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

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**REPORT BY THE WORKING GROUP ON GENDER ISSUES ON  
GENDER MAINSTREAMING IN THE ORGANIZATION**

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### **I. INTRODUCTION**

1. Gender mainstreaming in IOM is making steady progress. In an effort to keep up the momentum, the two-pronged approach of the Working Group on Gender Issues (WGGI) devised in 2003 was continued in 2004. This consisted of: (a) ongoing support to project activities which could serve as catalysts for future project development by combining a gender dimension with migration; and (b) increasing staff sensitivity to gender issues.
2. IOM's Working Group on Gender Issues participated throughout 2004 in a number of surveys and questionnaires developed by the United Nations in preparation for the decade review of the Beijing + 10 Conference early in 2005. This exercise proved valuable as it also constituted an opportunity to review IOM's own gender policy, programme and staffing guidelines, indicators, and mainstreaming strategy – their strengths and weaknesses.
3. IOM adopted a policy on migrant women in 1995. This gender-specific policy, as opposed to a broader gender policy, was developed to address ongoing shortcomings in meeting the needs and concerns of migrant women while not neglecting those of migrant men. The WGGI decided, however, that a more balanced policy was needed to address the issue of gender more objectively and it had hoped to accomplish this in 2004 by updating the Organization's policy brochure on gender. However, the task of including substantial new issues that have emerged since the drafting of the original 1998 brochure, such as the role of gender inequalities in the HIV/AIDS pandemic, unaccompanied minors, integration of migrants in general and of demobilized ex-combatant women in particular, proved to be more important than foreseen and work will thus be continued into 2005.

### **II. ACTIVITIES IN 2004**

#### **Training**

4. To commemorate International Women's Day, a round table was organized by the WGGI on the theme of "Migrant Women Mobilizing against HIV/AIDS". Speakers included five migrant women (two African, one Portuguese and one Peruvian) from associations in Geneva working on HIV/AIDS and a Geneva-based non-governmental organization. The speakers were each invited to give a presentation on themselves as well as their working experience, followed by a question and answer period.
5. The WGGI also arranged throughout the year for the airing of films on counter-trafficking or on gender-based violence during conflict.
6. Staff response to and interest in these events, however, remains limited. In an effort to generate more interest, the WGGI decided to invite two governmental institutions in Europe renowned for their expertise in gender mainstreaming. The Swiss Agency for Development and Cooperation and the Swedish International Development Agency will send representatives to give presentations on different aspects of gender mainstreaming, the former in November 2004

and the latter early in 2005. Another event is being planned for December that will involve a presentation on “Interrelations between women and men in the workplace” by an external independent expert.

### **Update on Human Resources Initiatives, Projects and Publications**

7. In its outreach to staff and migrants, the WGGI has carried out or has sponsored the following activities:

- A “Career development survey – by gender” was carried out, the results of which can be found in Annex II to this document.
- Vacancy notices continue to be circulated to all IOM Gender Focal Points and posted on the United Nations web site of “Women Watch” to ensure that more qualified women receive them.
- Guidelines for gender mainstreaming in IOM’s programme and staff policy were reviewed and are being redrafted.
- Attendance by a non-voting *ex-officio* WGGI member at all meetings of the Appointments and Postings Board dealing with candidatures for vacancy notices in an effort to ensure that gender balance is borne in mind.
- Gender and performance indicators were drawn up. In an effort to promote organization-wide participation in this exercise, the generic document will be circulated to all Missions and Headquarters departments to elicit illustrations of indicators used in past or current project development.
- Ongoing follow-up of three projects targeting women in post-conflict situations (Democratic Republic of the Congo, Rwanda, and Guinea) which have entered into their final phase of micro-credit management and micro-enterprise creation.
- Financial support was extended to the Mission with Regional Functions in Dhaka for the organization of a day-long consultation on the implementation of a Gender Audit of the Draft Overseas Employment Policy prior to its finalization, in an effort to ensure the gender sensitivity of the policy in line with the growing feminization of migration.
- Ongoing participation in the Inter-Agency Standing Committee Reference Group on Gender and Humanitarian Assistance.
- The second Gender and Migration Fact Sheet was updated and will be published before the end of 2004.
- A book on “The World in Motion: Short Essays on Migration and Gender” has been prepared and will be published before the end of 2004. It contains reflections and global perspectives on the feminization of migration.

