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IOM GENDER AND MIGRATION NEWS



Dear Colleagues,

We approach the end of the year with satisfaction over this year's accomplishments, and with enthusiasm over next year's planned activities.

You will have received by now the long-awaited 'Guidelines on Implementing IOM's Programme and Staffing Policy on Gender Issues'. This is a tool that we hope will provide guidance to staff, at all levels, to advance gender mainstreaming in the Organization while meeting the needs and demands of stakeholders – governments, migrants, and staff.

For a change, this issue reflects more news from Headquarters. We hope you find it interesting and, as usual, your comments are appreciated.

We take this occasion to wish you peace and happiness to you and yours for 2006.

Working Group on Gender Issues

NEWS FROM HEADQUARTERS

Apart from the past and future activities noted in the WGGI Report to the Council, we are hoping to introduce timely fact sheets on a number of gender issues early in 2006. You will be requested to participate in the preparation of some of these by providing your own experiences.

Another tool that will be shared with you soon is a publication entitled '**Guidelines on Gender-Based Violence Interventions in Emergency Settings: Focusing on Prevention and Response to Sexual Violence**' whose main purpose is to enable communities, governments and humanitarian organizations, including UN agencies and NGOs to establish and coordinate a set of **minimum multi-sectoral interventions** to prevent and respond to sexual violence during the early phase of an emergency. These guidelines are designed for use by authorities, personnel and organizations operating in emergency settings at international, national and local levels and were developed by the IASC Taskforce on Gender and Humanitarian Assistance (of which IOM is a member and includes several WGGI members) involving representatives from more than 20 UN and NGO entities.

An electronic version of these Guidelines is accessible at: <http://www.humanitarianinfo.org/iasc/gender>

But we will communicate more on this soon as we send out the hard copies.

NEWS FROM THE WGGI

GFP Delbert Field reports:

During the past three-and-a-half years, IOM's **Humanitarian and Social Programmes (HSP)** for victims of the Nazi Holocaust have helped some 73,220 persons living in isolation and poverty in Central and Eastern Europe. Programme beneficiaries, 43% of them male and 57% female, have been Roma, Jehovah's Witnesses, disabled and homosexuals. IOM delivered over US\$ 32.2 million in assistance consisting of food, winter aid, hygienic supplies, clothing, emergency financial support, medical care, social support, legal counseling and home-care.



HSP Roma beneficiaries in Pskov, Russia, November 2004

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GFP Shabnam Mossaheb writes:

Early this year, I received an article from a colleague about a statement made by the President of Harvard Univer-

sity in January 2005 suggesting that women had less innate ability at science and math than men. Having been amongst the *top 5 students* having passed the science and math annual exam in my country, I was shocked by the statement made by Dr. Summers and his further claims that, according to his theory, men were more naturally able at science and that this was based on research, not his own opinions - although no information was provided in the article as to what type of research was carried out to reach such a conclusion. I thought at length about this statement and the more I thought, the more I believed that if women had not managed to be well represented among the senior academics in science and math, it was not because of their low innate ability (as suggested by the President of Harvard University), rather it was because of the social and educational norms that are not very encouraging for women. Furthermore, it seems to me that fewer opportunities are being offered to women in senior academic and research positions.

While still pondering this issue, I received another article, this time about 'the culture of machismo' in certain courses. In a way, it was a confirmation of my beliefs and I thought I would share it with all of you who might have also read the statement of Dr. Summers in case you were also looking for a counter opinion.

By Sean Coughlan - BBC News Education 28/02/2005

'MBAs 'must drop the machismo'

The MBA business degree, once an icon of the braces-snapping 1980s, is in danger of becoming a sexist dinosaur, say university researchers.

An emblem of the era when "lunch was for wimps" has been accused of being too aggressively macho. The study by the Brunel University Business School says MBA courses need to be "feminised". Instead of tough-guy table-thumping, managers needed to develop "soft skills", say the researchers. The study says that the MBA - Master of Business Administration - was described by one female student as standing for "Mighty Big Attitude".

'Over-confident'

The courses were accused of promoting a culture of "aggressive and over-confident attitudes". And these boastful, bloke-ish David Brents with qualifications were not recognising that different skills were now needed for the workplace. "Despite women being over 50% of Britain's population and almost 50% the workforce, current courses frequently reflect and reproduce values associated with masculinity," says the study from Brunel University. These masculine attitudes were about "power and control", while the report recommends that modern workplaces needed skills such as "listening, trust build-

ing skills and adaptability". MBA courses needed to "address the modern, increasingly female, environment", said Ruth Simpson of Brunel University's Business School. "In today's diverse workplace, the 'hard' skills, which have served managers well in the past, must be added to a greater focus on 'softer', perhaps more feminine skills," she said. "MBA programmes need to provide opportunities for developing emotional intelligence and building better team working, communication and leadership skills."

