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Dear Colleagues,

As the end of 2003 approaches, the WGGI looks back with pride at its activities. Most of these were highlighted in its report to the November Council that is available on the WGGI page of IOM's Web site. Much more remains to be done, however, and our work plan for 2004 is quite full.

One major weakness that has come to the fore is that our gender work needs to be more proactive. For this reason, our main priorities before Christmas will be to strengthen the WGGI guidance and gender guidelines for its Gender Focal Points. You are the catalysts of our gender mainstreaming efforts. Efforts to sensitize all staff to the importance of gender issues will continue with an important initiative scheduled for January. As always, your cooperation will be needed. You will be hearing from the WGGI soon with a number of messages.

In the meantime, enjoy this issue that is particularly rich. All our very best wishes to you and yours for a healthy and happy 2004.

The Working Group on Gender Issues

NEWS FROM HEADQUARTERS

While saddened that Irena Omelaniuk leaves IOM, we are delighted that she accepted to contribute this farewell message:

“When I was asked to write a few words on gender, I felt somewhat under-qualified to do so, having neglected the issue for too long, among others, because of lack of time. I therefore took some time over recent days to ask colleagues for their views both in terms of IOM's management culture and our work with people and institutions. I was surprised to see how much colleagues knew and thought about it, a clear tribute to WGGI and the network of gender focal points.

I was also interested to hear that while much had been achieved in regard to our approach to migrant women, and our work with migrants and refugees in the field, there was a lingering skepticism about attitudinal and managerial changes within the Organization.

A number of colleagues observed that contrary to appearances about gender balance (e.g. more professional women in HQ now than men), there were still qualitative differences, in terms of authority, mutual support networks, the public face of IOM, and the general female/male mix of classification levels supporting these. Men were still seen as the leaders and bosses, and women as the support and traditional “care” givers (secretaries, operational staff etc). Men were still more often than not the public face of IOM (with the exception of the DDG), heading the high priority and most public areas of IOM work - executive, management, external relations, policy and research, operations support, and from 2004 on, the migration management services. All major pillars in IOM HQ – not counting the Director of Medical Services and the Inspector General - will be headed by male colleagues. In the field, only 5 out of 19 MRF heads are women (or 26%).

While my interlocutors understood that this was a simplification, when I pressed them for explanations they felt there was a complexity of reasons for this imbalance, including a paucity of female applicants for senior positions, or a reluctance by women to apply for advancement. But this last explanation quickly dissipated when colleagues recalled that senior positions are often filled by transfer not selection.

Does this matter? And isn't it rather reflective of realities outside IOM? Yes, and no. As an international adviser to Governments and support-provider to migrants and refugees, we have effective capacity building and assistance programs in many parts of the world, aimed at ensuring gender sensitive approaches to e.g. the treatment of trafficked persons, displaced persons, labour migrants, refugees, and communities at large. These are in many cases critical for survival, if one thinks of public health implications of family well-being, or the increasing importance of women as development agents.

While not of the same life-saving importance, the management culture within IOM should at least be seen to reflect the veracity and importance of what we preach outside IOM. WGGI's excellent plan of action on Gender Issues for 2004 gives some clear corrective actions that, notwithstanding other strategic priorities in 2004 (money, UN relations, etc.) should be taken in the coming months."

Irena Omelaniuk



(Guinean/US dignitaries at launching of project)

GFP Sylvia Ekra writes: IOM launched a project in Guinea whose objective is to contribute to the economic and social empowerment of low-income women in selected regions directly affected by conflict in neighbouring countries.

A total of 60 Guinean women were selected with the help of Rural Credit and the Ministry of Social Affairs as beneficiaries; the project's strategy has been to organise an intensive two-

week training course in micro-enterprise creation and management conducted by members of the Guinean diaspora.

The courses were launched during an information dissemination event on 1 September 2003 in Kindia. The event gathered local dignitaries; representatives of the Government including the Secretary General of the Ministry of Social Affairs, Women's and Children's Affairs; the Ambassador of the United States in Guinea, and the Deputy Director of the Peace Corps in Guinea.



(some beneficiary women in Kindia)

The intensive training courses were launched on 2 September 2003 in Kindia, and on 3 September 2003 in Kissidougou and Mamou for the 60 beneficiary women according to a syllabus prepared by the trainers. The courses, given over eight days, were delivered in the local languages (i.e. Soussou in Kindia, Poular in Mamou, and Malinke in Kissidougou).



(beneficiaries with their diplomas)

Following the training period, micro-credits were made available to the beneficiary women and will pave the way for the development of their micro-enterprises and the use of their newly-acquired skills.

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STATEMENTS OF SUPPORT AT IOM COUNCIL FOR WGGI & IOM'S GENDER WORK:

AMBASSADOR HENRIK IVERSEN (DENMARK) ON BEHALF OF THE NORDIC COUNTRIES:

"Mainstreaming Gender

The Nordic countries note with satisfaction the serious efforts IOM has taken to mainstream gender issues in all its work and projects and also throughout the organization. The situation of migrant women and children is often the worst one and thus the special emphasis should be placed on women and children in all activities. In this regard, the Nordic countries would like to commend IOM's work in the service area of counter-trafficking and encourage IOM to continue its work even more effectively on the trafficking issues".

AMBASSADOR ALEXANDER SLABY (CZECH REPUBLIC): "As to the substantial features of IOM work, we have been glad to learn about projects of the Working Group on Gender Issues. The gender aspect of migration has been recognised and deserves specific attention and approach. We encourage IOM to incorporate objective gender analysis into its projects and to ensure that particular needs of specific groups are met in their implementation. We are looking forward to being informed about future developments in this field."

