



Inside this Issue

- 1** News from Headquarters
- 4** News from the Field
- 7** Mail for Men
- 8** Gender Quiz
- 8** Website Address
- 8** Upcoming Events

IOM GENDER AND MIGRATION NEWS



Dear Colleagues,

This issue is unfortunately a bit later than usual. It has been a particularly fruitful and busy two months, and the pace has not yet let up. Indeed, a decision was taken to delay the issuing of the Bulletin to allow for the addition of pictures from our recent Workshop in HQs as well as an article that will be reported after attending a Seminar in Rwanda from 19-21 June.

We continue our work on many fronts and wish to thank all GFPs for their ongoing support and assistance. As you all know, the road to full gender mainstreaming is long but we can take pride in the progress that is being made, but we cannot do it alone. Your field perspective and input is extremely important. We count on you.

We take this opportunity to wish you all happy holidays.

The Working Group on Gender Issues

NEWS FROM HEADQUARTERS

We were unable to report this news in the March issue but are pleased to announce that UNIFEM and IOM signed a Memorandum of Understanding on 7 March. This MOU will strengthen the work of both agencies to fight against trafficking in women and girls but also to increase joint efforts in post-conflict zones.

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The highlight of May was the organization of a Workshop on Gender Policy and Programme Issues. Denise Glasscock reports on it:

The Working Group on Gender Issues (WGGI) organized a **Workshop on Gender Policy and Programme Issues on 22-23 May 2003 for HQs staff.**

At the first gender training event in 2001, the approach had been to target middle managers and particularly senior staff. While the session for senior staff had been considered successful, the event for middle managers and all other staff had not been considered a

success possibly for want of interest. This year, the approach had been to enlist the support and participation of some of the most active and committed gender focal points from the five continents to illustrate how the gender dimension could be and was applied in their work. It would specifically:

- Increase sensitivity to gender issues in general
- Provide hands-on insight into gender mainstreaming from a regional perspective
- Gain new insights on issues and challenges for professional women in the public sector

The innovative approach was to organize this training session by combining a hands-on illustration on how to apply its gender policy coupled with a presentation by an external gender expert on career development, diversity, and interrelations in the workplace.

The first Day was devoted to presentations on and by:

- **She, He, It, They...Open questions for the Realization of Gender Equality** - Lovorka Marinovic, IOM Zagreb
- **Gender in Conflict and Transition: Survivors and Sustainors** - Lauren Engle, IOM Washington
- **Addressing Human Trafficking Problem through a Gender Lens** -Rina Sen Gupta, IOM Dhaka
- **Gender Mainstreaming in Togo, Getting Men Involved**, Joe Alover, WGGI trainee
- **Migration Flows from a gender perspective: undocumented labour migration from Nicaragua to Costa Rica and internal displacement in Colombia** - Linda Eriksson, IOM Bogota
- **Female Excision (FGM)** - Timnit Embaye, IOM Nairobi

After each session, a lively Question and Answer period took place. One regret by the WGGI was that the richness of the presentations reduced the time allotted to questions and answers in that strict schedules needed to be kept.

Day II was devoted to the topic of staff policy in the form of an

Open Forum by Linda Wirth, senior gender expert from ILO, on Career development, Diversity, Interrelations in the Workplace. Ms. Wirth is the author of 'Breaking the Glass Ceiling', Women in Management.

Overall, it was felt the Workshop was a success first of all because of the quality of the presentations themselves, but also because it achieved its target of demonstrating to staff how IOM's policy on gender could be applied to one's work. Ideally, it was felt that more HQs staff could and should have attended particularly because these are events that are not organized every year. The staff who did attend felt all presentations were very interesting and shared their impressions with their colleagues who commented to the WGGI how much they regretted not having attended. Particularly gratifying for the WGGI was to see how many men attended different presentations. While they never outnumbered female participants - far from it - there were always several attending - except for the presentation on Gender Mainstreaming in Togo - Getting Men Involved. Apparently not one man was curious enough to hear another man talk about gender mainstreaming because none were present other than the presenter. Nonetheless, the WGGI was ultimately pleased because in those sessions where men did participate, an interesting exchange of information took place that further illustrated the need for both genders to interact ultimately proving added value when they did.

