

WORKING TO PREVENT AND ADDRESS VIOLENCE AGAINST WOMEN MIGRANT WORKERS



INTERNATIONAL ORGANIZATION FOR MIGRATION

Almost half of the total number of migrant workers in the world today are women. While women have always migrated as accompanying spouses and family members, contemporary migration dynamics have shown a considerable increase in the number of women migrating independently of their families to pursue opportunities of their own. On a global scale, a significant number of women migrant workers are employed in low skilled occupations but they are also present in skilled welfare and social professions such as health, education and social services (traditionally female dominated domains). Among these, most women migrant workers are found in the nursing sector.

Labour migration may benefit women through economic as well as socio-cultural empowerment. Unfortunately, the migration experience is not always safe for women migrant workers. Due to their dual vulnerability as migrants and women, they are still disproportionately affected by a variety of risks arising from their mobility. During every stage of their migratory experience, women migrant workers may be more exposed to human rights violations compared to their male counterparts. They frequently have to deal with difficult living and working conditions, increased health risks, a lack of access to social services and various forms of abuse such as the confiscation of passports by their employers. Women migrant workers tend to integrate gender-segregated sectors that are largely informal and unregulated therefore offering them little or no protection. These women tend to have limited or no bargaining power and few or no opportunities for establishing networks to receive information and social support. Irregular women migrant workers are particularly vulnerable to harassment, intimidation or threats as well as economic and sexual exploitation including trafficking and racial discrimination. Often times, they face incarceration and/or deportation if they attempt to leave their employer.

The International Organization for Migration (IOM) through its gender mainstreaming policy is committed to ensuring that the particular needs of all migrant women are identified, taken into consideration and addressed by IOM projects and services. This translates inter alia in the Organization's commitment to address the issue of violence against women migrant workers in order to promote their physical, social and economic well being in line with the United Nations General Assembly resolution A/RES/62/132. The Organization strongly believes that migration can function as a catalyst for setting off an empowerment process for women migrant workers but acknowledges that the actual empowerment is influenced by the context in which the migration occurs, the type of movement, and the characteristics and status of the women involved. Empowerment is more likely to occur when the migration engages women in employment outside the home, notably in formal sector occupations, and takes place within the legal framework for an extended period.

In order to create an environment conducive to safe and empowering migration, IOM recommends that women migrant workers have the same access to protection and safety at work and to legal redress mechanisms as the domestic workforce. Policy-makers, practitioners and the public need to be better informed about the vulnerability of women migrant workers, including their vulnerability to discrimination, exploitation and abuse throughout all stages of the labour migration process.

IOM actively contributes to protecting women migrant workers from violence by implementing a range of activities in the following areas:

- Promotion of legal and safe migration for women migrant workers
- Promotion of policies that regulate the recruitment and deployment of women migrant workers
- Promotion and protection of women migrant workers' human rights
- Counter-trafficking activities including capacity-building and direct assistance to victims
- Research and data collection on women and international labour migration
- Promotion of gender-sensitive international migration policies
- Fostering interstate dialogue and enhancing bilateral, regional, interregional and international cooperation

Hereafter are selected examples of activities implemented by IOM in these areas.

I. Promotion of legal and safe migration for women migrant workers

a. Fostering sustainable development alternatives to migration in countries of origin

Expanding economic opportunity and improving social services and community infrastructure in specific geographic areas prone to economically induced outbound migration, are important elements of migration management used by IOM in a variety of countries. For example in Macedonia, IOM implemented an income generating and self-employment assistance project to address human trafficking and irregular migration of women aged 18 to 35 residing in impoverished border communities. The project supported the establishment of 40 small enterprises through vocational training and micro grants assistance.

b. Promotion of legal channels of migration, *inter alia*, in order to deter illegal migration

One of the main objectives of IOM's labour migration programme is to promote and facilitate legal avenues of labour migration as an alternative to irregular migration. For example in Beitbridge, Zimbabwe, it has set up a labour centre where potential employers can link up with potential labour migrants to South Africa. This project is aimed at formalizing labour mobility between Zimbabwe and South Africa thereby reducing risks of abuse and exploitation. Another example is IOM's recruitment facilitation of temporary foreign workers from Columbia, El Salvador, Guatemala and Mauritius, bound for Canada.