WGGI Head, Denise Glasscock reports on:

WGGI Workshop on Strategic Gender Issues Istanbul, 19-21 October 2003

In its two-pronged approach to enhance gender mainstreaming in 2003 (on the one hand reinforcing the gender dimension in project development and on the other, sensitizing staff to gender issues), the Working Group on Gender Issues (WGGI) planned two training events: one for HQs staff organized in May and

the other in the field in October. Accordingly, nine staff members from various Missions and ten staff members from HQs were invited to a 2 ½ day workshop on strategic issues stemming from IOM's gender policy. These issues were:

- To update IOM's policy brochure on gender mainstreaming to better incorporate, *inter alia*, the male migrant's perspectives and concerns as well as other key issues such as integration, HIV/AIDS (upon endorsement by Migration Health Services), trafficking, women and children in post-conflict situations, and unaccompanied minors.
- To evaluate the current WGGI five year plan of action and draft the guidelines for 2003-2008.
- To draft a plan of action to address the concerns of almost 500 staff members having participated in the gender sensitivity survey launched by the WGGI in early 2002.

The first half-day was devoted to a review of the methodology of the workshop and to a presentation by Linda Eriksson, IOM Bogota, on 'Promotion of a gender perspective within IDP projects'. This project was funded by the WGGI and provided 9 gender sensitivity training sessions in different areas of the country for IOM staff and implementing partners working with Internally Displaced Persons.

The morning of the second day was devoted to a guest presentation by Professor Yakin Erturk of Turkey, former Head of the UN Division for the Advancement of Women, currently Faculty member at the Middle East Technical University in Ankara and UN Human Rights Special Rapporteur on Violence Against Women. Professor Erturk's pres-

entation was on 'UN Instruments and Mechanisms for the Promotion of Women's Rights: Implications for Mainstreaming a Gender Perspective into IOM's Work'. She gave an excellent review of the women's movement and the struggle for gender equality within the UN from 1945 to date. This review incorporated the evolution from simple non-discrimination to the demand for full acquisition of women's rights, from women in development to gender and development, up to the notion of equality between women and men.

In the afternoon of the second day, participants were divided into working groups, with each focusing on one of the above strategic issues (policy, action plan, survey) and reported to a plenary on the third day, where the findings and suggestions were further discussed. The first group on updating the policy brochure concluded that it definitely needed to be updated and indeed, felt there could be two policy brochures: one for external and one for internal dissemination. However, in view of WGGI reporting in other documents such as the Director General's Report and the WGGI Report to the Council, it was felt that the policy document should be limited to giving a factual and clear snapshot of IOM's gender policy throughout its activities that would be valid for at least the next five years. The second group concluded that the 1998-2003 plan of action had been too ambitious and not too realistic in view of limited resources, particularly human. It thus tried to consolidate and streamline the objectives that could more easily be fulfilled without detracting from the importance placed on outreach to donors and stake-holders and

information sharing. The third group on the survey plan drafted a concrete summary of actions and recommendations to be addressed to appropriate departments (mainly Human Resources Management (HRM) for implementation. All three groups felt these discussions were simply a first step in meeting the challenges of these strategic issues and pledged ongoing support and cooperation to the WGGI in their fulfilment. Once finalized, the results of the working groups will be shared with all Missions, HQs staff and gender focal points as soon as possible.

The third day included a working luncheon at which two presentations were given: the first by Elisa Tsakiri, HQs, on Project Development and gender analysis, and the second by Berta Fernandez, MRF Washington, on a case study of the gender dimension in project development. She used the soap opera **Tiempo de huracanes/Hurricane Times** which had been funded by the WGGI in 2002 and had been particu-

The last afternoon was devoted to other current issues that included:

- **Consolidation of regional GFP networks:** as this had been an issue introduced at the May HQs training event, updates by Timnit Embaye, MRF Nairobi, and Linda Eriksson were given. Much progress has been made in Africa and more limited progress in the Americas due to a more limited number of GFPs in Latin American Missions and staff turnover.

- **Streamlining of generic Terms of Reference (TORs) of Gender Focal Points.** The current TORs are seen to be somewhat daunting, but it was felt that they should remain as is with some editing. Each time a new GFP is appointed, the TORs should be sent with the guidance that the TORs provide a range of possible and desirable activities rather than constituting a mandatory list of "things to do" for which GFPs would be held accountable.



(Professor Erturk, participants from the field, HQs, IOM Ankara & Istanbul)

arly effective from the gender analysis point of view.

- **Vacancy notices:** the current practice of posting the

phrase ‘Applications from Female candidates are encouraged’ on each vacancy notice had come in for much criticism in the gender survey. Much discussion took place on both the desired and actual effect of the inclusion of such a phrase, and the possible options for change with no consensus. A vote was taken: the majority believed the phrase had no impact (while a minority believed it gave the message that IOM was committed to gender balance) and was in favour of dropping the phrase entirely. This recommendation was transmitted to HRM for action.

Gender in humanitarian emergencies: Loretta Iuri, HQs, introduced this item mainly for information-sharing purposes in view of IOM’s participation in the Inter Agency Standing Committee (IASC) Reference Group on Gender and Humanitarian Assistance. IOM participation in the IASC as well as reports from this RG are particularly important for regional GFPs to enhance coordination between the agencies involved as well as participate in the Consolidated Appeal Process (CAP) launching and training activities.

Improved benefits for working parents: introduced by Marie Gunnarsson, HQs, who took the opportunity of checking if field personnel encountered the same problem as HQs staff, i.e. the high cost of nursery care. A number of options were proposed which will, again, be passed on to HRM and to the SAC.

