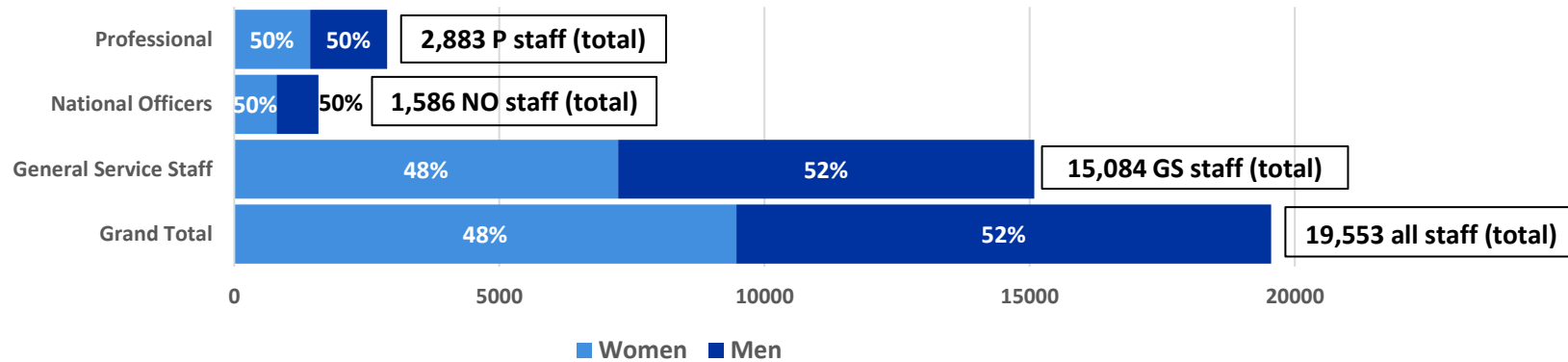


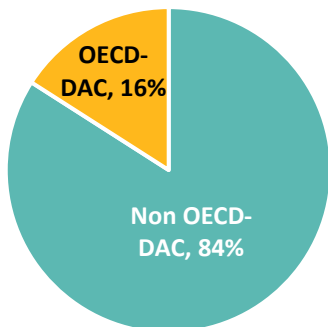
IOM Staff data report

The report is based on national staff data as of 30 June 2023 and professional staff data as of 25 September 2023¹

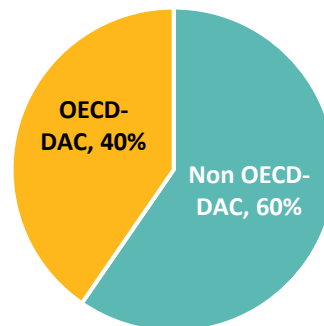
All IOM staff by staff category and sex



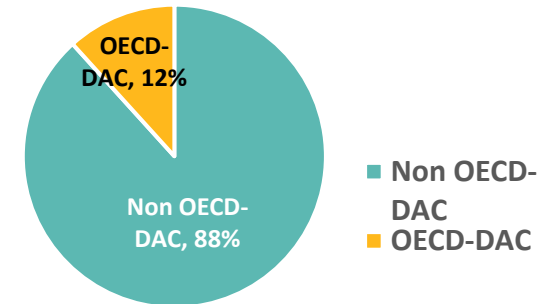
All staff worldwide by OECD-DAC



All Professional staff worldwide by OECD-DAC



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



¹ **Disclaimer:** as positions and personnel are mobile, this report may not adequately reflect some staff members who have just joined, are moving to another post, retiring or other situations (such as SLWOP or rotation).

Overview of global Professional staff data over 5 years (31 Dec. 2018-25 Sept. 2023)

Table: all P staff data by grade and sex, 31 Dec. 2018-25 Sept. 2023 comparison.²