The events over the first day and a half were followed by brain-

storming between the WGGI and the five Gender Focal Points (GFPs) who had been invited. This was particularly interesting and valuable for the WGGI because of the field perspective. It appeared that a major hiatus existed between the field and HQs WGGI in that GFPs in the field did not receive enough guidance whereas the WGGI felt it could not spoon feed GFPs, i.e. if they were truly interested they would indicate more interest in this activity either through contributing to the Gender and Migration News Bulletin, information sharing among Gender Focal Points, or asking pointed questions. Whenever a new Gender Focal Point is nominated, the WGGI Head immediately sends the Generic Terms of Reference along with other background material that could be located on the Web or elsewhere. It seemed that many Gender Focal Points had merely been nominated by their Chiefs of Missions (COMs) to be politically correct, not because of any real interest. Because of this, much discussion followed on how to better involve Gender Focal Points, build up GFP regional networks, and better involve heads of Missions in implementing an important policy of the Organization. Some suggestions were:

- Build up a regional GFP network starting with the focal points having attended the workshop and who represented the five regions.
- Pursue training of trainers options or other (free) training courses with UNIFEM.
- Encourage COMs to support their GFPs in their work.
- Terms of Reference (TORs) for Gender Focal points should be updated and disseminated to all

COMS, GFPs, and HQs Departments.

- List of Frequently Asked Questions should be completed and given full dissemination to all Missions and HQs staff.
- A gender component should continue to be included in all sprouts.
- Revive the Plan of Action (POA) exercise; responsibility for carrying out the assessment and accountability should be given to Chiefs of Missions. POAs had to be monitored throughout the year, not simply report on the results as was done to date.
- The gender mainstreaming brochure has to be updated: initial consensus was to refrain from 'gender neutral' approach and switch to 'gender specific' approach. Therefore, a paragraph-by-paragraph review to reflect and propose measures for migrant men or male staff members would be undertaken.
- The Gender induction Power Point presentation should be shared with all GFPs and Missions.
- Recruitment interviews should include a line item on gender sensitivity for all new staff, whether G, P, or D. Include a gender component in performance appraisal system.
- Vacancy notices should include in the desirable qualifications "demonstrated awareness in gender issues".
- In order to enhance the application of female colleagues, recommend to

HRM that vacancy notices for Chiefs of Mission or similar, be individually copied to female colleagues who qualify for the job.

Much more remains to be done. All realized that a training event every two years would not suffice to involve all staff in gender mainstreaming. Other than basic ingredients like commitment from the top, human and financial resources, all staff members needed to be aware of and know how to apply any and all of IOM's policies. It is hoped that future WGGI and Gender Focal Point activity would facilitate this.



* * *

The first of two seminars funded by the Belgian Government and targeting women in post-conflict situations was held in Kigali, Rwanda from 19-21 June. Denise Glasscock reports:



IOM's Deputy Director General, Ndioro Ndiaye, Margaret Kabamba (MRF Brussels), Ed McClain and Timnit Embaye (MRF Nairobi), Françoise Kazayisenga and myself participated in a Seminar on the Reinforcement of the Role of Women in the National Reconstruction and Economic Development of Rwanda.

The aim of the Seminar was to raise the awareness of Rwandan women to the importance of their role in restoring and preserving peace and national unity thanks to income-generating activities they could create. A relatively modest amount of micro-credits would be made available to needy women. Indeed, one of Rwanda's greatest challenges is the alleviation of poverty.

From my own personal perspective, it was not only successful but extremely poignant throughout. Just looking around at the over 100 participants reminded me that probably not one woman in the conference room had not undergone a personal loss during the genocide when over one million persons died. In less than ten years, Rwanda women have managed to demonstrate their strength and determination, have begun to organize themselves into associations, and are pursuing economic

and political empowerment – all in a spirit of reconciliation. Much remains to be done though.

