



GENDER and MIGRATION

Supporting Resources Collection

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Acronyms

ATC	Anti-Trafficking Centre (Belgrade, Serbia)
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
DFID	Department for International Development, UK
GAATW	Global Alliance Against Traffic in Women
GATS	General Agreement on Trade in Services
GCIR	Grantmakers Concerned with Immigrants and Refugees
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
IASC-WG	Inter-Agency Standing Committee Working Group
IATP	Initiative Against Trafficking in Persons
ICRM	International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
IDPs	Internally Displaced Persons
INSTRAW	United Nations International Research and Training Institute for the Advancement of Women
ILO	International Labour Organization
IOM	International Organization for Migration
MDGs	Millennium Development Goals
NAFTA	North American Free Trade Agreement
NGO	Non-Governmental Organisation
OHCHR	United Nations Office of the High Commissioner on Human Rights
SAARC	South Asian Association for Regional Co-operation
SAMP	Southern African Migration Project
TUC	Trades Union Congress
UN	United Nations
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNHCR	United Nations High Commissioner for Refugees/United Nations Refugee Agency
UNRISD	United Nations Research Institute for Social Development
UNSC	United Nations Security Council
USCRI	United States Committee for Refugees and Immigrants
WFP	World Food Programme
WHO	World Health Organisation

1. Introduction

There are now estimated to be 175 million international migrants in the world, meaning one out of every 35 persons in the world is an international migrant, including refugees and other international migrants.¹ It is estimated that in 1960 women accounted for 47 per cent of every 100 migrants living outside their country of birth. Since then, the share of women among all international migrants has risen slightly to nearly 49 per cent in 2000 (ILO 2003).² Internal migration in India and China combined exceeds total international migration globally. There is some evidence of increasing internal migration overall, and of increasing internal migration by women (Deshingkar 2005).³

Migration may be voluntary if people migrate in search of a better life or to rejoin family members, or forced if people are displaced by conflict or trafficked. Often the decision to migrate lies somewhere between the two, being made in response to a combination of pressures to either stay put or to move. Gender relations play a part in these pressures and subsequent decisions.

Migration has potentially positive or negative impacts on both gender equality and development. This collection features a range of materials that explore the connections between migration, gender and development, and what can be done to mitigate the risks of migration and foster its positive effects. Practical materials that offer insights and guidelines for action are chosen over more academic texts.

How to use this Collection

This Collection is made up of summaries of texts that provide overviews, case studies, tools and guidelines and other materials. The summaries outline the key points in each resource to enable you to get to the information you need quickly without having to read through an entire report or paper. Details of how to obtain copies or download the full texts are provided with each summary. For more information about the various organisations that have produced the materials, or other organisations mentioned in the Pack, turn to the final section for a list of full contact details.

Most of the resources in this Pack are available to download free from the Internet. The access date for all documents is August 2005. If you are unable to download the texts, go to the contact details section for information on how to order hard copies from the organisation or author.

This Supporting Resources Collection forms part of the *Cutting Edge Pack* on Gender and Migration. The Pack also includes the *Gender and Migration In Brief* newsletter, and an Overview Report, which looks at the main issues in some depth. Download copies from <http://www.bridge.ids.ac.uk> or contact BRIDGE (bridge@ids.ac.uk) for more information.

¹ International Organization for Migration (IOM), 2005, *World Migration 2005: Cost and Benefits of International Migration*, Geneva: IOM.

² Lean Lim, L., Landuyt, K., Ebisui, M., Kwar, M., Ameratunga, S., 2003, *An Information Guide – Preventing Discrimination, Exploitation and Abuse of Women Migrant Workers*, Geneva: International Labour Organisation (ILO).

³ Deshingkar, see section 2.1.

New resources

New resources on gender and migration are continually being produced. The *Siyanda* website, hosted by BRIDGE, features all the resources in this collection as well as new materials. We welcome suggestions and submissions of materials on gender and migration to be included on *Siyanda*, in English, French, Spanish, Arabic or Chinese. See <http://www.siyanda.org>.

2. Overviews

Resources that provide overviews on gender and migration issues feature below. Sections 2.1 on international migration and 2.2 on internal migration focus primarily on voluntary migration such as labour migration and family reunification, although some also integrate issues of forced migration. Section 2.3 primarily focuses on different kinds of forced migration such as refugee movements and trafficking.

2.1 International migration

International Organization for Migration (IOM), 2002, *Fact Sheet: Gender and Migration*

http://www.iom.int/documents/publication/en/gic_factsheetscreen.pdf

How does gender shape the different experiences of migrant women and men? Gender can have a greater effect on experiences of migration than country of origin or destination, age, class, race or culture. Migrant women now account for almost 50 per cent of migrants and are increasingly migrating as individuals rather than as dependants of other family members. Migration can be empowering for women, providing new economic independence and experiences. At the same time, women face more dangers when migrating than men, and are more vulnerable to physical, sexual and verbal abuse. Once in the host country, women may suffer double discrimination, as both migrants and as women. The IOM responds to this reality with a gender mainstreaming strategy and gender-sensitive projects dealing with issues such as post-conflict migration in Somaliland, labour migration in Haiti and the Dominican Republic, how to counter trafficking in South East Asia, and the return of qualified Afghans.

International Labour Organization (ILO) Series on Women and Migration, 2003, 10 Working papers covering United Arab Emirates, Sri Lanka, Italy, Japan, Nicaragua, Nigeria, Philippines, Costa Rica, Bolivia and Ethiopia

<http://www.ilo.org/public/english/employment/gems/advocacy/protect.htm>

These working papers present research on a range of labour-sending and -receiving countries. They identify different groups involved in international migration, and outline the needs and concerns of female migrant workers. Good practices are documented for promoting and protecting rights of migrant women workers and preventing them from being trafficked, exploited or abused. Constraints and opportunities faced by government agencies and NGOs are highlighted. A range of information is provided on gender and migration in the countries researched, in terms of both the socio-economic background and the legal framework, and including: existing bilateral agreements; overview of relevant laws and regulations covering minimum standards for employment contracts; control and licensing of recruitment agencies; complaint mechanisms and means of redress. Policies and programmes are described which: address the needs of female migrants; regulate and control recruitment agents; sensitise and provide information and advice concerning the dangers of migration (including trafficking); provide support services and assistance to returnees; and address the social and economic root causes of migration. (Summary adapted from website.)

Division for the Advancement of Women – Department of Economic and Social Affairs, 2005, 2004 – World Survey on the Role of Women in Development. Women and International Migration, New York: United Nations

<http://www.un.org/womenwatch/daw/Review/documents/press-releases/WorldSurvey-Women&Migration.pdf>

What opportunities are there for empowerment of migrant women? What are the challenges and vulnerabilities women face in the context of migration? This report explores these questions in relation to all types of international migration, both legally authorised and irregular, including movements for family reunification and family formation, labour migration, refugee movements and human trafficking. The report sets out recommendations aimed at improving the situation of migrant, refugee and trafficked women.

Recommendations include: ratifying and implementing all international legal instruments that promote and protect the rights of migrating women and girls; facilitating and reducing the cost of remittance transfers; developing policies that enhance migrant, refugee and trafficked women's employment opportunities, access to safe housing, education, language training in the host country, healthcare and other services; improving the access of migrant women, including refugee women and displaced girls, to primary and reproductive healthcare services, including programmes to address sexual and gender-based violence, trauma resulting from flight and conflict, and sexually transmitted diseases, including HIV/AIDS; and giving attention to the role of migrant women, including refugee and displaced women, in the reconstruction and development of post-conflict societies and ensuring their full participation in decision-making processes. (Summary adapted from www.eldis.org.)

United Nations Research Institute for Social Development (UNRISD), 2005, *Gender Equality. Striving for Justice in an Unequal World*, Geneva: UNRISD

<http://www.unrisd.org/unrisd/website/document.nsf/0/1FF4AC64C1894EAAC1256FA3005E7201?OpenDocument>

More women are migrating than before; however, few statistics on migration are sex-disaggregated. Surveys underestimate irregular migrants. On the basis of the data, this chapter provides an overview of key trends in migration in the West and Asia. In North America and Europe, women predominate among migrants entering on the basis of family reunification. Only where immigration policies favour jobs expected to be done by women, such as nurses, do women predominate as economic migrants. Thus, mode of entry for women reflects their stereotypical roles as wives, daughters and carers. Numbers of women in refugee camp populations are comparable to those of men. However, numbers of women applying for asylum and granted asylum in the UK, Canada and the USA, are fewer than men. This suggests women face more obstacles in travelling to claim asylum and being granted asylum. In contrast to the North American and European stereotype of women migrants as dependants, East and Southeast Asian women overwhelmingly migrate as independent workers. However, migrating for the purpose of marriage is also significant, ranging from traditional marriage

customs of women moving to the man's family, to the current practice of mail-order brides. Most migration destination countries in Asia do not recognise family reunification as grounds for migration.

2.2 Internal migration

Glind, H., 2005, 'Gender and Internal Migration – Considerations and Challenges', presentation for Regional Conference on Migration and Development in Asia, Lanzhou, China, 14-16 March 2005

http://www.iom.int/chinaconference/files/documents/presentations/ILO_Hans_Gender_internal_migration_March05.pdf

Internal migration far exceeds cross-border migration, both in China and globally. There is both legally authorised and irregular migration internally as well as internationally. Internal migration can be irregular where regulations on residential registration deny permission to move to another part of the country, and where internal migrants are denied access to schools or other social services to which local people are entitled. An increasing proportion of internal and irregular migrants are women, and especially young unmarried women in many areas. Generally, officially sanctioned migration and job placement services are geared towards the more skilled workers, who are more likely to be men. This presentation uses a China case study to consider gender and internal migration issues – an ILO project to prevent trafficking in girls and young women for labour exploitation within the country. Unprepared and ill-informed migration puts many girls at risk of trafficking. The ILO project proposes prolonging school enrolment for girls to the age of 16, and supporting well-prepared and safe migration into decent and non-stereotypical jobs for girls over 16, including through Memorandums of Understanding among sending and receiving provinces.

Deshingkar, P., 2005, 'Maximising the Benefits of Internal Migration for Development', in F. Laczko (ed.), *Migration, Development and Poverty Reduction in Asia*, Geneva: International Organisation for Migration (IOM): 21–63

http://www.iom.int/documents/publicatoin/Migration_Development_and%20Poverty_Reduction_in_Asia.pdf

There is more internal migration in China and India combined than internationally worldwide. Migration is both rural to urban, and from poorer to richer rural areas. Recent field studies in Asia show that, if managed properly, internal migration can play an important role in poverty reduction and redistribution between richer and poorer areas. Development policies need to make migration less risky and expensive both for those leaving and those staying behind. There is a feminisation of internal migration in that more women are migrating for work independently and not only to accompany their husbands. This has occurred due to greater social acceptance of women's mobility and greater demand for female labour. The ready-made garment industry has attracted millions of rural-urban migrants, mostly women, over the last decade. However, gender stereotyping often results in women earning less than men - either because of the sex-segregated labour market, or because they are paid less for doing the same work. The sex industry is one of the few areas where women can earn relatively high incomes.

2.3 Forced migration

Human Rights Watch, 2005, *Refugee and Internally Displaced Women; Gender-Based Asylum Claims*

<http://hrw.org/women/refugees.html>

Refugee and internally displaced women are vulnerable to abuse by governments, insurgent groups, and other refugees as they flee conflict, persecution, or natural catastrophe in their countries or locations of origin. They are vulnerable to violence both as a result of the surrounding problem and because of their dependence on outsiders for relief provisions. Internally displaced women are further at risk because often the government that should protect them is also the government that persecutes them. Governments and international organisations have only gradually begun to address the specific needs of refugee and internally displaced women, despite the fact that a high proportion of refugees and internally displaced persons are women. Refugees generally have limited or no legal recourse against sexual and domestic violence, partly as a result of their unfamiliarity with and wariness of local police and judicial authorities and partly because of the lack of timely, systematic, and sensitive response by relevant international and local authorities.

For years, when women seeking asylum reported being raped by police or soldiers, adjudicators rejected their claims, treating these acts of persecution as a “private” moment. In the early 1990s, Canada became the first country to recognise that women suffer from gender-specific forms of persecution that should be recognised under the 1951 Refugee Convention. Since then, women have successfully sought protection from many gender-specific forms of persecution including “honour” crimes, female genital mutilation and sexual violence, particularly in conflict situations. It has been more difficult to convince countries of asylum to recognise that the failure of the state to provide redress for victims of domestic violence counts as persecution. This online theme guide introduces the issues, and features Human Rights Watch work on refugee and internally displaced women and gender-based asylum claims. (Summary adapted from the website.)

