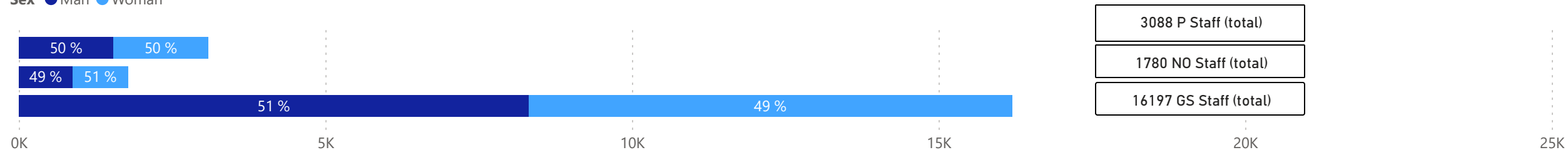
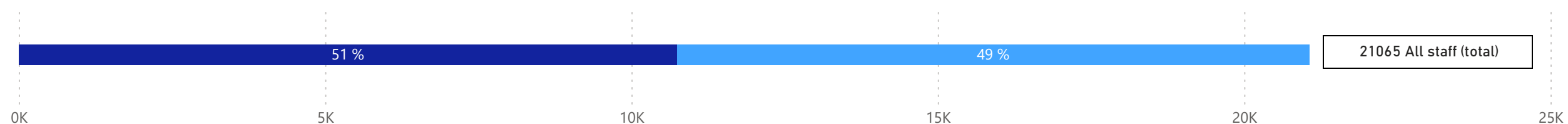


All IOM staff by staff category and sex

Sex ● Man ● Woman

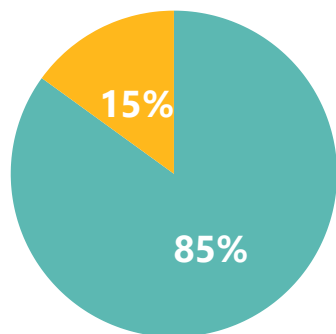


All IOM staff by sex



All staff worldwide by OECD-DAC

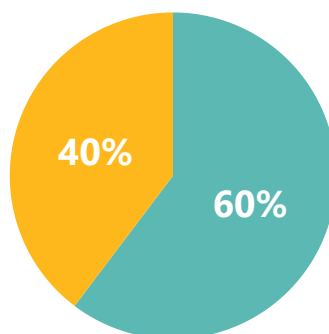
OECD-DAC ● Non-OECD-DAC ● OECD-DAC



Evolution: % Non-OECD-DAC: 1%

All Professional staff worldwide by OECD-DAC

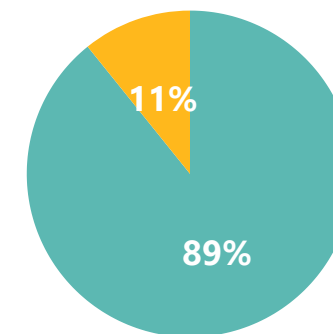
OECD-DAC ● Non-OECD-DAC ● OECD-DAC



Evolution: % Non-OECD-DAC: 1%

National staff (NO and GS) worldwide by OECD-DAC

OECD-DAC ● Non-OECD-DAC ● OECD-DAC



Evolution: % Non-OECD-DAC: 1%

* Evolution between 30 September to 31 March 2024. This is applicable to all comparisons throughout the report.

Global P Staff data, 31 March 2024

Sex	UG	P-1	P-2	P-3	P-4	P-5	D-1	D-2	Total
Man	241	55	458	421	238	89	29	15	1546
Woman	265	66	467	417	237	60	24	6	1542
Total	506	121	925	838	475	149	53	21	3088

% of Women for P Staff data after 30 september

Year-Month	UG	P-1	P-2	P-3	P-4	P-5	D-1	D-2	Total
Mar 2024	52 %	55 %	50 %	50 %	50 %	40 %	45 %	29 %	50 %
Dec 2023	50 %	57 %	51 %	50 %	49 %	41 %	41 %	29 %	50 %
Sep 2023	50 %	56 %	51 %	51 %	48 %	43 %	40 %	32 %	50 %

Historical global P staff data (% of women)

Year-Month	UG	P-1	P-2	P-3	P-4	P-5	D-1	D-2	Total
Dec 2022	54 %	33 %	51 %	52 %	48 %	40 %	38 %	39 %	50 %
Dec 2021	55 %	33 %	50 %	50 %	46 %	41 %	34 %	40 %	49 %
Dec 2020	55 %	33 %	50 %	50 %	46 %	41 %	34 %	40 %	49 %
Dec 2019	53 %	30 %	51 %	47 %	42 %	40 %	34 %	40 %	48 %
Dec 2018	54 %	35 %	51 %	48 %	41 %	40 %	30 %	42 %	48 %

% change of women from Sept 2023 and Mar 2024 (% points)

Year-Month	UG	P-1	P-2	P-3	P-4	P-5	D-1	D-2	Total
Mar 2024	2 %	-1 %	-0 %	-1 %	2 %	-3 %	6 %	-3 %	0 %