A full report including the conclusions and recommendations, as well as all presentations, will be made available in due time. I just wanted to share my personal admiration for the strength that women can have in the face of recent disaster such as the one experienced by Rwandan women. I have no doubt, however, that they will succeed in their endeavours to focus on peace and stability as a priority, to be followed closely by the elimination of poverty.

NEWS FROM THE FIELD

AFRICA AND THE MIDDLE EAST

MRF Cairo

GFP Yasmin El Agamy reports: The Land Centre for Human Rights organized a workshop to train ‘NGO’ personnel working in the field of protecting rural women’s rights’. The workshop was held on 29-30 May in the office of Caritas Egypt.

Having attended the first session of the workshop, many issues were raised and discussed. The main concern was about the position of rural women, and specifically poor workers in the agrarian sector. Two points were emphasized:

- Different treatments towards rural women with respect to the role of civil society. (How does society preview the rural woman)

- Rural women in relation to their surroundings, as in harvest, water, resources.
- Raising the awareness of women and enhancing their rights towards: economy, health care, violence, decision-making, human rights, environment, and towards being a girl child.
- Deterioration of educational opportunities.

Several questions were raised for discussion:

- How are women perceived in this Society?
- Why are rural women found in bad living conditions?
- Are the Rural Women facing the Return Home Crisis instead of leaving their homes to work (Is it a religious issue or a cultural one?).

The workshop also aimed at giving the trainees the ability to handle local reality in the light of international measures (like International Conferences for NGO’s) and adequate mechanisms to protect the rights of women.

Parts of an Egyptian film were aired which showed the pressure that rural women undergo as workers in the agrarian sector.

Finally, it was suggested that in order to empower rural women to improve their living conditions, they should be aware of their rights, culture and religion. Therefore, there should be a balance between the Rural Women and Society. Development of the entire society includes development in education, public health, and enterprises. Agrarian

women can never be isolated from society.

IOM Lusaka

Sofie Tornhill, intern, provided this article:

Gender disparities and HIV/AIDS prevention in Ukwimi Refugee Settlement

A group of women and men have gathered in the shade under a grass roof. The discussion is vibrant and people gesticulate avidly. It is the Refugee Community AIDS Prevention Committee that has convened a meeting in one of the villages in Ukwimi Refugee Settlement in the Eastern Province of Zambia. The theme of the discussion, HIV transmission and prevention, clearly engages the participants who have many questions and concerns. The committee representatives attend to the queries thoroughly and strain to explain the often complicated matters in an accessible way while the audience listens attentively.

After the meeting, I spoke with one of the committee leaders about her experiences working with HIV/AIDS prevention in the camp. “Before, I didn’t know anything at all about HIV/AIDS and look, now I am even able to inform others”, she said with a wide smile. She stated that she was very content with the general participation in her community, confirming the impression of the meeting: people were eager to learn more about the disease. Even the ones who were first



uncomfortable to talk about issues of illness and sexuality seemed to have overcome some of their reluctance, she said.

As part of an HIV/AIDS prevention project implemented by IOM and the Lutheran World Federation (LWF), prevention committees have been formed in the refugee villages of the camp, and the leaders have received training so that they themselves are now able to conduct the information campaigns in their communities. Other activities of the project include the formation of Anti-AIDS clubs for the youth, women's groups and the arrangement of sport events and drumming and dance performances with interposed HIV/AIDS information. A professional theatre group with awareness raising plays on the repertoire has recently visited the camp, which will hopefully result in that the refugees are inspired to form their own drama groups. The churches in the camp are also involved in the work against the spread of HIV/AIDS. Every Sunday, the mass in all the represented churches comprises an HIV/AIDS related topic.