Business and management courses, although long the butt of jokes about clichéd language and dubious motivational theories, have continued to attract students, and are often among the most popular for applications for undergraduate and graduate degrees. Last month, there was a forecast that another 12,000 business courses would need to open in higher education institutions across Europe to meet the growing demand."

WGGI Head Denise Glasscock reports:

In the last issue of this Bulletin, I had highlighted the objectives of the Conference for Women Leaders on 'Migration and Gender Issues within the Millennium Development Goals' that was organized by IOM in cooperation with the MASHAV Centre for International Cooperation, the Golda Meir Mount Carmel International Training Centre (MCTC) and the Centre for International Migration and Integration (CIMI) in Haifa,

Israel from 25-28 September. Hereafter is the preliminary report:

The Conference gathered over 20 Ministers and parliamentarians, Heads of Agencies, academics, and NGO representatives. The Guest of honour was Ms. Rachel Mayanja, United Nations Assistant Secretary-General and Special Advisor to the UN Secretary General on Gender Issues and the Advancement of Women.

At the **Official Opening**, the Conference Chair, **Hon. Ndioro Ndiaye, Minister & Deputy-Director General of IOM** gave a welcome speech, in addition to delivering the **Keynote Address**, which set out some of the salient points in the context of gender and migration and included the fact that:

The specific aspects of women's migration are not dealt with separately, but are treated in the general context, which detracts from the implementation of political, legislative and regulatory measures aimed specifically at guaranteeing the empowerment of migrant women.

Plenary Sessions began on Monday, 26 September, in the form of panel presentations by expert speakers, followed by questions, answers and general discussion from the floor. Many presentations were delivered with the aid of powerpoint transparencies, which were duplicated for distribution. Participants spoke in English, French or Spanish, and simultaneous interpretation was provided in all the Plenary Sessions.

Before the **expert presentations** on Monday morning the

Plenary was privileged to hear a **Statement from Ms Rachel Mayanja**. She acknowledged the rapid *increase in migratory movement*, accelerating recognition of migration *as an element of social development* and *through remittances - economic development too*. She reminded the plenary that: "When women thrive, all of society benefits and succeeding generations are given a better start in life".

Plenary Session I then discussed *The Role of Women in Achieving the Millennium Development Goal*. **Hon. Marie Josée Jacobs of Luxembourg, Minister of Family, Integration and Equal Opportunities**, was in the Chair. She spoke of the commitment made by the European Union to the Beijing Platform of Action, which closely aligns with the MDGs.

Expert presentations were given on *Gender, Poverty Reduction and Migration* by Ms. Irena Omelaniuk, Migration Adviser, Development Economic Prospects Group, The World Bank; *The Empowerment Process through Migration and Integration* by Ms. Erica Usher, Head, Strategic Policy and Planning, Migration Policy, Research and Communications, IOM; *Migrant Women as Role Models for Future Generations*, by Dr. Muneera Salem-Murdock, Senior Development Policy Advisor, U.S. Executive Director's Office, The World Bank. Prof. Yuli Tamir, Member of the Israeli Knesset, spoke on *Women's Participation in the Decision-Making Process*.

Comments and questions were offered by representatives of Finland, Canada, Portugal, Costa Rica, Paraguay, Nepal, Georgia and Congo. As these include both countries of origin and countries

of destination for women who migrate, quite differing viewpoints and opinions were expressed on the presentations.

Plenary Session II, on Obstacles and Challenges faced by Migrant Women, was chaired by the **Hon. Kumari Selja, Minister for Urban Employment and Poverty Alleviation, India**, who gave a presentation on the situation of migrant women in India.

The first panelist, Ms. Bineta Diop, represented the NGO Femmes Africa Solidarité (FAS) and she spoke on *Gender Based Violence within Migration*. She was followed by the IOM Legal Officer, Ms. Jillyanne Redpath, speaking on *Human Rights of Migrants – Women’s Rights in Particular*. An Israeli academic, Prof. Larissa Remennick, from Bar-Ilan University lectured on *Immigrant Women from the Former Soviet Union in Israel*.

In questions and comments from delegates representing Portugal, Cameroon, Finland, Mexico, Croatia, Uruguay, Zambia, Georgia, the Republic of Central Africa and Canada, the movement of skilled workers was considered more, as was the place the media might play in publicizing migration problems. The role of and need to address conflicts was also raised.