Turner, S., 1999, ‘Angry Young Men in Camps: Gender, Age and Class Relations among Burundian Refugees in Tanzania’, *New Issues in Refugee Research Working Paper No. 9*, Geneva: Centre for Documentation and Research - United Nations High Commissioner for Refugees/United Nations Refugee Agency (UNHCR)

<http://www.unhcr.ch/cgi-bin/texis/vtx/research/opendoc.pdf?tbl=RESEARCH&id=3ae6a0c38>

How does life in a refugee camp affect gender, age and class relations? How do relief operations challenge or reinforce hierarchies? Based on a year’s fieldwork with Burundian refugees in Lukole Refugee Camp in North Western Tanzania, this paper explores these questions. In the camp, an NGO distributes food and other resources from the World Food Programme (WFP) and the United Nations Refugee Agency (UNHCR) in equal amounts to women, men, and children. However, the equal distribution of food challenged the refugee men’s ideas that they should be receiving the food on behalf of their families, in line with their traditional role as provider, even though women did not

challenge male authority but tried to keep things going as before - cooking, collecting firewood and caring for their families. Yet men felt they were losing power and respect.

Older men were at a loss as to how to react. Younger men tried to recuperate their masculinity and regain their role of provider, in ways that undermined the relief operation's attempts to promote gender equality. Young men took advantage of the breakdown in social structure and hierarchy to take over authority from older men, behaving less deferentially and with more confidence. This shift, along with their greater knowledge of languages such as English and Swahili, and their greater mobility relative to women and older men, enabled them to attain prominent positions within the camp as street leaders, NGO workers, political leaders and successful businessmen. Camp life provided an opportunity for a shift of power from older to younger men, but not to women.

Kaye, M., 2003, The Migration-Trafficking Nexus: Combating Trafficking through the Protection of Migrants' Human Rights, London: Anti-Slavery International

<http://www.antislavery.org/homepage/resources/the%20migration%20trafficking%20nexus%202003.pdf>

Men and boys are trafficked as well as women and girls. Gender affects who is trafficked and where. One study of 229 children trafficked from Benin to Gabon to work as domestics and market traders found that 86 per cent of those trafficked were girls. Employers preferred girls because they were seen as less likely to rebel as they got older. Boy children are trafficked from Bangladesh and Pakistan to the United Arab Emirates to be used as camel jockeys, a dangerous sport that can result in injury and death. If anti-trafficking measures are to be effective, they must recognise that men as well as women, boys as well as girls are trafficked, and not only for sexual services. Such measures often fail to do so, for example the Convention on Preventing and Combating Trafficking in Women and Children for Prostitution, agreed by the South Asian Association for Regional Co-operation (SAARC) in January 2002, only applies to women and children, and restricts its focus to prostitution, sexual exploitation and fraudulent or child marriages.

If traffickers are to be prosecuted, appropriate anti-trafficking legislation is necessary, but also protection and support for those trafficked. If they are to be able to speak out they will need at least temporary regulation of their visa status, material support, opportunities for legal redress and compensation, and due regard for their safety if they return to their place of origin. Those trafficked may be traumatised and require some time before being able to tell their story. Anti-Slavery International recommends that they should be allowed a "reflection period" of three to six months during which their residency status is at least temporarily regularised.

Anderson, B. and Rogaly, B., 2005, 'Forced Labour and Migration to the UK', London: Trades Union Congress (TUC)

<http://www.tuc.org.uk/international/tuc-9317-f0.pdf>

In most destination countries, the common perception remains that women are trafficked for sexual services, while men are smuggled for labour exploitation. Women are seen as victims and men as

opportunists. This report looks at the links between trafficking and forced labour and suggests “forced labour” is a more useful concept than “trafficking” for dealing with exploitation and human rights abuses of both women and men migrants. Trafficking by definition involves forced labour as people are trafficked for the purpose of providing labour or services to which they have not freely agreed. Forced labour is also recognised as an aspect of trafficking within the international definition of trafficking adopted by the United Nations General Assembly in November 2000. However, some people forced into labour have not been trafficked. They may have migrated willingly, sometimes on their own initiative and legally, or they may be local citizens, and still be subject to forced labour. Using the concept of trafficking keeps the focus on the often-difficult-to-determine question of how freely the person made the decision to migrate and whether those who facilitated their journey were exploiting them or providing a service. The concept of forced labour shifts the focus to the outcome of the journey and the human rights situation of the migrant.

3. Selected migration issues

Much debate around migration focuses on whether migration is good or bad for sending and receiving areas, as well as for the migrants themselves, with remittances and “brain gain” presented as positive impacts, and “brain drain” and increased HIV/AIDS burden presented as negative impacts. This section presents texts considering gender aspects of these migration impacts, giving diverse points of view.

3.1 Remittances

Sørensen, N.N., 2005, ‘Migrant Remittances, Development and Gender’, *DIIS Brief*, Copenhagen: Dansk Institut for Internationale Studier
http://www.diis.dk/graphics/Publications/Briefs2005/nns_migrant_remittances.pdf

Although migration may generate a wide array of positive as well as negative consequences for development, remittances have recently become the single most emphasised evidence and measuring stick for the ties connecting migrants with their societies of origin. Remittances can be both monetary (i.e. money transferred) and social (i.e. the ideas, practices, identities, skills and social capital that flow from the receiving to the sending communities). Remittances can be transferred either within a country in the case of internal migration, or across borders in the case of international migration.

This brief aims at contributing a gender perspective to the remittances debate. It recognises the potential positive impact of remittances but criticises approaches that burden migrants, sometimes women in particular, with the expectation of sending remittances. It is generally assumed that women send home a larger share of their earnings than men and also tend to be better savers. Women are the largest receivers of remittances, and when in control of remittances are believed to channel financial transfers into better health, nutrition and education for the entire family. Remittances will be affected by the gender and position of the migrant in the family, as well as by gender inequalities in the labour market. However, how gender affects remittances is not fully understood and needs more research. (Summary adapted from article abstract.)

Ramirez, C., Dominguez, M.G., Morais, J.M., 2005, ‘Crossing Borders: Remittances, Gender and Development’, *INSTRAW Working Paper*, Santo Domingo: United Nations International Research and Training Institute for the Advancement of Women (INSTRAW)
http://www.un-instraw.org/en/images/stories/remmitances/documents/crossing_borders.pdf

Remittances currently make up the second largest source of external funding for developing countries. In addition to the flow of financial remittances, an enormous volume of ideas and resources that transform social identities, households and power relationships flow from destination countries to countries of origin and back again. Gender, position in the household and legal status have a huge impact on patterns of sending remittances. However, studies so far do not reveal conclusively if women or men in general send more money back home. Decisions on how to spend money from

remittances, who benefits from the money and the effects on family structure, are also affected by gender, though in which way differs according to context and other factors. Where women receive remittances, this may represent a shift in control of economic decision-making in the family. In order to maximise the benefits of remittances this report recommends: (1) reducing the costs of remittance transfers and providing better information, especially for women, about costs of sending remittances; (2) mobilising diasporas to support and invest in their home countries, including in women-headed businesses, and ensuring that women take part in decision-making on how such money is invested.

3.2 “Brain Drain” and “Brain Gain”

Dodson, B., 2002, ‘Gender and the Brain Drain from South Africa’, *Migration Policy Series No 23*, Cape Town: Idasa and Queen’s University – Southern African Migration Project
<http://www.queensu.ca/samp/migrationresources/braindrain/>

South Africa is experiencing a substantial brain drain, with skilled populations emigrating abroad. Why do some skilled workers leave and others stay? Why do some leave for good and others only temporarily? Gender provides part of the answer to this question. Based on two surveys, one of South African citizens and another of foreign immigrants to South Africa, this paper finds that, relative to women, men are more likely to wish to migrate, to be able to migrate, and to go for longer periods without returning. However, many female partners or family members follow migrating men so the gender imbalance in numbers migrating is not so great. Breakdown of the data by race and gender showed that (black) African men have the highest emigration potential, followed by white men, (black) African women and white women. Gender thus seems to be a more significant determinant of emigration potential than race. For both the women and men surveyed, the greatest push factor for migration was the desire to escape crime and the lack of security. There was a gender difference in rankings of primary considerations that would prevent people migrating. Men ranked improved security first, followed by family and patriotism. Most women ranked family as the main consideration that prevented them from migrating.

Mensah, K., Mackintosh, M., and Henry, L., 2005, *The Skills Drain of Health Professionals from the Developing World: A Framework for Policy Formulation*, London: Medact,
<http://www.medact.org/content/Skills%20drain/Mensah%20et%20al.%202005.pdf>

Many health workers, particularly women nurses, migrate from the South to the North to work in the health systems of wealthy countries. The result is a perverse subsidy from South to North, with Southern countries supporting the training of health workers and Northern countries benefiting from their services without contributing to the costs of building their skills. The migration leaves women in the South carrying a greater care burden with the decline of the formal health system in their countries. This report urges a human rights analysis of the skills drain. It cites the example of Ghana, where migration to the UK is improving health services in the UK at the expense of Ghana. The report calls for a balancing of the rights of individual health workers to migrate for a better life against the rights to health and healthcare of people in Southern countries. The report makes three recommendations. Firstly, it recommends strengthening healthcare systems in the countries of origin in order to address

the need to tackle inequalities between origin and destination countries. A greater proportion of the national budget should be allocated to healthcare, and destination countries should contribute to the costs of training healthcare staff and supporting health systems in those countries. Secondly, there is a need to invest in healthcare systems in destination countries to ensure conditions are more attractive to local workers, making immigration less necessary. Thirdly, the report recommends that healthcare workers should be “bonded” (obligated) to serve a minimum time in their own countries after training and before emigration, and to be encouraged to return home after a period.

Oduba, V., 2003, ‘Technology Ushers in BRAIN GAIN’, *Science in Africa*, May
<http://www.scienceinafrica.co.za/2003/june/brain.htm>

Many African policymakers are in a panic about the “brain drain”, with large numbers of the most qualified men and women leaving Africa in search of better-paid jobs and opportunities abroad; women largely as nurses and teachers, and men more likely to be doctors, information researchers, and technology specialists. Some policymakers suggest that recipients of government scholarships should be “bonded” and legislative action should be taken to prevent skilled people from leaving. This article sees such arguments as unethical and difficult to implement. The loss of skills is a genuine problem for certain sectors; however, the net effects of the brain drain may be positive. Migrants abroad make huge contributions to their home economies by means of remittances and investments. Over half of the foreign investment that has fuelled the Chinese economy comes from the Chinese diaspora abroad.

3.3 HIV/AIDS

Lurie, M.N., 2004, ‘Migration, Sexuality, and the Spread of HIV/AIDS in Rural South Africa’, *Migration Policy Series Working Paper No. 31*, Cape Town: Southern African Migration Project and Southern African Research centre – Queen’s University
<http://www.queensu.ca/samp/sampresources/samppublications>

South Africa is experiencing one of the fastest-growing HIV epidemics in the world. Migration is one of the many social factors contributing to the epidemic. The role of migration has conventionally been understood as men migrating, becoming infected through sexual relations while away from home, and infecting their wives or regular partners when they return. However, few studies have considered both ends of the migration process – those who remain behind as well as those who leave home. This study surveyed men who had migrated from adjacent rural areas to work in goldmines and factories in two locations in South Africa and their non-migrant female partners, as well as non-migrant couples for comparison, in the sending (rural) areas. Findings were in line with conventional understandings: migrant men are more vulnerable to infection than non-migrant men; men do have more partners than women outside their primary relationships; and women partners of migrants were slightly more likely than partners of non-migrants to be infected with HIV. However, in nearly one third of couples where males had migrated, where only one partner was infected, this was the woman. This may be because with their partners absent, women are likely to become infected in the rural areas from outside their primary relationships.