The refugees in Ukwimi are mainly ex-combatants from Angola, Burundi and Rwanda. Coming from war-torn areas, they had little prior knowledge on HIV/AIDS issues but, already six months after the initiation of the project, the impact in terms of increased awareness and caution in the camp is considerable. However, the efficacy of the fight against the devastating spread of HIV/AIDS is

also dependent upon the undermining of social and economic inequalities. In Ukwimi, the significance of poverty and gendered power relations in the context of HIV/AIDS is apparent. The lack of income-generating activities is a problem to everyone in the camp, but it often entails gender specific consequences. In a situation marked by economical hardship, many women have resorted to transactional sex. As one young woman expressed it: "If a man comes with money to a woman who is suffering and has nothing she will accept, not knowing if the money brings AIDS." A high incidence of sexual violence in the camp further fuels the severity of the problem



and points to the necessity of addressing underlying constructions of gender and sexuality. In order to consolidate the effects of the project and to enable people to act upon the information they have received, there is obviously a need to create income-generating activities, to focus on women's rights and, not least, to target men to make them assume responsibility for their sexuality.

IOM Tehran

GFP Neda Zarvan contributed the following pieces from Payvand's Iran News

Iran's parliament rejects bill to grant citizenship to Afghans married to Iranian women

Tehran, Jan 15, 2003 IRNA -- The Majlis National Security and Foreign Policy Commission has unanimously rejected a bill to grant Iranian citizenship to Afghan spouses of Iranian women, the press reported here on Wednesday. The Persian-language 'Qods' quoted the Commission's rapporteur, Hamid-Reza Hajji-Babaei, as saying that the sole article of the bill authorizes the cabinet to issue permanent residence permits to Afghan nationals married to Iranian women whose marriages were solemnized within the period March 21, 1979-March 20, 2002. "Under the bill, costs that may be incurred by the Interior Ministry in Afghan naturalization proceedings are to be paid by the applicants," Hajji-Babaei said. "However, given the results of expert studies into the issue, the Commission thinks the costs and likely consequences of the plan would not be favourable to the country".

Qods, quoting the bill, said it could pave the way for more problems for the country as Afghan nationals would be encouraged to stay, adding that it could also encourage Afghan migration to Iran and add to its current difficulties in repatriating those who are already here.

Those reasons, the daily pointed out, are among the main reasons the commission cited for rejecting the bill. Earlier, a Majlis deputy from Tehran, Elaheh Koulaei, placed the number of Iranian women illegally married to Afghan

nationals at about 5,000, saying these marriages have created numerous problems for their families and Iranian society as a whole.

Iranian laws allow a male national to apply for Iranian citizenship for his foreign wife and children, but women are not entitled to this privilege. Koulaei, who is also a member of the Majlis Women's Faction, has highlighted the need to remove existing discrimination between Iranian men and women, particularly on the privilege of applying for citizenship for their legal spouses.

Iranian court sentences sex gang members to 281 years in prison – 5 June 2003

A court in the northeastern Iranian city of Mashhad in Khorasan province, has sentenced 43 members of a gang, who married poor Iranian girls first and then forced them into prostitution in Pakistan, to a total of 281 years in prison and 222 lashes as well as cash fines, IRNA reported.

The convicts, mostly Afghans who live as refugees in Iran, took their victims among destitute and addicted families by tying the knot with their young daughters and then transferring them to brothels in Pakistan. "They would take them to Zabol or Zahedan (near the Pakistani border in southeast Iran) under the guise of visiting their relatives and out of the country to Pakistani cities for abuse," the public relations office of Khorasan Justice Department said Tuesday. The court further sentenced the convicts to pay-

ing six million rials and banned them from visiting the Islamic Republic again once they serve out their prison terms.

According to a World Food Programme report last year, Iran hosted 2.35 million Afghans since 1979, many of whom have returned to their homes.

ASIA IOM Dili Timor Leste

GFP Monique van Hoof reports: At the end of May, IOM conducted a half day introduction to the 'Gender Aspect in Community Development'. The training was designed for all local and international office staff. The facilitator introduced the practice of integrating a gender perspective in our current community development projects. Concepts like Participatory Rural Appraisal (PRA) that is a methodology that attempts to raise people's self-awareness and aims to place control over development processes in the hands of the beneficiaries; it also very process-oriented) were explained and examples were given on how this methodology can be incorporated in our projects in the field.

