives of trade unions, and sponsoring debates among university and college students.

Budgeted Resources: USD 70 000

VII. CLAIMS PROGRAMMES

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VII.1	Forced Labour Compensation Programme, Germany	10 049 000	280 612 000	290 661 000
VII.2	Holocaust Victim Assets Programme	5 019 700	6 108 100	11 127 800
VII.3	Humanitarian and Social Programmes	1 542 400	2 915 200	4 457 600
	Total	16 611 100	289 635 300	306 246 400

407. The challenges of migration in the twenty-first century increasingly demand actions by IOM beyond its traditional services. Post-emergency and post-crisis situations, for example, are unpredictable and likely to occur in any part of the world, in particular as a consequence of ecological degradations and disasters. Similarly, as more and more governments are called upon to return and/or compensate persons dispersed worldwide who have suffered displacement, dispossession, persecution or other forms of personal harm under former regimes, IOM is being called upon to assist through its global network. As new migration-related scenarios evolve, reflecting contemporary political realities, governments are expecting IOM to offer more tailored variations of its core services.

408. This chapter presents programmes and projects of such a specialized nature.

VII.1 Forced Labour Compensation Programme, Germany

409. IOM was designated in June 2000 by the Government of the Federal Republic of Germany to be one of the seven partner organizations of the German Federal Foundation handling claims and paying compensation to former slave and forced labourers under the Nazi regime.

410. IOM is in charge of slave and forced labour and personal injury claims covering the so-called "rest of the world" category. This category comprises the non-Jewish victims living anywhere in the world except Poland, the Czech Republic and the countries of the former Soviet Union. Claimants residing in these countries are taken care of by other partner organizations. IOM is also charged with adjudicating certain property claims arising during the Nazi regime for all claimants affected, no matter where they currently reside.

411. The Organization's main responsibilities are to spread information and reach out to all potential claimants, to receive, process and review applications for compensation and to disburse compensation payments to successful applicants. The filing deadline expired on 31 December 2001. Property claims are decided by a three-member commission, which receives technical and legal support from IOM. In addition, the Organization supports the appeals processes for all categories of claims it receives under the German Programme. IOM has assumed its tasks as partner organization and has a seat on the board of trustees (Kuratorium) of the Federal Foundation.

412. Forced labour compensation is paid to applicants who:

- were detained in a concentration camp, ghetto or other place of confinement on the territory of the German Reich or a German-occupied area and were subjected to forced labour;
- were deported from their homeland to the territory of the German Reich or a German-occupied area and were subjected to forced labour in an industrial or commercial enterprise

or for public projects and were subjected to prison-like or similar extremely harsh living conditions.

413. If the victim is deceased, close family and heirs can receive compensation provided the victim died on or after 16 February 1999.

414. Over 40 IOM Missions were involved in the public information campaign, the distribution of claim forms and guidelines in 20 languages, as well as in providing assistance to claimants. A steering group of victims' associations provides assistance to IOM in this complex endeavour.

415. As of July 2004, IOM has made first payments to 78,000 slave and forced labour victims (85 per cent of the estimated total eligible), and resolved over 300,000 of the 330,000 slave and forced labour claims it has received. Regarding personal injury claims, of which IOM received 42,000, nearly all claims are resolved, mostly negatively as they belong to categories which cannot be compensated, given the limited financial resources allocated by the German Federal Foundation for the settlement of personal injury claims. The Property Claims Commission has issued decisions on 20,000 of the 35,000 claims received, but payments will only be made once all claims have been resolved and all reconsideration requests reviewed. IOM's Appeals Body for slave and forced labour claims has received almost 25,000 appeals, of which approximately 75 per cent are by Italian Military Internees (IMI).

416. By the end of 2004, first instance processing of all Forced Labour, Personal Injury and Property Loss claims will be completed, that is, all claimants should have received a decision, all eligible victims should have received first instalment payments in Forced Labour, all claimants in Personal Injury should have received payments and the majority of the appeals in both Forced Labour and Personal Injury should have been decided. Given that transfers of claims from partner organizations and decisions relating to certain camps and distribution of interest were received only in the second trimester of 2004, IOM was obliged to schedule continued activities for 2005 in order to complete second instalment payments to victims and payments to legal successors and to decide Forced Labour and Personal Injury appeals that will continue through that period. Reconsideration of decisions by the Property Claims Commission and payment of compensation on the Property Losses will also extend into 2005. The work on appeals and on legal successors in Forced Labour is projected to be finalized in early 2006. Closure and final reporting related to claims processing are scheduled for completion by the end of May 2006. Due to an amendment to the German Foundation Act in 2004, however, IOM will be required to continue activities relating to payments until the end of September 2006.

Budgeted Resources: USD 290 661 000

VII.2 Holocaust Victim Assets Programme

417. In November 2000, IOM was designated as one of the organizations participating in the implementation of the Settlement Agreement reached in the Holocaust Victim Assets Litigation (Swiss Banks) before the United States District Court for the Eastern District of New York. The Court approved the Plan of Allocation and Distribution of Settlement Proceeds proposed by Special Master Judah Gribetz.

418. Pursuant to the Court's order, IOM is responsible for processing claims of: (1) persons who were persecuted or targeted for persecution because they were or were believed to be Roma, Jehovah's Witnesses, homosexual, or physically or mentally handicapped, and who performed slave labour for German companies or for the Nazi regime (Slave Labour Class I); (2) persons who performed slave labour for certain Swiss companies or their affiliates, whether or not such persons were victims or targets of Nazi persecution (Slave Labour Class II); and (3) persons who were persecuted or targeted for persecution because they were or were believed to be Roma, Jehovah's Witnesses, homosexual, or physically or mentally handicapped, and who (a) sought entry into

Switzerland to avoid Nazi persecution and were denied entry into Switzerland, or were admitted into but subsequently expelled from Switzerland, or (b) after gaining entry, were detained, abused or otherwise mistreated as refugees in Switzerland, during the period 1 January 1933 to 9 May 1945 (Refugee Class).

419. Two other organizations participate in the implementation of the Settlement Agreement. The Conference on Jewish Material Claims Against Germany, Inc. (Claims Conference) is responsible for Slave Labour Class I claims and Refugee Class claims submitted by Jewish claimants. The Claims Resolution Tribunal for Dormant Accounts in Switzerland (CRT) is responsible for processing claims of owners of deposited assets.

420. IOM has received almost 50,000 Holocaust Victim Assets Programme (HVAP) claims, of which more than one-third on German Forced Labour Compensation Programme (GFLCP) claim forms. As of July 2004 it has paid over 9,000 claimants in full, the majority of whom belong to the Slave Labour Class I category, which is by far the largest. Successful claimants under the HVAP can receive payment in addition to payment received under the GFLCP programme.

421. Given its relationship to the GFLCP programme, similar activities in HVAP will also continue throughout 2005, with final appeals and issues related to legal successors to conclude by the end of May 2006.

Budgeted Resources: USD 11 127 800

VII.3 Humanitarian and Social Programmes

422. IOM has been tasked with administering DM 24 million in compensation resources allocated under the German Foundation Act for social programmes for needy Sinti and Roma survivors. Under the Looted Assets Class of the Swiss Banks Settlement Agreement, IOM is mandated to provide USD 20.5 million in assistance through humanitarian programmes for needy Roma, Jehovah's Witness, disabled and homosexual victims of Nazi persecution.

423. Depending on individual programme parameters, Humanitarian and Social Programmes (HSP) activities may consist of food, medical and dental care, home care, legal and social assistance, clothing, winter assistance, hygiene supplies and emergency financial support. The humanitarian character of this programme requires it to assist the target groups in general. Selected service providers, primarily national and local NGOs working under IOM's supervision, provide assistance to needy, elderly Holocaust survivors and targets of Nazi persecution.

424. For 2005, HSP plans to continue implementing projects assisting Roma, Jehovah's Witness, disabled and homosexual survivors in Croatia, Hungary, Latvia, Lithuania, The former Yugoslav Republic of Macedonia (FYROM), Republic of Moldova, Poland, Romania, Russian Federation, Serbia and Montenegro, Slovakia and Ukraine.

Budgeted Resources: USD 4 457 600

VIII. GENERAL PROGRAMME SUPPORT

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VIII.1	Migration Policy and Research	314 000	73 400	387 400
VIII.2	Humanitarian Emergency Operations Assistance		20 000	20 000
VIII.3	Seconded Staff	2 166 400		2 166 400
VIII.4	Publications		175 000	175 000
VIII.5	Gender Issues Activities		60 000	60 000
VIII.6	Support for Developing Member States and Member States with Economy in Transition		1 435 000	1 435 000
VIII.7	Migrant Management and Operational Services Application	620 000	180 000	800 000
VIII.8	Security Enhancement Project	8 300	61 700	70 000
	Total	3 108 700	2 005 100	5 113 800

Introduction

425. Certain initiatives undertaken by the Organization are of a general nature and designed to support the implementation of activities globally. Consequently, they cannot be directly linked with any particular Service and are therefore captured under this section. The activities outlined below fall into this type of general category.

VIII.1 Migration Policy and Research

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VIII.1.1	General Research Support		40 000	40 000
VIII.1.2	World Migration Report	61 100		61 100
VIII.1.3	Research on the Current Migration and Settlement of Members of the Roma Community from Slovakia in the Czech Republic	26 900	15 600	42 500
VIII.1.4	Central European Forum for Migration Research in Poland	226 000	17 800	243 800
	Total	314 000	73 400	387 400

VIII.1.1. General Research Support

426. Given the importance of policy-relevant research to the Organization, the Administration has allocated Discretionary Income for the continuation and expansion of its research activities in 2005. Efforts will be concentrated on further developing a programme of applied research to support Services in the development and implementation of projects and facilitate the development of new areas of expertise. Initiatives proposed will continue to follow several key themes of

relevance to IOM's Services and the Migration Policy and Research Programme. The Unit anticipates conducting research on the following subjects in 2005:

- Intergovernmental Migration Policy and Research Network (IMPRN): IOM will create a "toolkit" to make available online all reports submitted by governments concerning their migration research activities, create an electronic "bulletin board" with information provided by governments on research activities, and produce a mapping study of government-sponsored research programmes.
- International Workshop in China on Maximizing the Benefits of Migration For Development: Planned regional conference to provide a forum to discuss new research and innovative programmatic interventions.
- Cross-Border Study on Afghan migration to neighbouring countries. This project will contribute to a better understanding of current patterns of cross-border flows between Afghanistan and Pakistan. Its aim is to develop an evidence-base to guide government policy development on migration and assist in the formulation of a comprehensive framework for the management of migration in Afghanistan.
- Business Analysis and Review of the Asylum, Immigration and Citizenship Areas of the Department of Justice, Equality and Law Reform of Ireland: Undertake a study and review of the operation of the asylum, immigration and citizenship areas of the Department and associated agencies to include a review and assessment of the utilization of resources, including staff resources and operation of current processes and procedures.
- World Migration Report: To research and develop the map section of the World Migration Report.

427. The findings of research conducted by the Organization will continue to be posted on the Internet for easy access by all interested parties and, funding permitting, published in book form and in IOM's Migration Research Series.

428. The Research Unit will also continue to monitor migratory trends and review migration research, as well as produce studies aimed at policy and action-oriented recommendations. Besides seeking to stimulate and develop new ideas to help the Organization to be a key participant in the international debate on migration issues, IOM's research will provide direct and concrete support to new and ongoing programme activities in IOM's Services including International Migration Law.

429. Having been tasked with improving the coordination of research activities in the Field and to promote the sharing of best practices, the Unit will also contribute to the drafting of IOM position papers, as well as background documentation for seminars and regional consultative meetings.

