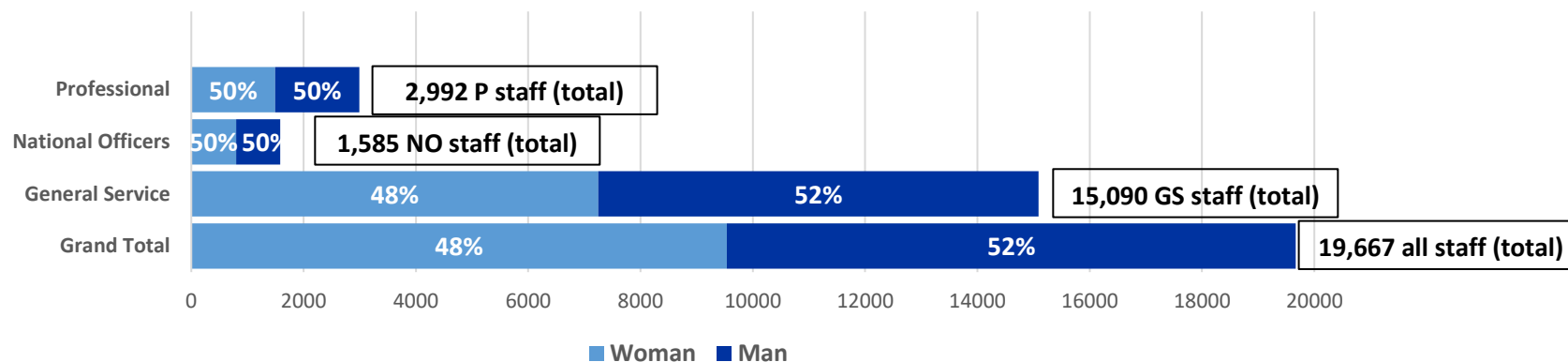


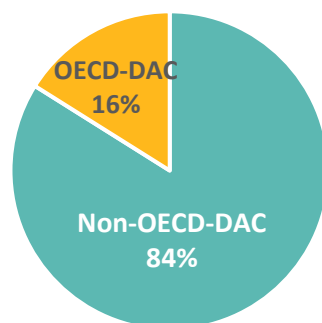
IOM Staff data report

The report is based on national staff data as of 30 June 2023 and professional staff data as of 31 December 2023¹

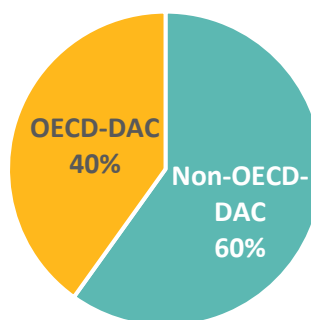
All IOM staff by staff category and sex



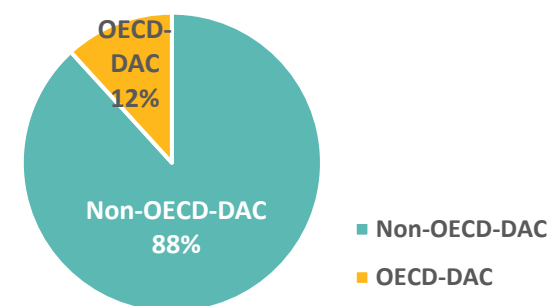
All staff worldwide by OECD-DAC evolution: % non-OECD-DAC: -



All Professional staff worldwide by OECD-DAC evolution: % non-OECD-DAC: +1%



National staff (NO and GS) worldwide by OECD-DAC evolution: % non-OECD-DAC: -



*evolution between 30 Sept. – 31 Dec. 2023

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. 2018-31 Dec. 2023)

Table: all P staff data by grade and sex, 31 Dec. 2018-31 Dec. 2023 comparison. ²									
	UG	P-1	P-2	P-3	P-4	P-5	D-1	D-2	Total
Women 31 Dec. 2023	259	69	441	402	229	63	21	6	1,490
Men 31 Dec. 2023	254	53	426	400	235	89	30	15	1,502
Grand Total 31 Dec. 2023	513	122	867	802	464	152	51	21	2,992
% of women on 31 Dec. 2023	50%	57%	51%	50%	49%	41%	41%	29%	50%
% of women on 30 Sept. 2023	50%	56%	51%	51%	48%	43%	40%	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 30 Sept. and 31 Dec. 2023 (percentage points)	0%	+1%	0%	-1%	+1%	-2%	+1%	-3%	0%
Change in percentage of women between 2023 and 2018 (percentage points)	-4%	+22%	+1%	+2%	+8%	+1%	+11%	-7%	0%

