

Mainstreaming gender in IOM's work on resettlement

With a special focus on IOM's work on Pre-departure orientation (PDO)

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Mainstreaming gender throughout IOM's support on Resettlement



Selection missions

- Facilitation to enable resettlement countries to conduct separate interviews of the head of household and spouse
- Provision of childcare so that both principle applicant and spouse can fully attend and focus on the interview
- Assignment of interpreters of a specific gender



Pre-migration health activities

- Assignment of physicians of a specific gender to a case, if needed or requested
- Availability of nursery room where migration health assessments take place



Pre-departure orientation

- Provision of childcare so that both principle applicant and spouse can fully attend and focus on PDO session
- Discussion of gender-equality and related issues during PDO sessions
- Mixed trainer teams



Visa facilitation

- Coordination with consular authorities on appropriate identification on travel documentation, as required



Movement management

- Assignment of female staff to specific cases with certain vulnerabilities such as minors
- Gender is taken into account when assigning an escort



Cross-cutting considerations

Logistical set up

- Bathrooms for male/female/all gender in the waiting area
- Flexible and mixed housing options in transit centres
- Accessible child-friendly spaces and private spaces for nursing

Coordination with partners and staff capacity

- Close coordination with UNHCR in case of protection concerns
- Mandatory staff trainings on gender awareness
- Targeted safeguarding training on resettlement

Pre-Departure Orientation Main Objectives

Assist and equip refugees with the necessary knowledge, skills and attitudes

Help refugees develop realistic expectations about their resettlement and future in the new country

Empower refugee women and youth during PDO

Create a safe environment for refugees where their concerns and questions are addressed

COMMIT Project

Mainstreaming Gender in PDO

Guidelines for Practitioners

Gender equality and understanding gender

Gender inclusive language

Design and development

Delivery of the training

Evaluation

