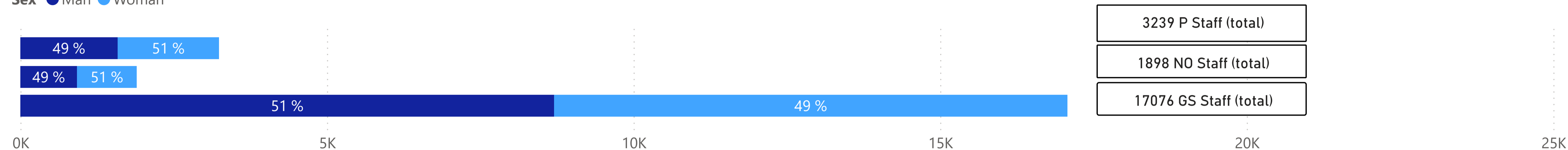
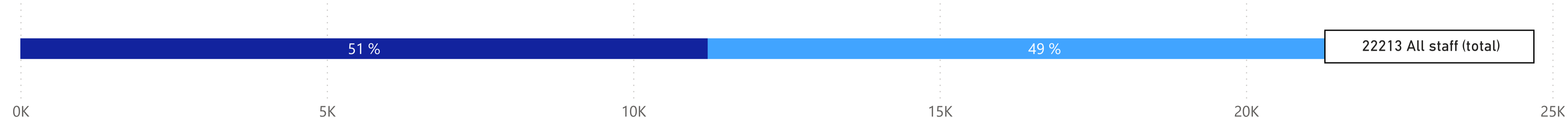


All IOM staff by staff category and sex

Sex ● Man ● Woman

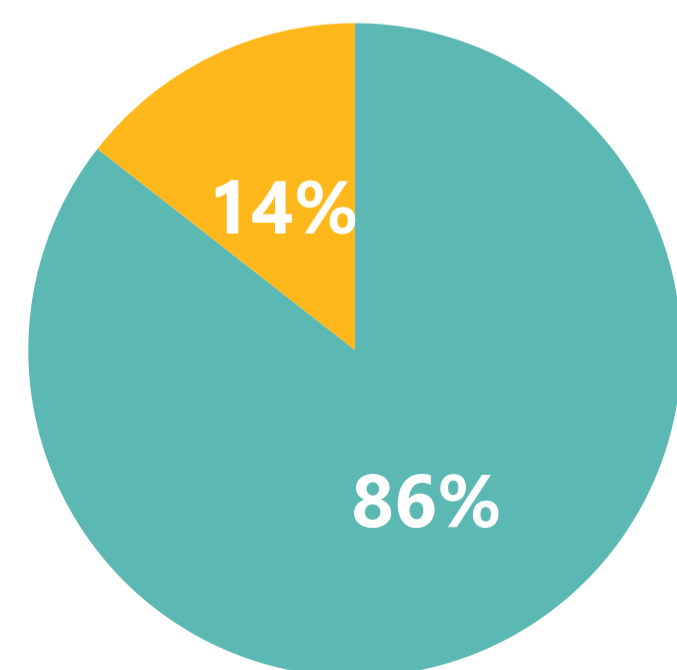


All IOM staff by sex



All staff worldwide by OECD-DAC

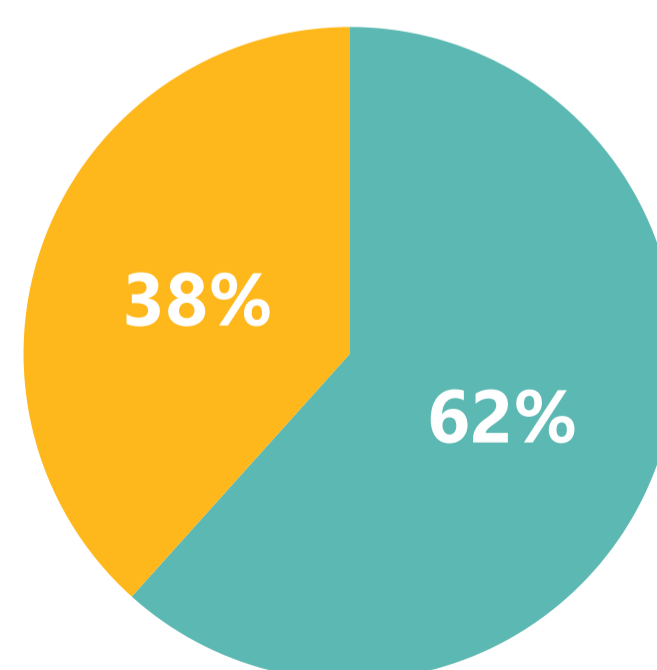
OECD-DAC ● Non-OECD-DAC ● OECD-DAC



Evolution: % Non-OECD-DAC: 1%

All Professional staff worldwide by OECD-DAC

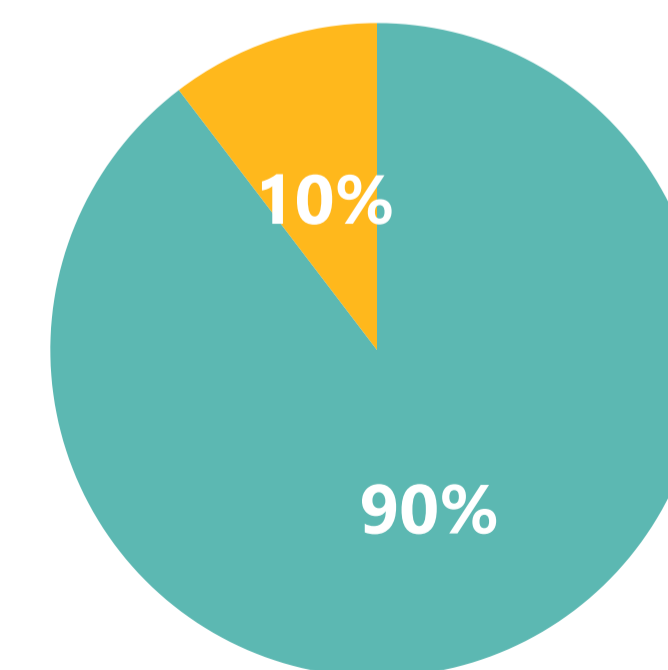
OECD-DAC ● Non-OECD-DAC ● OECD-DAC



Evolution: % Non-OECD-DAC: 2%

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 30 September 2024. This is applicable to all comparisons throughout the report.

Global P Staff data, 30 September 2024

| Sex | UG | P-1 | P-2 | P-3 | P-4 | P-5 | D-1 | D-2 | Total |
|--------------|------------|------------|------------|------------|------------|------------|-----------|-----------|-------------|
| Man | 224 | 50 | 480 | 445 | 256 | 88 | 30 | 14 | 1587 |
| Woman | 269 | 59 | 495 | 461 | 262 | 67 | 30 | 9 | 1652 |
| Total | 493 | 109 | 975 | 906 | 518 | 155 | 60 | 23 | 3239 |

% 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 |
|------------|------|------|------|------|------|------|------|------|-------------|
| Sep 2024 | 55 % | 54 % | 51 % | 51 % | 51 % | 43 % | 50 % | 39 % | 51 % |
| Jun 2024 | 54 % | 53 % | 51 % | 49 % | 51 % | 41 % | 45 % | 32 % | 50 % |
| 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 Sep 2024 (% points)

| Year-Month | UG | P-1 | P-2 | P-3 | P-4 | P-5 | D-1 | D-2 | Total |
|------------|-----|------|------|------|-----|-----|------|-----|------------|
| Sep 2024 | 5 % | -2 % | -0 % | -0 % | 2 % | 0 % | 10 % | 7 % | 1 % |

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

Professional staff by grade, sex and OECD-DAC

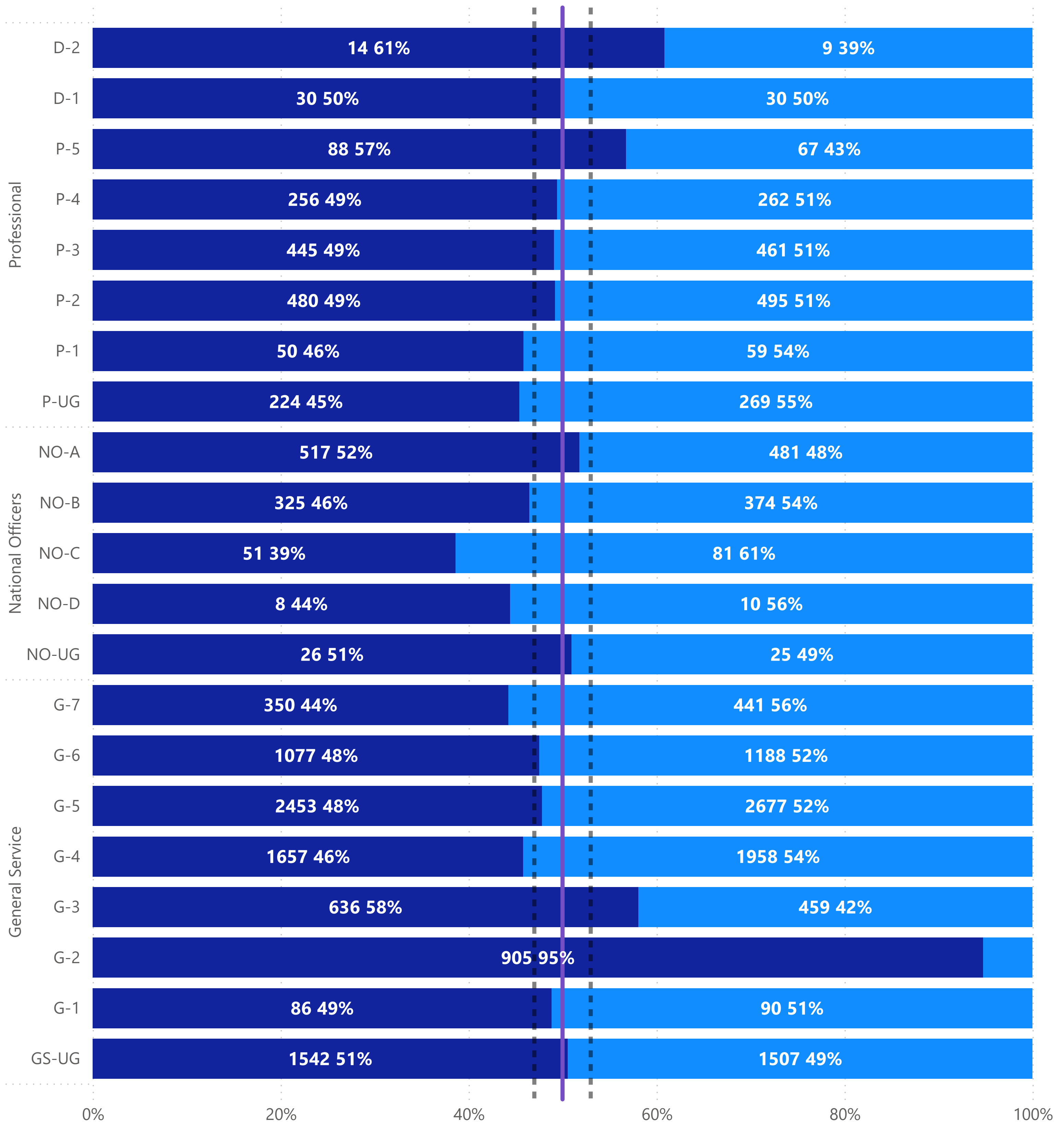
| OECD-DAC Grade | Non-OECD-DAC | | | OECD-DAC | | | Total |
|-------------------|--------------|------------|------------|------------|------------|------------|-------------|
| | Man | Woman | Total | Man | Woman | Total | |
| D-2 | 26% | 17% | 43% | 35% | 22% | 57% | 100% |
| D-1 | 18% | 18% | 37% | 32% | 32% | 63% | 100% |
| P-5 | 22% | 14% | 36% | 35% | 29% | 64% | 100% |
| P-4 | 27% | 23% | 50% | 22% | 27% | 50% | 100% |
| P-3 | 35% | 27% | 62% | 14% | 24% | 38% | 100% |
| P-2 | 41% | 32% | 72% | 9% | 19% | 28% | 100% |
| P-1 | 43% | 42% | 85% | 3% | 12% | 15% | 100% |
| UG | 30% | 28% | 58% | 15% | 27% | 42% | 100% |
| Total | 34% | 28% | 62% | 15% | 23% | 38% | 100% |