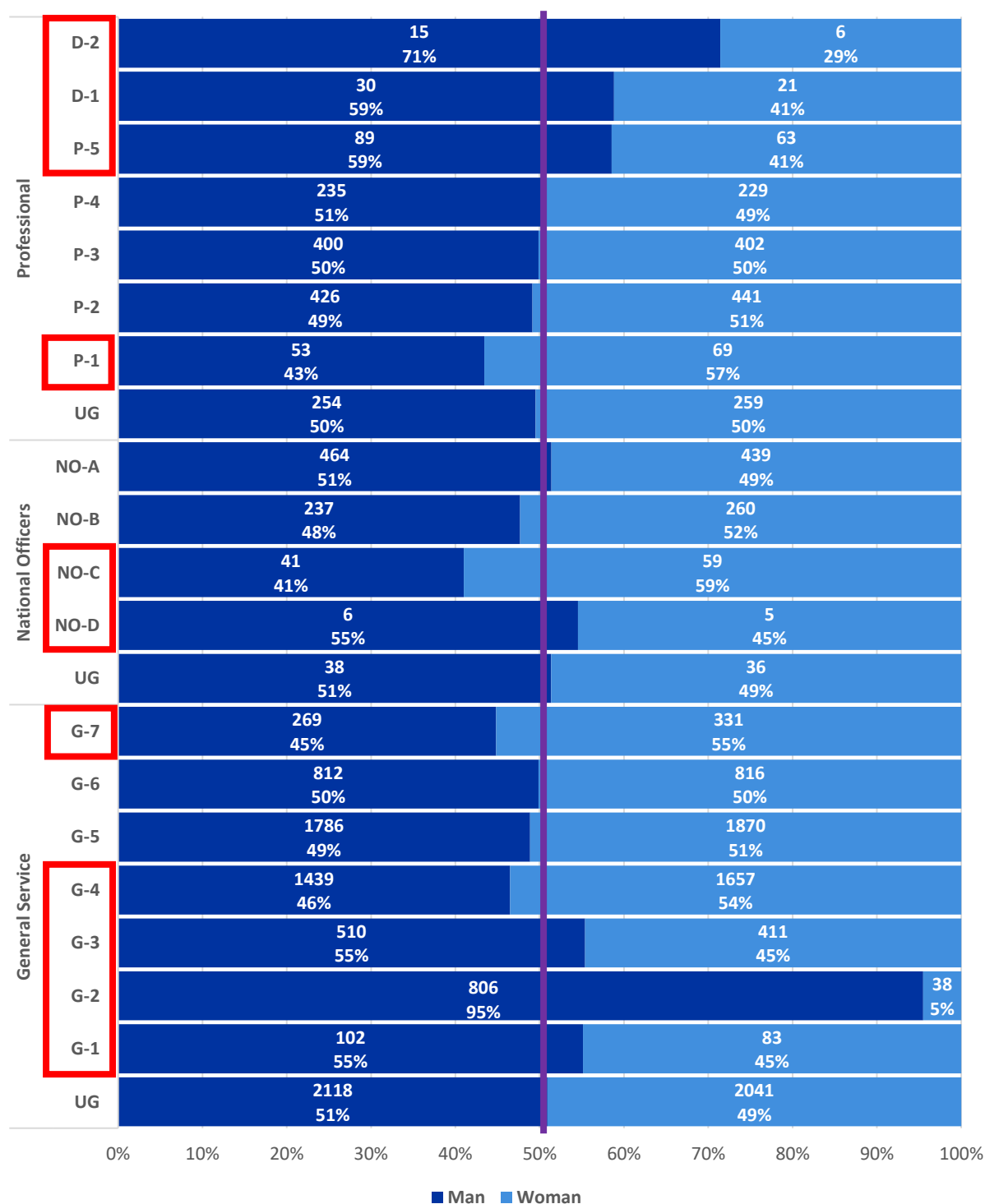
Overview of global Professional staff data by grade, sex and OECD-DAC (percentage)

	Non-OECD-DAC		Non-OECD-DAC Total	OECD-DAC		OECD-DAC Total
	Women	Men		Women	Men	
D-2	14%	29%	43% (+2)	14%	43%	57% (-2)
D-1	14%	20%	33% (+3)	27%	39%	67% (-3)
P-5	13%	22%	34% (-)	29%	37%	66% (-)
P-4	20%	27%	47% (+1)	29%	24%	53% (-1)
P-3	27%	35%	62% (-1)	23%	15%	38% (+1)
P-2	30%	40%	69% (-)	21%	9%	31% (-)
P-1	45%	42%	87% (-2)	11%	2%	13% (+2)
UG	24%	33%	56% (+1)	27%	17%	44% (-1)
Total	26%	34%	60% (+1)	24%	16%	40% (-1)

*information in parentheses represents change in percentage points since 30 Sept. 2023