- Quarterly publication of the Gender and Migration News Bulletin which is posted on IOM's web site.
8. As to specific project activities in 2004, a report can be found in Annex I.

### **III. PROJECTED ACTIVITIES FOR 2005**

- The Working Group on Gender Issues is proposing the development of departmental and agency-wide training tools to assist staff in gender mainstreaming. This proposal would involve the participation of various departments in helping the WGGI in the development of training and educational tools where gender could be applied or combined with programme issues. In this manner, organization-wide participation would entail not only the application of one of the Organization's policies, but also provide ownership of a strategic process as part of the Director General's internal efforts to improve knowledge of migration issues.
- The plan to develop a CD-Rom on gender and migration projected for 2004 was revised as this product would be ideally suited to accompany the manual described above.
- A conference on the integration of migrant women is planned.
- A workshop on indigenous women is planned.
- A round table on "Migrant Women and Development" is envisaged as a parallel event to the Forty-ninth Session of the Commission on the Status of Women.
- The revision of IOM's policy booklet on gender policy and mainstreaming will be finalized.
- Gender mainstreaming guidelines in emergency operations will be more fully developed in 2005.

### **IV. CONCLUSION**

9. The realm of gender issues is constantly evolving as is the necessity to keep abreast of new, emerging needs to better devote the proper attention that migrants and staff require and deserve. The Working Group on Gender Issues will continue its role to catalyse increased attention to gender mainstreaming among all stakeholders: States, migrants and staff. For this, the continuing support of its leadership and the Member States is needed.<sup>1</sup>

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<sup>1</sup> A request for funding from the Council for future project support, ongoing training events and new initiatives can be found in the Programme and Budget for 2005 (MC/2144) – General Programme Support, Chapter VIII.5 – Gender Issues Activities.

## Annex I

### STATUS REPORT ON THE RESULTS OF THE WGGI-SPONSORED PROJECT

#### **“Identification and assessment of rural women in Tunisia: Innovative actions and entrepreneurial success” in cooperation with the Food and Agriculture Organization of the United Nations (FAO) and the Tunisian Solidarity Bank (BTS).**

1. Certain primarily agricultural but economically depressed areas of Tunisia suffer from an acute rate of unemployment and consequently become strong immigration-prone regions. At the same time, as the men most often leave the household for better opportunities in Europe or beyond, women are left alone in charge of all family burdens. As it is estimated that the number of single parent families headed by women is particularly high and engenders special socio-economic challenges for women, it is important to address the particular needs that women may have in this context. The target areas of the project are Kasserine, Kairouan, Siliana and Zaghouan and are mainly rural.

2. IOM Tunis is participating in a joint project with the United Nations Food and Agriculture Organization (FAO) and the Tunisian Solidarity Bank (BTS) within the category of Technical Cooperation for Migration, which aims to economically empower women in single-parent families through the provision of micro-credits and the stimulation of micro-enterprises. Special emphasis is also devoted to information and awareness campaigns and the subsequent wide-ranging dissemination of the results.

3. The implementation of the project is still in its initial stages, pending finalization of the necessary report from one of the partners on a survey of the successful cases of women having benefited from micro-credits for their entrepreneurial activities. Additionally, awareness of and the importance to gender-related issues as a result of migration have been raised within the Tunisian institutions responsible for the project approval and implementation. The BTS has agreed to finance three sensitization workshops and will be responsible for co-financing the presentation of the results. Both the technical report, which is the responsibility of IOM, and the recorded audio-visual material illustrating successful entrepreneurial women under the supervision of IOM, will ultimately be made available at an institutional level to development associations and to the donor community.