Pct. point change

| Grade | % Non-OECD-DAC |
|--------------|----------------|
| D-2 | 3 |
| D-1 | 6 |
| P-5 | 2 |
| P-4 | 4 |
| P-3 | 0 |
| P-2 | 4 |
| P-1 | -3 |
| UG | 3 |
| Total | 2 |

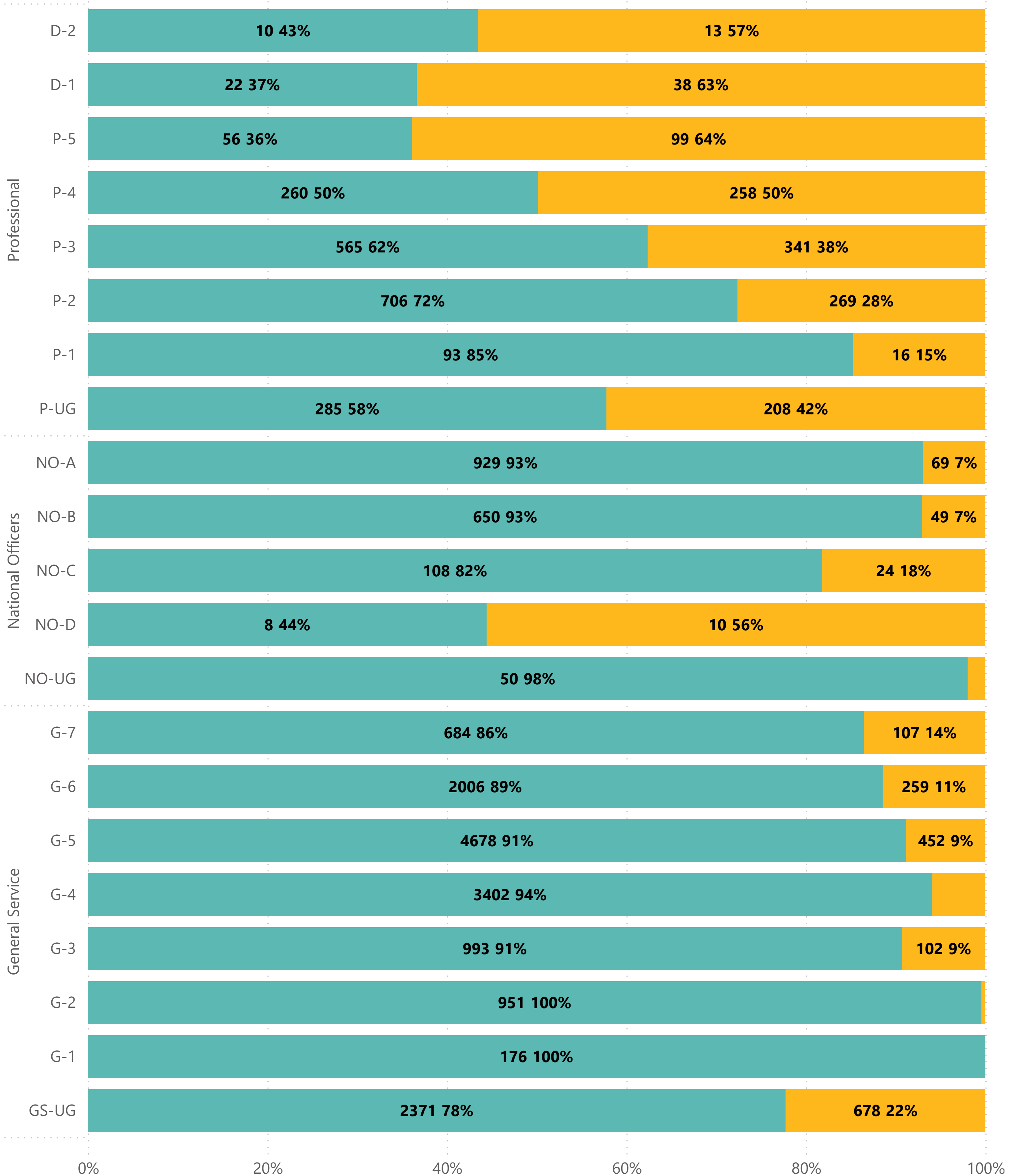
IOM staff worldwide by grade and sex (count and %)

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 %) - continues on next page

Grand Total

155

P5

60

D1

23

D2

238

Total

16

Difference from 30 sept to current

| Country of nationality | OECD-DAC | P5 | D1 | D2 | Total | % | Difference from 30 sept to current |
|--------------------------|----------|----|----|----|-------|---------|------------------------------------|
| Italy | Yes | 21 | 6 | 2 | 29 | 12.18 % | 4 |
| United States of America | Yes | 16 | 11 | 2 | 29 | 12.18 % | -3 |
| France | Yes | 13 | 4 | | 17 | 7.14 % | -1 |
| United Kingdom | Yes | 8 | 6 | | 14 | 5.88 % | 4 |
| Germany | Yes | 8 | | 2 | 10 | 4.20 % | 1 |
| Australia | Yes | 4 | 2 | 2 | 8 | 3.36 % | 0 |
| Sweden | Yes | 4 | 1 | 1 | 6 | 2.52 % | 0 |
| Egypt | No | 3 | 2 | | 5 | 2.10 % | 1 |
| Portugal | Yes | 4 | | 1 | 5 | 2.10 % | 0 |
| Belgium | Yes | 2 | 2 | | 4 | 1.68 % | -2 |
| Canada | Yes | 3 | | 1 | 4 | 1.68 % | 0 |
| Ireland | Yes | 3 | | 1 | 4 | 1.68 % | 3 |
| Japan | Yes | 2 | 2 | | 4 | 1.68 % | 0 |
| Kenya | No | 3 | | 1 | 4 | 1.68 % | 1 |
| Austria | Yes | 2 | 1 | | 3 | 1.26 % | 0 |
| Costa Rica | No | | 2 | 1 | 3 | 1.26 % | 0 |
| Côte d'Ivoire | No | 2 | | 1 | 3 | 1.26 % | 1 |
| Jordan | No | 2 | | 1 | 3 | 1.26 % | 0 |
| Russian Federation | No | 3 | | | 3 | 1.26 % | -1 |
| Senegal | No | 2 | 1 | | 3 | 1.26 % | 0 |
| Serbia | No | 2 | 1 | | 3 | 1.26 % | 0 |
| South Africa | No | 3 | | | 3 | 1.26 % | 1 |
| Türkiye | No | 2 | 1 | | 3 | 1.26 % | 0 |

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

| Country of nationality | OECD-DAC | P5 | D1 | D2 | Total | % | Difference from 30 sept to current |
|----------------------------|----------|----|----|----|-------|--------|------------------------------------|
| Bosnia And Herzegovina | No | 2 | | | 2 | 0.84 % | 1 |
| Croatia | Yes | 1 | 1 | | 2 | 0.84 % | 0 |
| Ethiopia | No | 2 | | | 2 | 0.84 % | 0 |
| Georgia | No | | 2 | | 2 | 0.84 % | 0 |
| Ghana | No | 1 | | 1 | 2 | 0.84 % | 0 |
| Greece | Yes | 2 | | | 2 | 0.84 % | 0 |
| India | No | 1 | 1 | | 2 | 0.84 % | -1 |
| Indonesia | No | 2 | | | 2 | 0.84 % | 1 |
| Mexico | No | 2 | | | 2 | 0.84 % | 2 |
| Morocco | No | 1 | 1 | | 2 | 0.84 % | 0 |
| Niger | No | 1 | 1 | | 2 | 0.84 % | 1 |
| Philippines | No | 2 | | | 2 | 0.84 % | 0 |
| Republic of Korea | Yes | 2 | | | 2 | 0.84 % | 0 |
| Spain | Yes | 1 | 1 | | 2 | 0.84 % | -1 |
| Sri Lanka | No | 2 | | | 2 | 0.84 % | 1 |
| Sudan | No | 1 | | 1 | 2 | 0.84 % | 1 |
| Switzerland | Yes | 2 | | | 2 | 0.84 % | -3 |
| Tajikistan | No | 1 | 1 | | 2 | 0.84 % | 0 |
| Uganda | No | 1 | | 1 | 2 | 0.84 % | 0 |
| Uruguay | No | | 1 | 1 | 2 | 0.84 % | 0 |
| Afghanistan | No | 1 | | | 1 | 0.42 % | 0 |
| Albania | No | 1 | | | 1 | 0.42 % | 0 |
| Azerbaijan | No | 1 | | | 1 | 0.42 % | 0 |
| Bangladesh | No | 1 | | | 1 | 0.42 % | 1 |
| Belarus | No | 1 | | | 1 | 0.42 % | 0 |
| Brazil | No | | 1 | | 1 | 0.42 % | 1 |
| Chile | No | | | 1 | 1 | 0.42 % | 0 |
| China | No | | | 1 | 1 | 0.42 % | -1 |
| Ecuador | No | 1 | | | 1 | 0.42 % | 0 |
| Fiji | No | | 1 | | 1 | 0.42 % | 1 |
| Hungary | Yes | | | 1 | 1 | 0.42 % | 1 |
| Iran (Islamic Republic of) | No | 1 | | | 1 | 0.42 % | 0 |
| Lebanon | No | | 1 | | 1 | 0.42 % | -1 |
| Malawi | No | 1 | | | 1 | 0.42 % | 0 |
| Mauritania | No | | 1 | | 1 | 0.42 % | 0 |
| Mauritius | No | 1 | | | 1 | 0.42 % | 0 |
| Mozambique | No | 1 | | | 1 | 0.42 % | 0 |
| Netherlands | Yes | | 1 | | 1 | 0.42 % | 0 |
| Nicaragua | No | | 1 | | 1 | 0.42 % | 0 |
| Nigeria | No | | 1 | | 1 | 0.42 % | 1 |
| North Macedonia | No | | 1 | | 1 | 0.42 % | 0 |
| Palestine | No | 1 | | | 1 | 0.42 % | 1 |
| Poland | Yes | 1 | | | 1 | 0.42 % | 0 |
| Rwanda | No | | 1 | | 1 | 0.42 % | 1 |
| Sierra Leone | No | 1 | | | 1 | 0.42 % | 0 |
| Singapore | No | 1 | | | 1 | 0.42 % | 1 |
| Thailand | No | 1 | | | 1 | 0.42 % | 0 |
| Zimbabwe | No | 1 | | | 1 | 0.42 % | 0 |

Professional Staff Members P-1 to D-2 worldwide by nationality (count and %)