Cooperation with the United Nations Development Fund for Women (UNIFEM): Anelise Araujo-Forlot, MRF Vienna, introduced a project proposal that could come under the framework of the IOM-UNIFEM Memorandum of Understanding. This proposal

would focus on organizing a high-level conference to explore how to influence key actors involved in combating trafficking in Central Europe and the Balkans and propose concrete solutions to prevent trafficking in the form of income-generation activities. She would draft a sprout to be shared with the WGGI and Counter-trafficking before further discussions with UNIFEM.

IOM humanitarian and Social Programmes: Assistance to needy and elderly victims of Nazi persecution: Delbert Field, HQs, introduced this item in view of the gender dimension in the programme.

*Checklist on how to integrate gender into project planning
(drawn up by Sylvia Ekra & Elisa Tsakiri, HQs)*

- Analyse the gender dimension of the situation
- Search for specific information on the local cultural context (national law and practice, direct information from women’s organizations in the area)
- Analyse the level of gender awareness in the targeted area
- Identify the possible different implications of the chosen strategy for males and females
- Plan activities that encourage women’s participation, including women from vulnerable groups such as refugees and displaced persons
- Integrate gender sensitive information throughout the document and not only in a separate section, including the:
 - Use of sex-disaggregated data whenever available
 - Use of sex-specific language

- Include, as appropriate, a gender dimension in objectives, results and activities
- Develop gender mainstreaming indicators to be used for monitoring and evaluation purposes
- Ensure that the staff implementing the project is aware of gender issues and gender trained

NEWS FROM THE FIELD

AFRICA AND THE MIDDLE EAST

IOM Accra

GFP Cecilia Omole shares this resource:

THE GENDER STUDIES AND HUMAN RIGHTS DOCUMENTATION CENTRE - Accra, Ghana

The Gender Centre is a non profit, non-government organization which was established in 1995 with a view to addressing a pressing need for a place where information on women and human rights issues could be easily available as part of attempts to integrate women’s concerns and perspectives into mainstream programmes, projects and policies addressing social and development issues.

The overall goal of the Gender Centre is the promotion and protection of the human rights of women at all levels.

The main objectives are:

- Respect for the fundamental rights of all persons, including women and the recognition of the inalienability, indivisibility and interdependence of human rights;

- Promoting and enhancing opportunities for gender equality and empowerment;
- Creating an enabling environment that supports and nurtures individual and collective development; and
- Commitment to accurate knowledge transfer and information sharing.

The Gender Centre was formed by a group of women human rights activists who, in the period after the Vienna Conference on Human Rights and processes leading up to the Beijing Conference found a gap in the availability of data to support assertions about women’s human rights issues and also the availability of information and documentation on human rights to the many women’s groups operating in the country.

The founding members are Akua Kuenyehia, Dorcas Coker-Appiah, Emelia Adjepong and Joana Foster, (the Chair of African Women Development Fund) all women’s rights activists who are all lawyers by profession. Professor Akua Kuenyehia is currently the Dean of Faculty of Law, University of Ghana, Legon.

Structure

The operation of the Gender Centre is coordinated by an Executive Director with a staff of five under the supervision of a Board of Directors.

The Board is responsible for setting up the policy direction of the Centre.

Activities and programmes

Since its inception, the Gender Center has focused its activities in the following areas:

Research

As already indicated, the dearth of empirical data to support lobbying and advocacy strategies for law and policy reform was one of the reasons that led to the formation of the centre and consequently, research on topical issues is one of the key activities of the centre.

Recently, the Centre has completed an extensive nationwide research on Violence Against Women. The research looked not only at domestic violence but other forms of violence such as sexual harassment, rape and other harmful traditional practices. This research was done with eight NGO partners whose members were trained to carry out the survey. Research findings have resulted in a number of very interesting activities, including sensitization work with the police and the setting up of a rural response system in three pilot communities in the country

The Centre also carried out a national survey on the prevalence and the social-economic factors affecting Female Genital Mutilation (FGM). Even though the practice of FGM is carried out mainly by the ethnic groups of the three northern regions of the country, it was believed that migratory patterns to the south of the country may have spread the practice, hence the need for the survey.

Documentation Centre

One of the important activities of the GSHRDC is maintaining and coordinating a Documentation Centre of both national and international publication on gender and human rights. Access to materials on gender and human rights is a real problem in Ghana. The Documentation

Centre has become an important source of materials, not only for NGOs, but for researchers and students as well. The Centre is currently working on a proposal to create a data bank on women and also create a web site which would have gender disaggregated data.

Advocacy and Networking

In its advocacy role, the centre has held a consultation of governmental as well as non-governmental organizations on Article 22(1) of the Constitution which enjoins Parliament to pass a law regulating the property rights of spouses to properties acquired during marriage on the dissolution of the marriage. The consultation was held to start discussion on the issues with a view to pressuring government to send proposals to Parliament.

The Centre played a pivotal role in the setting up of a network of women’s rights organizations, NETRIGHT, to strengthen advocacy activities. The network was hosted at the Centre for the first two years until it moved in September last year.

The Centre continues to lead in activities aimed at the passage of legislation on gender violence.

Training

The GSHRDC also provides training in many areas such as human rights, gender, project planning and implementation, lobbying, advocacy, rights awareness etc. it also assists NGOs to organize workshops and seminars. In 1997, the Centre co-hosted with the Human Rights Institute of South Africa (HURISA) an intensive three-week training in Human Rights here in Ghana.

The Centre, in collaboration with WILDAF Ghana, also has an ongoing training programme for

women leaders to do legal education in their various communities. These trained women, who are called Legal Literacy Volunteers (LLVs) are trained on family laws, among which is the Intestate Succession Law, which regulates Intestate Succession in the country. Since women and children are the ones who suffer most at the injustices prevailing under the customary succession, it was found necessary to educate the public generally, but women in particular, on their rights to enable them assert their rights under the law.

