



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

GUIDELINES ON IMPLEMENTING THE IOM PROGRAMME POLICY ON MIGRANTS & GENDER ISSUES



Headquarters:
17 route des Morillons • C.P. 71 • CH-1211 Geneva 19 • Switzerland
Tel: +41.22.717 91 11 • Fax: +41.22.798 61 50 • E-mail: hq@iom.int • Internet: <http://www.iom.int>

BACKGROUND & EVOLUTION OF THE POLICY

1995: The IOM Council approved Resolution N° 932 (LXXI): “IOM is committed to ensuring that the particular needs of all migrant women are identified, taken into consideration and addressed by IOM projects and services”.

1999: IOM adheres to the Inter-Agency Standing Committee’s (IASC) policy statement for the integration of a gender perspective in humanitarian assistance.¹

2006: IOM’s policy brochure on migrant women and gender mainstreaming is updated to better incorporate broader gender concerns without detriment to the basic policy.

Overall Objective:

To ensure that IOM mainstreams gender into its strategic planning process by providing relevant information and recommendations with regard to gender and mobile populations/migrants.

* * *

Objective 1:

To increase networking and public outreach activities aimed at mainstreaming the issues of women, men, girl and boy migrants and at information sharing among all stakeholders.

Expected result 1 (a):

All stakeholders are engaged in dialogue concerning women, men, boy and girl migrants at international, regional and national levels.

Activities

(At all levels of the Organization):

- Highlight and promote efforts to understand the importance of gender in respective areas of work.
- Make efforts to interact with and support those gender-specific concerns of host governments and the civil society at regional and national level.
- Respond to Member and Observer States in meeting their requests for gender-specific activities.
- Ensure that beneficiaries are consulted in all phases of programme design and implementation, as appropriate.
- Interact regularly with other organizations and relevant agencies to share information on current and planned activities vis-à-vis migrant women, men, girls and boys.
- Mainstream the gender specific needs of migrant women, men, girls and boys in national, regional and international meetings organized on the subject of migration.

¹ See Annex I for the IASC Policy Statement

- Participate in meetings, working groups and international, national and regional networks of gender focal points to exchange ideas and ensure that migrant women's, men's, girls' and boys' issues are integrated in national, regional, and international programmes.
- Ensure that the specific needs of migrant women, men, girls and boys are mainstreamed into all relevant key documents including project proposals put forward at the international, regional and national levels.
- Invite gender coordinators from other organizations to make presentations and explore co-organizing topical discussions related to migrant women, men, girls and boys.
- Exchange information and documentation with other organizations.
- Work with Gender, Trafficking, and Media Focal Points on development of annotated bibliography on migrant women, men, girls and boys, as well as on Directories on experts on gender issues.

Expected result 1 (b):

Activities are undertaken to maintain IOM's position as a key player on the issue of gender and migration.

Activities:

- Publish articles, brochures and other information material related to IOM's gender policy and activities and distribute them to all stakeholders.
- Promote and encourage the use of the IOM web site, Intranet, and other mass communication means to expand public knowledge of IOM's gender activities. In cooperation with Webmaster, ensure information is updated.
- Refer to and review lists of international, regional, national meetings relevant to gender and migration and in which IOM should participate.
- Mainstream gender into documents, speeches, interviews, and stories by IOM staff.

* * *

Objective 2:

To ensure greater availability within IOM of gender-sensitive resources on migrants' issues by collecting, distributing, and applying relevant data.

Expected result 2:

Sex disaggregated statistics and resources on migrants are collected, made available and used.

Activities:

- Strengthen staff capacity to use gender indicators and to collect, analyze and use data.
- Track and report on disaggregated statistics - as a minimum - by sex and age in all relevant documents produced by the Organization.

* * *

Objective 3:

To increase gender-awareness of all staff especially Regional Representatives, Chiefs of Missions, Senior Managers, and Project Development Officers.

Expected Result 3(a):

Knowledge of and accountability for gender mainstreaming is reinforced.

Expected Result 3 (b):

Gender is mainstreamed into all IOM programmes, projects, and services.

