



ANNUAL REPORT 2024



IOM
UN MIGRATION

THE NETHERLANDS

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to assist in meeting operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration and uphold the human dignity and well-being of migrants.

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ABBREVIATIONS

AVRR	- Assisted Voluntary Return and Reintegration
ACZ	- Asylum Seekers' Centre
BMA	- Medical Bureau for Advice
COA	- Central Agency for the Reception of Asylum Seekers
DCR	- Rotterdam Detention Centre
IND	- Immigration and Naturalisation Service
KVAC	- Korea Visa Application Center
MAAB	- The Migrant Ambassador Advisory Board
MdM	- Médecins du Monde
MFA	- Dutch Ministry of Foreign Affairs
MHA	- Migration Health Assessments
NGO	- Non-governmental organization
PDO	- Pre-Departure Orientation
PEC	- Pre-Embarkation Check
PSEA	- Prevention of Sexual Exploitation and Abuse
REAN	- Return and Emigration Assistance
ROK	- Republic of Korea
SDG	- Sustainable Development Goals
SOGIESC	- Sexual Orientation, Gender Identity and Expression, and Sex Characteristics
STEM	- Science, technology, engineering, and mathematics
TCN	- Third Country National
TSI	- Technical Support Instrument
UMC	- Unaccompanied Minor Children
UNHCR	- United Nations High Commissioner for Refugees
VCS-verified	- Verified Carbon Standard
VC-interview	- Videoconferencing Interview

FOREWORD

As the Chief of Mission, I am honoured to present the Annual Report for the International Organization for Migration (IOM) in the Netherlands for the year 2024. This comprehensive report underscores our significant contributions to the IOM Strategic Plan 2024-2028, which delineates the organization's innovative approach to facilitating the orderly and humane management of international migration.

The report meticulously details our unwavering commitment to upholding fundamental rights and our mission to support migrants most in need. Whether for protection, returning home, reuniting with loved ones, or travelling regularly, our efforts are dedicated to serving migrants' best interests and supporting their communities at points of origin, destination, or transit.

Furthermore, this report attests to the global commitment towards migrants, highlighting the indispensable role of the diplomatic community in achieving these milestones. The renewed trust of the Dutch government, exemplified by the signing of the new REAN programme, has been pivotal to our success. Additionally, the dedication and hard work of the IOM workforce in the Netherlands have been instrumental in realizing these accomplishments.

In conclusion, the 2024 Annual Report stands as a testament to our collective efforts and the enduring commitment of IOM to support and protect migrants worldwide. It is with great pride that I present this report, reflecting our achievements and the collaborative spirit that drives our mission forward.



Fabien Sambussy
Chief of Mission
IOM the Netherlands

A handwritten signature in blue ink, consisting of a stylized 'F' and 'S'.

ASSISTED VOLUNTARY RETURN AND REINTEGRATION

Since 1992, IOM the Netherlands has been implementing the Return and Emigration Assistance (REAN) programme at the request of the Dutch government. Reintegration and medical assistance remain crucial for the humane and sustainable return of migrants voluntarily returning to their countries of origin.

As part of its global operations, IOM operates 550 offices across 180 countries, offering essential support for migrants worldwide throughout the return and reintegration process. In 2024, IOM the Netherlands coordinated voluntary returns in collaboration with IOM missions in receiving countries, ensuring smooth transitions and referring beneficiaries for post-return assistance.

Voluntary Return Counselling

Voluntary return begins with making a well-informed decision about the future. To help migrants in their decision-making process and adequately prepare for their return, a team of 25 IOM return counsellors is available throughout the Netherlands for migrants who want to discuss their options to return openly, without any obligation. IOM's team of counsellors speaks over 20 different languages and is trained to give special attention to vulnerable migrants such as victims of trafficking, unaccompanied migrant children, and migrants with medical conditions. The locations covered include asylum reception centres, cities, and an administrative detention centre.