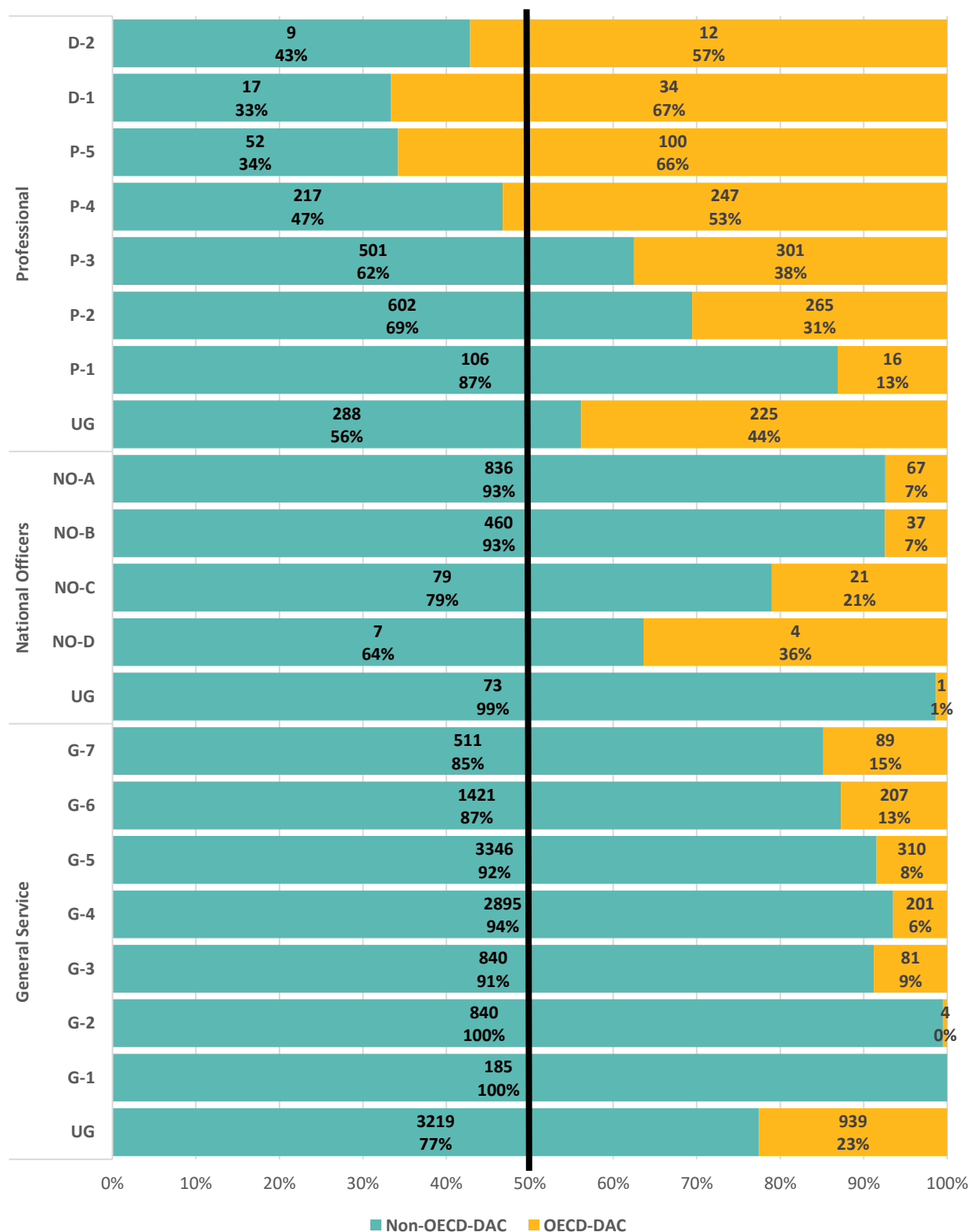
² According to the [UN SG Gender Parity Strategy](#) “parity is considered to be within the 47%-53% margin”. The red background color of cells indicates that there is imbalance. The green background color of cells indicates that there is gender parity (percentage of women/men is between 47% and 53%).

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		Total count 30 Sept. – 31 Dec. 2023 difference
				count	%	
United States	18	10	3	31	13.84%	-1
Italy	19	5	2	26	11.61%	+1
France	13	3		16	7.14%	-2
United Kingdom	8	3		11	4.91%	+1
Germany	8		1	9	4.02%	-
Australia	4	2	2	8	3.57%	-
Sweden	3	1	2	6	2.68%	-
Belgium	2	3		5	2.23%	-1
Canada	3		2	5	2.23%	+1
Egypt	3	2		5	2.23%	+1
Switzerland	4	1		5	2.23%	-
Austria	3	1		4	1.79%	+1
Japan	2	2		4	1.79%	-
Kenya	3		1	4	1.79%	+1
Portugal	3	1		4	1.79%	-1
Russian Federation	4			4	1.79%	-
Costa Rica		3		3	1.34%	-
India	1	2		3	1.34%	-
Jordan	2		1	3	1.34%	-
Senegal	2	1		3	1.34%	-
Serbia	2	1		3	1.34%	-
Spain	2	1		3	1.34%	-
Türkiye	3			3	1.34%	-
China	1		1	2	0.89%	-
Côte d'Ivoire	2			2	0.89%	-
Croatia	2			2	0.89%	-
Ethiopia	2			2	0.89%	-
Georgia		2		2	0.89%	-
Ghana	1		1	2	0.89%	-
Greece	2			2	0.89%	-
Indonesia	2			2	0.89%	+1
Korea, Republic of	2			2	0.89%	-
Morocco	2			2	0.89%	-
Philippines	1		1	2	0.89%	-
South Africa	2			2	0.89%	-
Tajikistan	1	1		2	0.89%	-
Uganda	1		1	2	0.89%	-