Grand Total

| | | | | | | | | |
|-----|-----|-----|-----|-----|----|----|---------|-----------------------|
| 109 | 975 | 906 | 518 | 155 | 60 | 23 | 2746 | 348 |
| P1 | P2 | P3 | P4 | P5 | D1 | D2 | # P1-D2 | Diff. from 2023-09-30 |

| Country of nationality | OECD-DAC | P1 | P2 | P3 | P5 | P4 | D1 | D2 | Total | % | Diff. |
|--------------------------|----------|----|----|----|----|----|----|----|-------|------|-------|
| United States of America | Yes | 2 | 50 | 47 | 16 | 40 | 11 | 2 | 168 | 6.1% | 3 |
| Italy | Yes | 3 | 25 | 42 | 21 | 35 | 6 | 2 | 134 | 4.9% | 12 |
| Kenya | No | 2 | 53 | 52 | 3 | 21 | | 1 | 132 | 4.8% | 12 |
| France | Yes | 3 | 40 | 29 | 13 | 27 | 4 | | 116 | 4.2% | 10 |
| Philippines | No | | 42 | 32 | 2 | 19 | | | 95 | 3.5% | 7 |
| United Kingdom | Yes | 2 | 17 | 32 | 8 | 23 | 6 | | 88 | 3.2% | 13 |
| Canada | Yes | | 18 | 33 | 3 | 20 | | 1 | 75 | 2.7% | 10 |
| Ukraine | No | 42 | 15 | 12 | | 5 | | | 74 | 2.7% | 2 |
| Ethiopia | No | 5 | 30 | 17 | 2 | 13 | | | 67 | 2.4% | 16 |
| Nepal | No | 6 | 23 | 25 | | 7 | | | 61 | 2.2% | 8 |
| Nigeria | No | 3 | 35 | 18 | | 4 | 1 | | 61 | 2.2% | 18 |
| Egypt | No | 3 | 21 | 23 | 3 | 7 | 2 | | 59 | 2.1% | 9 |
| Germany | Yes | | 15 | 17 | 8 | 13 | | 2 | 55 | 2.0% | 2 |
| Jordan | No | 4 | 22 | 22 | 2 | 4 | | 1 | 55 | 2.0% | 12 |
| Japan | Yes | | 16 | 14 | 2 | 13 | 2 | | 47 | 1.7% | 0 |
| Zimbabwe | No | | 18 | 14 | 1 | 9 | | | 42 | 1.5% | 8 |
| Pakistan | No | | 13 | 18 | | 10 | | | 41 | 1.5% | 4 |
| Spain | Yes | | 12 | 15 | 1 | 10 | 1 | | 39 | 1.4% | 4 |
| Türkiye | No | 3 | 21 | 8 | 2 | 2 | 1 | | 37 | 1.3% | 9 |
| Bangladesh | No | | 16 | 12 | 1 | 7 | | | 36 | 1.3% | 9 |
| Uganda | No | 1 | 18 | 12 | 1 | 2 | | 1 | 35 | 1.3% | 1 |
| Belgium | Yes | | 6 | 13 | 2 | 10 | 2 | | 33 | 1.2% | 0 |
| India | No | 2 | 14 | 8 | 1 | 7 | 1 | | 33 | 1.2% | 3 |
| Lebanon | No | | 16 | 10 | | 6 | 1 | | 33 | 1.2% | 4 |
| Australia | Yes | 2 | 5 | 7 | 4 | 10 | 2 | 2 | 32 | 1.2% | 7 |
| Colombia | No | 1 | 11 | 13 | | 7 | | | 32 | 1.2% | 4 |
| Netherlands | Yes | | 11 | 11 | | 7 | 1 | | 30 | 1.1% | 5 |
| Switzerland | Yes | 1 | 7 | 14 | 2 | 6 | | | 30 | 1.1% | -6 |
| Iraq | No | | 13 | 9 | | 5 | | | 27 | 1.0% | 4 |
| Indonesia | No | | 8 | 12 | 2 | 4 | | | 26 | 0.9% | 1 |
| Mexico | No | 1 | 11 | 7 | 2 | 5 | | | 26 | 0.9% | 10 |
| Republic of Korea | Yes | 1 | 12 | 8 | 2 | 2 | | | 25 | 0.9% | 6 |
| Ecuador | No | | 8 | 8 | 1 | 7 | | | 24 | 0.9% | 7 |
| Afghanistan | No | 1 | 11 | 6 | 1 | 3 | | | 22 | 0.8% | 3 |
| Rwanda | No | | 10 | 7 | | 3 | 1 | | 21 | 0.8% | 3 |
| Senegal | No | 1 | 5 | 11 | 2 | 1 | 1 | | 21 | 0.8% | 0 |
| Sri Lanka | No | | 9 | 8 | 2 | 2 | | | 21 | 0.8% | 1 |
| Sweden | Yes | | 7 | 7 | 4 | 1 | 1 | 1 | 21 | 0.8% | 4 |
| Burundi | No | 1 | 9 | 9 | | 1 | | | 20 | 0.7% | 1 |

Professional Staff Members P-1 to D-2 worldwide by nationality (count and %)

| Country of nationality | OECD-DAC | P1 | P2 | P3 | P5 | P4 | D1 | D2 | Total | % | Diff. |
|----------------------------------|----------|----|----|----|----|----|----|----|-------|------|-------|
| Ireland | Yes | | 2 | 7 | 3 | 6 | | 1 | 19 | 0.7% | 5 |
| Serbia | No | | 2 | 8 | 2 | 6 | 1 | | 19 | 0.7% | 1 |
| Syrian Arab Republic | No | | 10 | 7 | | 2 | | | 19 | 0.7% | 7 |
| Brazil | No | | 6 | 8 | | 3 | 1 | | 18 | 0.7% | 7 |
| Portugal | Yes | 1 | 3 | 4 | 4 | 5 | | 1 | 18 | 0.7% | 0 |
| Côte d'Ivoire | No | | 6 | 5 | 2 | 2 | | 1 | 16 | 0.6% | 3 |
| Democratic Republic of the Congo | No | 1 | 6 | 9 | | | | | 16 | 0.6% | 0 |
| Ghana | No | | 3 | 10 | 1 | 1 | | 1 | 16 | 0.6% | -1 |
| South Africa | No | | 4 | 5 | 3 | 4 | | | 16 | 0.6% | 4 |
| Sudan | No | | 8 | 5 | 1 | 1 | | 1 | 16 | 0.6% | 4 |
| Thailand | No | | 6 | 6 | 1 | 3 | | | 16 | 0.6% | 3 |
| Argentina | No | | 7 | 7 | | 1 | | | 15 | 0.5% | 2 |
| China | No | 1 | 7 | 3 | | 3 | | 1 | 15 | 0.5% | -2 |
| Guinea | No | 3 | 8 | 2 | | 1 | | | 14 | 0.5% | 3 |
| Austria | Yes | | 2 | 5 | 2 | 3 | 1 | | 13 | 0.5% | -1 |
| Mali | No | | 9 | 1 | | 3 | | | 13 | 0.5% | 4 |
| North Macedonia | No | | 1 | 4 | | 7 | 1 | | 13 | 0.5% | 0 |
| Panama | No | | 3 | 8 | | 2 | | | 13 | 0.5% | 1 |
| Russian Federation | No | | 3 | 5 | 3 | 2 | | | 13 | 0.5% | -2 |
| Tunisia | No | 1 | 7 | 3 | | 2 | | | 13 | 0.5% | 3 |
| Burkina Faso | No | 1 | 4 | 4 | | 3 | | | 12 | 0.4% | 4 |
| Cameroon | No | 1 | 5 | 5 | | 1 | | | 12 | 0.4% | 1 |
| Costa Rica | No | | 2 | 2 | | 5 | 2 | 1 | 12 | 0.4% | -4 |
| Greece | Yes | 1 | 3 | 5 | 2 | 1 | | | 12 | 0.4% | 0 |
| Haiti | No | 1 | 5 | 5 | | 1 | | | 12 | 0.4% | 2 |
| Morocco | No | | 4 | 5 | 1 | 1 | 1 | | 12 | 0.4% | 1 |
| Romania | Yes | | 2 | 4 | | 6 | | | 12 | 0.4% | 1 |
| Bosnia And Herzegovina | No | | 4 | 2 | 2 | 3 | | | 11 | 0.4% | 1 |
| El Salvador | No | 4 | 4 | 2 | | 1 | | | 11 | 0.4% | 3 |
| Niger | No | 1 | 7 | 1 | 1 | | 1 | | 11 | 0.4% | 3 |
| Finland | Yes | | 4 | 4 | | 2 | | | 10 | 0.4% | 3 |
| Myanmar | No | | 6 | 3 | | 1 | | | 10 | 0.4% | 2 |
| New Zealand | Yes | | 1 | 7 | | 2 | | | 10 | 0.4% | 4 |
| South Sudan | No | | 6 | 4 | | | | | 10 | 0.4% | 2 |
| Yemen | No | | 6 | 2 | | 1 | | | 9 | 0.3% | 2 |
| Croatia | Yes | | | 4 | 1 | 2 | 1 | | 8 | 0.3% | 1 |
| Honduras | No | 1 | 2 | 4 | | 1 | | | 8 | 0.3% | 3 |
| Mauritius | No | | 2 | | 1 | 5 | | | 8 | 0.3% | 1 |
| Peru | No | | 6 | 1 | | 1 | | | 8 | 0.3% | 4 |
| Zambia | No | | 5 | 1 | | 2 | | | 8 | 0.3% | 2 |

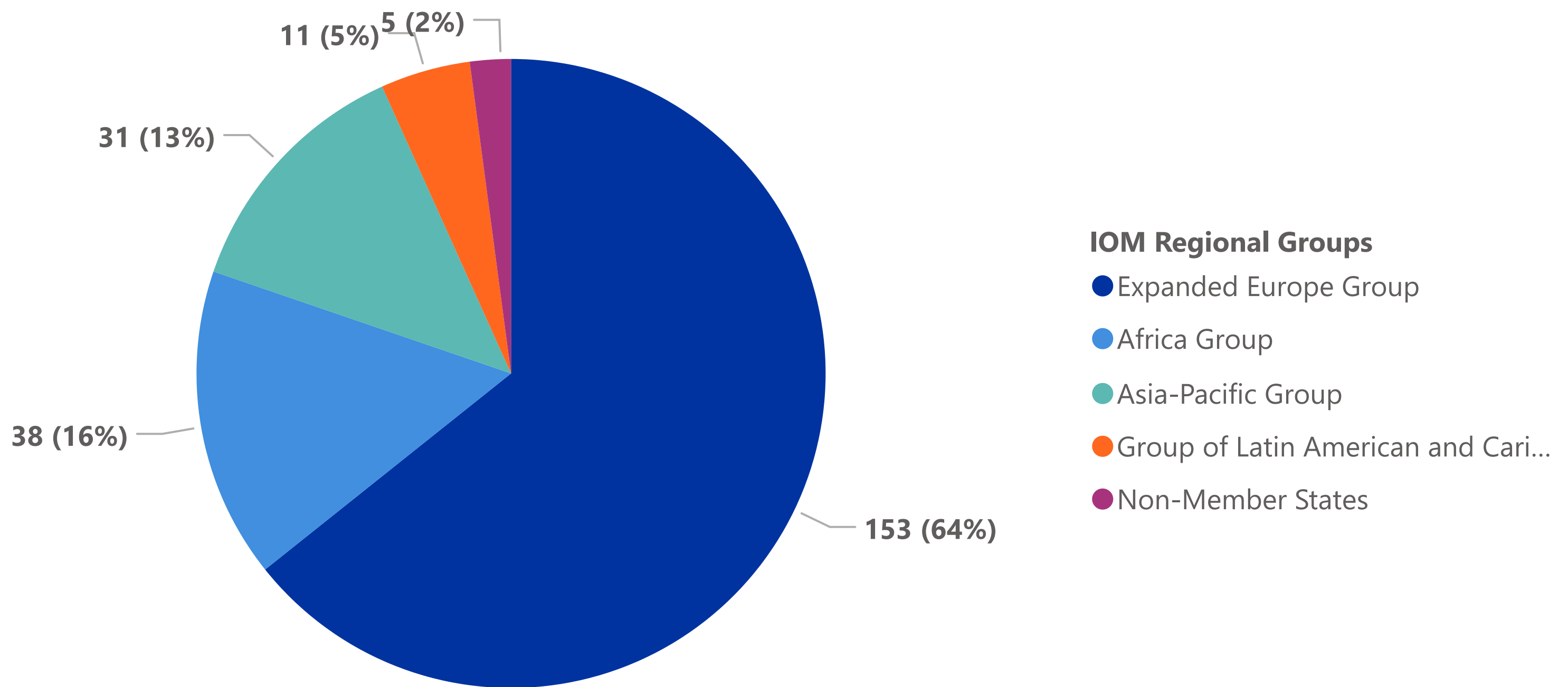
Professional Staff Members P-1 to D-2 worldwide by nationality (count and %)