Overview of global Professional staff data by grade, sex and OECD-DAC

Professional staff by grade, sex and OECD-DAC

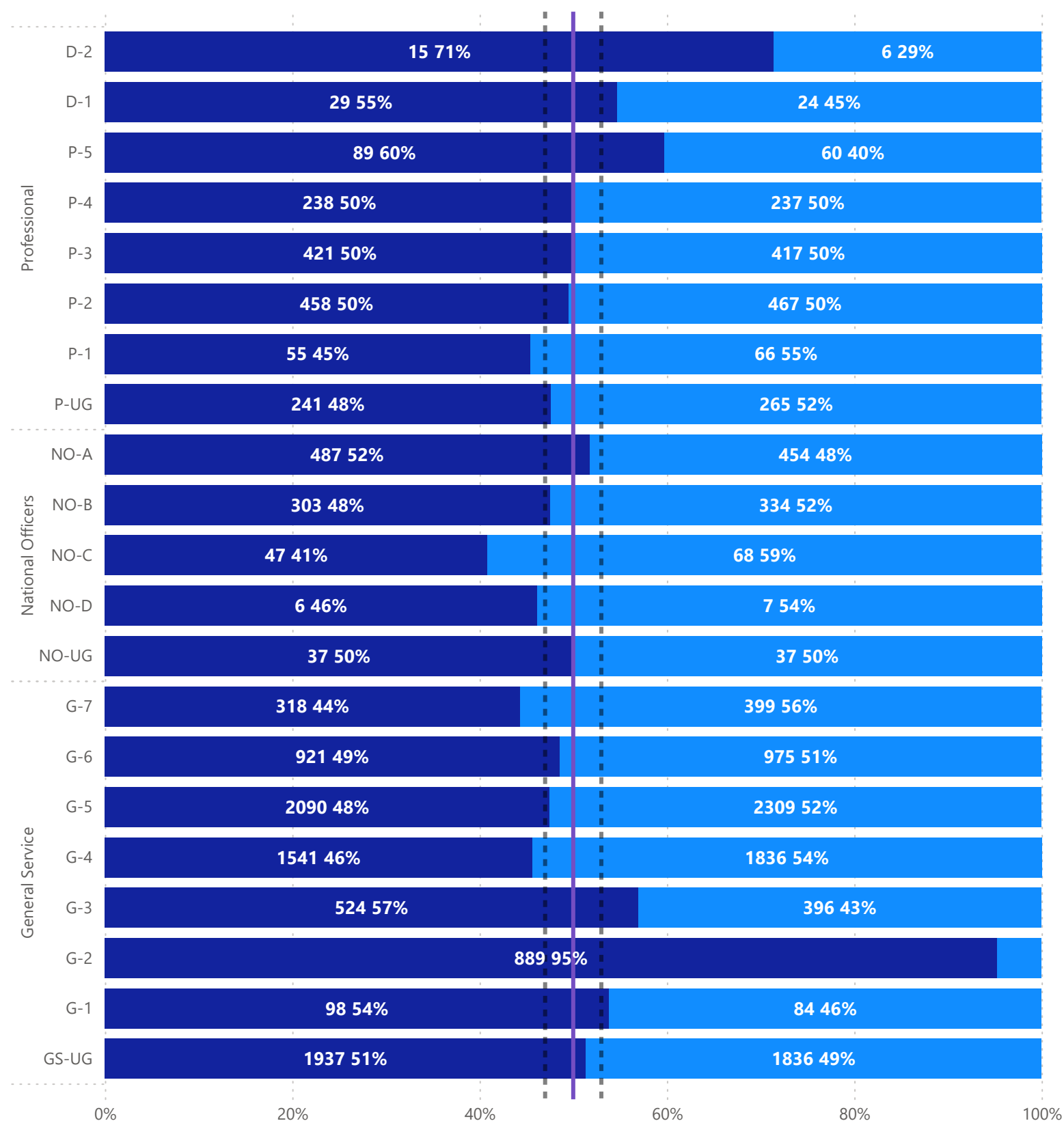
OECD-DAC Grade	Non-OECD-DAC		OECD-DAC Total	OECD-DAC		Total	Total
	Man	Woman		Man	Woman		
D-2	29%	14%	43%	43%	14%	57%	100%
D-1	17%	15%	32%	38%	30%	68%	100%
P-5	21%	12%	34%	38%	28%	66%	100%
P-4	26%	21%	47%	24%	29%	53%	100%
P-3	36%	27%	63%	14%	23%	37%	100%
P-2	40%	30%	70%	9%	21%	30%	100%
P-1	44%	42%	86%	2%	12%	14%	100%
UG	30%	25%	56%	17%	27%	44%	100%
Total	34%	26%	60%	16%	24%	40%	100%

Pct. point change

Grade	% Non-OECD-DAC
D-2	2
D-1	2
P-5	0
P-4	1
P-3	0
P-2	1
P-1	-3
UG	1
Total	1

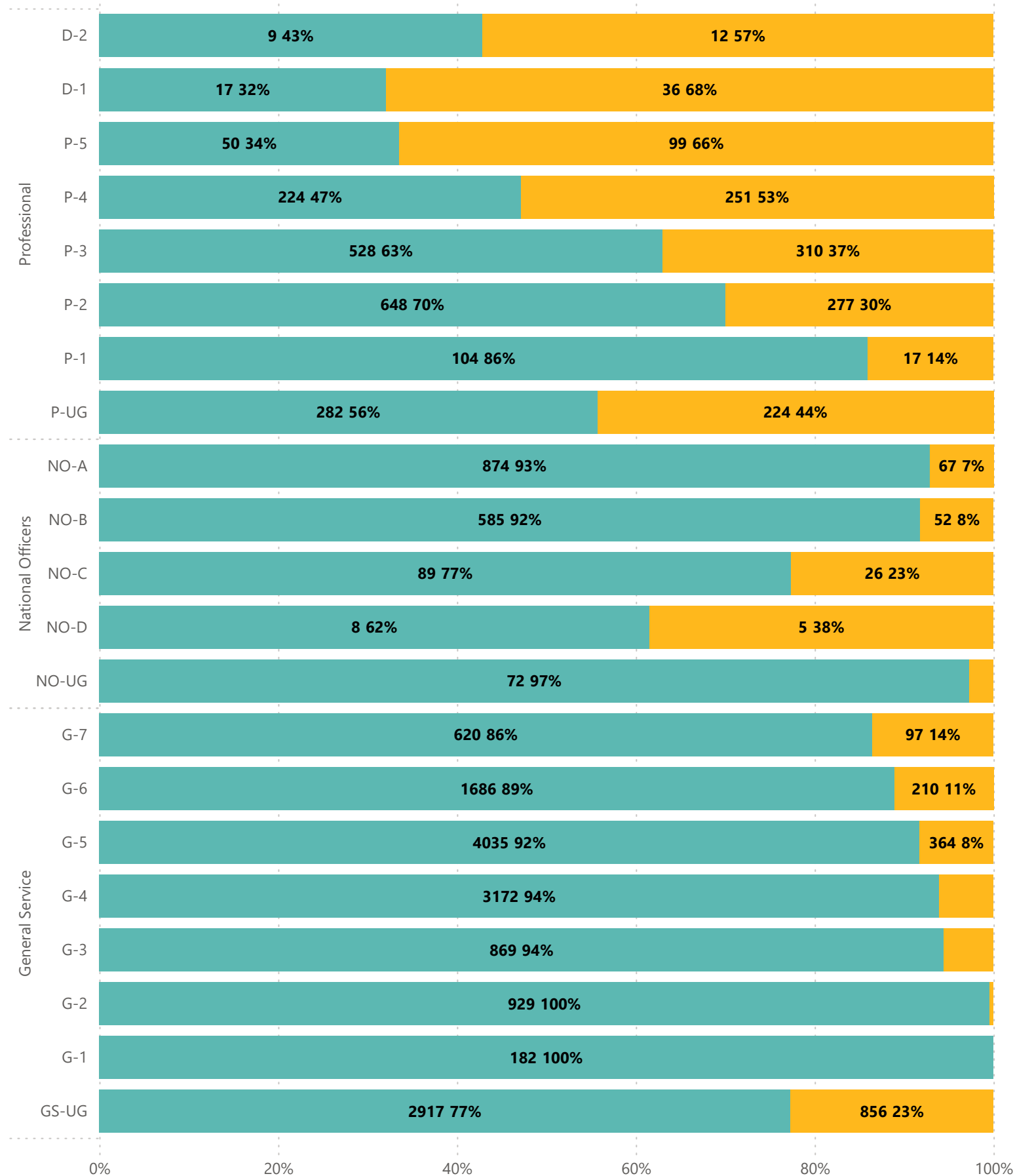
IOM staff worldwide by grade and sex (count and %)

