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Key points

- ‘IOMers’ are committed to the principle that humane and orderly migration benefits migrants and societies.
- IOM’s culture is underpinned by shared principles and beliefs that guide our actions and behaviors.

Summary of guidance

With a diverse, decentralized workforce of more than 14,000 personnel, it is not easy to describe what defines us as ‘IOMers’. However, there are some principles that we all share.

First of all, we genuinely believe in and support **IOM’s mandate** and the principle that humane and orderly migration benefits migrants and societies.

Our work is guided by IOM’s mission and we embody the values outlined in IOM [Competency Framework](#), including professionalism, integrity, transparency, inclusion and respect for diversity.

Regardless of where we work, we strive to **deliver results**. In everything we do, we put beneficiaries first. We display empathy, humility and **courage**, often in the toughest conditions.

We are flexible, understanding that the migration landscape is constantly and rapidly changing.

At times, we might be asked to deliver more with less resources, but we rise to the challenge by relying on the spirit of **innovation** and on collective excellence.

We value genuine **diversity** in all forms, because we understand how it enriches us personally and professionally, and how it makes IOM a stronger organization.

We never tolerate misconduct, including harassment, sexual harassment, discrimination, or abuse of authority, and we speak up if we witness any unacceptable behavior.

Last, but not least, we share the **pride** to be working for a unique organization.

Contacts

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Related topics

Related topics

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