

34TH SESSION - 12 AND 13 JUNE 2024

Update on Human Resources Management

Mr. Michael Emery, Director
Department of Human Resources

AGENDA



Key facts and figures



People Strategy



Leadership Program

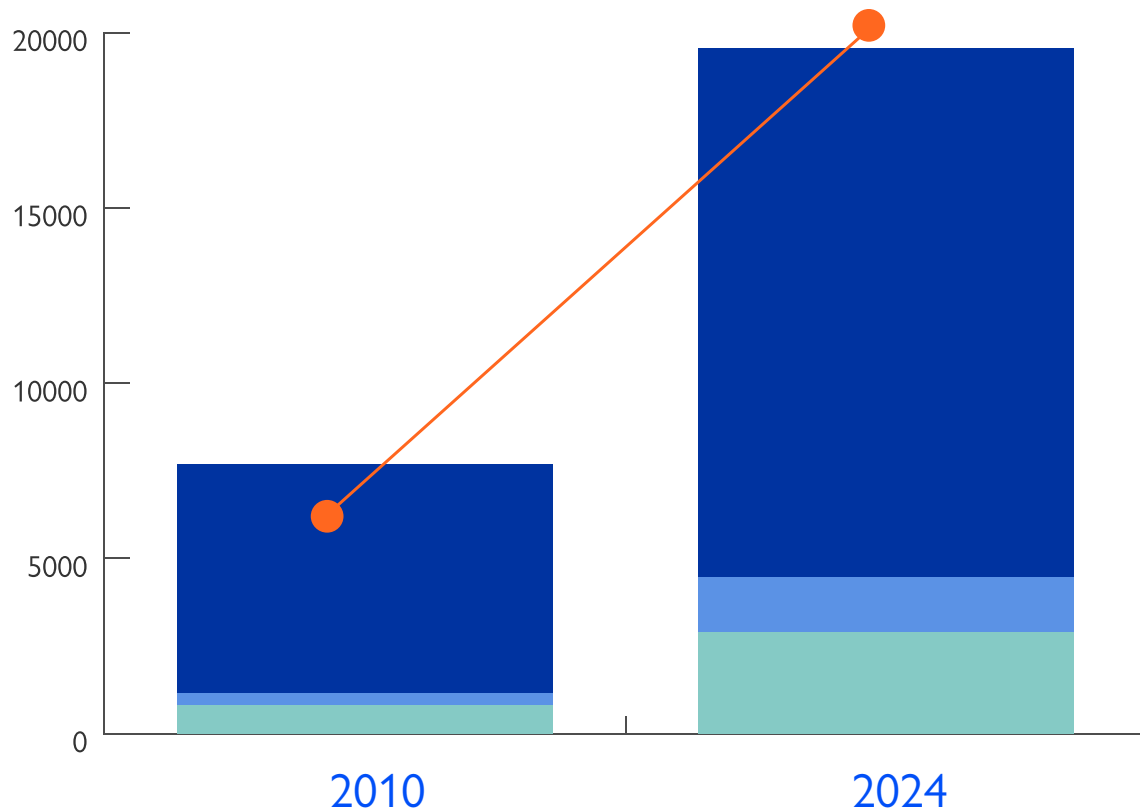


Pathway Pool



Horizon List

KEY FACTS & FIGURES: Growth of IOM Staff



STAFF CATEGORY	2010	2024
International Professional	816	3,165
National Officer	330	1,780
General Service	6,553	16,196
Total	7,699	21,141*

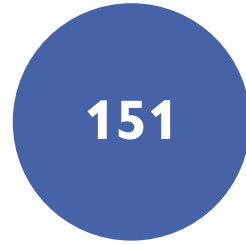
Data as of 31 May 2024

* IOM workforce is supplemented by over 6,000 affiliate personnel (consultants, interns, volunteers etc.)