c. Improving women's access to meaningful and gender-sensitive migration information and education

IOM works in close collaboration with countries of origin and destination to prevent the misinformation of migrant workers through awareness raising activities and provision of information. Potential women migrant workers are informed of procedures for legal migration, the costs and benefits of migration, the rights and benefits they are entitled to in the countries of origin and employment as well as their obligations. The risks and possible consequences of irregular migration including trafficking and smuggling are also addressed. Two particularities of IOM campaigns are that they steer away from prevention campaigns that convince aspirant female migrants of the certainty that sexual and labour exploitation lie at the end of the migration road and that they also engage would-be migrant women, as informed and pro-active migrants and not as passive victims.

Individual assistance to candidates of migration is also part of IOM's activities. For example in Zambia, IOM supports individuals seeking information on the validity of jobs and educational opportunities with a Talk Line in operation 24-hours a day and 7 days a week. In Kenya, with IOM's support, the Ministry of Labour now provides information on employment agencies on its website.

Ensuring aspiring migrants have access to valid and official travel documents is also an important step in encouraging legal migration. In Zimbabwe, IOM builds the capacity of key government departments responsible for the provision of birth certificates, ID, passports, emergency travel documents and visas to ensure Zimbabweans including women, have access to official travel documents. In addition, women and girls have received information on procedures to obtain these documents.

II. Promotion of policies that regulate the recruitment and deployment of women migrant workers

IOM policy advice and capacity building activities in countries of origin include assisting governments in developing and adopting policies, legislation and structures that promote efficient and effective foreign employment of their workforce. IOM moreover builds the capacity of countries of destination seeking ways to better manage their labour inflows and the integration of the labour migrants.

a. Improving laws and policies governing recruiters, employers and intermediaries

Increasingly, governments as well as private sector entities have sought IOM's assistance to establish transparent, equitable recruitment schemes ensuring that migrant workers are placed in decent working conditions, particularly within the framework of bilateral arrangements. IOM's specific areas of focus include information dissemination, database set-up and registration of potential migrant workers, matching skills with demand, selection and pre-departure orientation, transit and post arrival assistance, complementary orientation in the receiving country, job placement, return and reintegration in the country of origin.

IOM is also actively involved in making sure that practices such as fraudulent recruitment, exorbitant recruitment fees, phony employment contracts and discriminatory recruitment practices, especially for women, are addressed by countries of origin through the improvement of national laws. For example in Bangladesh, IOM assisted civil society organizations in drafting the Overseas Employment Policy which was later adopted by the parliamentary Cabinet. In Thailand, IOM has developed policy recommendations for relevant ministries and has produced the "Employers Package" (handbook and VCD) to educate employers to enable fair and better employment practices including pregnancy-related rights.

b. Support for the adoption of penal and criminal sanctions to punish perpetrators and intermediaries of violence against women migrant workers

IOM is regularly requested to provide assistance to governments in the framework of the enactment and/or conclusions of legislations, drafting of action plans and strategies, constitution of national task forces, working groups, appointment of national special rapporteurs, etc. The Organization provides the necessary technical assistance to ensure that the rights of women are duly incorporated into such documents and strategies. For

example in Timor Leste, IOM has made recommendations regarding the criminalization of human trafficking in the draft penal code currently being considered by the government. In Haiti, the Organization provided technical assistance to the government to draft comprehensive legislation that aims to effectively address issues of prosecution, protection and prevention of trafficking in persons, with a gender perspective. The bill has been endorsed by the government and is currently awaiting adoption by the Parliament. In Thailand, IOM supported the review of the Anti-Trafficking in persons Act as well as the drafting of implementing regulations.