430. The Organization will continue to work with individual researchers, institutions and centres to respond in a flexible and timely manner to migration research needs.

Budgeted Resources: USD 40 000

VIII.1.2. World Migration Report

431. There is a growing and urgent need for governments and other agencies involved in migration matters to be kept abreast of all aspects of migration, in particular the policy approaches that can work to the mutual benefit of governments, society and migrants. It is especially important to understand the costs and benefits of migration to all involved, as a basis for designing

workable policies. Yet the documented evidence needed by policy makers to achieve this remains sparse. IOM's World Migration report is the only one that draws data and analysis together, and explores viable policy options based on the direct experience of the Organization, its government partners and other agencies engaged with migration management.

432. World Migration 2005 will be the third in IOM's series of biennial reports on international migration. It aims at a comprehensive presentation of data and analysis of international migration trends, policies and practices of relevance to migration managers today. Its immediate purpose is three-fold: (i) to update data on migration flows, stocks and trends since the last World Migration Report (2002); (ii) to survey current migration developments in the major regions of the world; and (iii) to present policy findings and practical options around the contemporary theme "Costs and Benefits of International Migration".

Budgeted Resources: USD 61 100

VIII.1.3. Research on the Current Migration and Settlement of Members of the Roma Community from Slovakia in the Czech Republic

433. In response to a request from the Government of the Czech Republic, IOM will undertake research to compile data concerning the state of Roma migration from Slovakia. The research will attempt to establish whether Slovak Roma, migrating or seeking asylum in the Czech Republic, have been contributing to the gradual social decline in the most impoverished Roma local communities residing in the Czech Republic, and consequently resulting in the increasing migratory trend of Czech Roma into less attractive living areas with cheaper housing or even out of the country. From the results of this initiative, which will be undertaken in broad consultation with relevant authorities, IOM will be able to provide actual and unbiased information on the state of affairs of the Roma community in the Czech Republic and will secure information on the topic from Slovakia as well to complement the report. Another dimension of the research will cover legislation affecting migration potential of Roma communities in both countries, be it migration in the form of seeking asylum or seeking housing and labour opportunities.

Budgeted Resources: USD 42,500

VIII.1.4. Central European Forum for Migration Research in Poland

434. In spite of the growth and increasing dimension of international migration over the years, knowledge on the subject is admittedly still very limited. In recognition of the need to improve knowledge on this broad subject, this initiative will focus on multidisciplinary research and documentation on all forms of migration. It is envisaged to establish a research unit in Poland to investigate international migration and integration of foreigners in Central and Eastern Europe, as well as to initiate dialogue and foster international cooperation through the dissemination of research results.

Budgeted Resources: USD 243,800

VIII.2 Humanitarian Emergency Operations Assistance

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VIII.2	Humanitarian Emergency Operations Assistance		20 000	20 000

435. At the request of governments and international agencies, the services of the Organization are sometimes requested, with very little notification, to provide humanitarian emergency assistance to migrants, particularly those who find themselves in difficult migratory circumstances for which funding is not readily available. In order to provide a timely response to these special cases, based on specific criteria, it is necessary to have financial resources which can be accessed at short notice. The Emergency and Post-Conflict Division deals with such emergencies and will utilize funds allocated from Discretionary Income to operate a special account – Humanitarian Emergency Operations Assistance – which will provide direct assistance to migrants in hardship conditions.

Budgeted Resources: USD 20 000

VIII.3 Seconded Staff

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VIII.3.1	Associate Experts	1 529 800		1 529 800
VIII.3.2	Special Assignments and Support	576 600		576 600
VIII.3.3	IOM Staff Assigned to Other Organizations	60 000		60 000
	Total	2 166 400		2 166 400

VIII.3.1 Associate Experts

436. The Associate Experts Programme is designed to strengthen the Organization's human resources' base in order to enhance the execution of its programmes. Associate Experts are assigned to IOM by governments for an initial period of one year, with the possibility of extension for up to three years, to assist with the Organization's activities both in the Field and at Headquarters. This initiative is beneficial to both the Organization and governments, as the Associate Experts are trained in various aspects of migration operations, which enhance their own career development while they make available their expertise to IOM. In some cases, these Experts are absorbed into the mainstream of IOM's structures upon completion of their assignment.

437. At present, there are 17 Associate Experts at various stages of their contracts working for the Organization on a broad range of projects at IOM Headquarters as well as in Field Offices in Addis Ababa, Baku, Bangkok, Cairo, Dakar, Dhaka, Hanoi, Nairobi, Phnom Penh, Pretoria, Pristina and Vienna. The Governments of Germany, Italy, Japan, the Netherlands, the *Organisation Internationale de la Francophonie*, Sweden and the United States of America sponsor these experts, but negotiations for additional Associate Experts are ongoing with other governments. The governments generally support their own nationals for this programme, but in a recent development some donors have begun sponsoring nationals from developing countries.

Budgeted Resources: USD 1 529 800

VIII.3.2 Special Assignments and Support

438. In addition to staff and services covered from the Administrative and Operational Parts of the Budget, there are certain specific staff and other costs funded by governments to augment IOM's overall structure. With the budgetary constraints on core resources, this type of support is critical for the Organization to respond and manage the complexities of migration and the increased demands from a growing membership. The staff and office structures covered through these special arrangements are listed below.

- **Programme Officer position at Headquarters, funded by Sweden**

439. The Swedish Government has provided funding to cover the cost of an official position to help provide technical cooperation on migration, specifically in counter-trafficking.

- **Staff and Office costs of IOM Helsinki, funded by Finland**

440. The IOM Office in Helsinki receives support from the Government of Finland through special staff assigned to that Office and partial funding of office costs.

- **Office costs of the IOM Office in Brussels, funded by Belgium**

441. The IOM Office in Brussels receives support from the Government of Belgium to cover partial costs of the office structure.

- **Support to MRF Budapest, funded by Hungary**

442. The IOM Office in Budapest receives support from the Government of Hungary in developing new projects and funding programmes serving the migration needs of the Government.

Budgeted Resources: USD 576 600

VIII.3.3 IOM Staff Assigned to Other Organizations

443. In order to share expertise with other international and regional bodies as well as to draw on the experience of its counterparts, IOM plans to second one staff member to the World Bank. It is proposed to partially cover the cost with Discretionary Income.

Budgeted Resources: USD 60 000

VIII.4 Publications

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VIII.4	Publications		175 000	175 000

444. In order to focus on migration issues and IOM's commitment to searching for sustainable global solutions, public information and publications will be expected to give a wider coverage to the Organization's activities. In this regard, IOM will continue to produce a number of periodic publications and books, which have increased substantially in recent years. In addition, publications aim to increase readership and sales of IOM publications.

- **News information on IOM's Programmes**

445. IOM will continue to produce a number of periodic publications such as IOM News, Migration and Health, Info Sheets, Manuals and other information leaflets. The production of a new bulletin on Migration Policy Research was first implemented in the second quarter of 2004.

- **IOM's academic journal: *International Migration***

446. In 2005, the production of IOM's quarterly journal will remain under the editorship of Georgetown University whose International Migration editorial team has had this responsibility since 2002. The journal contains articles focused on policy-oriented approaches that have demonstrated to be of great interest to the reading public as evidenced by the 98 per cent increase in the number of institutional subscriptions in 2003. At least one special issue will be published every year in addition to four regular issues.

- **Migration Research Series**

447. In 2001, the Migration Research Series (MRS) was first produced with the aim of publishing the results of policy-relevant migration research for the attention of a broader audience more quickly than would be possible in academic journals and books. This series is produced five times a year.

- **Books**

448. The Organization also produces a substantial number of publications (studies, monographs, books) through its Offices around the world and at Headquarters, either directly or through co-publishing arrangements with other organizations or commercial companies. Cooperation with the United Nations on sales and co-publishing has produced very good results and IOM will continue to develop this partnership in 2005.

449. IOM expects to continue to publish offprints of the special issues of *International Migration* in 2005.

- **Marketing**

450. In 2005, it is aimed to continue to expand readership of IOM publications through the implementation of a variety of communication methods and channels intended to target organizations concerned with the study of migration and through: (i) intensifying and expanding existing methods of promotion by means of participation in international book fairs, exchange advertising agreements, and partnering with external organizations to promote IOM publications; and (ii) streamlining the processes involved in sales and distribution.

Budgeted Resources: USD 175 000

VIII.5 Gender Issues Activities

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VIII.5	Gender Issues Activities		60 000	60 000

451. IOM is committed to promoting positive awareness of gender sensitivity throughout the Organization and to mainstreaming its gender policy in programmes to address specific gender-related needs of migrant women and men. Staff members can better understand and apply gender

mainstreaming throughout IOM's programmes if they undergo regular training to maintain their level of awareness and gender sensitivity. In the interest of sustainability, the Working Group on Gender Issues is proposing the development of departmental and agency-wide training tools to assist staff in these efforts. This proposal would involve the participation of various Departments with a view to their assisting the Working Group on Gender Issues in the development of training and educational tools where gender could be applied or combined with programme issues. In this manner, organization-wide participation would entail not only the application of one of the Organization's policies but also provide ownership of a strategic process as part of the Director General's internal efforts to improve knowledge of migration issues. In view of the importance the Administration attaches to gender issues, it proposes to allocate Discretionary Income to pursue these objectives through selected project initiatives as described below:

Project Support

- Production of a Caribbean HIV/AIDS Soap Opera: Reaching Vulnerable Populations
- Operation of a Helpline for victims of trafficking in South Africa
- Study on cross-border trafficking of children between Senegal and Mali
- Consultancy to develop gender guidelines in emergency operations

Training Activities

- Development of training tools in gender and programmatic issues

Publications

- Printing of French and Spanish versions of gender mainstreaming booklet

Budgeted Resources: *USD 60 000*

VIII.6 Support for Developing Member States and Member States with Economy in Transition

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VIII.6	Support for Developing Member States and Member States with Economy in Transition		1 435 000	1 435 000

452. This funding mechanism was established by the Council at its Eightieth Session in November 2000, through the adoption of Resolution No. 1035 (LXXX) which requested the Director General to allocate Discretionary Income for the development of migration projects in favour of developing Member States and Member States with Economy in Transition.

453. IOM will continue to follow the most recent version of the OECD Development Assistance Committee List of Aid Recipients, with the exclusion of those in the "More Advanced Countries and Territories" category. Additionally, countries that would otherwise be eligible due to their placement in the OECD list will be excluded upon joining the European Union. Voluntary withdrawal from eligibility in deference to Member States in greater need remains open to any eligible country.

454. In the context of regional projects, non-IOM Member States continue to be included among the beneficiaries, only where a majority of IOM Member States are benefiting from the project.

455. The criteria and guidelines for the utilization of the funds established are listed below:

- Fund seed/start-up costs and entire project costs for a maximum level of USD 50,000 for national projects and USD 200,000 for regional projects; exceptional increases at the national project level can be considered up to USD 100,000.
- Fund feasibility studies, where applicable.
- Fund high-priority requests for assistance from concerned Member States.
- Fund incentives for project development initiatives, especially for capacity-building projects, including research and feasibility studies related to such activities.
- Fund conferences and similar events that may be useful in launching new regional processes.
- Fund national and/or regional project development initiatives.
- Not normally to fund movement or emergency activities, as there are other financial mechanisms of funding for such purposes.
- Not to fund conferences or similar meetings events that are continuations of ongoing dialogue processes.
- Not to fund projects mainly supporting IOM Staff and Office costs, including projects proposed for the specific purpose of opening an IOM Office.