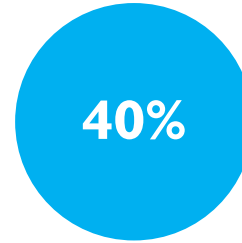
KEY FACTS & FIGURES



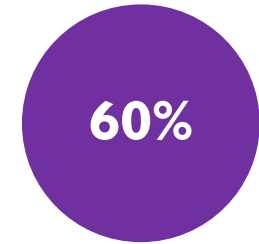
International Staff



Nationalities



OECD DAC



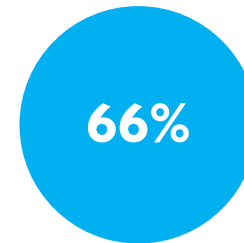
Non-OECD DAC



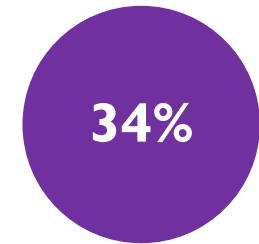
P-5 to D-2 staff



Nationalities



OECD DAC

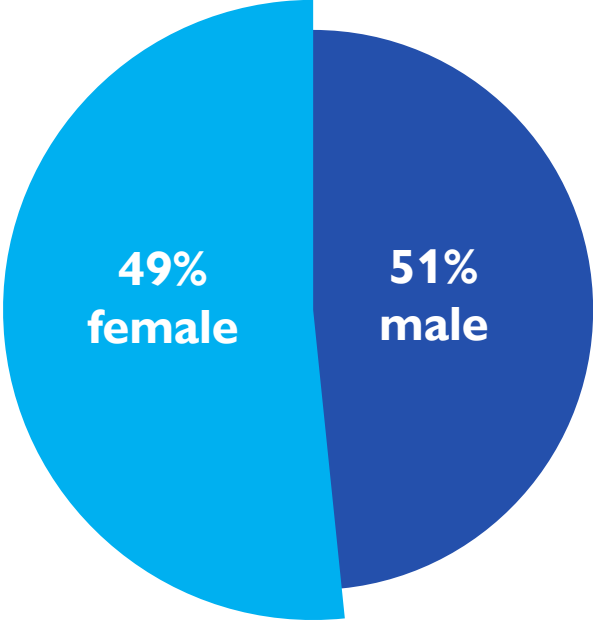


Non-OECD DAC

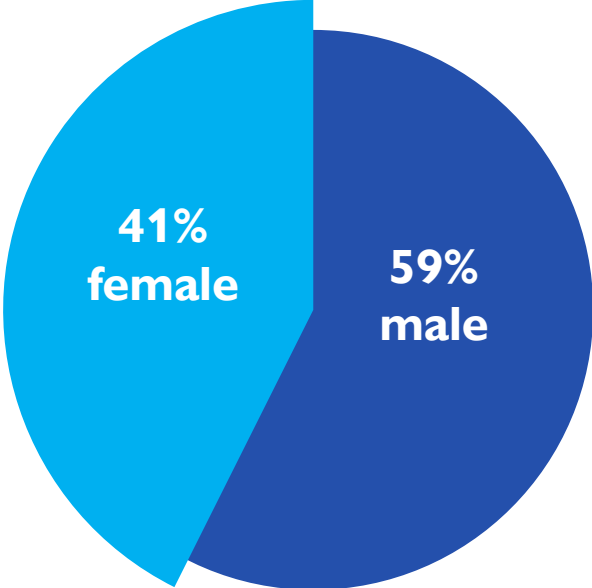
* Data as of 31 May 2024

Gender representation among International Professionals

International Staff