Publications

To ensure that information reach as many people and organizations as possible, publications and material development is one core activity for the centre. The findings of the research on Violence were published into a book which has been widely distributed throughout the country. The publication is the definitive resource material on violence against women in the country. The Centre is currently working on a number of other materials.

Contact information: **Email:** gencent@its.com.gh <<mailto:gencent@its.com.gh>>

IOM TEHRAN

GFP Neda Zarvan shares this news clipping:

14-year-old Iranian filmmaker keeps it in the family

Hana Makhmalbaf, daughter of leading director, earns plaudits around world with "Joy of Madness"

The Daily Star - Ali Jaafar
London: Family dynasties have long been a source of fascination for the neutral spectator.

Whether the Kennedys with their golden successes and tragic bereavements, the Bushes with their seeming monopoly on the American presidency, or even the Redgraves or Fondas with their never-ending production line of photogenic, politically aware performers, keeping it in the family has become an ever more desirable trait.

The Makhmalbaf family is fast catching up with these illustrious predecessors. The father of the group, Mohsen, has for the last 20 years been one of Iran's premier directors, leading the boom in the popularity of Iranian cinema during the 1990s.

His eldest daughter Samira soon followed, winning numerous awards including the Jury Prize at Cannes for "Black Boards" in 2000, and her most recent film, "At Five in the Afternoon". She made her feature film debut at the age of 18 with the acclaimed "The Apple", no small feat in itself but subsequently surpassed by the newest member of the family to enter the film-making world, 14-year-old Hana.

While most 14 year olds content themselves with dreams of becoming a world famous auteur, Hana's film, "Joy of Madness", has already been shown at this year's Venice Film Festival and London Film Festival. In London to mark the UK premiere of her film, the youngest of the Makhmalbaf film-making clan spoke to The Daily Star about her experiences in the course of her work and her place as an emerging director.

In person she is a charming mix of teenager, all nervous smiles and infectious energy, and seasoned professional, the chores

of news conferences and media interviews already seem second nature to her.

Her film, set in post-Taleban Afghanistan, is a look behind the scenes of the making of her elder sister Samira's "At Five in the Afternoon". More than a companion piece, it stands by itself as a powerful depiction of a country still gripped by fear and poverty. Despite the fact that Samira is most often in front of the camera, this is undoubtedly Hana's film. Her camera goes places most directors would fear to trespass, and she disregards instructions from Samira to stop filming, in order to get the footage she wants.

Asked why she made the film, she said: "I wanted to show the fear of the people. They are scared of everything, of the Taleban coming back, of their husbands, the way they are living."

One of the most memorable elements of the film is the lengths to which Samira goes in order to convince locals to appear on camera. At one point a local mullah backs out despite having earlier given his assurance that he would play a central role. Clearly distressed, he says "they'll laugh at me if I act in a film. I'll be disgraced. It's a sin." Her sensitive response to such attitudes makes Hana's feat all the more remarkable. "After 20 years of war, with the Russians, the Taleban, they don't even trust each other. They don't know anything about cinema. When you don't know anything about a subject and you don't trust anyone, all you are left with is fear.

"After a while it affects the very nature of your living. I couldn't understand how people could live in such fear, of God, of each

other, even of me. That was what made me want to make the film."

In fact the Makhmalbaf family seems to be on a personal mission to tell the world about the injustices suffered under the Taleban and in the aftermath of the Sept. 11, 2001 attacks in the United States.

Their father, Mohsen, directed "Kandahar", a film that explored life under the harsh regime that existed before the attacks on the World Trade Centre brought it to the world's attention. He also produced the first Afghan film to emerge after the fall of the Taleban, titled "Osama".

With both Samira and Hana's films also dealing with life in the country, it is clear that the plight of the Afghan people remains a subject close to their collective hearts. "Seventeen years ago my father made a film called "The Cyclist", about Afghanistan. Three years ago, even before the events of Sept. 11, he made "Kandahar" and also a short film. Samira made a short film about the country as well as "At Five in the Afternoon", so in total my family's made six films about Afghanistan. My father used to speak about all the Afghan refugees in Iran and how nobody would speak about them, their oppression and their pain. Before Sept. 11, when my father went to make Kandahar, people used to ask him what it was. They didn't know if it was a country, or a drink or even a cake. People just used to make films showing them as terrorists, not people who are hungry with nothing to eat."

Hana's film is vivid in its portrayal of a land still haunted by its recent past."It was a forgotten country. Even after Sept. 11 it's

still abandoned. People are living in the same situation, they are hungry and jobless. There was more hope in the beginning at least women could come out but they are still afraid to come out without their burqas. There were stories of women having acid thrown in their faces."

With Hana and her sister standing as examples of modern, talented and educated women, the situation of women around the world also finds her on an animated form. "I think women all over the world are kept back from the top positions by men. In Iran the women may wear scarves, and in Afghanistan they may wear burqas, but in other countries you still find burqas in the mind of women. Even in Europe, how many women directors and presidents are there?"

Having already faced censorship in her native Iran, where a short film she made was banned by the authorities because it showed a 5-year-old girl wearing a sleeveless shirt, she sidestepped a question about the current situation in Iran with a deftness which most elder statesmen would be proud of. "I'm too young to talk about these things. I don't want to be political. I'm just trying to show my point of view."

At times it is easy to forget her youth given the maturity apparent both before and behind the camera. There are moments, however, when the 14-year-old does come to the fore. Asked if she thought her films were better than her sister's, she burst into laughter, though she soon regained her cool to say: "You can't say one is better than the other. She has her world and I have mine."

THE AMERICAS

IOM Bogota

GFP Linda Eriksson sent us this piece:

Analysis of the results of IOM's Post Emergency Assistance Programme to IDPs in Colombia, from a gender perspective.