456. Given the importance the Administration attaches to this financing facility and the interest expressed by Member States, the Administration proposes to allocate Discretionary Income in the amount of USD 1.4 million and an additional USD 35,000 from the interest on the Sasakawa Endowment Fund in 2005.

457. In order to appropriately support the growing administrative support required to manage this Facility, a dedicated administrative function is funded from the 1035 Facility.

Budgeted Resources: *USD 1 435 000*

VIII.7 Migrant Management and Operational Services Application

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VIII.7	Migrant Management and Operational Services Application	620 000	180 000	800 000

458. Migrant Management and Operational Services Application (MIMOSA) is a system to facilitate IOM Missions and Headquarters to process and monitor the major operational aspects of assistance to migrants, comprising of key services such as movement, medical examination, visa processing, migrant training and counter-trafficking. It also serves as a tool to provide a unified corporate solution to the processing of operational data and management needs of the Organization's operations.

459. Several regional training courses aimed at extending the coverage and use of MIMOSA among most IOM Missions and operations were organized in 2004.

460. It is foreseen in the course of 2005 to continue developing interface between MIMOSA and the external system while enhancing Receiving Mission Interface and access to the central data repository for operational standardized reports.

Budgeted Resources: USD 800 000

VIII.8 Security Enhancement Project

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
VIII.8	Security Enhancement Project	8 300	61 700	70 000

461. In response to the increasing call on the Organization to embark on emergency interventions which are sometimes in risky and insecure situations, this project seeks to strengthen IOM's security arrangements in order to protect its staff and assets. In this connection, training will be provided to help address emergency security procedures, risk assessments and evacuation planning in adverse environments. It is also envisaged to upgrade technical support to the Operations Centre of the Staff Security Unit and selected Field Offices where assessments have indicated a need for security enhancements in compliance with the Office of the United Nations Security Coordinator's (UNSECOORD) Minimum Operating Security Standards (MOSS).

Budgeted Resources: USD 70 000

IX. STAFF AND SERVICES COVERED BY DISCRETIONARY INCOME

	Programme / Project	Staff and Office Costs	Programme Costs	Total Costs
IX.1	Headquarters	4 013 500		4 013 500
IX.2	Field	7 456 500		7 456 500
IX.3	Information Technology		80 000	80 000
IX.4	Coverage of UNSECOORD Fees		1 500 000	1 500 000
	Total	11 500 000	1 550 000	13 050 000

Introduction

462. The Organization's core staff and services are mostly covered from the Administrative Part of the Budget. However, given the limitation under that part of the budget, certain core staff positions, functions and related office costs which support general project development, management and implementation and global liaison functions which cannot be supported under the Administrative Part of the Budget are funded from Discretionary Income. This allocation has been made in recognition of ongoing discussions with Member States on the Budget Planning Process.

IX.1. Headquarters

463. Discretionary Income allocation is used to supplement the coverage of the Organization's core structure.

464. Details of staffing and related costs for each organizational unit at Headquarters funded from Discretionary Income are provided in Annex III.

Budgeted Resources: USD 4 013 500

IX.2. Field

465. In line with institutional practice, most of the staff and office costs in the Field Offices are directly attributed to the projects under which they are incurred. There are, however, certain staff positions, functions and related office costs in the Missions with Regional Functions and certain Country Offices which are not chargeable to specific projects due to the general support they provide for project development, management and implementation as well as global liaison functions. Discretionary Income is allocated to cover such functions in the Field.

466. Where necessary and deemed to be of significant importance, Discretionary Income allocated to the Field may be used to supplement and support project development initiatives.

467. Details of staffing and related costs for each Field Office funded from an allocation of Discretionary Income are provided in Annex III.

Budgeted Resources: USD 7 456 500

IX.3. Information Technology

468. In recognizing the importance and need to constantly update existing technology, Discretionary Income is proposed to be utilized for investment in the information technology projects. This allocation is in addition to and complements the funds allocated under the Administrative Part of the Budget. There are several projects planned in 2005 to enable the Organization to effectively and efficiently support the administrative and operational structures. The priority projects requiring funds in 2005 are:

- Upgrade the network to prioritize applications running over the wide area network between Geneva and Manila.
- Replace the current payroll system with an updated Human Resource Management System.

469. In line with the recommendations of the External Auditors and in view of the present unsupported payroll system, there is a need to replace the system with an up-to-date version. The current level of funding will not be sufficient to fully implement such a system and the Administration will explore all possible options for additional funding.

Budgeted Resources: *USD 80 000*

IX.4 Coverage of UNSECOORD Fees

470. In recognizing the potential threat to the lives of IOM staff in security alert zones, IOM joined the Office of the United Nations Security Coordinator (UNSECOORD) in 1998 in order to provide protection for its staff. The political, economic and cultural shifts which have given rise to new forms of extremism, sometimes targeting humanitarian workers, justifies the Administration's concerns.

471. Under a special mechanism established in 2003, 2.5 per cent of the overhead generated by the Organization will be used to cover IOM's share of UNSECOORD fees for 2005.

Budgeted Resources: *USD 1 500 000*

GEOGRAPHICAL DISTRIBUTION OF THE OPERATIONAL PART OF THE BUDGET

OVERALL SUMMARY

	*Africa and the Middle East	**Americas	Asia and Oceania	Europe	Global Support/ Services	Total
I. Movement	54 367 000	11 883 000	45 814 900	28 592 200	184 900	140 842 000
II. Migration Health	8 319 500	2 793 300	7 682 600	8 830 700	317 200	27 943 300
III. Technical Cooperation on Migration	4 642 400	49 410 600	13 186 500	5 288 900	1 000 000	73 528 400
IV. Assisted Voluntary Returns and Integration	1 246 700	305 900	9 674 000	47 962 600		59 189 200
V. Counter-Trafficking	1 318 200	601 500	2 329 600	7 575 100		11 824 400
VI. Labour Migration	177 600	1 033 200	213 200	139 800		1 563 800
VII. Claims Programmes				306 246 400		306 246 400
VIII. General Programme Support				598 400	4 515 400	5 113 800
IX. Staff and Services covered by Discretionary Income					13 050 000	13 050 000
Grand Total	70 071 400	66 027 500	78 900 800	405 234 100	19 067 500	639 301 300

* The total budget under Africa and the Middle East includes approximately USD 14.6 million for activities implemented in the Middle East region. Locations included under the Middle East are Iraq, Jordan, Kuwait, Saudi Arabia and the Syrian Arab Republic.

** The total budget under Americas includes approximately USD 4.8 million for activities implemented in North America.

PROGRAMMES AND PROJECTS BY REGION

Africa and the Middle East

Movement	I.1	Resettlement Assistance	35 847 300
	I.2.1	General Repatriation Assistance	153 400
	I.2.2	Transport and Logistics Assistance for the Internal Movement of Angolan Refugees	2 826 900
	I.3.1	Pre-Consular Support Services	1 014 900
	I.3.2	Cultural Orientation	1 428 900
	I.4.1	Assistance to Internally Displaced Persons (IDPs) in Angola	357 000
	I.4.2	Assistance to Internally Displaced Persons (IDPs) in Iraq	12 738 600
	Subtotal		54 367 000
Migration Health	II.1	Migration Health Assessment	7 313 000
	II.2.2	Partnership on HIV/AIDS and Mobile Populations in Southern Africa (PHAMSA)	1 006 500
	Subtotal		8 319 500
Technical Cooperation on Migration	III.1.1	Capacity-Building to Reduce Irregular Migration and Enhance Security in East Africa	1 240 200
	III.1.2	Western Mediterranean Action Plan Implementation Project	73 800
	III.1.3	Capacity-Building in Migration Management Programme, Iraq	349 400
	III.3.1	Technical Assistance for the Financial Management and Procurement Unit in Guinea-Bissau	284 300
	III.3.2	Return and Reintegration of Internally Displaced Persons (IDPs) in Sudan	563 200
	III.3.3	Emergency Assistance to Mobile and Vulnerable Populations in Zimbabwe	86 100
	III.3.4	Iraq Transition Initiative - Emergency Preparedness in Post-Conflict	295 900
	III.4.1	Migration for Development in Africa (MIDA)	977 700
	III.4.2	Pilot Programme to Promote the Development of an Emigration Zone in Morocco and Tunisia	771 800
	Subtotal		4 642 400
Assisted Voluntary Returns and Integration	IV.1.2	Voluntary Return and Sustainable Reintegration of Angolan Asylum Seekers	179 500
	IV.1.3	Assisted Voluntary Return and Reintegration Assistance to Asylum Seekers from the Democratic Republic of the Congo	94 500
	IV.1.4	Regional Support to Facilitate Assisted Voluntary Returns to Iraq	850 700
	IV.2.2	Return of Qualified Iraqis (RQI)	122 000
	Subtotal		1 246 700

Africa and the Middle East (cont'd)

Counter-Trafficking	V.1.1	Counter-Trafficking Assistance Programme in Southern Africa	918 200
	V.1.2	Information and Counselling Services for the Prevention of Trafficking in Women in Ethiopia	86 300
	V.2.1	Assistance to Trafficked Children for Labour Exploitation in Ghana	246 900
	V.2.2	Return of Trafficked Children to Mali	66 800
<i>Subtotal</i>			1 318 200
Labour Migration	VI.1.1	Training Programme to Assist in the Professional and Sociocultural Integration of Tunisian Migrants	177 600
Total			70 071 400

Americas

Movement	I.1	Resettlement Assistance	6 068 100
	I.2.1	General Repatriation Assistance	386 000
	I.3.1	Pre-Consular Support Services	1 812 300
	I.3.3	Travel Assistance to Individuals	2 166 200
	I.3.4	TCDC Agreements with Countries and Organizations in Latin America	1 450 400
Subtotal			11 883 000
Migration Health	II.2.3	Strategy to Reduce Risk of HIV/AIDS among the Immigrant Population in Chile	15 500
	II.2.4	Response to Sexually Transmitted Diseases and HIV/AIDS among Internally Displaced Persons (IDPs) in Colombia	2 777 800
Subtotal			2 793 300
Technical Cooperation on Migration	III.1.4	Technical Cooperation in the Area of Migration (PLACMI), Latin America	115 000
	III.1.5	Inter-American Course on International Migration	35 000
	III.1.6	Centre for Information on Migration in Latin America (CIMAL)	35 000
	III.1.7	Technical Cooperation Project to Strengthen the Central American Commission of Directors of Migration (OCAM)/Puebla Virtual Secretariat	741 300
	III.1.9	Management of the Migrant Operations Center in the Caribbean	544 000
	III.1.10	Technical Assistance in Designing and Implementing a Migration Policy in Chile	122 900
	III.1.11	Training of the Colombian Judiciary in Costa Rica	378 300
	III.1.12	Multilateral Cooperation Programmes, Guatemala	95 000
	III.1.13	Technical Assistance for the Execution of Projects in Guatemala	33 200
	III.1.14	Technical Assistance in the Modernization of Passports in Ecuador and Honduras	1 654 200
	III.1.15	Strengthening Local Capacity to Assist Irregular Migrants and Victims of Trafficking in Honduras	81 000
	III.1.16	Community Risk Management in Vulnerable Municipalities of Honduras	102 400
	III.1.17	Advisory and Training Services for Institutional Strengthening of the Public Ministry, Peru	1 414 000
	III.1.18	Cooperation Agreement between IOM and the Ministry of Industries, Energy and Mining of Uruguay	143 800
	III.2.1	Selective Migration from Europe and the United States to Latin America and the Caribbean	110 200

Americas (cont'd)