Activities:

- Include a gender analysis in all phases of project planning and elaborate how the project addresses the specific needs of beneficiary migrants and ensures the sustainability of expected results.
- In all phases of project planning and implementation, ensure the involvement of female/male staff when interacting with female/male project beneficiaries, as and when appropriate.
- Seek a balanced ratio by gender for beneficiary targets, as relevant to the project.
- Apply specific gender analysis in research and policy-oriented projects, when appropriate.
- Promote cooperation with relevant agencies to address the specific needs of women, men, girl and boy migrants and explore possibilities of developing and implementing joint projects.
- Ensure that the issue of gender is identified, mainstreamed, and that lessons are drawn for the future in evaluation and donor reports.

* * * *

Objective 4:

Identify and respond to IOM staff training and information needs on gender mainstreaming.

Expected Result 4:

Knowledge and information on IOM services and projects for migrant women, men, girls and boys is promoted.

Activities:

- Identify and obtain relevant documentation on gender training materials.
- Include curricula on gender issues in all (senior, middle and junior level) training programmes carried out by IOM. Incorporate/refer to IOM's gender policy in all new and existing training materials.
- Coordinate and explore training partnerships based on common needs and objectives with other UN/International Organizations and government/civil society organizations, as well as universities.

- Train Gender Focal Points as trainers of trainers to provide greater access for IOM staff and aim at having at least one training event organized per year by and for them.

* * *

**IASC POLICY STATEMENT FOR THE INTEGRATION OF A GENDER
PERSPECTIVE IN HUMANITARIAN ASSISTANCE**

31 May 1999

1. The agreed conclusions of ECOSOC's 1998 humanitarian affairs segment requested the Emergency Relief Coordinator to "ensure that a gender perspective is fully integrated into humanitarian activities and policies" (E/1998/L.15 of 16 July 1998).

Background/Facts

2. The Inter-Agency Standing Committee² is fully committed to taking the steps necessary towards this goal, in particular considering the following facts:

a) complex emergencies and natural disasters have a differentiated impact on men and women which often affect the realization of rights;

b) in complex emergencies, men account for the largest numbers of combatants while women and children comprise the largest section of civilians affected by conflict. In addition, up to eighty percent of the internally displaced persons and refugees around the world are women and children. This leads to a dramatic increase in the number of women heads of households with responsibilities and high demands for meeting the needs of both children and aging relatives, abrupt changes in women's roles and increased workloads, access to and control over the benefits of goods and services;

c) in such situations the human rights of women and children are often directly threatened, i.e. the right to physical integrity and to lead a life free of violence, and women become more exposed to violence, especially sexual violence;

d) in emergency situations the nutritional and health needs of women, including their reproductive and sexual health needs, and of pregnant and nursing mothers and their infants are often overlooked or neglected;

² Food and Agriculture Organization, Office for the Coordination of Humanitarian Affairs, United Nations Children's Fund, United Nations Development Programme, United Nations High Commissioner for Refugees, World Food Programme, World Health Organization. Standing Invitees: International Committee of the Red Cross, International Federation of the Red Cross and Red Crescent Societies, International Organization for Migration, Interaction, International Council on Voluntary Agencies, Office of the High Commissioner for Human Rights, Representative of the Secretary-General on Internally Displaced Persons, Steering Committee for Humanitarian Response, World Bank

The Inter-Agency Standing Committee (IASC) is the main forum for major humanitarian agencies to ensure inter-agency decision-making in response to complex emergencies, including needs assessments, consolidated appeals, field coordination arrangements and the development of humanitarian policies. The IASC is chaired by the Emergency Relief Coordinator.

- e) well-documented field practice has shown that gender-sensitive humanitarian assistance can help in mitigating the different and negative effects of complex emergencies and natural disasters on men and women;
- f) humanitarian aid can also be more efficient and have a greater impact if opportunities for positive change in gender roles created by crisis situations are enhanced and sustained during the emergency and post-conflict phase.

Principles

3. The Inter-Agency Standing Committee is committed to the principles embodied in international human rights instruments, in particular the Convention on the Elimination of All Forms of Discrimination against Women, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the Declaration on the Protection of Women and Children in Emergency and Armed Conflict and the Convention on the Rights of the Child. It notes that the provisions of these instruments are applicable equally to men and women without discrimination.