IOM Colombia is implementing, among others, a programme for Post Emergency Assistance to IDPs within which projects are developed in the area of income generation, health, education, infrastructure and institutional strengthening. Some of these projects have been designed to directly benefit women and others address both men and women. The purpose of this article is to analyze the programme results up to September 2003 from a gender perspective.

In general, it has been difficult to obtain data disaggregated by sex, something that makes the analysis more difficult, but IOM Colombia is working to improve the data collection in order to better reflect the gender perspective. It is important to note that the percentages are not the exact ones, but rather demonstrate tendencies.

A. Income generation

The strategy for income generation is divided into five components: food security; micro credits; training; employment generated through social infrastructure projects; and pilot projects. A total of 15,362 persons have benefited from agricultural and fish breeding projects, of which 45% are women and 55% are men. Most of these men and women are heads of family, the reason why this kind of project

will improve both the food security of the whole family and principally, the nutrition of the children. As approximately 50%, compared with the national average of 24%, of the displaced households are female headed due to the disappearance, murder or abandonment of the husband, it is supposed that these projects will benefit especially women and children.

In relation to the micro - credits, men (45%) and women (55%) are benefiting more or less equally. Nevertheless, there is an interesting difference in the preference of individual and associative businesses. It seems that the women prefer associative businesses in relation to individual businesses (56% against 44%), whereas the tendency is the opposite for the men, (41% against 59%). This suggests that the IDP women have a tendency to favour group work and that the men prefer individual businesses. Another interesting tendency, which is opposite to international ones, is that there is a difference between how women and men reimburse their credits, in that women incur longer delays in comparison to men (53% against 47%).

Regarding the third component - training - with the aim to increase the beneficiary's competitiveness in the labour market, the difference is in favour of women (61% against 39%). This difference is intentional as the strategy is to favour female-headed families since studies in Colombia have proved that this group has major responsibilities, is more vulnerable and meets more obstacles in the access to institutional support. The men having benefited within this sub - component, are men in charge of a family and consequently

need similar support. In addition, it is worth mentioning that there is still a traditional gender division between the productive sectors, as women still prefer training in the service sector and commerce, while men prefer the agricultural sector.

The last two indicators have to do with employment generated through IOM's social infrastructure projects and the beneficiaries of some income - generating pilot projects. In relation to the first indicator, men benefited up to 99% from the 14.187 workdays generated through infrastructure projects. More than a deficiency to promote women's access to work, it shows the traditional division of the labour market. That is, no or at least few women chose to work in the construction area. Finally, most of the beneficiaries of the pilot projects - productive projects totally financed by IOM - were women (53%). This can be explained by the fact that most of the projects were presented by women associations, something that might reflect their limited access to the formal labour market in comparison to men, and therefore they are forced to search for alternative income sources.

B. Social infrastructure and housing

As mentioned above, the proportion of female-headed households among IDPs is higher than that of the general population. As a response to this, the housing projects supported by technical studies benefited 48% of women and 52% of men. Nevertheless, there was a big difference between women and men with approved subsidies (80% vs. 20%). This is because the governmental policy is to give

higher qualifications to housing projects presented by female-headed households.

The improvement of infrastructure in community centres, schools, and health centres has been promoted within the framework of the social infrastructure and housing strategy. However, since no division by sex was possible, it is impossible to determine whether or not the investment has been targeted and corresponds to the practical needs and strategic interests of both women and men.

C. Health

In this component, it is clear that women have benefited more from the sexual and reproductive health programmes and by the family health programmes, principally due to their reproductive role, or as the persons responsible for the care of the children. For example, in relation to the family health component, 57% of the beneficiaries were women and 43% were men, of whom most were children under five years old (68%).

More women than men (70% and 30% respectively) benefited from the interventions in sexual and reproductive health, principally by their reproductive role, but also because most services are designed for women. Therefore, it is important to promote services in sexual and reproductive health also for men, as this will benefit them not only as individuals, in the reduction of prostate cancer, but also the family by a greater co-responsibility in the education of the children as they will be more aware of their role as fathers.

It is worth mentioning that psychological therapy within the health strategy is where the dif-

ference between men and women is smallest (58% against 42%), suggesting that within this group, women and men seemingly suffer in the same way emotionally and psychologically from the consequences of armed conflict and displacement. Nevertheless, there is probably a difference in the diagnosis between men and women, but the data do not reflect this.

The last sub- component deals with the strengthening of the health sector through supply of medical equipment and training of health personnel. As could be expected, this kind of activity has benefited displaced men and women equally (50% against 50%).

The conclusion in this area is that the health interventions in attention or in promotion and prevention programmes, correspond to the real needs of the population as identified in several studies and field observations.

D. Education and social co-existence

This strategy has also been divided into several sub- components. As for the supply of school equipment within the institutional strengthening component, it is true that 49% of beneficiaries were girls and the rest (51%) were boys, something that was expected since the supply of school kits, desks and books, effectively should benefit boys and girls in the same proportion. However, what we do not know is if this corresponds to the percentages of boys and girls registered in these schools. That is, if the registered boys and girls are practically the same, the supply should be done in the same proportion; but if

there is a group that is over represented, it should focus on the supply to this group.

In relation to the retention rate in the schools supported by the programme, it is notable that girls and boys have registered in the same proportion (49% boys against 51% girls) and this tendency is valid until the age of 18. However, among adults and persons over 65, more women are registered which could be explained by the fact that many of these women are housewives without a fixed job and have decided to continue their education or training in order to increase the possibilities of getting a better job. It is important to support these women in their efforts by ensuring them childcare and the relief of the workload while studying. Further, more displaced women (54%) than men (46%) finish the school year, which corresponds to the national and international trends. It is important to note that these figures might seem low, which could be explained by the fact that the school year had not finished when the data were collected, and consequently, all students who had registered within an IOM supported programme had not had the time to finish. This indicator is especially important as the permanence within the school system seems to act as protection against pregnancy among youth, the recruitment by illegal groups or gangs, among others.