Nationality	P-5	D-1	D-2	Total		Total count 30 Sept. – 31 Dec. 2023 difference
				count	%	
Uruguay		1	1	2	0.89%	-
Afghanistan	1			1	0.45%	-
Albania	1			1	0.45%	-
Azerbaijan	1			1	0.45%	-
Belarus	1			1	0.45%	-
Bolivia, Plurinational State of	1			1	0.45%	-
Bosnia And Herzegovina	1			1	0.45%	-
Brazil	1			1	0.45%	+1
Chile			1	1	0.45%	-
Ecuador	1			1	0.45%	-
Iran, Islamic Republic of	1			1	0.45%	-
Ireland	1			1	0.45%	-
Lebanon		1		1	0.45%	-1
Malawi	1			1	0.45%	-
Mauritania		1		1	0.45%	-
Mauritius, Republic of	1			1	0.45%	-
Mozambique	1			1	0.45%	-
Netherlands		1		1	0.45%	-
Nicaragua		1		1	0.45%	-
Niger		1		1	0.45%	-
North Macedonia	1			1	0.45%	-
Poland	1			1	0.45%	-
Sierra Leone	1			1	0.45%	-
Sri Lanka	1			1	0.45%	-
Sudan			1	1	0.45%	-
Thailand	1			1	0.45%	-
Zimbabwe	1			1	0.45%	-
Grand Total	152	51	21	224	100%	+2

*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)

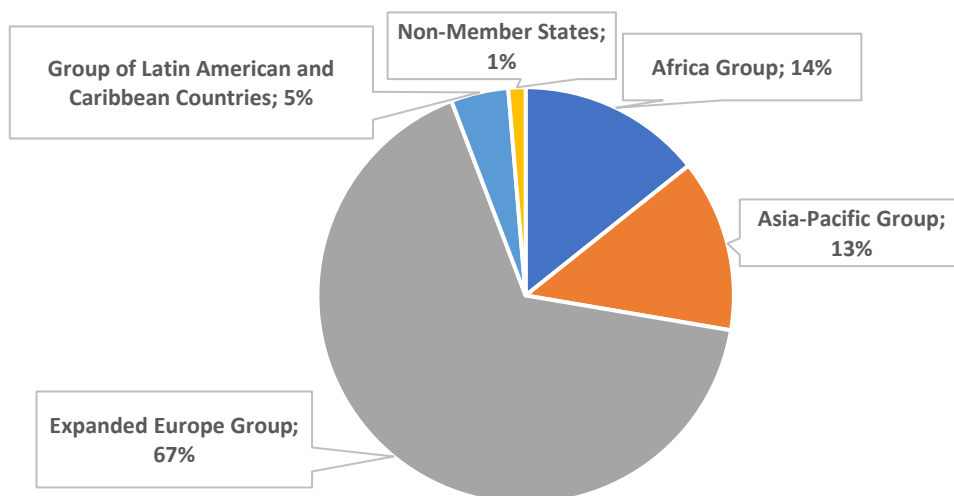
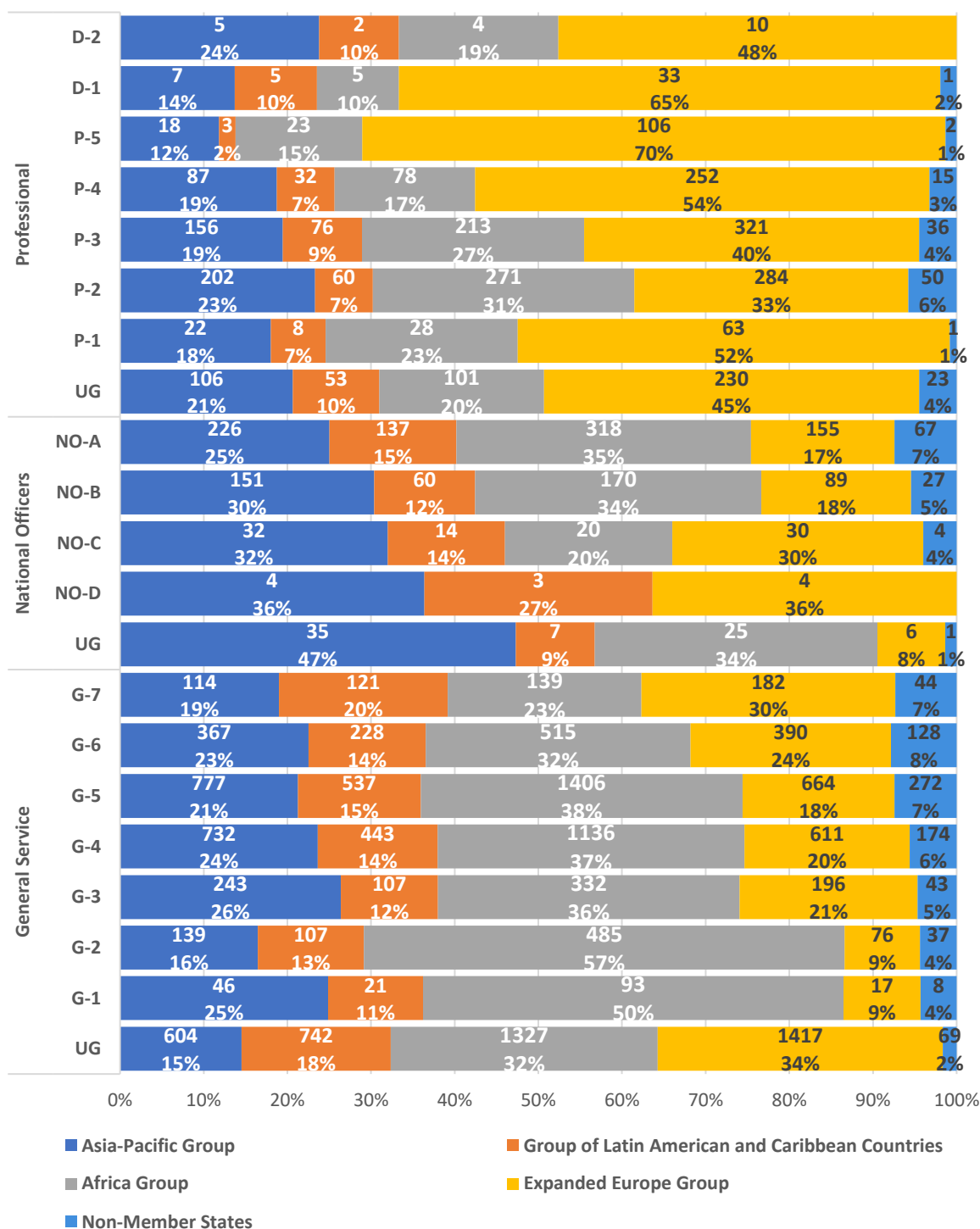