The Conference participants were able to choose their activity in the afternoon, deciding between a **study tour** or participation in a **workshop**. The workshops discussed two topics – the first – *How Women can be Empowered by Migration - Microfinance/micro-credits and Female Entrepreneurs*, relating to the content of Plenary Ses-

sion I was chaired by **Hon. Diane Vincent of CIDA**, and the second, relating to Plenary Session II, *Increased Vulnerability of Women during Migration – Health Issues of Mobile Populations* was chaired by **Hon. Dr. Asha-Rose Mgiro, Minister for Development of Society, Women and Children, Tanzania**.

The **study tours** illustrated *Practices in coping with challenges facing migrant women – the community approach or Entrepreneurship and Employment for Migrant Women – small business development*.

The Plenary gathered together again, chaired by **Hon. Dr. Maryam Ciroma, Minister for Women’s Affairs and Youth Development, Nigeria**, to hear reports from the study visits and the conclusions which had been drawn from the workshop discussions. **Hon. Diane Vincent**, reported on the deliberations of Workshop 1 and Ms. **Randi Garber** of **CIMI** on Workshop 2.

On Tuesday 27 September **Plenary Session III** dealt with the phenomenon of **Trafficking in Women: root causes and best practices in prevention and protection, return and reintegration**. In the Chair was **Hon. Maria Rauch-Kallat, Federal Minister for Health and Women’s Issues, Austria**.

The expert Panel Presentations concerned *The Major Trafficking Trends*, by Ms. Kristiina Kangaspunta, Officer-in-Charge, Anti-human Trafficking Unit, United Nations Office on Drugs and Crime, UNODC; *Combating Trafficking of Women in Israel*, Ms. Zahava Galon, Member of Knesset, Chair, Parliamentary Committee of In-

quiry into the Trafficking in Women and *Basic Principles to Assist Victims of Trafficking*, explained by Ms. Theodora Suter, Programme Officer, IOM.

The very lively question, answer and discussion period that followed expanded on many of the points raised by the speakers and touched on others such as trafficking in human organs.

The **fourth Plenary Session** was devoted to **Diasporas and Development – gender related trends in personal and community remittances**. In the Chair was **Hon. Nicacia Vda. De Solaeche, Minister for Development, Repatriation and Refugees, Paraguay**.

The expert Presentations were: *Review of Current Gaps in Research on Remittances and Gender* by Amb. Carmen Moreno, Director, United Nations International Research & Training Institute for the Advancement of Women, INSTRAW, *The Emerging Economic and Social Role of the Diaspora: Canada’s Experience*, by Hon. Diane Vincent, Executive Vice-President, Canadian International Development Agency (CIDA), *The Role of Migrant/Community Associations in Development* by Mr. Chukwu-Emeka Chikezie, Executive Director, African Foundation for Development (AFFORD) and finally, *Shifting Power – Diaspora women taking a lead in community development: American Jewish women and Israel*, by Ms. Rebecca Caspi, Executive Director, World-wide Human Resources, American Joint Jewish Distribution Committee (AJJDC).

Workshops in language groups gave the opportunity for closer analysis of the subjects that had been under discussion during

plenary sessions III and IV. The groups looking at *The Influence of Women of the Diasporas on Development in Countries of Origin* were presided over by **Hon. Ellen Gracie Northfleet of Brazil** and **Hon. Mme Ndioro Ndaye of IOM**. **Hon. Suzanne Bombback of Cameroon**, **Hon. Ana Marina Arismendi Dubinsky of Uruguay** and **Ms. Rachel Gershuni of Israel** chaired the groups on *Promoting Female Migration in a Positive Protection Climate*. Conclusions from these workshops were reported back to the plenary in a session chaired by **Hon. Sylvia Masebo of Zambia**.

Dr. Elisabeth Rehn, Former Minister of Defence & Equality Affairs, Finland, then chaired a Special Session for Ministers' Statements, when **Ministers** and **Deputy-Ministers** from **Nigeria, Cameroon, the Central African Republic, Tanzania, Romania, Zambia, Congo, and Croatia** expressed their opinions on the topic of the Conference.

