

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

	2024				2025				2024 and 2025			
Face-to-face training	Activities	Enrolments	Days of Training	Participant/days	Activities	Enrolments	Days of Training	Participant/days	Activities	Enrolments	Days of Training	Participant/days
At the Centre	110	3,329	1,253	33,676	142	3,867	1,398	39,936	252	7,196	2,651	73,612
In the field	117	3,955	637	21,282	112	3,752	649	23,525	229	7,707	1,286	44,807
	227	7,284	1,890	54,958	254	7,619	2,047	63,461	481	14,903	3,937	118,419
Distance learning	Enrolments				Enrolments				Enrolments			
	93,917				121,717				215,634			

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. 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, as well as Whatsapp-based Microlearning courses.

3. In the 2024-2025 biennium, participants came from 225 countries and territories.

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

Programme	2024				2025				2024 and 2025			
	Face-to-face training			Distance learning ²	Face-to-face training			Distance learning ²	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	1,060	134	4,876	13,669	899	155	5,196	15,916	1,959	289	10,072	29,585
Employment Policy and Analysis ¹	1,273	432	10,761	5,218	892	327	9,449	6,004	2,165	759	20,210	11,222
Sustainable Enterprises and Economies ¹	848	153	4,182	19,682	732	118	3,355	22,453	1,580	271	7,537	42,135
Development Investment	630	329	9,214	6,874	675	348	10,193	1,971	1,305	677	19,407	8,845
Social Protection, Governance and Tripartism ¹	1,840	419	12,269	18,493	2,305	543	14,700	39,138	4,145	962	26,969	57,631
Workers' Activities	639	107	4,911	1,817	1,167	150	9,662	1,885	1,806	257	14,573	3,702
Employers' Activities	274	95	2,497	1,371	177	66	1,820	1,037	451	161	4,317	2,408
Organizational Development and Project Services ¹	298	118	2,521	10,542	356	209	4,422	12,838	654	327	6,943	23,380
Learning Innovation	399	93	3,497	16,232	393	128	4,595	20,469	792	221	8,092	36,701
Training Directorate	23	10	230	19	23	3	69	6	46	13	299	25
Total	7,284	1,890	54,958	93,917	7,619	2,047	63,461	121,717	14,903	3,937	118,419	215,634

¹ Including participants in the Masters' Programmes and courses of the Turin School of Development.² Blended training participants are counted with face-to-face training. Distance learners include enrolments in Masterclasses on Udemy, as well as Whatsapp-based Microlearning courses.

TABLE 3: DISTRIBUTION OF PARTICIPANTS BY REGION

Region	2024			2025			2024 and 2025		
	Face-to-face training	Blended training	Distance learning	Face-to-face training	Blended training	Distance learning	Face-to-face training	Blended training	Distance learning
Africa ¹	2,339	750	30,417	1,790	1,206	35,414	4,129	1,956	65,831
Americas	367	422	15,690	307	624	18,428	674	1,046	34,118
Arab States ¹	388	131	1,893	341	190	2,307	729	321	4,200
Asia and the Pacific	988	420	26,870	780	619	43,947	1,768	1,039	70,817
Europe (EU)	146	172	4,860	161	288	5,644	307	460	10,504
Europe (non-EU) and Central Asia	298	246	3,391	458	357	4,427	756	603	7,818
International Civil Servants	402	215	8,798	319	179	9,763	721	394	18,561
Not available	0	0	1,998	0	0	1,787	0	0	3,785
Total	4,928	2,356	93,917	4,156	3,463	121,717	9,084	5,819	215,634

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	2024			2025			2024 and 2025		
	Face-to-face training	Blended training	Distance learning	Face-to-face training	Blended training	Distance learning	Face-to-face training	Blended training	Distance learning
Men	2,607	1,216	55,336	2,473	1,766	75,978	5,080	2,982	131,314
Women	2,321	1,134	36,590	1,683	1,697	43,943	4,004	2,831	80,533
Not available	0	6	1,991	0	0	1,796	0	6	3,787
TOTAL	4,928	2,356	93,917	4,156	3,463	121,717	9,084	5,819	215,634
% of women participation	47%	48%	40%	40%	49%	36%	44%	49%	37%

TABLE 5: PARTICIPATION OF EMPLOYERS AND WORKERS REPRESENTATIVES

	2024						2025						2024 and 2025					
	Face-to-face training		Blended training		Distance learning*		Face-to-face training		Blended 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	Employers	Workers	Employers	Workers
Employer-specific activities	80	0	194	0	499	34	16	0	146	1	563	13	96	0	340	1	1,062	47
Worker-specific activities	0	0	0	624	16	742	0	0	0	1,150	41	866	0	0	0	1,774	57	1,608
Other Centre's activities	153	248	18	91	4,778	2,375	66	161	40	68	7,375	2,602	219	409	58	159	12,153	4,977
Total	233	248	212	715	5,293	3,151	82	161	186	1,219	7,979	3,481	315	409	398	1,934	13,272	6,632
as % of total number of participants	5%	5%	9%	30%	6%	3%	2%	4%	5%	35%	7%	3%	3%	5%	7%	33%	6%	3%

*Organizational affiliation is 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. In 2025, 7,327 employers, 2,817 workers, and 3,758 MoL).

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

	2024			2025			2024 and 2025		
	Face-to-face training	Blended training	Distance learning	Face-to-face training	Blended training	Distance learning	Face-to-face training	Blended training	Distance learning
Participants from Labour Ministries or from agencies under Labour Ministry responsibility	841	125	4,028	603	279	4,295	1,444	404	8,323
Participants from other governmental and public institutions	1,949	375	13,719	1,892	641	18,069	3,841	1,016	31,788

TABLE 7: ILO PARTICIPATION

	2024			2025			2024 and 2025		
	Face-to-face training	Blended training	Distance learning	Face-to-face training	Blended training	Distance learning	Face-to-face training	Blended training	Distance learning
Participants from the ILO	256	127	4,915	183	110	5,468	439	237	10,383