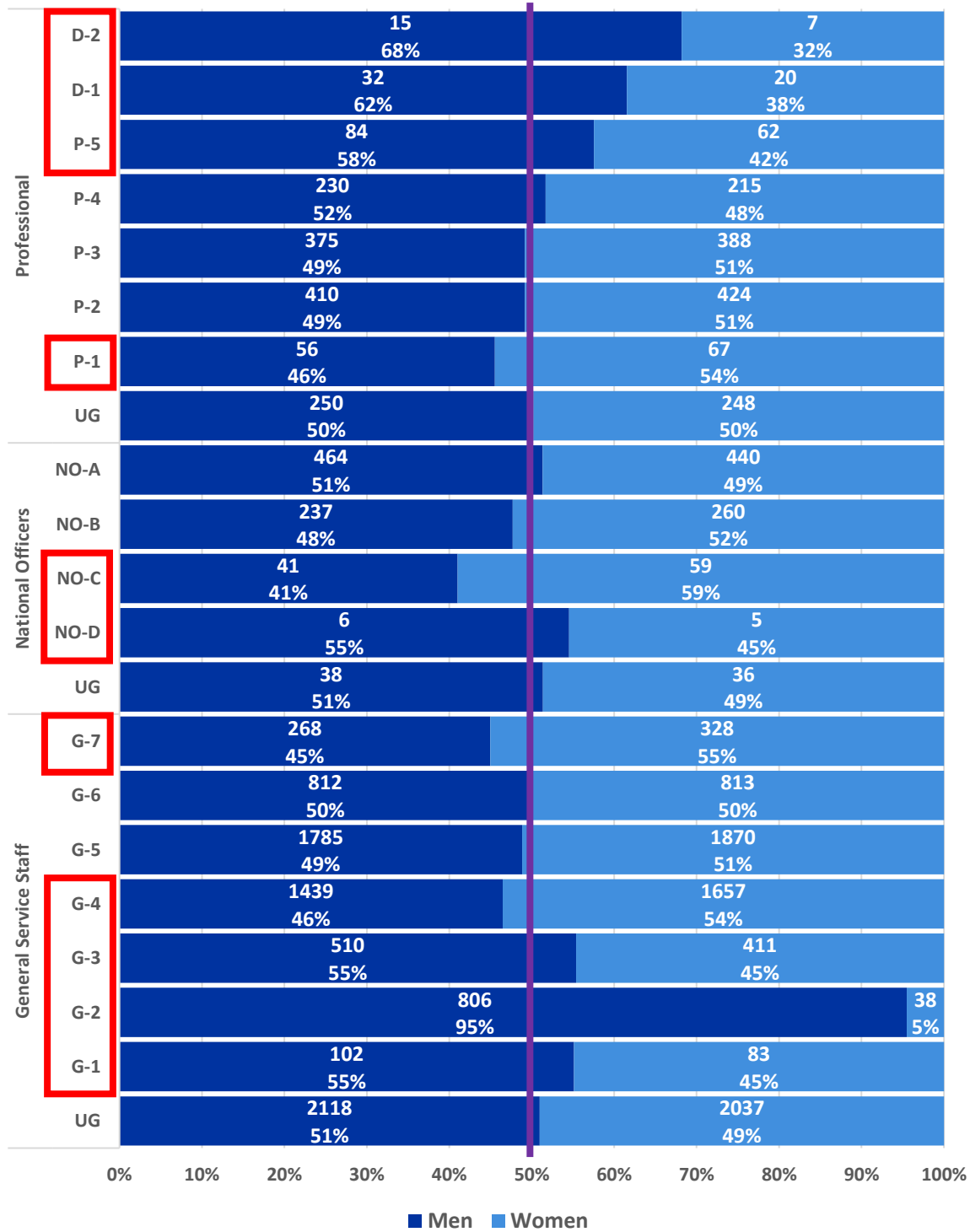
| | UG | P-1 | P-2 | P-3 | P-4 | P-5 | D-1 | D-2 | Total |
|---|------------|-------------|------------|------------|------------|------------|------------|------------|--------------|
| Women 25 Sept. 2023 | 248 | 67 | 424 | 388 | 215 | 62 | 20 | 7 | 1,431 |
| Men 25 Sept. 2023 | 250 | 56 | 410 | 375 | 230 | 84 | 32 | 15 | 1,452 |
| Grand Total 25 Sept. 2023 | 498 | 123 | 834 | 763 | 445 | 146 | 52 | 22 | 2,883 |
| % of women on 25 Sept. 2023 | 50% | 54% | 51% | 51% | 48% | 42% | 38% | 32% | 50% |
| % of women in 2022 | 54% | 33% | 51% | 52% | 48% | 40% | 38% | 39% | 50% |
| % of women in 2021 | 56% | 31% | 51% | 49% | 47% | 41% | 33% | 40% | 49% |
| % of women in 2020 | 55% | 37% | 49% | 50% | 45% | 44% | 31% | 27% | 49% |
| % of women in 2019 | 52% | 31% | 50% | 47% | 41% | 41% | 36% | 31% | 47% |
| % of women in 2018 | 54% | 35% | 50% | 48% | 41% | 40% | 30% | 36% | 48% |
| Change in percentage of women between 25 Sept. 2023 and 2018 (percentage points) | -4% | +19% | +1% | +3% | +7% | +2% | +8% | -4% | +2% |

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

| | Non-OECD-DAC | | Non-OECD-DAC Total | OECD-DAC | | OECD-DAC Total |
|--------------|--------------|------------|--------------------|------------|------------|----------------|
| | Women | Men | | Women | Men | |
| D-2 | 14% | 27% | 41% | 18% | 41% | 59% |
| D-1 | 12% | 19% | 31% | 27% | 42% | 69% |
| P-5 | 13% | 21% | 34% | 29% | 36% | 66% |
| P-4 | 20% | 27% | 47% | 28% | 25% | 53% |
| P-3 | 28% | 35% | 63% | 23% | 14% | 37% |
| P-2 | 29% | 39% | 69% | 21% | 10% | 31% |
| P-1 | 46% | 44% | 89% | 9% | 2% | 11% |
| UG | 22% | 32% | 55% | 27% | 18% | 45% |
| Total | 26% | 34% | 60% | 24% | 17% | 40% |