While the number of shelter locations continued to grow, the number of referrals from partner organizations working at those locations did not equally grow. IOM therefore intensified its efforts and increased the number of information sessions for new staff of the Central Agency for the Reception of Asylum Seekers (COA) and did extra outreach in diaspora, religious and other organizations. Part of this extra outreach included several events held for migrants, such as a football tournament at an asylum seekers' centre (AZC) and a dinner for migrants at the Rotterdam detention centre (DCR). In total IOM conducted 181 information sessions and 287 network meetings.

In 2024, **2,083** migrants departed with IOM's assistance to **88** different countries, including two migrants who resettled to Canada.



Reintegration Assistance & NGO Partnerships

IOM the Netherlands provided reintegration assistance to eligible returning migrants, working closely with IOM missions in the countries of origin. In 2024, **1,409** returnees benefited from reintegration grants, partially paid in cash upon departure and partially paid in kind post-return. Additionally, IOM distributed reintegration grants on behalf of NGOs: Stichting Wereldwijd, Stichting ROS, Vluchtelingenwerk Nederland, and Goedwerk Foundation, assisting **89** migrants through these partnerships.

Assistance for Migrants with Health Concerns

Migrants with medical conditions remained a priority within IOM's return operations. Support varied based on individual needs and included:

- Verification of medication and treatment availability post-return
- Translation of medical records
- Coordination with airlines and stakeholders regarding medical concerns
- Fit-to-fly assessments and medical escorts
- Financial assistance for medical costs post-return

In total, **228** migrants with health needs received assistance, with **38** requiring operational or medical escorts during their return journey.

Diplomatic Liaison

In 2024, IOM strengthened engagement with diplomatic missions in the Netherlands and Belgium to enhance awareness of available return assistance. This outreach plays a crucial role in referring migrants who require return assistance and in assisting them in obtaining emergency travel documents to facilitate their voluntary departures.

At the beginning of the year, over **170** embassies received information on IOM's initiatives and relevant statistics. Through these partnerships, IOM secured travel documents for **587** migrants, enabling their return to **64** countries.

Diplomatic Network Meetings

IOM expanded diplomatic outreach by organizing networking meetings with ambassadors and consuls from different countries. These meetings aimed to provide a comprehensive overview of IOM initiatives and operations. They served as crucial platforms for dialogue regarding our collaborative efforts to support migrants. The discussions yielded valuable insights into the embassy roles and opportunities for enhanced cooperation in supporting migrant populations.

Support for Unaccompanied Migrant Children (UMC)

IOM the Netherlands remained committed to assisting migrants in vulnerable situations throughout the voluntary return process. Specifically, for unaccompanied migrant children in the Netherlands who are living without parental support, IOM provided specialized counselling through trained professionals and conducted family assessments in the children's countries of origin. In 2024, **6** unaccompanied migrant children were successfully reunited with their families in the country of origin under the REAN programme.

Assistance for Victims of Trafficking

In 2024, IOM supported the voluntary return and reintegration of **6** victims of trafficking. The majority of these individuals were referred by shelter organizations dedicated to assisting possible victims of trafficking. The victims originated from Hungary, Venezuela, Colombia, Brazil, Bulgaria, and Spain. While many had experienced sexual exploitation, some faced labour exploitation. When necessary, IOM collaborated with partners in the receiving countries to develop suitable return plans and provided post-return referrals to aid reintegration.

Through these initiatives, IOM the Netherlands continues to facilitate dignified and sustainable voluntary return and reintegration, working in close coordination with governments, NGOs, and diplomatic entities to support migrants.

Policy Change in Dutch Return Policy

A significant change in Dutch return policy in July 2024 allowed IOM to resume reintegration assistance for migrants from Algeria, Belarus, Egypt, Lebanon, Morocco, Mongolia, Tunisia, and Türkiye. The removal of previous restrictions enabled IOM to support their sustainable return and reintegration through standard reintegration packages.