Sex ● Man ● Woman



The dotted lines indicates whether or not parity has been reached. According to the [UN SG Gender Parity Strategy](#), "parity is considered to be within the 47-53% margin".

● Non-OECD-DAC ● OECD-DAC



P-5 and above staff members worldwide by nationality (count and %)

Grand Total

149

P5

53

D1

21

D2

223

Total

1

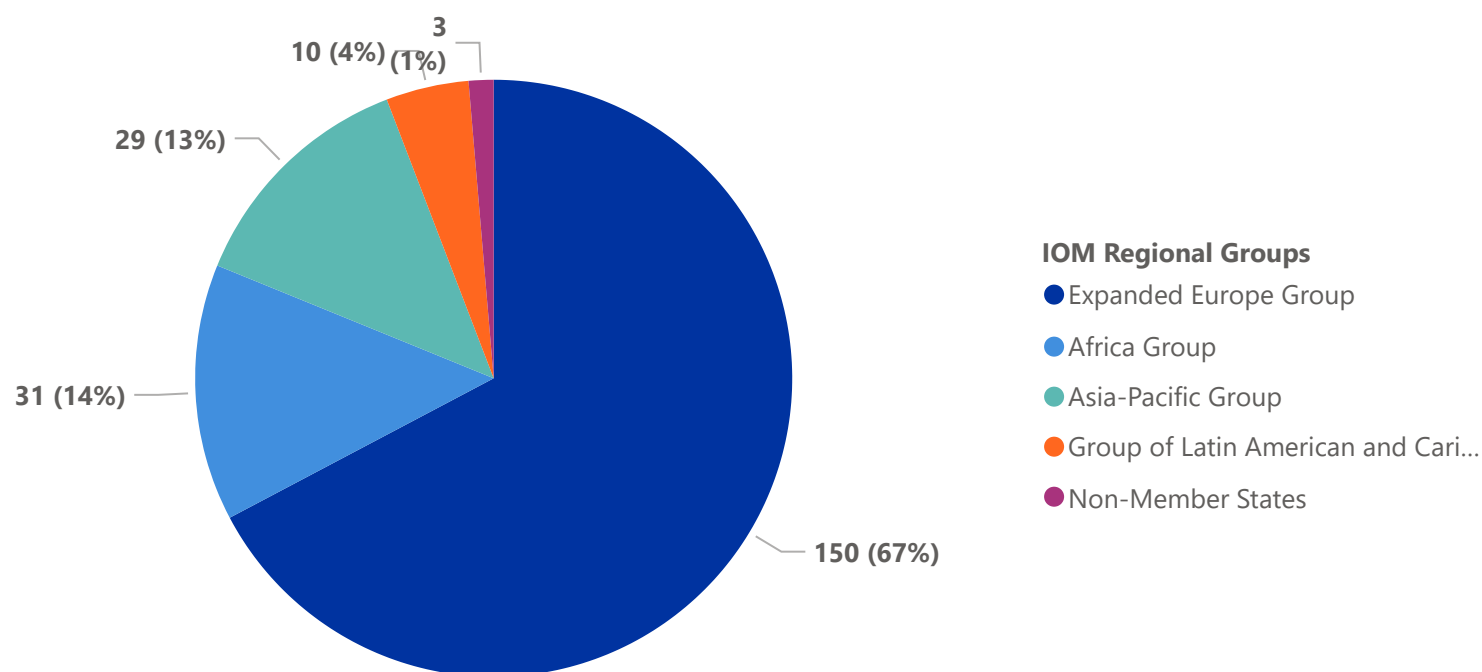
Difference from 30 sept to current

Country of nationality	OECD-DAC	P5	D1	D2	Total	%	Difference from 30 sept to current
United States	Yes	19	10	2	31	13.90 %	-1
Italy	Yes	18	6	2	26	11.66 %	1
France	Yes	12	3		15	6.73 %	-3
United Kingdom	Yes	8	4		12	5.38 %	2
Germany	Yes	8		1	9	4.04 %	0
Australia	Yes	4	2	2	8	3.59 %	0
Sweden	Yes	3	1	2	6	2.69 %	0
Belgium	Yes	2	3		5	2.24 %	-1
Canada	Yes	3		2	5	2.24 %	1
Switzerland	Yes	4	1		5	2.24 %	0
Austria	Yes	3	1		4	1.79 %	1
Egypt	No	3	1		4	1.79 %	0
Japan	Yes	2	2		4	1.79 %	0
Kenya	No	3		1	4	1.79 %	1
Portugal	Yes	3	1		4	1.79 %	-1
Costa Rica	No		3		3	1.35 %	0
India	No	1	2		3	1.35 %	0
Jordan	No	2		1	3	1.35 %	0
Russian Federation	No	3			3	1.35 %	-1
Senegal	No	2	1		3	1.35 %	0
Serbia	No	2	1		3	1.35 %	0
Spain	Yes	2	1		3	1.35 %	0
Türkiye	No	3			3	1.35 %	0
Bosnia And Herzegovina	No	2			2	0.90 %	1
Côte d'Ivoire	No	2			2	0.90 %	0
Croatia	Yes	2			2	0.90 %	0
Ethiopia	No	2			2	0.90 %	0
Georgia	No		2		2	0.90 %	0
Ghana	No	1		1	2	0.90 %	0
Greece	Yes	2			2	0.90 %	0
Indonesia	No	2			2	0.90 %	1
Ireland	Yes	1		1	2	0.90 %	1
Korea Republic of	Yes	2			2	0.90 %	0
Morocco	No	1	1		2	0.90 %	0
Philippines	No	1		1	2	0.90 %	0
South Africa	No	2			2	0.90 %	0
Tajikistan	No	1	1		2	0.90 %	0
Uganda	No	1		1	2	0.90 %	0
Uruguay	No		1	1	2	0.90 %	0

P-5 and above staff members worldwide by nationality (count and %) - continuation

Country of nationality	OECD-DAC	P5	D1	D2	Total	%	Difference from 30 sept to current
Afghanistan	No	1			1	0.45 %	0
Albania	No	1			1	0.45 %	0
Azerbaijan	No	1			1	0.45 %	0
Belarus	No	1			1	0.45 %	0
Bolivia, Plurinational State of	No	1			1	0.45 %	0
Brazil	No	1			1	0.45 %	1
Chile	No			1	1	0.45 %	0
China	No			1	1	0.45 %	-1
Ecuador	No	1			1	0.45 %	0
Iran, Islamic Republic of	No	1			1	0.45 %	0
Lebanon	No		1		1	0.45 %	-1
Malawi	No	1			1	0.45 %	0
Mauritania	No		1		1	0.45 %	0
Mozambique	No	1			1	0.45 %	0
Netherlands	Yes		1		1	0.45 %	0
Nicaragua	No		1		1	0.45 %	0
Niger	No		1		1	0.45 %	0
North Macedonia	No	1			1	0.45 %	0
Poland	Yes	1			1	0.45 %	0
Republic of Mauritius	No	1			1	0.45 %	0
Sierra Leone	No	1			1	0.45 %	0
Sri Lanka	No	1			1	0.45 %	0
Sudan	No			1	1	0.45 %	0
Thailand	No	1			1	0.45 %	0
Zimbabwe	No	1			1	0.45 %	0

P-5 and above by IOM regional groups* and nationality (count and %)