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

OUTCOMES	2024								2025								2024 and 2025							
	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	136	58	11	97	21	25	17	365	114	49	82	93	23	87	6	454	250	107	93	190	44	112	23	819
2.Strong, representative and influential tripartite constituents and effective social dialogue	465	141	37	320	110	149	14	1,236	794	327	72	495	156	233	18	2,095	1,259	468	109	815	266	382	32	3,331
3.Full and productive employment for just transitions	814	175	177	434	81	161	87	1,929	724	88	30	382	77	111	123	1,535	1,538	263	207	816	158	272	210	3,464
4.Sustainable enterprises for inclusive growth and decent work	443	61	51	121	24	58	50	808	414	244	68	94	34	29	27	910	857	305	119	215	58	87	77	1,718
5.Gender equality and equality of treatment and opportunities for all	306	117	23	27	17	11	115	616	78	18	52	44	18	68	39	317	384	135	75	71	35	79	154	933
6.Protection at work for all	342	37	68	191	12	24	72	746	249	52	61	144	19	95	52	672	591	89	129	335	31	119	124	1,418
7.Universal social protection	415	45	116	192	5	72	72	917	429	70	142	102	7	104	41	895	844	115	258	294	12	176	113	1,812
8.Integrated policy and institutional responses for social justice through decent work	0	0	0	0	0	0	0	0	69	8	0	8	14	0	16	115	69	8	0	8	14	0	16	115
Enabling outcomes																								
A. Enhanced knowledge, innovation, cooperation and communication to advance social justice	108	144	17	12	36	15	39	371	16	59	8	7	36	27	36	189	124	203	25	19	72	42	75	560
B. Improved leadership and governance	51	3	4	10	19	16	112	215	74	8	14	20	52	54	131	353	125	11	18	30	71	70	243	568
C. Effective, efficient, results-oriented and transparent management	8	2	1	4	1	3	39	58	7	2	1	4	1	3	5	23	15	4	2	8	2	6	44	81
Others																								
Others	1	4	14	0	1	3	0	23	28	6	1	6	12	4	4	61	29	10	15	6	13	7	4	84
TOTAL	3,089	787	519	1,408	327	537	617	7,284	2,996	931	531	1,399	449	815	498	7,619	6,085	1,718	1,050	2,807	776	1,352	1,115	14,903

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

OUTCOMES	2024									2025								2024 and 2025									
	AFRICA	AMERICAS	ARAB STATES	ASIA and the PACIFIC	EUROPE (EU)	EUROPE (non-EU) and CENTRAL ASIA	ICS	N/A	TOT	AFRICA	AMERICAS	ARAB STATES	ASIA and the PACIFIC	EUROPE (EU)	EUROPE (non-EU) and CENTRAL ASIA	ICS	N/A	TOT	AFRICA	AMERICAS	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	1,506	1,560	107	1,777	314	262	589	0	6,115	1,673	1,650	138	1,762	290	227	503	1	6,244	3,179	3,210	245	3,539	604	489	1,092	1	12,359
2.Strong, representative and influential tripartite constituents and effective social dialogue	1,937	2,502	102	1,122	367	164	687	1	6,882	2,989	2,994	120	1,576	583	263	804	366	9,695	4,926	5,496	222	2,698	950	427	1,491	367	16,577
3.Full and productive employment for just transitions	5,485	1,312	367	2,211	345	394	1,138	284	11,536	3,736	1,169	204	1,897	307	588	1,487	99	9,487	9,221	2,481	571	4,108	652	982	2,625	383	21,023
4.Sustainable enterprises for inclusive growth and decent work	6,497	3,764	335	5,186	1,497	716	1,860	0	19,855	7,825	4,619	509	5,387	1,829	983	1,695	3	22,850	14,322	8,383	844	10,573	3,326	1,699	3,555	3	42,705
5.Gender equality and equality of treatment and opportunities for all	855	888	97	1,217	328	221	492	0	4,098	1,155	1,117	93	2,256	472	288	468	0	5,849	2,010	2,005	190	3,473	800	509	960	0	9,947
6.Protection at work for all	4,405	2,725	439	8,439	660	547	1,270	373	18,858	8,024	4,074	546	18,979	758	882	2,058	222	35,543	12,429	6,799	985	27,418	1,418	1,429	3,328	595	54,401
7.Universal social protection	552	145	53	371	86	74	216	199	1,696	920	264	102	667	84	100	282	379	2,798	1,472	409	155	1,038	170	174	498	578	4,494
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	1,082	429	101	1,947	226	148	511	918	5,362	2,163	535	172	4,836	265	239	802	635	9,647	3,245	964	273	6,783	491	387	1,313	1,553	15,009
B. Improved leadership and governance	5,882	897	109	759	444	221	905	1	9,218	4,996	820	121	1,784	473	344	1,113	2	9,653	10,878	1,717	230	2,543	917	565	2,018	3	18,871
C. Effective, efficient, results-oriented and transparent management	754	203	48	508	111	111	811	219	2,765	587	215	61	583	115	109	264	80	2,014	1,341	418	109	1,091	226	220	1,075	299	4,779
Others																											
Others	1,460	1,265	135	3,334	485	531	319	3	7,532	1,346	971	241	4,220	468	404	287	0	7,937	2,806	2,236	376	7,554	953	935	606	3	15,469
TOTAL	30,415	15,690	1,893	26,871	4,863	3,389	8,798	1,998	93,917	35,414	18,428	2,307	43,947	5,644	4,427	9,763	1,787	121,717	65,829	34,118	4,200	70,818	10,507	7,816	18,561	3,785	215,634

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

TABLE 9.a1: DISTRIBUTION OF PARTICIPANTS BY REGION, PROGRAMME AND GENDER (FACE-TO-FACE AND BLENDED TRAINING) - 2024

Programmes	AFRICA							AMERICAS						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%

