

NEWSLETTER
FROM THE HUMAN RESOURCES DEPARTMENT
6 – MAY 2016





A COMMUNITY OF SOME 4,000 ACTORS

1640 ACTORS FOR THE INTERNATIONAL SECTOR

- 1 449 national salaried employees
- 17 voluntary workers (VSI –Volunteers for International Solidarity)
- 106 expatriate salaried employees
- 68 DOI (International Operations) employees at headquarters

2062 ACTORS FOR THE FRENCH SECTOR

- 1934 volunteers
- 111 employees in the field and in regional delegations
- 17 DOF employees (French Operations) at headquarters

440 ACTORS SUPPORTING OPERATIONS

- 317 voluntary associative managers
- 123 employees at headquarters



RECRUITMENT & MOBILITY

Further increase of the recruitment activity in 2015

> 290 positions filled (+ 10% compared with 2014)

- 175 international positions
- 113 in France
- 78% of the positions in the field
(in line with the decentralisation of positions policy)

The average portfolio managed by the recruitment department is 47 positions/month.

Profile of individuals hired

> The objectives set in the Generation Contract Agreement have been met with 18 permanent positions filled by young people under 30, 4 young people on their first mission, and 23 positions filled by employees over 50.

> 57% of positions filled by women, 43% by men.

> Predominance of 30-39 year olds (50% of hiring) but also 21% of hired are under 30.

Internal mobility & career management

> 145 positions filled by actors from the MdM community (119 in 2013) i.e. 50% of the overall recruitment.

Recruitment lead times

> Average lead time of 45 days, an improvement on 2014 (51 days).

> 19% of people are recruited to non-vacant positions.

> 37% to a position vacant for less than a month.

On international projects, some positions were filled temporarily by flying coordinators, while recruitment was carried out.

Recruitment sourcing and communication

> 26,858 applications received of which 2,954 were speculative applications.

> 1 offer is disseminated via 7 media sources on average.

> In 2015, MdM organised 25 external events (meetings with students, forums and exhibitions, panels etc.) at educational establishments such as the Support and Training Institute for Development Initiatives (Institut de formation et d'appui aux initiatives de développement - IFAID), the 3A School of Business and Development, the Institut Bioforce (humanitarian training), the French Institute of International and Strategic Affairs (IRIS), HEC Paris (a European business school), the Schools of Tropical Medicine in Antwerp and Liverpool, various universities in Paris, various Institutes for Nursing Care Training (Instituts de Formation en Soins Infirmiers - IFSI), EHESP (school for higher studies in public health) in Rennes etc.

The monthly information meeting at headquarters continues to attract potential MdM employees and volunteers (252 attendees over 11 meetings) with an identical number having a medical background (42% as against 41% in 2014). An increase in interest in unpaid voluntary work has been noted (24% in 2015 as against 19% in 2014).

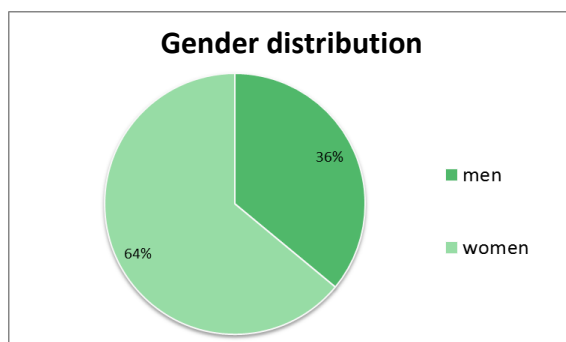
TRAINING

703 MdM actors* were trained in 2015 as part of a group or individual training activity organised by headquarters; including 365 employees based in France, 140 expatriate employees, 31 voluntary workers, 52 national employees, 87 unpaid volunteers and associative managers and 15 actors from the MDM network and partners.