Table: P-5, D-1, D-2 grades by IOM Regional Group of staff nationality (numbers in parentheses represent the 30 Sept. – 31 Dec. 2023 difference)

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	10 (-1)	5 (-1)
	Latin American and Caribbean Countries	2	2
D-1	Africa Group	5	4
	Asia-Pacific Group	7 (+1)	4
	Expanded Europe Group	33 (-3)	13 (-1)
	Latin American and Caribbean Countries	5	3
	Non-Member States	1	1
P-5	Africa Group	23 (+2)	14
	Asia-Pacific Group	18 (-1)	12
	Expanded Europe Group	106 (+3)	24
	Latin American and Caribbean Countries	3 (+1)	3 (+1)
	Non-Member States	2	1 (-1)

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

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

Non⁵ and Under-Represented⁶ Member States

List of the 32 Non-Represented Member States (divided by region)

1 Member State became represented between October and December 2023 – Seychelles, thus the number of non-represented Member States decreased from 33 to 32.

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

European Economic Area (2)

Holy See
Iceland

Southern Africa (5)

Botswana
Comoros
Eswatini (Kingdom of)
Madagascar
Namibia

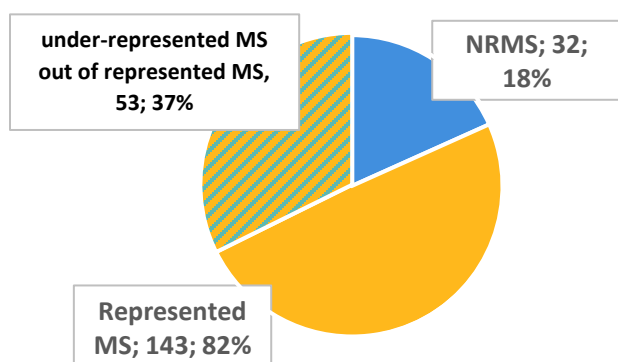
Central and West Africa (3)

Cabo Verde
Congo (The)
Guinea-Bissau

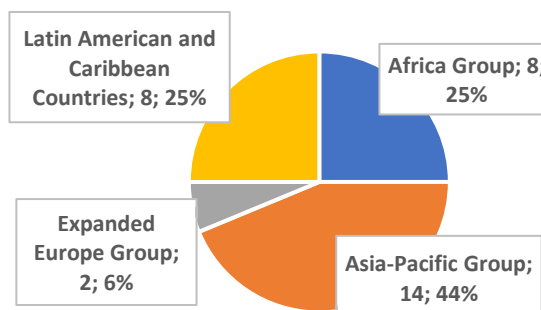
South-Eastern Europe, Eastern Europe and Central Asia (1)

Uzbekistan

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



Non-Represented Member States by IOM Regional Group



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

Between October and December 2023, 3 countries were added to the list of under-represented Member States (Bulgaria – 5 P staff; Seychelles – 1 P staff; United Republic of Tanzania – 5 P staff), and 3 countries were removed from the list (Honduras; Mauritania; Peru).

