

TABLE 1: DISTRIBUTION OF ACTIVITIES BY TYPE OF TRAINING AND VENUE

	2023				2022 and 2023				2024			
	Activities	Participants	Days of Training	Participant/days	Activities	Participants	Days of Training	Participant/days	Activities	Participants	Days of Training	Participant/days
Face-to-face training												
At the Centre	113	3,085	1,332	33,543	168	4,332	2,391	55,101	110	3,329	1,253	33,676
In the field	121	3,731	634	19,652	310	9,413	1,646	51,482	117	3,955	637	21,282
	234	6,816	1,966	53,195	478	13,745	4,037	106,583	227	7,284	1,890	54,958
Distance learning	Participants				Participants				Participants			
	51,447 unique distance learners accounting for 79,026 enrolments				97,344 unique distance learners accounting for 153,499 enrolments				58,638 unique distance learners accounting for 93,917 enrolments			

NOTES

1. The "participant/day" indicator is calculated for each training activity as the product of the number of participants and the actual number of days of training.
2. In 2024, participants came from **218** countries and territories.

TABLE 2: PARTICIPANTS, DAYS OF TRAINING AND PARTICIPANT/DAYS BY PROGRAMME

Programme	2023				2022 and 2023				2024			
	Face-to-face training			Distance learning	Face-to-face training			Distance learning	Face-to-face training			Distance learning ²
	Participants	Days of training	Participant / days	Participants	Participants	Days of training	Participant / days	Participants	Participants	Days of training	Participant / days	Participants
International Labour Standards, Rights at Work and Gender Equality	604	105	3,617	10,939	1,059	148	5,551	23,077	1,060	134	4,876	13,669
Employment Policy and Analysis ¹	801	178	5,152	4,395	1,530	339	8,114	9,573	1,273	432	10,761	5,218
Sustainable Enterprises and Economies ¹	992	164	5,830	11,448	1,399	221	8,948	19,754	848	153	4,182	19,682
Development Investment	570	241	6,315	2,355	988	447	11,036	4,688	630	329	9,214	6,874
Social Protection, Governance and Tripartism ¹	2,225	560	14,642	15,485	3,788	908	22,614	29,087	1,840	419	12,269	18,493
Workers' Activities	564	110	3,121	2,579	921	166	4,275	5,543	639	107	4,911	1,817
Employers' Activities	177	71	1,557	1,247	268	88	2,122	3,126	274	95	2,497	1,371
Organizational Development and Project Services ¹	418	94	3,848	15,217	2,985	782	22,822	22,363	298	118	2,521	10,542
Learning Innovation	370	56	2,287	15,030	538	104	4,305	35,372	399	93	3,497	16,232
Training Directorate	23	25	310	16	41	35	400	16	23	10	230	19
Turin School of Development	72	362	6,516	76	228	799	16,396	248	0	0	0	0
Other	0	0	0	239	0	0	0	652	0	0	0	0
Total	6,816	1,966	53,195	79,026	13,745	4,037	106,583	153,499	7,284	1,890	54,958	93,917

¹ Including participants in the Masters' Programmes and courses of the Turin School of Development.

² Starting from 2024, blended training participants are not counted with distance learners. They are only included with face-to-face training. Distance learners include enrolments in Masterclasses on Udemy.

TABLE 3: DISTRIBUTION OF PARTICIPANTS BY REGION

Region	2023		2022 and 2023		2024		
	Face-to-face training	Distance learning	Face-to-face training	Distance learning	Face-to-face training	Blended training	Distance learning
Africa ¹	2,962	26,485	4,917	51,739	2,339	750	30,415
Americas	757	15,607	1,081	29,251	366	421	15,690
Arab States ¹	429	1,653	822	3,621	388	131	1,893
Asia and the Pacific	1,223	21,873	4,305	43,022	988	420	26,871
Europe (EU)	285	3,108	672	5,704	156	171	4,863
Europe (non-EU) and Central Asia	243	2,819	676	5,166	289	248	3,389
International Civil Servants	917	6,674	1,272	12,973	402	215	8,798
Not available	0	807	0	2,023	0	0	1,998
Total	6,816	79,026	13,745	153,499	4,928	2,356	93,917

¹ In line with ILO classification criteria, participants from Algeria, Egypt, Libya, Mauritania, Morocco, Sudan and Tunisia are clustered with Africa in the above table.

TABLE 4: PARTICIPATION OF WOMEN IN TRAINING

Gender	2023		2022 and 2023		2024		
	Face-to-face training	Distance learning	Face-to-face training	Distance learning	Face-to-face training	Blended training	Distance learning
Men	3,543	47,930	8,056	93,377	2,607	1,216	55,336
Women	3,273	31,026	5,684	59,847	2,321	1,134	36,590
Not available	0	70	5	275	0	6	1,991
TOTAL	6,816	79,026	13,745	153,499	4,928	2,356	93,917
% of women participation	48%	39%	41%	39%	47%	48%	40%

TABLE 5: PARTICIPATION OF EMPLOYERS AND WORKERS REPRESENTATIVES

	2023				2022 and 2023				2024					
	Face-to-face training		Distance learning		Face-to-face training		Distance learning		Face-to-face training		Blended training		Distance learning	
	Employers	Workers	Employers	Workers	Employers	Workers	Employers	Workers	Employers	Workers	Employers	Workers	Employers	Workers
Employer-specific activities	177	0	366	22	268	0	1,173	55	80	0	194	0	499	34
Worker-specific activities	0	551	7	1,609	0	908	11	4,048	0	0	0	624	16	741
Other Centre's activities	133	251	685	1,653	242	424	1,369	4,109	153	248	18	91	4,778	2,376
Total	310	802	1,058	3,284	510	1,332	2,553	8,212	233	248	212	715	5,293	3,151
as % of total number of participants	5%	12%	1%	4%	4%	10%	2%	5%	5%	5%	9%	30%	6%	3%

TABLE 6: PARTICIPANTS FROM LABOUR MINISTRIES AND FROM OTHER GOVERNMENTAL AND PUBLIC INSTITUTIONS

	2023		2022 and 2023		2024		
	Face-to-face training	Distance learning	Face-to-face training	Distance learning	Face-to-face training	Blended training	Distance learning
Participants from Labour Ministries or from agencies under Labour Ministry responsibility	857	3,480	1,356	7,563	841	125	4,028
Participants from other governmental and public institutions	2,406	13,285	6,597	26,867	1,949	375	13,719

TABLE 7: ILO PARTICIPATION

	2023		2022 and 2023		2024		
	Face-to-face training	Distance learning	Face-to-face training	Distance learning	Face-to-face training	Blended training	Distance learning
Participants from the ILO	495	3,210	637	6,347	256	127	4,915