III. Promotion and protection of women migrant workers' rights

a. Protection of Women Migrant Workers' Human rights

IOM participates in the work of the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families. It provides the Committee with comments on States Parties' reports and shares information regarding relevant IOM activities including activities targeting women migrant workers and women members of migrant workers' families. Activities to protect women migrant workers' human rights are also implemented in IOM field missions. For example, in Thailand, IOM promotes and protects the human rights of migrants by familiarizing various stakeholders on the rights and obligations of migrants and enhancing their understanding of migration issues through trainings, handbooks, newsletters, public campaigns and media. In each activity a particular focus is given to vulnerabilities and risks faced by women migrant workers.

b. Protection of women migrant workers from sexual and gender-based violence, domestic violence, abusive labour practices and discrimination.

In Zambia, IOM manages a migrant support centre (75% of the beneficiaries are female) that offers on-going awareness raising activities on violence against women. Beneficiaries include migrants and the local community. The mission has also conducted baseline studies in 2 sites with high levels of labour migration (one copper mine and one cotton ginnery) to investigate sexual and gender-based violence perceptions and experiences among migrants. Findings from the studies have been used in programmatic responses at the sites. In Cameroun, IOM has recently started the implementation of a project on the protection of domestic workers (most of whom are women and girls) in order to strengthen the government's capacity to protect domestic workers' labour rights and fight trafficking for domestic servitude.

c. Projects aiming at addressing women migrant workers disproportionate labour market discrimination

In Latvia, IOM implements a project that provides opportunities for women to integrate into the labour market, limits gender segregation in the workplace, promotes balance between family life and work, creates effective support services, and defuses social and national tensions. Women migrants who do not speak Latvian are able to improve their language skills and upgrade their skills and knowledge.

d. Projects aiming at addressing gendered forms of racism and xenophobia against women migrant workers

In Ukraine, IOM participates in the Diversity Initiative, a coordination system and network of over 50 organizations from civil, corporate, government and diplomatic sectors, to promote the human dignity and well-being of migrants, refugees and minorities. In this framework, IOM maintains a centralized and standardized database to record incidents suspected to be racially motivated in coordination with NGO monitoring groups and government counterparts. IOM also analyzes trends and provides ad-hoc medical assistance for victims of racially motivated attacks, while partner Organizations provide legal assistance as needed. In South Africa, IOM has completed a base-line report entitled "Towards Tolerance, Law, and Dignity: Addressing Violence against Foreign Nationals in South Africa" in order to contribute to the government's efforts to reduce xenophobic attitudes and related violence targeted towards migrants and to facilitate their socio-economic integration. The study found that while foreign nationals, particularly Somalis are vulnerable to xenophobic violence, women in particular, especially Somali women are one of the most vulnerable groups.

e. Projects promoting physical and mental health and well-being for women migrant workers

IOM is particularly concerned with providing the highest attainable standard of physical and mental health for migrants in general and for women migrant workers in particular. It is involved in the delivery of direct health assistance to migrant populations through interventions and prevention strategies to combat ill health among migrants and their host communities and through the integration of migrant health concerns into public health policies globally. For example in Zimbabwe, IOM provides voluntary, counselling and testing (VCT), HIV post-exposure prophylaxis (PEP), emergency contraceptives and counselling for gender-based violence survivors.

Survivors with severe mental breakdown are referred to mental health institutions. The Organization is also engaged in an advocacy campaign to prevent the deportation of women in advanced pregnancy stages or those who have recently delivered.

Through the Partnership on HIV and Mobile Populations in Southern Africa (PHAMSA) IOM addresses the HIV vulnerability of labour migrants in southern Africa. PHAMSA strengthens partnerships among organisations working on these issues, with the goal of enhancing the quality of HIV responses in the region. IOM organizes regular regional workshops on HIV responses and has fostered networks to share best practices. In the PHAMSA framework, IOM took an integrated biological and behavioural survey among farm workers in the Limpopo Province (South Africa) which concluded that gender was a major factor in HIV vulnerability among farm workers. Female employees, especially those under 30 years, appeared to be particularly vulnerable to infection. Young female employees (18 - 24 years) were three times more likely than males to be infected.