In a final session, the Chair, **Dr. Magdalena Sroda, Minister for Women's Affairs, Poland**, summarized the content of the proceedings, making a plea for greater tolerance and better education. She called for presentation of the **CONFERENCE CONCLUSIONS AND RECOMMENDATIONS**, which had been drawn up based on much of what had been repeatedly said in debate and discussion in the two and a half intensive days. With some very minor adjustments, they were unanimously accepted by the Plenary, and called upon:

1. The UN Special Advisor on Gender and Advancement of Women to bring these

conclusions and recommendations and the report of this conference to the attention of the High Level Dialogue of the General Assembly in June, 2006 with the aim of advancing the migration and gender issues within the context of the debate on the MDGs;

2. Governments, recognizing that they are countries of origin, transit and destination, to ensure that migration and gender issues are incorporated within their Poverty Reduction Strategy Papers (PRSPs) to assist them in attaining the MDGs;

3. International agencies and governments to collect and analyse sex disaggregated statistics on migration, diasporas and remittances;

4. International agencies and governments to examine the impacts of trafficking in persons on poverty and on the achievement of PRSPs, for example the potential loss of remittances for poor families of trafficked victims;

5. Governments to give consideration to ratification of international instruments promoting the rights of female migrants and enact legislation giving effect to those rights;

6. International and national development agencies to consider migration and gender in the planning, implementation and evaluation of their development strategies;

7. Donor and recipient countries to create channels for women leaders in diasporas, and subsequent generations, to be partners in development planning and programming; and to actively support migrant

women in diaspora communities to engage in development efforts through their skills, knowledge and experience; and to engage subsequent generations;

8. Governments to foster sensitivity towards the cultures of migrants, but in doing so, ensure that all cultural and customary practices that negatively affect the rights of women (e.g female genital mutilation) are eliminated, including through specific legislation;

9. Governments to adopt a rights-based approach to the management of migration, promoting policies and programmes responsive to the needs of female migrants;

10. Governments to develop practical means to enable inter-agency cooperation on migration, gender and development within their own ranks;

11. Governments to foster regional and international cooperation between governments in migration issues with consideration given to the special needs of female migrants;

12. Governments to foster cooperation on migration, gender and development issues among governments (including local governments), civil society, trade unions, diaspora organizations, private sector, research institutions and international organizations;

13. The media to provide a fair, balanced and respectful image of female migrants;

14. Governments to ensure access to necessary health services;

15. Governments to promote the integration of female mi-

grants and members of their families, including taking measures to eradicate discrimination, intolerance and stereo typing.

To further the above recommendations, specific actions should include:

1. Gendered profile studies on diasporas in countries of destination;
2. Gendered household surveys of the beneficiaries of remittances in countries of origin;
3. Activities in partnership between origin and destination countries to engage women diaspora leaders in the planning and execution of development programmes, which will contribute to global poverty reduction;
4. Research studies to examine the impact on family and society of changes in gender roles resulting from female migration;
5. Sharing of knowledge and information among countries of origin and destination on best practices related to gender, migration and development issues, utilizing existing dialogue fora.

Note: A picture of all participants can be found on the last page.

Denise also wrote:

On 20 October, the WGGI participated in the organization of a half-day workshop, sponsored by the Staff Association Committee and in cooperation with Staff Development and Learning, on *'Gender Differences in the*

Relations between Men and Women in the Work Place' in October. The programme dealt with: 1) Gender differences at work (how men and women see themselves in the work place; what is important for men is not necessarily important for women and vice versa); 2) How to work with the opposite sex (teamwork, how to manage the opposite sex; most common mistakes); and 3) How to solve problems together (argument for argument sake, problem solving, working together in stressful working environments).

In November, a film on Female Genital Mutilation (*'The Razor's Edge'* produced by IRIN-OCHA) was aired on the first day of the international campaign of 16 Days of Activism Against Gender Violence. Following the projection of the film, an interesting debate ensued among interested staff and will be followed up by the projection of other films. The WGGI was extremely pleased to note that 5 male staff members attended the session.

GFP Dina Ionescu reports:

« Les femmes immigrées et le marché du travail : diversité et enjeux »

Aperçu du séminaire de l'OCDE et de la Commission européenne à Bruxelles, 26 - 27 septembre

Les pays de l'OCDE doivent faire face à un paradoxe : alors que les femmes immigrées ont un niveau d'éducation supérieure plus élevé que celui des femmes nées dans le pays d'accueil, elles sont surreprésentées dans des emplois peu qualifiés. Leur taux de chômage est élevé comparé à celui des femmes nées dans le pays et les femmes arrivées récemment sont souvent surqualifiées par rapport aux postes qu'elles occupent.

Les causes peuvent être multiples : la langue, les différences culturelles, l'accès à l'information, la non reconnaissance des diplômes, aussi bien que les systèmes de garde d'enfants ou des phénomènes d'auto exclusion. Les pratiques discriminatoires sur le marché du travail existent et peuvent être confirmées par des résultats défavorables des enfants issus de l'immigration sur le marché du travail, même si ces derniers ont été élevés et éduqués dans le pays d'accueil.

