



## GENDER AND MIGRATION

Gender is central to any discussion on the causes and consequences of migration. Regardless of whether the migration is forced or voluntary, temporary or permanent a person’s gender shapes every stage of the migration experience.

Given the nature of migration, IOM is committed to *understanding* how gender affects types of migration undertaken; *responding* to how gender influences access to social services, economic growth, capacities, risks and vulnerabilities; and, *ensuring* diversity and inclusiveness in consultations and participation in activities.

In doing so, IOM is guided by the Migration Governance Framework (MiGOF), Migration Crisis Operation Framework (MCOF), as well as the recently launched Gender Based Violence in Crises Framework (GBViC). Furthermore, all IOM staff are required to receive training on protection from sexual exploitation and abuse (PSEA) training and UN Women’s “I Know Gender” modules

Gender and mobility programs across the Pacific for IOM include:

- Gender responsive humanitarian action
- Addressing Gender-based violence and sexual exploitation
- Economic empowerment of women
- Women in peace building and conflict management

## GENDER RESONPONSIVE HUMANITARIAN ACTION

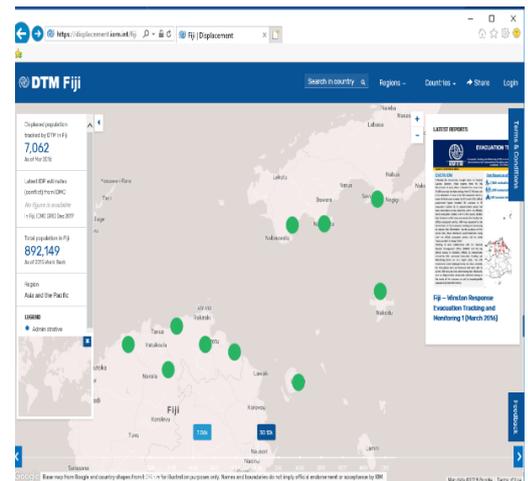
IOM’s gender responsive humanitarian action provides support in the immediate aftermath of a disaster and towards durable solutions.



### SEX/AGE DISAGGREGATED DATA

Immediately after disaster strikes, IOM is on the ground collecting valuable data on internally displaced persons (IDP) and affected communities. Accurate and timely data improves the understanding of movement and evolving needs.

The Displacement Tracking Matrix (DTM), developed and implemented by IOM, informs migration humanitarian partners of priorities and needs. Following the 7.5 magnitude earthquake in **Papua New Guinea** in 2018 IOM collected data on 42,577 IDPs and in the process revealed that over 70% of displacement-affected communities lacked access to sex-segregated latrines. This priority need was then shared with the Water Sanitation and Hygiene (WASH) cluster to inform appropriate response.



The Fiji DTM played a vital role in collecting and sharing displacement data following the 2016 Cyclone Winston

In **Vanuatu** following the Ambae volcanic eruptions in 2018, IOM provided capacity building to establish a national DTM. Similarly, following Cyclone Gita in 2018, IOM trained enumerators across **Tonga** to collect and analyse data, which helps to identify gender-sensitive rehabilitation measures and recovery programs.

## WOMEN IN DECISION-MAKING

Alongside sex/age-disaggregated data, IOM's gender responsive humanitarian action aims to empower women and girls and identify and support the needs of marginalized groups. This includes initiatives designed to strengthen women's participation in camps or temporary settlement governance, to providing guidance on how to support women's engagement in camps as well as migration-affected communities.

IOM does this by consulting with and considering the specific needs of women and girls. In **Vanuatu** following the 2018 Ambae volcanic eruptions, IOM established IDP-host community stakeholder committees, which by design include women, youth, and those with special needs. Such critical involvement informs first responders of the needs and priorities for camp coordination and camp management (CCCM) of all demographics, including women and youth. Involving women in consultations can shape policy and long-term planning. For instance, research on women's health and disaster in the **Marshall Islands** have informed IOM of specific health and hygiene needs that has the potential to be of key support to women.



Women-only focus groups may sometimes be the culturally appropriate means to learn the specific needs of women © IOM Marshall Islands

## IOM Gender Based Violence in Crises Framework

In September 2018, IOM launched its **institutional framework for addressing GBV in Crises (GBViC)**, which reinforced IOM's **accountability** to crisis-affected populations, partners, and donors by articulating and advocating for a robust and consistent approach to **quality GBV interventions**.

The IOM GBViC Framework's objective is to ensure the **safety, dignity, well-being and equitable access** to services for all crisis-affected persons, especially women and girls, is prioritized, integrated and coordinated across all IOM crisis operations.