4. In the context of humanitarian assistance, this implies embracing principles such as:

- a) gender equality and the equal protection of human rights of women and men in carrying out humanitarian and peace-building activities, as well as paying special attention to the violation of human rights of women and the provision of appropriate remedies;
- b) equal representation of women and men in peace mediation and decision making at all levels and stages of humanitarian assistance;
- c) integration of a gender perspective and participation of women's organizations in capacity building in humanitarian response, as well as in the rehabilitation and recovery phase.

Commitments to Action

5. In order to achieve the above-mentioned principles, the Inter-Agency Standing Committee commits itself to ensuring that its member organizations take the following actions:

- a) Formulate specific strategies for ensuring that gender issues are brought into the mainstream of activities within the IASC areas of responsibility. Priority areas are: assessment and strategic planning for humanitarian crisis; the consolidated appeals process; principled approach to emergencies; and participation of women in the planning, designing and monitoring of all aspects of emergency programs;
- b) Ensure data disaggregated by sex and age and include a gender perspective in analysis of information. Produce gender-sensitive operational studies, best practices, guidelines and checklists for programming, as well as the establishment of instruments and mechanisms for monitoring and evaluation, such as gender-impact methodologies, in order to incorporate gender analysis techniques in institutional tools and procedures;
- c) Develop capacity for systematic gender mainstreaming in programmes, policies, actions, and training;

d) Ensure reporting and accountability mechanisms for activities and results in gender mainstreaming within the UN and partners, such as incentives, performance evaluations, MOUs, budget allocation analysis and actions for redressing staff imbalance.

ANNEX II

GLOSSARY³

1. **Gender analysis** is a systematic approach to assess and understand the different impacts of development on **both** women and men. It refers to their different
 - Gender roles
 - Responsibilities
 - Constraints
 - Opportunities
2. **Gender needs**⁴ can be practical or strategic:

Practical Gender Needs (PGNs): represent what people require in order to carry out their gender roles more easily and effectively. PGNs do not require a change in gender roles, only coherence between roles and cultural patterns. E.g. in order to fulfil the role of a good mother, a woman must have access to resources as food and shelter that will allow her to take care of her children. They are short-term, visible, and concrete. Examples of actions: provide physical material and resources; provide access to training, credit and markets; improve services such as transport and housing.

Strategic Gender Needs (SGNs): represent what women or men require in order to improve their position or status in regard to each other. They place people in greater control of themselves instead of limiting them to the restrictions imposed by socially defined roles. They are long-term (to improve positions), meant to change restrictions, and less visible as they aim to change attitudes. Examples of actions: giving rights to land, inheritance, credit, and financial services; increased decision-making; equal opportunities to employment (equal pay for equal work), improved social systems.

3. **Gender roles:** gender planning recognizes that in most societies women have a triple role: **reproductive, productive and community managing** activities while men are primarily involved in **productive and community decision-making activities**.
 - **Reproductive role:** child bearing/rearing responsibilities and domestic tasks done by women
 - **Productive role:** work done by both women and men for pay in cash or kind.
 - **Community managing role:** This is voluntary unpaid work for the benefit of the community.
4. **Empowerment:** the social, economic, political and legal enabling of men or women to act by granting them rights, abilities, and access to resources, and equal participation

³ Most of the definitions have been taken from several sources, such as: Caren Levy, Training materials, Development Planning Unit, University College (London, 1990); Parker R. et al, Gender Related Analysis: guide for trainers. Save the Children USA, 1995; Williams S., The Oxfam Gender Training Manual, OXFAM, UK, 1994

⁴ DPU Gender Planning Team, Op. Cit.; Caroline Moser “Gender Planning the Third World: Meeting Practical and Strategic Gender Needs”, World Development, Vol. 17, No. 11 (1989)

previously denied. Differential access to power and resources by men and women is a key characteristic underpinning gender-based division of labour.

5. **Gender mainstreaming:** this process involves efforts to institutionalize gender by integrating gender issues into the entire spectrum of activities that are funded and/or executed by an organization (e.g. programme, projects, policies) and by diffusing responsibilities for gender integration beyond Gender Units (through mechanisms such as gender training and gender guidelines), making it a routine concern of all units and staff.
6. **Gender Mainstreaming strategy:** seeks to ensure that women and men are provided with equal opportunities to develop and utilise their skills and to participate in decisions affecting their lives.