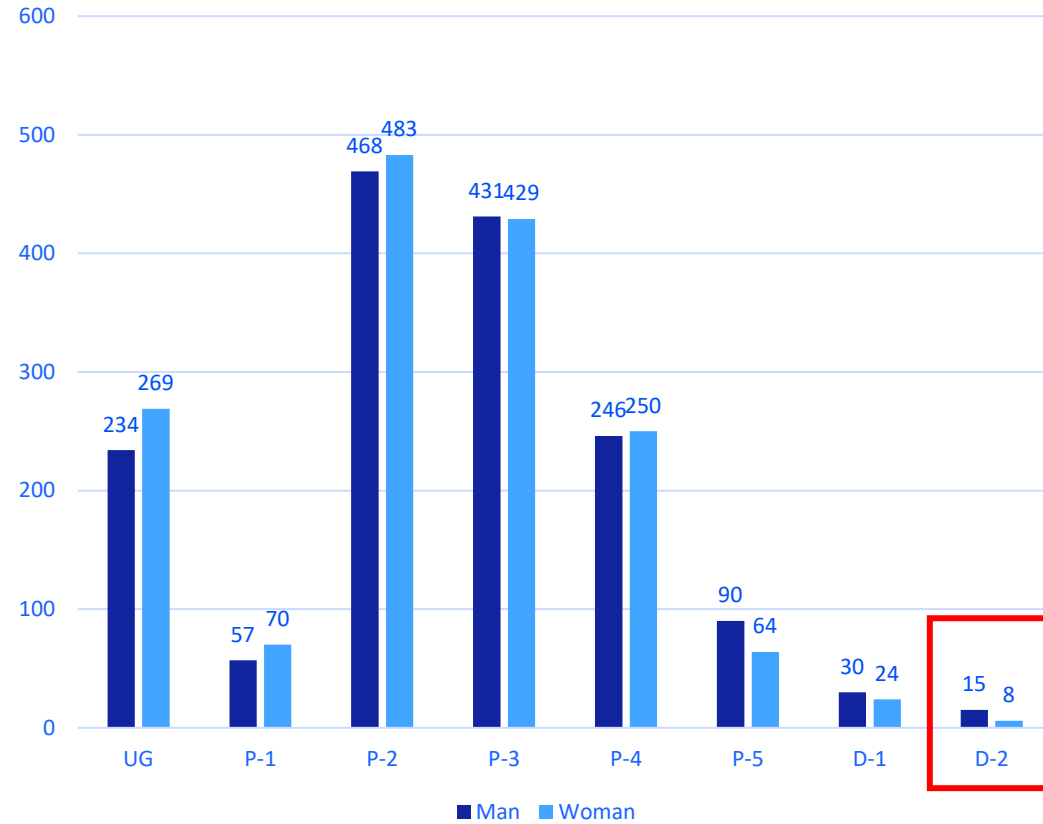
P5 and above



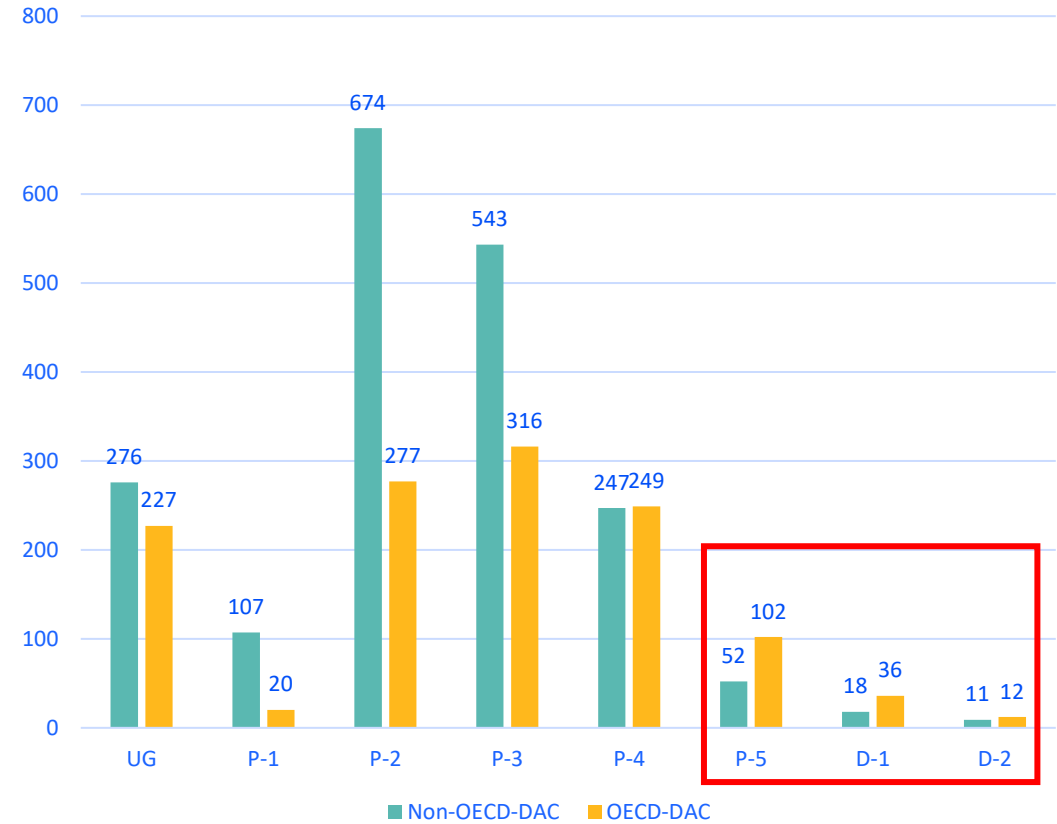
* Data as of 31 May 2024

2024 May Representation

Gender



OECD-DAC status



* Data as of 31 May 2024

New Represented Member States



- FIJI
- ESWATINI
- BOTSWANA*
- SEYCHELLES
- TRINIDAD & TOBAGO*
- UZBEKISTAN*

Developing the People Strategy 2024 - 2028



Input from DHR Units, OHU, OSS, and other IOM divisions/offices



Trends from Global Staff Surveys; Analysis of strategies of other UN organizations; Recommendations from external reports