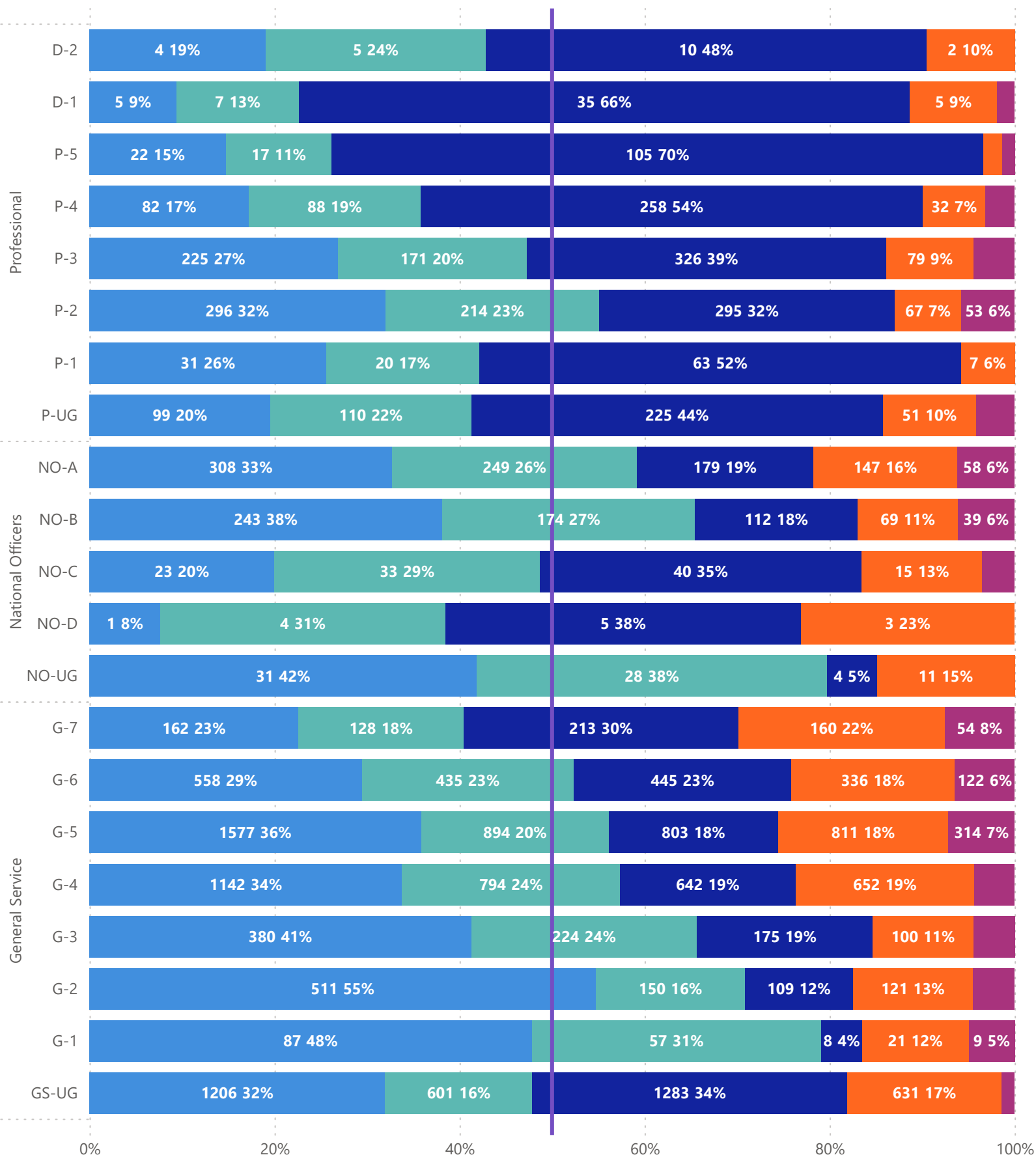


	# Positions	# Countries represented	# Positions change	# Countries represented change
D-2	21	16	-1	0
Africa Group	4	4	0	0
Asia-Pacific Group	5	4	0	0
Expanded Europe Group	10	6	-1	0
Group of Latin American and Caribbean Countries	2	2	0	0
D-1	53	26	0	0
Africa Group	5	5	0	1
Asia-Pacific Group	7	4	1	0
Group of Latin American and Caribbean Countries	5	3	0	0
Non-Member States	1	1	0	0
Expanded Europe Group	35	13	-1	-1
P-5	149	53	2	-1
Group of Latin American and Caribbean Countries	3	3	1	1
Africa Group	22	14	1	0
Expanded Europe Group	105	24	2	0
Asia-Pacific Group	17	11	-2	-1
Non-Member States	2	1	0	-1
Total	223	64	1	1

*For the full list of IOM Member States by regional group, please see annex 1 of this report.

IOM staff by grade and regional group of staff nationality (count and %)

IOM Regional Groups ● Africa Group ● Asia-Pacific Group ● Expanded Europe Group ● Group of Latin Ameri... ● Non-Member St...



Non- and Under-represented Member States

List of Non-represented Member States (divided by region)¹

Asia and the Pacific (13)

Country of nationality

Cambodia
Cook Islands
Federated States of
Micronesia
Fiji
Kiribati
Lao People's Dem Republic
Marshall Islands
Nauru
Palau
Solomon Islands
Tonga
Tuvalu
Vanuatu

Central and North America and the Caribbean (8)

Country of nationality

Antigua and Barbuda
Bahamas
Barbados
Dominica
Grenada
St. Kitts & Nevis
St. Lucia
Suriname

Southern Africa (4)

Country of nationality

Botswana
Comoros
Madagascar
Namibia

Eastern and South-Eastern Europe and Central Asia (1)

Country of nationality

Uzbekistan

European Economic Area (2)

Country of nationality

Holy See
Iceland

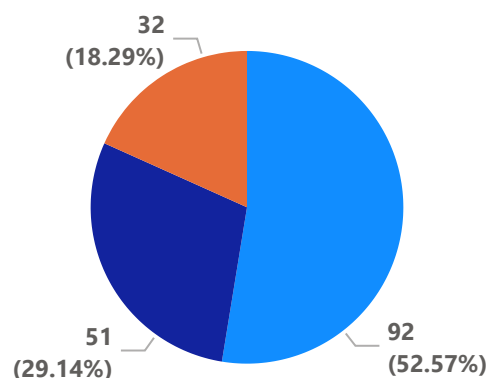
Central and West Africa (4)

Country of nationality

Cabo Verde
Congo
Guinea-Bissau
Sao Tome and Principe

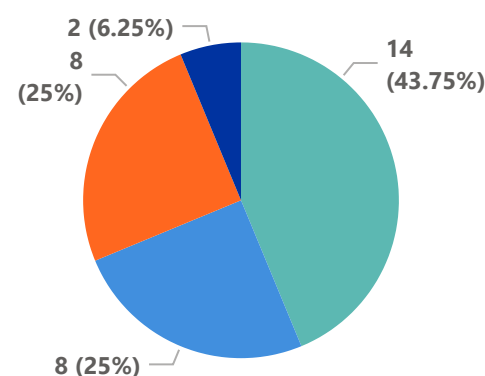
Member States representation in the P staff category (count and %)

- Represented
- Under-represented
- Non-represented



Non-Represented Member States by IOM Regional Groups

- Asia-Pacific Group
- Africa Group
- Group of Latin A...
- Expanded Europe...



Member States representation in the P staff category (count and %)

Representation	#	%
Represented	92	53%
Under-represented	51	29%
Non-represented	32	18%

Non-Represented Member States by IOM Regional Groups

IOM Regional Groups	#	%
Asia-Pacific Group	14	44%
Africa Group	8	25%
Group of Latin American and Caribbean Countries	8	25%
Expanded Europe Group	2	6%

Changes between Sept 2023 and 31 March 2024

Country	Representation Sept 2023	Latest representation status
Sao Tome and Principe	Under-represented	Non-represented
Eswatini	Non-represented	Under-represented
Seychelles	Non-represented	Under-represented
Tanzania United Rep of	Represented	Under-represented

List of Member States represented by five or less international staff members (displayed by region) ¹

Asia and the Pacific (7)

Country of nationality	Man	Woman	Total
Samoa		1	1
Timor-Leste		1	1
Maldives		2	2
Mongolia		2	2
Papua New Guinea	2		2
Viet Nam	2		2
Iran, Islamic Republic of	2	2	4

Central and West Africa (4)

Country of nationality	Man	Woman	Total
Central African Republic	1		1
Gabonese Rep of		2	2
Liberia	3		3
Gambia	3	2	5

Eastern and South-Eastern Europe and Central Asia (9)