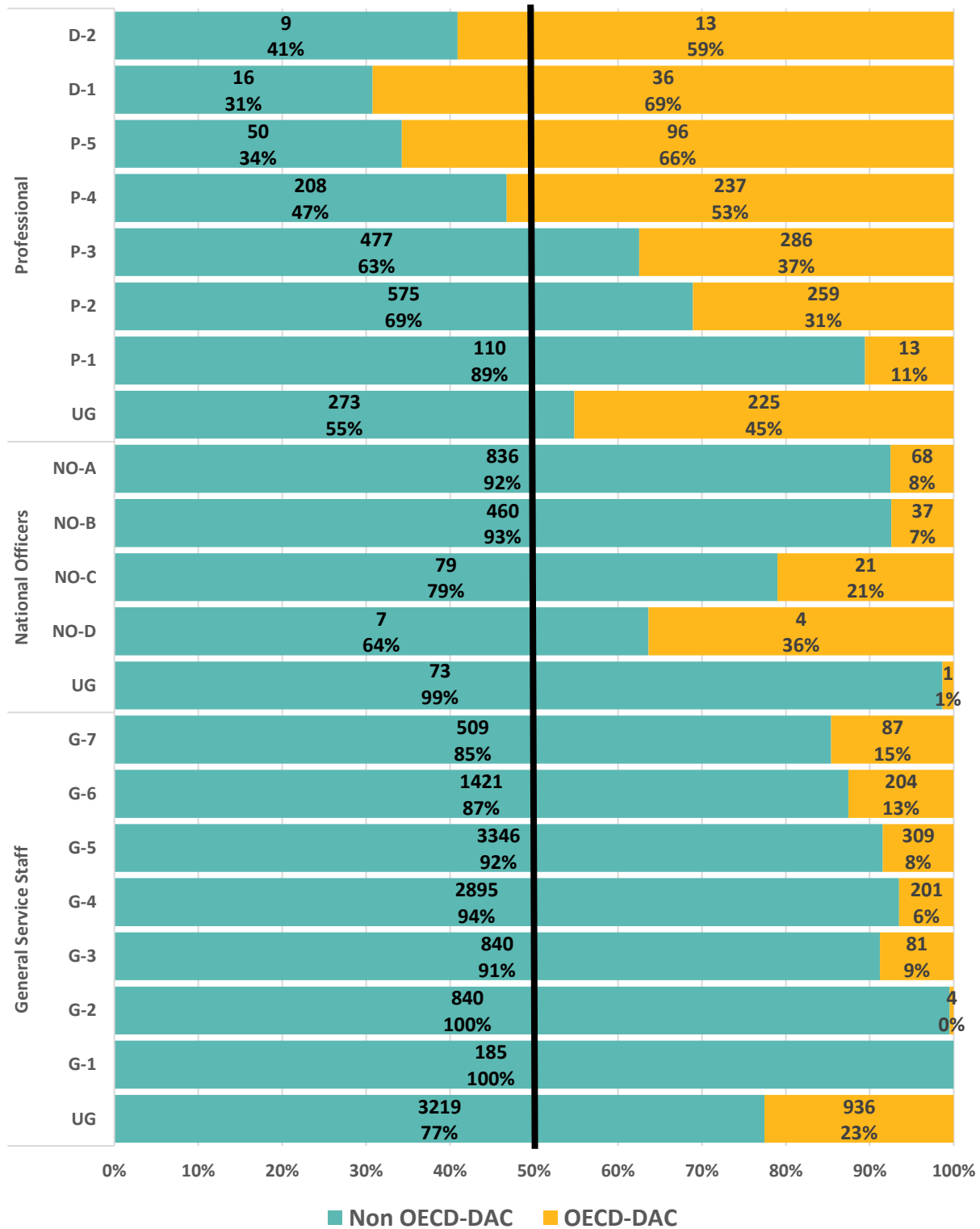
² According to the [UN SG Gender Parity Strategy](#) “parity is considered to be within the 47%-53% margin”. The red background color of cells indicates that there is imbalance. The green background color of cells indicates that there is gender parity (percentage of women/men is between 47% and 53%).

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



*red indicates that gender parity has not been reached; According to the [UN SG Gender Parity Strategy](#) “parity is considered to be within the 47%-53% margin”.

IOM staff worldwide by grade and OECD-DAC (count and percentage)



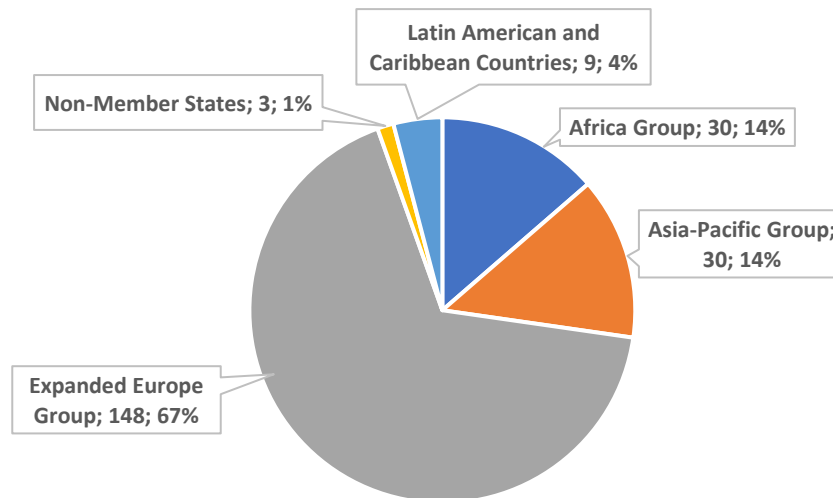
P-5 and above staff members worldwide by nationality (count and %)