Asia-Pacific Region (7)

	W	M	Total
Mongolia	1		1
Papua New Guinea		2	2
Samoa	1		1
Timor-Leste	1		1
Viet Nam		2	2
Maldives	2		2
Iran (Islamic Republic of)	2	2	4

EEA (11)

	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	4		4
Slovakia	2	1	3
Bulgaria	4	1	5

SEECA (9)

	W	M	Total
Israel	1		1
Montenegro	1		1
Kyrgyzstan	2	1	3
Tajikistan		2	2
Kazakhstan	1	2	3
Armenia	3	1	4
Azerbaijan	2	2	4
Republic of Moldova	3	2	5
Turkmenistan	3	1	4

Central and West Africa (5)

	W	M	Total
Gabonese Rep. of	1		1
Sao Tome and Principe		1	1
Central African Republic		1	1
Gambia (The)	2	1	3
Liberia		3	3

Central and North America and the Caribbean (9)

	W	M	Total
Belize	1		1
Guyana Rep. of	1	1	2
Saint Vincent and the Grenadines	1		1
Trinidad and Tobago	1		1
Cuba	1		1
Guatemala		3	3
Dominican Republic	1		1
Jamaica	3		3
Nicaragua	3	2	5

Southern Africa (4)

	W	M	Total
Angola		1	1
Seychelles		1	1
Lesotho	2	1	3
Malawi		5	5

Southern America (2)

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

EAHA (4)

	W	M	Total
Eritrea	1	1	2
Djibouti	3	1	4
Somalia	1	2	3
Tanzania (United Republic of)	3	2	5

MENA (2)

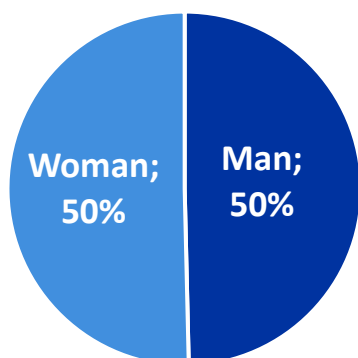
	W	M	Total
Libya	2		2
Algeria	2	1	3

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.

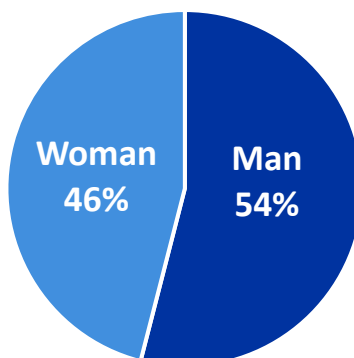
Chiefs of Mission, International Heads of Office⁹, and National Heads of Office

As of 31 Dec. 2023, there are 135 CoM, intl. HoO, and national HoO. Evolution refers to changes in percentage points between 30 Sept. – 31 Dec.

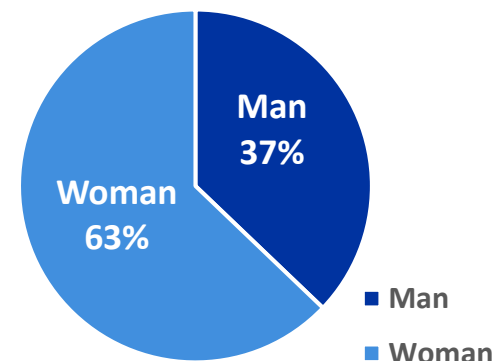
CoM, Intl. HoO and National HoO by sex
evolution: % Women: -



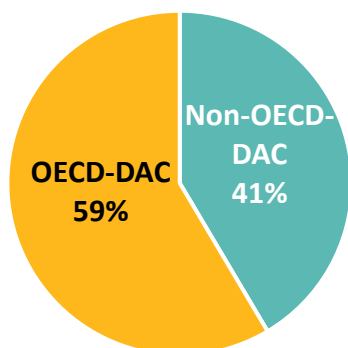
CoM and Intl. HoO by sex
evolution: % Women: -1%



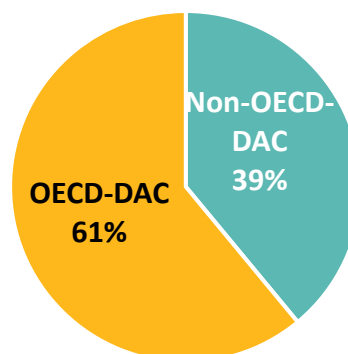
National HoO by sex
evolution: % Women: +2%