E. Institutional and community strengthening

In this component, there is no significant difference between men and women in benefiting from projects promoting community stability, the strengthening of training centers and community leaders, as these

projects were planned to benefit the whole population equally.

In rural areas where most displaced populations come from, civil registration is less common, due to the lack of knowledge of the benefits that can be obtained by having an ID or due to little access to the authorities responsible for the registers. The lack of ID is an important obstacle in the search of solutions or the access to institutional support, principally between displaced women and children. Therefore, IOM has supported several civil registration campaigns to especially benefit these groups of people.

ASIA

MRF Islamabad

GFP Asma Shafi reports:



(participants at AMAL workshop)

The follow-up workshop (to last year's workshop on Gender and HIV/AIDS) was aimed not only at providing a quick refresher for the lessons learnt during the last workshop but it was designed to reflect changes the participants had undergone since the last workshop in 2002. The workshop was conducted both in Urdu, the national language, and in English.

A questionnaire was distributed to the staff one month before the workshop to assess the level of their commitment towards the issue of HIV/AIDS.

As in the previous workshop, AMAL conducted the workshop in an interactive manner, inducing participants to be open and to speak their minds within the comfortable atmosphere of the workshop on the issue of HIV/AIDS, otherwise considered a taboo issue.



(participants doing card exercise)

Participants were asked to write about the **HIGHS and LOWS** they had experienced since the last workshop in terms of their commitment and in general. The **HIGH** for most of the participants was the general sense of awareness among themselves. It was mentioned that the topic of HIV/AIDS was discussed more openly giving them a chance to know things that they had not known previously. Another **HIGH** voiced by male participants was the change in their general behaviour towards female colleagues, and that they had made efforts to get to know people regardless of their sex. The **LOWS** were mainly a lack of opportunity to be involved in practical application of the knowledge gained at the previous workshop. An important aspect was the fact that they had felt a dire need to spread what they had learned among the poor

classes since they were the most vulnerable targets of this deadly disease.

In another exercise, the participants were asked to write on separate cards the advice they would give to their children. The majority wrote that part of advice given to daughters was the importance of getting an education and knowing their rights as women. On the other hand, the advice given to sons/brothers was the due respect that they should accord to women, and to treat women with the respect that they are entitled to as fellow human beings. Some of the staff members had been daring enough to advise their daughters/sisters to fight for their rights and to knock on the door of justice for their rights. This advice was bold specifically because in a conservative society like Pakistan, there appeared a glimpse of better prospects for women and the sense that they also deserved justice like their male counterparts.

The most interesting session was on **Stigmas and discrimination**, as they had a major role in shaping the social attitude towards an HIV/AIDS positive person. Despite one's abhorrence of these elements, stigmas and discrimination have crept into each and every aspect of our daily lives, sometimes so secretly that we do not even realize their presence but at that very moment they are affecting the life of a person in a negative way.

During this exercise, participants were asked to visualize an **IDEAL SOCIETY** and enlist the qualities that they considered appropriate to be a part of it. Based on the qualities of the ideal society, participants were

asked to ponder over how the absence of these qualities leads to the development of various stigmas and discrimination. In this way, the facilitators made the participants realize that the individual role of each member of society had become a hindrance in achieving the dream of an ideal society, which can be brought about through changes in one's thinking patterns.

Participants were then asked to write down the various stigmas that came to their minds. The cards were then spread on the floor and the group was divided into smaller groups and was given three cards for each person. Participants were then asked to show their card to the other members of the group. The other member was then asked to consider the cardholder as the very person depicting the stigma written on the card and then to yell at him/her at the top of his/her voice in connection to that stigma/discrimination. This activity was called the **NOISE RAISING EXERCISE**. The person who was being yelled at was asked what was felt when the other person was yelling at them over something that was not his/her fault. The exercise proved to be an eye opener for almost everyone that respect is a basic right of every human being, which can be achieved only when we leave these stigmas behind. This was in turn related to the feelings of an HIV/AIDS positive person who becomes a victim of such discrimination. It showed how this has framed our minds in a way that we can affect the life of an innocent person waiting for his/her death only because he/she is HIV/AIDS positive.

The exercise that demanded most thinking was **SCULPTURE MAKING**. Participants were divided into pairs where one part-

ner was the artist and the other, the raw material. The artists were asked to mould their raw materials in the shape of a sculpture and the rest of the group was asked how they interpreted it. The artists were then asked to explain what they had tried to portray. The “raw material” was asked to explain how they had felt being in the role and the feeling of helplessness that accompanied it. The aim of this task was to point out how we feel when someone else controls our lives, thus pointing indirectly towards the plight of an HIV/AIDS patient who suffers because he/she is given no choice regarding his/her life but to live it in oblivion. Few examples of manifestations by participants are as follows:

- the basic desire for food at the cost of women’s dignity: a woman refused to sacrifice her dignity to get some food.
- “raw material was” shown as a melancholy character accepting some money but when a comforting hand replaced the money, the melancholy character was turned into a joyous one. Thus, proving that money cannot be an alternate for real happiness that comes from a comforting support.
- a poor man was shown struggling for his rights
- a poor man’s fruitless efforts to run after the money that is taken away from him with every step that he takes forward.
- how a person in authority could make use of his power to deprive the person below him of his right to choose.