| Nationality | P-5 | D-1 | D-2 | Total | |
|---------------|-----|-----|-----|-------|--------|
| | | | | count | % |
| American | 19 | 10 | 3 | 32 | 14.55% |
| Italian | 18 | 5 | 2 | 25 | 11.36% |
| French | 12 | 4 | 1 | 17 | 7.73% |
| British | 7 | 3 | | 10 | 4.55% |
| Australian | 4 | 2 | 2 | 8 | 3.64% |
| German | 7 | | 1 | 8 | 3.64% |
| Belgian | 2 | 4 | | 6 | 2.73% |
| Swedish | 3 | 1 | 2 | 6 | 2.73% |
| Portuguese | 4 | 1 | | 5 | 2.27% |
| Swiss | 4 | 1 | | 5 | 2.27% |
| Canadian | 2 | | 2 | 4 | 1.82% |
| Egyptian | 2 | 2 | | 4 | 1.82% |
| Japanese | 2 | 2 | | 4 | 1.82% |
| Russian | 4 | | | 4 | 1.82% |
| Austrian | 2 | 1 | | 3 | 1.36% |
| Costa Rican | | 3 | | 3 | 1.36% |
| Indian | 2 | 1 | | 3 | 1.36% |
| Jordanian | 2 | | 1 | 3 | 1.36% |
| Kenyan | 2 | | 1 | 3 | 1.36% |
| Senegalese | 2 | 1 | | 3 | 1.36% |
| Serbian | 2 | 1 | | 3 | 1.36% |
| Spanish | 2 | 1 | | 3 | 1.36% |
| Turkish | 3 | | | 3 | 1.36% |
| Chinese | 1 | | 1 | 2 | 0.91% |
| Croatian | 2 | | | 2 | 0.91% |
| Ethiopian | 2 | | | 2 | 0.91% |
| Filipino | 1 | | 1 | 2 | 0.91% |
| Georgian | | 2 | | 2 | 0.91% |
| Ghanaian | 1 | | 1 | 2 | 0.91% |
| Greek | 2 | | | 2 | 0.91% |
| Ivorian | 2 | | | 2 | 0.91% |
| Korean | 2 | | | 2 | 0.91% |
| Lebanese | 1 | 1 | | 2 | 0.91% |
| Moroccan | 2 | | | 2 | 0.91% |
| South African | 2 | | | 2 | 0.91% |
| Tajikistani | 1 | 1 | | 2 | 0.91% |
| Ugandan | 1 | | 1 | 2 | 0.91% |
| Uruguayan | | 1 | 1 | 2 | 0.91% |
| Afghan | 1 | | | 1 | 0.45% |
| Albanian | 1 | | | 1 | 0.45% |
| Azerbaijani | 1 | | | 1 | 0.45% |
| Belarusian | 1 | | | 1 | 0.45% |
| Bolivian | 1 | | | 1 | 0.45% |
| Bosnian | 1 | | | 1 | 0.45% |
| Chilean | | | 1 | 1 | 0.45% |
| Dutch | | 1 | | 1 | 0.45% |

| Nationality | P-5 | D-1 | D-2 | Total | |
|--------------------|------------|-----------|-----------|------------|-------------|
| | | | | count | % |
| Ecuadorian | 1 | | | 1 | 0.45% |
| Indonesian | 1 | | | 1 | 0.45% |
| Iranian | 1 | | | 1 | 0.45% |
| Irish | 1 | | | 1 | 0.45% |
| Macedonian | 1 | | | 1 | 0.45% |
| Malawian | 1 | | | 1 | 0.45% |
| Mauritanian | | 1 | | 1 | 0.45% |
| Mauritian | 1 | | | 1 | 0.45% |
| Mozambican | 1 | | | 1 | 0.45% |
| Nicaraguan | | 1 | | 1 | 0.45% |
| Nigerien | | 1 | | 1 | 0.45% |
| Polish | 1 | | | 1 | 0.45% |
| Sierra Leonean | 1 | | | 1 | 0.45% |
| Sri Lankan | 1 | | | 1 | 0.45% |
| Sudanese | | | 1 | 1 | 0.45% |
| Thai | 1 | | | 1 | 0.45% |
| Zimbabwean | 1 | | | 1 | 0.45% |
| Grand Total | 146 | 52 | 22 | 220 | 100% |

*the yellow background of cells indicates a country part of OECD-DAC, while the green background of cells indicates a country that is not part of OECD-DAC