Legend:
M = Men
W = Women
ICS = International Civil Servants

TABLE 9.a2: DISTRIBUTION OF PARTICIPANTS BY REGION, PROGRAMME AND GENDER (FACE-TO-FACE AND BLENDED TRAINING) - 2025

Programmes	AFRICA						AMERICAS						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	
	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	90	110	12	6	2	2	31	49	5	4	1	0	79	68	11	3	5	2	132	103	27	21	9	7	99	83	1	1	2	1	11	44	899	51%
Employment Policy and Analysis	318	172	14	7	8	3	15	29	1	1	0	0	134	79	23	1	18	8	17	33	0	0	0	0	8	9	1	0	0	0	41	37	892	40%
Sustainable Enterprises and Economies	223	191	6	6	4	4	54	40	1	0	1	1	28	25	1	1	0	2	36	40	1	2	1	0	32	36	0	0	1	0	12	15	732	47%
Development Investment	169	77	0	0	0	0	22	35	0	0	0	0	87	105	0	0	0	0	73	38	0	0	0	0	9	6	0	0	0	0	30	24	675	42%
Social Protection, Governance and Tripartism	686	299	16	2	8	3	119	95	6	2	2	0	299	179	10	6	8	1	185	153	4	18	0	0	103	71	3	1	1	0	61	55	2,305	37%
Workers' Activities	245	267	245	267	0	0	103	123	103	123	0	0	125	117	125	117	0	0	64	86	56	77	0	0	18	19	18	19	0	0	0	0	1,167	52%
Employers' Activities	27	9	0	0	27	9	1	3	0	0	1	3	8	11	0	0	8	11	60	41	1	0	55	32	13	3	0	0	13	3	1	0	177	38%
Organizational Development and Project Services	60	21	0	0	0	0	4	6	0	0	0	0	13	11	0	0	0	0	36	74	1	3	1	0	9	6	0	0	0	0	37	79	356	55%
Learning Innovation	14	12	0	0	0	0	123	78	0	0	0	0	24	4	0	0	0	0	17	71	0	0	0	0	2	1	0	0	0	0	24	23	393	48%
Training Directorate	2	4	0	0	0	0	0	1	0	0	0	0	2	1	0	0	0	0	1	4	0	0	0	0	2	2	0	0	0	0	1	3	23	65%
TOTAL	1,834	1,162	293	288	49	21	472	459	116	130	5	4	799	600	170	128	39	24	621	643	90	121	66	39	295	236	23	21	17	4	218	280	7,619	44%

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
	2,996	39%	581	50%	70	30%	931	49%	246	53%	9	44%	1,399	43%	298	43%	63	38%	1,264	51%	211	57%	105	37%	531	44%	44	48%	21	19%	498	56%

Legend:
M = Men
W = Women
ICS = International Civil Servants

TABLE 9.b1: 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		by Programme					
	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 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.
Legend:
M = Men
W = Women
ICS = International Civil Servants

TABLE 9.b2: DISTRIBUTION OF PARTICIPANTS BY REGION, PROGRAMME AND GENDER (DISTANCE LEARNING)¹ - 2025

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		N/A			by Programme		
	M	W	M	W	M	W	N/A	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	N/A	M	W	M	W	M	M	W	TOT	%W					
International Labour Standards, Rights at Work and Gender Equality	2,296	1,205	111	92	134	54	0	1,293	2,107	38	56	81	90	3,626	2,147	100	52	465	202	607	1,130	36	71	47	58	0	128	158	5	7	8	595	623	0	1	0	15,916	46%
Employment Policy and Analysis	1,448	630	53	28	82	25	0	400	429	17	14	13	14	922	549	24	18	70	26	309	515	17	25	13	38	0	92	59	6	5	11	298	254	99	0	0	6,004	41%
Sustainable Enterprises and Economies	5,330	2,559	180	106	280	136	0	1,871	2,783	117	133	77	155	2,864	2,167	69	57	307	256	789	1,985	39	63	46	111	0	271	186	10	14	53	803	841	0	3	1	22,453	47%
Development Investment	503	251	5	6	6	0	0	204	195	3	1	0	2	236	184	1	0	4	1	88	86	1	2	0	0	0	41	15	2	0	2	105	63	0	0	0	1,971	40%
Social Protection, Governance and Tripartism	7,261	2,280	149	79	570	142	2	2,640	3,025	80	151	142	96	16,370	2,109	104	40	1,536	230	932	793	47	47	68	24	0	495	121	14	7	73	1,769	827	510	3	1	39,138	24%
Workers' Activities	309	249	200	214	12	2	0	125	103	58	59	2	2	323	109	90	54	18	3	111	108	96	90	0	0	0	18	12	2	3	2	32	21	365	0	0	1,885	40%
Employers' Activities	203	193	3	2	84	138	0	126	196	3	0	90	152	92	45	3	0	18	19	35	49	0	1	10	16	0	29	15	1	0	25	28	26	0	0	0	1,037	51%
Organizational Development and Project Services	4,854	1,555	38	11	202	42	0	535	551	3	6	15	18	1,695	611	18	11	127	18	293	581	3	4	4	6	0	108	72	2	4	8	923	978	80	1	1	12,838	34%
Learning Innovation	2,893	1,393	40	21	210	73	0	851	992	13	10	32	29	6,089	3,807	51	34	489	230	626	1,033	8	14	29	33	21	295	170	4	5	36	785	792	719	2	1	20,469	42%
Training Directorate	1	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	6	33%	
TOTAL	25,098	10,316	779	559	1,580	612	2	8,045	10,381	332	430	452	558	32,219	11,728	460	266	3,034	985	3,790	6,281	247	317	217	286	21	1,478	808	46	45	218	5,338	4,425	1,773	10	4	121,717	37%

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
	35,414	29%	1,338	42%	2,192	28%	18,428	56%	762	56%	1,010	55%	43,947	27%	726	37%	4,019	25%	10,071	62%	564	56%	503	57%	2,307	35%	91	49%	255		9,763	45%	1,787	29%

¹Data includes self-guided courses, communities of practice, Whatsapp based Microlearning, 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 2025, 7 372 employers, 2 817 workers, and 3 781 MoL).
Gender and region information are not available for enrolments in Whatsapp based Microlearning, and 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 10.a1: DISTRIBUTION OF PARTICIPANTS BY COUNTRY (FACE-TO-FACE AND BLENDED TRAINING) - 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%

ITCILO STATISTICS 2024-2025

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%
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%

ITCILO STATISTICS 2024-2025

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%
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%			

ITCILO STATISTICS 2024-2025

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%						
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%						

ITCILO STATISTICS 2024-2025

SWEDEN	3	1	2		67%	1	1	50%			
SWITZERLAND	29	17	12		41%	2	3	60%	2	1	33%
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%