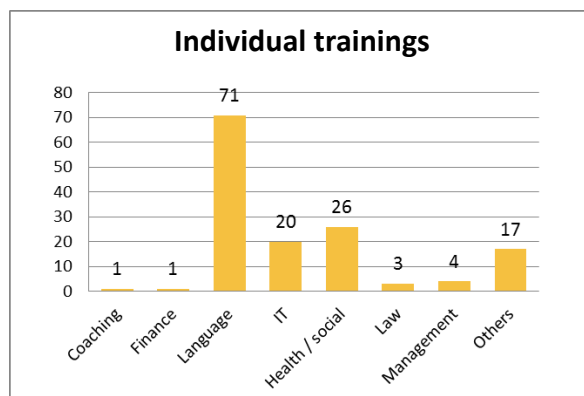
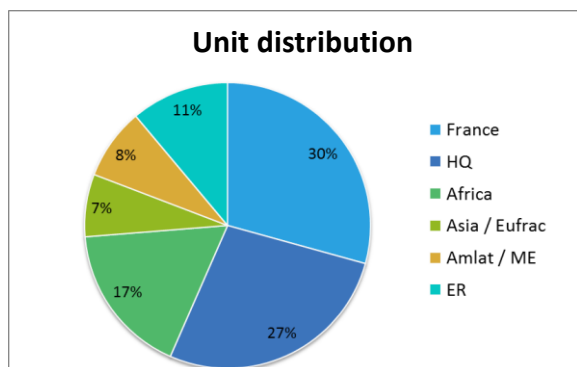
In addition, many local training activities were organised by regional delegations in France and international projects abroad, primarily involving unpaid volunteers and national employees, as well as themed workshops organised by the Analysis, Technical Support and Advocacy Unit (S2AP), the International Network Head Office (DRI) etc.

192 training courses were delivered, including 49 group training courses and 143 individual training courses for an initial budget of EUR 362,786 and an actual spend of EUR 322,133. These training courses represent a total of 15,793 hours.

*** Actors who have completed several training courses were counted each time they completed one.**



703 MDM ACTORS TRAINED



ASSOCIATIVE ACTORS

Médecins du Monde (Doctors of the World France) currently has **190 voluntary project managers (Responsables de Mission - RMs)**, including **84 on international projects (same as in 2014)** and **106 on the projects in France (109 in 2014)**.

INTERNATIONAL RMs

The population of International RMs is made up of **50 women** and **34 men**, i.e. 59% women and 41% of men. There are **54 medical staff** (i.e. 64%) including **43 doctors** (as opposed to 44 doctors in 2014 and 49 doctors in 2013).

The RMs who are doctors consist of 18 women and 25 men and their average age is 53. The general average age of international RMs is 52. The youngest is 34 and the oldest 77.

RMs IN FRANCE

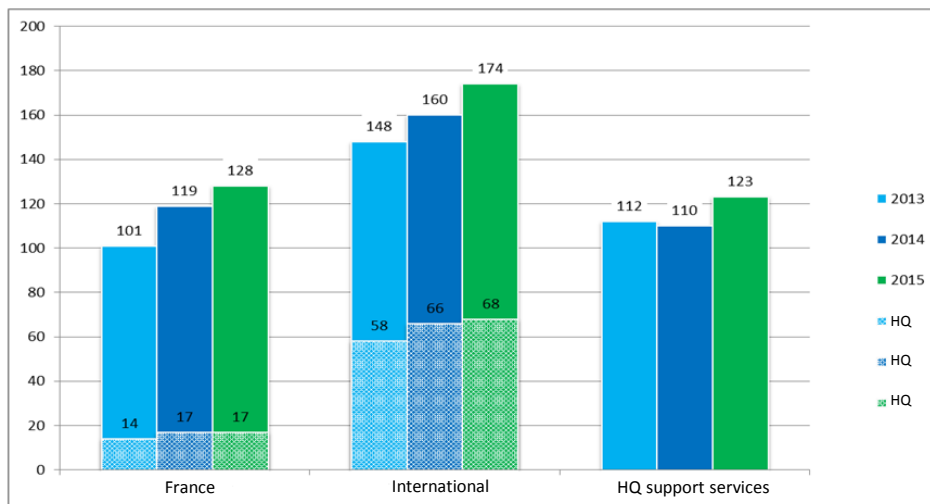
Among the 106 RMs in France, there are **69 women** and **37 men**. The population of RMs in France is made up of **76 medical staff (i.e. 71%)**, including **45 doctors (i.e. 42%)** (44 doctors in 2014 and 49 in 2013). The RMs who are doctors consist of 23 women and 22 men and their average age is 57. The youngest is 28 and the oldest 86.