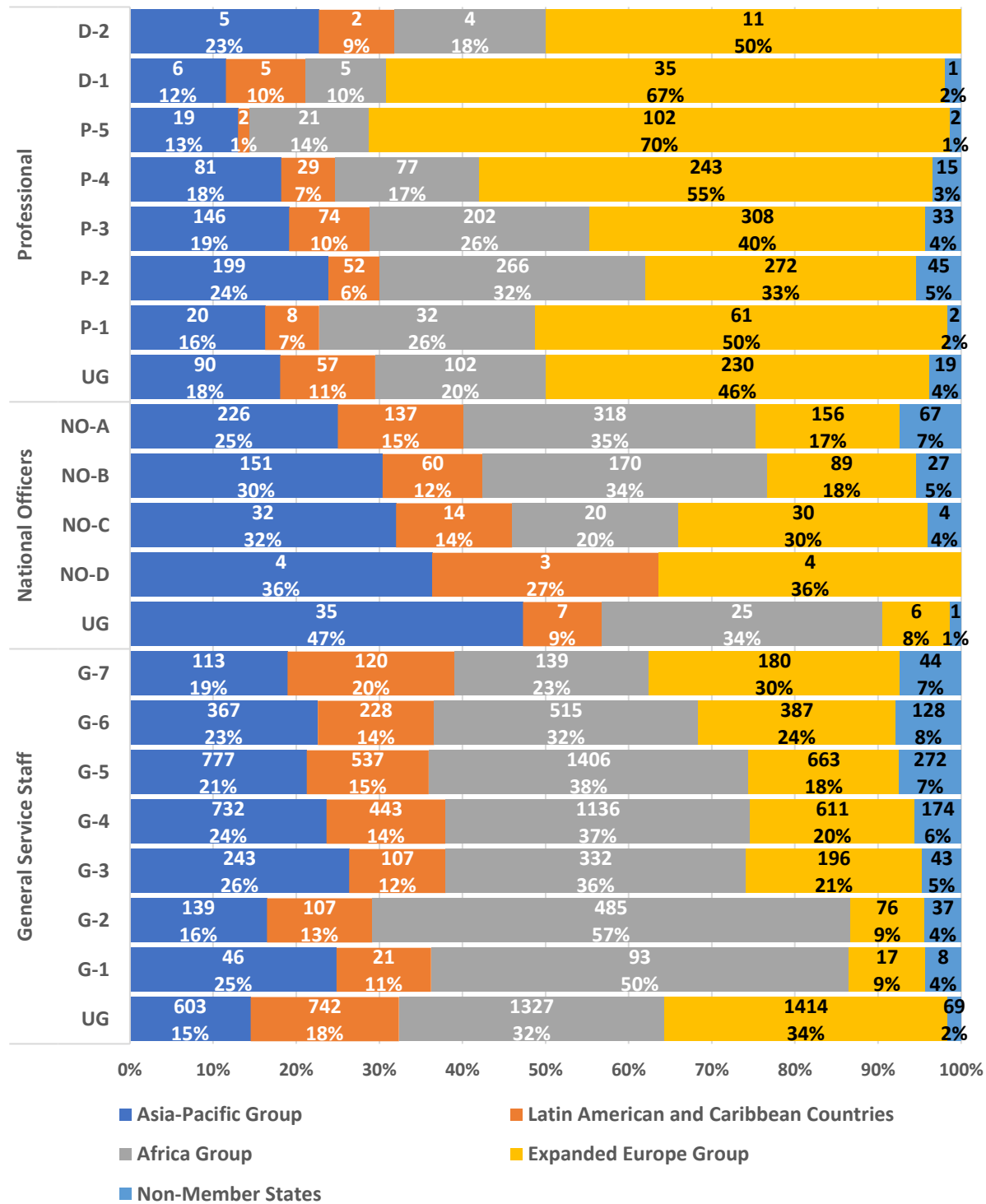
All Professional staff on P-5 and above roles by IOM regional group of staff nationality (count and percentage)



| Grade | IOM Regional Group ³ | No. of positions | No. of countries represented |
|-------|--|------------------|------------------------------|
| D-2 | Africa Group | 4 | 4 |
| | Asia-Pacific Group | 5 | 4 |
| | Expanded Europe Group | 11 | 6 |
| | Latin American and Caribbean Countries | 2 | 2 |
| D-1 | Africa Group | 5 | 4 |
| | Asia-Pacific Group | 6 | 4 |
| | Expanded Europe Group | 35 | 13 |
| | Latin American and Caribbean Countries | 5 | 3 |
| | Non-Member States | 1 | 1 |
| P-5 | Africa Group | 21 | 14 |
| | Asia-Pacific Group | 19 | 12 |
| | Expanded Europe Group | 102 | 24 |
| | Latin American and Caribbean Countries | 2 | 2 |
| | Non-Member States | 2 | 2 |

³ For the full list of IOM Member States by regional group, please see annex 1 of this document.

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



⁴ For the full list of IOM Member States by regional group, please see annex 1 of this document.

Non-⁵ and Under-Represented⁶ Member States

List of the 33 Non-Represented Member States (divided by region)

Asia-Pacific Region (13)

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

Central and North America and the Caribbean (8)

Antigua and Barbuda
Bahamas (The)
Barbados
Dominica
Grenada
Saint Kitts and Nevis
Saint Lucia
Suriname

Southern Africa (6)

Botswana
Comoros
Eswatini (Kingdom of)
Madagascar
Namibia
Seychelles

Central and West Africa (3)

Cabo Verde
Congo (The)
Guinea-Bissau

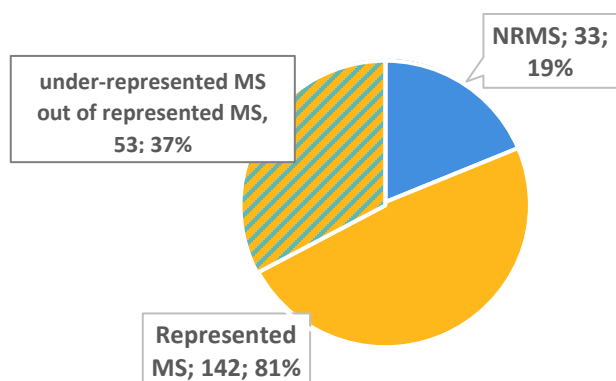
European Economic Area (2)

Holy See
Iceland

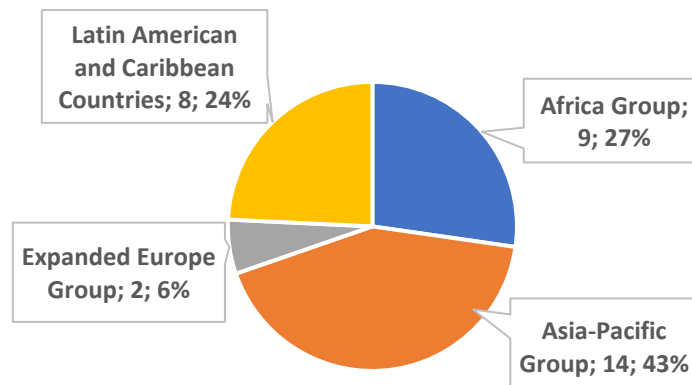
South-Eastern Europe, Eastern Europe and Central Asia (1)

Uzbekistan

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



Non-Represented Member States by IOM Regional Group



7

⁵ Non-Represented Member States are those for which IOM does not have any International Professional Staff Member.

