



IOM International Organization for Migration
OIM Organisation Internationale pour les Migrations
OIM Organización Internacional para las Migraciones

GUIDELINES ON IMPLEMENTING THE IOM STAFFING POLICY ON GENDER ISSUES



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The Staff Policy on Gender Issues approved in 1995 by the Council set the following targets:

- Equal opportunities for women and men staff members should be reflected in all IOM staff policies and actions.
- Increase of the proportion of women in the professional categories to 35% by 1997, with emphasis on the levels where women are under-represented.
- Increase the proportion of female staff members at all levels where they are under-represented to at least 40% by the year 2000.
- Achieve gender balance by 2005.

The above targets have not been met, despite some progress. These guidelines are meant to work towards achieving that gender balance and to ensure the implementation of the following policy principle:

“Equality of treatment of men and women is a guiding principle of IOM”.

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Objective 1:

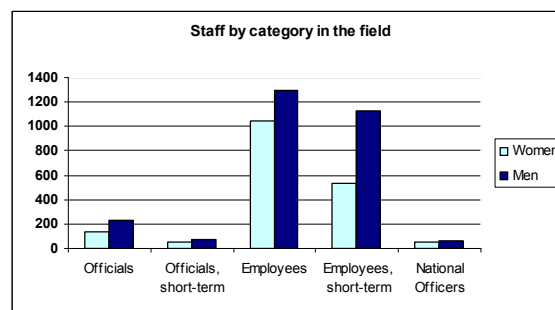
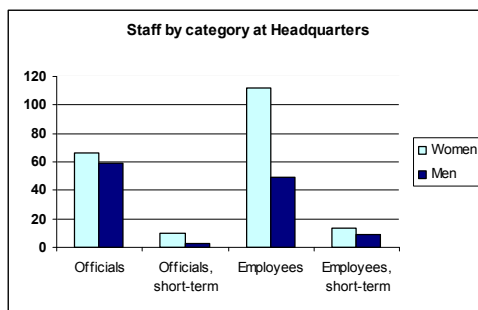
Pursue gender balance at all levels and ensure equal treatment and opportunity for all staff.

Expected Result:

Male and female staff members have equal access to opportunities at all levels of the Organization through the ensuring of gender sensitive selection processes for all appointments.

Activities:

- Develop special recruitment measures that incorporate gender in the selection process for all candidates and at all levels.
- Identify organizational problems areas in the field of gender to better analyze and address needs.
- Until gender balance is achieved at all levels (Official/Employee), give priority to female/male candidates when equally qualified in a gender imbalanced environment.



- Maintain ongoing participation of Gender Officer as *ex officio* non-voting member of the Appointments and Postings Board (APB).

- Ensure that members of JARB/CARC/JASAC are gender sensitized and gender-balanced, to the extent possible.

Expected Result 1 (a):

The staff policy on gender issues and all IOM gender sensitive human resources policies are implemented and breaches redressed, as and when necessary/appropriate.

Activities:

Establish a mechanism to ensure implementation of the staffing policy and to redress breaches with the participation and active involvement of HRM. The following options could be explored:

- Ensure commitment and accountability for the implementation of the policy at the highest executive level.
- Ensure that HRM and SAC cooperate with and involve the Working Group on Gender Issues (WGGI) in reviewing progress of the implementation of the staffing policy.
- Ensure that regular consultation takes place between the Ombudsperson and the Working Group on Gender Issues (WGGI).
- Include references to gender equality such as gender balance and gender sensitivity in managers' performance appraisals, job descriptions, and vacancy announcements.
- Require managers to justify their shortlists of candidates to the APB when their department is gender imbalanced.
- Recommend to DG and DDG that the Gender Officer is included in existing redress channels, as and where appropriate.

Expected Result 1 (b):

All IOM human resource information materials are consistent with and promote the aims of a gender balance policy.

Activities:

- All IOM human resources materials are reviewed to ensure consistency with gender sensitive policies prior to distribution.
- All IOM human resources rules and regulations are updated to ensure gender sensitivity.