Technical Cooperation on Migration (cont'd)	III.2.2	Cooperation Agreement with the Secretariat of Science, Technology and Productive Innovation (SETCIP) of Argentina	28 100
	III.3.5	Assistance to Internally Displaced Persons (IDPs) and Receptor Communities in Colombia	12 338 000
	III.3.6	Support Programme for Ex-Combatant Children and Victims of Armed Conflict in Colombia	1 871 800
	III.3.7	Programme for Strengthening Peace in Colombia	2 425 600
	III.3.8	Strengthening the Capacity of the Educational System in Selected Communities in Costa Rica	206 000
	III.4.3	Technical Assistance for the Planning of Population Movements in the Province of Río Negro, Argentina	401 600
	III.4.4	Promoting Migrants' Rights and Strengthening Migration Management in the Dominican Republic	294 900
	III.4.5	Community Strengthening Initiatives in Ecuador	12 923 500
	III.4.6	Project to Promote Development and Rehabilitation – National Fund for Peace (FONAPAZ), Guatemala	775 400
	III.4.7	Infrastructure Development in the Port of Champerico, Guatemala	155 100
	III.4.8	Strengthening the Management System of Lima’s Town Hall, Peru	835 500
	III.4.9	Technical Support to the Lima Municipality in the Execution of Infrastructure Rehabilitation Works in Migration Prone Areas	11 433 200
	III.4.10	Decentralized Programme for Young Persons with Labour Problems in Uruguay	116 600
Subtotal			49 410 600
Assisted Voluntary Returns and Integration	IV.1.5	Assistance to Honduran Migrants Returned from the United States	122 400
	IV.2.1	Return of Qualified Nationals to Various Destinations	183 500
	Subtotal		
Counter-Trafficking	V.1.3	Awareness-Raising to Prevent Trafficking of Women and Minors in Bolivia	42 100
	V.1.4	Capacity-Building for the Prevention of Trafficking in Children and Adolescents in Chile	121 400
	V.2.3	Assistance to Victims of Trafficking in the Dominican Republic	438 000
	Subtotal		
Labour Migration	VI.1.2	Labour Migration from Colombia and Ecuador to Spain	670 500
	VI.1.3	Assistance in Seasonal Labour Migration from Guatemala to Canada	362 700
	Subtotal		
Total			66 027 500

Asia and Oceania

Movement	I.1	Resettlement Assistance	28 053 700
	I.3.1	Pre-Consular Support Services	5 700 700
	I.3.2	Cultural Orientation	1 676 400
	I.4.3	Management and Processing of Australia-bound Migrants in an Irregular Situation	10 384 100
	Subtotal		45 814 900
Migration Health	II.1	Migration Health Assessment	6 502 900
	II.2.5	Psychological Rehabilitation and Support to Trafficked Persons in Cambodia	248 000
	II.2.6	Migrant Health Assistance in Thailand	665 500
	II.3.1	Post-Conflict Family Support Project in Cambodia	59 100
	II.3.2	National Mental Health Programme in Cambodia	207 100
Subtotal			7 682 600
Technical Cooperation on Migration	III.1.8	Technical Assistance for Migration Management in the Bahamas	23 100
	III.1.19	Assessment for a Machine Readable Passport and Enhanced Issuance System, Bangladesh	47 000
	III.1.20	Enhancing the Capacity of Immigration Officials to Combat Irregular Migration in Bangladesh	29 000
	III.1.21	Enhanced Migration Management and Border Control Project for Cambodia	572 500
	III.1.22	Strengthening Humanitarian Protection and Reconciliation through Institutional Building in Indonesia	224 700
	III.1.23	Capacity-Building Initiative to Strengthen the Indonesian Police Force	1 450 600
	III.1.24	Border Management Information Systems for Indonesia	91 200
	III.1.25	Immigration Analysis and Investigation Project in Indonesia	808 100
	III.1.26	Legal Assistance for Migrants in Kazakhstan and Central Asia	435 700
	III.1.27	Border Management in Central Asia	1 179 600
	III.1.28	Strategic Partnership to Enhance Migration Management Capacity in Central Asia	183 500
	III.3.6	Support Programme for Ex-Combatant Children and Victims of Armed Conflict in Colombia	772 700
	III.3.9	EU Election Observation Missions in Afghanistan and Indonesia	1 283 900
	III.3.10	Sustainable Reintegration of Returning Internally Displaced Persons (IDPs) in Vulnerable Environments in Afghanistan	166 600

Asia and Oceania (cont'd)

Technical Cooperation on Migration (cont'd)	III.3.11	Demobilization and Reintegration of Former Combatants in Afghanistan	2 522 300
	III.3.12	Information, Counselling and Referral Services for Demilitarized Combatants in Indonesia	25 000
	III.3.13	Humanitarian and Reintegration Assistance to Internally Displaced Persons (IDPs) in Indonesia	1 238 400
	III.3.14	Land Rehabilitation and Capacity-Building to Support Internally Displaced Persons (IDPs) in Indonesia	36 400
	III.3.15	Assistance to Ex-Combatants, Internally Displaced Persons (IDPs) and Unemployed Youth in Tajikistan	115 500
	III.3.16	Disaster Risk Reduction through Safer Construction Practices in Tajikistan	150 100
	III.4.11	Community Assistance for Population Stabilization in Timor-Leste	1 830 600
Subtotal			13 186 500
Assisted Voluntary Returns and Integration	IV.1.1	General Return of Migrants and Unsuccessful Asylum Seekers and Support to Governments on	329 200
	IV.1.6	Reception and Reintegration Assistance to Returning Afghans	2 381 800
	IV.1.7	Assistance to Sri Lankan Refugees Returning from India	557 500
	IV.1.8	Care and Voluntary Return of Migrants in an Irregular Situation, Indonesia	2 966 000
	IV.1.9	Return and Reintegration of Tajik Nationals from Pakistan	34 700
	IV.2.3	Return of Qualified Afghans (RQA)	3 384 400
	IV.3.1	Information and Referral Service in Indonesia	20 400
Subtotal			9 674 000
Counter-Trafficking	V.1.5	Combating Trafficking Activities in Central Asia	574 200
	V.1.6	Information Campaign for the Prevention of Trafficking in Bangladesh	46 800
	V.1.7	Information Campaign for the Prevention of Trafficking in Women in Cambodia	771 600
	V.1.8	Capacity-Building in Counter-Trafficking for Law Enforcement Personnel in Indonesia, Pakistan and Tajikistan	284 400
	V.1.9	Education on Trafficking Prevention in Tajikistan	124 100
	V.2.4	Reintegration Assistance to Victims of Trafficking in Cambodia	528 500
Subtotal			2 329 600

Asia and Oceania (cont'd)

Labour Migration	VI.1.4	Capacity-Building for the Protection of Vulnerable Labour Migrants in Asia	136 400
	VI.1.5	Information Resource Centre for Labour Migrants from Tajikistan	76 800
<i>Subtotal</i>			213 200
Total			78 900 800

Europe

Movement	I.1	Resettlement Assistance	26 753 600
	I.2.1	General Repatriation Assistance	129 400
	I.3.1	Pre-Consular Support Services	557 300
	I.3.2	Cultural Orientation	1 146 500
	I.3.3	Travel Assistance to Individuals	5 400
	Subtotal		28 592 200
Migration Health	II.1	Migration Health Assessment	8 116 400
	II.2.7	HIV/AIDS National Capacity-Building and Awareness-Raising Activities in Kosovo and The	210 200
	II.3.3	Psychosocial and Trauma Response (PTR) in Serbia and Montenegro	504 100
	Subtotal		8 830 700
Technical Cooperation on Migration	III.1.28	Strategic Partnership to Enhance Migration Management Capacity in Central Asia	94 000
	III.1.30	Establishment of EU Compatible Regulatory and Institutional Frameworks in the Western Balkans	587 800
	III.1.31	Strategy for the Development of a National Migration System in Albania	1 223 800
	III.1.32	Pre-Screening of Asylum Seekers and Migrants in Albania	312 900
	III.1.33	European Migration Network in Austria	118 000
	III.1.34	Support for the Development of Migration Management Capacities in Bosnia and Herzegovina (BiH)	906 700
	III.1.35	Rehabilitation of Shelters and Transfer of Skills to Internally Displaced Persons (IDPs) in Georgia	200 000
	III.1.36	Border Management in the Republic of Moldova	310 000
	III.3.9	EU Election Observation Missions in Afghanistan and Indonesia	738 600
	III.3.17	Kosovo Protection Corps (KPC) Training	600 000
	III.4.12	Micro-Enterprise Development in Armenia	156 600
	III.4.13	Community Infrastructure Rehabilitation Project in Armenia	40 500
	Subtotal		5 288 900
Assisted Voluntary Returns and Integration	IV.1.1	General Return of Migrants and Unsuccessful Asylum Seekers and Support to Governments on Voluntary Return Assistance	44 910 600
	IV.1.6	Reception and Reintegration Assistance to Returning Afghans	477 100
	IV.1.10	Voluntary Return and Reintegration of Rejected Asylum Seekers and Irregular Migrants to Georgia	109 100
	IV.1.11	Information Centre on Return and Resettlement in Greece	32 400

Europe (cont'd)

Assisted Voluntary Returns and Integration (cont'd)	IV.1.12	Assisted Voluntary Return of Unaccompanied Minors in Ireland	191 500
	IV.1.13	Voluntary Return and Reintegration Assistance from Switzerland to Bosnia and Herzegovina and Serbia and Montenegro, including Kosovo Province	627 200
	IV.1.14	Sustainable Reintegration of Internally Displaced Persons (IDPs) in Kosovo	1 000 000
	IV.1.15	Reinforcement of NGO Capacity to Foster Sustainable Reintegration in Albania, The former Yugoslav Republic of Macedonia and Kosovo Province	100 000
	IV.1.16	Return Migration and Health in the Netherlands	18 100
	IV.1.17	Return Information Fund (RIF), Switzerland	30 000
	IV.3.2	Project for the Integration of Foreigners in the Czech Republic	41 100
	IV.3.3	Social Integration Projects for Migrants, Refugees and Repatriated Greeks	425 500
Subtotal			47 962 600
Counter-Trafficking	V.1.10	Establishment of a Network to Fight Trafficking Activities in the European Union (EU)	34 800
	V.1.11	Prevention of Trafficking in Women through Awareness Raising and Institutional Capacity-Building in Albania	450 900
	V.1.12	Information to Counter Trafficking among the Youth in the Baltic States	286 400
	V.1.13	Prevention and Awareness-Raising Campaign on Trafficking in Bosnia and Herzegovina (BiH)	177 900
	V.1.14	Combating Trafficking in Women in Bulgaria and Romania	510 900
	V.1.15	Information Dissemination to Counter Irregular Migration and Trafficking in Georgia	198 500
	V.1.16	Capacity-Building to Counter Trafficking in Kosovo and The former Yugoslav Republic of Macedonia	1 808 000
	V.1.17	Combating Trafficking in Women in Belarus, the Republic of Moldova and Ukraine	1 944 300
	V.2.5	Assistance to Victims of Trafficking in Greece	27 000
	V.2.6	Assisted Voluntary Return and Reintegration of Victims of Trafficking from Italy	283 400
	V.2.7	Shelter and Protection for Trafficked Women in the Russian Federation	606 400
	V.2.8	Protection Assistance and the Return and Reintegration of Trafficked Women in Serbia and Montenegro	246 800
	V.2.9	Combating Trafficking in Human Beings in Ukraine	999 800
Subtotal			7 575 100

Europe (cont'd)