| Country of nationality | OECD-DAC | P1 | P2 | P3 | P5 | P4 | D1 | D2 | Total | % | Diff. |
|------------------------------------|----------|----|----|----|----|----|----|----|-------|------|-------|
| Albania | No | | 2 | 2 | 1 | 2 | | | 7 | 0.3% | 1 |
| Belarus | No | | 3 | 3 | 1 | | | | 7 | 0.3% | 0 |
| Denmark | Yes | | 3 | 1 | | 3 | | | 7 | 0.3% | -1 |
| Georgia | No | | 1 | 3 | | 1 | 2 | | 7 | 0.3% | -1 |
| Nicaragua | No | | 4 | 2 | | | 1 | | 7 | 0.3% | 2 |
| Norway | Yes | | 2 | 2 | | 3 | | | 7 | 0.3% | 3 |
| Chad | No | | 3 | 2 | | 1 | | | 6 | 0.2% | 1 |
| Malaysia | No | | 3 | 2 | | 1 | | | 6 | 0.2% | 1 |
| Mauritania | No | 1 | 4 | | | | | 1 | 6 | 0.2% | 2 |
| Mozambique | No | | 1 | 3 | 1 | 1 | | | 6 | 0.2% | 1 |
| Palestine | No | | 4 | 1 | 1 | | | | 6 | 0.2% | 2 |
| Paraguay | No | | 3 | | | 3 | | | 6 | 0.2% | 2 |
| Sierra Leone | No | | 1 | 4 | 1 | | | | 6 | 0.2% | 0 |
| Togo | No | | 4 | | | 2 | | | 6 | 0.2% | 0 |
| Hungary | Yes | | 2 | 2 | | | | 1 | 5 | 0.2% | 1 |
| Poland | Yes | | 2 | 2 | 1 | | | | 5 | 0.2% | -3 |
| Republic of Moldova | No | | 2 | 1 | | 2 | | | 5 | 0.2% | 1 |
| Somalia | No | | 5 | | | | | | 5 | 0.2% | 3 |
| Uruguay | No | | | 1 | | 2 | 1 | 1 | 5 | 0.2% | 0 |
| Venezuela (Bolivarian Republic of) | No | | 4 | 1 | | | | | 5 | 0.2% | 0 |
| Benin | No | | 2 | 1 | | 1 | | | 4 | 0.1% | 0 |
| Chile | No | | | 3 | | | | 1 | 4 | 0.1% | 1 |
| Czechia | No | | 3 | 1 | | | | | 4 | 0.1% | 2 |
| Gambia | No | | 3 | | | 1 | | | 4 | 0.1% | 2 |
| Guatemala | No | | 2 | 2 | | | | | 4 | 0.1% | 3 |
| Iran (Islamic Republic of) | No | | 1 | 2 | 1 | | | | 4 | 0.1% | 1 |
| Libya | No | | 3 | 1 | | | | | 4 | 0.1% | 3 |
| Malawi | No | | 2 | 1 | 1 | | | | 4 | 0.1% | 1 |
| Slovakia | Yes | | | | | 4 | | | 4 | 0.1% | 1 |
| Turkmenistan | No | | 1 | | | 3 | | | 4 | 0.1% | 0 |
| United Republic of Tanzania | No | | 2 | 2 | | | | | 4 | 0.1% | -1 |
| Algeria | No | | 2 | | | 1 | | | 3 | 0.1% | 0 |
| Azerbaijan | No | | 1 | 1 | 1 | | | | 3 | 0.1% | 0 |
| Bulgaria | Yes | | 1 | 2 | | | | | 3 | 0.1% | 1 |
| Jamaica | No | | | 2 | | 1 | | | 3 | 0.1% | 0 |
| Kazakhstan | No | | 2 | | | 1 | | | 3 | 0.1% | 0 |
| Kyrgyzstan | No | | 2 | | | 1 | | | 3 | 0.1% | 1 |
| Lesotho | No | | 3 | | | | | | 3 | 0.1% | 0 |
| Mongolia | No | | 1 | 2 | | | | | 3 | 0.1% | 2 |
| Tajikistan | No | | 1 | | 1 | | 1 | | 3 | 0.1% | 1 |
| Uzbekistan | No | | 3 | | | | | | 3 | 0.1% | 3 |

Professional Staff Members P-1 to D-2 worldwide by nationality (count and %)

| Country of nationality | OECD-DAC | P1 | P2 | P3 | P5 | P4 | D1 | D2 | Total | % | Diff. |
|----------------------------------|----------|----|----|----|----|----|----|----|-------|------|-------|
| Armenia | No | | 1 | 1 | | | | | 2 | 0.1% | -1 |
| Bolivia (Plurinational State of) | No | | 1 | 1 | | | | | 2 | 0.1% | 1 |
| Djibouti | No | | 1 | 1 | | | | | 2 | 0.1% | 1 |
| Eritrea | No | | 1 | | | 1 | | | 2 | 0.1% | 0 |
| Liberia | No | | 1 | | | 1 | | | 2 | 0.1% | 0 |
| Malta | Yes | | | 1 | | 1 | | | 2 | 0.1% | 0 |
| Papua New Guinea | No | | 1 | | | 1 | | | 2 | 0.1% | 1 |
| Slovenia | Yes | | | 1 | | 1 | | | 2 | 0.1% | 0 |
| Trinidad And Tobago | No | | 1 | | | 1 | | | 2 | 0.1% | 1 |
| Viet Nam | No | 1 | 1 | | | | | | 2 | 0.1% | 1 |
| Angola | No | | 1 | | | | | | 1 | 0.0% | 0 |
| Belize | No | | | 1 | | | | | 1 | 0.0% | 0 |
| Botswana | No | | | 1 | | | | | 1 | 0.0% | 1 |
| Cabo Verde | No | | | 1 | | | | | 1 | 0.0% | 1 |
| Central African Republic | No | | | 1 | | | | | 1 | 0.0% | 0 |
| Cuba | No | | | 1 | | | | | 1 | 0.0% | 0 |
| Cyprus | Yes | | | 1 | | | | | 1 | 0.0% | 0 |
| Dominican Republic | No | | | 1 | | | | | 1 | 0.0% | -1 |
| Estonia | Yes | | | | | 1 | | | 1 | 0.0% | 0 |
| Eswatini | No | | | | | 1 | | | 1 | 0.0% | 1 |
| Fiji | No | | | | | | 1 | | 1 | 0.0% | 1 |
| Gabon | No | | 1 | | | | | | 1 | 0.0% | 0 |
| Guyana | No | | 1 | | | | | | 1 | 0.0% | 1 |
| Lithuania | Yes | | | | | 1 | | | 1 | 0.0% | 0 |
| Luxembourg | Yes | | 1 | | | | | | 1 | 0.0% | 0 |
| Maldives | No | | | | | 1 | | | 1 | 0.0% | 0 |
| Montenegro | No | | | 1 | | | | | 1 | 0.0% | 0 |
| Saint Vincent & the Grenadines | No | | 1 | | | | | | 1 | 0.0% | 0 |
| Saudi Arabia | No | | | 1 | | | | | 1 | 0.0% | 0 |
| Seychelles | No | | | 1 | | | | | 1 | 0.0% | 1 |
| Singapore | No | | | | 1 | | | | 1 | 0.0% | 1 |

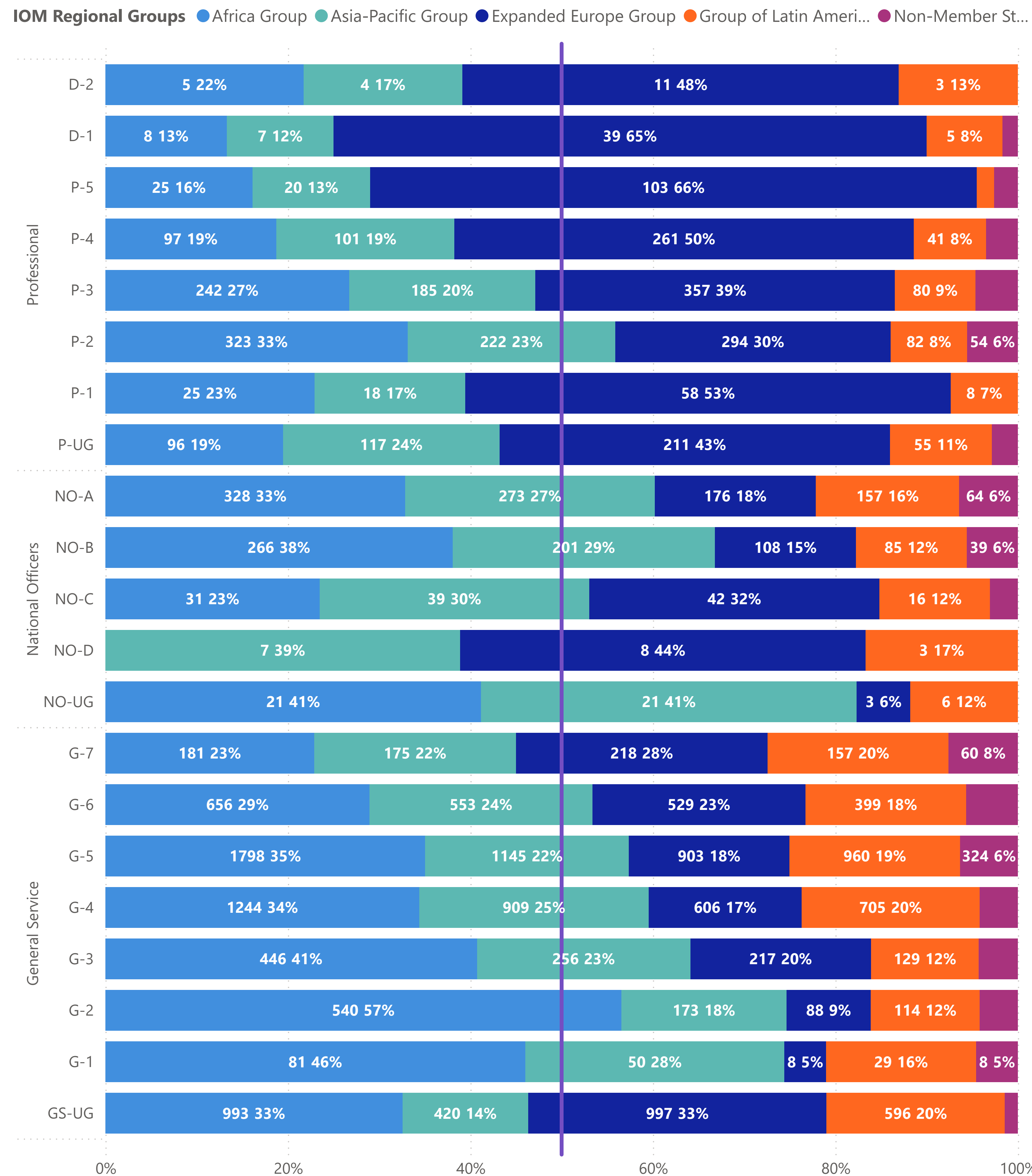
P-5 and above by IOM regional groups* and nationality (count and %)



| | # Positions | # Countries represented | # Positions change | # Countries represented change |
|-------------------------------------------------|-------------|-------------------------|--------------------|--------------------------------|
| D-2 | 23 | 19 | 1 | 3 |
| Africa Group | 5 | 5 | 1 | 1 |
| Asia-Pacific Group | 4 | 3 | -1 | -1 |
| Expanded Europe Group | 11 | 8 | 0 | 2 |
| Group of Latin American and Caribbean Countries | 3 | 3 | 1 | 1 |
| D-1 | 60 | 31 | 7 | 5 |
| Africa Group | 8 | 7 | 3 | 3 |
| Asia-Pacific Group | 7 | 5 | 1 | 1 |
| Expanded Europe Group | 39 | 14 | 3 | 0 |
| Group of Latin American and Caribbean Countries | 5 | 4 | 0 | 1 |
| Non-Member States | 1 | 1 | 0 | 0 |
| P-5 | 155 | 56 | 8 | 2 |
| Africa Group | 25 | 16 | 4 | 2 |
| Asia-Pacific Group | 20 | 12 | 1 | 0 |
| Expanded Europe Group | 103 | 23 | 0 | -1 |
| Group of Latin American and Caribbean Countries | 3 | 2 | 1 | 0 |
| Non-Member States | 4 | 3 | 2 | 1 |
| Total | 238 | 71 | 16 | 8 |