TABLE 8.a: NUMBER OF ENROLMENTS BY ILO OUTCOME (FACE-TO-FACE TRAINING)¹

OUTCOMES	2023								2022 and 2023								2024							
	AFRICA	AMERICAS	ARAB STATES	ASIA and the PACIFIC	EUROPE (EU)	EUROPE (non-EU) and CENTRAL ASIA	ICS	TOT	AFRICA	AMERICAS	ARAB STATES	ASIA and the PACIFIC	EUROPE (EU)	EUROPE (non-EU) and CENTRAL ASIA	ICS	TOT	AFRICA	AMERICAS	ARAB STATES	ASIA and the PACIFIC	EUROPE (EU)	EUROPE (non-EU) and CENTRAL ASIA	ICS	TOT
POLICY OUTCOMES																								
1.Strong, modernized normative action for social justice	94	6	0	8	39	8	2	157	112	6	0	8	39	63	19	2,087	136	58	11	97	21	25	17	365
2.Strong, representative and influential tripartite constituents and effective social dialogue	500	273	61	297	70	39	89	1,329	681	290	153	401	301	164	97	4,797	465	141	37	320	110	149	14	1,236
3.Full and productive employment for just transitions	622	135	134	528	39	101	121	1,680	1,306	193	244	2,474	90	262	228	1,281	814	175	177	434	81	161	87	1,929
4.Sustainable enterprises for inclusive growth and decent work	454	118	18	120	20	32	164	926	711	201	18	122	25	33	171	873	443	61	51	121	24	58	50	808
5.Gender equality and equality of treatment and opportunities for all	272	44	5	17	68	12	37	455	471	44	5	159	90	32	72	1,341	306	117	23	27	17	11	115	616
6.Protection at work for all	301	65	142	135	17	31	69	760	634	94	246	176	26	77	88	1,632	342	37	68	191	12	24	72	746
7.Universal social protection	689	64	60	98	6	8	69	994	916	122	114	329	22	12	117	0	415	45	116	192	5	72	72	917
8.Integrated policy and institutional responses for social justice through decent work	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Enabling outcomes																								
A. Enhanced knowledge, innovation, cooperation and communication to advance social justice	15	43	0	3	2	0	52	115	15	43	0	3	2	0	52	245	108	144	17	12	36	15	39	371
B. Improved leadership and governance	9	4	1	11	14	11	152	202	11	6	1	11	14	16	186	174	51	3	4	10	19	16	112	215
C. Effective, efficient, results-oriented and transparent management	0	0	0	0	0	0	157	157	0	0	0	17	0	0	157	0	8	2	1	4	1	3	39	58
Others																								
Others	6	5	8	6	10	1	5	41	60	82	41	605	63	17	85	13,745	1	4	14	0	1	3	0	23
TOTAL	2,962	757	429	1,223	285	243	917	6,816	4,917	1,081	822	4,305	672	676	1,272	26,175	3,089	787	519	1,408	327	537	617	7,284

¹Data includes enrolments in blended training.

TABLE 8.b: NUMBER OF ENROLMENTS BY ILO OUTCOME (DISTANCE LEARNING)¹

OUTCOMES	2023									2022 and 2023									2024								
	AFRICA	AMERICA S	ARAB STATES	ASIA and the PACIFIC	EUROPE (EU)	EUROPE (non-EU) and CENTRAL ASIA	ICS	N/A	TOT	AFRICA	AMERICA S	ARAB STATES	ASIA and the PACIFIC	EUROPE (EU)	EUROPE (non-EU) and CENTRAL ASIA	ICS	N/A	TOT	AFRICA	AMERICA S	ARAB STATES	ASIA and the PACIFIC	EUROPE (EU)	EUROPE (non-EU) and CENTRAL ASIA	ICS	N/A	TOT
POLICY OUTCOMES																											
1.Strong, modernized normative action for social justice	1,678	1,696	118	1,826	335	275	760	72	6,760	4,390	3,720	240	4,537	668	612	1,295	222	11,464	1,506	1,560	107	1,777	314	262	589	0	6,115
2.Strong, representative and influential tripartite constituents and effective social dialogue	1,825	1,497	89	1,065	211	233	239	41	5,200	4,491	2,937	342	2,180	455	475	510	74	22,365	1,937	2,502	102	1,122	367	164	687	1	6,882
3.Full and productive employment for just transitions	6,638	1,920	421	3,962	409	426	981	112	14,869	9,456	2,595	875	6,143	691	637	1,782	186	25,800	5,485	1,312	367	2,211	345	394	1,138	284	11,536
4.Sustainable enterprises for inclusive growth and decent work	4,054	3,582	196	2,091	513	380	936	176	11,928	10,277	5,300	426	5,522	1,074	793	1,963	445	8,958	6,497	3,764	335	5,186	1,497	716	1,860	0	19,855
5.Gender equality and equality of treatment and opportunities for all	1,226	993	112	1,283	338	245	461	56	4,714	2,243	1,957	193	2,350	679	394	1,000	142	33,607	855	888	97	1,217	328	221	492	0	4,098
6.Protection at work for all	3,985	2,797	327	6,768	322	305	724	207	15,435	8,091	8,012	718	13,658	589	659	1,338	542	1,367	4,405	2,725	439	8,439	660	547	1,270	373	18,858
7.Universal social protection	226	86	4	36	11	6	53	0	422	768	213	22	170	25	39	130	0	0	552	145	53	371	86	74	216	199	1,696
8.Integrated policy and institutional responses for social justice through decent work	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Enabling outcomes																											
A. Enhanced knowledge, innovation, cooperation and communication to advance social justice	200	86	21	83	46	20	655	5	1,116	337	154	34	183	87	50	1,174	17	17,086	1,082	429	101	1,947	226	148	511	918	5,362
B. Improved leadership and governance	5,066	1,872	191	1,726	514	484	1,266	74	11,193	8,016	2,161	358	2,802	698	722	2,153	176	297	5,882	897	109	759	444	221	905	1	9,218
C. Effective, efficient, results-oriented and transparent management	0	0	0	28	0	0	175	64	267	0	0	0	28	0	0	205	64	0	754	203	48	508	111	111	811	219	2,765
Others																											
Others	1,587	1,078	174	3,005	409	445	424	0	7,122	3,670	2,202	413	5,449	738	785	1,423	155	153,499	1,460	1,265	135	3,334	485	531	319	3	7,532
TOTAL	26,485	15,607	1,653	21,873	3,108	2,819	6,674	807	79,026	51,739	29,251	3,621	43,022	5,704	5,166	12,973	2,023	274,443	30,415	15,690	1,893	26,871	4,863	3,389	8,798	1,998	93,917

¹Data includes self-guided courses, communities of practice, and enrolments in Masterclasses on Udemy.