Labour Migration	VI.1.6	Cooperation to Enhance Social Cohesion in South-Eastern Europe	69 800
	VI.1.7	Information Campaign for Targeting Qualified Workers to the Czech Republic	70 000
<i>Subtotal</i>			139 800
Claims Programmes	VII.1	Forced Labour Compensation Programme, Germany	290 661 000
	VII.2	Holocaust Victim Assets Programme	11 127 800
	VII.3	Humanitarian and Social Programmes	4 457 600
<i>Subtotal</i>			306 246 400
General Programme Support	VIII.1.3	Research on the Current Migration and Settlement of Members of the Roma Community from Slovakia in the Czech Republic	42 500
	VIII.1.4	Central European Forum for Migration Research in Poland	243 800
	VIII.3.2	Special Assignments and Support	312 100
<i>Subtotal</i>			598 400
Total			405 234 100

Global Support/Services

Movement	I.1	Resettlement Assistance	175 300
	I.3.1	Pre-Consular Support Services	9 600
Subtotal			184 900
Migration Health	II.1	Migration Health Assessment	57 200
	II.2.1	Migration Health Specialists and Technical Experts	260 000
Subtotal			317 200
Technical Cooperation on Migration	III.1.29	Technical Cooperation Activities in Eastern Europe and Central Asia (EECA)	1 000 000
General Programme Support	VIII.1.1	General Research Support	40 000
	VIII.1.2	World Migration Report	61 100
	VIII.2	Humanitarian Emergency Operations Assistance	20 000
	VIII.3.1	Associate Experts	1 529 800
	VIII.3.2	Special Assignments and Support	264 500
	VIII.3.3	IOM Staff Assigned to Other Organizations	60 000
	VIII.4	Publications	175 000
	VIII.5	Gender Issues Activities	60 000
	VIII.6	Support for Developing Member States and Member States with Economy in Transition	1 435 000
	VIII.7	Migrant Management and Operational Services Application	800 000
	VIII.8	Security Enhancement Project	70 000
Subtotal			4 515 400
Staff and Services covered by Discretionary Income	IX.1	Headquarters	4 013 500
	IX.2	Field	7 456 500
	IX.3	Information Technology	80 000
	IX.4	Coverage of UNSECOORD Fees	1 500 000
Subtotal			13 050 000
Total			19 067 500
Grand Total			639 301 300

POST-EMERGENCY MIGRATION PROGRAMMES AND PROJECTS BY REGION

Africa and the Middle East

Movement	I.4.1	Assistance to Internally Displaced Persons (IDPs) in Angola	357 000
	I.4.2	Assistance to Internally Displaced Persons (IDPs) in Iraq	12 738 600
<i>Subtotal</i>			13 095 600
Technical Cooperation on Migration	III.3.1	Technical Assistance for the Financial Management and Procurement Unit in Guinea-Bissau	284 300
	III.3.2	Return and Reintegration of Internally Displaced Persons (IDPs) in Sudan	563 200
	III.3.3	Emergency Assistance to Mobile and Vulnerable Populations in Zimbabwe	86 100
	III.3.4	Iraq Transition Initiative - Emergency Preparedness in Post-Conflict	295 900
<i>Subtotal</i>			1 229 500
Total			14 325 100

Americas

Technical Cooperation on Migration	III.3.5	Assistance to Internally Displaced Persons (IDPs) and Receptor Communities in Colombia	12 338 000
	III.3.6	Support Programme for Ex-Combatant Children and Victims of Armed Conflict in Colombia	1 871 800
	III.3.7	Programme for Strengthening Peace in Colombia	2 425 600
	III.3.8	Strengthening the Capacity of the Educational System in Selected Communities in Costa Rica	206 000
Total			16 841 400

Asia and Oceania

Movement	I.4.3	Management and Processing of Australia-bound Migrants in an Irregular Situation	10 384 100
Migration Health	II.3.1	Post-Conflict Family Support Project in Cambodia	59 100
	II.3.2	National Mental Health Programme in Cambodia	207 100
		Subtotal	266 200
Technical Cooperation on Migration	III.3.6	Support Programme for Ex-Combatant Children and Victims of Armed Conflict in Colombia	772 700
	III.3.9	EU Election Observation Missions in Afghanistan and Indonesia	1 283 900
	III.3.10	Sustainable Reintegration of Returning Internally Displaced Persons (IDPs) in Vulnerable Environments in Afghanistan	166 600
	III.3.11	Demobilization and Reintegration of Former Combatants in Afghanistan	2 522 300
	III.3.12	Information, Counselling and Referral Services for Demilitarized Combatants in Indonesia	25 000
	III.3.13	Humanitarian and Reintegration Assistance to Internally Displaced Persons (IDPs) in Indonesia	1 238 400
	III.3.14	Land Rehabilitation and Capacity-Building to Support Internally Displaced Persons (IDPs) in Indonesia	36 400
	III.3.15	Assistance to Ex-Combatants, Internally Displaced Persons (IDPs) and Unemployed Youth in Tajikistan	115 500
	III.3.16	Disaster Risk Reduction through Safer Construction Practices in Tajikistan	150 100
		Subtotal	6 310 900
	Total		16 961 200

Europe

Migration Health	II.3.3	Psychosocial and Trauma Response (PTR) in Serbia and Montenegro	504 100
Technical Cooperation on Migration	III.3.9	EU Election Observation Missions in Afghanistan and Indonesia	738 600
	III.3.17	Kosovo Protection Corps (KPC) Training	600 000
		Subtotal	1 338 600
	Total		1 842 700
	Grand Total		49 970 400

ANNEX I - FUNDS IN SPECIAL ACCOUNTS

MIGRATION FOR DEVELOPMENT FUND

The Migration for Development Fund was established by Council Resolution No. 801 (LXI), adopted on 28 November 1990 and, as of 1 January 1991, replaced the Selective Migration Adjustment Fund established in 1966.

The purpose of the Migration for Development Fund is to:

- (1) serve as a key and regular instrument to finance the attainment of the goals of IOM's migration for development activities;
- (2) finance activities, projects and programmes carried out by the Organization to enhance development through orderly and planned transfer of human resources and technical cooperation in the field of migration.

The balance available for use in 2005 is estimated at approximately USD 15,000, which will be allocated to the activity noted below:

<u>Technical Cooperation and Capacity-Building</u>	USD
PLACMI	<u>15,000</u>

MIGRANT LOAN FUND

The Migrant Loan Fund, established pursuant to Resolution No. 210 (XII) of 12 May 1960, permits the financing, in part or in whole, of the cost of transport of migrants and related services by giving interest-free loans to national migrants who require financial assistance to migrate. Repayment of such loans is secured by promissory notes signed by the migrant or his/her sponsor. The fund has a balance of approximately USD 180,000.

EMERGENCY PREPAREDNESS ACCOUNT

In accordance with IOM General Bulletin No. 1054, the Emergency Preparedness Account (EPA) was established on 30 August 1993 for use in emergency situations where there is a clear need for immediate assessment and for other operational expenditure, prior to the actual receipt of external funding. Any authorized use of the EPA is considered as a loan against the specific operation that it initially supports and all funds disbursed from the EPA are to be fully reimbursed as soon as possible once the operation obtains donor support. The operating balance of the Emergency Preparedness Account is currently maintained at USD 421,000.

REFUGEE LOAN FUND

The Refugee Loan Fund, established pursuant to Resolution No. 210 (XII) of 12 May 1960, permits the financing, in part or in whole, of the cost of transport of refugees and related services by giving interest-free loans to those who require financial assistance to migrate to resettlement countries. Repayment of such loans is secured by promissory notes signed by the refugee or his/her sponsor. Formerly, there were two separate loan funds. At its Sixty-first Session on 28 November 1990, the Council approved the merger, effective 1 January 1991, of the Refugee Loan Fund and the Loan Fund for Refugees outside Europe.

It is estimated that there will be 55,000 refugees seeking assistance under the Refugee Loan Fund in 2005 and it is anticipated that approximately USD 95,000,000 will be expended from the Fund in order to finance these movements.

The following table estimates the resources available and required for 2005, as well as the anticipated balance at year-end.

	<u>2005</u> <u>Estimates</u> USD
<u>Resources</u>	
Brought forward from 2004	5 000 000
Contributions from the United States Government	74 000 000
Repayments of promissory notes by refugees	20 000 000
Income from self-payers	1 000 000
Interest income	200 000
Interest returned to the United States Treasury	(200 000)
	<hr/>
<u>Total resources</u>	100 000 000
	<hr/>
<u>Estimated requirements</u>	95 000 000
	<hr/>
Estimated balance carried forward at end of year	5 000 000
	<hr/> <hr/>

SASAKAWA ENDOWMENT FUND

The Sasakawa Endowment Fund was established in 1990 for the purpose of promoting the expansion of the transfer of human resources programmes and other migration for development activities.

Under the endowment agreement with the Foundation, the capital of the fund must remain intact and only the interest income generated from the fund may be used to finance activities.

2005
Estimates
USD

Capital Account

Balance at the beginning of the year	2 000 000
Balance from income account (see below)	<u>0</u>
<u>Total fund at the end of the year</u>	<u>2 000 000</u>

Income Account

Balance at the beginning of the year	0
Interest income earned during the year	40 000
Allocation of interest income to projects*	<u>(40 000)</u>
<u>Balance at the end of the year</u>	<u>0</u>

* Allocation for priority projects in Asia	USD 20 000
* Allocation for priority projects in Africa	USD 15 000
* Inter-American Course on International Migration	USD 5 000

GOVERNMENT OF GUATEMALA - FONAPAZ FIDUCIARY FUND

Under the umbrella of the Government of Guatemala - FONAPAZ (The National Fund for Peace), IOM is the implementing partner for activities designed to improve the living conditions of the Guatemalan population, particularly in the zones of return, reinsertion and adjoining areas. Although the activities have existed for some time, it was agreed in 1997, through an exchange of letters between IOM and the Government of Guatemala - FONAPAZ, that financing for the activities would be in the form of a Fiduciary Fund. The purpose of the Fund is for IOM to administer the projects in cooperation with the Government of Guatemala - FONAPAZ.

The total funds assigned by the Government of Guatemala - FONAPAZ in 2005 to IOM are estimated to be approximately USD 19,600,000, and are divided between operations and administrative support.

The support funds are transferred directly to IOM to cover costs relating to project monitoring as well as to finance experts who provide technical and administrative support to FONAPAZ programmes. The amounts in IOM's Programme and Budget for 2005 reflect only the support funds which amount to USD 775,400. Further description of these programmes is included under the heading III.4.6 of this document.

Funding for operational activities is held in the form of a Fiduciary Fund, estimated at USD 18,824,600. The terms and regulations of the fund are stipulated in agreements with FONAPAZ and the following table outlines the resources of the Fiduciary Fund to be administered by IOM in 2005 and their application to the various programmes:

	<u>2005</u> <u>Estimates</u> USD
Integrated Development Programmes for Communities (PRODIC)	9 615 400
Teachers for Peace Programme	769 200
Border Development Programme (PRODESFRO)	7 692 300
Administrative Project	747 700
Total Fiduciary Fund	18 824 600

RAPID RESPONSE TRANSPORTATION FUND

A Guidance Note was concluded on 31 May 2000 between the International Organization for Migration (IOM) and the United Nations High Commissioner for Refugees (UNHCR), on cooperation in the field of transportation.

In pursuance of the above agreement to carry out the transportation activities in a timely and effective manner, it is proposed to establish a fund from voluntary contributions for its movement operations, particularly during emergencies. The target of the operational fund will be to maintain a balance of USD 5 million. To replenish the fund, IOM will raise funds bilaterally and, to the extent possible, within the context of United Nations consolidated appeals. UNHCR will endeavour to ensure donor recognition of this requirement. The current balance as of July 2004 is USD 3,044,176.68.