In 2008, in the framework of the United Nations Global Initiative to Fight Trafficking (UN.GIFT), IOM convened leading experts in health and human trafficking to gather existing research and grassroots experiences on managing the health consequences of trafficked persons. The resulting forthcoming handbook provides practical, non-clinical advice to help health providers understand the phenomenon of human trafficking and related exploitation, recognize some of the associated health problems and consider safe and appropriate approaches to providing healthcare for trafficked persons. The guidance included is also useful for meeting the health needs of women migrant workers who are victims of abuse.

[f. Women migrant workers' empowerment and reduction of their vulnerability to abuse](#)

IOM offers a variety of migration services and assistance to governments and individuals, which in turn facilitate the migration process and enhance women migrant workers' chances of succeeding in their new environment. One of these services is Migrant Training, that teaches life skills and attitudes which both prepare and empower the migrant for her new life abroad. This training is generally delivered before the migrant's departure, and is designed based on the specific needs of the target population. IOM's training activities have taken place in over 50 countries worldwide. Currently, they have a combined programme value of approximately USD 7.5 million, serving some 46,000 participants annually. Training for migrant workers includes skilled and non-skilled labour migrants and their family members and covers aspects such as pre-employment orientation, cultural orientation, language and technical/vocational training as well as coping skills to deal with difficult situations. The training constitutes an unparalleled opportunity for women migrant workers to get employment-specific information concerning contracts, benefits, rights and responsibilities, remittances, banking systems, investment opportunities and accreditation. IOM is now expanding its services to include post-arrival information dissemination. For example in Kenya, IOM provides Cultural Orientation Training for Qatar, Kuwait and Iraq bound Kenyan Labour Migrants. Thanks to IOM's intervention with the Youth Development Enterprise Fund (YDEF - a branch of the Ministry of Youth), female participants joined the programme for the first time in March 2009.

In Thailand, IOM organizes a weekly one-day training session for women migrant detainees from Laos, Cambodia and Myanmar. The curriculum includes information on safe migration and trafficking, legal channels to enter and work in Thailand and basic rights of migrant workers. In South Africa, IOM trains Minister of Foreign Affairs consular officials prior to their departure to postings overseas in order to empower them with the necessary knowledge to protect migrants including women migrant workers. In Ghana, IOM implemented a project to identify and outline the various investment opportunities for Ghanaian migrant women residing in Italy with the goal to help economically empower them. In Vietnam, IOM supported the formulation of self-help groups to empower migrant women who have experienced violence. Migrant women were offered counselling and training to become facilitators of self-help groups for other migrant women. The training component included such topics as women's rights, human rights and domestic legislation on gender equality and domestic violence. In the Philippines, funded by the EU, IOM and the government produced a video series specifically designed to increase the empowerment of women migrant workers entitled "The Power to Choose: Self-Defence for Women Migrant Workers". The video provides tips on how to avoid and deal with abuse, interspersed with martial arts instructions and basic self-defence techniques. The video is available in English, Filipino, French and Spanish. In Bangladesh, IOM developed an English language training manual for nurses and hotel workers as well as a training manual on housekeeping activities for female migrant workers which covers language skill development, cultural orientation, negotiation skill and protection issues.

[g. Protecting the human rights of migrant girls, including unaccompanied girls](#)

IOM is committed to the protection of migrant girls including unaccompanied girls. For example in Zimbabwe, it provides shelter to unaccompanied minors deported from South Africa and Botswana while tracing of their

family is ongoing. Skills' training is also provided. In Ecuador, an Internships Initiative has been developed and facilitates placements for youth victims of trafficking. These personalized internships have achieved the dual goal of providing important professional experience and learning opportunities as well as allowing the victims to experience a pre-reintegration into society while still receiving the full support of the professional staff of the shelter. IOM has also recently published "The Rights of Migrant Children", International Migration Law Series No.15.