TABLE 9.a: DISTRIBUTION OF PARTICIPANTS BY REGION, PROGRAMME AND GENDER (FACE-TO-FACE TRAINING)¹ - 2024

Programmes	AFRICA							AMERICA S						ASIA AND THE PACIFIC						EUROPE AND CENTRAL ASIA						ARAB STATES						ICS		TOTAL	
	Total			Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		by Programme	
	N/A	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	TOT	%W		
International Labour Standards, Rights at Work and Gender Equality	0	141	300	16	5	4	7	41	133	10	33	1	14	87	72	8	11	2	9	36	36	23	16	0	0	36	46	2	2	2	0	39	93	1,060	64%
Employment Policy and Analysis	0	446	282	36	30	28	11	42	64	3	3	2	2	81	63	3	2	5	3	32	43	4	3	1	5	85	59	4	2	3	1	39	37	1,273	43%
Sustainable Enterprises and Economies	0	294	146	7	2	0	2	42	36	0	0	0	0	86	60	5	3	6	3	37	47	1	2	1	4	22	28	0	0	0	0	29	21	848	40%
Development Investment	0	81	46	0	1	0	2	8	11	0	0	2	0	122	150	0	0	1	0	107	62	0	0	0	0	11	14	0	0	1	0	9	9	630	46%
Social Protection, Governance and Tripartism	0	607	320	26	9	15	6	50	50	3	1	0	0	198	190	19	9	15	5	64	82	7	8	1	0	71	55	0	0	0	0	75	78	1,840	42%
Workers' Activities	0	91	78	91	78	0	0	40	59	40	59	0	0	111	87	111	87	0	0	79	60	72	52	0	0	23	11	23	11	0	0	0	0	639	46%
Employers' Activities	0	58	38	0	0	58	38	4	5	0	0	4	5	25	60	0	0	25	60	42	40	0	0	42	40	1	1	0	0	1	1	0	0	274	53%
Organizational Development and Project Services	0	66	50	0	0	0	0	1	5	0	0	0	0	6	9	0	0	0	0	10	29	0	0	0	0	2	2	1	0	0	0	37	81	298	59%
Learning Innovation	6	26	13	2	0	2	0	107	90	2	1	0	2	4	8	0	1	1	2	21	39	4	9	0	0	8	7	0	0	0	0	33	37	399	49%
Training Directorate	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	13	0	0	0	0	0	0	23	57%	
TOTAL	6	1,810	1,273	178	125	107	66	335	453	58	97	9	23	720	699	146	113	55	82	428	438	111	90	45	49	269	236	30	15	7	2	261	356	7,284	47%

PARTICIPANTS	AFRICA						AMERICAS						ASIA AND THE PACIFIC						EUROPE AND CENTRAL ASIA						ARAB STATES						ICS	
	Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total	
	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W
	3,089	41%	303	41%	173	38%	788	57%	155	63%	32	72%	1,419	49%	259	44%	137	60%	866	51%	201	45%	94	52%	505	47%	45	33%	9	22%	617	58%

¹Data includes enrolments in blended training.

Legend:

M = Men

W = Women

ICS = International Civil Servants

TABLE 9.b: DISTRIBUTION OF PARTICIPANTS BY REGION, PROGRAMME AND GENDER (DISTANCE LEARNING)¹ - 2024

Programmes	AFRICA						AMERICAS						ASIA AND THE PACIFIC						EUROPE AND CENTRAL ASIA						ARAB STATES						ICS		N/A			TOTAL	
	Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	TOT	%W			
International Labour Standards, Rights at Work and Gender Equality	1,951	1,393	119	90	79	61	1,204	1,961	69	97	45	80	2,586	1,488	71	43	249	119	493	965	21	42	49	62	140	115	15	6	13	6	565	808	395	0	0	14,064	49%
Employment Policy and Analysis	1,280	485	24	20	49	24	341	366	10	6	16	15	877	477	20	10	55	29	187	291	10	4	17	5	120	61	8	2	6	3	234	216	0	0	0	4,935	38%
Sustainable Enterprises and Economies	4,198	2,014	208	118	163	88	1,650	2,573	125	131	91	155	2,763	2,164	63	36	304	264	639	1,514	42	76	39	69	172	118	18	10	11	1	819	1,058	219	0	0	19,901	48%
Development Investment	3,270	806	11	4	1	3	386	262	1	2	1	0	675	338	4	0	5	0	152	146	0	0	2	0	157	61	2	0	1	0	300	118	0	1	0	6,672	26%
Social Protection, Governance and Tripartism	3,679	1,064	146	73	259	88	1,210	1,407	53	60	78	53	6,598	1,288	96	47	580	168	558	523	23	19	69	29	362	91	16	4	64	7	845	471	1,094	1	1	19,192	27%
Workers' Activities	216	167	151	130	2	2	315	601	98	176	0	4	133	95	69	68	6	0	65	36	30	8	1	0	10	7	7	5	0	1	52	120	283	0	0	2,100	56%
Employers' Activities	344	138	17	3	67	42	140	206	0	1	84	153	159	81	6	2	34	35	85	89	2	2	47	23	14	21	1	0	2	12	49	45	0	0	0	1,371	42%
Organizational Development and Project Services	4,798	1,415	71	29	293	66	439	584	5	4	26	21	731	317	14	4	67	30	230	526	6	3	10	8	85	44	4	2	14	4	721	634	0	1	0	10,525	33%
Learning Innovation	2,186	1,017	40	22	86	46	947	1,103	9	15	27	24	3,565	2,568	24	16	240	143	658	1,060	13	10	35	48	198	92	7	1	11	4	770	971	0	1	2	15,138	45%
Training Directorate	7	4	1	0	0	0	1	0	0	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	0	19	42%
TOTAL	21,929	8,503	788	489	999	420	6,633	9,063	370	492	368	505	18,087	8,818	367	226	1,540	788	3,069	5,150	147	164	269	244	1,258	611	78	30	122	38	4,356	4,442	1,991	4	3	93,917	40%

PARTICIPANTS	AFRICA						AMERICAS						ASIA AND THE PACIFIC						EUROPE AND CENTRAL ASIA						ARAB STATES						ICS		N/A	
	Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Workers		Employers		Total		Total	
	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W	Tot	%W
	30,432	28%	1,277	38%	1,419	30%	15,696	58%	862	57%	873	58%	26,905	33%	593	38%	2,328	34%	8,219	63%	311	53%	513	48%	1,869	33%	108	28%	160	24%	8,798	50%	1,998	43%

¹Data includes tutor-based online courses, self-guided courses, communities of practice, and enrolments in Masterclasses on Udemv.
Organizational affiliation and gender are self-declared by participants in cases of enrolments in self-guided courses and Communities of Practice (In 2024, 4,809 employers, 2,418 workers, and 3,364 MoL).
Gender and region information are not available for enrolments in Masterclasses on Udemv. These have been counted in the total of participants of the teams, however they have been excluded from the %W calculation.
Legend:
M = Men
W = Women
ICS = International Civil Servants