Legend:
M = Men
W = Women

TABLE 10.a2: DISTRIBUTION OF PARTICIPANTS BY COUNTRY (FACE-TO-FACE AND BLENDED TRAINING) - 2025

COUNTRY	Number of Participants				Workers			Employers		
	Total	Men	Women	%W	M	W	% W	M	W	% W
AFGHANISTAN	1	1	0	0%						
ALBANIA	12	6	6	50%	0	1	100%			
ALGERIA	30	19	11	37%	6	6	50%			
ANGOLA	93	61	32	34%	3	4	57%	1	0	0%
ANGUILLA	2	0	2	100%						
ANTIGUA AND BARBUDA	1	1	0	0%	1	0	0%			
ARGENTINA	23	11	12	52%	7	8	53%	1	0	0%
ARMENIA	13	5	8	62%	1	1	50%	1	0	0%
ARUBA	2	2	0	0%						
AUSTRALIA	3	1	2	67%						
AUSTRIA	10	4	6	60%	1	0	0%			
AZERBAIJAN	14	9	5	36%	3	3	50%	2	1	33%
BAHAMAS	3	1	2	67%	1	1	50%			
BAHRAIN	14	8	6	43%	3	4	57%			
BANGLADESH	211	166	45	21%	26	11	30%	11	0	0%
BARBADOS	23	10	13	57%	5	7	58%	0	1	100%
BELARUS	1	1	0	0%	1	0				
BELGIUM	26	14	12	46%	5	6	55%			
BELIZE	15	6	9	60%	5	6	55%			
BENIN	38	23	15	39%	11	11	50%			
BHUTAN	1	1	0	0%						
BOLIVIA (PLURINATIONAL STATE OF)	10	2	8	80%						
BOSNIA AND HERZEGOVINA	4	2	2	50%	1	1	50%	1	0	0%
BOTSWANA	26	16	10	38%	4	2	33%	1	1	50%
BRAZIL	51	28	23	45%	3	2	40%			
BRUNEI DARUSSALAM	4	1	3	75%						
BULGARIA	6	2	4	67%	2	3	60%			
BURKINA FASO	43	28	15	35%	7	7	50%			
BURUNDI	16	9	7	44%	4	3	43%			
CABO VERDE	142	66	76	54%	19	26	58%	1	2	67%
CAMBODIA	75	57	18	24%	8	1	11%	2	2	50%
CAMEROON	67	35	32	48%	22	21	49%	0	1	100%
CANADA	8	3	5	63%						
CENTRAL AFRICAN REPUBLIC	29	23	6	21%	5	2	29%	2	0	0%
CHAD	17	11	6	35%	7	6	46%			
CHILE	48	34	14	29%	2	0	0%			
CHINA	104	34	70	67%	2	0		0	1	100%

ITCILO STATISTICS 2024-2025

COLOMBIA	90	42	48	53%	12	14	54%	0	1	100%
COMOROS	7	4	3	43%	4	3	43%			
CONGO	7	3	4	57%	0	2	100%	2	0	0%
CONGO, DEMOCRATIC REPUBLIC OF	125	75	50	40%	6	10	63%	20	7	26%
COOK ISLANDS	4	1	3	75%						
COSTA RICA	35	17	18	51%	14	11	44%			
COTE D'IVOIRE	134	86	48	36%	9	9	50%			
CROATIA	6	5	1	17%	1	0	0%			
CUBA	1	0	1	100%						
CYPRUS	3	2	1	33%						
CZECH REPUBLIC	4	0	4	100%	0	1	100%			
DENMARK	10	2	8	80%	1	1	50%			
DJIBOUTI	10	6	4	40%				1	0	
DOMINICAN REPUBLIC	23	11	12	52%	10	9	47%			
ECUADOR	18	9	9	50%	7	5	42%			
EGYPT	97	61	36	37%	9	4	31%	4	1	20%
EL SALVADOR	215	130	85	40%	5	4	44%	0	1	100%
ERITREA	1	1	0	0%	1	0	0%			
ESTONIA	4	1	3	75%	0	1	100%			
ESWATINI	8	5	3	38%						
ETHIOPIA	63	49	14	22%	2	0	0%	0	1	100%
FIJI	25	11	14	56%	1	3	75%	1	0	0%
FINLAND	3	2	1	33%	2	1	33%			
FRANCE	40	14	26	65%	5	13	72%			
GABON	15	9	6	40%	8	5	38%			
GAMBIA	32	22	10	31%	4	2	33%	0	1	100%
GEORGIA	23	12	11	48%	2	1	33%	1	0	
GERMANY	33	13	20	61%	3	2	40%			
GHANA	85	50	35	41%	6	8	57%	2	1	33%
GREECE	3	3	0	0%	2	0	0%			
GUATEMALA	12	3	9	75%	2	5	71%			
GUINEA	37	27	10	27%	5	2	29%	2	0	0%
GUINEA-BISSAU	22	13	9	41%	2	2	50%			
GUYANA	4	2	2	50%	2	1	33%			
HAITI	21	11	10	48%						
HONDURAS	16	5	11	69%				0	1	100%
HONG KONG, CHINA	1	1	0	0%	1	0	0%			
HUNGARY	3	2	1	33%						
ICELAND	10	3	7	70%						
INDIA	85	52	33	39%	25	11	31%	1	4	80%
INDONESIA	47	23	24	51%	10	11	52%	3	0	0%

ITCILO STATISTICS 2024-2025

IRAN, ISLAMIC REPUBLIC OF	9	9	0	0%	7	0	0%			
IRAQ	97	68	29	30%	6	3	33%	1	0	
IRELAND	3	2	1	33%						
ISRAEL	2	2	0	0%	1	0	0%			
ITALY	122	31	91	75%	6	6	50%	0	2	100%
JAMAICA	14	4	10	71%	1	0	0%	1	0	0%
JAPAN	2	1	1	50%						
JORDAN	56	21	35	63%	3	5	63%	1	0	0%
KAZAKHSTAN	51	28	23	45%	1	7	88%	21	13	38%
KENYA	184	110	74	40%	6	10	63%	4	0	0%
KIRIBATI	6	2	4	67%						
KOREA, REPUBLIC OF	14	7	7	50%	1	2	67%			
KOSOVO (within the meaning of Security Council Resolution 1244)	23	8	15	65%						
KUWAIT	13	8	5	38%						
KYRGYZSTAN	36	15	21	58%	1	4	80%			
LAO PEOPLE'S DEMOCRATIC REP.	25	16	9	36%	7	5	42%	0	1	100%
LEBANON	89	34	55	62%	1	2	67%	1	0	0%
LESOTHO	5	2	3	60%	0	1	100%			
LIBERIA	19	14	5	26%	1	0	0%			
LIBYA	3	3	0	0%						
LITHUANIA	3	1	2	67%	0	2	100%			
LUXEMBOURG	5	2	3	60%						
MACAU, CHINA	1	0	1	100%						
MADAGASCAR	106	42	64	60%	9	27	75%			
MALAWI	30	16	14	47%	3	6	67%	0	1	
MALAYSIA	83	41	42	51%	6	4	40%	4	0	0%
MALDIVES	24	13	11	46%	6	5	45%	1	0	
MALI	27	19	8	30%	4	4	50%			
MALTA	4	4	0	0%	1	0	0%			
MAURITANIA	22	13	9	41%	7	6	46%			
MAURITIUS	27	15	12	44%	13	11	46%			
MEXICO	105	57	48	46%	9	11	55%			
MOLDOVA, REPUBLIC OF	21	9	12	57%	1	3	75%	2	2	50%
MONGOLIA	19	7	12	63%	3	2	40%	0	1	100%
MOROCCO	254	209	45	18%	14	10	42%			
MOZAMBIQUE	184	127	57	31%	9	7	44%	2	0	
MYANMAR	5	1	4	80%	0	1	100%			
NAMIBIA	24	9	15	63%	3	4	57%			
NAURU	3	0	3	100%						
NEPAL	123	83	40	33%	27	18	40%	1	0	0%
NETHERLANDS	13	3	10	77%	2	1	33%			