Moreover, IOM has been participating for over a month in a Sexual Exploitation and Trafficking Working Group. Participants are members of the Police Department, Immigration, Department of Social Services, Department of Labour and Solidarity, the Cabinet of the Prime Minister, Department of Human Rights, Ministry of Foreign Affairs, Border Patrol Unit, UNIFEM, ILO, UNFPA, UNI-

CEF and IOM. This working group addresses sexual exploitation and trafficking and focuses on children, women and irregular migrants. Meetings are held on a bi-monthly basis. The Group was created out of concerns arising from recent cases of sexual exploitation and trafficking uncovered by authorities as well as the recognition amongst the international community and the Government of Timor Leste alike that it is now an opportune moment to coordinate activities and design, establish and implement systems and policies aimed at enhanced protection of sexual exploitation and trafficking victims. The aim is to prevent future cases through increased coordination and information sharing among the international community and the Government of Timor Leste. IOM will try to contribute through its expertise in counter-trafficking programmes.

MAIL FOR MEN

WGGI intern, Joe Alovor, wrote this article:

IMPRESSIONS SUR L'ATELIER SUR LA POLITIQUE ET LES PROGRAMMES DE GENRE DE L'OIM

L'atelier sur la politique et les programmes de genre des 22 et 23 mai 2003 valait absolument la peine d'être organisé. C'est avec une grande satisfaction que j'y ai pris part. Initiative très opportune, à mon avis, cet atelier était important pour deux raisons :

La première est sans doute appréhendée au niveau de la qualité et la richesse des présentations des points focaux qui ont vraiment fait

preuve de maîtrise de leur sujet tant sur le plan théorique que sur celui de la mise en œuvre pratique dans leurs milieux respectifs. En ce qui me concerne, j'ai été émerveillé par le contenu de chacune des interventions et de l'ensemble des discussions qui ont suivi. Cela représente réellement une expertise interne de très bon niveau qui peut constituer un vivier pour l'OIM en matière de genre.

C'était donc impressionnant de se rendre compte des progrès réalisés par les femmes en Croatie dans la sphère politique ainsi que dans le secteur des Petites et moyennes entreprises, progrès issus de leur prise de conscience collective quant à leur destinée.

Plus fascinant encore était la démonstration parfaitement réussie de l'influence de la personnalité, de l'identité personnelle sur la perception que l'on a des choses, la vision qu'on a du monde et, bien évidemment, de la compréhension que l'on se fait des relations entre hommes et femmes. En outre, il était tout aussi intéressant de constater l'énorme contribution des femmes latino-américaines à l'économie de leur pays à travers les mouvements migratoires dans la région notamment au Nicaragua et au Costa Rica.

Enfin, l'on a pu comprendre que si les logiques traditionalistes et culturalistes ont ici et là influencé diversément l'interprétation des phénomènes des migrations pour les personnes des deux sexes – conception selon laquelle les hommes migrent, les femmes sont trafiquées – et contribué à perpétuer

certaines pratiques comme la circoncision féminine, **la lutte pour l'égalité des sexes, pour réussir, devra s'accommoder aussi de la participation active des hommes.**

La deuxième raison se situe au niveau de l'échange d'expériences sur le plan interne et sur le plan inter-institutionnel. Sur le plan interne, le partage des expériences professionnelles individuelles ayant réuni les points focaux et les membres du groupe de travail sur les questions de genre (WGGI) a mis en lumière des initiatives bien louables et assurément pleines d'enseignements. On peut se rappeler encore entre autres initiatives, la formation par l'intermédiaire du courrier électronique, l'organisation des discussions périodiques sur le genre pour le personnel... Ces moments d'échange ont été très fructueux et ont constitué des sources d'inspiration et d'enrichissement personnel.