*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 %)



Non- and Under-represented Member States

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

Asia and the Pacific (12)

Country of nationality

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

Central and North America and the Caribbean (7)

Country of nationality

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

Southern Africa (3)

Country of nationality

Comoros
Madagascar
Namibia

Eastern and South-Eastern Europe and Central Asia (0)

Country of nationality

European Economic Area (2)

Country of nationality

Holy See
Iceland

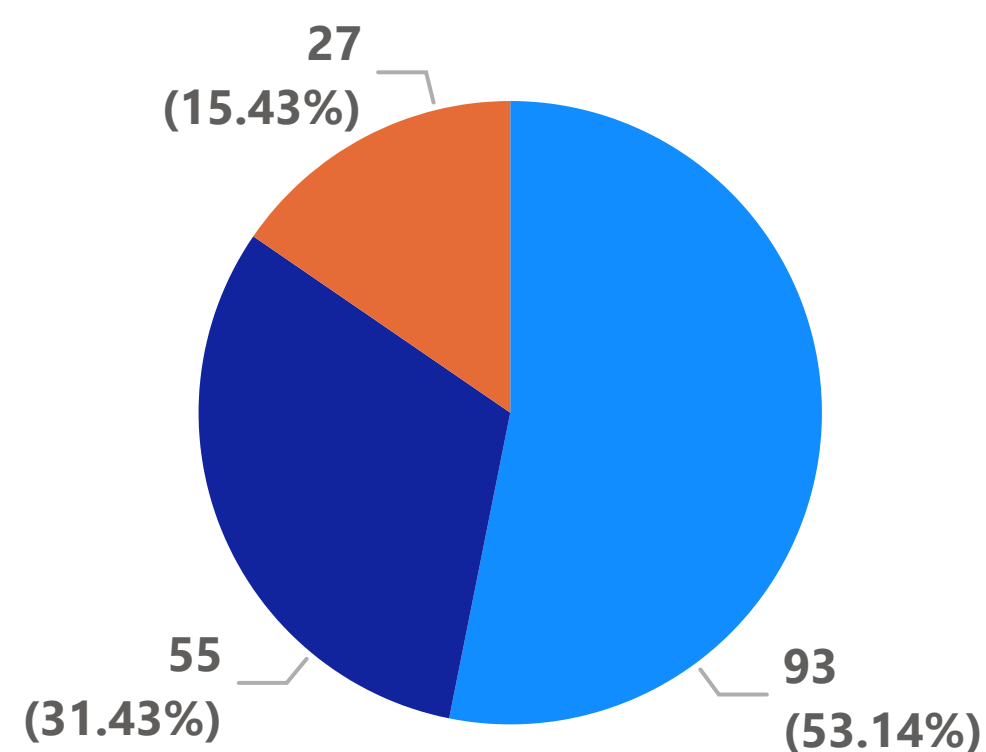
Central and West Africa (3)

Country of nationality

Congo
Guinea-Bissau
Sao Tome and Principe

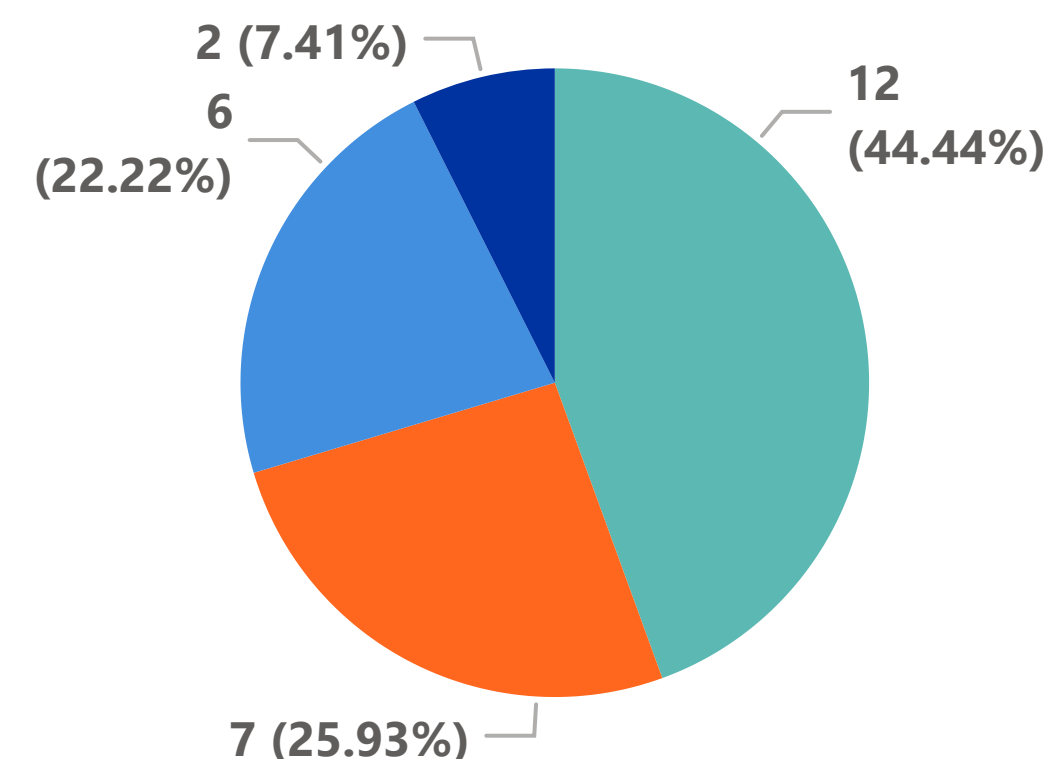
Member States representation in the P staff category (count and %)

- Represented
- Under-represented
- Non-represented



Non-Represented Member States by IOM Regional Groups

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



Changes between Sept 2023 and 30 September 2024

| Country | Representation Sept 2023 | Latest representation status |
|-----------------------|--------------------------|------------------------------|
| Samoa | Under-represented | Non-represented |
| Sao Tome and Principe | Under-represented | Non-represented |
| Botswana | Non-represented | Under-represented |
| Bulgaria | Represented | Under-represented |
| Cabo Verde | Non-represented | Under-represented |
| Cambodia | Non-represented | Under-represented |
| Chile | Represented | Under-represented |
| Eswatini | Non-represented | Under-represented |
| Fiji | Non-represented | Under-represented |
| Grenada | Non-represented | Under-represented |
| Seychelles | Non-represented | Under-represented |
| Uzbekistan | Non-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 |
|------------------------|-----|-------|-------|
| Cambodia | | 1 | 1 |
| Fiji | | 1 | 1 |
| Timor-Leste | | 1 | 1 |
| Maldives | | 2 | 2 |
| Papua New Guinea | 2 | | 2 |
| Viet Nam | 2 | | 2 |
| Mongolia | | 4 | 4 |

Central and North America and the Caribbean (9)

| Country of nationality | Man | Woman | Total |
|--------------------------------|-----|-------|-------|
| Belize | | 1 | 1 |
| Dominican Republic | | 1 | 1 |
| Grenada | | 1 | 1 |
| Saint Vincent & the Grenadines | | 1 | 1 |
| Cuba | 1 | 1 | 2 |
| Guyana | 1 | 1 | 2 |
| Trinidad And Tobago | | 2 | 2 |
| Jamaica | | 3 | 3 |
| Guatemala | 4 | | 4 |

Central and West Africa (4)

| Country of nationality | Man | Woman | Total |
|--------------------------|-----|-------|-------|
| Cabo Verde | | 1 | 1 |
| Central African Republic | 1 | | 1 |
| Gabon | | 2 | 2 |
| Liberia | 3 | | 3 |

East Africa and the Horn of Africa (3)

| Country of nationality | Man | Woman | Total |
|-----------------------------|-----|-------|-------|
| Eritrea | 1 | 1 | 2 |
| Djibouti | 1 | 3 | 4 |
| United Republic of Tanzania | 2 | 3 | 5 |

Eastern and South-Eastern Europe and Central Asia (10)

| Country of nationality | Man | Woman | Total |
|------------------------|-----|-------|-------|
| Israel | | 1 | 1 |
| Montenegro | | 1 | 1 |
| Armenia | 1 | 2 | 3 |
| Azerbaijan | 2 | 1 | 3 |
| Kazakhstan | 2 | 1 | 3 |
| Kyrgyzstan | 1 | 2 | 3 |
| Uzbekistan | 2 | 1 | 3 |
| Tajikistan | 3 | 1 | 4 |
| Turkmenistan | 1 | 3 | 4 |
| Republic of Moldova | 2 | 3 | 5 |

European Economic Area (11)

| Country of nationality | Man | Woman | Total |
|------------------------|-----|-------|-------|
| Cyprus | 1 | | 1 |
| Estonia | | 1 | 1 |
| Latvia | | 1 | 1 |
| Lithuania | 1 | | 1 |
| Luxembourg | | 1 | 1 |
| Malta | 1 | 1 | 2 |
| Slovenia | | 2 | 2 |
| Bulgaria | 1 | 3 | 4 |
| Czechia | | 4 | 4 |
| Slovakia | 1 | 3 | 4 |
| Hungary | | 5 | 5 |

Middle East and North Africa (2)