Towards the end of the workshop participants were asked to write a set of commitments towards the issue on a personal level and on an organizational

level. Some of the commitments made were:

On an organizational level:

- a keen interest in becoming a part of the implemented projects on HIV/AIDS and also interest to offer their voluntary support for NGOs working on the issue, like AMAL.
- Some stated they would try to improve their relationship with fellow colleagues and respect the views of others.
- Spreading the knowledge regarding HIV/AIDS among fellow workers.
- Making an effort to incorporate the lessons learned in the development of projects and also ensure that IOM’s gender mainstreaming policy is acted upon in the real sense of the word.
- Commitment towards understanding gender issues and incorporate this knowledge in their professional framework.

treating their wives in terms of equality and also give them the due respect that they so rightly deserved.

- The most promising commitment made by some of the staff members had been the mention of ensuring that their daughters are properly educated. This was very important in a society like ours where the education of sons is given a preference over the education of daughters.
- The participants also committed to enlightening their family members and even relatives about the issue of HIV/AIDS.
- Promised that they would remould their attitude towards an HIV/AIDS positive patient.
- Make sure that other people are accorded due respect in terms of their rights and also encourage their families to do the same.



(more card exercises)

On the personal level:

- Most of the participants especially the support staff, committed to

- Commitment that they would bring about a positive change in their attitude by developing a respect towards gender issues in their personal lives.

Conclusion: *Overall, the workshop provided a platform for the entire staff to get involved in this thinking process that is otherwise stowed away in the corners and crevices of one's minds. No doubt, the facilitators had been able to bring participants out of their official routines and made them think about the plight of an HIV/AIDS positive person.*

* * *

EUROPE

MRF Helsinki

GFP Eevi Martikainen sent this piece:

“Awareness Raising and Legal Training for Lawyers on Discrimination Practices”

The Regional Office for the Baltic and Nordic States in Helsinki is currently implementing a project called “Awareness Raising and Legal Training for Lawyers on Discrimination Practices” which aims at combating discrimination by increasing the number of lawyers specialised in anti-discrimination law. Within the project, approximately 350 lawyers, attorneys, prosecutors and judges in Austria, Finland, France, Greece and Sweden will be trained on national and international legislation on non-discrimination. The project is funded chiefly by the European Community's Action Programme to Combat Discrimination and it is implemented by MRF Helsinki in cooperation with partner agencies.

The project is based on two EC Directives on the principle of equal treatment between persons irrespective of racial or ethnic

origin (Directive 2000/43/EC) as well as the principle of equal treatment in employment and occupation (Directive 2000/78/EC). Within three years, all EU member states must ensure conformity of their legislations to the Directives' principles. The project covers all areas of discrimination mentioned in the directives, including that on the grounds of race or ethnicity, religion or belief, disability, age or sexual orientation. The issue of gender discrimination will be taken into account as a mainstreaming issue, i.e. in relation to all the other grounds, so that the specificity of the experiences of women will duly be taken into account. Multiple and intersectional discrimination will be dealt with as a specific topic in project activities; the training sessions and in a handbook on anti-discrimination law.

The anti-discrimination handbook has been published recently and exists in five different languages. It attempts to provide a broad but concise picture of the phenomenon of discrimination and the current legal framework that is dressed against it. Its content is based on research carried out in 2002 and 2003 in the five project partner countries. Part of the handbook is the same for each version containing general information on discrimination as a social phenomenon as well as related international and European legislation. Every project partner country has its own language version with country-specific information about general situation of discrimination and national anti-discrimination legislation.

The handbook will be used as training material in the work-

shops that will be organized within the project. So far, four training events have been organized. The first event took place in Austria in June and it was organized by the Ludwig Boltzmann Institute of Human Rights in cooperation with IOM Vienna. Issues of anti-discrimination in the framework of international, regional and national law were addressed and the substantial issues of implementation of the two Council directives in Austria were in focus. Presentations focused on the legal aspects of the fight against discrimination and also representatives of groups vulnerable to discrimination were given the floor to discuss discrimination in Austria. The conference was attended by some 150 people representing judiciary, ministries, social partnership organizations and non-governmental organizations.

The most recent training event took place in November in Finland. The participants consisted of judicial personnel and NGO representatives. The morning session included speeches on anti-discrimination legislation while the afternoon was reserved for panel discussions for groups vulnerable to discrimination and legal experts. The organizers of the event were the Finnish League for Human Rights in collaboration with MRF Helsinki.

The Greek partner, “the Greek Association of Judges and Public Prosecutors”, held its training event in Greece, in cooperation with IOM Athens. In Sweden, the training event was organized by the Raoul Wallenberg Institute of Human Rights and Humanitarian Law. The French Agency Devoted to Integration and Intercultural Relations is foreseen to organize the first training event in France in early 2004.

For further information, visit the project web pages www.iom.fi/anti-discrimination.

GENDER QUIZ

The answer to the question in the last issue of who said:

“Sometimes I wonder if men and women really suit each other. Perhaps they should live next door and just visit now and then”?

Katherine Hepburn

This issue’s question is:

“The day will come when man will recognize woman as his peer, not only at the fireside, but in councils of the nation. Then, and not until then, will there be the perfect comradeship, the ideal union between the sexes that shall result in the highest development of the race”?

MAIL FOR MEN

GFP Delbert Field, HQs, writes:

“I was amazed when I looked around the meeting room at the recent global workshop of the IOM WGGI in Istanbul. I saw two, sometimes three, other male IOM participants. Something must be changing, and I hope it's IOM. Still, we were shamefully outnumbered. I think it is unfortunate that there are still so few male GFP's out there, and would

like to encourage more of my male colleagues to consider joining our ranks. It's challenging work, or should be. It's also noble work, for the good of our project beneficiaries, for the good of our stakeholders, for the good of IOM, and for the good of ourselves.”

