

**International Training Centre of the ILO:  
DISTRIBUTION OF PARTICIPANTS BY REGION, PROGRAMME AND GENDER (2012)**

Programmes	AFRICA						AMERICAS						ASIA AND THE PACIFIC						EUROPE						ARAB STATES						ICS		TOTAL	
	TOT		Workers		Employers		TOT		Workers		Employers		TOT		Workers		Employers		TOT		Workers		Employers		TOT		TOT		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			
Standards and Fundamental Principles and Rights at Work	85	46	17	12	1	0	96	82	29	14	3	1	85	38	18	1	0	1	84	41	33	6	5	5	7	3	0	0	0	0	22	34	623	39%
Gender and Non-Discrimination	56	110	1	3	0	3	3	65	0	0	0	0	3	26	0	3	0	0	31	92	2	4	1	1	9	11	0	0	0	0	53	155	614	75%
Employment Policies and Skills Development	117	61	3	2	4	1	52	59	4	0	1	1	74	25	14	2	13	2	36	43	2	0	3	5	147	7	0	0	1	0	57	48	726	33%
Employment Research, Analysis and Statistics	168	46	2	1	1	0	19	22	0	0	0	2	18	7	2	2	1	1	34	49	0	0	1	1	2	3	0	0	0	0	46	23	437	34%
Enterprise, Microfinance and Local Development	750	255	18	8	12	8	201	178	0	2	11	3	171	91	1	1	3	0	52	50	1	0	8	4	73	5	0	0	0	0	95	79	2,000	33%
Social Protection	331	199	13	5	5	2	81	68	6	2	7	2	61	26	1	0	0	0	28	59	0	0	0	0	38	8	0	0	1	0	44	40	983	41%
Social Dialogue, Labour Law and Labour Administration	157	78	29	5	15	6	20	15	0	0	0	0	19	6	0	1	1	1	52	34	11	8	2	5	2	1	1	0	1	0	26	10	420	34%
Workers' Activities	109	130	109	130	0	0	131	141	131	141	0	0	116	97	116	97	0	0	263	232	263	232	0	0	10	3	10	3	0	0	0	1	1,233	49%
Employers' Activities	108	56	0	0	108	56	45	29	0	0	45	29	100	46	0	0	100	46	56	92	0	0	56	92	47	12	0	0	47	12	0	2	593	40%
Sustainable Development and Governance	335	146	1	0	0	0	20	33	0	0	0	1	69	10	0	0	0	0	544	608	0	0	0	1	35	20	0	0	0	0	47	77	1,944	46%
Distance Education and Learning Technology Applications	50	9	0	0	1	0	99	92	1	0	0	1	49	16	1	2	0	0	75	60	0	0	0	0	0	0	0	0	0	0	186	247	883	48%
Programme Development and Regional Cooperation	0	0	0	0	0	0	2	0	0	0	0	0	1	0	0	0	0	0	129	159	13	3	5	9	68	5	0	0	0	0	9	18	391	47%
<b>TOTAL</b>	<b>2,266</b>	<b>1,136</b>	<b>193</b>	<b>166</b>	<b>147</b>	<b>76</b>	<b>769</b>	<b>784</b>	<b>171</b>	<b>159</b>	<b>67</b>	<b>40</b>	<b>766</b>	<b>388</b>	<b>153</b>	<b>109</b>	<b>118</b>	<b>51</b>	<b>1,384</b>	<b>1,519</b>	<b>325</b>	<b>253</b>	<b>81</b>	<b>123</b>	<b>438</b>	<b>78</b>	<b>11</b>	<b>3</b>	<b>50</b>	<b>12</b>	<b>585</b>	<b>734</b>	<b>10,847</b>	<b>43%</b>

PARTICIPANTS	AFRICA						AMERICAS						ASIA AND THE PACIFIC						EUROPE						ARAB STATES						ICS	
	TOT		Workers		Employers		TOT		Workers		Employers		TOT		Workers		Employers		TOT		Workers		Employers		TOT		TOT					
	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		
	3,402	33%	359	46%	223	34%	1,553	50%	330	48%	107	37%	1,154	34%	262	42%	169	30%	2,903	52%	578	44%	204	60%	516	15%	14	21%	62	19%	1,319	56%

M = Men  
W = Women