ITCILO STATISTICS 2024-2025

NEW ZEALAND	2	1	1	50%	1	1	50%			
NICARAGUA	3	2	1	33%	0	1	100%			
NIGER	15	9	6	40%	4	5	56%			
NIGERIA	156	110	46	29%	14	8	36%	3	2	40%
NORWAY	2	2	0	0%	1	0	0%			
OMAN	71	45	26	37%	4	2	33%			
PAKISTAN	60	46	14	23%	9	4	31%	3	2	40%
PALAU	4	1	3	75%						
PANAMA	15	6	9	60%	4	5	56%			
PAPUA NEW GUINEA	25	12	13	52%	3	5	63%	1	0	
PARAGUAY	11	6	5	45%	5	4	44%			
PERU	75	38	37	49%	8	6	43%			
PHILIPPINES	90	31	59	66%	11	20	65%	1	3	75%
POLAND	14	4	10	71%	1	1	50%			
PORTUGAL	26	7	19	73%	1	0	0%			
PUERTO RICO	1	1	0	0%	1	0	0%			
QATAR	29	14	15	52%				1	0	
REPUBLIC OF MONTENEGRO	7	4	3	43%	2	0	0%	1	0	0%
REPUBLIC OF NORTH MACEDONIA	3	3	0	0%						
REPUBLIC OF SERBIA	9	1	8	89%	1	2	67%			
ROMANIA	19	13	6	32%	10	6	38%			
RWANDA	25	14	11	44%	7	6	46%			
SAINT LUCIA	12	4	8	67%	3	7	70%	1	0	
SAMOA	15	3	12	80%				1	0	
SAO TOME AND PRINCIPE	39	21	18	46%	2	1	33%	1	0	
SAUDI ARABIA	75	42	33	44%	2	0	0%			
SENEGAL	87	59	28	32%	14	11	44%			
SEYCHELLES	33	2	31	94%						
SIERRA LEONE	13	12	1	8%						
SINGAPORE	13	6	7	54%	3	3	50%	1	0	0%
SLOVAKIA	2	1	1	50%	1	1	50%			
SOLOMON ISLANDS	7	3	4	57%						
SOMALIA	13	13	0	0%						
SOUTH AFRICA	163	57	106	65%	2	4	67%			
SOUTH SUDAN	14	11	3	21%						
SPAIN	82	34	48	59%	2	6	75%			
SRI LANKA	168	96	72	43%	5	8	62%	5	6	55%
ST VINCENT	4	2	2	50%	1	1	50%			
STATE OF PALESTINE	16	11	5	31%	2	2	50%			
SUDAN	6	5	1	17%						
SURINAME	8	3	5	63%				1	0	

ITCILO STATISTICS 2024-2025

SWEDEN	5	2	3	60%	1	3	75%			
SWITZERLAND	35	14	21	60%	0	1	100%			
SYRIAN ARAB REPUBLIC	34	21	13	38%	1	0	0%	13	3	
TAIWAN, CHINA	1	1	0	0%				1	0	
TAJIKISTAN	49	37	12	24%	2	3	60%			
TANZANIA, UNITED REPUBLIC OF	67	41	26	39%	4	5	56%	1	1	50%
THAILAND	31	9	22	71%				2	0	0%
THE MARSHALL ISLANDS	2	2	0	0%						
TIMOR LESTE	48	36	12	25%	5	6	55%			
TOGO	41	28	13	32%	10	9	47%			
TONGA	14	6	8	57%	0	1	100%			
TRINIDAD AND TOBAGO	10	3	7	70%	1	5	83%			
TUNISIA	39	23	16	41%	5	2	29%			
TÜRKIYE	144	81	63	44%	11	14	56%	5	1	17%
TURKMENISTAN	6	2	4	67%						
TURKS AND CAICOS ISLANDS	2	0	2	100%						
TUVALU	8	4	4	50%						
UGANDA	95	54	41	43%	5	2	29%			
UKRAINE	143	44	99	69%	8	20	71%	3	4	57%
UNITED ARAB EMIRATES	24	16	8	33%						
UNITED KINGDOM	18	7	11	61%	2	3	60%	0	1	
UNITED STATES	21	8	13	62%	1	0	0%			
URUGUAY	19	6	13	68%	3	12	80%	1	0	0%
UZBEKISTAN	189	158	31	16%	4	3	43%	29	15	34%
VANUATU	9	2	7	78%	0	1	100%	0	1	
VENEZUELA (BOLIVARIAN REPUBLIC OF)	10	4	6	60%	3	5	63%			
VIET NAM	27	11	16	59%	3	5	63%	0	3	100%
YEMEN	13	7	6	46%	1	3	75%	0	1	
ZAMBIA	94	61	33	35%	5	6	55%	1	0	0%
ZIMBABWE	67	33	34	51%	8	8	50%	1	2	67%
Tot. Partic. from Countries	7,121	4,021	3,100	44%	692	688	50%	176	92	34%
International Civil Servants	498	218	280	56%						
Grand Total Participants	7,619	4,239	3,380	44%	692	688	50%	176	92	34%

Legend:
M = Men
W = Women

TABLE 10.b1: 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%

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CAMBODIA	713	534	179	25%	15	3	17%	26	9	26%
CAMEROON	1727	1240	487	28%	44	37	46%	46	14	23%
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%

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GERMANY	365	158	207	57%	5	7	58%	28	5	15%
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%
LITHUANIA	11	5	6	55%						

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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%

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REPUBLIC OF NORTH MACEDONIA	54	6	48	89%				1	1	50%
REPUBLIC OF SERBIA	80	33	47	59%				0	2	100%
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%

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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%
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, 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.