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

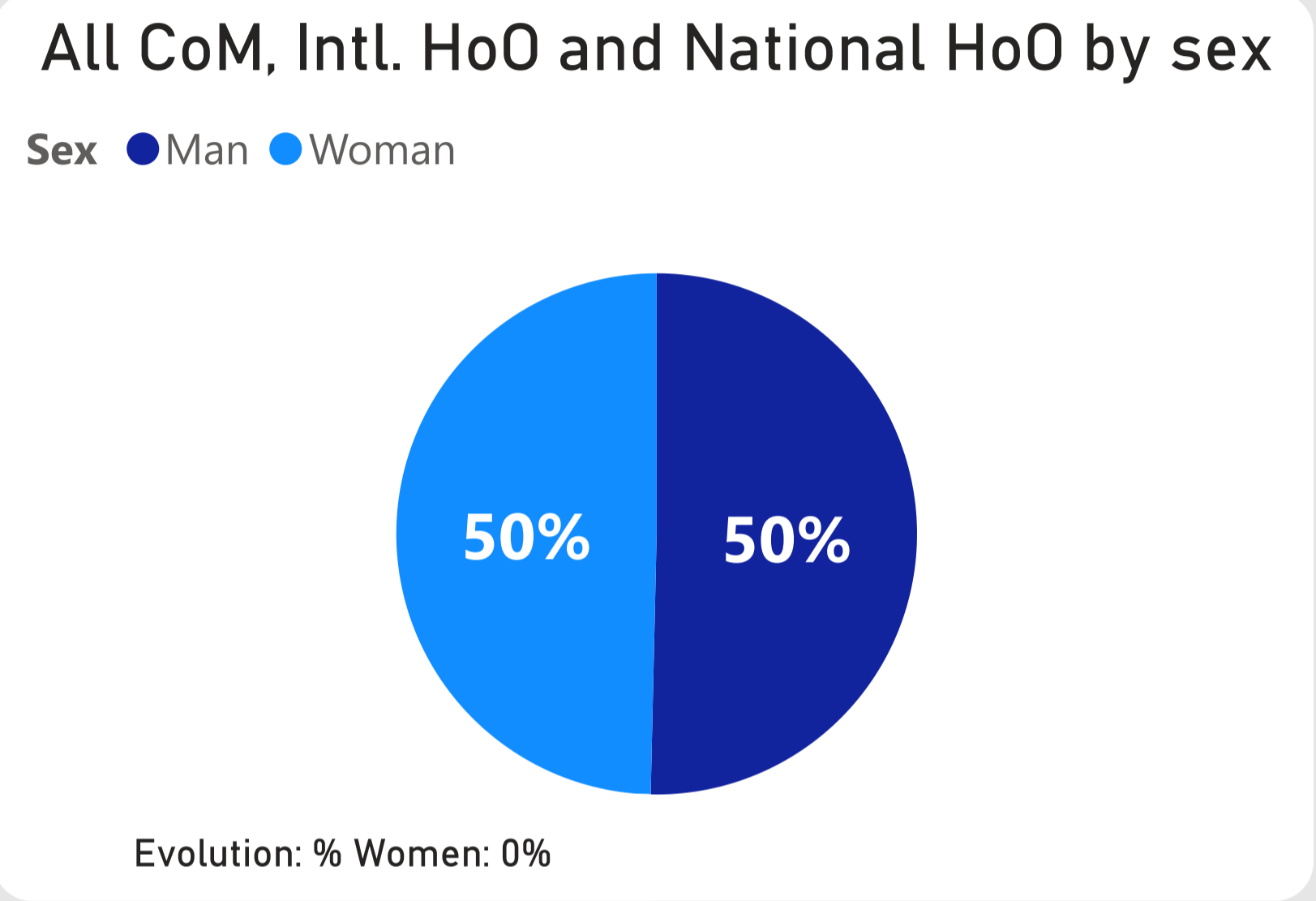
South America (3)

| Country of nationality | Man | Woman | Total |
|----------------------------------|-----|-------|-------|
| Bolivia (Plurinational State of) | 1 | 1 | 2 |
| Chile | 2 | 3 | 5 |
| Uruguay | 3 | 2 | 5 |

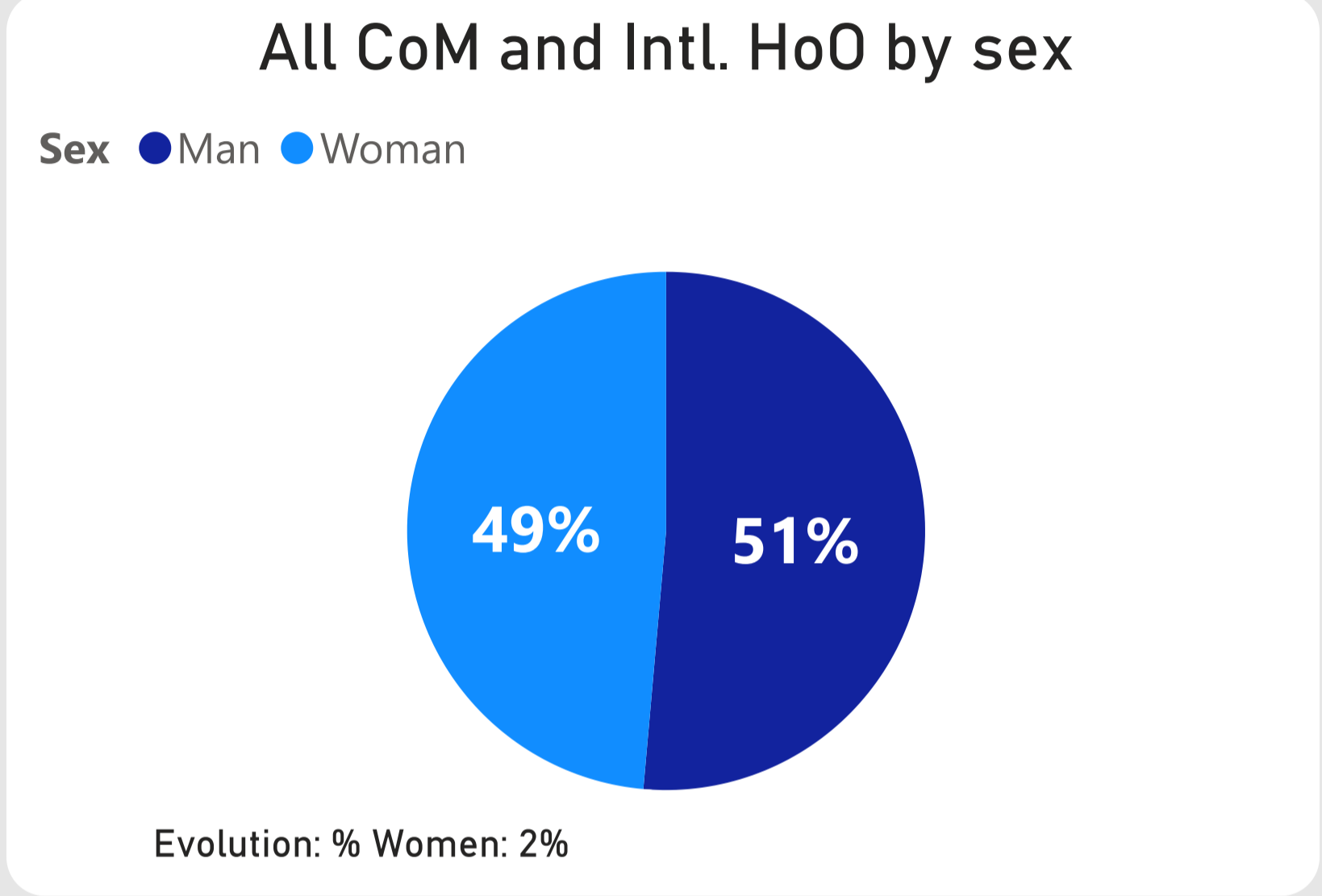
Southern Africa (6)

| Country of nationality | Man | Woman | Total |
|------------------------|-----|-------|-------|
| Angola | 1 | | 1 |
| Botswana | | 1 | 1 |
| Eswatini | | 1 | 1 |
| Seychelles | 1 | | 1 |
| Lesotho | 1 | 2 | 3 |
| Malawi | 4 | | 4 |