Wide staff consultation with hundreds of IOM personnel, including through online form



Alignment with Strategic Plan - first strategic enabler, i.e. IOM's workforce.

3 Pillars



Look After Our Personnel



Attract, Develop and Retain a
High Performing and Diverse
Workforce



Build and Grow Effective
Leadership

8 Objectives

CARE:

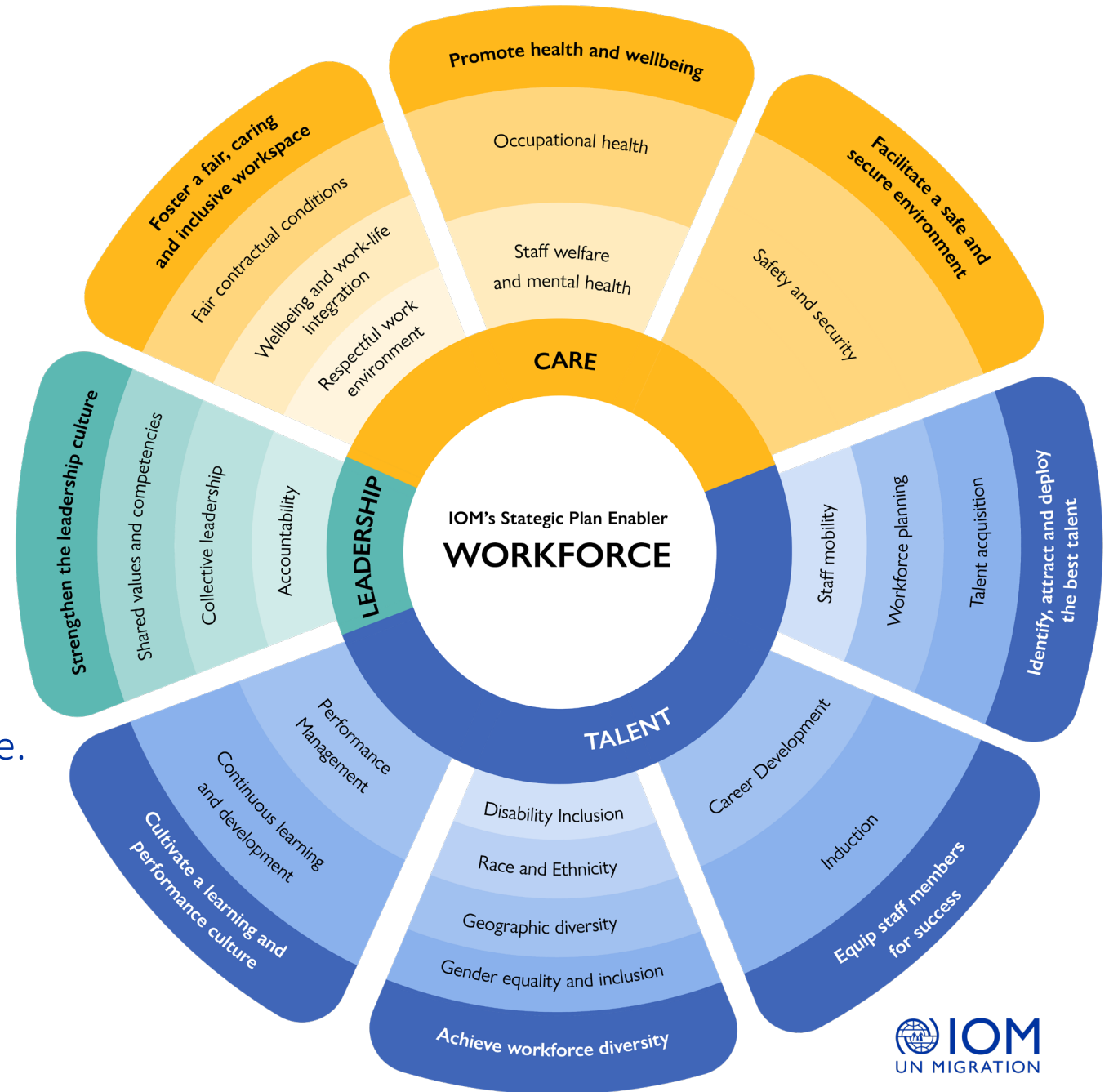
1. Foster a fair, caring & inclusive workplace.
2. Promote health & wellbeing.
3. Facilitate a safe & secure environment.