Cependant la participation des femmes immigrées dans les pays d'accueil tend à être en général plus importante qu'elle ne l'est dans leurs pays d'origine respectifs, un résultat qui peut être interprété à la fois positivement et négativement. L'accès au marché du travail par les femmes migrantes est donc à la croisée des questions migratoires, sociales et de genre.

L'OIM a été présente dans ce séminaire, sur le thème des « Stratégies de Pré départ visant les femmes migrantes », à

travers la division de la Recherche. L'objectif était d'offrir quelques enseignements à transposer au niveau des politiques, à partir de l'expérience acquise dans des programmes développés par l'organisation, tels : Pologne - Pays Bas : « Développer les compétences des Infirmières Polonaises » ; Sri Lanka - Italie : « Sélection, formation et insertion dans le marché du travail pour des assistants à domicile » ; Philippines : « Le Pouvoir de Choisir » ; Bangladesh : « Programmes de pré-départ pour les femmes migrantes » etc.

La question des femmes migrantes se pose à travers ces programmes à plusieurs niveaux: sectoriel (secteurs où main d'œuvre féminine migrante concentrée) ; de promotion des femmes (accès à l'éducation, formation et information) ; de maximisation des bénéfices de la migration pour tous ; d'amélioration de l'image des femmes migrantes et de protection.

A partir de l'expérience concrète de ces programmes, plusieurs recommandations peuvent être formulées :

- L'information et la formation sont des éléments essentiels pour une migration réussie ;
- La méconnaissance de la langue et des procédures et réglementations du pays d'accueil sont un facteur principal d'échec ;
- La non reconnaissance de diplômes reste un problème significatif pour le recrutement à un niveau

des compétences approprié ;

- Le coût social de la migration se pose de façon aigue dès que l'on parle de migration des femmes ;
- Une nouvelle génération de programmes est à développer qui comporte des assurances sociales, familiales ou parentales et qui aide les femmes à partir de façon autonome et informée ;
- Privilégier une dimension « genre » plutôt que « femmes » aide à mieux comprendre des enjeux tels la demande de main d'œuvre immigrée sexo-spécifique, la diversification des occupations, l'évolution des métiers et l'impact des migrations sur les familles.

Cette note est établie à partir des Conclusions de Berglind Ásgeirsdóttir, Secrétaire général adjoint de l'OCDE et de la présentation « Stratégies de Pré départ visant les femmes migrantes » préparée par Dina Ionescu.

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GFP Yagana Tandja writes:

La fistule obstétricale au Niger

La fistule obstétricale (FO) est l'une des innombrables violences sexuelles que subissent encore les femmes dans les PMA et l'OMS estime aujourd'hui le nombre de femmes et jeunes filles touchées par la fistule dans ces pays, à environ deux mil-

lions et ce nombre augmente de 50 000 à 100 000 par an. Dans les régions où la mortalité maternelle est élevée, le taux de fistule peut atteindre deux ou trois cas pour 1 000 grossesses.

La FO est une conséquence directe de l'accouchement après un long travail anténatal aggravé par l'absence de soins obstétricaux adéquats chez la jeune fille (15 ans en moyenne) et se caractérise par un trou (résultant d'une rupture des tissus) entre le vagin et la vessie ou, dans certains cas, le rectum, provoquant ainsi une incontinence permanente. Très souvent, la femme accouche d'un mort-né.

Cette pathologie est également caractérisée par une situation dégradante et humiliante pour ces femmes atteintes car elles dégagent constamment une odeur d'urine ou d'excréments. Elles se retrouvent finalement en marge de la société, abandonnées par leur mari et leur famille.

Au Niger, pays de l'Afrique de l'Ouest, cette problématique subsiste et jusqu'en 2004, la prévalence réelle de la fistule obstétricale ainsi que le nombre exact des femmes traitées au Niger restaient méconnus. L'insuffisance et l'éloignement de structures sanitaires adéquates, la pauvreté, et l'analphabétisme expliquent que 75% des femmes n'ont pas un accès approprié à un service de santé de la reproduction. Il faut également rajouter à ce tableau, le rôle du mariage précoce (15 ans pour les filles) et un fort taux de

fécondité (le plus élevé au monde). Dans ce pays, seules 30% des femmes bénéficient de soins anténataux et dans le milieu rural, les accouchements se font à domicile selon des pratiques traditionnelles néfastes dans une majorité des cas.