Sur le plan inter-institutionnel, le partage des expériences de l'Organisation internationale du Travail en matière d'intégration des questions de genre s'est révélé très satisfaisant dans la mesure où il a permis d'appréhender réellement les causes structurelles et les facteurs explicatifs de la sous-représentation des femmes dans les positions d'autorité : les notions de " **plafond de verre**" et de " **murs de verre**". Pour autant que ceci constitue une réalité indéniable, il se manifeste de manière insidieuse, presque à l'abri de toute visibilité patente.

On peut donc conclure qu'à moins d'être correctement ciblés,

les efforts pour l'intégration du genre ne produiront des fruits qu'à la périphérie sans jamais pouvoir atteindre le centre des structures institutionnelles pour déclencher les véritables changements souhaités.

Dans l'ensemble, cet atelier a été, de mon point de vue, un grand succès, non seulement pour le WGGI, mais encore pour toute l'OIM et l'ensemble de la communauté des femmes migrantes et des hommes migrants.

Pour terminer, je formule le souhait qu'un plus grand nombre de GFP soient atteints à l'avenir par des formations similaires. Ceci contribuera sûrement à plus de dynamisme et à l'émergence d'autres expertises internes en matière de genre. En outre, une action de profondeur mériterait d'être davantage entreprise pour susciter une participation plus engagée des différents Départements et Services de l'Organisation aux initiatives d'intégration du genre.

GENDER QUIZ

The answer to the question in the last issue of who said: "**Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has.**"?

Margaret Mead

This issue's question is: "**As a woman, I have no country. As a woman my country is the whole world**"?

• UNECE website on gender statistics:

<http://www.unece.org/stats/gender/web>

UPCOMING EVENTS

23 - 28 June 2003, Benin City, Nigeria

Title: Conference "Gender, Adolescence and Youth Policies"

Host/Sponsor: Girls, Power Initiative (GPI)

Girls, Power Initiative (GPI) is a non-governmental, not-for-profit, youth development organization that equips girls between the ages of 10-18 years with sexuality, human rights, reproductive health/ right to information; leadership, economic and other life skills to cope with growing up thus laying the basis for ensuring the enjoyment of healthy sexuality, womanhood and social justice for future generations of Nigerian women. In their commitment to promoting issues of gender, adolescent and youth development, GPI through its Gender Development Institute (GDI) is organizing a national training workshop for representative of youth serving NGOs, Government, resource managers and media persons.

Email:

gpi@alpha.linkserv.com

24 June 2003, Washington, DC, USA

Title: Roundtable on Gender and the Multilaterals

Host/Sponsor: Institute for Women's Policy Studies Conference Presenters include Joanna Kerr (overview), Marcelline White, Director of Global Trade, Women's EDGE (Gender and trade bodies like the World Trade Organization), June Zeitlin, Executive Director

of the Women's Environment and Development Organization (Gender and the UN Agencies) and Elaine Zuckerman (Gender and the World Bank).

Email:

elainez@genderaction.org

25 - 27 June 2003, Perth, Australia

Title: "Researching Research Agendas: Women, Research and Publication in Higher Education"

Host/Sponsor: Women,s Executive Development Program (WEXDEV), Curtin University of Technology

This research conference will provide an opportunity to assess current research on gender and academic work and place the work of research in the larger context of the changing patterns of women's academic work globally.

Website:

<http://lsn.curtin.edu.au/leadership/atn-resconf/>

26 - 28 June 2003, Marrakech, Morocco

Title: Global Summit of Women 2003

Host/Sponsor: Tides Foundation.

The Summit provides a forum where women business, professional and governmental leaders meet to foster women's economic development.