Country of nationality	Man	Woman	Total
Israel		1	1
Montenegro		1	1
Tajikistan	2		2
Kazakhstan	2	1	3
Kyrgyzstan	1	2	3
Armenia	1	3	4
Azerbaijan	2	2	4
Moldova Republic of	2	2	4
Turkmenistan	1	3	4

Middle East and North Africa (2)

Country of nationality	Man	Woman	Total
Algeria	1	2	3
Libya	2	2	4

Southern Africa (5)

Country of nationality	Man	Woman	Total
Angola	1		1
Eswatini		1	1
Seychelles	1		1
Lesotho	1	2	3
Malawi	5		5

Central and North America and the Caribbean (8)

Country of nationality	Man	Woman	Total
Belize		1	1
Cuba		1	1
Dominican Republic		1	1
Saint Vincent & the Grenadines		1	1
Trinidad And Tobago		1	1
Guyana Rep of	1	1	2
Guatemala	3		3
Jamaica		3	3

East Africa and the Horn of Africa (4)

Country of nationality	Man	Woman	Total
Eritrea	1	1	2
Djibouti	1	3	4
Somalia	4		4
Tanzania United Rep of	2	3	5

European Economic Area (10)

Country of nationality	Man	Woman	Total
Cyprus	1		1
Estonia		1	1
Latvia		1	1
Lithuania	1		1
Luxembourg		1	1
Czech Republic	1	1	2
Malta	1	1	2
Slovenia		2	2
Slovakia	1	2	3
Hungary		5	5

South America (1)