Legend:

M = Men

W = Women

ICS = International Civil Servants

TABLE 10.b2: DISTRIBUTION OF PARTICIPANTS BY COUNTRY (DISTANCE LEARNING)¹ - 2025

COUNTRY	Number of Participants					Workers			Employers		
	Total	Men	Women	N/A	%W	M	W	% W	M	W	% W
AFGHANISTAN	449	285	164	0	37%	1	1	50%	61	90	60%
ALBANIA	177	63	114	0	64%	0	1	100%	7	4	36%
ALGERIA	810	584	226	0	28%	11	2	15%	24	12	33%
AMERICAN SAMOA	25	10	15	0	60%	0	2	100%			
ANDORRA	34	14	20	0	59%				3	3	50%
ANGOLA	782	560	222	0	28%	17	17	50%	13	18	58%
ANGUILLA	19	12	7	0	37%				2	1	33%
ANTIGUA AND BARBUDA	54	17	37	0	69%	0	2	100%	2	1	33%
ARGENTINA	970	376	594	0	61%	43	52	55%	28	14	33%
ARMENIA	84	26	58	0	69%				0	4	100%
ARUBA	26	18	8	0	31%				2	0	0%
AUSTRALIA	270	112	158	0	59%	0	3	100%	7	14	67%
AUSTRIA	70	32	38	0	54%	0	2	100%	3	2	40%
AZERBAIJAN	481	310	171	0	36%	5	2	29%	3	1	25%
BAHAMAS	88	35	53	0	60%	3	3	50%			
BAHRAIN	51	27	24	0	47%	1	1	50%	1	1	50%
BANGLADESH	4503	3840	663	0	15%	116	28	19%	290	22	7%
BARBADOS	123	52	71	0	58%	9	5	36%	4	8	67%
BELARUS	51	21	30	0	59%				0	3	100%
BELGIUM	223	92	131	0	59%	8	34	81%	3	0	0%
BELIZE	96	33	63	0	66%	0	10	100%	5	6	55%
BENIN	1175	898	277	0	24%	21	15	42%	32	17	35%
BERMUDA	4	1	3	0	75%						
BHUTAN	46	32	14	0	30%				2	0	0%
BOLIVIA (PLURINATIONAL STATE OF)	221	131	90	0	41%	0	4	100%	9	10	53%
BOSNIA AND HERZEGOVINA	406	137	269	0	66%	0	1	100%	10	28	74%
BOTSWANA	430	201	229	0	53%	12	17	59%	6	12	67%
BRAZIL	1153	514	639	0	55%	11	13	54%	16	47	75%
BRITISH VIRGIN ISLANDS	6	2	4	0	67%				1	0	
BRUNEI DARUSSALAM	25	11	14	0	56%				1	0	0%
BULGARIA	84	23	61	0	73%	9	14	61%	2	12	86%
BURKINA FASO	973	750	223	0	23%	20	9	31%	30	4	12%
BURUNDI	138	120	18	0	13%	8	4	33%	3	0	0%
CABO VERDE	370	160	210	0	57%	7	13	65%	6	13	68%

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CAMBODIA	598	385	213	0	36%	9	0	0%	13	8	38%
CAMEROON	1779	1219	560	0	31%	45	30	40%	37	15	29%
CANADA	474	165	309	0	65%	4	3	43%	12	37	76%
CENTRAL AFRICAN REPUBLIC	96	77	19	0	20%	6	0	0%	1	0	0%
CHAD	494	452	42	0	9%	5	6	55%	55	2	4%
CHILE	519	257	262	0	50%	11	11	50%	17	17	50%
CHINA	6204	3505	2699	0	44%	23	21	48%	539	309	36%
COLOMBIA	2484	1029	1455	0	59%	48	39	45%	38	42	53%
COMOROS	103	90	13	0	13%	8	5	38%	3	2	40%
CONGO	354	288	66	0	19%	2	0	0%	8	9	53%
CONGO, DEMOCRATIC REPUBLIC OF	1878	1414	464	0	25%	18	9	33%	31	6	16%
COOK ISLANDS	11	1	10	0	91%						
COSTA RICA	295	134	161	0	55%	5	11	69%	14	14	50%
COTE D'IVOIRE	1927	1513	414	0	21%	69	31	31%	30	14	32%
CROATIA	46	16	30	0	65%	1	1	50%	9	2	18%
CUBA	53	22	31	0	58%				0	1	100%
CURAÇAO	3	2	1	0	33%						
CYPRUS	22	15	7	0	32%	5	0	0%	1	1	50%
CZECH REPUBLIC	44	21	23	0	52%	2	8	80%			
DENMARK	26	12	14	0	54%				3	1	25%
DJIBOUTI	168	125	43	0	26%				1	1	50%
DOMINICA	33	10	23	0	70%	0	3	100%	1	0	0%
DOMINICAN REPUBLIC	213	100	113	0	53%	7	19	73%	9	5	36%
ECUADOR	1112	538	574	0	52%	5	9	64%	15	27	64%
EGYPT	1972	1305	667	0	34%	8	1	11%	266	53	17%
EL SALVADOR	320	165	155	0	48%	9	3	25%	9	5	36%
EQUATORIAL GUINEA	22	20	2	0	9%				1	0	
ERITREA	22	17	5	0	23%	1	0	0%			
ESTONIA	20	2	18	0	90%	0	5	100%			
ESWATINI	117	60	57	0	49%	1	9	90%	3	6	67%
ETHIOPIA	1082	940	142	0	13%	18	2	10%	40	14	26%
FIJI	320	159	161	0	50%	1	5	83%	19	10	34%
FINLAND	50	11	39	0	78%	3	8	73%	1	1	50%
FRANCE	1070	274	796	0	74%	17	12	41%	7	39	85%
FRENCH GUIANA	2	1	1	0	50%						
GABON	221	170	51	0	23%	6	5	45%	4	2	33%
GAMBIA	139	110	29	0	21%	9	1	10%	4	2	33%
GEORGIA	112	22	90	0	80%				1	1	50%
GERMANY	435	148	287	0	66%	2	18	90%	3	8	73%