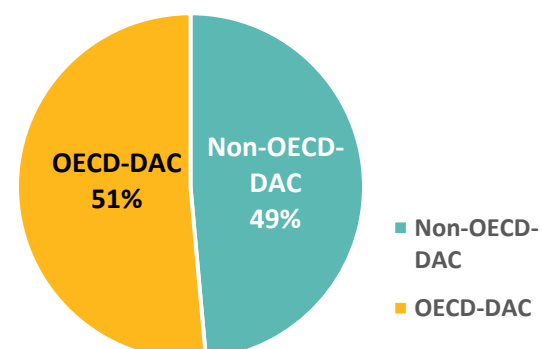
CoM, Intl. HoO and National HoO by OECD-DAC
evolution: % non-OECD-DAC: -



CoM and Intl. HoO by OECD-DAC
evolution: % non-OECD-DAC: +2%

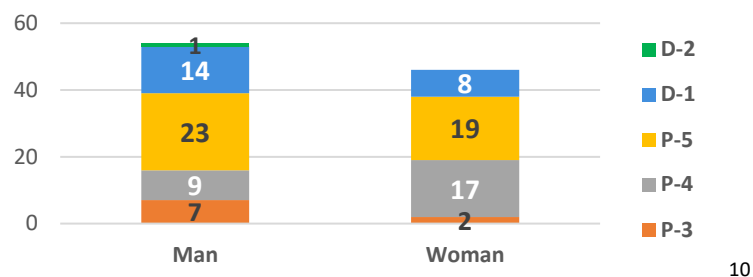


National HoO by OECD-DAC
evolution: % non-OECD-DAC: -3%

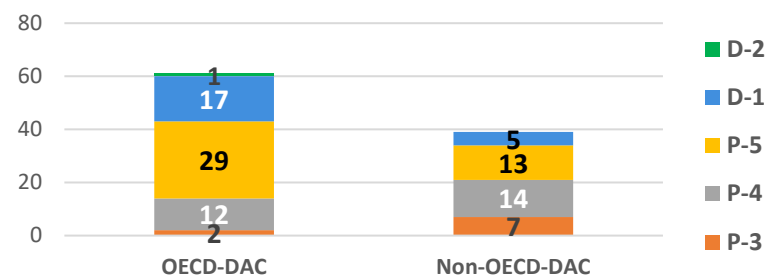


⁹ International Heads of Office are staff members who work outside their country of nationality as Heads of Office, and are not accredited as Chiefs of Mission. The international HoO are located in Beirut, Doha, Iraq and Nairobi.