Dinner for migrants at the Rotterdam detention centre

Resettlement

For decades, IOM has been instrumental in refugee resettlement worldwide. In 2024, IOM continued to support the resettlement of refugees to the Netherlands in accordance with the Dutch resettlement programme, funded by the Ministry of Asylum and Migration. Special consideration is given to refugees with medical issues and women at risk. IOM coordinated the logistical arrangements for selection and pre-departure orientation missions before organizing a safe journey to the Netherlands. Throughout the resettlement process, IOM works closely with partners such as the Immigration and Naturalisation Service (IND), COA, United Nations High Commissioner for Refugees (UNHCR), and Dutch diplomatic posts in departure countries to provide comprehensive assistance.

Over the course of 2024, IOM successfully supported a durable solution for **751** refugees by facilitating their resettlement to the Netherlands in accordance with the Dutch resettlement programme. IOM coordinated the logistical arrangements for selection missions to Egypt and Kenya. For the Pre-Departure Orientation (PDO), IOM facilitated sessions in Lebanon, Egypt, and Kenya. To ensure safe travel, IOM arranged a Pre-Embarkation Check (PEC) for all refugees travelling under IOM auspices for resettlement to the Netherlands. In coordination with the IND's Medical Bureau for Advice (BMA), IOM further conducted Migration Health Assessments (MHA) for beneficiaries with significant medical conditions who required specialized medical assistance prior to their resettlement to the Netherlands. IOM also supported selected beneficiaries of international protection with visa and movement assistance to facilitate safe, orderly, and humane travel to the Netherlands. Transit assistance was provided at the respective transit airports for those movements where direct flights to the Netherlands were not available.

In response to the Ukraine conflict, **12** Ukrainian citizens and Third Country Nationals (TCNs) who are eligible for temporary protection within the EU departed from Moldova and were provided with arrival assistance by IOM at Schiphol Airport in 2024. These arrivals took place within the context of the European Commission's Solidarity Forum.

2024 Resettlement Arrivals by Country of Departure

- Egypt: **130**
- Lebanon: **146**
- Türkiye: **429**
- Kenya: **4**
- Unallocated (from different countries on ad hoc basis): **42**
- Beneficiaries of international protection: **751**
- Transfers of Ukrainian citizens/ eligible third-country nationals to Moldova: **12**

Family Reunification

Migrants with refugee status are eligible to apply for family reunification. After the IND approves the family reunification application, IOM can assist the families in this process. Travelling to the Netherlands can pose significant challenges for families, especially those dealing with medical conditions, administrative hurdles, missing documents, or cases involving unaccompanied migrant children. With IOM's extensive presence in numerous countries, IOM can assist these families by evaluating the unique needs of each member, coordinating logistical arrangements, and ensuring a safe passage to the Netherlands.

Many of the people who benefit from Family Reunification assistance are children travelling alone, people with medical needs, or those in precarious humanitarian contexts. Our assistance lifts the administrative and logistical burden while ensuring constant support throughout travel to the Netherlands. IOM supported **13** minors with their reunification journey in 2024. **Four** of them travelled as unaccompanied minors with IOM's assistance, whereas the others received airlines' unaccompanied minors service. All of them had medical checks prior to their travel.

DNA Sampling Support for Family Reunification

In the context of Family Reunification, IOM supports the Dutch government with DNA sample collection for family members of asylum permit holders in the Netherlands to verify family relations for reunification purposes. IOM facilitates appointments, conducts DNA sampling with applicants at local IOM medical centres, and manages sample processing with diplomatic posts and reports to partners. When the IND needs to assess the family ties rather than the biological family relationship, a videoconferencing interview (VC-interview) can be held with the referent and the family members abroad.

Since 2021, this project has expanded in capacity to facilitate DNA sampling and VC- interviews for families in need. For this project, IOM works closely with IOM country offices in Egypt, Ethiopia, Greece, Jordan, Iran, Iraq, the Kingdom of Saudi Arabia, Lebanon, Russia, Türkiye, Uganda, the United Arab Emirate and Yemen, among others. In 2024, IOM collected **2,364** DNA samples in close cooperation with the IND and the MFA, including Dutch embassies. In addition, IOM facilitated **469** VC-interviews.



LEARN

The labour market participation of permit holders (refugees with a Dutch resident permit) remains significantly lower than the national average. Pilot studies by the Ministry of Social Affairs and Employment under the *Verdere Inclusie op de Arbeidsmarkt (VIA)* programme indicate that work-study programmes are the most effective interventions to bridge this gap.

