



**ASSUMPTIONS/ENABLERS:** Better **WORKFORCE** planning and people management. • Long-term equitable **PARTNERSHIPS** built on trust. • Significant financial investment and better-quality **FUNDING**. • Disaggregated **DATA AND EVIDENCE** across the mobility spectrum. • Capacity for **LEARNING AND INNOVATION** underpinned by strong collaboration with partners. • Improved **COMMUNICATION** for awareness raising and inspiring people to support our vision. **INTERNAL SYSTEMS** and evolving organizational infrastructure and ways of working.

\*This theory of change is an illustration of how and why a desired change is expected to happen as described in the IOM Strategic Results Framework (SRF) 2024-2028. For the full results statements please refer to the complete framework which is available at SRF Wheel (iom.int)