Upton, R.L., 2003, 'Women Have No Tribe: Connecting Carework, Gender and Migration in an Era of HIV/AIDS in Botswana', *Gender and Society*, Vol. 17, No 2: 314–22
<http://gas.sagepub.com/cgi/reprint/17/2/314>

Men have commonly migrated within and from Botswana for many decades, leaving women to care for children and maintain the home. Previously these women would rely on remittances, usually from their migrant husbands or sons, for up to half their income. Now however, rates of HIV mean that men are increasingly falling ill and unable to provide an income, and mothers are ill and dying. The “fosterage” system – whereby parents traditionally send their children to be looked after by their grandmothers and other older female family members – is being stretched to the limit with increasing numbers of HIV/AIDS orphans. So grandmothers and other older women are now caring for more children on less income. The result is a crisis of care, with older women shouldering the burden. This article is based on interviews with rural women from Northern Botswana.

Mai, N., 2004, 'Albanian Masculinities, Sex Work and Migration: Homosexuality, AIDS and other Moral Threats', in Worton, M. and Wilson-Tagoe, N. (eds), *National Healths: Gender, Sexuality and Health in a Cross-Cultural context*, London: UCL Press: 45-58

Extensive interviews with Albanian migrants, including sex workers, in Italy and Greece, provide the groundwork for this piece. Particularly in the first post-communist years, migration to undertake sex work emerged as an important strategy of survival for many Albanian young men, despite the stigma associated with homosexuality. If these men see themselves as gay they may be relatively at ease with their work. However, many see homosexuality as the identity of their “despised” clients and feel that this work makes them less manly. In order to regain a masculine self-image, some Albanian male sex workers play the traditional role of financial supporter and/or exploiter of a female partner. While they often use condoms with clients, they are less likely to use condoms with their female partners, many of whom are sex workers themselves. Albanian male sex workers however, are rarely targeted by HIV interventions. Due to the lack of recognition of male sex workers, they are categorised by the state as gay rather than sex workers. Yet gay NGOs consider them to be migrants rather than members of the gay community. The sex workers themselves often do not see themselves as gay. They therefore fall through the gaps of any targeted HIV/AIDS programmes. Such dynamics have serious implications for the spread of HIV/AIDS in Albania, a country with high population mobility and low condom use.

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4. International frameworks and policy

4.1 International frameworks

Key international instruments relevant to Gender and Migration

1. Universal Declaration of Human Rights 1948
<http://www.un.org/Overview/rights.html>
2. Convention Relating to the Status of Refugees 1951
http://www.unhchr.ch/html/menu3/b/o_c_ref.htm
3. International Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) 1979
<http://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>
4. Convention on the Rights of the Child 1989
<http://www.unhchr.ch/html/menu2/6/crc/treaties/crc.htm>
5. Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography 2000
<http://www.unhchr.ch/html/menu2/6/crc/treaties/opsc.htm>
6. International Convention on the Protection of the Rights of All Migrant Workers and their Families 1990
http://www.unhchr.ch/html/menu3/b/m_mwctoc.htm
7. The Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children 2000
<http://untreaty.un.org/English/notpubl/18-12-a.E.doc>
8. Protocol Against the Smuggling of Migrants by Land, Sea and Air 2000
http://untreaty.un.org/English/TreatyEvent2002/Texts/English/CTOC_Prot2_10.pdf
9. UN Security Council (UNSC) Resolution 1325 on Women, Peace and Security 2000
http://www.un.org/events/res_1325e.pdf

Duddy, J., 2003, 'What is the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families?', *AWID Resource Net – Friday File Issue 138*, August

<http://www.awid.org/go.php?list=analysis&prefix=msg&item=00147>

The International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (ICRM) was approved in 1990 and came into force as an instrument of international law on July 1, 2003, with the required ratification by 20 party states. So far not one Western, migrant-receiving country has ratified the convention nor have other important receiving countries such as India, Japan, Australia, or the Gulf States. This report argues that it is important for civil society organisations to continue campaigning for ratification by non-signatory countries to give this tool more clout for protecting the rights of both female and male migrants. However, the treaty also has its limitations. Although article 16 of the treaty states that migrant workers and their families are 'entitled to effective protection by the State against violence, physical injury, threats and intimidation, whether by public officials or by private individuals, groups or institutions', nowhere does the treaty specifically refer to the particular needs of women migrant workers.

Committee on Feminism and International Law, 2004, *Interim Report on Women and Migration*

<http://www.ila-hq.org/pdf/Feminism%20&%20International%20Law/Draft%20Report%202004.pdf>

This report examines from a human rights and gender angle, the 'Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children'. This Protocol, signed by 117 states and ratified by 62 states, came into force in 2003. The treaty aims to: prevent and combat trafficking in persons, particularly women and children; to protect and assist the victims of trafficking, with respect for their human rights; and to promote cooperation between state parties to meet these goals. The Protocol is primarily a law enforcement treaty to combat the growth of transnational organised crime; however, it does contain important provisions on protection of human rights. This report explains how trafficking of women for prostitution was a key issue in the formulation of the Protocol. In the negotiating process there were two dominant feminist positions: (1) all prostitution is sexual slavery and therefore all migrant prostitutes should automatically be considered trafficked (supported by the Coalition Against Trafficking in Women and the UN Working Group on Contemporary Forms of Slavery); and (2) there is a distinction to be made between forced and voluntary prostitution (supported by the Global Alliance Against Trafficking of Women, UNHCR and United Nations Children's Fund (UNICEF)). In the end, the finalised Protocol did make the assumption that all prostitution is forced.

Palermo Protocol Definition of Trafficking

Trafficking in persons shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the

purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

Extract from the 'Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children'.

Kumin, J., 2001, *GENDER: Persecution in the Spotlight*

<http://www.unhcr.ch/1951convention/gender.html>

When the fathers of the 1951 Convention – all men – drew up what would become the key instrument of international refugee law, they defined the right to refuge as being based on a well-founded fear of persecution due to race, religion, nationality, membership of a particular social group and political opinion. In order to constitute grounds for asylum persecution was generally expected to be carried out by the state rather than by private agents, and sexual violence was not explicitly included. These biases in effect excluded persecution based on gender. However, much has now changed. There has been a growing consensus that certain gender-related claims can and do fall within the 1951 Convention. In 1991, UNHCR issued its 'Guidelines on the Protection of Refugee Women'. In 1993, Canada's Immigration and Refugee Board published groundbreaking guidelines on 'Women Refugee Claimants fearing Gender-Related Persecution'. The United States, Australia and the United Kingdom followed with their own guidelines. A handful of countries, led by Germany, still argue that for an individual to be recognised as a refugee, the persecution feared must be perpetrated by the state, or by an agent of the state. But UNHCR and the majority of asylum countries, insist that what is important is not who perpetrates the harm, but whether the state is willing and able to protect the victim.

(Summary adapted from the article.)

Usher, E., 2005, 'The Millennium Development Goals and Migration', *IOM Migration Research Series No 20*, Geneva: International Organization for Migration

<http://www.iom.int/documents/publication/MRS20.eBOOK.pdf>

What are the linkages between migration and the Millennium Development Goals (MDGs)? There is no clear cause-and-effect relationship between migration and the achievement of the MDGs. Migration can have a positive or negative impact on development. However, if properly engaged, migrants can support the achievement of MDG targets. Governments, development agencies and international organisations should develop strategies to enhance the positive impact of migration. Where migration hinders the MDGs, the international community needs to develop migration management strategies to address the negative effect of migration on attaining the goals. Gender equality is an MDG goal in its own right (goal 3) and is also essential to achieving the other MDGs. Migration can either empower women and promote gender equality or, conversely, expose them to new risks and entrench inequalities. Working for greater gender equality in migration would benefit migrants and increase the development impact of migration, moving us closer to meeting the MDGs. (Summary adapted from website.)

4.2 Policy analysis

id21, 2000 'Misunderstanding Migrants: Arguments for Radical Change', *id21 research highlight*, November

<http://www.id21.org/society/10cah1.html>

Governments worldwide have often sought to settle migrant populations. Policies have included population mobility control in China and strict laws banning rural-urban migration in Ethiopia during the Derg regime. Is migration a severe threat to established lifestyles as is widely believed? Migration can be a livelihood strategy with positive outcomes including poverty alleviation and greater gender equality, and not merely an unwanted reaction to adversity. Many policymakers believe migration leads to the disruption of families, increased health risks – including HIV infection – and a decrease in labour rights. But this depends on how migration happens, including to a significant degree how existing policies affect the human rights and healthcare of migrants. A radical reappraisal of existing policies is needed. In particular, migration should be seen as an established element of livelihood strategies, which can strengthen social cohesion and equality. (Summary adapted from www.id21.org article.)

Blouin, C., Gibb, H., McAdams, M., and Weston, A., 2004, *Engendering Canadian Trade Policy: A Case Study of Labour Mobility in Trade Agreements, Ontario: Status of Women, Canada*

http://www.swc-cfc.gc.ca/pubs/pubspr/0662367138/index_e.html

This study provides a gender analysis of Canada's commitments under labour mobility agreements associated with the North American Free Trade Agreement (NAFTA) and the General Agreement on Trade in Services (GATS) (mode 4). These agreements intend to support increased cross-border trade and investment by facilitating the movement of high-skilled workers, business managers and executives. These provisions are not used by Canadian women as much as men since women occupy comparatively fewer senior management positions. In addition, women are more present in small firms with no or very few employees, and thus not eligible for these business categories. However, Canadian women are in a better position to take advantage of NAFTA's clauses for professionals since the NAFTA list includes categories such as health professions where women are strongly represented, particularly as nurses. Women make up about a quarter of temporary workers coming to and leaving Canada. Key recommendations include the need: for more sex-disaggregated data on the movement of temporary workers to enhance gender analysis; to evaluate the use of existing government support mechanisms by women and men business owners; and for action by the Government of Canada to enhance the participation of women and gender experts in trade policymaking. (Summary adapted from executive summary.)

Harzig, C., 2003, 'Immigration Policies: a Gendered Historical Comparison' in Morokvasic-Müller, M., Erel, U., and Shinozaki, K. (eds), *Crossing Borders and Shifting Boundaries Vol. 1: Gender on the Move*, Opladen: Leske and Budrich.

Full text is available online on the Siyanda website with the kind permission of VS Verlag für Sozialwissenschaften

http://www.siyanda.org/docs/harzig_immigration.pdf

This piece compares policies in the USA, Canada and Sweden from the 1780s to the 1980s. The “male-breadwinner model” has been a central principle governing who is allowed to migrate to the USA and Canada. This model is based on a male migrant who is the key labourer in the family whose wife and dependants are allowed to join him in the name of “family reunion”. This was an unfamiliar model for some immigrants – for example, working class families migrating from rural Germany in the 1870s would expect all family members to contribute labour. Children were supposed to provide support for the family rather than be “dependants”. Women migrants might not be dependants either. In Canada today the labour force participation of immigrant women is generally higher than that of native-born women.

In Sweden, in contrast, immigration policies focused more on national interest and the need for labour immigration. The breadwinner model was not imposed on immigrant families. Instead, some feminists and policymakers assumed that while Swedish women were supposedly liberated and independent, immigrant women were oppressed by their families. From the 1980s, the government instituted special measures to support immigrant women’s integration into the labour market and society. These reflect the presumption that immigrant women need to participate in the Swedish way of life – but these measures were undoubtedly of some benefit to them.

Dodson, B., 2001, 'Gender Concerns in South African Migration Policy', *SAMP Migration Policy Brief No. 4*, Cape Town: Southern African Migration Project

<http://www.queensu.ca/samp/sampresources/samppublications/policybriefs/brief4.pdf>

Research undertaken by the Southern African Migration Project (SAMP) indicates an increasing proportion of women migrating to South Africa from the Southern African region. This paper identifies gendered patterns of migration as well as gender-specific motives. If migration is to be effectively managed, such realities must be taken into account. This paper identifies a number of areas of implicit gender discrimination in South Africa’s proposed new policy on international migration. Such discrimination will by default have important negative effects on national and regional development. The paper advocates a development-centred approach which understands migration as a household livelihood strategy, both for analysing international migration to South Africa and in the further development and implementation of legislation. (Summary adapted from the author’s abstract.)

Murison, S., 2005, 'Evaluation of DFID Development Assistance: Gender Equality and Women's Empowerment, Phase II Thematic Evaluation: Migration and Development', *DFID Working Paper 13*, Glasgow: Department for International Development – Evaluation Department <http://www2.dfid.gov.uk/aboutdfid/performance/files/wp13.pdf>

This report analyses the United Kingdom Department for International Development's work on migration from the perspective of its commitment to gender equality and women's empowerment. It assesses how far DFID's work to date has adopted its own indicators of effective gender mainstreaming and suggests areas for strengthening DFID's contribution in this field. The report finds that DFID has in the past few years made several important interventions on migration from a development perspective – particularly with respect to migration journeys, resource flows and managing migration for poverty reduction. Interventions reviewed met the gender indicators to varying degrees. Coverage of women's rights and gender equality was stronger in interventions around migration journeys and managing migration than in work on resource flows. The report recommends that: DFID expand its collaboration with others to enhance global statistical information and capacity in migration, gender and development; support expanded application of CEDAW provisions to migrant women; and document and disseminate examples of its several good practices.