The project **LEARN** responded to this gap by facilitating discussions, work visits, and workshops through a Learning Network of employers, educational institutions, and municipalities. This network aimed to refine work-study programmes and enhance permit holders' access to the labour market.

Throughout **12** meetings, the Learning Network "Learning and Working for Permit Holders" garnered extensive insights into the challenges faced by implementers. IOM also conducted **40** stakeholder interviews, compiled an inventory of good practices, hosted a virtual study visit to Sweden and a workshop with representatives from all 27 EU Member States. These activities facilitated the exchange of good practices and strategies for labour market inclusion across the EU.

The Migrant Ambassador Advisory Board (MAAB), consisting of permit holders, contributed valuable insights through three meetings in 2023 and 2024. Based on the information gathered, IOM developed technical recommendations for the Ministry and a guideline. **The technical recommendations** aimed to create more favourable conditions for establishing and broadly implementing work-study programmes for permit holders. **The guideline** was specifically designed for stakeholders involved in work-study programmes in the construction sector. The project concluded with a final conference on June 25, 2024, to share findings and celebrate the project's achievements.



Employers, educational institutions, municipalities, and experts (Migrant Ambassadors) discussing the inclusion of permit holders during final conference of LEARN on 25 June 2024

Moving the Middle

In 2024, IOM the Netherlands continued promoting openness and inclusion towards migrants through the implementation of the Moving the Middle II project. This initiative targeted the 'Movable Middle'—a key segment of the Dutch population with ambivalent or uncertain views on migration (roughly 44%)—by refining communication strategies developed in the first phase of the project.

In 2024, IOM concluded its series of local events promoting social cohesion with a final event in Venlo. In collaboration with the House of Confetti, IOM organized carnival costume sewing workshops and a breakfast on the first day of carnival. This event marked the conclusion of a broader initiative that, over the course of four intercultural events, fostered

dialogue and connections between different social groups. Based on social contact theory, these events aimed to bring Dutch people and migrants together to combat negative prejudices. With the support of more than eight local partner organizations, the events included a board games afternoon in Eindhoven, a cooking workshop in Almere, a culture afternoon in Asenray. These events brought together over **100** participants, most of whom shared positive experiences and expressed an interest to attend more intercultural events in the future.

To strengthen knowledge-sharing, a second Knowledge Dossier was published, compiling key insights and data from this phase. This resource serves as a guide for organizations and policymakers on effectively engaging with the Movable Middle. **The second Knowledge Dossier of the Moving the Middle project** explores questions such as:

- How can you design a national campaign to target the Dutch Movable Middle and expose them to more nuanced and fact-based messaging about migration?
- What do you need to consider when organizing an intercultural event to bring newcomers and the Movable Middle together?

Stakeholder collaboration was at the heart of the project, with the MAAB playing a vital role in shaping an inclusive approach. They provided input and supported the organization of the local intercultural events and shaped the recommendations in the Knowledge Dossier. The final conference, attended by representatives from over **30** organizations and government entities, provided a platform to share findings and best practices, reinforcing the importance of whole-of-society engagement in shaping balanced migration narratives.

The Moving the Middle II project fostered social cohesion in the Netherlands by encouraging inclusive conversations and shared experiences, demonstrating that these efforts can bridge divides and create a nuanced understanding of migration, while highlighting the need for ongoing collaboration to sustain and promote an open and inclusive society. This campaign reached at least **60,000** people.



Moving the Middle II Final Conference at Nieuwspoor

SAMEN: Strengthened Assistance for Migrant Empowerment in the Netherlands

Operational in six Dutch cities until August 2024, the SAMEN project combatted sexual and gender-based violence (SGBV) experienced by migrant communities in the Netherlands. This collaborative effort between the IOM and Médecins du Monde the Netherlands (MdM) seeks to empower migrant communities and the Dutch service sector through counselling, training, information exchange, collaboration, referral and awareness-raising.