TALENT:

4. Identify, attract & deploy the best talent.
5. Equip staff members for success.
6. Achieve workforce diversity.
7. Cultivate a learning & performance culture.

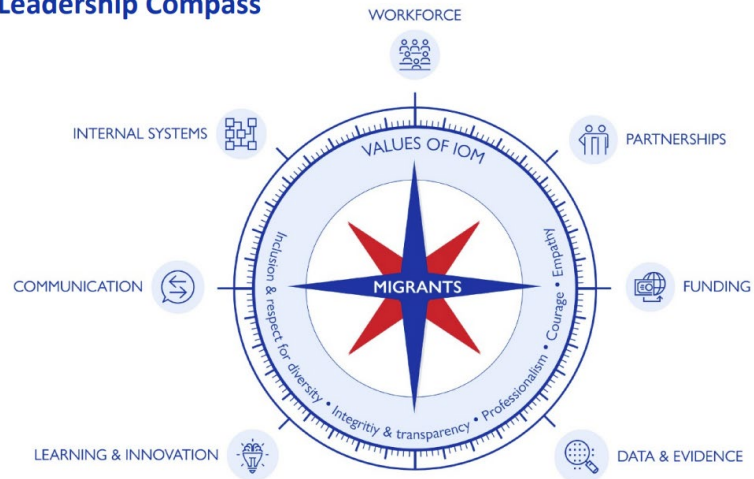
LEADERSHIP:

8. Strengthen the leadership culture.



Human Resources Update

IOM Leadership Compass



IOM LEADERSHIP
PROGRAMME

Pathways Pool

Department of Human
Resources Management



**700 Applications received
and screened on quality
and diversity**

28 RD CANDIDATES:

- 12 Female & 16 Male
- 16 non-OECD/DAC & 12 OECD/DAC

28 COM CANDIDATES:

- 15 Female & 13 Male
- 18 Non-OECD/DAC & 10 OECD/DAC

HORIZON LIST: 1ST CYCLE

THE PROCESS

 **1014** APPLICATIONS RECEIVED



Non-OECD DAC

53%

OECD DAC

47%



Men

61%

Women

39%

OUTCOMES

 **7.1%**

INCREASE OF WOMEN CHIEFS OF MISSION

 **1.3%**

INCREASE OF NON-OECD NATIONALS AT P5 LEVEL AND ABOVE

 **3**

NATIONAL STAFF PROMOTED TO CHIEFS OF MISSION

 **1**

NEW HIRE FROM A NON-REPRESENTED MEMBER STATE

THANK YOU