Country of nationality	Man	Woman	Total
Uruguay	3	2	5

Total count of CoMs, Intl. and National HoO

135

Total count of CoMs and Intl. HoO

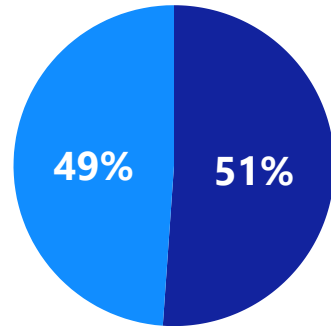
103

Total count of National HoO

32

All CoM, Intl. HoO and National HoO by sex

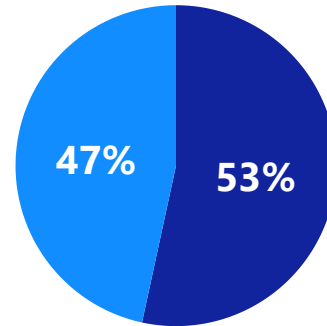
Sex ● Man ● Woman



Evolution: % Women: -2%

All CoM and Intl. HoO by sex

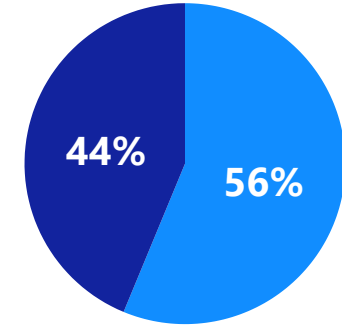
Sex ● Man ● Woman



Evolution: % Women: -1%

National HoO by sex

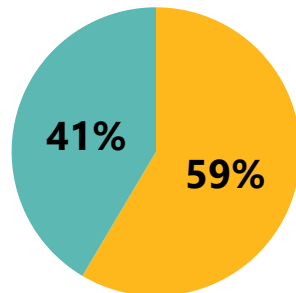
Sex ● Woman ● Man



Evolution: % Women: -4%

All CoM, Intl. HoO and National HoO by OECD-DAC

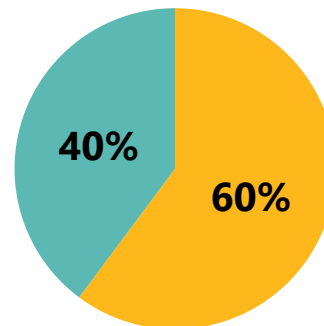
● OECD-DAC ● Non-OECD-DAC