This agreement between UNHCR and IOM builds on the Memorandum of Understanding concluded between the two organizations on 15 May 1997. It lays out more specifically the responsibilities between the two organizations in the provision of transportation assistance. It further provides guidance on how specific agreements are to be reached and what mechanisms between the headquarters of the two organizations will be activated to achieve this. Both IOM and UNHCR are confident that this agreement will strengthen their response capability in dealing with situations which may involve massive movements of persons at risk.

ANNEX II - FOREIGN CURRENCY CONSIDERATIONS IN THE PROGRAMME AND BUDGET

Under IOM's financial regulations, the Administrative Part of the Budget is expressed in Swiss francs (CHF) while the Operational Part of the Budget is expressed in US dollars (USD). While much of the income and expenditure under both parts of the budget occur in the indicated currencies, there are transactions which occur in other currencies under both parts, therefore exposing the transactions to exchange rate fluctuations. For example, the value of local field staff salaries, often paid in the local national currencies, may fluctuate when expressed in Swiss francs (Administrative Part of the Budget) or US dollars (Operational Part of the Budget) depending upon changes in exchange rates.

For the Programme and Budget, IOM's procedure is to use current exchange rates, prevailing at the time the Budget is prepared, to convert local national currencies into Swiss francs or US dollars. The budget process begins early in the year as estimates must be received from each IOM Office worldwide and be consolidated in time to meet production deadlines for the autumn session of the Subcommittee on Budget and Finance. The budget estimates for 2005 were prepared using May 2004 exchange rates. The exchange rates for some of the major currencies used by IOM were as follows:

Swiss franc/US dollar	1.30
Euro/US dollar	0.844
Canadian dollar/US dollar	1.37
Australian dollar/US dollar	1.396

During the period between the budget preparation cycle and final submission to the Council, exchange rates are reviewed to ensure that there are no major fluctuations which would impact the budget estimates. However, it should be noted that any effects that might be produced by such foreign exchange fluctuations are largely neutralized due to the fact that the predominant currency of income and expenditure is the same, i.e. Swiss francs in the Administrative Part of the Budget and United States dollars in the Operational Part of the Budget.

ANNEX III - OPERATIONAL PART OF THE BUDGET - STAFFING LEVELS/ STAFF AND OFFICE COSTS

Explanatory Note

Staffing and office costs for the Operational Part of the Budget include projected staffing levels as well as the office infrastructures required to carry out operational activities.

The staffing levels and related costs included under "Project Funds", i.e. those attributable to specific operational projects, are based on a projection of current staff and office structures. In this regard, where activities and/or funding are foreseen for a partial year, the related cost of staffing is reduced accordingly. The staffing levels and office structures, in particular those funded by Specific Projects, are subject to the level of activity and funding, and therefore adjusted on an ongoing basis.

Staff positions, office structures and other costs funded from Discretionary Income are shown separately.

OPERATIONAL PART OF THE BUDGET

MC/2144

	2004 Revised Estimates (MC/EX/656)									2005 Estimates								
	Discretionary Income			Project Funds			Total			Discretionary Income			Project Funds			Total		
	Staff Positions		Staff, Office and Other Costs	Staff Positions		Staff and Office Costs	Staff Positions		Total Costs	Staff Positions		Staff, Office and Other Costs	Staff Positions		Staff and Office Costs	Staff Positions		Total Costs
	Off	Emp		Off	Emp		Off	Emp		Off	Emp		Off	Emp		Off	Emp	
AFRICA AND THE MIDDLE EAST																		
MRF - Cairo, Egypt	1	2	165 400	2	33	914 700	3	35	1 080 100	1	2	140 000	1	39	1 090 400	2	41	1 230 400
Jordan			15 000	1	11	213 000	1	11	228 000			29 000	1	10	174 500	1	10	203 500
Saudi Arabia					1	26 800		1	26 800					1	30 000		1	30 000
Syrian Arab Republic			15 000	3	12	493 100	3	12	508 100			35 000	3	10	322 400	3	10	357 400
MRF - Dakar, Senegal	2	5	210 800		13	317 300	2	18	528 100	1	5	185 000		14	374 900	1	19	559 900
Côte d'Ivoire				22	84	3 108 800	22	84	3 108 800	1		113 000	5	42	1 313 800	6	42	1 426 800
Gambia					2	30 300		2	30 300					2	31 300		2	31 300
Ghana				8	35	1 657 500	8	35	1 657 500				8	45	1 809 200	8	45	1 809 200
Guinea				1	15	505 000	1	15	505 000				2	34	827 900	2	34	827 900
Guinea-Bissau				1	6	80 200	1	6	80 200				1	8	219 400	1	8	219 400
Mali				1	3	168 000	1	3	168 000					3	40 000		3	40 000
Sierra Leone				1	11	198 000	1	11	198 000				1	11	247 800	1	11	247 800
MRF - Nairobi, Kenya	1	1	214 400	22	144	6 027 800	23	145	6 242 200	1	1	179 300	26	183	7 010 800	27	184	7 190 100
Sudan ¹			30 000		4	60 000		4	90 000			30 000			295 800			325 800
Uganda				1	14	196 000	1	14	196 000				1	10	184 100	1	10	184 100
MRF - Pretoria, South Africa	2	5	368 200	5	17	1 263 900	7	22	1 632 100	2	5	403 500	3	16	926 200	5	21	1 329 700
Angola				8	79	2 030 800	8	79	2 030 800				9	65	1 490 600	9	65	1 490 600
Democratic Republic of the Congo			30 000		6	76 000		6	106 000			30 000		6	61 200		6	91 200
Lesotho					1	10 400		1	10 400									
Mozambique				1	1	125 900	1	1	125 900									
Zambia				4	30	562 500	4	30	562 500				2	4	184 800	2	4	184 800
Zimbabwe				3	10	445 000	3	10	445 000				1	6	93 900	1	6	93 900
Middle East Emergency ¹				25	60	3 400 000	25	60	3 400 000				18	56	4 141 600	18	56	4 141 600
SLM - Addis Ababa, Ethiopia	1	2	110 000	2	16	521 600	3	18	631 600	1	2	132 300	2	14	432 300	3	16	564 600
Subtotal	7	15	1 158 800	111	608	22 432 600	118	623	23 591 400	7	15	1 277 100	84	579	21 302 900	91	594	22 580 000
AMERICAS																		
MRF - Buenos Aires, Argentina		2	152 900		8	165 000		10	317 900	1	2	233 900		9	129 700	1	11	363 600
Brazil			20 000						20 000			20 000						20 000
Chile					6	135 400		6	135 400					5	148 900		5	148 900
Paraguay			33 000						33 000			20 000						20 000
Uruguay	1		138 200		1	40 700	1	1	178 900	1		34 000		1	31 000	2		65 000
MRF - Lima, Peru		1	150 000		13	401 000		14	551 000	1		75 000	1	14	491 500	1	15	566 500
Bolivia					1	9 300		1	9 300					3	14 500	3		14 500
Colombia			10 000	9	117	2 781 000	9	117	2 791 000			15 000	17	170	5 373 500	17	170	5 388 500
Ecuador				5	45	1 262 900	5	45	1 262 900				6	52	1 982 300	6	52	1 982 300
Venezuela			15 000		4	100 100		4	115 100			15 000		2	47 300	2		62 300
MRF - San José, Costa Rica		5	310 000	1	12	540 000	1	17	850 000		5	290 000	1	14	554 000	1	19	844 000
El Salvador			15 000		2	55 000		2	70 000			10 000		2	35 100	2		45 100
Guatemala	1		63 800	2	3	632 600	3	3	696 400	1		55 800	2	3	629 500	3	3	685 300
Honduras					6	154 000		6	154 000					7	158 700	7		158 700
Nicaragua			15 000		2	27 500		2	42 500			15 000		2	29 000	2		44 000
Mexico			30 000						30 000			100 000						100 000
MRF - Washington, D.C., United States	2	7	650 500	3	3	536 000	5	10	1 186 500	2	5	696 000	3	9	825 200	5	14	1 521 200
Bahamas													1		150 000	1		150 000
Canada					1	49 700		1	49 700					1	36 100		1	36 100
Dominican Republic			25 000	1	4	281 300	1	4	306 300			25 000	2	4	280 300	2	4	305 300
Jamaica													1		171 500	1		171 500
United States Country Missions					22	1 846 000		22	1 846 000					38	2 758 000		38	2 758 000
SLM - New York, United States		1	68 400	2	16	1 821 000	2	17	1 889 400		1	116 900	4	16	2 072 200	4	17	2 189 100
Subtotal	4	16	1 696 800	23	266	10 838 500	27	282	12 535 300	4	15	1 721 600	38	352	15 918 300	42	367	17 639 900
ASIA AND OCEANIA																		
MRF - Bangkok, Thailand ³	1	3	261 500	19	46	2 471 000	20	49	2 732 500	1	3	308 200	40	68	6 393 100	41	71	6 701 300
Cambodia			20 000	16	36	1 634 800	16	36	1 654 800			20 000	12	42	1 422 800	12	42	1 442 800
Viet Nam				10	50	1 546 500	10	50	1 546 500				12	55	1 546 800	12	55	1 546 800
MRF - Canberra, Australia		1	33 400		8	445 700		9	479 100		1	33 400	2	12	704 500	2	13	737 900
Indonesia			25 000	5	47	1 333 300	5	47	1 358 300			25 000	5	80	2 229 600	5	80	2 254 600
Nauru				34	44	4 239 000	34	44	4 239 000				23	58	2 373 800	23	58	2 373 800
Papua New Guinea					7	785 700		7	785 700									
Timor-Leste													6	27	862 200	6	27	862 200
MRF - Dhaka, Bangladesh		3	116 900		5	142 000		8	258 900		3	117 900		9	138 300		12	256 200
Sri Lanka				1	14	371 300	1	14	371 300				1	34	217 200	1	34	217 200
India (Ahmedabad)			30 000	1	4	163 400	1	4	193 400			30 000		4	68 000		4	98 000
Manila, Philippines - Administrative Centre	3	30	1 099 500	3	7	457 400	6	37	1 556 900	6	47	1 527 400	3	13	543 000	9	60	2 070 400
Republic of Korea		1	45 400			24 000		1	69 400		1	46 500			28 800		1	75 300
China, including Hong Kong Special Administrative Region		1	80 000		4	75 000		5	155 000			130 000		4	74 300		4	204 300