TABLE 10.a: DISTRIBUTION OF PARTICIPANTS BY COUNTRY (FACE-TO-FACE TRAINING)¹ - 2024

COUNTRY	Number of Participants					Workers			Employers		
	Total	Men	Women	N/A	%W	M	W	% W	M	W	% W
ALBANIA	13	5	8		62%	2	3	60%			
ALGERIA	38	23	15		39%	5	5	50%	1		0%
ANGOLA	135	73	62		46%	1	2	67%	2	1	33%
ANTIGUA AND BARBUDA	1	1			0%						
ARGENTINA	57	22	35		61%	10	10	50%	1	2	67%
ARMENIA	11	2	9		82%	1	3	75%		1	100%
AUSTRALIA	6	4	2		33%	1		0%	2	1	33%
AUSTRIA	4	3	1		25%	1		0%	1		0%
AZERBAIJAN	13	8	5		38%	2	1	33%		1	100%
BAHAMAS	12	5	7		58%	2	2	50%	1		0%
BAHRAIN	7	4	3		43%	4	3	43%			
BANGLADESH	161	111	50		31%	21	12	36%	6	1	14%
BARBADOS	13	5	8		62%	2	2	50%		2	100%
BELGIUM	30	19	11		37%	15	5	25%			
BELIZE	10	3	7		70%	2	3	60%		1	100%
BENIN	22	14	8		36%	3	1	25%	3	1	25%
BERMUDA	1		1		100%						
BHUTAN	2	1	1		50%						
BOLIVIA (PLURINATIONAL STATE OF)	12	6	6		50%						
BOSNIA AND HERZEGOVINA	10	6	4		40%	5		0%		1	100%
BOTSWANA	11	7	4		36%	3	1	25%	2		0%
BRAZIL	60	27	33		55%	5	7	58%			
BRUNEI DARUSSALAM	4	1	3		75%						
BULGARIA	6	2	4		67%	2	4	67%			
BURKINA FASO	27	18	9		33%	2	1	33%	1	1	50%
BURUNDI	14	10	4		29%	2	1	33%	4	1	20%
CABO VERDE	135	66	69		51%	16	12	43%	1		0%
CAMBODIA	53	36	17		32%	7	2	22%	5		0%
CAMEROON	70	36	34		49%	5	5	50%	1	1	50%
CANADA	15	8	7		47%	2		0%			
CAYMAN ISLANDS	1		1		100%						
CENTRAL AFRICAN REPUBLIC	7	7			0%	1		0%	1		0%
CHAD	32	30	2		6%	1	1	50%	3		0%
CHILE	34	11	23		68%	3	6	67%		1	100%
CHINA	183	84	99		54%				1	1	50%
COLOMBIA	75	35	40		53%	2	5	71%	1	2	67%
COMOROS	9	6	3		33%	2	1	33%	2	1	33%
CONGO	18	16	2		11%	2		0%		1	100%
CONGO, DEMOCRATIC REPUBLIC OF	32	19	13		41%	3	2	40%	1	1	50%
COOK ISLANDS	7		7		100%					2	100%

ITCILO STATISTICS 2024

COSTA RICA	16	3	13		81%	1	3	75%		2	100%
COTE D'IVOIRE	104	68	30	6	29%	1	2	67%	15	3	17%
CROATIA	2	1	1		50%	1	1	50%			
CUBA	4	2	2		50%						
CYPRUS	2	1	1		50%		1	100%			
DENMARK	3		3		100%					1	100%
DJIBOUTI	12	8	4		33%						
DOMINICAN REPUBLIC	17	6	11		65%	5	5	50%			
ECUADOR	12	8	4		33%		2	100%	1		0%
EGYPT	387	117	270		70%	10	3	23%	7	8	53%
EL SALVADOR	182	97	85		47%	1		0%		1	100%
EQUATORIAL GUINEA	5	3	2		40%					2	100%
ERITREA	2	2			0%	2		0%			
ESWATINI	11	4	7		64%		1	100%	1	2	67%
ETHIOPIA	70	52	18		26%	1	1	50%	2		0%
FIJI	22	11	11		50%	1		0%	2	1	33%
FINLAND	8	3	5		63%						
FRANCE	35	15	20		57%	1	1	50%			
GABON	17	13	4		24%						
GAMBIA	31	15	16		52%	1	2	67%		3	100%
GEORGIA	17	5	12		71%	1	2	67%			
GERMANY	29	16	13		45%	7		0%		1	100%
GHANA	113	72	41		36%	28	19	40%	2	3	60%
GREECE	3	1	2		67%						
GRENADA	10	3	7		70%	1	2	67%		1	100%
GUATEMALA	17	7	10		59%	1		0%		1	100%
GUINEA	19	14	5		26%	1		0%	1		0%
GUINEA-BISSAU	102	65	37		36%	13	5	28%	1	1	50%
GUYANA	4	1	3		75%	1	3	75%			
HAITI	34	26	8		24%						
HONDURAS	21	7	14		67%	1		0%	1	3	75%
HONG KONG, CHINA	6	2	4		67%	1	1	50%			
HUNGARY	11	6	5		45%	5	5	50%			
INDIA	87	57	30		34%	22	16	42%	4	3	43%
INDONESIA	55	32	23		42%	7	7	50%	2	1	33%
IRAQ	63	39	24		38%	4	3	43%			
IRELAND	4	3	1		25%	1		0%			
ISRAEL	2	2			0%						
ITALY	76	32	44		58%	12	7	37%		3	100%

ITCILO STATISTICS 2024

JAMAICA	12	2	10	83%	1	1	50%	1		0%
JAPAN	4	1	3	75%	1	1	50%			
JORDAN	101	49	52	51%	4	3	43%	2	2	50%
KAZAKHSTAN	54	32	22	41%	1	6	86%	28	13	32%
KENYA	243	145	98	40%	6	5	45%	13	5	28%
KIRIBATI	17	8	9	53%	3		0%	2	1	33%
KOREA, REPUBLIC OF	15	8	7	47%	3	2	40%			
KOSOVO (within the meaning of Security Council Resolution 1244)	17	7	10	59%						
KUWAIT	3	3		0%	2		0%			
KYRGYZSTAN	49	29	20	41%						
LAO PEOPLE'S DEMOCRATIC REP.	15	5	10	67%	3	2	40%		1	100%
LATVIA	1		1	100%		1	100%			
LEBANON	56	24	32	57%	5	1	17%	3		0%
LESOTHO	13	5	8	62%				2	3	60%
LIBERIA	16	10	6	38%					1	100%
LIBYA	15	11	4	27%						
LITHUANIA	4	2	2	50%						
LUXEMBOURG	3	2	1	33%	1		0%			
MADAGASCAR	49	10	39	80%	1		0%	1	3	75%
MALAWI	28	18	10	36%	2	2	50%			
MALAYSIA	118	61	57	48%	3	1	25%	3	2	40%
MALDIVES	29	9	20	69%	7	5	42%			
MALI	11	8	3	27%	2		0%	3		0%
MALTA	1	1		0%						
MAURITANIA	19	11	8	42%	4	6	60%			
MAURITIUS	6	4	2	33%	2		0%			
MEXICO	32	8	24	75%	3	6	67%	1	4	80%
MOLDOVA, REPUBLIC OF	11	2	9	82%	1	5	83%	1		0%
MONGOLIA	47	15	32	68%	5	3	38%	2	2	50%
MOROCCO	207	164	43	21%	1	7	88%	1	1	50%
MOZAMBIQUE	183	116	67	37%						
MYANMAR	1		1	100%					1	100%
NAMIBIA	28	8	20	71%	2	11	85%		2	100%
NAURU	6	2	4	67%						
NEPAL	83	48	35	42%	14	13	48%	1		0%
NETHERLANDS	16	7	9	56%	1		0%			
NEW ZEALAND	4	2	2	50%				2		0%
NIGER	8	5	3	38%	1	1	50%	3	1	25%
NIGERIA	103	65	38	37%	8	5	38%	4	6	60%
NIUE ISLAND	2		2	100%						