⁶ 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 non-represented if P staff members of those nationalities leave the Organization. The definition of under-represented Member States is currently being reassessed.

⁷ For the full list of IOM Member States by regional group, please see annex 1 of this document.

List of the 53 Member States represented by five or less than five international staff members (divided by region)⁸

Asia-Pacific Region (7)

| | W | M | Total |
|----------------------------|---|---|-------|
| Mongolia | 1 | | 1 |
| Papua New Guinea | | 1 | 1 |
| Samoa | 1 | | 1 |
| Timor-Leste | 1 | | 1 |
| Viet Nam | | 1 | 1 |
| Maldives | 2 | | 2 |
| Iran (Islamic Republic of) | 3 | 2 | 5 |

EEA (10)

| | W | M | Total |
|------------|---|---|-------|
| Cyprus | | 1 | 1 |
| Estonia | 1 | | 1 |
| Latvia | 1 | | 1 |
| Lithuania | | 1 | 1 |
| Luxembourg | 1 | | 1 |
| Malta | 1 | 1 | 2 |
| Slovenia | 2 | | 2 |
| Czechia | 2 | 1 | 3 |
| Hungary | 3 | | 3 |
| Slovakia | 2 | 1 | 3 |

SEEECA (9)

| | W | M | Total |
|---------------------|---|---|-------|
| Israel | 1 | | 1 |
| Montenegro | 1 | | 1 |
| Kyrgyzstan | 1 | 1 | 2 |
| Tajikistan | | 2 | 2 |
| Kazakhstan | 1 | 2 | 3 |
| Armenia | 3 | 1 | 4 |
| Azerbaijan | 2 | 2 | 4 |
| Republic of Moldova | 2 | 2 | 4 |
| Turkmenistan | 3 | 1 | 4 |

Central and West Africa (6)

| | W | M | Total |
|--------------------------|---|---|-------|
| Gabon | 1 | | 1 |
| Sao Tome and Principe | | 1 | 1 |
| Central African Republic | 1 | 1 | 2 |
| Gambia (The) | 1 | 1 | 2 |
| Liberia | | 3 | 3 |
| Mauritania | 2 | 3 | 5 |

Central and North America and the Caribbean (10)

| | W | M | Total |
|----------------------------------|---|---|-------|
| Belize | 1 | | 1 |
| Guyana | 1 | | 1 |
| Saint Vincent and the Grenadines | 1 | | 1 |
| Trinidad and Tobago | 1 | | 1 |
| Cuba | 1 | 1 | 2 |
| Guatemala | | 2 | 2 |
| Dominican Republic | 2 | 1 | 3 |
| Jamaica | 3 | | 3 |
| Honduras | 5 | | 5 |
| Nicaragua | 3 | 2 | 5 |

Southern Africa (3)

| | W | M | Total |
|---------|---|---|-------|
| Angola | | 1 | 1 |
| Lesotho | 2 | 1 | 3 |
| Malawi | | 5 | 5 |

MENA (2)

| | W | M | Total |
|---------|---|---|-------|
| Libya | 2 | | 2 |
| Algeria | 2 | 1 | 3 |

EAHA (3)

| | W | M | Total |
|----------|---|---|-------|
| Eritrea | 1 | 1 | 2 |
| Djibouti | 3 | | 3 |
| Somalia | 1 | 2 | 3 |

Southern America (3)

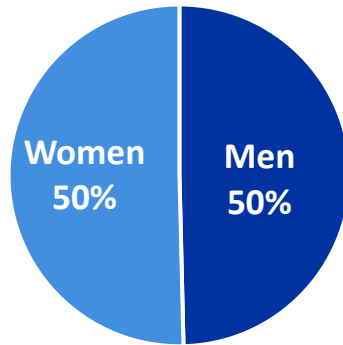
| | W | M | Total |
|----------------------------------|---|---|-------|
| Bolivia (Plurinational State of) | | 2 | 2 |
| Peru | 2 | 3 | 5 |
| Uruguay | 2 | 3 | 5 |

⁸ 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 non-represented if P staff members of those nationalities leave the Organization. The definition of under-represented Member States is currently being reassessed.

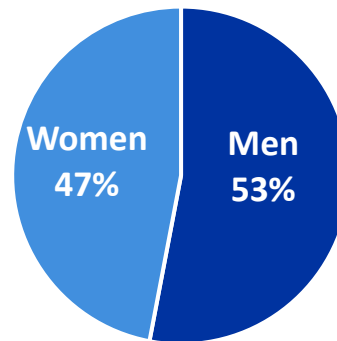
Chiefs of Mission, International Heads of Office⁹, and National Heads of Office (25 Sept. 2023 data)

As of 25 Sept. 2023, there are 133 CoM, international HoO, and national HoO.