5. Case Studies: Migrants – organising and supporting

This section presents a variety of examples of migrant organising as well as programmes supporting such organising.

UNIFEM East and Southeast Asia – empowering women migrant workers

Organisation website: http://www.unifem.org/global_spanner/index.php?f_loc=e_se_asia.

Using a gender- and rights-based approach, UNIFEM seeks to empower migrant workers within and from Asia. It works on creating enabling policies, institutional and socio-economic environments that ensure women equality of opportunity and access to resources and benefits, throughout the migration process. The programme addresses legal migration of women migrant workers, with a special focus on domestic workers. Countries covered include Nepal, Indonesia, the Philippines and Sri Lanka, and Jordan as a destination site. The 2001 - 2004 programme has: helped to create a new working contract for migrant women in Jordan; brokered a bilateral agreement between Jordan and Indonesia; reviewed a provincial law on migration in Blitar, Indonesia; and set up a savings and investment programme for returning migrants in the Philippines. (For more information see article in *Gender and Development In Brief*.)

Migrant organising in Germany

From Lenz, I., and Schwenken, H., 2003, 'Feminist and Migrant Networking in a Globalising World' in Lenz, I., Lutz, H., Morokbvasic-Müller, M., Schönig-Kalender, C., and Schwenken, H., (eds), *Crossing Borders and Shifting Boundaries. Vol. 2: Gender, Identities and Networks*, Opladen: Leske and Budrich: 147-178.

Full text is available online on the *Siyanda* website with the kind permission of VS Verlag für Sozialwissenschaften. http://www.siyanda.org/docs/lenz_schwenken_migrants.pdf

This article analyses research on 224 migrant women's organisations, projects and groups located in Germany in 2000. Findings were that many such organisations brought together migrants from more than one country, sometimes grouped by continent. They acquired a common identity as migrants or foreigners in Germany. Those with more secure legal status were more active. Some organisations linked with organisations in the countries of origin, informing them of the situation in the host country. Others focused on changing laws in Germany. For example, a coalition of several migrant women's groups fought a successful campaign for independent legal status of foreign spouses (usually women) of German nationals. Some more academic and radical groups explicitly adopted ideas challenging nationalism – whether of the host country or the country of origin. FeMigra (short for feminist migrants) argues that migrants cannot be patriotic about any nation if they feel themselves to belong to neither, or to both their country of origin and destination. Kanak Attak, a cultural and performance initiative, also rejects nationalism. It mobilises around challenging racist and sexist identities imposed by a nationalistic host society.

The Corner Project – working with children of migrants in Mexico

<http://www.elrincon.org/english/context.htm>

The Corner Project, started by a North American in Mexico, works in a mountainous area of Mexico where male and female out-migration is significant. Farming has traditionally been the backbone of the local economy. However, since the signing of the North American Free Trade Agreement (NAFTA), increasing competition from international agricultural producers favoured by NAFTA has made it harder for local residents to make a living in this way. This has led to rising unemployment and a growing number of young people leaving the area to seek jobs in Mexico City and the USA. Since the majority who cross the border to the north do so illegally, it often means years without visiting their families for fear of not being able to cross the border again. This has led to divided families and to children being raised by a single mother, older sisters and grandparents. When the mother migrates, children's performance in school often drops or they leave school altogether. Male family members are less likely to take over the childcare when the mother migrates. To counter this impact of migration, the Corner Project provides educational support for school children and school drop-outs. To seek to expand alternatives to migration for mothers, training in income-generating skills is also offered to women.

Fonkoze – Haiti's alternative bank for the organised poor

<http://www.fonkoze.org/>

Fonkoze is a Haitian micro-finance institution offering: low cost money transfers to Haiti; solidarity loans to both groups and individuals (96 per cent of the borrowers are women); savings services; currency exchange; and training in literacy and business skills. Fonkoze identified two types of remitters – individual workers sending money to their families, and churches and charitable organisations that financially support community development projects. Churches, parishes, associations and small charitable organisations have found Fonkoze's services to be very attractive. Haitian migrants, however, were initially suspicious of the service. Today, the service is steadily growing. Fonkoze charges an initial rate of US\$10 for transactions up to \$1,000, and the rate increases for larger transactions. For churches and other non-profit organisations, Fonkoze charges only \$10 per transaction, regardless of the amount transferred.

Extract from Ramírez, C., Domínguez, M.G., Morais, J.M., 2005, Crossing Borders: Remittances, Gender and Development', INSTRAW Working Paper, Santo Domingo: United Nations International Research and Training Institute for the Advancement of Women (INSTRAW), (page 42)

http://www.un-instraw.org/en/images/stories/remmitances/documents/crossing_borders.pdf

Diaspora investments: migrations et développement

<http://www.migdev.org/index/index.html>

Migrations et Développement is an NGO created in 1987 aimed at channelling the capacities and money of Moroccan migrants in France towards different development projects such as roads construction, electrification, mills or dams back in Morocco. In all initiatives the local population contributes through their labour and by providing a financial contribution toward the total cost. Their objectives are not only economic or humanitarian - the organisation aims to achieve the participation of the population in managing the project, so they may reflect on their needs and identify solutions, with special consideration of women's empowerment. Although their activities focus on the development of infrastructure, their initiatives involve different dimensions: education, health, employment and strengthening of community organisations. A significant part of their projects target women, such as setting up a residence to educate women, in combination with activities oriented to generate employment through cooperatives and small business. They also develop campaigns in France to sensitise migrants, to get them involved in the organisation and to contribute to the development of their countries of origin through collective projects.

Adapted from Ramírez, C., Domínguez, M.G., Morais, J.M., 2005, 'Crossing Borders: Remittances, Gender and Development', INSTRAW Working Paper, Santo Domingo: United Nations International Research and Training Institute for the Advancement of Women (INSTRAW), (page 48)

http://www.un-instraw.org/en/images/stories/remmitances/documents/crossing_borders.pdf

Anti-Trafficking Centre, Serbia – tackling the causes of trafficking

Organisation website: <http://www.atc.org.yu/>

How can the causes of trafficking be addressed? The Anti-Trafficking Centre (ATC) in Belgrade, an NGO, works to combat trafficking from Serbia and Montenegro and the region by tackling the causes of trafficking such as gender-based violence, poverty, unemployment and lack of opportunities. Such factors make people more easily tempted by traffickers' false promises of better opportunities elsewhere. Young women are particularly vulnerable because of the discrimination and domestic and sexual violence they face in the sending country. ATC provides peer education, information and training to young women and men on safe migration, sex work, gender-based violence and discrimination. The broader context of militarism, nationalism, and responsibility for war crimes committed in the last decades of the former Yugoslavia are also discussed. A 'Men Against Violence Against Women' initiative has also been launched by the centre, which works with men to examine the predominance of violence, its causes and destructive consequences. ATC also works directly with sex workers and sex worker groups to improve their conditions, providing information and mediating between them and the police and the legal system. Due to their marginalisation, sex workers are particularly vulnerable to being trafficked. ATC has used such experiences to develop recommendations for legal change.

Durbar – Working with sex workers to combat trafficking in India

Bandyopadhyay, N., with Gayen, S., Debnath, R., Bose, K., Das, S., Das, G., Das, M., Biswas, M., Sarkar, P., Singh, P., Bibi, R., Mitra, R., Biswas, S., 2004, 'Streetwalkers Show the Way – Reframing the Debate on Trafficking from Sex Workers' Perspective', *IDS Bulletin*, Vol 35 No 4: 104–11

Ending trafficking into sex work requires measures to ensure all brothel owners and managers abide by norms barring them from recruiting trafficked sex workers. Durbar, the West Bengal Sex Workers Collective, established local Self-Regulatory Boards in Calcutta in 1999 and later, across West Bengal. Boards serve to: mitigate violence against women, men or transgender sex workers by brothel keepers, room owners, pimps, local hooligans or the police; establish channels of information within the “red light” area through which the board members can monitor whether any children or adults are trafficked into sex work or whether anyone is being made to work against their will; identify those who have been trafficked, and encourage them to seek the help of the board to come out of the situation; provide trauma counselling and health services; and in the case of children, organise repatriation, with representatives of the board accompanying them back to their homes, or if they did not want to go back, to government residential homes – maintaining contact with them to ensure that they are not stigmatised or re-trafficked. (Adapted from original article, for more information see *Gender and Development In Brief*.)

Article available from publications@ids.ac.uk, or *Publications, IDS, University of Sussex, Brighton BN1 9RE, UK*.

Refugee Women’s Resource Project – upholding the rights of refugees in the UK

http://www.asylumaid.org.uk/New%20RWRP/RWRP_About_RWRP.htm

UK officials still hold a traditional image of a refugee as a male activist, persecuted for his involvement in protests against the state. They lack awareness of the kinds of persecution women are more likely to face, such as rape and sexual violence, forced sterilisation, genital mutilation and domestic violence, against which they cannot get state protection. Refugee Women’s Resource Project aims to raise such awareness and enable women fleeing serious human rights violations to gain protection in the UK. Asylum Aid – a registered charity that provides free legal representation and advice to asylum seekers and refugees – set up the project in April 2000. The project provides legal advice and representation to refugee women as well as welfare advice. It also: provides gender awareness training and support for professionals and legal representatives working with refugee women; documents the situation of refugee women in the UK; and lobbies government and the media on refugee women’s rights. (Summary adapted from the website.)

Transnational queer organising

Institute of East Asian Studies, 2005, *Beyond the Strai(gh)ts: Transnationalism and Queer Chinese Politics*, Conference, 2005, University of California, Berkeley

Conference website: <http://ieas.berkeley.edu/events/2005.04.29-30a.html>

The April 2005 conference – ‘*Beyond the Strai(gh)ts: Transnationalism and Queer Chinese Politics*’ – forms an interesting case study of transnational organising around gender and sexuality, hosted by the Institute of East Asian Studies, University of California, Berkeley. It brought together a very mixed group – academics, activists, and artists from China, Taiwan and the Chinese diaspora in the US. In recent years, transnational flows of people, information, images and capital, radically changed the lives and organisations of queer people in China, Hong Kong, and Taiwan. The conference dialogue addressed significant questions raised by this. How do queer people in these regions today organise their communities and futures in an era marked by: transnational corporations; migrant workers; internet chat rooms; inter-Asia human rights organisations; sex tourism; the Chinese diaspora; minority studies in Asia; and new channels of cultural exchange through cinema and literature? What engagements have there been, or should there be, with US queer politics, and Asian-American and racial politics in particular? How do existing and future transnational processes affect queer organising and political discourses both within and beyond the local? The papers from this conference will be available later in the year. (Summary adapted from the website.)

Changing attitudes – migration of Peruvian transsexuals

Tamango, C., forthcoming 2005, *Transmigration of Transsexual Peruvians to Italy and Changing Perceptions in Peru about Transgender*: ‘Los milaneses nos prefieren rubias, los peruanos nos quieren fuera’, Instituto de Estudios Peruanos

Migration has empowered transgendered Peruvians. This article is based on interviews with Peruvian “travestis” migrating between Peru and Italy. Before international migration possibilities opened up in the 1990s, they were marginalised and excluded in their homeland. Now, after a long period of work in prostitution in Milan, attitudes back home have changed. They report that they are seen as returned successful international workers, sending important remittances to their families, and enjoy exhibiting their new wealth. This article analyses the different factors which permitted the shifts in perception about transsexuals and homosexuals in Peruvian society. (Summary adapted from article abstract.)