ITCILO STATISTICS 2024

NORWAY	4	4		0%	2		0%			
OMAN	33	19	14	42%	2	1	33%			
PAKISTAN	37	31	6	16%	5	1	17%		1	100%
PANAMA	10	3	7	70%	3	2	40%		1	100%
PAPUA NEW GUINEA	8	3	5	63%						
PARAGUAY	15	3	12	80%	1	3	75%		1	100%
PERU	46	8	38	83%	2	15	88%			
PHILIPPINES	166	50	116	70%	18	24	57%	12	56	82%
POLAND	10	7	3	30%	3	1	25%			
PORTUGAL	10	5	5	50%	1		0%			
QATAR	24	10	14	58%						
REPUBLIC OF MONTENEGRO	5	3	2	40%				2	1	33%
REPUBLIC OF NORTH MACEDONIA	9	1	8	89%					1	100%
REPUBLIC OF SERBIA	15	3	12	80%	3	2	40%		2	100%
ROMANIA	15	14	1	7%	12	1	8%	1		0%
RUSSIAN FEDERATION	1		1	100%						
RWANDA	63	44	19	30%	7	1	13%	7	2	22%
SAINT LUCIA	11	1	10	91%	1	10	91%			
SAMOA	9	1	8	89%	1	3	75%			
SAO TOME AND PRINCIPE	6	5	1	17%						
SAUDI ARABIA	142	83	59	42%	4		0%			
SENEGAL	134	108	26	19%	3	3	50%	1		0%
SEYCHELLES	32	7	25	78%					2	100%
SIERRA LEONE	5	5		0%						
SINGAPORE	18	11	7	39%	3	2	40%	1		0%
SLOVAKIA	1	1		0%						
SLOVENIA	2	1	1	50%						
SOLOMON ISLANDS	7	2	5	71%				1		0%
SOMALIA	29	25	4	14%	4		0%			
SOUTH AFRICA	173	90	83	48%	10	8	44%		1	100%
SOUTH SUDAN	7	5	2	29%				1		0%
SPAIN	39	16	23	59%	2	1	33%			
SRI LANKA	28	15	13	46%	5	3	38%	1	3	75%
STATE OF PALESTINE	56	25	31	55%	3	4	57%	2		0%
SUDAN	10	6	4	40%	1		0%			
SURINAME	1		1	100%						
SWEDEN	3	1	2	67%	1	1	50%			
SWITZERLAND	29	17	12	41%	2	3	60%	2	1	33%

ITCILO STATISTICS 2024

SYRIAN ARAB REPUBLIC	6	5	1		17%	2		0%			
TAJIKISTAN	42	34	8		19%		1	100%			
TANZANIA, UNITED REPUBLIC OF	50	31	19		38%	1	1	50%	8		0%
THAILAND	29	9	20		69%				4		0%
THE FEDERATED STATES OF MICRONESIA	2		2		100%						
TIMOR LESTE	112	71	41		37%	8	6	43%	4	2	33%
TOGO	19	15	4		21%	4		0%	2	1	33%
TONGA	14	2	12		86%	1	1	50%			
TRINIDAD AND TOBAGO	6	1	5		83%	1	3	75%			
TUNISIA	23	12	11		48%	4	1	20%	1	2	67%
TÜRKIYE	127	60	67		53%	10	10	50%	3	2	40%
TURKMENISTAN	1	1			0%						
TURKS AND CAICOS ISLANDS	4	3	1		25%						
TUVALU	7	2	5		71%						
UGANDA	94	57	37		39%	4	5	56%	6	4	40%
UKRAINE	39	12	27		69%	2	5	71%	7	20	74%
UNITED ARAB EMIRATES	25	15	10		40%						
UNITED KINGDOM	28	13	15		54%	6	8	57%			
UNITED STATES	21	12	9		43%	1		0%	1		0%
URUGUAY	17	5	12		71%	3	5	63%	1		0%
UZBEKISTAN	47	29	18		38%	9	14	61%		1	100%
VANUATU	14	5	9		64%						
VENEZUELA (BOLIVARIAN REPUBLIC OF)	6	3	3		50%	3	2	40%		1	100%
VIET NAM	30	12	18		60%	5	6	55%		3	100%
YEMEN	3	1	2		67%		1	100%			
ZAMBIA	57	33	24		42%	1	1	50%	3	1	25%
ZIMBABWE	35	26	9		26%	6	2	25%		1	100%
Tot. Partic. from Countries	6,667	3,562	3,099	6	46%	523	440	46%	223	222	50%
International Civil Servants	617	261	356		58%						
Grand Total Participants	7,284	3,823	3,455	6	47%	523	440	46%	223	222	50%

¹Data includes enrolments in blended training.

Legend:

M = Men

W = Women

TABLE 10.b: DISTRIBUTION OF PARTICIPANTS BY COUNTRY (DISTANCE LEARNING)¹ - 2024

COUNTRY	Number of Participants					Workers			Employers		
	Total	Men	Women	N/A	%W	M	W	% W	M	W	% W
AFGHANISTAN	516	232	284		55%	2	1	33%	72	184	72%
ALBANIA	171	56	115		67%	3	6	67%	6	25	81%
ALGERIA	649	447	202		31%	17	4	19%	22	3	12%
AMERICAN SAMOA	26	6	20		77%				3	0	0%
ANDORRA	47	9	38		81%				3	0	0%
ANGOLA	481	343	138		29%	12	18	60%	12	7	37%
ANGUILLA	34	19	15		44%	0	1	100%	0	1	100%
ANTIGUA AND BARBUDA	69	16	53		77%	1	9	90%	0	3	100%
ARGENTINA	991	324	667		67%	36	78	68%	5	29	85%
ARMENIA	61	17	44		72%	1	6	86%	1	2	67%
ARUBA	36	12	24		67%	0	1	100%	4	2	33%
AUSTRALIA	211	91	120		57%	7	7	50%	2	4	67%
AUSTRIA	83	50	33		40%	2	0	0%	2	2	50%
AZERBAIJAN	308	169	139		45%	5	3	38%	3	2	40%
BAHAMAS	116	53	63		54%	5	10	67%	6	4	40%
BAHRAIN	80	35	45		56%	3	7	70%	4	4	50%
BANGLADESH	3285	2740	545		17%	52	32	38%	243	34	12%
BARBADOS	109	43	66		61%	3	10	77%	1	13	93%
BELARUS	38	19	19		50%				1	1	50%
BELGIUM	199	77	122		61%	7	6	46%	1	2	67%
BELIZE	144	53	91		63%	2	15	88%	10	8	44%
BENIN	1329	1078	251		19%	20	11	35%	27	6	18%
BERMUDA	7	3	4		57%	0	1	100%			
BHUTAN	42	22	20		48%				0	2	100%
BOLIVIA (PLURINATIONAL STATE OF)	165	72	93		56%	1	6	86%	11	11	50%
BOSNIA AND HERZEGOVINA	28	9	19		68%	0	3	100%	1	1	50%
BOTSWANA	304	144	160		53%	10	20	67%	6	9	60%
BRAZIL	1109	431	678		61%	19	14	42%	14	35	71%
BRITISH VIRGIN ISLANDS	11	6	5		45%						
BRUNEI DARUSSALAM	34	18	16		47%				0	1	100%
BULGARIA	88	10	78		89%	0	3	100%	1	4	80%
BURKINA FASO	1223	1006	217		18%	17	4	19%	43	9	17%
BURUNDI	168	139	29		17%	3	1	25%	5	2	29%
CABO VERDE	256	92	164		64%	10	9	47%	2	4	67%
CAMBODIA	713	534	179		25%	15	3	17%	26	9	26%
CAMEROON	1727	1240	487		28%	44	37	46%	46	14	23%