IV. Counter-trafficking activities including capacity-building and direct assistance to victims

IOM has a broad approach to trafficking in persons placing it within the context of international migration including labour migration. The Organization believes that treating trafficking in isolation and only from the angle of transnational crime runs the risk of diverting attention from the broader issue of exploitation of migrant workers. IOM is currently in the process of broadening its approach to include not only victims of trafficking, but also exploited migrants who may not have necessarily been trafficked. This approach stems from the difficulties inherent in the identification of victims of trafficking as well as the increasing number of migrant workers in need of assistance who do not meet the strict definition set forth by the UN Trafficking Protocol. Migrant women are particularly vulnerable to trafficking for the purpose of labour exploitation and although trafficking in women for the purpose of sexual exploitation is an important aspect of the Organization's activities, IOM is increasingly involved in projects aimed at combating trafficking of women for labour exploitation purposes.

a. Providing victims of violence with the full range of immediate assistance and protection

In order to better protect and promote the rights and welfare of actual trafficking victims, IOM provides them with shelter, psychosocial, legal and medical counselling and voluntary return assistance to their countries of origin. Governments, NGOs and other stakeholders' participation in all IOM projects ensure national and local capacity building. The Organization uses a "needs based approach to assistance and protection" and therefore calls for service providers to assess the protection needs of vulnerable migrants in order to provide assistance based on their trauma, hardship or condition, as opposed to their migration category. A current project, for example, aims to assist victims of trafficking and exploited cabaret workers in Switzerland (who may have not necessarily been trafficked) to return to their country of origin. In Thailand, IOM has supported the work of the national victim-screening unit to preliminarily screen potential trafficked persons among the detained migrant groups from Laos, Myanmar, Cambodia and Vietnam before deporting them. The migrants, mainly women and children, are interviewed by trained officials and referred for further assistance if they are found to be potential trafficked persons. IOM also supports translation services for victims of trafficking during their stay in the shelters so as to facilitate their case preparation with social workers. This also enables the migrants to access other available services such as psychosocial rehabilitation, legal assistance and vocational training. As a part of Thailand's national sub-committee to combat trafficking, IOM also supports the government to give temporary job placements to victims of trafficking in the shelters.

Services also target children of victims of trafficking (VOTs). For example in Ecuador, a Child Development Centre (CDC) provides a therapeutic, educational and recreational space for the children of VOTs in order to facilitate the participation of young mothers in their children's education and well-being. Given the high security risks faced by some victims, the existence of an on-site child care centre also constitutes a risk reduction factor. In Thailand, IOM in cooperation with the Thai Immigration Bureau runs a day-care centre for the children of detained illegal migrant workers. In addition, nutritious food and drinks as well as hygienic materials are provided for new coming women and their children.

b. Establishing reintegration and rehabilitation schemes for returning women migrant workers

An important part of the direct assistance to survivors is reintegration and rehabilitation upon return. In Serbia, IOM is implementing a project aimed at strengthening the capacity of the Serbian National Employment Service (NES) to support the economic empowerment of victims of trafficking. The project offers concrete professional orientation and job placement options through a service voucher system and helps establish formal links between potential employers and project beneficiaries. It is expected that the project will open possibilities for other vulnerable groups such as women migrant workers to enter the labour market via NES. In Bangladesh, the Kafe Mukti (means freedom) initiative brought together IOM, the government, local and multinational corporate houses and NGO Partners. The aim is to ensure the economic reintegration of the victims of trafficking and returnee women migrants through active involvement in trade. The Kafés, each of which employs two women, sells tea and coffee from vending machines provided free of charge by Nestlé, as well as snacks and utility items like pens, notebooks and soap.

c. Training programmes for law enforcers, immigration officers and border officials, prosecutors and service providers

Training and capacity building are provided for law enforcement officials, such as judges, prosecutors and lawyers, as well as other governmental officials such as immigration officers, border guards, consular officers, police officers, health officials and labour inspectors. Media professionals are also targeted. They are trained not only on how to effectively detect traffickers, but also on human rights of victims of trafficking and women migrant workers victims of abuse. IOM has vast experience in conducting these trainings in countries where it implements counter-trafficking activities. For example, in Ghana, IOM facilitated a study tour to the United Kingdom for law enforcement and judicial officers. The main aim of the visit was to acquaint them with various possible methodologies and tools available to combat trafficking. In Thailand, IOM provided technical input for the development of the regional training module on “Victim Protection”, which is used in many trafficking related trainings, such as those conducted by the Ministry of Labour, to train the labour protection network agencies about measures to protect both Thai and migrant workers in Thailand. In cooperation with the Nigerian Immigration Service, IOM supported the upgrading of immigration posts at international airports. The passenger registration system installed, and monitored centrally, collects data on all entry and exits and stores them. This capacity is an additional tool to enhance the detection and rescuing of trafficked women at the airports.