Website:

http://www.globewomen.com/sumit/2002/ENGLISH_REGISTRATION.htm

27 - 30 June 2003, Centro Cultural Comfenalco, Cali, Colombia

Title: First National Encounter for Women Living with HIV/AIDS

Host/Sponsor: Casa Gami Foundation

Email:

casagami01@tutopia.com

27 - 29 June 2003, Genting International Convention Centre, Genting, Malaysia

Title: 2nd International Symposium on World Chinese Women "Arts, Culture & Peace: The Role of Women"

Host/Sponsor: World Chinese Woman's Association (NGO)

This international forum will serve as a platform for renowned women in the fields of arts, culture, entertainment and communications to take on the role of peacemakers and influencers. Interested, e-mail: impactc@tm.net.my

Website: <http://www.wcwa.org.my>

30 June - 18 July 2003, United Nations Headquarters, New York, USA

Title: Committee on the Elimination of Discrimination Against Women (CEDAW), 29th session

Host/Sponsor: UN Division for the Advancement of Women

The CEDAW Committee will hold its twenty-ninth session at United Nations Headquarters from 30 June to 18 July 2003. The Committee will have before it the reports of the following States parties: Costa Rica, Ecuador, France, Japan, Morocco, New Zealand, Slovenia.

Website:

<http://www.un.org/womenwatch/daw/cedaw/29sess.htm>

30 June - 4 July 2003, Cape Town, South Africa

Title: Workshop "Young Women's Leadership Institute: Tackling HIV/AIDS and Poverty in Africa"

Host/Sponsor: Association for Women's Rights in Development (AWID) Young Women and Leadership (YWL) Program.

The Leadership Institute will be organized around the following themes: Day 1: Leadership in a Globalized World: The Now and Future Day 2: Young Women, Men and Actions to Address HIV/AIDS Day 3: Poverty: "The What", "The Hows" and The Role of Young Women Day 4: Strategies for Personal, Organizational and Regional Change

Address: Association for Women's Rights in Development, 2nd Floor Community House, 41 Salt River Road, Salt River 7925 / Cape Town, South Africa.

3 - 5 July 2003, Germany

Title: Symposium "Negotiating Citizenship: Concepts and Representations of Masculinity in the Creation of Modern Western Political Culture"

Host/Sponsor: University of Trier, Germany.

The rise of the study of political culture, in both its theoretical and substantial aspects, over the last twenty years has led to major innovations in the analysis of modern politics and its history. This conference project intends to further develop the study of modern political culture by connecting it to two other innovative fields, the

study of masculinity and the newly emerging field of the study of visual culture. It will be organized around the question how concepts of masculinity have shaped - and have in their turn been shaped by - modern political culture and its transformations in the formatting period of the 18th and 19th centuries. The element of modern political culture central to the project is the specific - gendered - notion of citizenship that was constructed in the age of democratic revolutions and cast long shadows over modern political life. This notion presented modern citizenship as both universal and male, at once abstract and concretely gendered. The struggle over the promise of full and inclusive citizenship that this notion inspired and its visual representations are the central theme of the symposium.

Website:

<http://www.unitrier.de/uni/fb3/ge-schichte/neueste/hm/index.html>

7 - 9 July 2003, Geneva, Switzerland

Title: Second Meeting of the Working Group on Gender Issues (WGGI)

Host/Sponsor: International Telecommunication Union (ITU) Since the permanent Working Group was established at the World Telecommunication Development Conference in Istanbul (WTDC-02), ITU-D has actively worked toward making progress in gender mainstreaming as well as studying long-term gender initiatives that reflect the recommendations of WGGI. This year's meeting will give special attention to resource mobilization and inter-sessional work-proposals of Programme

Committees. A half-day session will be devoted to the World Summit on the Information Society (WSIS) with presentations from members who have attended the Preparatory Sessions. As in past meetings, Programme Committees will meet separately to enable priority areas to be discussed in detail, to propose concrete activities and to report back to Plenary Session. A draft agenda is enclosed as Annex 1. Members are encouraged to bring with them to the meeting, posters or material of their work in their home countries that can be displayed in the meeting room. Due to financial constraints, a limited number of partial-fellowships will be offered in order to facilitate the participation of developing countries, with priority given to participants from Least Developed Countries. These partial-fellowships will cover the cost of accommodation for the duration of the meeting as well as a daily allowance for meals and incidental expenses.