Fort de ce constat, l'ONG nigérienne « Action Stop Handicap »¹, à l'image de plusieurs initiatives existant dans le pays, s'est penchée sur cette douloureuse question en 2003. En partenariat avec UNFPA, le gouvernement nigérien et autres acteurs sur la place, ASH a donc entrepris une campagne d'information suivie par l'organisation d'un concert, dont les fonds devaient servir à la construction d'un centre de réinsertion sociale des filles et femmes handicapées par la FO dans le département de Tahoua (région charnière entre l'Est et l'Ouest du pays). Une fois prises en charge et guéries physiquement à l'hôpital National de Niamey, ce centre leur permettrait de prendre le temps de se reconstruire psychologiquement et socialement (mise en place d'activités artisanales génératrices de revenus et à terme, attribution de microcrédits). La finalité de cette démarche est de permettre à ces femmes traumatisées d'avoir le CHOIX de se reconstruire une nouvelle vie, car trop souvent par manque d'opportunités, elles sont contraintes de repartir auprès

de leurs maris qui les avaient répudiées et rejetées à la survenue de la fistule.

En attendant de pouvoir collecter la totalité des fonds nécessaires à la réalisation du centre, ASH a régulièrement rencontré et fait dons de produits d'hygiène (savon, parfums, serviettes hygiéniques...) à la cinquantaine de femmes fistuleuses de l'Hôpital de Niamey.

Il est important de noter que la fistule obstétricale est évitable et curable et la prévention est la clé de l'élimination de la fistule². Le taux de succès de la réparation de la fistule pour les chirurgiens expérimentés peut atteindre 90 %³. Après le traitement, la plupart des femmes peuvent retrouver une vie normale et satisfaisante.

Enfin, la réparation chirurgicale de la fistule varie de 100 dollars à 300 dollars⁴, ce qui est hors de portée de la plupart des femmes atteintes de cette affection.

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GFP Liliana Mircescu provides an interesting report on Sex-disaggregated statistics on Staff Development and Learning activities that can be found in the annex.

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NEWS FROM THE FIELD

AFRICA AND THE MIDDLE EAST

IOM Damascus

GFP Razan ISSA reports:

Follow the Women

Under the Patronage of Her Excellency Mrs. Asma Al Assad, First Lady of the Syrian Arab Republic, and Chairperson of the Syrian Commission for Family Affairs, a *Follow the Women* event was organized in the Middle East region from 16 to 21 September. As an event that promotes peace, *Follow the Women* seeks to raise awareness regarding the strenuous living conditions of women and children in the region. It is an international organization of ordinary women from many countries led by the organization's president and founder, Detta Regan, a British citizen with vast experience in youth work. *Follow the Women* was established in Sweden in 2002 by Detta who was awarded the Woman of Europe Award by the European Commission/European Parliament in 2001, and has recently been nominated for the International Woman of Europe Award.

The ride on bicycles began in Lebanon on the 16 September where the cyclists visited Martyr's Square and the camps of Sabra and Shatilla. On 18 September, the ride took place in Damascus, Syria's capital, and from there, on to the Golan Heights on the 19th. The ride

¹ ONG à but non lucratif, créée à Paris en Janvier 2003, loi de 1901.

² OMS

³ OMS

⁴ OMS

continued to Daraa en route to Bosra on the 20th and then stopped in Amman, Jordan on the 21st before continuing to the Palestinian city Ramallah in the West Bank. The 300 women who participated in the event were aged 19 to 70, consisting of mothers, nurses, doctors and businesswomen from 34 countries, which included Syria, Lebanon, Jordan, Palestine, Germany, USA, Egypt, Algeria, Iraq, Sweden, United Kingdom, Spain, and Portugal, Italy, Greece, Cyprus, Denmark, Holland, Turkey, Malta, Poland, Finland, France, Iran and Saudi Arabia. Massive media coverage was on location throughout the event with reporters from SANA, Time Magazine, Canal +, LBC, Abu Dhabi, MBC, Arabia and many others.



Follow the Women pedaling for peace is a message of

solidarity, justice and tolerance. The sight of hundreds of women cycling in unit attracted substantial attention and captured the hearts of many people in Europe and in the Middle East. Hosted for the second year in Syria, *Follow the Women* is sure to return again with more Arab women unyielding in their will to succeed and radiant in an unbreakable spirit of endurance.

THE AMERICAS

IOM Santo Domingo

GFP Fanny Polonia writes:

Gender, Migration, and Development: women who migrate to and from the Dominican Republic

The International Organization for Migration, (IOM) and INSTRAW organized a panel discussion of “Gender, Migration, and Development: women who migrate from and to the Dominican Republic”.

The panel focused on the situation of Dominican women who migrate abroad, especially to Europe and the United States, as well as on the realities of Haitian women who immigrate to the Dominican Republic in search of better living conditions.

These migrant women often venture into journeys that span thousands of kilometers

in search of employment, education, or any opportunity for survival, yet many endure abuse and mistreatment. Reports on cases of abuse against women, adolescents, and girls who travel across borders and who are subjected to physical and psychological abuse during the migration process have steadily increased in the last decade.