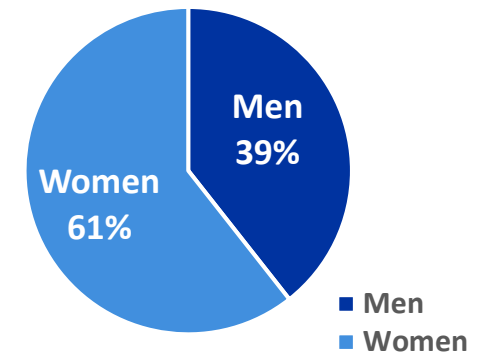
CoM, Intl. HoO and National HoO
by sex



CoM and Intl. HoO by sex

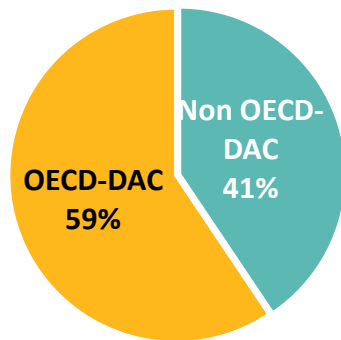


National HoO by sex

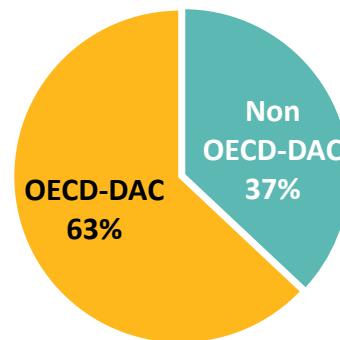


■ Men
■ Women

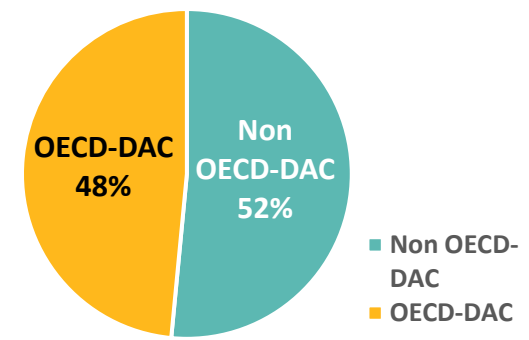
CoM, Intl. HoO and National HoO by
OECD-DAC



CoM and Intl. HoO by OECD-DAC



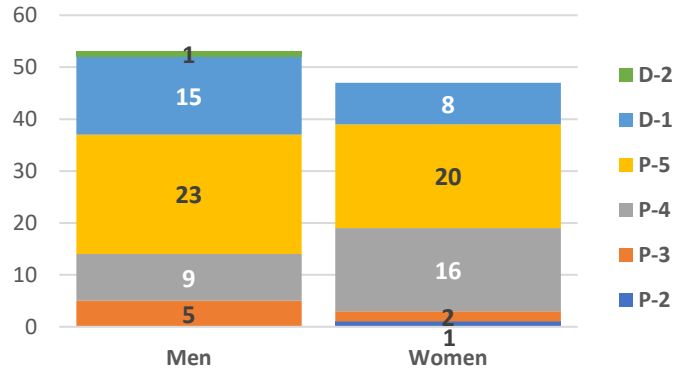
National HoO by OECD-DAC



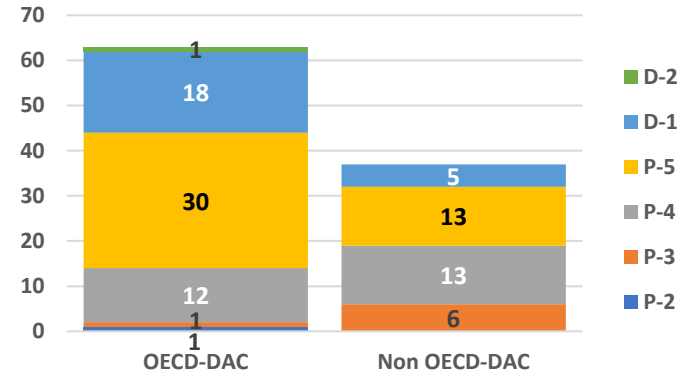
■ Non OECD-DAC
■ OECD-DAC

⁹ International Heads of Office are staff members who work outside their country of nationality as Heads of Office, and are not accredited as Chiefs of Mission. The international HoO are located in Beirut, Doha, Maseru and Nairobi.