Evolution: % Non-OECD-DAC: 1%

All CoM and Intl. HoO by OECD-DAC

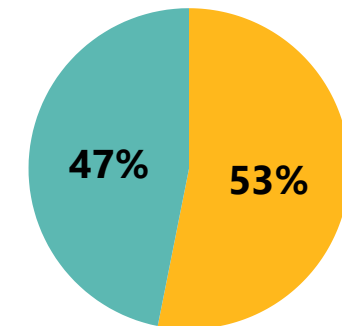
● OECD-DAC ● Non-OECD-DAC



Evolution: % Non-OECD-DAC: 2%

National HoO by OECD-DAC

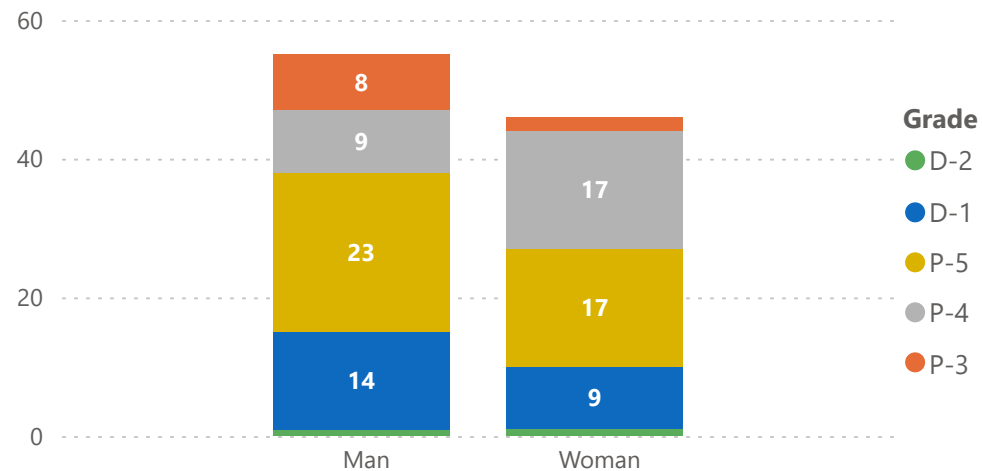
● OECD-DAC ● Non-OECD-DAC



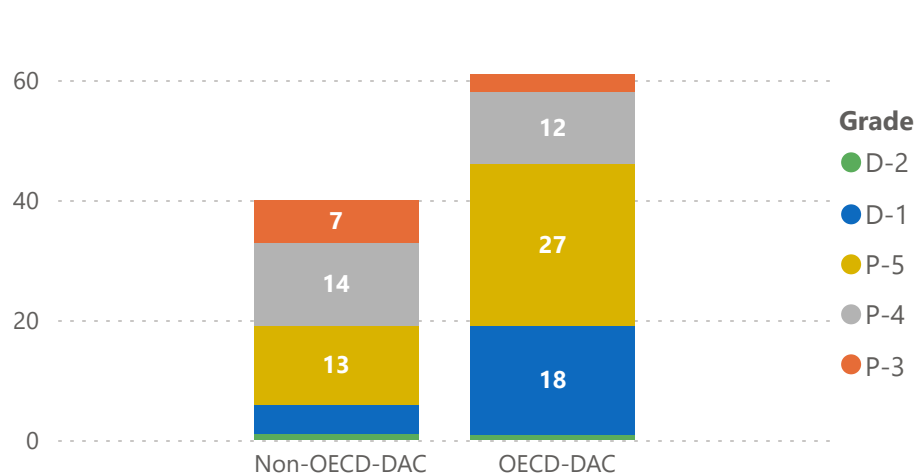
Evolution: % Non-OECD-DAC: -2%

Chiefs of Mission, International Heads of Office, and National Heads of Office

All CoM and Intl. HoO by grade and sex



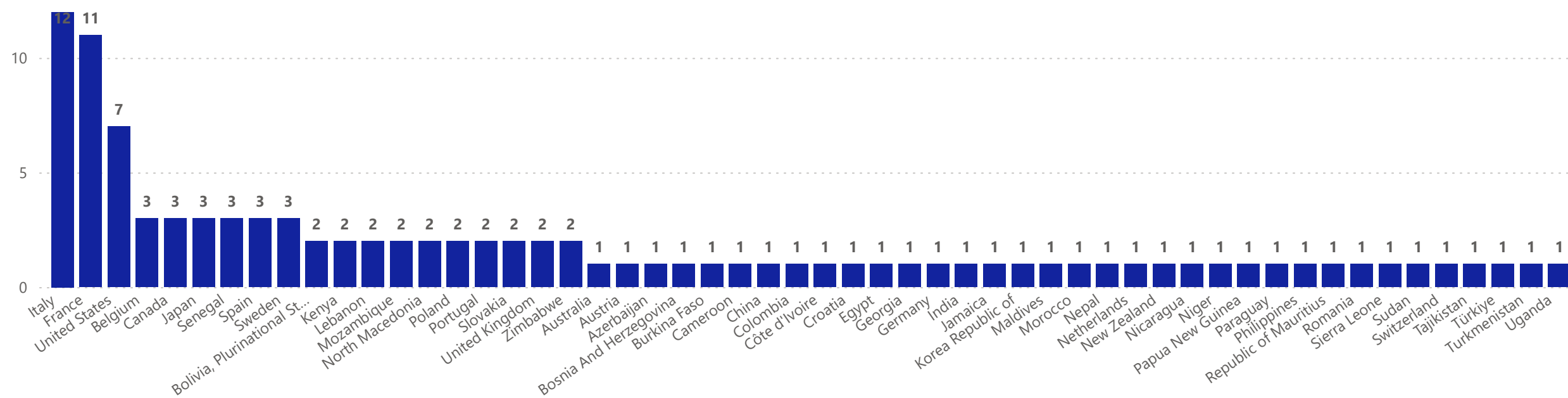
All CoM and Intl. HoO by grade and OECD-DAC



Intl. HoH by location

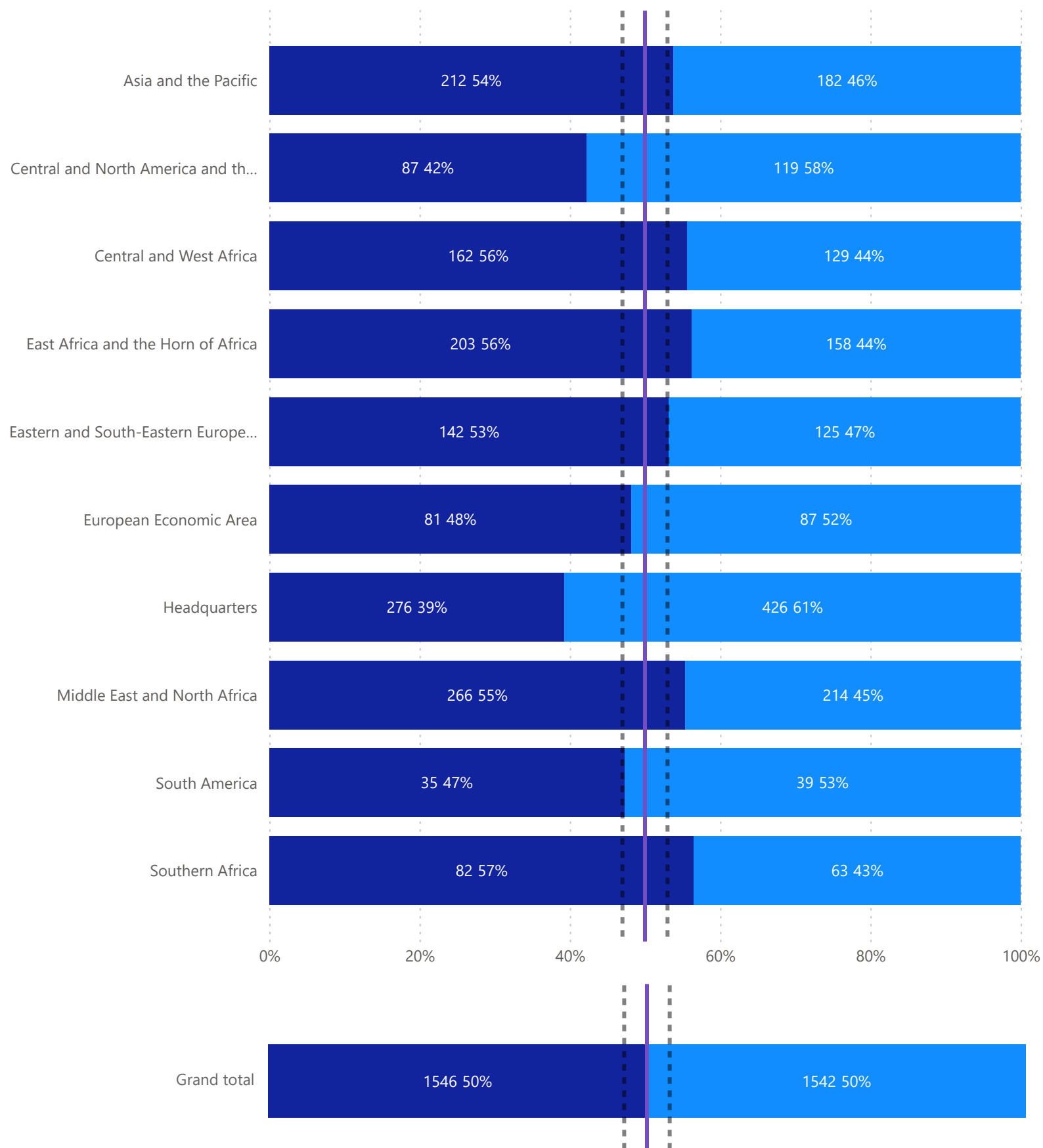
Location	# International HoO
Iraq	1
Kenya	1
Lebanon	1
Qatar	1
Vanuatu	1
Total	5