GFP Jonathan Martens, MRF Pretoria, writes:

“Being one of only three men at a gender workshop that comprised 20 participants, and as one of the newest GFPs as well, I initially felt a bit like a cat at a dog show, with a gnawing sense that I should perhaps keep my head down and mouth shut. This feeling quickly passed as I was introduced to the other participants, and we got down to work. It readily became apparent that the presence of three men was not Denise's salute to tokenism, but evidence of a recognition that a dialogue on gender issues within the Organization should include male voices in a significant way.

A pity, then, that there are so few male GFPs in the Organization, and that of these, even fewer were available to participate in Istanbul. We accounted for half of the participants in the Working Group on "Male Migrants - Updating IOM's Policy on Gender Mainstreaming", but were woefully underrepresented in the Working Group on the "Action Plan Following the Gender Survey" and the Working Group on "Plans of Action". If the

Gender Survey is any indication, gender issues **are** of interest and concern to many men in this Organization, and yet our reluctance to engage these issues publicly stifles the creativity, vibrancy, and ultimate value of the dialogue. Gentlemen, it's time to stand up and be counted. I look forward to seeing a lot more stubble around the table the next time.”

GFP Dirk Rabien, IOM Bonn, writes:

“I would like to take this opportunity to make two comments regarding the workshop in Istanbul:

1. The event's highlight was, and I am sure not only for me, Professor Ertürk's (UNO Special Adviser on Violence against Women) speech. Professor Ertürk pointed out that the process of Gender Mainstreaming is only about to begin, especially on the active role of men within this process. Within this pioneer work the classical male attitude should be approached by the innovative aspect of Gender Mainstreaming resulting in more male colleagues joining the gender work.

2. Within the well-functioning IOM Gendernetwork I mostly met - like in Istanbul - female colleagues who were very frank, communicative and without any prejudice towards male colleagues. During my gender work in Germany (e.g. participating in out-of-house gender-related meetings with diverse NGOs) this matter is not taken for granted since

many women in this area have an emancipatory-feministic background. They mostly rate gender mainstreaming as a female domain and therefore try to isolate male colleagues. Based on my experience as an IOM male gender focal point for four years I would recommend, that IOM Missions worldwide increasingly establish gender issue teams in the field and include men. This would avoid prejudice in discussing gender issues more informally and thus have them included in a growing number of areas and fields of IOM activities.”

WEBSITE ADDRESSES

(on men & masculinity)

University of Bradford Development & Project Planning Center:
www.brad.ac.uk/acad/dppc/gender.html

UNDP's Men and Gender Equality site:
www.undp.org/gender/programmes/men/men_ge.html

UNFPA's Men and Gender equality site:
www.popcouncil.org/ppdb/men.html

Swedish Male Network:
www.man-net-nu/engelsk/start.htm

UNICEF's 'The role of men in the lives of children':
www.unicef.org/reseval/pdfs/ROMfinal.pdf

UK Department for International Development:
www.id21.org/static/insight_s35editorial.htm

UPCOMING EVENTS

Note:The following announcements are also available on the IOM website where they can be searched retroactively.

10-13 December 2003, Chidamaram, Tamilnadu, India

Title: International Conference on Women in the Digital Era: Opportunities & Challenges (WIT2003)
 Host: Annamalai University
 Website: <http://www-auwit.org>

19-22 December 2003, Hong Kong SAR, China
Title: 5th East Asian Women's Forum (5EAWF)
 Host: Hong Kong Hosting Committee of 5EAWF
 Website: <http://www.eawf.org>

12-30 January 2004, New York, USA
Title: CEDAW 30th session
 Host: UNHQ/DAW
 Website: <http://www.un.org/womenwatch/daw/cedaw/>

15-16 January 2004, Freiburg, Germany
Title: "Gender Theories and Gender Research in

Computer & Natural Sciences"
 Host: Centre for Gender Research in Computer & Natural Sciences
 Website: <http://mod.iig.uni-freiburg.de>

15-25 January 2004, Dundalk, Ireland
Title: Violence against Women, 365 Poster Exhibition
 Host: In aid of Women's Aid

5-7 February 2004, Montreal, Canada
Title: "Gender and Human Security"
 Host: Centre for Developing area Studies (CDAS), McGill University
 Website: <http://www.mcgill.ca/cdas>

8-27 February 2004, Wageningen, The Netherlands
Course:"Gender, organizational change, agriculture and Leadership: An IAC Wageningen Training Programme"
 Host: International Agricultural Centre (IAC)
 website: <http://www.iac.wageningen-ur.nl>

10-11 February 2004, Norwich, UK
Title: Gender Mainstreaming
 Host: Overseas Development Group, University of East Anglia
 Website: <http://www.odg.uea.ac.uk>

1-13 March 2004, UNHQ, New York

Title: Commission on the Status of Women (CSW), 48th session

Host: UN Division for the Advancement of Women

Website:

<http://www.un.org/womenwatch/daw/csw/48sess.htm>

5-7 March 2004, Nicosia, Cyprus

Title: Conference “Gender in the Mediterranean: Emerging Practices and Discourses”

Host: Mediterranean Institute of Gender Studies, British Council

Website:

<http://www.medinstgenderstudies.org/activities.htm>

5-6 March 2004, Milwaukee, USA

Conference: “Transforming Conflict: Women’s Ways of Leading”

Host: Mount Mary College

Website:

<http://www.mtmary.edu/symposium.htm>

9-16 March 2004, Kinshasa, Democratic Republic of Congo

Title: Celebrating RIPROF “Réseau Interdisciplinaire pour la promotion de la Femme”, Anniversaire University of Kinshasa, Department of Demography

Opinions expressed in this document are those of the authors and do not necessarily reflect the views of IOM.