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GHANA	903	641	262	0	29%	9	21	70%	38	7	16%
GIBRALTAR	1	0	1	0	100%	0	1	100%			
GREECE	180	107	73	0	41%	3	0	0%	18	0	0%
GRENADA	67	6	61	0	91%	0	2	100%	0	1	
GUADELOUPE	1	0	1	0	100%						
GUAM	2	2	0	0	0%						
GUATEMALA	422	226	196	0	46%	14	16	53%	14	30	68%
GUINEA	489	425	64	0	13%	14	4	22%	8	2	20%
GUINEA-BISSAU	96	62	34	0	35%	5	3	38%			
GUYANA	125	53	72	0	58%	1	0	0%	0	3	100%
HAITI	881	589	290	2	33%	6	3	33%	22	9	29%
HONDURAS	436	170	266	0	61%	9	7	44%	17	39	70%
HONG KONG, CHINA	247	91	156	0	63%	2	0	0%	9	17	65%
HUNGARY	35	9	26	0	74%	1	0	0%	0	1	100%
ICELAND	7	2	5	0		0	2	100%			
INDIA	10653	8214	2439	0	23%	80	27	25%	701	91	11%
INDONESIA	1828	943	885	0	48%	47	51	52%	131	110	46%
IRAN, ISLAMIC REPUBLIC OF	565	441	124	0	22%	7	0	0%	25	12	32%
IRAQ	279	207	72	0	26%	13	6	32%	28	7	20%
IRELAND	99	36	63	0	64%	0	15	100%	4	3	43%
ISRAEL	59	21	38	0	64%				2	3	60%
ITALY	1265	365	900	0	71%	37	29	44%	27	18	40%
JAMAICA	203	66	137	0	67%	0	1	100%	1	6	86%
JAPAN	397	220	177	0	45%	0	1	100%	35	33	49%
JORDAN	281	127	154	0	55%	6	0	0%	12	4	25%
KAZAKHSTAN	149	62	87	0	58%	9	2	18%	5	12	71%
KENYA	2350	1421	929	0	40%	29	36	55%	77	31	29%
KIRIBATI	31	6	25	0	81%	0	1	100%	1	0	0%
KOREA, DEMOCRATIC PEOPLE'S REP. OF	2	1	1	0	50%				1	1	
KOREA, REPUBLIC OF	175	92	83	0	47%				5	3	
KOSOVO (within the meaning of Security Council Resolution 1244)	104	40	64	0	62%	1	0	0%	1	0	0%
KUWAIT	39	34	5	0	13%	1	0	0%	3	0	0%
KYRGYZSTAN	82	21	61	0	74%	1	0	0%	2	4	67%
LAO PEOPLE'S DEMOCRATIC REP.	40	24	16	0	40%	2	5	71%	0	1	
LATVIA	14	6	8	0	57%	1	1	50%			
LEBANON	291	133	158	0	54%	2	11	85%	33	2	6%
LESOTHO	136	60	76	0	56%	6	14	70%	1	5	83%
LIBERIA	146	131	15	0	10%	5	2	29%	8	1	

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LIBYA	81	66	15	0	19%				6	2	25%
LIECHTENSTEIN	1	1	0	0	0%						
LITHUANIA	24	1	23	0	96%				0	1	
LUXEMBOURG	12	3	9	0	75%						
MACAU, CHINA	11	7	4	0	36%				2	0	
MADAGASCAR	616	280	336	0	55%	26	31	54%	17	17	50%
MALAWI	374	271	103	0	28%	8	17	68%	8	3	27%
MALAYSIA	756	437	319	0	42%	8	2	20%	72	29	29%
MALDIVES	62	16	46	0	74%	0	4	100%	2	1	33%
MALI	441	362	79	0	18%	3	2	40%	19	2	10%
MALTA	11	5	6	0	55%	1	0	0%	1	0	0%
MAURITANIA	157	120	37	0	24%	9	2	18%	2	1	33%
MAURITIUS	203	115	88	0	43%	24	9	27%	1	17	94%
MEXICO	3160	1283	1877	0	59%	63	103	62%	94	116	55%
MOLDOVA, REPUBLIC OF	66	21	45	0	68%	0	1	100%			
MONACO	2	0	2	0	100%				0	1	
MONGOLIA	95	22	73	0	77%	2	5	71%	4	10	71%
MOROCCO	1024	635	389	0	38%	11	3	21%	18	3	14%
MOZAMBIQUE	656	465	191	0	29%	7	8	53%	13	9	41%
MYANMAR	407	305	102	0	25%	3	0	0%	46	3	6%
NAMIBIA	272	135	137	0	50%	7	11	61%	7	19	73%
NAURU	10	0	10	0	100%						
NEPAL	720	584	136	0	19%	21	5	19%	65	5	7%
NETHERLANDS	206	92	114	0	55%	11	8	42%	3	2	40%
NEW ZEALAND	32	16	16	0	50%	0	3	100%			
NICARAGUA	74	38	36	0	49%	2	5	71%	2	3	60%
NIGER	316	269	47	0	15%	10	11	52%	5	2	29%
NIGERIA	3491	2581	910	0	26%	72	59	45%	296	92	24%
NIUE ISLAND	1	1	0	0	0%						
NORWAY	51	13	38	0	75%	1	2	67%	0	6	100%
OMAN	76	45	31	0	41%	1	2	67%	0	2	100%
PAKISTAN	10411	9888	523	0	5%	53	12	18%	760	21	3%
PALAU	16	7	9	0	56%				0	1	
PANAMA	303	136	167	0	55%	5	17	77%	4	8	67%
PAPUA NEW GUINEA	203	105	98	0	48%	4	19	83%	10	2	17%
PARAGUAY	227	108	119	0	52%	2	4	67%	2	8	80%
PERU	1524	692	832	0	55%	25	25	50%	42	30	42%
PHILIPPINES	2235	1212	1023	0	46%	18	38	68%	102	44	30%
POLAND	157	39	118	0	75%	4	14	78%	5	3	38%