## ADDRESSING GENDER-BASED VIOLENCE

IOM works to addressing gender-based violence (GBV) and sexual exploitation in non-crisis settings, on national borders, and in camps. In each setting IOM also engages men and boys in the fight to end violence against women and girls.



*The United Nations defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”*  
- General Assembly Resolution 48/104 Declaration on the Elimination of Violence against Women, 1993

Violence against women in the Pacific is of serious concern, with UN Women revealing upwards of 60% of women reporting having experienced intimate partner violence across the region. In response to the critically high rates of violence against women and girls, IOM is leading research on “Community Health and Mobility in the Pacific” on the risks and vulnerabilities to sexual exploitation and trafficking. With a focus on women and girls in communities located near extractive industries the fieldwork extends across the region - **Fiji, Papua New Guinea (PNG), Solomon Islands, and Vanuatu**. The **Solomon Island** case study found that sudden influx of money associated with extractive industries provided a compelling motivation for women and girls to engage in transactional and exploitative sexual relationships, as well as for third parties to exploit vulnerable members of the community, including family members and children. The research will make specific recommendations for different actors to reduce the risks of trafficking and sexual exploitation

IOM's approach to addressing GBV is to engage men and boys to promote positive norms and behaviours. In the **Solomon Islands**, IOM is working on supporting men and boys to work alongside women and girls to reduce GBV and promote sexual and reproductive health by acting as community ambassadors in migration-affected communities.

In addition to migration-affected communities near sites of extractive industries, victims of trafficking (VOT) can be identified and protected on national borders such as airports and seaports. Human trafficking of men, women, and girls for sexual exploitation and labour is of growing concern in the Pacific as various countries transform into source, transit, and destination countries for trafficking in persons (TiP) activities.

Through IOM's integrated border management programs, the governments of **Samoa** and **Vanuatu** have received technical support to identify and protect victims of trafficking and smuggling. IOM is institutionalizing

a training on victim identification, prosecution, case-building, and evidence collection for key government agencies in **Papua New Guinea**. In **Micronesia** IOM has supported improving human trafficking and smuggling legislation, and in **Solomon Islands** IOM will provide technical assistance to accede to the *United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*.



*Immigration officials participate in training on interviewing techniques to identify VOTs © IOM Solomon Islands*

### GBV IN CRISIS SETTINGS

GBV is a life-threatening and serious human rights violation that affects 1 in 3 women around the world in times of stability. GBV is further exacerbated in humanitarian emergencies where vulnerability and risks are high, and family and community protections have broken down.

As the global cluster lead agency for CCCM in natural disasters, and a significant Shelter and WASH cluster responder, IOM has made concerted efforts to ensure that frontline humanitarian staff and partners have the knowledge, attitude and skills to anticipate, recognize and address GBV risks for displaced populations. . The earthquakes in **PNG**, cyclone in **Tonga**, and volcanoes in **Vanuatu** have displaced thousands of households in 2018 alone. As such, IOM has been mainstreaming GBV risk mitigation actions into CCCM, Shelter and DTM response. In **Vanuatu** GBV risk mitigation has helped identify basic standards and prioritize privacy screening in shelters, lighting around WASH facilities, separate lines for men and women at distributions where appropriate and separating single men from family shelter arrangements.

## ECONOMIC EMPOWERMENT OF WOMEN

IOM supports policies and exploring pathways that will increase women's participation in regional labour migration opportunities.



### LABOUR MIGRATION

Labour migration from the Pacific Islands to Australia via the Seasonal Worker Program and to New Zealand through the Recognised Seasonal Employer Program allows select industries to employ workers from various Pacific Island countries. To date over 90,000 Pacific Islanders have been able to remit to their families and communities through the labour schemes. However, female participation remains low despite strong and growing interest among women. IOM approaches safe and dignified labour mobility as a sustainable development and climate change adaptation strategy, and is supporting the governments of **Kiribati, Marshall Islands, and Tuvalu** to identify gaps in data to establish labour market information systems (LMIS). Robust and updated LMIS, which will prioritize sex/age-disaggregated data, will deliver a system that can inform and enable the governments to develop evidence-based labour migration programmes that identify and tackle barriers to participation in labour migration schemes and to increase women's participation in these programmes.