To obtain a copy of this publication contact: Carla Tamango PhD, Instituto de Estudios Peruanos, email: ctamango@iep.org.pe

6. Tools, guides and training materials

Key web resources of statistical information on migration

Migration Information Source: website from the Migration Policy Institute

<http://www.migrationinformation.org/>

World Migration Report 2005: from the International Organization for Migration (IOM), Geneva

<http://www.iom.int/iomwebsite/Publication/ServletSearchPublication?event=detail&id=4171>

International Migration Statistics: from Grantmakers Concerned with Immigrants and Refugees (GCIR)

http://www.gcir.org/about_immigration/world_map.htm

Trends in International Migration 2003: from the Organisation for Economic Co-operation and Development

http://www.oecd.org/document/36/0,2340,en_2825_494553_2515108_1_1_1_1,00.html

ILO International Labour Migration Database: includes data by sex

<http://www.ilo.org/public/english/protection/migrant/ilmdb/index.htm>

Migrations Document Databank: from the Network of Women Parliamentarians of the Americas (2005)

<http://www.feminamericas.org/EN/document/BANQ-migrations-a.pdf>

UNHCR Web Resource of Statistics on Refugees, Asylum-seekers and IDPs: including link to their Statistical Yearbook

<http://www.unhcr.ch/cgi-bin/texis/vtx/statistics>

World Refugee Survey 2005: from the United States Committee for Refugees and Immigrants (USCRI), 2005, Washington

<http://www.refugees.org/article.aspx?id=1342&subm=19&ssm=29&area=Investigate>

IDP Statistics: from the Global IDP Project with link to the 2004 'Internal Displacement: Global Overview of Trends and Developments'

<http://www.idpproject.org/statistics.htm>

Lean Lim, L.; Landuyt, K.; Ebisui, M.; Kawar, M.; Ameratunga, S., 2003, *An Information Guide – Preventing Discrimination, Exploitation and Abuse of Women Migrant Workers*, ILO
<http://www.ilo.org/public/english/employment/gems/advocacy/protect.htm>

Booklet 1 - Introduction: Why the Focus on Women Migrant Workers

Booklet 2 - Decision-making and Preparing for Employment Abroad

Booklet 3 - Recruitment and the Journey for Employment Abroad

Booklet 4 - Working and Living Abroad

Booklet 5 - Back Home: Return and Reintegration

Booklet 6 - Trafficking of Women and Girls

More and more women, especially Asian women, are migrating legally or illegally for overseas employment. These women are among the most vulnerable to exploitation and abuse, mainly because they are outside the legal protection of their home countries and because they work in jobs – as domestic servants, prostitutes, entertainers, contract manual labour – which are not covered by labour legislation. Their situation is made worse by the fact that they are usually young and poor, living in fear of losing their jobs, do not speak the language of the host country, are unaware that their rights are being infringed and normally do not know where to go for help. Many also end up in a situation of debt bondage, having borrowed money to pay for the costs of obtaining an overseas job or having been duped by unscrupulous agents or employers. In collaboration with the ILO Migration Branch, the ILO Gender Promotion Programme (GENPROM) developed this extensive and comprehensive set of manuals aimed at better preparing women for international migration and protecting them from exploitative and abusive forms of employment. (Summary adapted from website.)

International Organization for Migration (IOM), 2005, 'Migration and Gender: Section 2.10' in IOM, 2005, *Essentials of Migration Management, Volume Two: Developing Migration Policy*, Geneva: IOM

<http://gender.gcim.org/attachements/IOM%20Migration%20and%20gender.pdf>

The learning objectives for this section of *The Essentials of Migration Management* are to enable people to: identify areas where gender is a significant factor in formulating migration policy options; understand the importance of gender-related and gender-specific issues; and develop the ability to assess the impact of gender on migration policy options in any given setting. At the start, three guiding questions are defined for the readers:

1. Are gender differences taken into account in the development of migration policies in your setting, or is it assumed that migration is gender-neutral?
2. To what extent do migration policies and programmes in your setting need to be more reflective of the relations between women and men?
3. Do migration management policies and programmes in your setting recognise the different forms that gender relations can take?

In order to fulfil the learning objectives and assist readers to work through the guiding questions, the guide identifies gender-related issues and concepts that are useful for migration policy development, discusses the legal basis for gender-related initiatives and finally addresses how migration policy may be designed to address gender issues. (Summary adapted from document.)

Avellan, H., (ed.), 2003, *¿Cuanto Gané, Cuanto Perdí? – Hombres y Hogares en Tiempos de Migración*, Managua: Impresiones Helios (in Spanish only)

(‘You win some you lose some – Men and the home in times of migration’)

http://www.siyanda.org/docs/avellan_cuantogane.DOC

This handbook for men migrating from Nicaragua to Costa Rica encourages them to consider issues of masculinity, relationships, fatherhood and gender equality. Differences in women’s and men’s migration from Nicaragua to Costa Rica are explored, for example nine out of 10 women send money home, while only six out of 10 men do. The booklet argues that “real” men take responsibility for their families and see themselves as neither superior nor inferior to women. Men are encouraged to show affection to their children and not to hit them, and to take over childcare tasks if their wives migrate. The strains migration can put on men’s relationships with their partners are discussed, and it is suggested that *machismo* (the idea of masculinity associated with strength, aggression and domination of women) will exacerbate these strains, while greater equality can help reduce them. Explanations, key facts, and a list of useful contacts are included, and questions for reflection such as “how does acting macho benefit men?”.

UNIFEM Regional Programme on Empowering Women Migrant Workers in Asia, 2004, *Empowering Migrant Workers in Asia. A Briefing Kit*, Bangkok: UNIFEM East and Southeast Asia Regional Office

<http://www.unifem-eseasia.org/projects/migrant/Briefing%20kit%20files.htm>

Migrants, particularly women, suffer discrimination, violence and exploitation which makes their lives difficult, and thwarts the positive development effects of migration. This kit explores their experiences through real-life stories of migrant workers, facts about women’s migration for work in Asia, accounts of gendered violations and impacts throughout the migration cycle, and the contributions and capacity of women migrants. The links and differences between trafficking, smuggling and migration are also explored. The kit then moves on to provide practical leads on what can be done: strategic interventions, examples of good practice and tools and references for gender- and rights-based programming.

UNIFEM East and South East Regional Office, Bangkok and the United Nations Inter-Agency Project on Human Trafficking in the Greater Mekong Sub-region, 2002, *Briefing Kit on Trafficking in Persons: A Gender and Rights Perspective*

<http://www.unifem-eseasia.org/resources/others/traffic.htm>

This briefing kit consists of a series of 10 two-sided information sheets. Contents include a definition of trafficking, the trends and key issues. Although largely focused on women, anti-trafficking initiatives

are criticised as generally lacking a gender perspective. A gender perspective on trafficking is outlined – for example acknowledging that men as well as women are trafficked and taking into account the differences and similarities in their experiences and how these are affected by policies. A gender-responsive rights-based approach is recommended and what this means is explored. Recognition of women's human rights must lie at the core of any anti-trafficking strategy. Pointers as to how to put this into practice are also included with suggestions for strategic interventions, examples of good practices, and a list of international standards, protocols and declarations, as well as further references and sources of information.

Initiative Against Trafficking in Persons, 2005, *Resources and Contacts on Human Trafficking*, Washington D.C.: Initiative Against Trafficking in Persons

<http://www.globalrights.org/site/DocServer?docID=643>

Extensive contacts and references built up from the work of the IATP are provided in this collection, which includes abstracts on a range of issues relating to trafficking:

- international and regional treaties including UN treaties and ILO treaties
- laws and policies for all world regions
- reports and articles organised by regions
- materials on trafficking prevention
- contacts by region.

The IATP is an initiative of the Global Rights organisation: <http://www.globalrights.org/>.

Pearson, E., 2000, *Global Human Rights and Trafficking in Persons: A Handbook*, Bangkok: Global Alliance Against Traffic in Women (GAATW)

http://gaatw.net/books_pdf/Human%20Rights%20and%20Trafficking%20in%20Person.pdf

This handbook is for NGOs, activists and other people who come into contact with trafficked persons or who are interested in the issue of trafficking. It is a broad-based manual, containing general strategies that can be easily adapted to local contexts. It clarifies the concepts of human rights and trafficking in persons and provides concrete rights-based strategies that can be carried out at all levels, from local to international, in the context of trafficking. The handbook was developed out of regional human rights trainings held for Asia, Eastern Europe, Africa and Latin America. Also available in Spanish, Russian and Polish. (Summary from website.)

GAATW, 1999, *The Migrating Women's Handbook*, Bangkok: GAATW

http://gaatw.net/books_pdf/Migrating%20women's%20handbook.pdf

This manual provides practical tips and information for people who have decided to go abroad for jobs or to get married to foreign nationals. GAATW developed this manual to help people plan a safe journey and ensure that they will minimise problems abroad. The manual provides information on practical tips about arranging travel documents, immigration and visa requirements, residency and work permits, rights and wages, as well as how they can protect their rights. There are specific

chapters for people wanting to work as factory workers, domestic workers, sex workers or people wanting to get married to a foreigner. It includes a list of information about organisations providing assistance to migrants in various countries of the world. Also available in Thai and Bahasa Indonesian. (Summary from website.)

EI-Bushra, J. and Fish, K., 2004, 'Refugees and Internally Displaced Persons', in International Alert and Women Waging Peace, *Inclusive Security, Sustainable Peace: A Toolkit for Advocacy and Action*, London and Washington DC: International Alert and Women Waging Peace: Section 5, 1–17

<http://www.womenwagingpeace.net/content/toolkit/chapters/Refugees.pdf>

Refugees are those who have fled across borders, while internally displaced persons (IDPs) are those who have fled from their homes but stayed within their countries. In 2003, the number of internally displaced persons was estimated to be twice that of refugees. While the 1951 Convention Relating to the Status of Refugees offers some protection to refugees, internally displaced persons are not specifically covered by any international law. UNHCR figures indicate that women make up about half of the refugee and IDP population globally. When displaced communities migrate, women are particularly vulnerable, especially if they are pregnant or caring for small children. There are many accounts of women giving birth en route whilst fleeing violence. Women are also vulnerable to sexual exploitation from officials and military personnel. This chapter of the toolkit outlines: how women are affected by displacement; women's contribution to the protection of refugees and IDPs; international laws, policies and guidelines pertaining to women refugees and IDPs; international assistance available to refugee and IDP women; and strategic action that can be taken by women peace-builders.

Inter-Agency Standing Committee Working Group (IASC-WG), 1998, *Gender and Humanitarian Assistance Resource Kit*

<http://www.reliefweb.int/library/GHARKit/>

The IASC was established in June 1992 to serve as the primary mechanism for UN inter-agency co-ordination of humanitarian assistance in complex and major emergencies. The committee is dedicated to ensuring that a gender perspective is fully integrated into humanitarian activities and policies. In May 1999, the IASC endorsed the 'Policy Statement on Mainstreaming Gender into Humanitarian Response' and the related background document. This online resource kit is intended to help IASC members, and others, to implement the policy. The kit features: relevant UN resources covering mainstreaming gender; policies and standards; analytical documents; best practice examples; guidelines; checklists; and tools for planning and training. Documents contained within these headings include the United Nations Security Council (UNSC) Resolution 1325; UNHCR Policy on Refugee Women; Reproductive Health in Refugee Situations (issued by the World Health Organisation [WHO]); materials from the Commission on Human Rights; Checklist for Integration of Gender and Women's Human Rights (issued by the United Nations High Commissioner for Human Rights [OHCHR]); and Mainstreaming Gender in Unstable Environments (issued by the United Nations Children's Fund [UNICEF]). (Summary from the website.)

UNHCR, 2003, *Sexual and Gender-Based Violence against Refugees, Returnees and Internally Displaced Persons: Guidelines for Prevention and Response*, Geneva: United Nations High Commission for Refugees

http://www.womenwarpeace.org/issues/violence/GBV_nairobi/PR_UNHCRguide.pdf

What strategies may be used to prevent sexual and gender-based violence against refugees and internally displaced people? This report is an update to an earlier version released in 1995, offering insights into when and how sexual violence can occur in the refugee context and the physical, psychological and social effects it can have. Most incidents of sexual violence remain unreported for reasons including shame, social stigma and fear of reprisals. This updated version reflects the lessons learned by UNHCR in improving implementation to protect uprooted people. These guidelines emphasise the need for education and awareness campaigns launched in partnership with the refugee community. Women in particular need improved access to education and training and inter-agency co-operation must be improved through the development of a common plan that engages the refugee community in design, implementation, monitoring and evaluation. The guidelines to improve action include ensuring the equal participation of both women and men, and promoting accountability among all actors at all levels. The report includes the UNHCR Code of Conduct, as well as examples of forms that may be used to report incidents and record health examinations.