OPERATIONAL PART OF THE BUDGET

			2004 Revised Estimates (MC/EX/656)									2005 Estimates								
			Discretionary Income			Project Funds			Total			Discretionary Income			Project Funds			Total		
			Staff Positions		Staff, Office and Other Costs	Staff Positions		Staff and Office Costs	Staff Positions		Total Costs	Staff Positions		Staff, Office and Other Costs	Staff Positions		Staff and Office Costs	Staff Positions		Total Costs
			Off	Emp		Off	Emp		Off	Emp		Off	Emp		Off	Emp		Off	Emp	
ASIA AND OCEANIA (continued)																				
MRF - Islamabad, Pakistan			1		115 000	2	22	463 000	3	22	578 000	1	1	137 400	2	24	523 200	3	25	660 600
Afghanistan						55	350	8 400 000	55	350	8 400 000				20	240	1 434 800	20	240	1 434 800
Iran (Islamic Republic of)					50 000	1	16	303 500	1	16	353 500	1		75 000		11	317 300	1	11	392 300
Kazakhstan						2	13	649 700	2	13	649 700				3	17	661 500	3	17	661 500
Kyrgyzstan						1	15	382 400	1	15	382 400				1	15	387 300	1	15	387 300
Tajikistan						1	23	300 600	1	23	300 600				1	34	433 300	1	34	433 300
Turkmenistan						1	7	358 400	1	7	358 400				1	12	357 700	1	12	357 700
SLM - Tokyo, Japan			1		192 500			9 400	1		201 900		1	115 000		1	80 700		2	195 700
Subtotal			6	39	2 069 200	160	711	24 556 100	166	750	26 625 300	9	57	2 565 800	132	760	20 798 200	141	817	23 364 000
EUROPE																				
MRF - Budapest, Hungary			1	3	160 700	1	12	465 800	2	15	626 500	1	3	267 600		9	159 900	1	12	427 500
Bosnia and Herzegovina						2	38	1 190 800	2	38	1 190 800			1 000	2	7	452 700	2	7	453 700
Bulgaria					8 000		5	89 000		5	97 000			10 000		6	121 500		6	131 500
Croatia				1	30 000	2	10	761 000	2	11	791 000			30 000	1	3	93 000	1	3	123 000
Czech Republic					7 000		6	105 600		6	112 600			10 000		9	134 400		9	144 400
Poland					7 000		6	135 500		6	142 500			10 000		12	207 400		12	217 400
Romania					2 000	1	23	512 900	1	23	514 900			10 000	2	17	535 500	2	17	545 500
Serbia and Montenegro						2	36	1 161 300	2	36	1 161 300				2	41	1 085 400	2	41	1 085 400
Kosovo						34	262	4 165 100	34	262	4 165 100				9	22	659 400	9	22	659 400
Slovakia					13 000		5	16 500		5	29 500			10 000		5	52 600		5	62 600
Slovenia					10 000		4	60 000		4	70 000			10 000		5	151 100		5	161 100
The former Yugoslav Republic of Macedonia						4	19	493 500	4	19	493 500					14	251 800		14	251 800
MRF - Brussels, Belgium			2	2	251 900	3	27	1 989 200	5	29	2 241 100	2	2	270 000	5	35	2 973 000	7	37	3 243 000
Ireland			1		84 000		3	186 900	1	3	270 900	1		74 200		7	603 000	1	7	677 200
Netherlands						1	43	3 255 000	1	43	3 255 000				1	65	4 696 300	1	65	4 696 300
Switzerland (Bern)						2	2	492 400	2	2	492 400				2	2	515 500	2	2	515 500
MRF - Helsinki, Finland				2	100 000		10	335 000		12	435 000		2	98 000		9	420 300		11	518 300
Estonia					10 000		1	22 000		1	32 000			10 000	1		26 000	1		36 000
Latvia					10 000		2	48 000		2	58 000			10 000		2	49 000		2	59 000
Lithuania					10 000		3	89 000		3	99 000			10 000		3	55 500		3	65 500
Norway					5 000	3	18	912 100	3	18	917 100			5 600	3	13	1 340 400	3	13	1 346 000
MRF - Rome, Italy			2	1	289 500		15	821 600	2	16	1 111 100	1	1	210 700		16	809 200	1	17	1 019 900
Albania						8	26	1 278 400	8	26	1 278 400				6	34	784 100	6	34	784 100
Algeria														60 000						60 000
Greece							12	340 900		12	340 900					13	369 300		13	369 300
Morocco						1		105 000	1		105 000				1		179 400	1		179 400
Portugal				1	80 000		10	314 000	1	10	394 000	1	1	135 000		5	120 000	1	6	255 000
Spain				1	52 500		1	85 000		2	137 500			25 000		2	125 600		2	150 600
Tunisia						1	3	195 200	1	3	195 200				1	3	229 000	1	3	229 000
Turkey					50 000		11	413 000		11	463 000			55 000		10	341 700		10	396 700
Maghreb Countries					30 000						30 000									
Armenia						1	14	517 300	1	14	517 300				1	15	381 500	1	15	381 500
Azerbaijan						1	9	380 500	1	9	380 500				1	7	318 600	1	7	318 600
Georgia						1	15	524 000	1	15	524 000				1	14	474 600	1	14	474 600
Russian Federation					30 000	6	143	7 646 700	6	143	7 676 700			40 000	8	219	10 118 700	8	219	10 158 700
Technical Cooperation Centre & Operations in Austria												2	2	270 500		1	680 300		3	950 800
Ukraine						3	55	2 049 800	3	55	2 049 800				4	44	2 054 100	4	44	2 054 100
Belarus							7	236 500		7	236 500					11	253 900		11	253 900
Republic of Moldova															3	21	250 200	3	21	250 200
SLM - Berlin, Germany						2	28	2 298 700	2	28	2 298 700		1	90 000	1	35	2 503 900	1	36	2 593 900
SLM - London, United Kingdom			1		116 000	1	38	2 380 000	2	38	2 496 000			5 000	1	41	3 196 300	1	41	3 201 300
SLM - Paris, France			1	1	174 200		3	171 100	1	4	345 300		1	61 800		2	109 900		3	171 700
SLM - Vienna, Austria			1	3	353 000	1	8	492 000	2	11	845 000		1	101 000					1	101 000
Subtotal			10	14	1 883 800	81	933	36 736 300	91	947	38 620 100	8	14	1 890 400	57	792	37 884 000	65	806	39 774 400

OPERATIONAL PART OF THE BUDGET

	2004 Revised Estimates (MC/EX/656)									2005 Estimates								
	Discretionary Income			Project Funds			Total			Discretionary Income			Project Funds			Total		
	Staff Positions		Staff, Office and Other Costs	Staff Positions		Staff and Office Costs	Staff Positions		Total Costs	Staff Positions		Staff, Office and Other Costs	Staff Positions		Staff and Office Costs	Staff Positions		Total Costs
	Off	Emp		Off	Emp		Off	Emp		Off	Emp		Off	Emp		Off	Emp	
GENERAL PROGRAMME SUPPORT																		
HEADQUARTERS																		
Executive Office	2		247 200				2		247 200	2		428 600				2		428 600
Management Coordination																		
Information Technology and Communications	2	1	495 600				2	1	495 600	1	1	404 800				1	1	404 800
International Migration Law and Legal Affairs	2		213 300				2		213 300	2	1	325 000				2	1	325 000
Migration Management Services			10 000						10 000			111 000						111 000
Counter-Trafficking			45 000						45 000			20 000						20 000
Labour Migration												20 000						20 000
Technical Cooperation on Migration												20 000						20 000
Migration Policy, Research and Communications		1	69 000					1	69 000		1	115 000					1	115 000
International Dialogue on Migration	1		144 000				1		144 000	1		198 000				1		198 000
Media and Public Information	1		126 400				1		126 400	1		120 000				1		120 000
Research and Publications		1	305 500					1	305 500		1	334 500					1	334 500
Strategic Policy and Planning										1		130 000				1		130 000
Web site, Intranet and Digital Assets Management	1	1	240 300				1	1	240 300									
External Relations			15 000						15 000			25 000						25 000
Donor Relations	1		144 300				1		144 300			41 000				1		41 000
Regional and Diplomatic Advisers										1		126 000				1		126 000
Resources Management			65 000						65 000			55 000						55 000
Accounting		2	265 700					2	265 700		1	114 000					1	114 000
Budget		1	77 600					1	77 600		1	89 000					1	89 000
Common Services		3	393 400					3	393 400		2	437 700					2	437 700
Human Resources Management		1	331 000					1	331 000		1	60 000					1	60 000
Occupational Health		1	85 000					1	85 000		2	209 300					2	209 300
Staff Development and Learning		1	104 200					1	104 200		1	112 100					1	112 100
Treasury and Cash Management	1		103 600				1		103 600	1		134 000				1		134 000
Operations Support			10 000						10 000									
Emergency and Post-Conflict	3		312 000				3		312 000	2		270 000				2		270 000
Movement Management		5	497 800					5	497 800		2	224 500					2	224 500
Migration Health	1		186 500				1		186 500	1		209 000				1		209 000
Subtotal	15	18	4 487 400				15	18	4 487 400	13	14	4 333 500				13	14	4 333 500
GLOBAL ACTIVITIES																		
Associate Experts ²				21		1 610 600	21		1 610 600				17		1 365 900	17		1 365 900
Migration Health Specialists and Technical Experts	3		250 000	1	1	270 000	4	1	520 000	2		260 000				2		260 000
Special Assignments and Support	1		145 800	6		896 900	7		1 042 700			60 000	1		514 900	1		574 900
PROJECTS																		
Centre for Information on Migration in Latin America (CIMAL)			31 600						31 600			35 000						35 000
Forced Labour Compensation and Holocaust Victim Assets Programmes				60	105	13 587 200	60	105	13 587 200				46	85	14 831 300	46	85	14 831 300
Gender Issues Activities			65 000						65 000			60 000						60 000
Humanitarian Emergency Operations Assistance			10 000						10 000			20 000						20 000
Inter-American Course on International Migration			30 000						30 000			30 000						30 000
Loan Funds Administration			1 600	1	6	873 600	1	6	875 200			1 600	1	5	846 600	1	5	848 200
MIDA General												15 000						15 000
Support for Developing Member States and Member States with Economy in Transition - 1035 Facility			1 400 000						1 400 000			1 400 000			35 000			1 435 000
Coverage of UNSECOORD fees			1 000 000						1 000 000			1 500 000						1 500 000
Subtotal	4		2 934 000	89	112	17 238 300	93	112	20 172 300	2		3 381 600	65	90	17 593 700	67	90	20 975 300
TOTAL	46	102	14 230 000	464	2 630	111 801 800	510	2 732	126 031 800	43	115	15 170 000	376	2 573	113 497 100	419	2 688	128 667 100

¹ The costs and staffing level shown in the table are subject to developments in the region.² The staff costs for Associate Experts reflect known duration of their contracts for 2005.³ Includes a position transferred from Media and Public Information, Headquarters.

Note: Officials are staff members in the "Professional" category; Employees refer to staff members in the "General Services" category (locally recruited).