In 2024, IOM worked closely with the project's cultural mediators—professionals with migrant backgrounds and expertise in SGBV—who played a vital role in bridging cultural and language gaps between migrant survivors and medical professionals in the Netherlands. As part of IOM's awareness-raising campaign, IOM launched **five video testimonials** highlighting the crucial role of cultural mediators in fostering intercultural understanding and supporting migrant survivors. This campaign reached at least 60,000 people.

Additionally, IOM developed an **animated video** and **information flyers** on SGBV, translated into **seven** languages, to ensure that migrant communities were informed about SGBV and the available support services in the Netherlands. These materials emphasized that survivors are not alone and that help is accessible.

To consolidate key insights gained throughout the project, the SAMEN team compiled a **recommendations report** aimed at migrant organizations, the Dutch service sector, municipalities, and the Dutch national government.

To mark the project's success—reaching 770 migrants and 424 service providers over two years—a **closing conference** was held in June 2024. The event featured a presentation of project outcomes, an expert panel discussion, and interactive discussion tables co-hosted by cultural mediators, providing a platform for attendees to exchange experiences and expertise.



STEMTALENT4NL

As part of the European Commission's Flagship Initiative on Migrant Integration and Talent Attraction, IOM the Netherlands launched the STEMTALENT4NL project in December 2023. Funded through the Technical Support Instrument (TSI), the project aims to help the Netherlands attract and retain highly skilled STEM graduates—both from Dutch universities and abroad—to address the country's growing labour shortages in science, technology, engineering, and mathematics (STEM).

A key focus is improving the orientation year residence permit scheme ('het verblijfsvergunning zoekjaar hoogopgeleiden'), which grants international graduates and highly skilled third-country nationals a one-year stay to seek employment or establish a business. By reviewing its conditions and identifying key challenges, the project aims to propose concrete solutions to make the Netherlands a more attractive destination for STEM talent.

In 2024, STEMTALENT4NL made significant progress through stakeholder engagement, research, and international knowledge exchange:

- Kick-off event: Brought 30+ key stakeholders to discuss strategies for improving STEM talent retention in the Netherlands.
- Stakeholders consultations: Engaged over 50 experts, including international graduates, universities, policymakers, employer associations, legal experts, and researchers, to assess current barriers and potential improvements to the permit system.
- Working group sessions: Conducted five consultation group sessions and one working group session with experts for a legal review of the permit's conditions.
- Study visit to Denmark: Engaged with Danish policymakers, universities, and private sector representatives and researchers to exchange best practices on graduate permit schemes.

These insights will inform policy recommendations and an actionable implementation plan to strengthen the Netherlands as a hub for global STEM talent. The project runs until June 2025, ensuring meaningful improvements for highly skilled graduates and the Dutch labour market.



Panel discussion at the closing event of the SAMEN project

OPERATIONS AT SCHIPHOL AIRPORT



IOM assistance at Schiphol

In 2024, the IOM movements team at Schiphol Airport facilitated the departure, arrival, and transit of **9,490** migrants, ensuring smooth travel operations at one of Europe's busiest international hubs.

The team's work is continuous, given the high volume of travelers and the diverse needs of migrants requiring assistance.

Operating in an airport environment presents various challenges, particularly when assisting vulnerable individuals or those with complex needs. Over the past year, the team has effectively managed medical emergencies, airline system disruptions, and other unforeseen incidents.

Despite these challenges, IOM Schiphol has consistently upheld the organization's core principles of orderly and humane migration, ensuring that all IOM passengers receive the necessary support and care.

The complex nature of IOM's work requires close coordination across multiple projects and teams. Additionally, in August 2024, members of the movements team participated in a global Amadeus training for IOM operational staff. This training not only enhanced airline booking expertise but also provided an opportunity to strengthen global cooperation by fostering direct connections with IOM colleagues worldwide.