All CoM and Intl. HoO by grade and sex

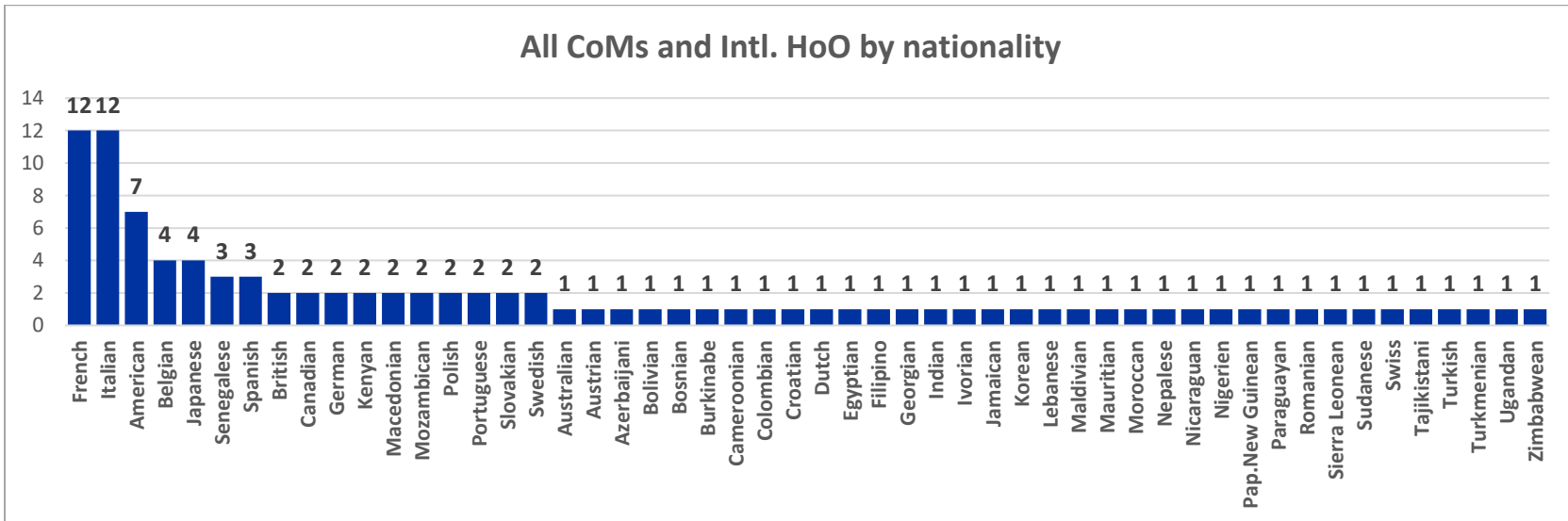


All CoM and Intl. HoO by grade and OECD-DAC



10

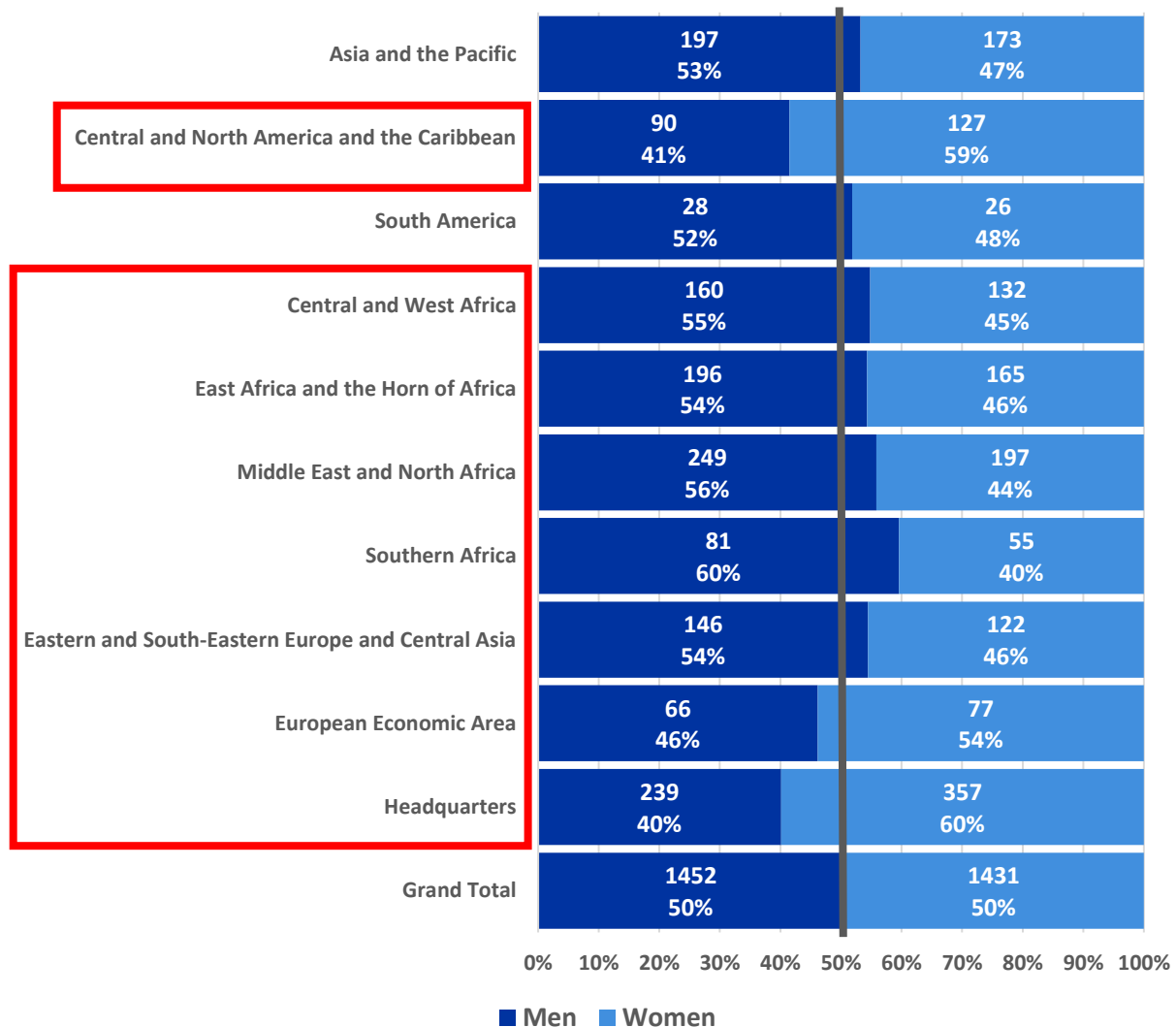
All CoMs and Intl. HoO by nationality



¹⁰ International Heads of Office are staff members who work outside their country of nationality as Heads of Office, and are not accredited as Chiefs of Mission. The international HoO are located in Beirut, Doha, Maseru and Nairobi. As of 25 Sept. 2023, there are 100 CoM and international HoO.

Professional staff by region (including HQ) and sex¹¹

All Professional staff by region and sex



*red indicates that gender parity has not been reached; According to the [UN SG Gender Parity Strategy](#) “parity is considered to be within the 47%-53% margin”.

¹¹ 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. Staff members working for RO Vienna are included in the SEECA region data.

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 |

| 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 | | | |