4. In conclusion, the project has already shown an impact on practical mainstreaming policies within IOM activities. Its implementation will result in a clearer picture of concrete experiences of women beneficiaries and of the potential for fostering future related projects.

**Constraints:** due to unforeseen delays in carrying out the survey, it is estimated that this project will end in June 2005.

**WGGI funding: USD 10,000**

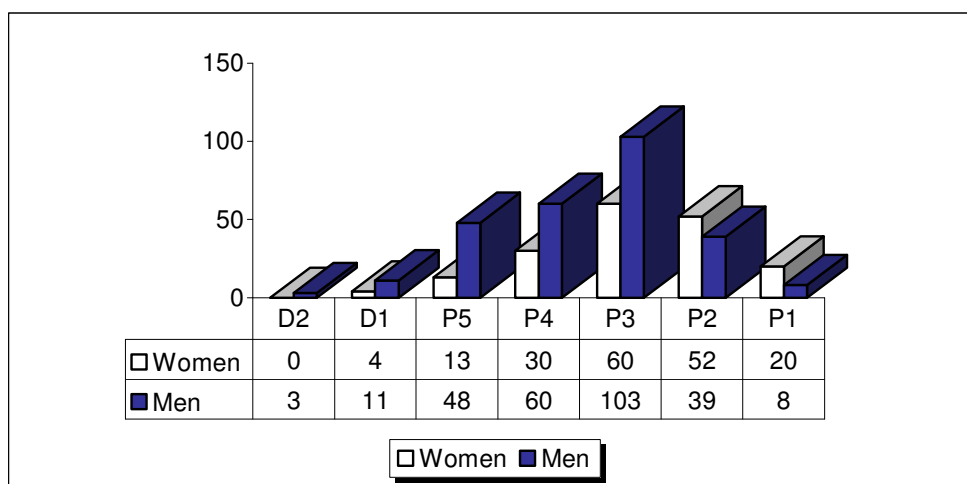
**Annex II**

**CAREER DEVELOPMENT SURVEY BY GENDER**

The Working Group on Gender Issues (WGGI), in cooperation with the Human Resources Management, carried out a survey on Career Development by Gender within the Organization, to serve as a contribution to human resource policies on career development and achieving gender balance. This survey is based on the review of 451 staff records of Officials who, on 30 June 2004, had regular or fixed-term contracts or had been with the Organization for more than 12 months. It excludes the Director General and Deputy Director General, Associate Experts, special contract holders who are ungraded, consultants, staff on special leave without pay and General Service staff. Furthermore, for practical and technical reasons, retention and attrition rates fall outside the scope of this survey.

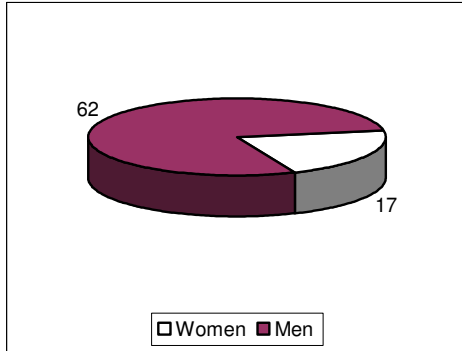
**1 and 2. Distribution by grade and gender, June 2004**

Grade	Women		Men		Total
	No. of women	% in grade	No. of men	% in grade	
D2	0	0.0%	3	100.0%	3
D1	4	26.7%	11	73.3%	15
P5	13	21.3%	48	78.7%	61
P4	30	33.3%	60	66.7%	90
P3	60	36.8%	103	63.2%	163
P2	52	57.1%	39	42.9%	91
P1	20	71.4%	8	28.6%	28
Total	179	39.7%	272	60.3%	451