7. Networking and contact details

This section provides contact details for all organisations (in alphabetical order) featured in this *Cutting Edge Pack* (both in this Supporting Resources Collection and the accompanying Overview Report). It also features contact details for other organisations or bodies that may be useful to those working on the issues covered in the Pack. The accompanying background on each organisation is gleaned from the related websites. Please note that all website URLs and email addresses are current as of August 2005.

<p>Anti Trafiking Centar (Anti-Trafficking Centre – ATC) Resavska 1/4 11000 Belgrade Serbia & Montenegro Tel/fax: +381 (11) 3239002 Mob: +381 638638129 Email: atc@atc.org.yu Internet: http://www.atc.org.yu</p>	<p>The ATC in Belgrade is an NGO that works to combat trafficking from Serbia and Montenegro and the region by tackling the causes of trafficking, such as gender-based violence, poverty, unemployment and lack of opportunities. See Case Studies section for more information.</p>
<p>Anti-Slavery International (ASI) Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL United Kingdom Tel: +44 (0)20 75018920 Fax: +44 (0)20 77384110 Email: info@antislavery.org Internet: http://www.antislavery.org/</p>	<p>Founded in 1839, it is the world's oldest international human rights organisation. Its main areas of work currently include forced and bonded labour, child labour, trafficking of human beings, and traditional or "chattel" slavery. The ASI publication 'The Migration Trafficking Nexus' is featured in this collection.</p>
<p>Asian Migrant Centre (AMC) 9/F Lee Kong Commercial Bldg. 115 Woo Sung Rd. Yau Ma Tei, Kowloon Hong Kong SAR Tel: +852 23120031 Fax: +852 29910111 Email: amc@asian-migrants.org Internet: http://www.asian-migrants.org</p>	<p>AMC is a regional, non-governmental, non-profit organisation established in Hong Kong in 1989, focussing on Asian migrant workers' concerns, particularly the advancement of migrants' human rights, promotion of social justice, and the empowerment of migrants and their families towards meaningful social participation as women, workers, agents of change and partners in social development. AMC's three main programme areas are: (1) Information, Research and Publishing; (2) Migrant Empowerment, Reintegration and Alternatives; and (3) Public Education, Networking and Advocacy.</p>

<p>Asian Research Center for Migration Institute of Asian Studies 7th floor, Prajadhipok-Rambhai Barni Bldg. Chulalongkorn University Phayathai Road Bangkok 10330, Thailand Tel: +66 (2) 2187462, 2187415 Fax: +66 (2) 2558854, 2551124 Email: supang.c@chula.ac.th Internet: http://www.ias.chula.ac.th/ARCM/</p>	<p>ARCM was established by expanding the Indochinese Refugee Information Center (IRIC) at the Institute of Asian Studies of the Chulalongkorn University. ARCM provides information – in the form of published research, statistical data and policy recommendations – concerning cross-border migration into, out of and within Southeast Asia, with a focus on Thailand.</p>
<p>Asociación de Hombres Contra la Violencia de la Farmacia Salazar 2 Cuadras al Sur, Casa #51 Residencia El Dorado Managua Nicaragua Contact: Ruben Reyes Tel: +505 2494697 Email: ahcv@ibw.com.ni</p>	<p>The Association of Men Against Violence works to reduce violence against women by developing and implementing ways of working with men on issues of masculinity and violence. Their aim is to sensitise and raise men’s awareness on issues of gender equity, masculinity, power and gender-based violence, and to achieve changes in patriarchal attitudes, values and behaviour assimilated by men as part of their individual and collective male gender identity. They maintain a National Network of Men Against Violence.</p>
<p>Asylum Aid 28 Commercial Street London E1 6LS United Kingdom Tel: +44 (0)20 73775123 Fax: +44 (0)20 72477789 Email: info@asylumaid.org.uk Internet: http://www.asylumaid.org.uk</p>	<p>Asylum Aid is an independent national charity assisting refugees in the UK. They run the Refugee Women’s Resource (RWR) Project aimed specifically at helping women asylum-seekers get protection from human rights violations. The RWR Project combines research and training on the effects of asylum law and procedures on refugee women with the provision of expert and sympathetic advice to women asylum-seekers.</p>
<p>BRIDGE Institute of Development Studies University of Sussex Brighton BN1 9RE United Kingdom Tel: +44 (0)1273 606261 Fax: +44 (0)1273 621202 Email: bridge@ids.ac.uk Internet: http://www.bridge.ids.ac.uk/ http://www.siyanda.org</p>	<p>BRIDGE provides accessible information on gender and development to researchers, policymakers and practitioners on key issues. It aims to bridge the gap between research, policy and practice with a wide range of print publications and online materials. BRIDGE is the producer of the <i>Cutting Edge Pack</i> series.</p> <p>BRIDGE hosts the <i>Siyanda</i> website – an extensive online database of over 1,000 gender and development resources. This includes summaries and links to online resources on gender and migration (including but not limited to those in this Supporting Resources Collection).</p>

<p>Center for Health and Gender Equity (CHANGE) 6930 Carroll Ave., Suite 910 Takoma Park MD 20912 USA Tel: +1 (301) 2701182 Fax: +1 (301) 2702052 Email: change@genderhealth.org Internet: http://www.genderhealth.org</p>	<p>CHANGE is an NGO focused on the effects of US international policies on the health and rights of women, girls and other vulnerable populations in Africa, Asia and Latin America. They believe that it is the responsibility of US organisations, connected to US constituencies, to foster accountability of US government policies abroad and work towards ensuring that US international policies and programmes promote sexual and reproductive rights and health through effective, evidence-based approaches to prevention and treatment of critical reproductive and sexual health concerns, and through increased funding for critical programmes.</p>
<p>Coalition Against Trafficking in Women (CATW) Coalition Against Trafficking in Women - International University of Massachusetts P.O. Box 9338 N. Amherst MA 01059 USA Contact: Professor Janice Raymond, Co-Executive Director Fax: +1 (413) 3679262 Internet: http://www.catwinternational.org/</p>	<p>The CATW is an NGO that promotes women's human rights. It works internationally to combat sexual exploitation in all its forms, especially prostitution and trafficking in women and children, in particular girls. CATW believes that all prostitution exploits women, regardless of women's consent. They advocate the decriminalisation of women in prostitution and the criminalisation of men who buy women and children and anyone who promotes sexual exploitation, particularly pimps, procurers and traffickers. See the Overview Report for further discussion of their work.</p>
<p>The Cultural Development Center for Rural Women 301, Building 1 Jiali Mansion, 180 Beiyuanlu Chaoyang District Beijing China 100101 Tel: +86 (0) 10 64983764 Email: njnbst@263.net Internet: http://www.nongjianv.org/english/</p>	<p>The Cultural Development Center for Rural Women is an NGO that seeks to promote the social development of China's rural women.</p> <p>The Cultural Development Center set up the 'Migrant Women's Club' in 1996 (featured in the Overview Report) - the first club to serve migrant workers in China. It works to uphold migrant women workers' legal rights and interests, and is also concerned with their spiritual well-being, their overall quality of life and their capacity for self-improvement.</p>

<p>Danish Institute for International Studies (DIIS) Strandgade 56 1401 Copenhagen K Denmark Tel: +45 (32) 698787 Fax: +45 (32) 698700 Email: diis@diis.dk Internet: http://www.diis.dk/sw239.asp</p>	<p>DIIS is one of two institutes under the Danish Centre for International Studies and Human Rights (DCISM), the other being the Institute for Human Rights (IMR). DIIS undertakes research and analyses within five research departments and an analysis unit including a Department of Development Research. DIIS also publishes the Danish Institute for International Studies Brief, which includes an issue in 2005 on migrant remittances, development and gender (featured in this collection).</p>
<p>The Department for International Development (DFID) – Migration Team 1 Palace Street London SW1E 5HE United Kingdom Contact: Charlotte Heath (Senior Development Advisor, Migration Team) Tel: 0845 300 4100 (local call rate from within the UK) Tel: +44 (0)1355 843132 (from outside the UK) Fax: +44 (0)1355 843632 Email: enquiry@dfid.gov.uk Internet: http://www.dfid.gov.uk</p>	<p>DFID is the part of the UK government that manages British aid to poor countries and works to eradicate extreme poverty. The Migration Team (within the Policy Division) leads on DFID's migration and development policy. It is committed to ensuring that gender dimensions of migration are incorporated into DFID's work in this area. The Migration Team has contributed to this <i>Cutting Edge Pack</i>, both with substantive comments on content and with financial support.</p>
<p>Development Research Centre (DRC) Migration, Globalisation and Poverty Arts C University of Sussex Brighton BN1 9SJ United Kingdom Tel: +44 (0)1273 877568 Fax: +44 (0)1273 873158 Email: info@migrationdrc.org Internet: http://www.migrationdrc.org</p>	<p>The DRC on Migration, Globalisation and Poverty (established in 2003) aims to promote new policy approaches that will help to maximise the potential benefits of migration for poor people, whilst minimising its risks and costs. It undertakes a programme of research, capacity-building, training and promotion of dialogue to provide the strong evidential and conceptual base needed for such new policy approaches. The current three research themes are: (1) Impacts of Migration on Poverty and Livelihoods; (2) Changing Dynamics of Migration; and (3) New Approaches to International Migration.</p>

<p>Durbar Mahila Samanwaya Committee (DMSC) 8/2 Bhawani Dutta Lane Calcutta 700 073 India Tel: +91 (33) 2416200 Fax: +91 (33) 2416283 Email: sjana@giasc101.vsnl.net.in</p>	<p>DMSC – an organisation that represents 40,000 sex workers in the West Bengal state of India – leads a movement for legalisation of prostitution and the extension of workers’ rights. They have a self-regulatory board comprising sex workers and people from other walks of life that regulate the entry of young girls into the profession. For more information see the Case Studies section in this collection and the article on DMSC in <i>Gender and Development In Brief</i>.</p>
<p>Fonkoze Foundation Avenue Jean Paul II, #7 (à l’interieur) Port-au-Prince, Haiti Tel: +509 2217631, +509 2217641, +509 5137631 Tel from the US: (800) 2930308 Fax: +509 2217520 Contact: Anne H. Hastings, Director Email: director@fonkoze.org Internet: http://www.fonkoze.org/</p>	<p>Fonkoze is Haiti’s Alternative Bank for the Organised Poor. It is a Haitian micro-finance institution offering: low-cost money transfers to Haiti; solidarity group and individual loans (96 per cent of the borrowers are women); savings services; currency exchange; and training in literacy and business skills. See Case Study section for more information on Fonkoze.</p>
<p>The Food and Agriculture Organisation of the United Nations (FAO) Viale delle Terme di Caracalla 00100 Rome, Italy Tel: +39 (06) 57051 Cable address: FOODAGRI ROME Telex: 625852/610181 FAO I Fax: +39 (06) 570 53152 Email: FAO-HQ@fao.org Internet: www.fao.org</p>	<p>FAO is the United Nations lead agency on international efforts to defeat hunger. It helps countries modernise and improve agriculture, forestry and fisheries practices and ensure good nutrition for all. The Economic and Social Department has done several studies on migration and development, some gender-related. These can be found at: www.fao.org/es/english/index_en.htm (enter “migration” into the search box).</p>
<p>Freedom House 1319 18th Street, NW Washington, DC 20036 USA Tel: +1 (202) 2965101 Fax: +1 (202) 2965078 Internet: http://www.freedomhouse.org</p>	<p>Freedom House works to advance the worldwide expansion of political and economic freedom. Since 1972, Freedom House has published an annual assessment of the state of freedom in all countries (and select territories), now known as Freedom in the World. Individual countries are evaluated based on a checklist of questions on political rights and civil liberties. They are supporters of the Anti-Trafficking Centre (ATC) ‘Stop Human Trafficking’ campaign featured in this Pack.</p>