V. Research and data collection on women and international labour migration

IOM regularly conducts research and data collection to improve its knowledge base in the area of women and international labour migration so as to facilitate and improve its programmatic and policy action as well as that of Governments and other relevant actors.

The upcoming Gender and Labour Migration in Asia aims to place gender on the labour migration and development agenda in Asia. The publication includes six countries studies, namely: “Gender roles and support networks of spouses of migrant workers in Sri Lanka”, “Impact of short term male migration on their wives left behind in Bangladesh”, “Working in Italy: The experience of Filipino migrant workers and their families”, “Gender and migration from Cambodia, Laos, and Myanmar to Thailand” , “The context of gender-based violence for Vietnamese migrant women factory workers in southern Vietnam” and “The impact of gender on rural to urban migration in China”. The conclusions are already being used to support advocacy efforts and policy and programme development.

A report on “The Nature and Trend of abuses and exploitations in Trafficking in Persons and Labour Migration Processes from Bangladesh” was recently published. In Ghana a study on Female Cross Border Migration helped gain some insight into the dynamics of the phenomenon in the country so as to maximise its positive effects while minimizing the negative ones on the welfare of Ghanaian migrant women. The study concluded that Ghanaian female migrants are often young, and fairly literate semi-skilled workers who are compelled to travel because of feminized poverty resulting from a combination of macro-economic and cultural factors. It also revealed that the issue of female illegal migration is not yet on the agenda of many NGOs. IOM Jakarta and the Harvard School of Public Health will soon undertake research on health and trafficking while placing special attention to women who have been trafficked for domestic work.

In terms of data collection, since 1999, IOM also manages and operates a global human trafficking database. With over 15,000 trafficking cases recorded, mostly of women, this information management system is the largest source of primary data on human trafficking in the world and serves as an invaluable tool for identifying, analysing and better understanding causes, processes, trends and consequences of human trafficking. Building on the expertise and experience developed in this field, IOM is currently strengthening the data collection and analysis capacity of interested governments and NGOs with an overall objective to harmonize approaches. IOM is also currently implementing a Migration profiles programme in selected Countries in West and Central Africa which helps these countries build their migration data collection capacity in view of policy planning which in the long run will better consider women migrant workers needs in policy planning.

VI. Promotion of gender-sensitive international migration policies

IOM is fully aware of the need to mainstream the specific issues raised by women's migration into all international migration policies. In the framework of its capacity building activities for policy makers through which the Organization strives to provide government officials with the key elements needed to develop and implement a comprehensive policy framework for migration management, IOM promotes gender-sensitive migration policies. One of its main tools, the ***Essentials for Migration Management: a Guide for Policy Makers and Practitioners*** includes a specific section on how countries of origin and destination can include a gender analysis in their planning when formulating migration-related policies.

a. Support to States with regards to signature, ratification or accession of relevant international instruments

As a member of the International Steering Committee for the Campaign for the Ratification of the Migrants Rights Convention, IOM has contributed to the forthcoming “Guide on Ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW)” which specifies that norms presented in the ICRMW are applicable to both men and women migrant workers and that legislation adopted in conformity with this Convention should ensure that women migrants are fully protected. The guide also recognizes that the ICRMW does not specifically cover the particular risks and vulnerabilities of women migrant workers.

b. Support to countries of origin and destination to incorporate a gender perspective in legislation and policies on international migration and on labour migration

IOM in collaboration with ILO and OSCE published the “Handbook on Establishing Effective Labour Migration Policies in Countries of Origin and Destination” in both Russian and English languages. A Mediterranean edition, in Arabic and English languages also exists. These publications are designed to assist States in their efforts to develop new policy solutions and approaches for better management of labour migration and labour migration flows in countries of origin and destination, and to social partners, the media, non-governmental Organizations, academia and the general public by providing examples, analysis and recommendations on existing labour migration policies and practices.