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Objective 2:

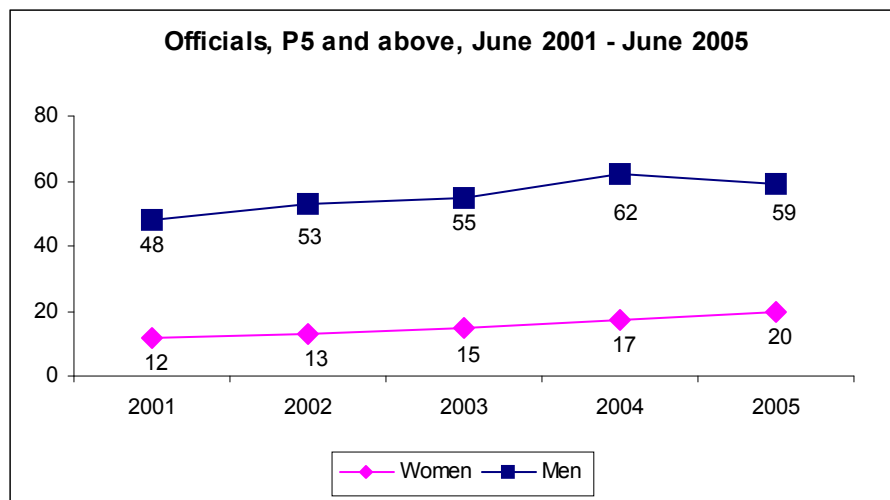
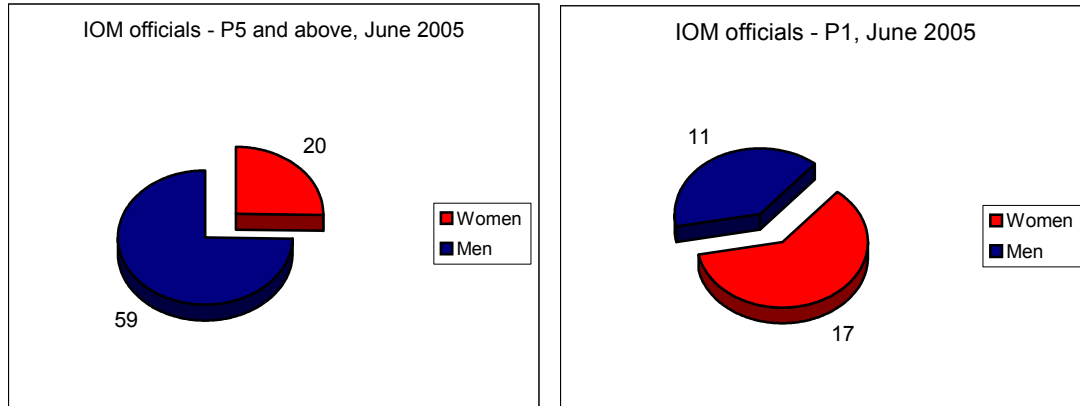
Create a supportive work environment that serves the equal advancement of women and men.

Expected Result 2 (a):

The working environment in IOM is conducive to improved motivation for career advancement and all staff is adequately gender-sensitized

Activities:

- Introduce and implement Career Development policy



Despite some progress in 2005, there is still no dramatic improvement in the gender gap between officials P/5 and above.

- Facilitate women’s progression to senior executive positions through the updating of the policy on respectful working environment and “A Policy in Support of Work/Family Responsibilities” with improved incentives particularly on spouse/partner employment, recognition of domestic partners, support for single parents, assistance for childcare, flexible working hours, paternity leave.
- Carry out activities targeted at attitudinal and managerial culture changes by:

- Sensitizing staff at all levels to enhance understanding and acceptance of gender differences and reduce job stereotyping and gender bias.
- Improving managers' understanding of gender and family issues.
- Widely publicizing the equally valuable contribution of all IOM staff to the Organization's image, productivity and success.

Expected Result 2 (b):

All IOM staff is ensured access to management training as well as to networks and channels of communication

Activities:

- Identify particular training needs (managerial and operational) for all staff and organize training and other staff development activities susceptible to facilitate career advancement, with special emphasis on women.
- Establish a system of mentoring for male and female staff with mentors identified at the highest levels.
- Ensure that information disseminated to all staff in the Organization regarding promotion, job assignment, transfer and grading procedures is transparent, objective, fair, and closely monitored.
- Introduce annual personal career planning sessions for all male and female staff members.