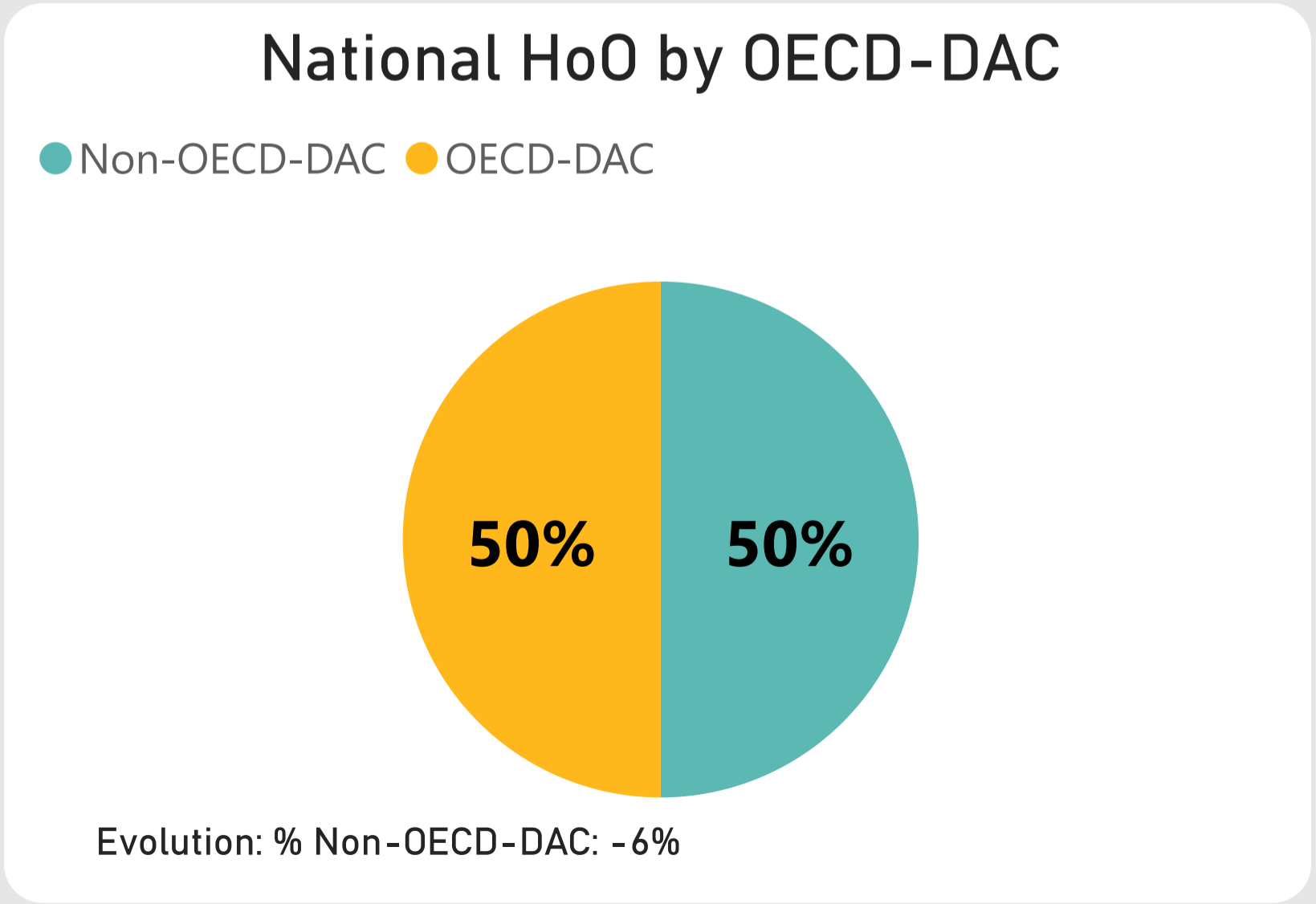
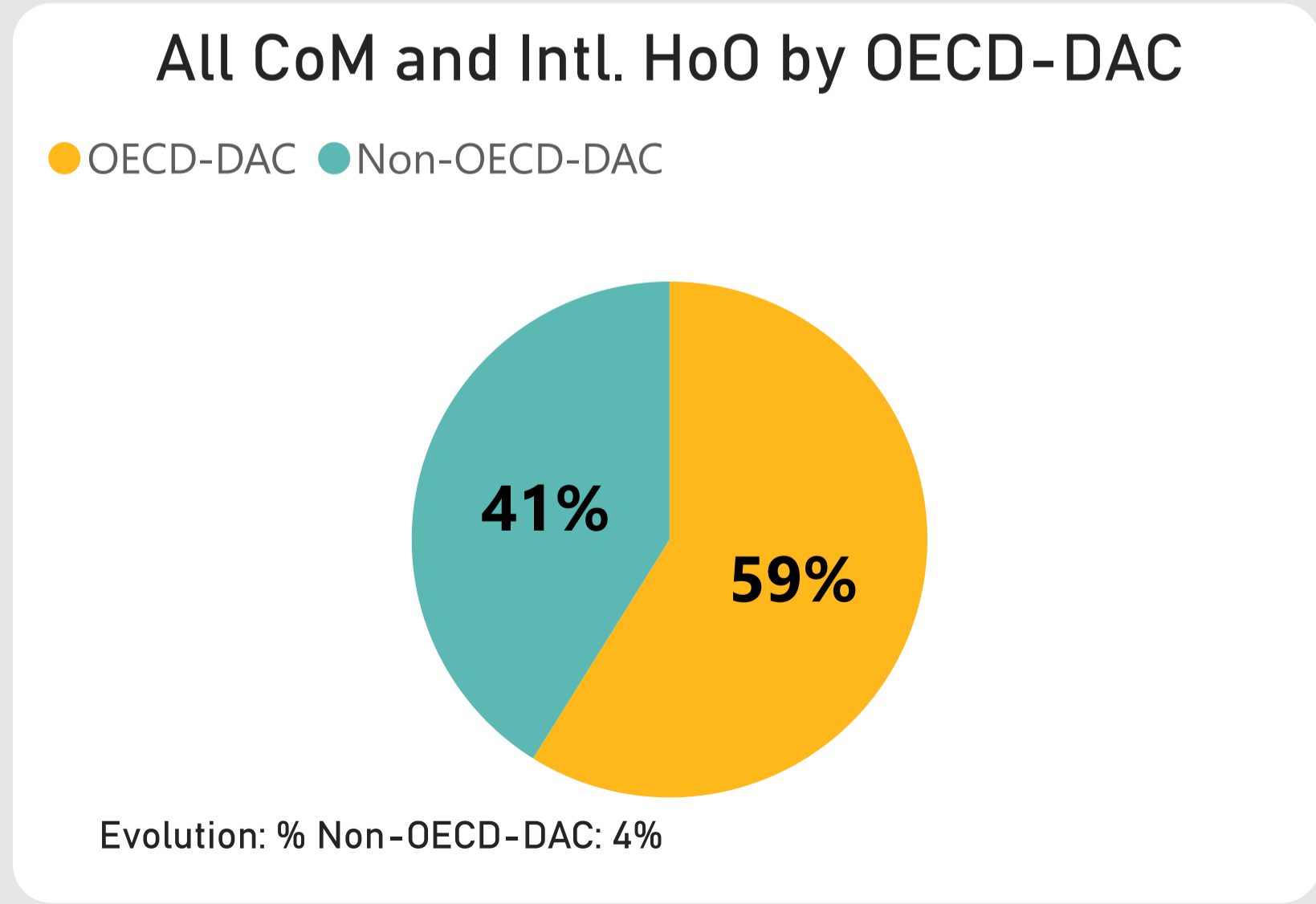
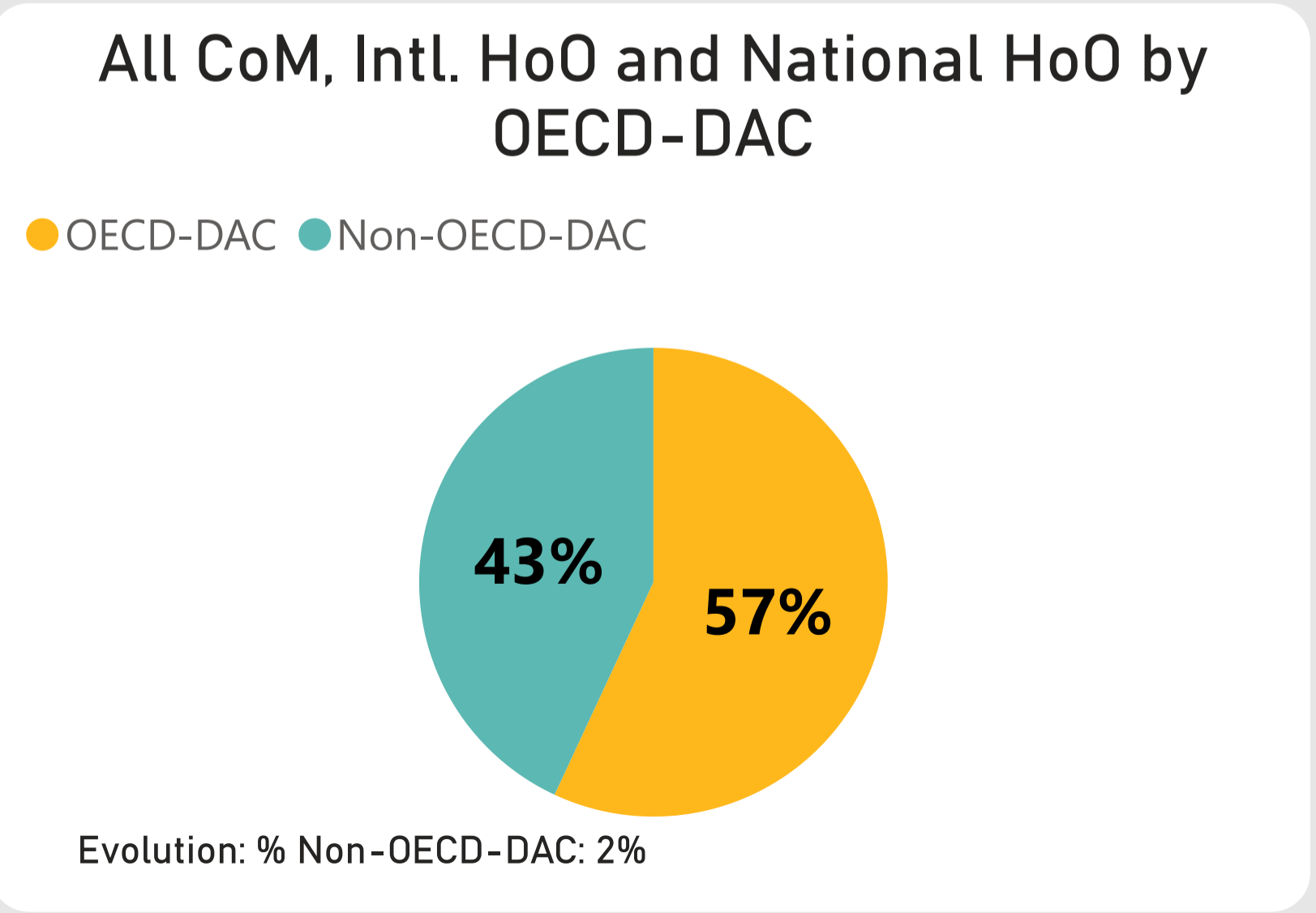
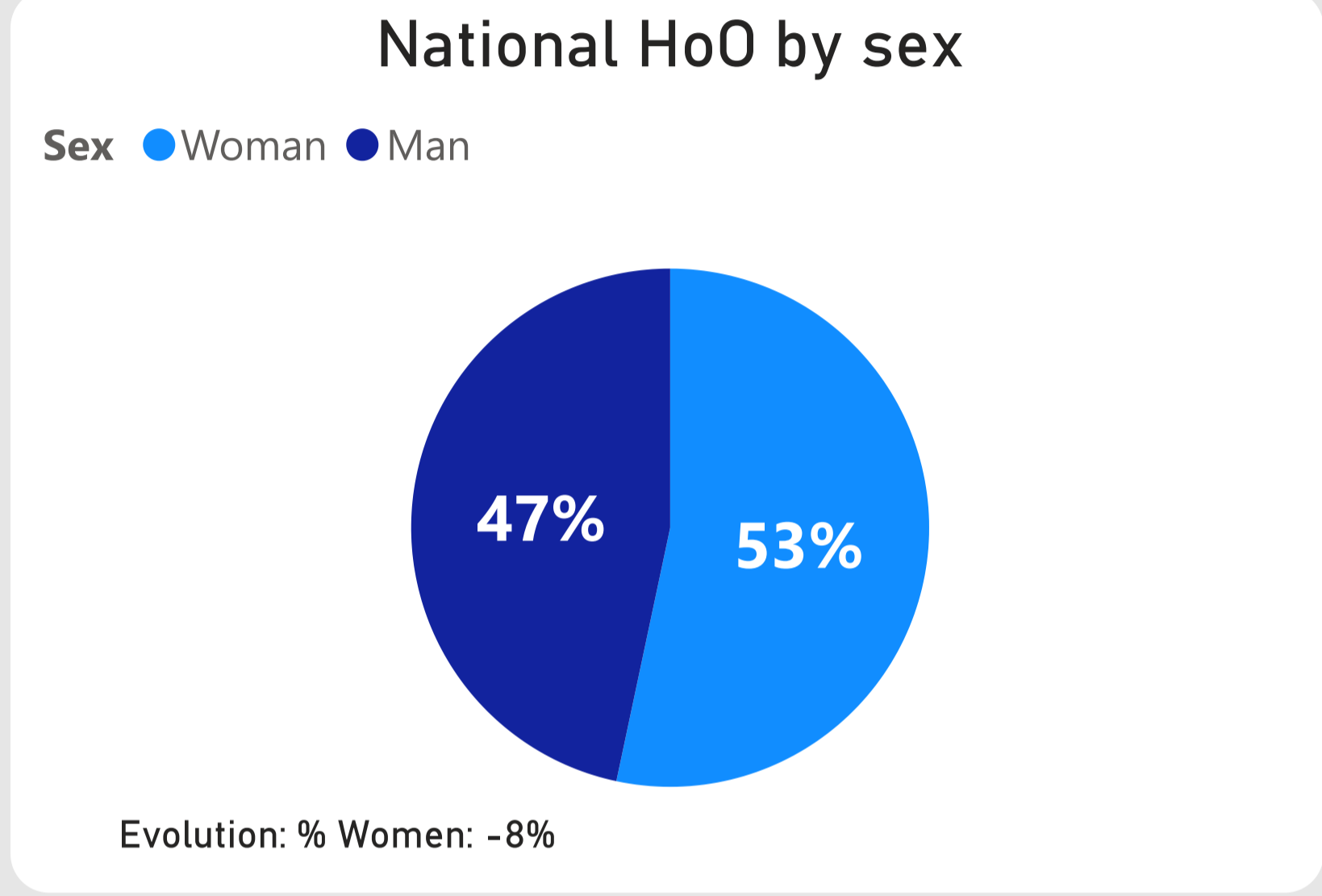
Total count of CoMs, Intl. and National HoO
137