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PORTUGAL	401	155	246	0	61%	13	4	24%	15	8	35%
PUERTO RICO	14	7	7	0	50%						
QATAR	30	12	18	0	60%						
REPUBLIC OF MONTENEGRO	18	6	12	0	67%				1	0	0%
REPUBLIC OF NORTH MACEDONIA	53	20	33	0	62%	4	0	0%			
REPUBLIC OF SERBIA	108	40	68	0	63%	4	1	20%	1	3	75%
REUNION	1	0	1	0	100%						
ROMANIA	167	58	109	0	65%	23	38	62%	1	1	50%
RUSSIAN FEDERATION	214	77	137	0	64%				3	2	40%
RWANDA	342	255	87	0	25%	16	3	16%	17	11	39%
SAINT LUCIA	83	31	52	0	63%	3	3	50%	2	0	0%
SAMOA	58	14	44	0	76%	0	8	100%	2	4	67%
SAN MARINO	9	6	3	0	33%	6	0	0%			
SAO TOME AND PRINCIPE	111	57	54	0	49%	1	1	50%	3	2	
SAUDI ARABIA	433	289	123	21	28%	1	0	0%	28	2	7%
SENEGAL	1259	911	348	0	28%	57	22	28%	32	6	16%
SEYCHELLES	46	16	30	0	65%				0	1	
SIERRA LEONE	190	146	44	0	23%	1	2	67%	9	6	40%
SINGAPORE	101	51	50	0	50%	1	2	67%	8	1	11%
SLOVAKIA	33	14	19	0	58%	5	5	50%	3	2	40%
SLOVENIA	20	3	17	0	85%						
SOLOMON ISLANDS	61	32	29	0	48%				1	0	
SOMALIA	545	493	52	0	10%	12	4	25%	44	0	0%
SOUTH AFRICA	1438	845	593	0	41%	43	39	48%	101	53	34%
SOUTH SUDAN	100	90	10	0	10%	3	0	0%	2	0	0%
SPAIN	838	268	570	0	68%	26	53	67%	18	30	63%
SRI LANKA	673	429	244	0	36%	10	8	44%	32	15	32%
ST KITTS-NEVIS	28	8	20	0	71%						
ST VINCENT	18	7	11	0	61%	2	1	33%			
STATE OF PALESTINE	165	114	51	0	31%	9	12	57%	26	4	13%
SUDAN	320	267	53	0	17%				21	1	5%
SURINAME	59	24	35	0	59%				0	1	100%
SWEDEN	90	18	72	0	80%	0	12	100%	0	3	100%
SWITZERLAND	127	57	70	0	55%	8	4	33%	2	3	60%
SYRIAN ARAB REPUBLIC	150	115	35	0	23%	3	1	25%	15	0	0%
TAIWAN, CHINA	227	106	121	0	53%				19	30	61%
TAJIKISTAN	94	77	17	0	18%	1	1	50%	0	4	
TANZANIA, UNITED REPUBLIC OF	480	362	118	0	25%	13	6	32%	19	1	5%
THAILAND	236	89	147	0	62%				9	14	61%

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THE FEDERATED STATES OF MICRONESIA	2	1	1	0	50%						
THE MARSHALL ISLANDS	5	3	2	0	40%						
TIMOR LESTE	76	65	11	0	14%	45	3	6%	2	0	
TOGO	660	534	126	0	19%	20	16	44%	16	4	20%
TONGA	37	15	22	0	59%						
TRINIDAD AND TOBAGO	387	124	263	0	68%	13	32	71%	13	7	35%
TUNISIA	758	409	349	0	46%	15	14	48%	26	4	13%
TÜRKIYE	948	465	483	0	51%	11	8	42%	39	23	37%
TURKMENISTAN	23	16	7	0	30%				1	0	
TURKS AND CAICOS ISLANDS	27	7	20	0	74%						
TUVALU	31	16	15	0	48%				8	0	0%
UGANDA	897	616	281	0	31%	21	8	28%	80	79	50%
UKRAINE	248	64	184	0	74%	0	3	100%	1	13	93%
UNITED ARAB EMIRATES	78	45	33	0	42%				3	1	25%
UNITED KINGDOM	578	268	310	0	54%	14	6	30%	6	26	81%
UNITED STATES	1374	565	809	0	59%	4	3	43%	35	31	47%
UNITED STATES VIRGIN ISLANDS	3	3	0	0	0%						
URUGUAY	421	126	295	0	70%	17	12	41%	12	10	45%
UZBEKISTAN	140	95	45	0	32%	10	1	9%	2	4	
VANUATU	61	24	37	0	61%	6	10	63%	0	4	100%
VENEZUELA (BOLIVARIAN REPUBLIC OF)	324	162	162	0	50%	11	9	45%	8	21	72%
VIET NAM	1029	400	629	0	61%	1	2	67%	50	80	62%
YEMEN	434	330	104	0	24%	9	12	57%	69	14	17%
ZAMBIA	856	591	265	0	31%	17	15	47%	49	19	28%
ZIMBABWE	609	394	215	0	35%	23	20	47%	39	10	20%
Tot. Partic. from Countries	110,167	70,630	39,514	23	36%	1864	1617	46%	5501	2478	31%
International Civil Servants	9763	5338	4425	0	45%						
Not Available	1787	10	4	1773	29%						
Grand Total Participants	121,717	75,978	43,943	1,796	37%	1864	1617	46%	5501	2478	31%

¹Data includes tutor-based online courses, self-guided courses, communities of practice, Whatsapp-based Microlearning 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 2025, 7,327 employers, 2,817 workers, and 3,758 MoL).

Gender and region information are not available for enrolments in Whatsapp-based Microlearning and 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 - 2025)

	2014-2015				2016-2017				2018 - 2019				2020 - 2021				2022 - 2023				2024 - 2025			
	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
Face-to-face training																								
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	252	7,196	2,651	73,612
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	229	7,707	1,286	44,807
	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	481	14,903	3,937	118,419
Distance learning	Enrolments				Enrolments				Enrolments				Enrolments				Enrolments				Enrolments			
	5,887				8,629				23,609				124,863				153,499				215,634			
Beneficiary countries and territories	196				194				202				210				219				225			

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 - 2025)

	2014 - 2015				2016 - 2017				2018 - 2019										2020 - 2021										2022 - 2023										2024-2025														
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	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%	2,540	1,589	4,129	38%	1,101	849	1,956	43%	47,004	18,827	0	65,831	29%		
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%	293	381	674	57%	511	535	1,046	51%	14,694	19,422	2	34,118	57%		
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%	406	323	729	44%	166	155	321	48%	2,742	1,437	21	4,200	34%		
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%	946	822	1,768	46%	565	474	1,039	46%	50,299	20,518	0	70,817	29%		
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%	132	175	307	57%	195	265	460	58%	3,515	6,989	0	10,504	67%		
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%	441	315	756	42%	287	316	603	52%	3,352	4,466	0	7,818	57%		
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%	322	399	721	55%	157	237	394	60%	9,694	8,867	0	18,561	48%		
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	0	0%	14	7	3,764	3,785	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%	5,080	4,004	9,084	44%	2,982	2,831	0	5,819	49%	131,314	80,533	3,787	215,634	37%	

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

TABLE 13: PARTICIPANTS DISAGGREGATED BY TRIPARTITE CONSTITUENT ORGANIZATIONS (2014 - 2025)

	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
2024-2025	Face-to-face training									
	9,084	44%	409	43%	315	47%	1,444	41%	3,841	44%
	Blended training									
	5,819	49%	1,934	49%	398	41%	404	44%	1,016	45%
	Distance learning ¹									
	215,634	37%	6,632	46%	13,272	34%	8,323	45%	31,788	36%
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, Whatsapp Microlearning, 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. In 2025, 7,327 employers, 2,817 workers, and 3,758 MoL).

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