All CoM and Intl. HoO by nationality



Professional staff by region (including HQ) and sex 2

Sex ● Man ● Woman



The dotted lines indicates whether or not parity has been reached. According to the [UN SG Gender Parity Strategy](#), "parity is considered to be within the 47-53% margin".

Annex 1 - IOM regional groups (175)

Africa Group	Group of Latin American and Caribbean Countries	Asia-Pacific Group	Expanded Europe Group
Algeria	Antigua and Barbuda	Afghanistan	Albania
Angola	Argentina	Australia	Armenia
Benin	Bahamas	Bangladesh	Austria
Botswana	Barbados	Cambodia	Azerbaijan
Burkina Faso	Belize	China	Belarus
Burundi	Bolivia, Plurinational State of	Cook Islands	Belgium
Cabo Verde	Brazil	Fiji	Bosnia and Herzegovina
Cameroon	Chile	India	Bulgaria
Central African Republic	Colombia	Iran Islamic Republic of	Canada
Chad	Costa Rica	Japan	Croatia
Comoros	Cuba	Jordan	Cyprus
Congo	Dominica	Kazakhstan	Czechia
Côte d'Ivoire	Dominican Republic	Kiribati	Denmark
Democratic Republic of the Congo	Ecuador	Kyrgyzstan	Estonia
Djibouti	El Salvador	Lao People's Democratic Republic	Finland
Egypt	Grenada	Maldives	France
Eritrea	Guatemala	Marshall Islands	Georgia
Eswatini	Guyana	Micronesia (Federated States of)	Germany
Ethiopia	Haiti	Mongolia	Greece
Gabon	Honduras	Myanmar	Holy See
Gambia	Jamaica	Nauru	Hungary
Ghana	Mexico	Nepal	Iceland
Guinea	Nicaragua	New Zealand	Ireland
Guinea-Bissau	Panama	Pakistan	Israel
Kenya	Paraguay	Palau	Italy
Lesotho	Peru	Papua New Guinea	Latvia
Liberia	Saint Kitts and Nevis	Philippines	Lithuania
Libya	Saint Lucia	Republic of Korea	Luxembourg
Madagascar	Saint Vincent and the Grenadines	Samoa	Malta
Malawi	Suriname	Solomon Islands	Montenegro
Mali	Trinidad and Tobago	Sri Lanka	Netherlands (Kingdom of the)
Mauritania	Uruguay	Tajikistan	North Macedonia
Mauritius	Venezuela, Bolivarian Republic of	Thailand	Norway
Morocco		Timor-Leste	Poland

Annex 1 - IOM regional groups (175) - continuation

Africa Group	Group of Latin American and Caribbean Countries	Asia-Pacific Group	Expanded Europe Group
Mozambique		Tonga	Portugal
Namibia		Turkmenistan	Republic of Moldova
Niger		Tuvalu	Romania
Nigeria		Uzbekistan	Russian Federation
Rwanda		Vanuatu	Serbia
Sao Tome and Principe		Viet Nam	Slovakia
Senegal		Yemen	Slovenia
Seychelles			Spain
Sierra Leone			Sweden
Somalia			Switzerland
South Africa			Türkiye
South Sudan			Ukraine
Sudan			United Kingdom
Togo			United States of America
Tunisia			
Uganda			
United Republic of Tanzania			
Zambia			
Zimbabwe			

Note 1

Non-Represented Member States are those for which IOM does not have any International Professional Staff Member.

For the purpose of this report, under-represented Member States refers to Member States represented by 5 or less than 5 staff members in the Professional staff category. This group of countries requires special attention as they risk becoming nonrepresented if P staff members of those nationalities leave the Organization. The definition of under-represented Member States is currently being reassessed.

For the full list of IOM Member States by regional group, please see annexes of this document

Note 2

HQ ICT Department data includes Professional staff members working for the Department of ICT in the Data Center in Valencia, Spain; HQ GDI data includes Professional staff members working for the Global Data Institute in the Global Migration Data Analysis Center (GMDAC), Germany and in the CO in London, UK; MAC, PAC, SLO New York and SLO Addis Ababa are included under HQ data and not under the regions where they are located. Staff members working for RO Vienna are included in the SEECA region data.