Accordingly, migration policies and the actions required for their implementation should put particular emphasis on gender issues, on aspects such as sexual discrimination, the feminization of poverty, gender inequality, and trafficking in women and girls, amongst others.

In order to respond to abuses and violations of the human rights of women and children, States should ensure that their authorities provide migrant women with access to the justice system, regardless of their legal status. In this way, exhaustive investigations of human rights violations are sure to be undertaken, while civil society should support all efforts aimed at monitoring and following up on any cases involving violations of women’s dignity.

“IOM has supported the Dominican State as well as civil society organizations in initiatives designed to acknowledge the contributions that migrant women make to society, while revealing the abuses that many women must endure while going through the migration process, with special emphasis on the fight against trafficking in persons and smuggling of

migrants”, said the Chef of Mission, Claudia Ottolenghi.

It is also necessary to underscore the contributions of migrant women to the economies of both their countries of origin and the receiving countries. We thus support the initiative designed to review and reflect on the situation of Dominican women who migrate, as well as on the situation of Haitian women who come to the Dominican Republic looking for better opportunities and a higher standard of living.

But the Haitian women are not the only migrant women in the Dominican Republic; there are other women coming from Eastern Europe, South America, other islands across the Caribbean, and Asia, since the Dominican Republic has now become a country of origin, transit, and destination for migrants.



Delegates at the panel discussion

EUROPE

IOM Nuremberg

GFP Angela Staiger wrote this piece:

In June, IOM Germany - in collaboration with the Berlin-

based “Gender Office”- organized a one day seminar on gender mainstreaming. The meeting was held in the framework of the three-year project “Reintegration of Victims of Trafficking – Strengthening of National Supporters” which is supported by the EU Community Initiative EQUAL. This project aims at contributing to the development of a more effective approach in combating the trafficking of persons for sexual and/or labour exploitation by promoting their socio-cultural and economic reintegration.

The seminar was attended by counter trafficking practitioners of all 12 national partner NGOs and was facilitated by two professional trainers. Gender Mainstreaming is a guiding principle for all partners in a Development Partnership under the EQUAL Community Initiative, irrespective of the thematic project priority.

Based on the EC Gender Impact Assessment Guidelines, the seminar aimed at developing a gender mainstreaming concept for the purpose of the implementation of the EU Equal Treatment Principle. The main purpose was to share gender mainstreaming tools and to explore and discuss how these can address project implementation challenges at the national and transnational level.

Participants were invited to discuss how their experience could be used for further mainstreaming and the incor-

poration of the gender perspective into future project activities. Discussions showed in detail how many new aspects must be considered and dealt with.

The following points were examined in detail:

- gender dimensions and relevance of counter trafficking;
- gender impact of efforts to assist victims of trafficking;
- gender issues in service delivery (counseling and reintegration assistance);

With a view to adapting practices to ensure that any discriminatory effects are eliminated, the seminar has helped participants to see in what way counter trafficking activities affect women and men differently. The seminar motivated participants to be committed and take an active role in gender mainstreaming. Seminar exercises have helped to comprehensively address project specific gender requirements and identify adequate strategies to engender the implementation process

MAIL FOR MEN

While wondering who is more guilty of gender stereotyping, men or women, GFP Sylvia Ekra shares this familiar piece:

The family picture is on **HIS** desk. *Ah, a solid, responsible family man.* The family picture is on **HER** desk. *Umm, her family will come before her career.*

HE is talking with his co-workers. *He must be discussing the latest deal.* **SHE** is talking with her co-workers. *She must be gossiping.*

HE's not in the office. *He's meeting customers.* **SHE's** not in the office. *She must be out shopping.*

HE's having lunch with the boss. *He's on this way up.* **SHE's** having lunch with the boss. *They must be having an affair.*

HE got an unfair deal. *Did he get angry?* **SHE** got an unfair deal. *Did she cry?*

HE's getting married. *He'll get more settled.* **SHE's** getting married. *She'll get pregnant and leave.*

HE's having a baby. *He'll need a raise.* **SHE's** having a baby. *She'll cost the company money in maternity benefits.*

HE's leaving for a better job. *He knows how to recognize a good opportunity.* **SHE's** leaving for a better job. *Women are not dependable.*

(Gardenswartz & Rowe, 1994)

WGGI Note: Gender stereotyping consists of expecting someone to meet the characteristics, traits, skills, or attributes associated with his/her sex and leads people to make assumptions that women and men cannot perform the same tasks in the workplace.

No doubt, both sexes could recognize themselves here...