Website:

<http://www.itu.int/ITU-D/gender/>

7 July - 1 August 2003, Norwich, UK

Title: Gender Mainstreaming: Practical Skills & Critical Analysis Workshop

Host/Sponsor: University of East Anglia.

This workshop is designed for women and men in governments, donor agencies and NGOs as well as individual consultants and trainers, who have responsibility for mainstreaming gender in development organisations and in national policy processes. The course focuses on analysing and addressing gender inequality in the staffing, procedures and culture of development organisations as well as in their development programmes. It covers practical strategies and

skills for mainstreaming gender including the use of gender planning frameworks; addressing gender issues in Logical Frameworks and developing gender policies. Critical analysis of current theory and practice is encouraged throughout the course. An optional one week on Training the Trainer is also available for current or past participants of the 4 week course.

Website:

<http://www.odg.uea.ac.uk>

19 - 24 July 2003, Tehran, Iran

Title: Training Course on Women's Studies

Host/Sponsor: Institute for Women's Studies and Research
One week Training Course on Women's Studies for Participants from Middle East, West and Central Asia
The participants should have a MS degree in one of the related disciplines or should prove that she or he has been working in a non-governmental organization for the past three years, or can use the knowledge obtained from the course in her or his work (as a government staff or journalists).
The participants should know English well (to write, speak and read) and this point should be mentioned in their application letter. The main goal for holding this training course is to familiarize the participants with the women's studies and its achievements in different fields. The contents of the training sessions are as follows: history of women's movement in the world, general information about the feminism, women's Studies and other disciplines (history, sociology, and psychology), debate on special issues of women in the region, women's rights, non-governmental organizations and women's issues. Activists of

women's rights and representatives of non-governmental organizations, women managers of the governments in the region, students of all related fields, journalists and other persons interested in the issue can apply to attend at the course. The participants should be from one of the following mentioned countries in Middle East and North Africa, West and Central Asia and the Caucasus: Afghanistan, Algeria, Armenia, Azerbaijan, Bahrain, Egypt, Georgia, India, Iran, Iraq, Jordan, Kazakhstan, Kuwait, Kyrgyzstan, Lebanon, Libya, Morocco, Oman, Pakistan, Palestinian authority, Qatar, Saudi Arabia, Sudan, Syria, Tajikistan, Turkey, Turkmenistan, United Arab Emirates, Uzbekistan, Western Sahara and Yemen.

Website:

<http://www.iwsr.org>

21 - 26 July 2003, Berlin, Germany

Title: Conference: "Engendering Economic Policy in a Globalizing World: Liberalization, Services and Care Economics"

Host/Sponsor: Technical University

The aims of the summer school are to develop new gender approaches to macroeconomic policy making; to organize a network of researchers, politicians, NGO experts who are interested in ongoing exchange and cooperation in the field of economic policies from a gender perspective; to develop new critical political strategies and impact assessments of the liberalization and privatization processes of services and public goods; and to promote capacity building in different regions of the world on the issue of macroeconomic policies and gender. A limited number of fellowships are available.

Email: summerschool@boell.de

8 August 2003, Nairobi, Kenya

Title: "Training Course on Ageing in Africa"

Host/Sponsor: Africa Regional Development Centre of HelpAge International

The training is intended for mid-level or senior programme managers, social workers, senior government officials or planners, and health care professionals. Among the topics to be covered is "Gender Dimension of Ageing".

Email:

helpage@africaonline.co.ke

18 August - 5 September 2003,

Mahidol University, Bangkok, Thailand

Title: 2nd Leadership Training on Gender, Sexuality and Sexual Health in Southeast Asia and China

Host/Sponsor: Southeast Asian Research consortium on Gender, Sexuality and Sexual Health, Secretariat of the University of the Philippines and Rockefeller Foundation

The course is designed for people working with government and non-governmental organizations on sexual and reproductive health. The course aims to provide the participants with context-specific and gender-sensitive knowledge on sexuality and sexual health in Southeast Asia and China, while exploring relevant theoretical and methodological issues.

Website:

<http://www.sexualitycourse.com>