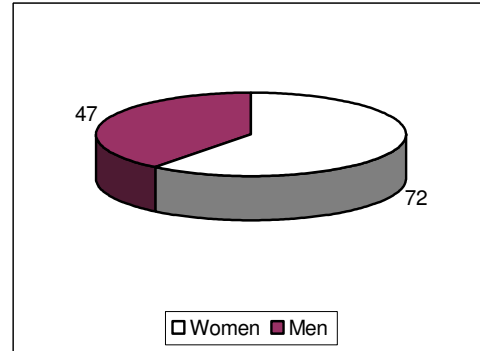


These tables show that men are significantly more numerous than women in all except the two junior grades, and the gap widens with each more senior grade.

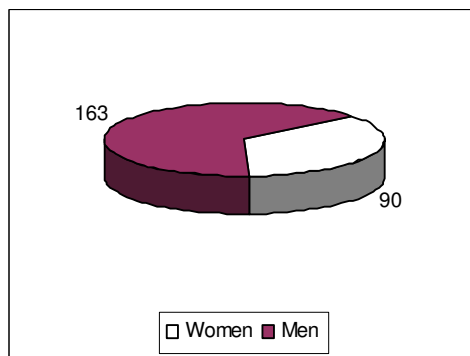
**3. Composition of senior staff  
 (P5 and above)**



**4. Composition of junior staff  
 (P1 and P2)**

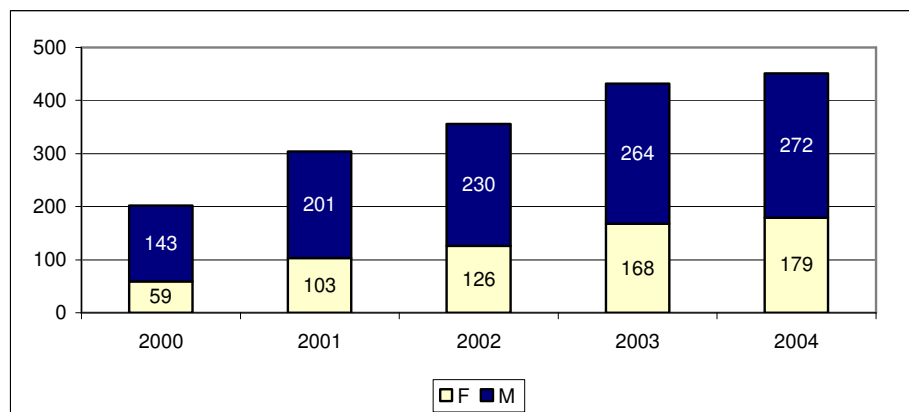


**5. Composition of middle grades  
 (P3 and P4)**



The lack of gender balance reflected in Tables 1 and 2 above is even more striking when the most senior and the most junior positions are grouped together.

**6. Gender composition of IOM staff, June 2000 – June 2004**



In accordance with the staff gender policy adopted in 1995, continuous efforts have been made in recent years to increase the representation of women among IOM Officials through recruitment, training and promotion. It is worth noting that, among the current officials, there are 29 men appointed to P posts before 1990 and five women. Between June 2000 and June 2004, the number of women Officials increased by 120 and the number of men by 129. The percentage of representation of women increased from 29.2 per cent to 39.7 per cent.

**7. Recruitment and time spent in G category before promotion to P level of current staff, by gender**

	Promoted from G to P	Externally recruited	Total
Women	66	113	179
Average number of years spent in G category before recruitment/promotion to a P post	5.4		
Men	66	206	272
Average number of years spent in G category before recruitment/promotion to a P post	4.1		
Total	132	319	451

This table shows the manner in which current IOM Officials (as specified in the opening paragraph of this Annex) were recruited – either internally, through selection/promotion from General Service positions, or externally. Although there is a balance in the number of men and women recruited from G posts throughout the years (achieved especially through the efforts made in recent years), the average number of years spent in G category before promotion to P shows a marked time difference between the two genders.