<p>The Global Alliance Against Traffic in Women (GAATW) International Secretariat 191/41, 6th Floor Sivalai Condominium Soi 33 Itsaraphap Road Bangkok-Yai Bangkok 10600 Thailand Tel: +66 (2) 864 1427/8 Fax: +66 (2) 864 1637 Email: gaatw@gaatw.org Internet: http://www.gaatw.org</p>	<p>GAATW is a network of NGOs and individuals from all regions of the world, who share a concern for the women, children and men whose human rights have been violated by the criminal practice of trafficking in persons. GAATW works for changes in the political, economic, social and legal systems and structures which contribute to the persistence of trafficking in persons and other human rights violations in the context of migratory movements. GAATW applies a human rights-based approach to address trafficking issues. This means that they do not discriminate on any ground, including sexual orientation or preference and occupation (including work in the informal sectors such as domestic work and sex work). This collection features two GAATW handbooks in the 'Tools, guides and training materials' section.</p>
<p>Global Commission for International Migration (GCIM) 1, rue Richard Wagner CH 1202 Geneva Switzerland Contact: Rebekah Thomas, GMGN Coordinator Tel: +41 (22) 7484850 Fax: +41 (22) 7484851 Email: gender@gcim.org Internet: http://www.gcim.org/en/</p>	<p>The GCIM was launched in 2003 by the United Nations Secretary-General and a number of governments. The Global Migration Gender Network (GMGN) was established by GCIM to provide a means for practitioners and researchers to share information and ideas on a regular basis. The network issues a regular newsletter to all network subscribers, incorporating links to relevant documents, news of forthcoming conferences and publications, book reviews and opinion pieces. The Overview Report of this <i>Cutting Edge Pack</i> draws on: the GCIM workshop on Gender and Migration, March 2005, Geneva; and on the 2005 paper by Dr. Piper entitled 'Gender and Migration' for the GCIM.</p>
<p>Global IDP Project Norwegian Refugee Council 7-9 Ch. de Balxert 1219 Châtelaine Geneva Switzerland Tel: +41 (22) 7990700 Fax: +41 (22) 7990701 Email: idpproject@nrc.ch Internet: http://www.idpproject.org/index.htm</p>	<p>The Global IDP Project of the Norwegian Refugee Council is an international NGO working for better protection and assistance of people who have been displaced within their own country by conflict or because of human rights violations. The Project aims to help improve the response to the needs of, and increase respect for, the rights of millions of the world's most disadvantaged and vulnerable people. It seeks to find solutions that ultimately lead to their safe return or resettlement and reintegration. The Global IDP Project Statistics Database features in this collection.</p>

<p>Global Rights 1200 18th Street NW Suite 602 Washington, DC 20036 USA Tel: +1 (202) 8224600 Fax: +1 (202) 8224606 Email: media@globalrights.org Internet: http://www.globalrights.org</p>	<p>Global Rights is a human rights advocacy group that partners with local activists to challenge injustice. They help women's rights activists and lawyers to use international human rights standards and creative legal strategies and to hold national governments accountable for violations of women's human rights. Global Rights programming in Afghanistan, Algeria, India, Morocco, Tunisia and Yemen is specifically devoted to empowering women.</p> <p>The Initiative Against Trafficking in Persons (IATP) is run by Ann Jordan, Global Rights.</p> <p>See trafficking section of website: http://www.globalrights.org/site/PageServer?pagename=wwd_index_49 and the IATP publication: 'Resources and Contacts on Human Trafficking' in the 'Tools, guides and training materials' section of this collection.</p>
<p>Grantmakers Concerned with Immigrants and Refugees (GCIR) P.O. Box 1100 Sebastopol CA 95473-1100 USA Tel: +1 (707) 8244374 Fax: +1 (707) 5811716 Email: amanda@gcir.org (Membership and Communications) Internet: http://www.gcir.org/index.htm</p>	<p>GCIR seeks to move the philanthropic field to advance the contributions and address the needs of the world's growing and increasingly diverse immigrant and refugee populations. With a core focus on the US, GCIR provides grantmakers with opportunities for learning, networking and collaboration, as well as information resources on issues affecting immigrants and refugees and their new communities. The GCIR website includes a section on 'International Migration Statistics' featured in this collection.</p>
<p>Human Rights Watch 350 Fifth Avenue, 34th floor New York NY 10118-3299 USA Tel: +1 (212) 2904700 Fax: +1 (212) 7361300 Email: hrwnyc@hrw.org Internet: http://www.hrw.org</p>	<p>Human Rights Watch (HRW) is an independent NGO. HRW researchers conduct fact-finding investigations into human rights abuses in all regions of the world and publish those findings as books and reports every year, generating extensive coverage in local and international media. Human Rights Watch then meets with government officials to urge changes in policy and practice – at the United Nations, the European Union, in Washington and in capitals around the world.</p>

<p>Human Rights Watch (cont/d)</p>	<p>They have a website resource including themed sections on:</p> <p><i>Refugees:</i> http://www.hrw.org/refugees <i>Women's Rights:</i> http://www.hrw.org/women/</p> <p>We feature the HRW publication: 'Refugee and Internally Displaced Women; Gender-Based Asylum Claims' in this collection.</p> <p><i>Lesbian, Gay, Bisexual and Transgender Rights:</i> http://www.hrw.org/lgbt</p>
<p>Inclusive Security: Women Waging Peace 625 Mount Auburn Street Cambridge MA 02138 USA Tel: +1 (617) 8683910 Fax: +1 (617) 9951982 Email: information@womenwagingpeace.net Internet: http://www.womenwagingpeace.net</p>	<p>Inclusive Security: Women Waging advocates for the full participation of all stakeholders, especially women, in peace processes. Since 1999, Waging has connected more than 400 women experts with over 3,000 policy-shapers to collaborate on fresh, workable solutions to long-standing conflicts across the globe. We feature their toolkit in this collection: '<i>Inclusive Security, Sustainable Peace: A Toolkit for Advocacy and Action</i>'.</p>
<p>Institute for Peruvian Studies (IEP) Horacio Urteaga 694 Jesús María Lima Peru Tel: +51 (1) 3326194 / 4316603 Fax: +51 (1) 3326173 Email: postmaster@iep.org.pe Internet: http://www.iep.org.pe/</p>	<p>The Institute of Peruvian Studies (Instituto de Estudios Peruanos [IEP]) is a research institution in the social sciences focusing on democracy and governance, cultural and ethnic diversity, and economic development and equity. The article 'Transmigration of Transexual Peruvians to Italy and Changing Perceptions in Peru about Transgender' features in this collection.</p>
<p>Institute of East Asian Studies University of California, Berkeley 2223 Fulton Street #2318 Berkeley CA 94720-2318 USA Tel: +1 (510) 6422809 Fax: +1 (510) 6437062 Email: ieas@berkeley.edu Internet: http://ieas.berkeley.edu/</p>	<p>The Institute of East Asian Studies (IEAS) serves as the focal point for all of University of California, Berkeley, programmes related to East Asia and the Pacific. Its mission is to foster interaction among the academic, business and professional communities on issues related to East Asia. In April 2005 the IEAS hosted the featured workshop on transnational organising around gender and sexuality: 'Beyond the Strai(gh)ts: Transnationalism and Queer Chinese Politics'.</p>

<p>Inter-Agency Advisory Group on AIDS (IAAG) UNAIDS 20 avenue Appia CH-1211 Geneva 27 Switzerland Tel: +41 (22) 7913666 Fax: +41 (22) 7914187 Email: unaids@unaids.org Internet: http://www.unaids.org/en/about+unaids/governance/inter-agency+advisory+group+on+aids/iaag+objectives.asp</p>	<p>The IAAG was established in 1988 in response to resolution 42/8 adopted by the United Nations General Assembly, which requested a coordinated response by the United Nations system to the HIV/AIDS pandemic. Their resource 'HIV/AIDS among Conflict-Affected and Displaced Populations: Dispelling Myths and Taking Action' features in the Overview Report.</p>
<p>International Gay and Lesbian Human Rights Commission (IGLHRC) 350 Fifth Avenue, 34th Floor New York NY 10118 USA Tel: +1 (212) 2161814 Fax: +1 (212) 2161876 Email: iglhrc@iglhrc.org Internet: http://www.iglhrc.org</p>	<p>The IGLHRC works to secure the human rights of people and communities subject to discrimination or abuse on the basis of sexual orientation or expression, gender identity or expression and/or HIV status. A US-based non-profit NGO, IGLHRC effects this mission through advocacy, documentation, coalition-building, public education and technical assistance. It also works on asylum rights for those persecuted on the basis of sexual orientation or gender identity and immigration rights for same-sex partners. This collection features their publication 'International Gay and Lesbian Human Rights Commission (IGLHRC) Statement to UN Commission on Human Rights'.</p>
<p>International Labour Organization (ILO) 4 route des Morillons CH-1211 Geneva 22 Switzerland Tel: +41 (22) 7996111 Fax: +41 (22) 7988685 Email: ilo@ilo.org Internet: http://www.ilo.org/dyn/gender/gender.home</p>	<p>The ILO is the UN specialised agency that seeks the promotion of social justice and internationally recognised human and labour rights. The ILO's mandate on gender equality is to promote equality between all women and men in the world of work. This mandate is grounded in International Labour Conventions. The five main elements of ILO's action plan to operationalise gender mainstreaming are: strengthen institutional arrangements; introduce accountability and monitoring mechanisms; allocate adequate resources for gender mainstreaming; improve and increase staff competence on gender; and improve the balance between women and men among staff at all levels.</p>

<p>International Law Association Charles Clore House 17 Russell Square London WC1B 5DR United Kingdom Tel: +44 (0)20 73232978 Fax: +44 (0)20 73233580 Email: info@ila-hq.org Internet: http://www.ila-hq.org</p>	<p>The main objectives of the Association are the study, clarification and development of both public and private international law. It is in the work of the various International Committees that these aims are pursued and biennial conferences provide a forum for comprehensive discussion of and endorsement for the work of these committees. At its 2004 Berlin conference, the Committee on Feminism and International Law produced an interim report on women and migration: http://www.ila-hq.org/html/layout_committee.htm</p>
<p>International Organization for Migration (IOM) 17 route des Morillons C.P. 71 • CH-1211 Geneva 19 Switzerland Tel: +41 (22) 7179111 Fax: +41 (22) 7986150 Internet: http://www.iom.int/en/who/main%5Fstructure%5Fgender.shtml</p>	<p>Originally an inter-governmental organisation (but not part of the UN system) to resettle European displaced persons, refugees and migrants, IOM has grown to encompass a variety of migration management activities throughout the world. IOM helps governments and civil society through rapid humanitarian responses to sudden migration flows, post-emergency return and reintegration programmes, and assistance to migrants going to new homes and lives. IOM has a Working Group on Gender Issues (WGGI) that produces a quarterly Gender Bulletin.</p>
<p>Medact The Grayston Centre 28 Charles Square London N1 6HT United Kingdom Tel: +44 (0)20 73244739 Fax: +44 (0)20 73244734 Email: info@medact.org Internet: http://www.medact.org</p>	<p>Medact is a global health charity tackling issues at the centre of international policy debates. Led by its health professional membership it undertakes education, research and advocacy on health implications of conflict, development and environmental change, with a special focus on the developing world. Medact has launched two new papers on the 'skills drain' of health professionals from the developing world, examining the economic, governance and human rights issues that surround this controversial issue. It proposes restitution as a solution and undertakes a comprehensive human rights check.</p>
<p>Migration Policy Institute (MPI) 1400 16th Street NW, Suite 300 Washington, DC 20036 USA Tel: +1 (202) 2661940 Fax: +1 (202) 2661900 Email: info@migrationpolicy.org Internet: http://www.migrationpolicy.org/</p>	<p>The MPI is an independent, non-partisan, non-profit think-tank dedicated to the study of the movement of people worldwide. MPI provides analysis, development and evaluation of migration and refugee policies at local, national and international levels. MPI maintains a portal 'Migration Information Source' which is featured in this collection and includes resources on women and gender and migration.</p>