ITCILO STATISTICS 2024

CANADA	427	163	264		62%	14	7	33%	10	24	71%
CAYMAN ISLANDS	7	0	7		100%						
CENTRAL AFRICAN REPUBLIC	100	81	19		19%				3	1	25%
CHAD	507	474	33		7%	11	4	27%	21	0	0%
CHILE	469	221	248		53%	8	18	69%	20	9	31%
CHINA	2767	1444	1323		48%	11	5	31%	171	110	39%
COLOMBIA	1971	791	1180		60%	94	109	54%	31	48	61%
COMOROS	136	114	22		16%	11	0	0%	15	0	0%
CONGO	314	261	53		17%	1	0	0%	3	6	67%
CONGO, DEMOCRATIC REPUBLIC OF	1231	1063	168		14%	20	23	53%	45	2	4%
COOK ISLANDS	12	2	10		83%	0	1	100%			
COSTA RICA	225	106	119		53%	7	5	42%	3	11	79%
COTE D'IVOIRE	2138	1750	388		18%	87	20	19%	51	9	15%
CROATIA	40	21	19		48%	0	3	100%	12	0	0%
CUBA	73	28	45		62%				0	1	100%
CURAÇAO	11	3	8		73%						
CYPRUS	28	16	12		43%				14	0	0%
CZECH REPUBLIC	16	4	12		75%	0	1	100%	1	3	75%
DENMARK	54	18	36		67%	6	2	25%	1	0	0%
DJIBOUTI	200	160	40		20%				2	2	50%
DOMINICA	35	9	26		74%	0	2	100%	1	0	0%
DOMINICAN REPUBLIC	106	45	61		58%	12	15	56%	11	7	39%
ECUADOR	547	255	292		53%	5	1	17%	26	18	41%
EGYPT	1699	893	806		47%	12	14	54%	124	43	26%
EL SALVADOR	309	168	141		46%	2	2	50%	4	10	71%
EQUATORIAL GUINEA	25	15	10		40%						
ERITREA	36	24	12		33%	2	8	80%			
ESTONIA	9	5	4		44%	0	1	100%			
ESWATINI	110	59	51		46%	1	2	67%	2	6	75%
ETHIOPIA	788	697	91		12%	1	0	0%	32	1	3%
FIJI	174	79	95		55%	3	5	63%	9	5	36%
FINLAND	57	9	48		84%	0	1	100%	0	1	100%
FRANCE	779	246	533		68%	3	8	73%	15	39	72%
FRENCH GUIANA	1	1	0		0%						
FRENCH POLYNESIA	1	0	1		100%						
GABON	219	175	44		20%	3	2	40%	1	0	0%
GAMBIA	110	74	36		33%	2	6	75%	6	2	25%
GEORGIA	117	33	84		72%	0	1	100%	1	3	75%
GERMANY	365	158	207		57%	5	7	58%	28	5	15%

ITCILO STATISTICS 2024

GHANA	801	567	234	29%	13	6	32%	28	7	20%
GREECE	142	71	71	50%	1	2	67%	14	2	13%
GRENADA	108	25	83	77%	0	1	100%			
GUAM	1	0	1	100%						
GUATEMALA	290	135	155	53%	3	6	67%	7	35	83%
GUINEA	527	456	71	13%	7	6	46%	10	3	23%
GUINEA-BISSAU	99	77	22	22%	29	9	24%	1	0	0%
GUYANA	85	41	44	52%	3	4	57%	1	4	80%
HAITI	628	446	182	29%	1	2	67%	16	9	36%
HOLY SEE	3	1	2	67%	0	0				
HONDURAS	292	103	189	65%	5	7	58%	23	46	67%
HONG KONG, CHINA	106	48	58	55%	0	1	100%	5	4	44%
HUNGARY	31	17	14	45%	1	0	0%	10	4	29%
ICELAND	1	1	0							
INDIA	6507	5157	1350	21%				342	38	10%
INDONESIA	1685	909	776	46%	59	34	37%	112	79	41%
IRAN, ISLAMIC REPUBLIC OF	374	274	100	27%	16	21	57%	8	3	27%
IRAQ	319	271	48	15%	1	0	0%	17	4	19%
IRELAND	87	43	44	51%	42	0	0%	6	3	33%
ISRAEL	25	21	4	16%	1	0	0%	1	1	50%
ITALY	1305	395	910	70%				14	12	46%
JAMAICA	189	49	140	74%	36	34	49%	4	3	43%
JAPAN	556	279	277	50%	5	3	38%	40	59	60%
JORDAN	324	186	138	43%	0	0		13	12	48%
KAZAKHSTAN	248	85	163	66%	12	5	29%	9	19	68%
KENYA	2118	1268	850	40%	3	3	50%	44	40	48%
KIRIBATI	52	13	39	75%	43	52	55%	0	1	100%
KOREA, DEMOCRATIC PEOPLE'S REP. OF	2	1	1	50%						
KOREA, REPUBLIC OF	170	79	91	54%				20	7	26%
KOSOVO (within the meaning of Security Council Resolution 1244)	40	10	30	75%	1	2	67%	0	2	100%
KUWAIT	16	5	11	69%	0	1	100%	0	1	100%
KYRGYZSTAN	134	56	78	58%	1	0	0%	0	1	100%
LAO PEOPLE'S DEMOCRATIC REP.	28	15	13	46%	1	0	0%			
LATVIA	12	8	4	33%	3	6	67%			
LEBANON	289	118	171	59%	0	0		6	12	67%
LESOTHO	159	75	84	53%	2	9	82%	1	6	86%
LIBERIA	111	92	19	17%	0	4	100%			
LIBYA	54	46	8	15%	14	2	13%	6	0	0%

ITCILO STATISTICS 2024

LITHUANIA	11	5	6	55%						
LUXEMBOURG	27	6	21	78%				1	0	0%
MACAU, CHINA	11	4	7	64%						
MADAGASCAR	786	375	411	52%				13	23	64%
MALAWI	261	191	70	27%	13	10	43%	5	0	0%
MALAYSIA	429	260	169	39%	8	4	33%	38	13	25%
MALDIVES	92	20	72	78%	9	7	44%	3	6	67%
MALI	504	460	44	9%	5	6	55%	20	1	5%
MALTA	13	8	5	38%	11	3	21%	2	0	0%
MARTINIQUE	1	0	1	100%						
MAURITANIA	161	133	28	17%				3	0	0%
MAURITIUS	203	89	114	56%	10	1	9%	2	32	94%
MEXICO	2076	923	1153	56%	2	2	50%	54	71	57%
MOLDOVA, REPUBLIC OF	30	9	21	70%	28	45	62%	2	2	50%
MONGOLIA	74	17	57	77%				9	3	25%
MONTSERRAT	1	0	1	100%	0	6	100%			
MOROCCO	710	467	243	34%				15	9	38%
MOZAMBIQUE	381	277	104	27%	19	7	27%	10	3	23%
MYANMAR	428	187	241	56%	11	9	45%	20	16	44%
NAMIBIA	247	93	154	62%	2	2	50%	1	5	83%
NAURU	8	3	5	63%	10	58	85%			
NEPAL	640	506	134	21%				37	2	5%
NETHERLANDS	193	71	122	63%	47	10	18%	1	0	0%
NEW CALEDONIA	1	0	1	100%	2	0	0%			
NEW ZEALAND	53	15	38	72%				1	1	50%
NICARAGUA	47	19	28	60%	0	6	100%	0	3	100%
NIGER	435	382	53	12%	0	2	100%	8	8	50%
NIGERIA	2435	1730	705	29%	8	17	68%	156	78	33%
NORWAY	35	14	21	60%	37	22	37%	2	0	0%
OMAN	82	64	18	22%	1	3	75%	3	0	0%
PAKISTAN	3246	3013	233	7%	6	4	40%	205	12	6%
PANAMA	197	77	120	61%	57	2	3%	13	7	35%
PAPUA NEW GUINEA	116	53	63	54%	7	2	22%	4	1	20%
PARAGUAY	162	57	105	65%	0	7	100%	3	2	40%
PERU	2246	913	1333	59%	0	6	100%	23	40	63%
PHILIPPINES	1618	778	840	52%	52	26	33%	40	51	56%
POLAND	90	23	67	74%	34	33	49%	3	2	40%
PORTUGAL	370	113	257	69%	4	0	0%	14	2	13%
PUERTO RICO	5	0	5	100%	3	2	40%			
QATAR	36	14	22	61%				2	0	0%
REPUBLIC OF MONTENEGRO	26	13	13	50%	0	1	100%	1	0	0%
REPUBLIC OF NORTH MACEDONIA	54	6	48	89%				1	1	50%
REPUBLIC OF SERBIA	80	33	47	59%				0	2	100%