**8. Comparison of grade upon recruitment of women and men (all P staff as defined in the opening paragraph, regardless of year of appointment to a P position)**

Grade upon recruitment	Women	% of the total number of recruited women	Men	% of the total number of recruited men	Total
P1	39	21.8%	28	10.3%	67
P2	72	40.2%	95	34.9%	167
P3	44	24.6%	99	36.4%	143
P4	18	10.1%	34	12.5%	52
P5	4	2.2%	11	4.0%	15
D1	2	1.1%	4	1.5%	6
D2		0.0%	1	0.4%	1
Total	179	100.0%	272	100.0%	451

The figures in this table show the advantage of men over women upon recruitment. 18.4 per cent of men and 13.4 per cent of women were recruited at grades P4 and above.



**9. Recruitment 2000 – June 2004 (regardless of type of vacancy and contract)**

Grade upon recruitment	Women	% of the total number of recruited women	Men	% of the total number of recruited men	Total
P1	31	23.0%	19	12.5%	50
P2	62	45.9%	49	32.2%	111
P3	27	20.0%	60	39.4%	87
P4	12	8.9%	17	11.2%	29
P5	2	1.5%	5	3.3%	7
D1	1	0.7%	1	0.7%	2
D2		0.00%	1	0.7%	1
Total	135	100.0%	152	100.0%	287

The table above takes into account Officials recruited since 2000. The results show that both women and men are being generally recruited at lower grades than in previous years, and that 15.9 per cent of men and only 11.1 per cent of women were recruited at grades P4 and above during this period, despite efforts made to increase the representation of women at the more senior levels.

**10. Comparison of number of promotions of women and men officials in IOM (current staff throughout their careers; includes promotions upon selection for higher-graded positions and reclassifications and covers careers of up to 34 years)**

Number of promotions (within P category)	Women	% of total number of women	Men	% of total number of men	Total
0	109	60.9%	136	50.0%	245
1	50	27.9%	74	27.2%	124
2	18	10.0%	40	14.7%	58
3	1	0.6%	17	6.3%	18
4	0	0.0%	5	1.8%	5
5	1	0.6%	0	0.0%	1
Total promoted staff members	70		136		206
Total promotions	94		225		319
Total number of staff members	179		272		451
Average number of promotions per staff member	<b>0.5</b>		<b>0.8</b>		

The data in this table covers the 451 Officials present in June 2004 but takes into account their career progression since entry-on-duty (in some cases this period could be as long as 34 years). Men have been generally hired at a higher grade, as shown in previous tables, but they also have a higher rate of promotion. Promotions are achieved either through reclassification of a post through application of the International Civil Service Commission (ICSC) Job Classification Methods, or through selection and appointment to a position of a higher level. There may be many factors affecting the accelerated rate of promotions of men over women, such as emergency operations (entailing usually priority deployment of male staff over female staff) and existence of family and spousal obligations.

**11. Comparison of number of promotions of women and men officials in IOM since 1 January 2000 (staff members present from 1 January 2000 until 30 June 2004, with uninterrupted service on graded P contracts; includes promotions upon selection for higher-graded positions and reclassifications)**

Number of promotions (within P category)	Women	% of total number of women	Men	% of total number of men	Total
0	26	61.9%	73	62.9%	99
1	16	38.1%	32	27.6%	48
2	0	0.0%	10	8.6%	10
3	0	0.0%	1	0.9%	1
Total promoted staff members	16		43		59
Total promotions	16		55		71
Total number of staff members	42		116		158
Average number of promotions per staff member	<b>0.4</b>		<b>0.5</b>		

Sixteen out of 42 women present in the Organization on 1 January 2000 on P contracts were promoted between 1 January 2000 and 30 June 2004; 43 out of 116 men were also promoted. Eleven men, or 9.5 per cent, were promoted more than once, as against 0 women.