IOM also organizes five-day training courses on International Migration Law at the International Institute of Humanitarian Law (IIHL) in San Remo, Italy. They involve government officials, lawyers, post-graduate students, representatives of non-governmental Organizations, etc. The training courses integrate gender considerations as a cross-cutting issue in all sessions as well as a specific lecture on the Rights of Migrant Women and Children. In addition, the Organization manages a database on Migration Law that draws together relevant instruments regulating migration at the international, regional and national levels (approximately 1870 legal texts in various languages), including instruments specifically addressing women such as CEDAW.

Activities related to this particular area are also conducted locally in field missions. For example in Ghana, IOM has led the national assessment of its labour migration policies, legislation and practices with the specific objective of ascertaining the extent to which gender sensitive provisions are included in Ghanaian labour migration policies. The assessment concluded that the country lacks a gender-specific framework on labour migration but recognised that efforts are being made in this direction. It made several recommendations including the development of pre-departure orientation and the inclusion of the protection of women migrant workers in consular staff’s terms of reference.

c. Policy/legislation formulation and review

IOM responds to various requests to review/contribute to the development of national migration legislation in accordance with international law. Recently, the Organization recommended the insertion of separate articles on non-discrimination and promotion of gender equality in the draft CIS model Law on private employment agencies.

VII. Fostering interstate dialogue and enhancing bilateral, regional, interregional and international cooperation

International labour migration is a transnational phenomenon and therefore cannot be effectively managed or addressed only at a national level. IOM, through its extensive global network of missions is able to bring together stakeholders from countries of origin and destination to introduce and establish labour migration projects, programmes, and mechanisms that balance different interests and particularities, with a special focus on addressing migrants’ needs. For example, in response to a request from several Asian countries of origin, IOM organized what is now known as the “Colombo Process” and constitutes a ministerial forum for Asian labour origin countries to share experiences, lessons learned, best practices, discuss common issues and identify steps for follow-up in the form of ministerial recommendations. The Abu Dhabi Dialogue, an offshoot of the Colombo Process and hosted by the United Arab Emirates and co-organized by IOM brought together for the first time the Colombo Process countries with the Gulf Cooperation Council States plus Yemen, and Malaysia and Singapore. South Korea and Japan participate as observers. The Abu Dhabi Dialogue serves as a forum for both countries of origin and destination. The Colombo Process countries also initiated a dialogue on labour migration issues with EU member states. Other processes exist such as the Bali Process and the Puebla Process. The

protection and welfare of migrant workers including women migrant workers is featured prominently in all of them.

In Nigeria, Ghana, Senegal and Libya, IOM assists the government in strengthening its capacity to establish labour exchange mechanisms which prevent the exploitation of migrant workers including women migrant workers. In Zimbabwe, IOM organizes regular stakeholder workshops for Zimbabwean, Botswana and South African officials to address human rights abuses. In Vietnam, the Organization supports the government in the implementation of the Bilateral Counter-trafficking Cooperation Agreement between Cambodia and Viet Nam. IOM also implemented a Regional Dialogue and Programme on Facilitating Legal Migration between Asia and the European Union.

Next July, IOM will organise an International Dialogue on Migration (IDM) on “**Trafficking and Exploitation of Migrants: Ensuring Protection of Human Rights**” allowing IOM member states and civil society organisations to exchange views and ideas on this topic.

This report was prepared based on inputs received from different IOM departments as well as reports from IOM missions in Kenya, Ukraine, Armenia, Zambia, Serbia, Bangladesh, Turkey, Nigeria, Zimbabwe, South Africa, Finland, Uruguay, Haiti, Timor Leste, Viet Nam, The Former Yugoslav Republic of Macedonia, Thailand, Chile, Morocco, Ecuador, Dakar, Cameroun, and Ghana.