UNPAID VOLUNTEERS

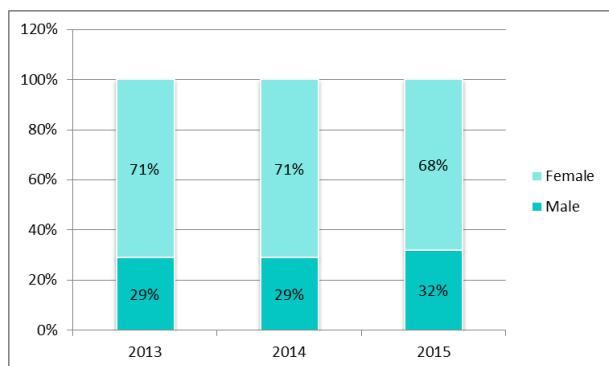
In 2015, unpaid volunteers from headquarters, regional delegations and programmes in France gave 182,113 hours of their time to the organisation. If Médecins du Monde had had to employ all the volunteers, the overall cost would have amounted to EUR 4,336,865.06.

THE SALARIED WORKFORCE ON 31/12/2015

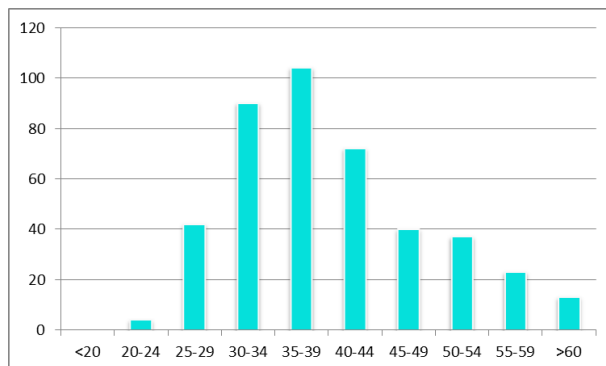
Workforce growth by sector



Gender distribution



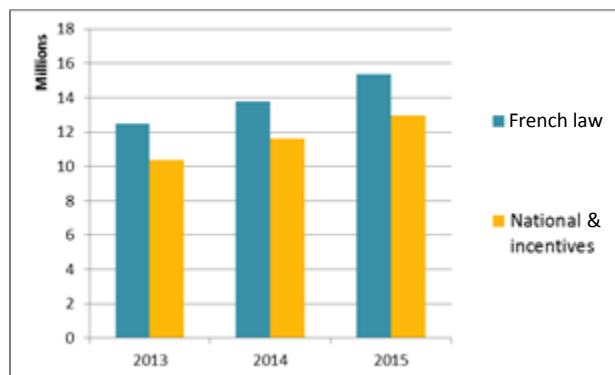
Age pyramid



PAYROLL

15 362 693 euros for French law contracts

12 961 416 euros for national law contracts and incentives



VOLUNTARY WORKERS (VSI)



In 2015, 44 paid volunteers were recruited, or 4 fewer than in 2014. The average mission duration is 4 months.

Each year, this integration opportunity allows professionals to get involved with the humanitarian sector both on emergency programmes (64%) and long term programmes (36%). The trend is the reverse of last year's (40% in emergency programmes, 60% in long term programmes). The emergency in Nepal is the main cause of this swing.

9% of volunteers completed their first humanitarian project with Médecins du Monde in 2015. The proportion of medical/paramedical profiles is greater (60%) than that of those recruited for support positions (40%).

The value added by volunteers at MdM was thus some EUR 669,335 in 2015, an increase compared with 2014. It should be noted that even though the number of volunteers has decreased, there is an increase in full-time equivalents, which explains the increase in value.

The MdM community worldwide

- 2 608** actors in France
- 560** actors in Africa
- 503** actors in Asia
- 343** actors in Middle-East
- 94** actors in Latin America and the Caribbean
- 48** actors in Eastern Europe





SOIGNE AUSSI L'INJUSTICE