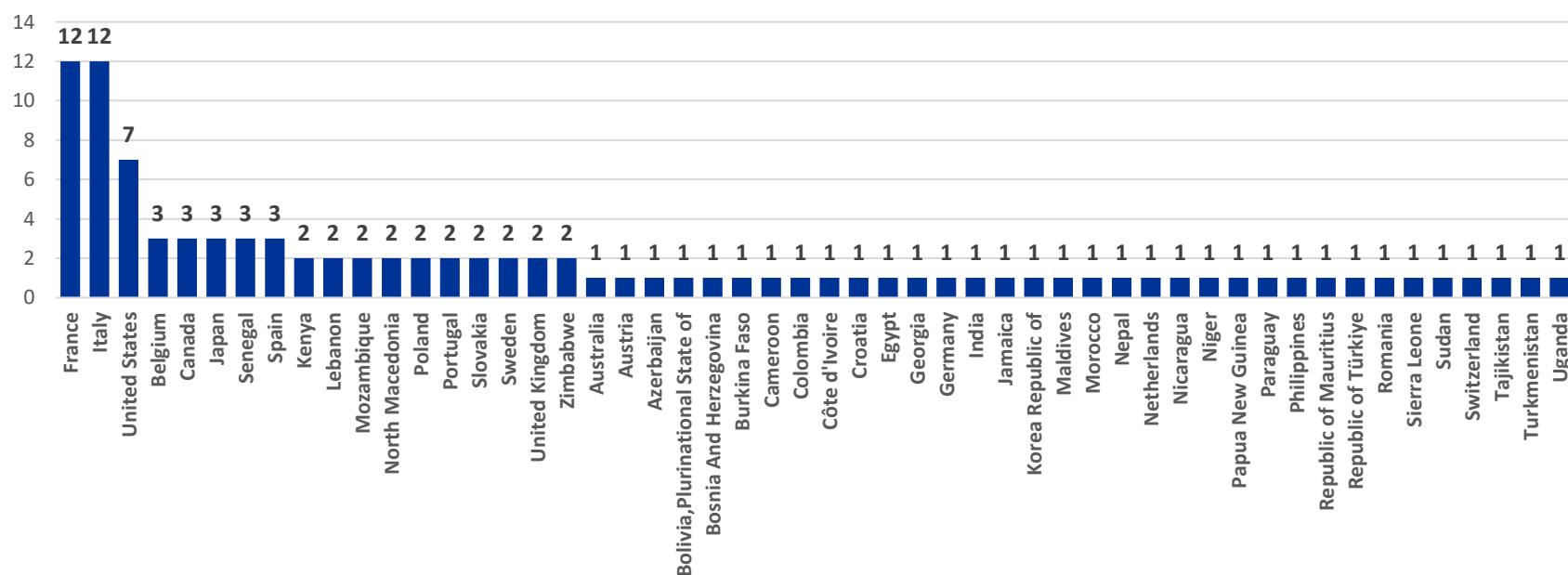
All CoM and Intl. HoO by grade and sex



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



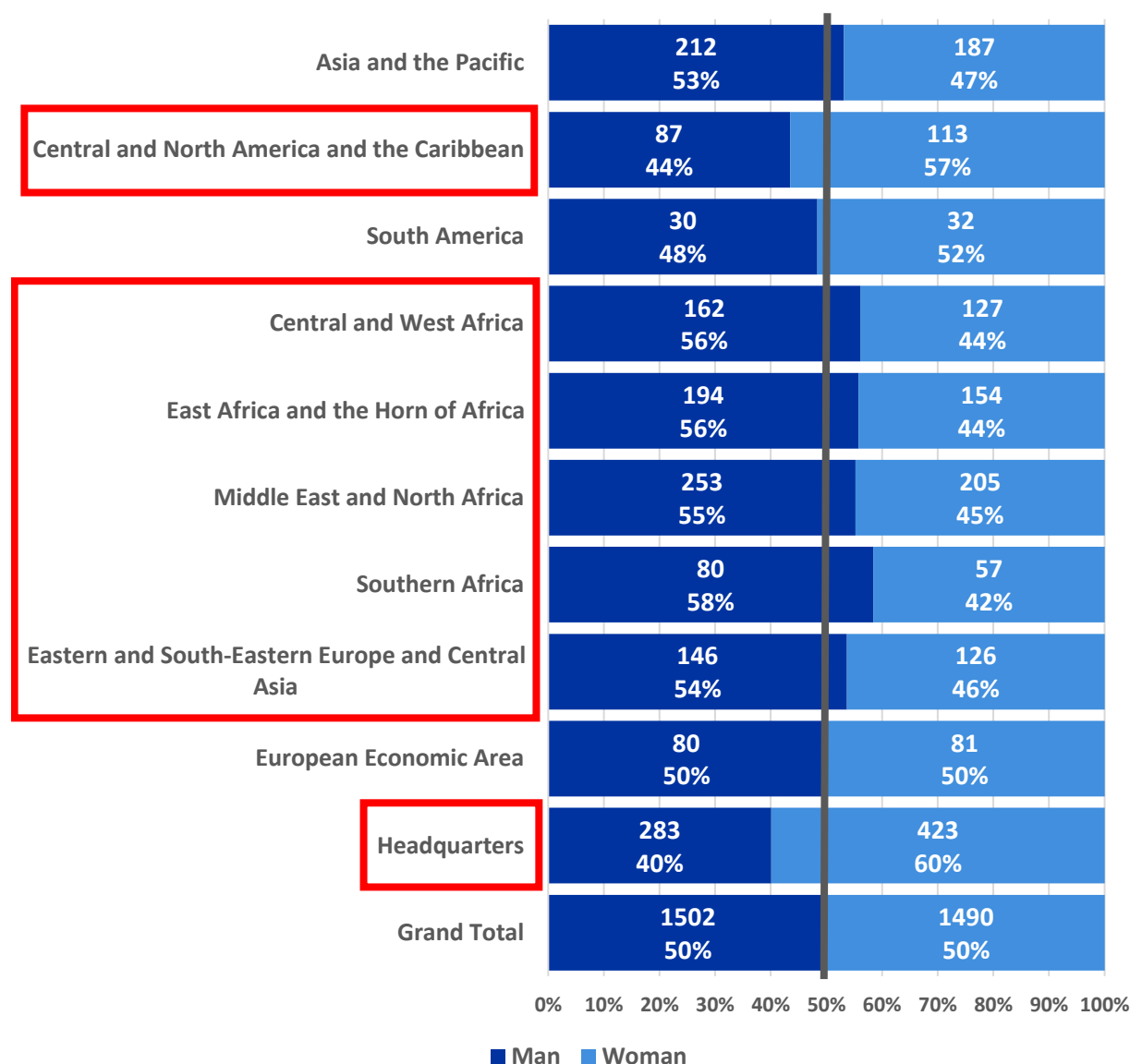
All CoMs and Intl. HoO by nationality



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, Iraq and Nairobi. As of 31 Dec. 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; 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.

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			