GENDER QUIZ

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

“Despite my thirty years of research into the feminine soul, I have not been able to answer... the great question that has never been answered: what does a woman want?”

Sigmund Freud The father of psychoanalysis

This issue's question is, who said:

“Whether women are better than men I cannot say – but I can say they are certainly no worse”.

FOOD FOR THOUGHT

GFP Damien Thuriaux shares this issue:

Could projectization influence recruitment?

IOM wants qualified, experienced and professional staff for its projects. Just like any other professional entity, the IOM recruitment process may be confronted with parameters that are gender influenced. But our recruitment is also conditioned by that famous IOM component: projectization. Could this have a negative gender impact on our recruitment?

The easiest point for arguing that this may be the case is financial. Presented with candidates of equal worth, would a project manager not be inclined to select the candidate presenting the lower known probability of professional inactivity? In other words, the candidate less likely to request a four month maternity leave which is 4 times longer than paternity leave?

The WGGI hopes that such consideration is not taken into account when recruiting. The IOM Administration maintains a small reserve for staff replacement during maternity or sick leave (the coverage is subject to the availability of resources). This constitutes a good tool for achieving gender equality in recruitment and career advancement.

Recruitment may regretfully be gender biased, but at least this should not be justified by projectization ...

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



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MASHAV/ MCTC/ IOM/ CIMI/JDC

International Conference on Migration and Gender Issues within the Millennium Development Goals - Haifa, 25-28/9/2005

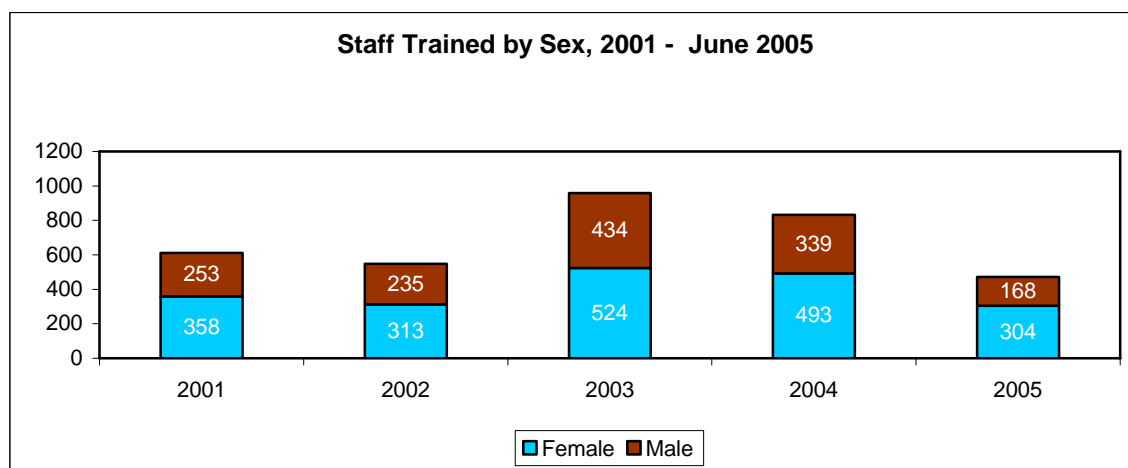


Annex

Staff development and learning activities, 2001 - June 2005

	2001	2002	2003	2004	June 2005
Learning activities organized and/or financed by SDT or implemented in coordination with SDT	88	80	86	114	53
Total staff members	2 742	3 411	3 689	4 037	
Staff members trained	611	548	980	832	472*
Percentage of staff trained	22.3%	16.1%	26.6%	20.6%	

**In addition, 277 IOM staff members benefited from e-Learning opportunities January – June 2005. Course themes included Information Technology, Business, Finance and Management.



Staff trained by areas of activity and by sex

Main Areas	June 2005	% of total trained	Sex	Break-down by sex	Representation by sex
Administration and Management	227	49%	F	151	67%
			M	76	33%
Communication Skills	64	14%	F	38	59%
			M	26	41%
Chiefs of Mission	7	1%	F	2	29%
			M	5	71%
Information Technology	23	5%	F	20	87%
			M	3	13%
Language Courses	45	10%	F	33	73%
			M	12	27%
Migration Health	12	3%	F	7	58%
			M	5	42%

Migration and Emergency Management	53	11%	F	30	57%
			M	23	43%
Movement Management	8	2%	F	6	75%
			M	2	25%
Others (Induction, Report Writing)	-	-	F		
			M	17	71%
Project Development	24	3%	F	7	29%
			M	-	-
Security	9	2%	F	9	100%
			M	-	-
Stress Management	-	-	M	-	-
			F	304	64%
TOTAL	472	100%	M	168	36%