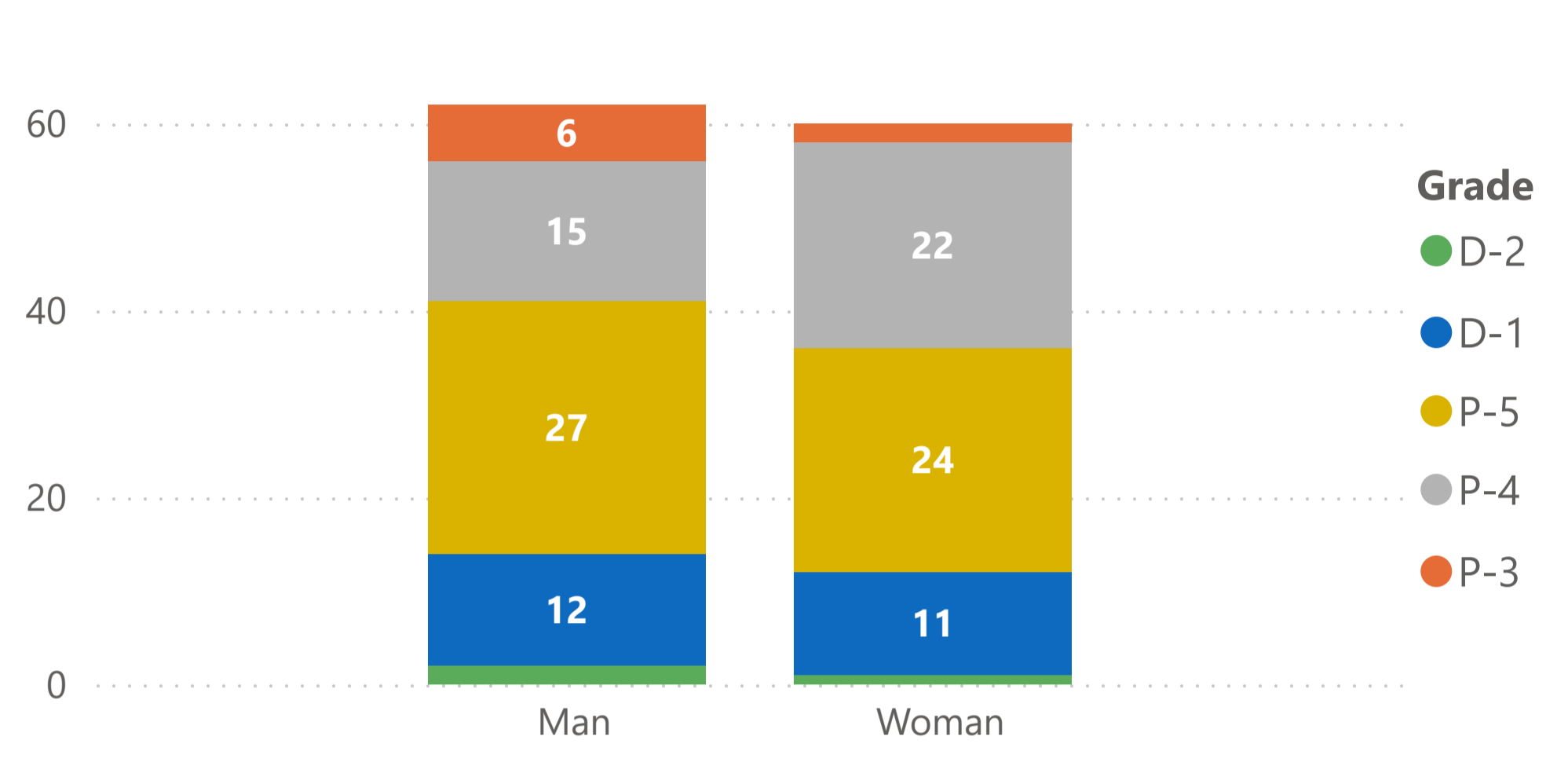
Total count of CoMs and Intl. HoO
107



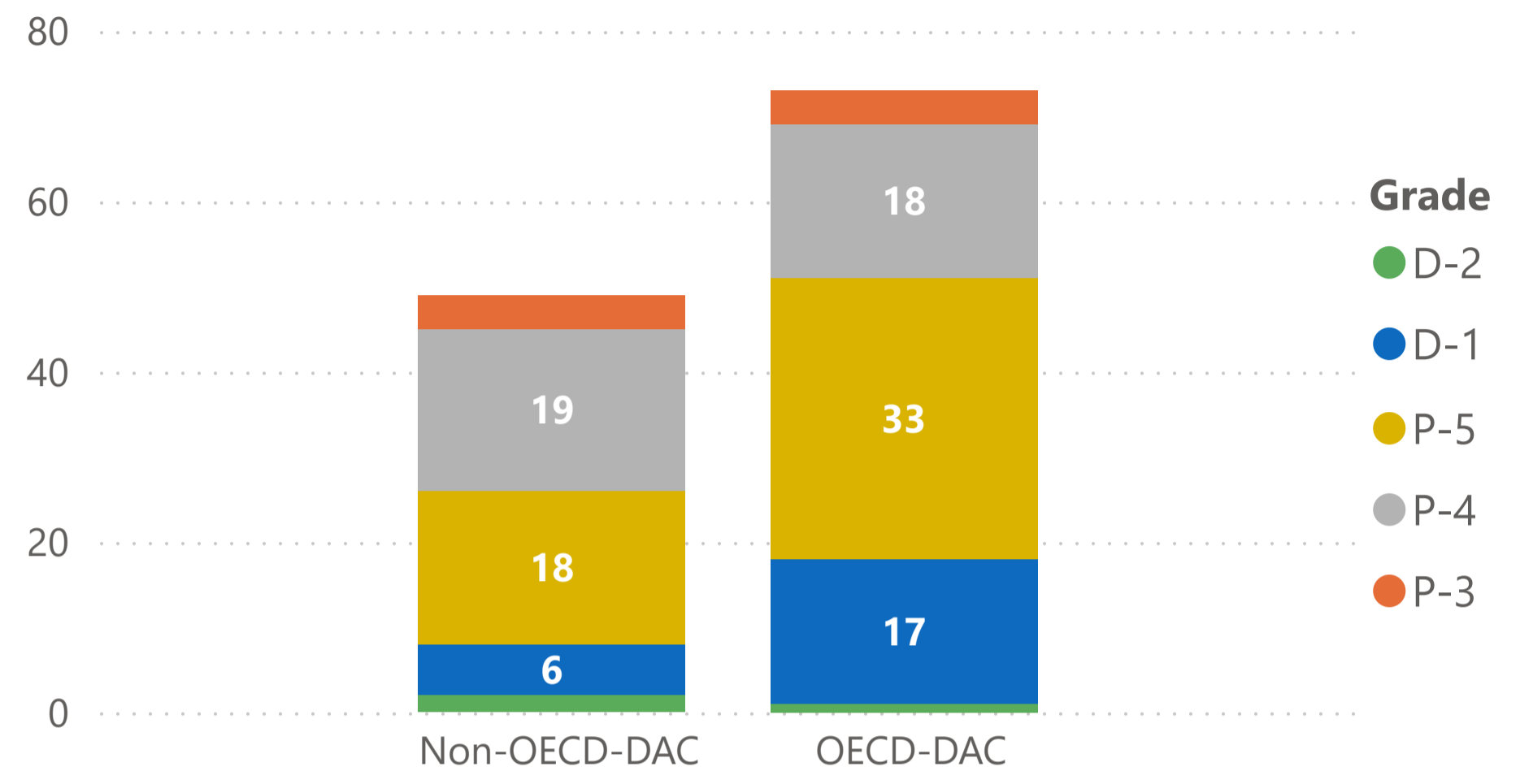
Total count of National HoO
30



All CoM and Intl. HoO by grade and sex



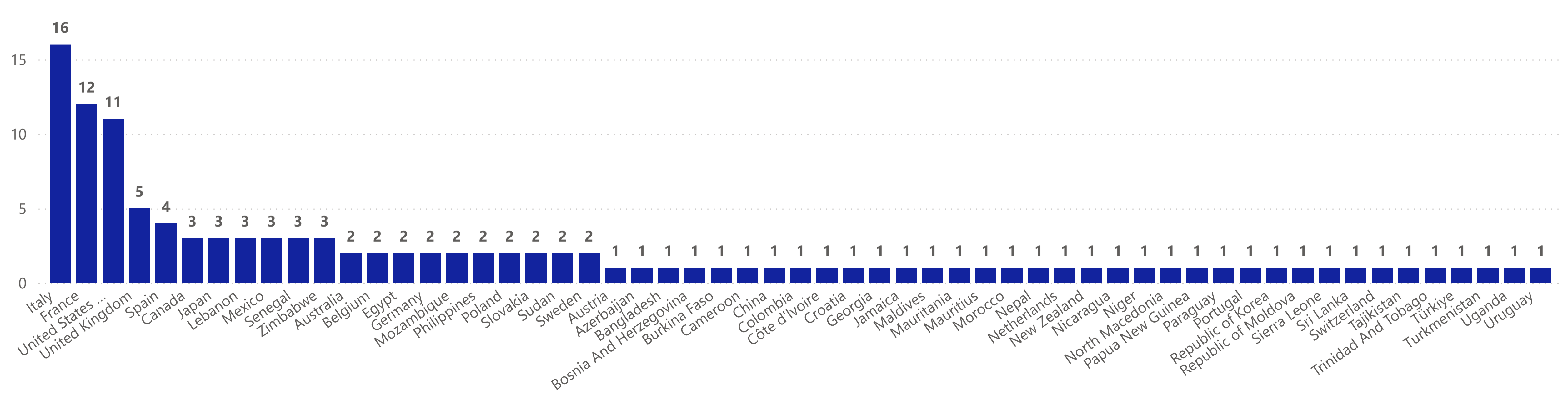
All CoM and Intl. HoO by grade and OECD-DAC



Intl. HoO by location

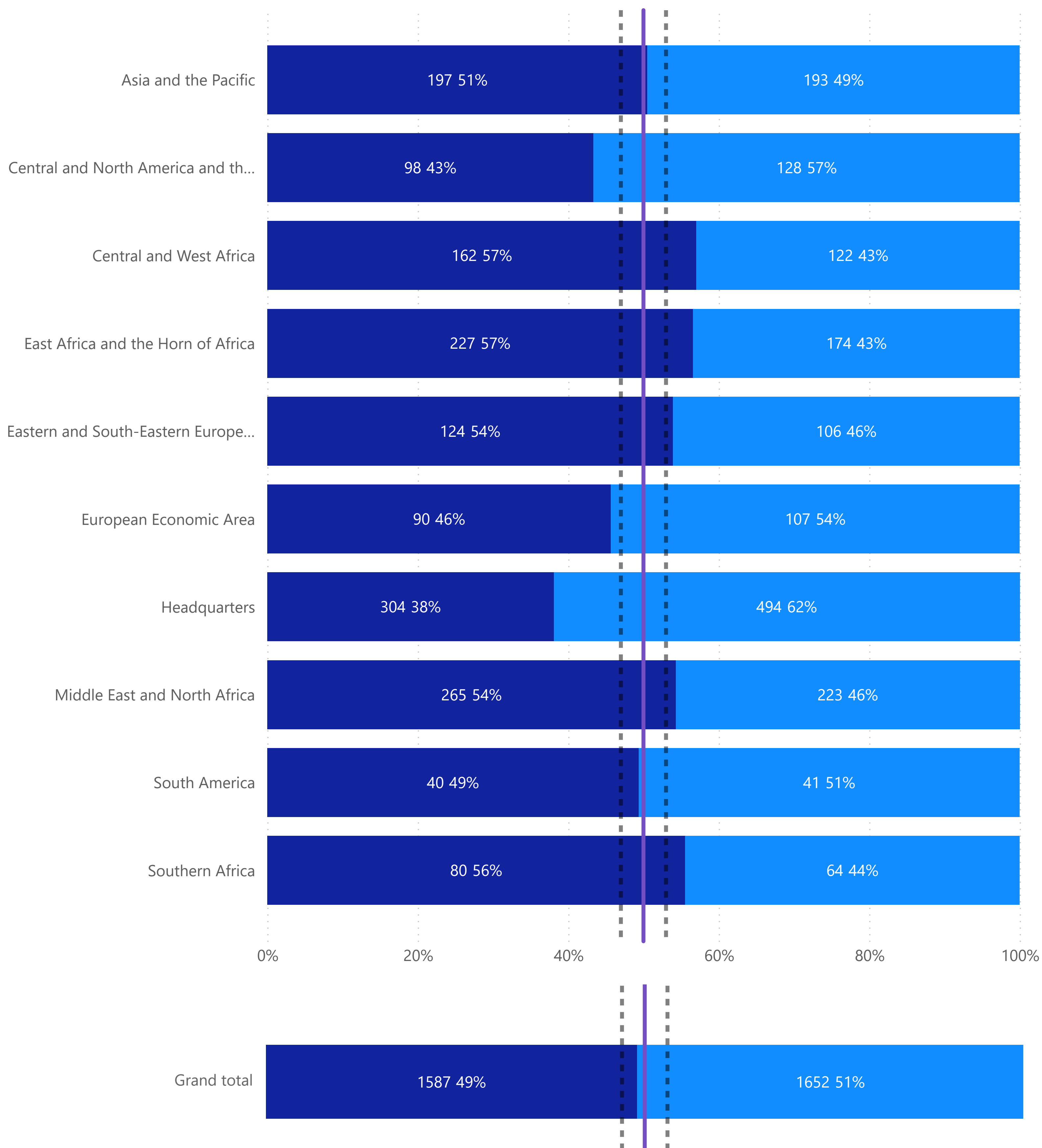
| Location | # |
|--------------------------|----------|
| Germany | 1 |
| Iraq | 1 |
| Kenya | 1 |
| Lebanon | 1 |
| Qatar | 1 |
| Saudi Arabia | 1 |
| United States of America | 1 |
| Vanuatu | 1 |
| Total | 8 |

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".

| 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 | | | |

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.