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ROMANIA	92	20	72	78%				0	8	100%
RUSSIAN FEDERATION	255	90	165	65%	1	1	50%	10	7	41%
RWANDA	246	185	61	25%	3	0	0%	5	6	55%
SAINT LUCIA	104	46	58	56%	29	2	6%	1	5	83%
SAMOA	30	10	20	67%	6	14	70%	0	2	100%
SAN MARINO	7	6	1	14%	0	2	100%			
SAO TOME AND PRINCIPE	55	28	27	49%	4	0	0%			
SAUDI ARABIA	245	182	63	26%	2	2	50%	30	1	3%
SENEGAL	1184	879	305	26%	7	0	0%	31	6	16%
SEYCHELLES	46	21	25	54%	78	36	32%			
SIERRA LEONE	208	155	53	25%	1	0	0%	1	2	67%
SINGAPORE	125	62	63	50%	2	3	60%	1	6	86%
SINT MAARTEN	7	4	3	43%	5	5	50%			
SLOVAKIA	17	3	14	82%				1	1	50%
SLOVENIA	28	9	19	68%						
SOLOMON ISLANDS	44	22	22	50%						
SOMALIA	357	323	34	10%	1	0	0%	39	4	9%
SOUTH AFRICA	710	425	285	40%	3	0	0%	13	13	50%
SOUTH SUDAN	93	87	6	6%	18	10	36%	4	0	0%
SPAIN	622	254	368	59%	3	0	0%	10	24	71%
SRI LANKA	645	347	298	46%	22	40	65%	30	16	35%
ST KITTS-NEVIS	28	9	19	68%	18	8	31%	0	1	100%
ST VINCENT	29	4	25	86%	0	1	100%			
ST. HELENA	1	0	1	100%	2	8	80%			
STATE OF PALESTINE	91	51	40	44%	1	5	83%	2	1	33%
SUDAN	214	168	46	21%				13	2	13%
SURINAME	49	28	21	43%	3	0	0%	2	0	0%
SWEDEN	102	30	72	71%				2	5	71%
SWITZERLAND	103	25	78	76%	5	5	50%	1	0	0%
SYRIAN ARAB REPUBLIC	109	74	35	32%	1	3	75%	13	0	0%
TAIWAN, CHINA	342	152	190	56%	1	0	0%	25	26	51%
TAJIKISTAN	64	51	13	20%						
TANZANIA, UNITED REPUBLIC OF	347	242	105	30%				16	6	27%
THAILAND	245	98	147	60%	2	2	50%	15	17	53%
THE FEDERATED STATES OF MICRONESIA	6	0	6	100%	0	2	100%			
THE MARSHALL ISLANDS	3	1	2	67%						
TIMOR LESTE	38	31	7	18%						
TOGO	800	706	94	12%	14	0	0%	22	1	4%
TOKELAU	1	1	0	0%	20	5	20%			
TONGA	42	7	35	83%						
TRINIDAD AND TOBAGO	511	202	309	60%	1	1	50%	11	5	31%

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TUNISIA	876	501	375		43%	32	29	48%	9	20	69%
TÜRKIYE	695	288	407		59%	52	10	16%	48	33	41%
TURKMENISTAN	13	10	3		23%	9	6	40%			
TURKS AND CAICOS ISLANDS	13	5	8		62%	3	0	0%			
TUVALU	31	9	22		71%	0	1	100%	0	1	100%
UGANDA	533	385	148		28%				18	9	33%
UKRAINE	176	45	131		74%	10	3	23%	4	9	69%
UNITED ARAB EMIRATES	34	21	13		38%	0	2	100%	7	0	0%
UNITED KINGDOM	499	218	281		56%				17	15	47%
UNITED STATES	1156	548	608		53%	10	7	41%	34	34	50%
UNITED STATES VIRGIN ISLANDS	1	1	0		0%	7	0	0%			
URUGUAY	208	79	129		62%				4	4	50%
UZBEKISTAN	133	93	40		30%	3	29	91%	0	0	
VANUATU	71	38	33		46%	4	3	43%	0	5	100%
VENEZUELA (BOLIVARIAN REPUBLIC OF)	285	113	172		60%	2	2	50%	19	1	5%
VIET NAM	1267	502	765		60%	8	1	11%	59	70	54%
WALLIS AND FUTUNA ISLANDS	2	1	1		50%	2	9	82%	0	0	
YEMEN	268	243	25		9%	0	0		25	4	14%
ZAMBIA	420	300	120		29%	3	1	25%	15	0	0%
ZIMBABWE	585	394	191		33%	13	9	41%	22	9	29%
Tot. Partic. from Countries	83,121	50,976	32,145	0	39%	1718	1389	45%	3298	1995	38%
International Civil Servants	8798	4356	4442		50%						
Not Available	1998	4	3	1991	43%	32	12	27%			
Grand Total Participants	93,917	55,336	36,590	1,991	40%	1750	1401	44%	3298	1995	38%

¹Data includes tutor-based online courses, self-guided courses, communities of practice, and enrolments in Masterclasses on Udemy.

Organizational affiliation and gender are **self-declared** by participants in cases of enrolments in self-guided courses and Communities of Practice (In 2024, 4,809 employers, 2,418 workers, 3,364 MoL).

Gender and region information are not available for enrolments in Masterclasses on Udemy. These have been counted in the total of participants of the teams, however they have been excluded from the %W calculation.

Legend:

M = Men

W = Women

ICS = International Civil Servants

TABLE 11: DISTRIBUTION OF ACTIVITIES BY TYPE OF TRAINING AND VENUE BY BIENNIUM (2014 - 2024)

	2014-2015				2016-2017				2018 - 2019				2020 - 2021				2022 - 2023				2024			
Face-to-face training	Activities	Participants	Days of Training	Participant/days ¹	Activities	Participants	Days of Training	Participant/days	Activities	Participants	Days of Training	Participant/days	Activities	Participants	Days of Training	Participant/days	Activities	Participants	Days of Training	Participant/days	Activities	Participants	Days of Training	Participant/days
At the Centre	391	10,052	4,168	111,843	384	9,399	4,317	109,932	413	10,821	3,828	94,845	41	806	1,593	32,359	168	4,332	2,391	55,101	110	3,329	1,253	33,676
In the field	420	10,998	1,884	50,224	366	10,723	1,924	50,650	428	12,574	2,240	65,120	232	7,085	1,169	34,283	310	9,413	1,646	51,482	117	3,955	637	21,282
	811	21,050	6,052	162,067	750	20,122	6,241	160,582	841	23,395	6,068	159,965	273	7,891	2,762	66,642	478	13,745	4,037	106,583	227	7,284	1,890	54,958
Distance learning	Participants				Participants				Participants				Participants				Participants				Enrolments			
	5,887				8,629				23,609				73,275 unique distance learners accounting for 124,863 enrolments				97,344 unique distance learners accounting for 153,499 enrolments				58,638 unique distance learners accounting for 93,917 enrolments			
Beneficiary countries and territories	196				194				202				210				219				218			

NOTES

1. The "participant/day" indicator is calculated for each training activity as the product of the number of participants and the actual number of days of training.