OPERATIONAL PART OF THE BUDGET

	2004											2005											
	Officials									Employees	Total	Officials									Employees	Total	
	D2	D1	V	IV	III	II	I	UG	Sub-total			D2	D1	V	IV	III	II	I	UG	Sub-total			
AFRICA AND THE MIDDLE EAST																							
MRF - Cairo, Egypt					3				3	35	38			2				2			41	43	
Jordan					1				1	11	12			1				1			10	11	
Saudi Arabia										1	1										1	1	
Syrian Arabic Republic				1		2			3	12	15			1	2			3			10	13	
MRF - Dakar, Senegal			1		1				2	18	20			1				1			19	20	
Côte d'Ivoire			2	1		4		15	22	84	106				2		3	6			42	48	
Gambia										2	2										2	2	
Ghana				3	2	2		1	8	35	43			2	2	3	1	8			45	53	
Guinea					1				1	15	16			2				2			34	36	
Guinea-Bissau			1						1	6	7							1			8	9	
Mali						1			1	3	4										3	3	
Sierra Leone					1				1	11	12			1				1			11	12	
MRF - Nairobi, Kenya			1	5	5	4	1	7	23	145	168			1	5	6	4	2	9	27	184	211	
Sudan*										4	4												
Uganda							1		1	14	15			1				1			10	11	
MRF - Pretoria, South Africa				2	3	1	1		7	22	29			1	3			1	5		21	26	
Angola				1	4	2		1	8	79	87			1	4	2		2	9		65	74	
Democratic Republic of the Congo										6	6										6	6	
Lesotho										1	1												
Mozambique					1				1	1	2												
Zambia					3	1			4	30	34			1	1			2			4	6	
Zimbabwe					1	1		1	3	10	13			1				1			6	7	
Middle East Emergency*			1	2	16	6			25	60	85			1	2	13	2		18		56	74	
SLM - Addis Ababa, Ethiopia				1	1		1		3	18	21				1			3			16	19	
Subtotal			6	16	43	24	4	25	118	623	741			4	13	39	16	3	16	91	594	685	
AMERICAS																							
MRF - Buenos Aires, Argentina										10	10				1			1			11	12	
Chile										6	6										5	5	
Uruguay					1				1	1	2										2	2	
MRF - Lima, Peru										14	14			1				1			15	16	
Bolivia										1	1										3	3	
Colombia				1	3	3		2	9	117	126			1	4	6	6		17		170	187	
Ecuador				1		3		1	5	45	50				1	3	1	1	6		52	58	
Venezuela										4	4										2	2	
MRF - San José, Costa Rica								1	1	17	18							1	1		19	20	
El Salvador										2	2										2	2	
Guatemala			1	1	1				3	3	6			1	1	1		3			3	6	
Honduras										6	6										7	7	
Nicaragua										2	2										2	2	
MRF - Washington, D.C., United States				2	1			2	5	10	15			2	1	2		5			14	19	
Bahamas															1			1			1	1	
Canada										1	1										1	1	
Dominican Republic			1						1	4	5			1		1		2			4	6	
Jamaica																					1	1	
United States Country Missions										22	22			1				1			38	38	
SLM - New York, United States			1					1	2	17	19			1		2		1	4		17	21	
Subtotal			3	5	6	6		7	27	282	309			5	8	12	13	1	3	42	367	409	
ASIA AND OCEANIA																							
MRF - Bangkok, Thailand**			1	1	7	5	1	5	20	49	69			1	5	10	9	6	10	41	71	112	
Cambodia			1	1	1	3	2	8	16	36	52			1	1	1	4	1	4	12	42	54	
Viet Nam			1	1	1		6	1	10	50	60			1	2	1	1	4	3	12	55	67	
MRF - Canberra, Australia						1			1	9	10					1				2	13	15	
Indonesia			1		1	2		1	5	47	52			1		2		1	5		80	85	
Nauru				2		6	4	22	34	44	78						3	14	23		58	81	
Papua New Guinea				1	1	5			7		7												
Timor-Leste																1	2		3	6	27	33	
MRF - Dhaka, Bangladesh										8	8										12	12	
Sri Lanka				1					1	14	15				1				1		34	35	
India (Ahmedabad)					1				1	4	5										4	4	
Manila, Philippines - Administrative Centre				1	2	1		2	6	37	43				3	2	2		2	9	60	69	
Republic of Korea										1	1										1	1	
China, including Hong Kong Special Administrative Region										5	5										4	4	

OPERATIONAL PART OF THE BUDGET

	2004											2005										
	Officials									Employees	Total	Officials									Employees	Total
	D2	D1	V	IV	III	II	I	UG	Sub-total			D2	D1	V	IV	III	II	I	UG	Sub-total		
ASIA AND OCEANIA (continued)																						
MRF - Islamabad, Pakistan					1		2		3	22	25					1		2		3	25	28
Afghanistan				3	12	9	1	30	55	350	405				3	12	5			20	240	260
Iran (Islamic Republic of)			1						1	16	17				1					1	11	12
Kazakhstan				1	1				2	13	15				1	2				3	17	20
Kyrgyzstan				1					1	15	16				1					1	15	16
Tajikistan				1					1	23	24				1					1	34	35
Turkmenistan					1				1	7	8					1				1	12	13
SLM - Tokyo, Japan								1	1		1										2	2
Subtotal			5	14	29	32	16	70	166	750	916			5	21	32	30	16	37	141	817	958
EUROPE																						
MRF - Budapest, Hungary				1	1				2	15	17					1				1	12	13
Bosnia and Herzegovina				1		1			2	38	40			1		1				2	7	9
Bulgaria										5	5										6	6
Croatia				1	1				2	11	13				1					1	3	4
Czech Republic										6	6										9	9
Poland										6	6										12	12
Romania				1					1	23	24				1	1				2	17	19
Serbia and Montenegro			1		1				2	36	38			1		1				2	41	43
Kosovo		1		3	19	5	1	5	34	262	296			1		3	3	2		9	22	31
Slovakia										5	5										5	5
Slovenia										4	4										5	5
The former Yugoslav Republic of Macedonia				1	3				4	19	23										14	14
MRF - Brussels, Belgium					3		2		5	29	34			1		2	2		2	7	37	44
Ireland					1				1	3	4					1				1	7	8
Netherlands		1							1	43	44			1						1	65	66
Switzerland (Bern)				1		1			2	2	4				1		1			2	2	4
MRF - Helsinki, Finland										12	12										11	11
Estonia										1	1								1	1		1
Latvia										2	2										2	2
Lithuania										3	3										3	3
Norway				1		1	1		3	18	21				1		1	1		3	13	16
MRF - Rome, Italy				1	1				2	16	18					1				1	17	18
Albania				2	2		2	2	8	26	34				2	1	1	1	1	6	34	40
Greece										12	12										13	13
Morocco					1				1		1					1				1		1
Portugal				1					1	10	11					1				1	6	7
Spain										2	2										2	2
Tunisia				1					1	3	4				1					1	3	4
Turkey										11	11										10	10
Armenia				1					1	14	15				1					1	15	16
Azerbaijan				1					1	9	10				1					1	7	8
Georgia				1					1	15	16				1					1	14	15
Russian Federation			2	2	2				6	143	149			1	3	2			2	8	219	227
Technical Cooperation Centre & Operations in Austria				1	1	1									1	1	1			3	16	19
Ukraine			1	1	1				3	55	58			1	2	1				4	44	48
Belarus										7	7										11	11
Republic of Moldova																3				3	21	24
SLM - Berlin, Germany				1				1	2	28	30					1				1	36	37
SLM - London, United Kingdom		1				1			2	38	40						1			1	41	42
SLM - Paris, France					1				1	4	5										3	3
SLM - Vienna, Austria					1			1	2	11	13										1	1
Subtotal		2	5	22	38	9	6	9	91	947	1038			7	16	22	10	4	6	65	806	871

OPERATIONAL PART OF THE BUDGET

	2004											2005										
	Officials									Employees	Total	Officials									Employees	Total
	D2	D1	V	IV	III	II	I	UG	Sub-total			D2	D1	V	IV	III	II	I	UG	Sub-total		
GENERAL PROGRAMME SUPPORT																						
HEADQUARTERS																						
Executive Office			2						2		2			2						2		2
Management Coordination																						
Information Technology and Communications					2				2	1	3					1				1	1	2
International Migration Law and Legal Affairs					1	1			2		2						2			2	1	3
Migration Policy, Research and Communications										1	1										1	1
International Dialogue on Migration			1						1		1									1		1
Media and Public Information				1					1		1					1				1		1
Research and Publications										1	1											1
Strategic Policy and Planning																1				1		1
Web site, Intranet and Digital Assets Management				1					1	1	2									1		1
External Relations																						
Donor Relations						1			1		1											
Regional and Diplomatic Advisers																1				1		1
Resources Management																						
Accounting										2	2										1	1
Budget										1	1										1	1
Common Services										3	3										2	2
Human Resources Management										1	1										1	1
Occupational Health										1	1										2	2
Staff Development and Learning										1	1										1	1
Treasury and Cash Management						1			1		1									1		1
Operations Support																						
Emergency and Post-Conflict				3					3		3									2		2
Movement Management										5	5										2	2
Migration Health				1					1		1				1					1		1
Subtotal			3	6	5	1			15	18	33			3	1	7	2			13	14	27
GLOBAL ACTIVITIES																						
Associate Experts						16	5		21		21						12	5		17		17
Migration Health Specialists and Technical Experts			1	2				1	4	1	5			1	1					2		2
Special Assignments and Support		1	2	1	1	1		1	7		7				1				1			1
PROJECTS																						
Forced Labour Compensation and Holocaust Victim		2	2	8	22	26			60	105	165		1	2	9	18	16			46	85	131
Assets Programmes																						
Loan Funds Administration				1					1	6	7				1					1	5	6
Subtotal		3	5	12	23	43	5	2	93	112	205		1	3	11	19	28	5		67	90	157
TOTAL		5	27	75	144	115	31	113	510	2732	3242		1	27	70	131	99	29	62	419	2688	3107

* The staffing level is subject to developments in the region.

** Includes a position transferred from Media and Public Information, Headquarters.

Note 1: In some cases the grade of the incumbent presented in this table differs from the grade of the position.

Note 2: Officials are staff members in the "Professional" category; Employees refer to staff members in the "General Services" category (locally recruited).

ANNEX IV - MOVEMENTS ESTIMATES

			Countries / Regions of Destination														
Service	Programme/Project	Region of Origin	Total	United States	Canada	Australia	Argentina	Netherlands	Denmark	Finland	Norway	Sweden	Other Countries in				
													Africa and the Middle East	Americas	Asia and Oceania	Europe	
Movement	Resettlement Assistance	Africa and the Middle East	28 742	20 200	3 960	60		260	800		1 670	1 200			31	561	
		Americas	5 877	4 000	1 690		5							64	118		
		Asia and Oceania	32 506	15 050	4 680	8 960	280	1 170	320	1 000	670			204	172		
		Europe	17 905	15 750	1 070		85	110	150	280	390			31	39		
	Subtotal		85 030	55 000	11 400	9 020		630	2 080	470	2 950	2 260			330	890	
	Repatriation Assistance	Africa and the Middle East	19 270											19 270			
		Americas	122									80		5	37		
		Asia and Oceania	10											5	5		
		Europe	93											43	29	12	9
	Subtotal		19 495									80	19 323	71	12	9	
	Migration Processing and Assistance	Africa and the Middle East	1 786	200	310						250			6			1 020
		Americas	7 073	1 966	518	32	459								1 176		2 922
		Asia and Oceania	6 637	6 074	413												150
		Europe	814	265	300	70						30		9	52	14	74
	Subtotal		16 310	8 505	1 541	102	459				250	30		15	1 228	14	4 166
	Emergency and Post-Emergency Operations Assistance	Asia and Oceania	70													70	
	Subtotal		70													70	
	Movement Total			120 905	63 505	12 941	9 122	459	630	2 080	720	2 980	2 340	19 338	1 299	426	5 065
Technical Cooperation on Migration	Capacity-Building through Transfer and Exchange of Qualified Human Resources and Experts	Americas	20											20			
Technical Cooperation on Migration Total			20											20			
Assisted Voluntary Returns and Integration	Return Assistance to Migrants and Governments	Africa and the Middle East	3 030										3 030				
		Asia and Oceania	22 515												22 515		
		Europe	30 065	347	340	104	17						3 981	714	4 137	20 425	
	Subtotal		55 610	347	340	104	17						7 011	714	26 652	20 425	
	Return and Reintegration of Qualified Nationals	Americas	104											104			
		Asia and Oceania	45												45		
		Europe	26											26			
Subtotal		175											130	45			
Assisted Voluntary Returns and Integration Total			55 785	347	340	104	17						7 011	844	26 697	20 425	
Counter-Trafficking	Assistance to Victims of Trafficking	Africa and the Middle East	160										160				
		Europe	105													105	
Counter-Trafficking Total			265										160			105	
Labour Migration	Labour Migration	Americas	1 050		400											650	
Labour Migration Total			1 050		400											650	
GRAND TOTAL			178 025	63 852	13 681	9 226	476	630	2 080	720	2 980	2 340	26 509	2 163	27 123	26 245	