## UN Agenda 2030

Through gender responsive humanitarian action, addressing GBV, economic empowerment of women, and women in peacebuilding, IOM is contributing towards various Sustainable Development Goals. Key among them:

**SDG 1.5** Reduce exposure and vulnerability to climate-related extreme events

**SDG 3** Ensure healthy lives and promote well-being for all

**SDG 5.1** End all forms of discrimination against all women and girls everywhere **5.2** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking other types of exploitation

**SDG 6.2** Achieve access to adequate and equitable sanitation and hygiene for all, paying special attention to needs of women and girls in vulnerable situations

**SDG 8.7** End modern slavery and human trafficking

**SDG 10.7** Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

**SDG 10.C** Reduce migrant remittances transaction costs to less than 3% and eliminate remittance corridors with costs higher than 5%

**SDG 13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries; **13.3** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

**SDG 16.2** End abuse, exploitation, trafficking and all forms of violence against and torture of children

**SDG 17.14** Enhance policy coherence for sustainable development; **17.18** Enhance capacity-building to least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated

# WOMEN IN PEACEBUILDING

IOM's innovative approach to conflict management is focused on addressing the root causes of the problem, by including women and other traditionally marginalized groups to collaborate with tribal leaders.



## WOMEN AS AGENTS OF CHANGE

Land is frequently at the core of inter-community conflict between different tribes in PNG. IOM's assessments in the country reveal friction surrounding land has even displaced men and women from their own homes. Land is frequently at the core of inter-community conflict between different tribes in PNG. IOM's assessments in the country reveal friction surrounding land has even displaced men and women from their own homes and resulted in increased concerns about GBV and women and girls' safety. In response to such conflict and to support women's engagement or amplify women's voices, IOM is implementing a community-based tribal conflict mitigation and peace-building project. This unique People-to-People (P2P) approach brings representatives of conflicting groups to identify, design and implement a small project that will contribute to peace-building. Whether the project focuses on WASH facilities or small infrastructure, IOM involves women and youth representatives who are otherwise excluded from such roles and opportunities. By employing a culturally sensitive approach that includes women and youth in addition to the traditional male leaders, IOM is supporting opportunities and creating spaces for the voices particularly disenfranchised segments of the community to be heard.

## PUTTING IOM POLICY INTO EVERYDAY PRACTICE

IOM strives to promote gender equality and the empowerment of all, to provide better and targeted services to its beneficiaries. The 2015 Gender Equality Policy ensures IOM's commitment to mainstreaming gender.

The policy guides IOM on gender-mainstreaming concerning people, process, and products as outlined below:

<b>People</b> <i>Who is involved from IOM, government-counterparts and community members</i>	<b>Process</b> <i>How interventions and engagements are planned and implemented</i>	<b>Products</b> <i>What is produced or achieved from the design of facilities to the content of information campaigns</i>
<ul style="list-style-type: none"> <li>✓ Consider gender balance and address potential barriers of staff, training participants, steering committees, and those consulted</li> <li>✓ Recruit male and female interpreters and health professionals</li> <li>✓ Ensure gender expertise in TORs and/or conduct training on gender</li> <li>✓ Train on the prevention of sexual exploitation and abuse (PSEA) and sexual harassment</li> </ul>	<ul style="list-style-type: none"> <li>✓ Ensure all data collected is disaggregated by sex and age, and analysed accordingly (or note why not if such data is unavailable)</li> <li>✓ Design training so that it is relevant for all beneficiaries</li> <li>✓ Include sessions on gender awareness and the gender-specific needs of beneficiaries</li> <li>✓ Collaborate with entities working on gender equality, women's rights issues and/or LGBTI issues</li> <li>✓ All IOM projects are given a Gender Marker code</li> </ul>	<ul style="list-style-type: none"> <li>✓ Ensure facilities are appropriate by consulting with men, women, girls and boys, LGBTI to see that design, location, privacy, safety and security, and usefulness can and will be used as intended</li> <li>✓ Develop awareness-raising or communications campaigns that is representative of and accessible to entire target audience, and avoid gender stereotypes</li> <li>✓ Integrate gender perspective into manuals/handbooks, reports, research, policies and strategies, and ensure women, men and other relevant groups are portrayed in varied roles</li> </ul>

For more detail on **gender and mobility** in the Pacific, email IOM Canberra Project Development Unit: [PDUCanberra@iom.int](mailto:PDUCanberra@iom.int)

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IOM's response to gender and mobility across the Pacific region has been made possible through the generous support of:



Cover image: IOM has been at the forefront of responding to the needs of IDPs and communities affected by volcanic eruptions on Ambae island in 2018 © IOM Vanuatu