TABLE 12: DISTRIBUTION OF PARTICIPANTS BY REGION AND GENDER BY BIENNIUM (2014 - 2024)

	2014 - 2015				2016 - 2017				2018 - 2019						2020 - 2021						2022 - 2023						2024																									
Region									Face-to-face training				Distance learning				Face-to-face training				Distance learning				Face-to-face training				Distance learning				Face-to-face training				Blended Training				Distance learning											
	Men	Women	TOTAL	%W	Men	Women	TOTAL	%W	Men	Women	N/A	TOTAL	%W	Men	Women	N/A	TOTAL	%W	Men	Women	N/A	TOTAL	%W	Men	Women	N/A	TOTAL	%W	Men	Women	N/A	TOTAL	%W	Men	Women	N/A	TOTAL	%W														
Africa ¹	4,638	2,818	7,456	38%	4,187	2,391	6,578	36%	4,349	2,604	0	6,953	37%	3,986	1,822	0	5,808	31%	488	302	0	790	38%	23,571	11,101	5	34,677	32%	2,748	2,169	0	4,917	44%	35,638	16,100	1	51,739	31%	1,376	963	2,339	41%	431	313	6	750	42%	21,905	8,510		30,415	28%
Americas	2,355	2,077	4,432	47%	2,268	2,413	4,681	52%	1,034	1,126	0	2,160	52%	2,457	2,522	0	4,979	51%	44	59	0	103	57%	10,380	13,037	0	23,417	56%	479	602	0	1,081	56%	13,132	16,119	0	29,251	55%	127	239	366	65%	203	218	421	52%	6,649	9,041		15,690	58%	
Arab States ¹	633	236	869	27%	603	318	921	35%	504	386	0	890	43%	407	202	0	609	33%	39	42	0	81	52%	2,392	1,468	0	3,860	38%	596	226	0	822	27%	2,295	1,326	0	3,621	37%	211	177	388	46%	66	65		131	50%	1,264	629		1,893	33%
Asia and the Pacific	2,642	1,272	3,914	32%	3,179	1,929	5,108	38%	4,329	2,514	0	6,843	37%	2,858	1,539	0	4,397	35%	4,420	1,113	0	5,533	20%	24,745	10,352	1	35,098	29%	3,074	1,231	0	4,305	29%	30,173	12,849	0	43,022	30%	492	496	988	50%	220	200		420	48%	18,081	8,790		26,871	33%
Europe (EU)	1,375	1,283	2,658	48%	895	1,054	1,949	54%	952	1,190	0	2,142	56%	729	867	0	1,596	54%	448	370	0	818	45%	2,185	3,854	0	6,039	64%	266	406	0	672	60%	2,104	3,600	0	5,704	63%	68	88	156	56%	96	75		171	44%	1,697	3,166		4,863	65%
Europe (non-EU) and Central Asia	799	736	1,535	48%	663	775	1,438	54%	801	937	0	1,738	54%	694	581	0	1,275	46%	121	112	0	233	48%	2,384	2,893	0	5,277	55%	325	346	5	676	51%	2,240	2,926	0	5,166	57%	155	134	289	46%	117	131		248	53%	1,380	2,009		3,389	59%
International Civil Servants	1,197	1,356	2,553	53%	1,416	1,514	2,930	52%	1,250	1,419	0	2,669	53%	1,884	2,005	0	3,889	52%	181	152	0	333	46%	6,720	7,394	51	14,165	52%	568	704	0	1,272	55%	6,598	6,353	22	12,973	49%	178	224	402	56%	83	132		215	61%	4,356	4,442		8,798	50%
Not available	0	0	0	0%	0	0	0	0%	0	0	81	0	0%	196	676	184	1,056	64%	0	0	0	0	0%	643	1,244	443	2,330	53%	0	0	0	0	0%	1,197	574	252	2,023	28%	0	0	0	0%	0	0		0	0%	4	3	1,991	1,998	0%
TOTAL	13,639	9,778	23,417	42%	13,211	10,394	23,605	44%	13,219	10,176	81	23,395	43%	13,211	10,214	184	23,609	43%	5,741	2,150	0	7,891	27%	73,020	51,343	500	124,863	41%	8,056	5,684	5	13,745	41%	93,377	59,847	275	153,499	39%	2,607	2,321	4,928	47%	1,216	1,134	6	2,356	48%	55,336	36,590	1,991	93,917	40%

¹ In line with ILO classification criteria, participants from Algeria, Egypt, Libya, Mauritania, Morocco, Sudan and

TABLE 13: PARTICIPANTS DISAGGREGATED BY TRIPARTITE CONSTITUENT ORGANIZATIONS (2014 - 2024)

	ALL PARTICIPANTS		Worker participants		Employer participants		Labour ministry participants		Other governmental and public institutions participants	
	TOTAL	% Women	Total	% Women	Total	% Women	Total	% Women	Total	% Women
2024	Face-to-face training									
	4,928	47%	248	47%	233	55%	841	41%	1,447	51%
	Blended training									
	2,356	48%	715	45%	212	45%	125	46%	292	49%
	Distance learning ¹									
	93,917	40%	3,151	44%	5,293	38%	4,028	45%	9,509	41%
2022-2023	Face-to-face training									
	13,745	41%	1,332	45%	510	42%	1,356	37%	6,597	36%
	Distance learning									
	153,499	39%	8,212	44%	2,553	52%	7,563	46%	26,867	39%
2020-2021	Face-to-face training									
	7,891	27%	865	38%	141	30%	248	50%	5,809	21%
	Distance learning									
	124,863	41%	11,516	52%	7,083	40%	8,916	45%	21,183	40%
2018-2019	Face-to-face training									
	23,395	43%	2,684	42%	2,231	45%	2,698	41%	7,348	36%
	Distance learning									
	23,609	43%	4,103	52%	1,753	45%	1,763	36%	4,769	34%
2016-2017	23,605	44%	3,933	46%	2,755	46%	2,906	41%	5,717	39%
2014-2015	23,417	42%	3,989	37%	3,129	42%	2,632	38%	6,146	39%

Notes:

¹Data includes tutor-based online courses, self-guided courses, communities of practice, and enrolments in Masterclasses on Udemy.Organizational affiliation and gender are **self-declared** by participants in cases of enrolments in self-guided courses and Communities of Practice (In 2024, 4,809 employers, 2,418 workers, and 3,364 MoL).

Gender and region information are not available for enrolments in Masterclasses on Udemy. These have been counted in the total of participants of the teams, however they have been excluded from the %W calculation.