<p>Migrations et Développement Internet: http://www.migdev.org/index/index.html</p> <p>Migrations et Développement Maroc Quartier administratif M'Haita 83000 Taroudannt, Maroc Tel: +212 (04) 8854947 Fax: +212 (04) 8854737 Email: md.maroc@migdev.org</p> <p>Migrations et Développement France 42 boulevard d'Annam bat 4 – RDC, 13016 Marseille France Tel: +33 (04) 95068020 Fax: +33 (04) 91464736 Email: md.france@migdev.org</p>	<p>Migrations et Développement is an NGO created in 1987 aimed at channelling the capacities and money of Moroccan migrants in France towards different development projects such as roads construction, electrification, mills or dams back in Morocco. A significant part of their projects target women, such as setting up a residence to educate women, in combination with activities oriented to generate employment through cooperatives and small business. For further information see the Case Studies section of this collection.</p>
<p>Network of Women Parliamentarians of the Americas Secretariat of Network of Women Parliamentarians of the Americas Parliamentary Confederation of the Americas Assemblée nationale du Québec 1020 rue des Parlementaires, 6e étage Québec, G 1A 1A3 Canada Tel: +1 (418) 6442888 Fax: +1 (418) 6431865 Email: feminamericas@assnat.qc.ca Internet: http://www.feminamericas.org/EN/ (website also available in French, Spanish and Portuguese)</p>	<p>The Network of Women Parliamentarians of the Americas brings together the women members of the parliamentary assemblies of the unitary, federal, federated and associated states, regional parliaments and inter-parliamentary organisations of the Americas. It fosters dialogue on issues related to the advancement of women in order to promote gender equity, peace and human development as well as the involvement of women in the decision-making processes of societies. In this collection we feature their 'Migrations Document Databank'.</p>
<p>Organisation for Economic Co-operation and Development (OECD), Development Assistance Committee (DAC) 2 rue André Pascal F-75775 Paris Cedex 16, France Tel: +33 (1) 45248200 Fax: +33 (1) 45248500 Internet: www.oecd.org/dac/gender</p>	<p>The DAC is the principal body through which the OECD deals with the issues of development co-operation with developing countries. The DAC network 'Gendernet' (formerly the Working Party on Gender Equality) leads DAC work on gender equality. They have contributed to this <i>Cutting Edge Pack</i> both with substantive input and financial support. Also the OECD publication 'Trends in International Migration 2003' features in this collection.</p>

<p>Office of the United Nations High Commissioner for Human Rights (OHCHR) United Nations Office at Geneva (UNOG) CH-1211 Geneva 10 Switzerland Email: InfoDesk@ohchr.org Internet: http://www.ohchr.org/english/</p>	<p>The mission of the OHCHR is to protect and promote human rights for all. It is guided in its work by: the Charter of the United Nations; the Universal Declaration of Human Rights and subsequent human rights instruments; and the 1993 Vienna Declaration and Programme of Action. At the forefront of the OHCHR activities is the promotion of universal ratification and implementation of human rights treaties. In 1994 the OHCHR appointed a Special Rapporteur on Violence Against Women, including its causes and consequences.</p>
<p>OutRage! P.O. Box 17816 London SW14 8WT United Kingdom Tel: +44 (0)20 82400222 Email: outrage@blueyonder.co.uk Internet: http://outrage.nabumedia.com/</p>	<p>Established in May 1990, OutRage! is a gay rights direct action group. OutRage! investigates and researches anti-gay discrimination, providing information for journalists and radio/television programmes highlighting inequality and the need for legal reform, takes direct action, and engages in protests.</p>
<p>Proyecto El Rincón Apdo. 55 Malinalco Estado de México 52440 Mexico Email: info@elrincon.org Internet: http://www.elrincon.org/english/index.html</p>	<p>The Corner Project (from 'Proyecto El Rincón' in Spanish) works to mitigate the negative effects of migration in a mountainous area (Barrio San Juan) of Mexico where male and female out-migration is significant. It is an educational development project that provides educational support for school children and school drop-outs, and seeks to expand alternatives to migration for mothers. See Case Studies section for further information.</p>
<p>ReliefWeb Office for the Coordination of Humanitarian Affairs United Nations New York NY 10014 USA Tel: +1 (212) 9631234 Internet: http://www.reliefweb.int</p>	<p>ReliefWeb was launched in October 1996 and is administered by the UN Office for the Coordination of Humanitarian Affairs (OCHA). ReliefWeb is the global hub for time-critical humanitarian information (documents and maps) on Complex Emergencies and Natural Disasters. It hosts the online 'Gender and Humanitarian Assistance Resource Kit' produced by the Inter-Agency Standing Committee Working Group (IASC-WG), featured in this Pack.</p>

<p>Science in Africa P.O. Box 186 Grahamstown 6140 South Africa Tel: +27 (0) 46 6038263 Email: information@scienceinafrica.co.za Internet: http://www.scienceinafrica.co.za</p>	<p>Science in Africa is Africa's first online science magazine. Scientists in a broad range of fields report on their research, giving their views on topical issues in science and providing information to an African public seeking a deeper understanding of science and the role it plays in everyone's lives. We feature the article 'Technology Ushers in BRAIN GAIN' in this collection.</p>
<p>Southern African Migration Project (SAMP) Queen's University 152 Albert Street Kingston, ON K7L 3N6 Canada Tel: +1 (613) 5336963 Fax: +1 (613) 5332171 Email: crushj@post.queensu.ca Internet: http://www.queensu.ca/samp/</p>	<p>SAMP is a multi-faceted research, policy and training programme designed to facilitate the formulation and implementation of new initiatives on cross-border population migration. SAMP recognises that women are potentially powerful agents of development. Yet most migration policy and law hinder rather than facilitate their mobility, discriminating against women and perpetuating the male bias in migration flows. SAMP is committed to redressing this imbalance in research and policymaking, and to looking at female migrants in their own right. We feature their publication: 'Gender Concerns in South African Migration Policy'.</p>
<p>Status of Women Canada (SWC) MacDonald Building 123 Slater Street, 10th Floor Ottawa, Ontario K1P 1H9 Canada Tel: +1 (613) 9957835 Fax: +1 (613) 9573359 Email: information@swc-cfc.gc.ca Internet: http://www.swc-cfc.gc.ca/index_e.html</p>	<p>SWC is the federal government agency that promotes gender equality and the full participation of women in the economic, social, cultural and political life of the country. SWC focuses its work in three areas: improving women's economic autonomy and well-being; eliminating systemic violence against women and children; and advancing women's human rights. SWC runs a Gender, Migration, and Citizenship Resources Project, which has good bibliographic material.</p>
<p>Trades Union Congress (TUC) Congress House Great Russell Street London WC1B 3LS United Kingdom Tel: +44 (0)20 76364030 Fax: +44 (0)20 76360632 Internet: http://www.tuc.org.uk</p>	<p>With 70 affiliated unions representing nearly seven million working people from all walks of life, TUC campaigns for a fair deal at work and for social justice in the UK and abroad. It also conducts regular analysis of the UK labour market. Their publication 'Forced Labour and Migration to the UK' is featured in this collection and the Migration section of their website: http://www.tuc.org.uk/international/index.cfm?mins=288</p>

<p>The United Nations Children’s Fund (UNICEF) UNICEF House 3 United Nations Plaza New York NY 10017 USA Tel: +1 (212) 3267000 Fax: +1 (212) 8877465 Internet: http://www.unicef.org</p>	<p>UNICEF is an organisation mandated by the United Nations (UN) General Assembly to advocate for the protection of children’s rights, to help meet their basic needs and help them reach their full potential. Its Gender and Development Unit uses a gender mainstreaming approach to tackling: child trafficking and other forms of violence; HIV/AIDS; and emergencies.</p>
<p>United Nations Development Fund for Women (UNIFEM) UNIFEM – New York 304 East 45th Street 15th Floor New York NY 10017 USA Tel: +1 (212) 9066400 Fax: +1 (212) 9066705 Internet: http://www.unifem.org/</p> <p>UNIFEM East and Southeast Asia Regional Office UN Building 5th Floor Rajdamnern Avenue Bangkok 10200 Thailand Tel: +662 2882093 Fax: +662 2806030 Email: admin@unifem-eseasia.org Internet: www.unifem-eseasia.org</p>	<p>UNIFEM provides financial and technical assistance to innovative programmes and strategies designed to foster women’s empowerment and gender equality. Using a gender- and rights-based approach, migration work at UNIFEM seeks to empower migrant workers by creating enabling policies, institutional and socio-economic environments that ensure women equality of opportunity and access to resources and benefits, throughout the migration process. See the Case Studies section of this collection for more information on the UNIFEM East and Southeast Asia programme ‘Empowering Women Migrant Workers’ (also featured in <i>Gender and Development In Brief</i>). The ‘Tools, guides and training materials’ section features two UNIFEM toolkits.</p>
<p>United Nations High Commissioner for Refugees (UNHCR) Case Postale 2500 CH-1211 Genève 2 Dépôt Suisse/Switzerland Tel: +41 (22) 7398111 Internet: http://www.unhcr.ch/</p>	<p>The office of the UNHCR (also known as the Refugee Agency) is one of the world’s principal humanitarian agencies and is a member of the Geneva Migration Group. UNHCR runs targeted initiatives to empower women in post-conflict societies. This collection includes a number of UNHCR resources relating to gender and refugees, asylum-seekers and IDPs – including guidelines and its migration statistics web resource.</p>

<p>United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) Calle César Nicolás Penson 102-A Santo Domingo, DN Dominican Republic Phone: +809 6852111 Fax: +809 6852117 Internet: http://un-instraw.org/en/index.html</p>	<p>INSTRAW works with governments, civil society and the United Nations System, in carrying out applied research, networking and training activities on themes related to gender equality and the advancement of women. One of the three areas of current research at INSTRAW is gender, migration and remittances – we feature the resource 'Crossing Borders: Remittances, Gender and Development'.</p>
<p>United Nations Research Institute for Social Development (UNRISD) Palais des Nations 1211 Geneva 10 Switzerland Phone: +41 22 9173020 Fax: +41 22 9170650 Email: info@unrisd.org Internet: http://www.unrisd.org</p>	<p>UNRISD is an autonomous United Nations agency that carries out research on the social dimensions of contemporary problems affecting development. UNRISD's research report, 'Gender Equality: Striving for Justice in an Unequal World', was launched at the March 2005 session of the Commission on the Status of Women (CSW) in New York. This highlighted the critical policy issues arising from the Beijing Platform for Action – the chapter on 'Cross-Border Migration of Workers' is featured in this collection.</p>
<p>United States Committee for Refugees and Immigrants (USCRI) 1717 Massachusetts Ave. NW 2nd Floor Washington, DC 20036-2003 USA Tel: +1 (202) 3473507 Fax: +1 (202) 3473418 Internet: http://www.refugees.org/</p>	<p>The Mission of the USCRI is to address the needs and rights of persons in forced or voluntary migration worldwide by advancing fair and humane public policy, facilitating and providing direct professional services, and promoting the full participation of migrants in community life. The USCRI 'World Refugee Survey 2005' is featured in this collection.</p>
<p>VS-Verlag fur Sozialwissenschaften Abraham-Lincoln Str. 46 65189 Wiesbaden Germany Tel:+49 (0)611 7878624 Fax:+49 (0)611 7878420 Internet: http://www.vs-verlag.de</p>	<p>The text 'Crossing Borders and Shifting Boundaries Vol. 1: Gender on the Move', featured in this collection, can be obtained from VS-Verlag fur Sozialwissenschaften.</p>

<p>Women's Commission for Refugee Women and Children 122 East 42nd Street, 12th Floor New York, NY 10168-1289 USA Tel: +1 (212) 551 3088 Fax: +1 (212) 551 3180 Email: info@womenscommission.org Internet: http://www.womenscommission.org</p>	<p>The Women's Commission for Refugee Women and Children is an independent affiliate of the International Rescue Committee. It works to ensure that refugee and displaced women, children and adolescents are: given protection; encouraged to participate; and have access to education, health services and livelihood opportunities. It serves as a watchdog and an expert resource, offering solutions and providing technical assistance.</p>
<p>The Working Group on Contemporary Forms of Slavery The Office of the High Commissioner for Human Rights (OHCHR) – United Nations Office at Geneva (UNOG) 8-14 Avenue de la Paix 1211 Geneva 10 Switzerland Tel: +41 (22) 9179000 Fax: +41 (22) 9179016 Email: InfoDesk@ohchr.org Internet: http://www.unhchr.ch/html/menu2/i2slavwg.htm</p>	<p>The Working Group on Contemporary Forms of Slavery has the general responsibility in the United Nations for the study of slavery in all its aspects. The Working Group is also the United Nations body which receives information from states on the steps they have taken to implement the three slavery-related Conventions: The Slavery Convention of 1926; The Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others; and the Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, adopted 1956. The working group consists of five independent experts.</p>
<p>YOESUF Foundation / Stichting YOESUF Vondellaan 12 3521 GD Utrecht The Netherlands Tel:+ 31 (0) 302331750 Email: info@yoesuf.nl Internet: http://www.yoesuf.nl/engels/</p>	<p>YOESUF Foundation is a centre for information and education about Islam and sexual diversity. The foundation is focused on the subject of Islam and homosexuality in relation to emancipation and other social questions and is not bound by nationality, ethnicity, religion or political denomination. It supports social and information assistants, teachers and youth workers in finding answers to questions concerning (homo)sexuality in relation to Islam. The Foundation also publishes articles and offers policy advice to social organisations.</p>