Transits
6634



Arrivals
773



Departures
2083



The movements team at the global Amadeus training

Informing Government Partners and the Public

IOM The Netherlands remains committed to maintaining visibility among migrants and relevant partners in the Dutch migration chain. As in previous years, IOM participated in the From Migration to Participation ('Van Migratie tot Participatie') congress, organized by the Dutch association of municipalities VNG (Vereniging van Nederlandse Gemeenten) in collaboration with the Dutch Ministries of Justice and Security, Social Affairs and Employment, and Foreign Affairs. IOM was also present at the annual AZC open day, where they informed the public about the role of IOM in the Netherlands. Additionally, IOM took part in the Just Peace Open Day at the Humanity Hub in The Hague, providing an opportunity to engage with the general public and showcase its work.

Through the quarterly issued digital AVRR Newsbox, those interested in the work of IOM are informed about recent trends, return stories and outreach efforts within the voluntary return and reintegration programme.

Celebrating International Days

Celebrating international days observed by the UN is important for IOM as it highlights migrants' contributions, addresses critical issues, engages the public, and reaffirms IOM's commitment to its core values. For International Women Day on March 8, IOM hosted an event for women living at the COA Family Location in Emmen, creating a space to share personal stories and to forge deeper connections. On International Migrants Day on December 18, IOM joined the Paulus Church Rotterdam in serving warm soup to visitors, as part of their Right to Rest ('Recht op Rust') campaign, which raised awareness about the challenges faced by homeless and undocumented migrants, and those losing shelter due to the end of the bed-bath-bread programme.

Annual Reception

In early 2024, IOM hosted its annual reception, bringing together diplomatic representatives, donors, and key stakeholders to celebrate the contributions of migrants and foster meaningful connections. It was an opportunity for the outgoing Chief of Mission, Antonio Polosa, to emphasize the role of migrants in driving development and shaping society.

Legal Identity Conference

In 2024, IOM supported the Legal Identity Conference: Expert Meeting 2040 in the Netherlands, which brought together experts to discuss advancements in identity management, emphasizing the role of AI, data science, and ID ecosystems. The conference highlighted the critical importance of legal identity for migrants and the necessity of international collaboration to ensure secure and inclusive systems.

Media contacts

Each year, IOM receives between 50 and 70 requests from national media platforms, including newspapers, TV, and radio. As a strong supporter of independent media, IOM strives to provide assistance whenever possible. In some cases, IOM has helped journalists connect with migrants willing to share their experiences or be followed along their migration journey. In others, IOM has provided key facts and figures about ongoing programmes. Since most inquiries relate to the AVRR programme, AVRR figures have been published monthly since the programme's launch in 1992.



IOM staff at the AZC open day

Korean Visa Application Center

The Korea Visa Application Center (KVAC), operating under the Immigration and Border Governance (IBG) division's Immigration and Visa unit, officially opened in July 2023, becoming the fourth KVAC in Europe, after Berlin, Paris, and London. The KVAC project plays a critical role in centralizing visa processing while ensuring the authenticity of personal documents submitted with applications. By conducting in-person verification, KVAC serves as a trusted intermediary between the government of the Republic of Korea (ROK) and issuing authorities, guaranteeing that all visa applications are processed fairly.

KVAC centers across Europe are dedicated to ensuring a seamless visa application process, backed by the latest updates from the ROK government. Upholding its core values of efficiency, security, and reliability, KVAC continues to set the standard for dependable and user-friendly services.

In 2024, KVAC processed **2,178** applications. The total number of applications processed in Q3 and Q4 of 2024 reached **1,128**, representing a 14.05% increase compared to the **989** applications processed during the same period in 2023.



IOM Diversity & Inclusion

A person's sex characteristics, gender identity and expression, personal history and sexual orientation can shape every stage of their migration experience. These factors can influence why a person decides to migrate, how they migrate, and the services and opportunities accessible to them. To support migrants and to address migration-related risks and vulnerabilities, IOM the Netherlands has an active Diversity and Inclusion (D&I) Group. Comprising staff members from different units within the organization, the D&I Group represents the interests and concerns of staff members and migrant beneficiaries.

In 2024, the D&I Group focused on the topics of Sexual and Gender-Based Violence (SGBV), Diverse Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC), the Prevention of Sexual Exploitation and Abuse (PSEA), and migrant inclusion.

- * Strengthened SOGIESC partnerships, expanding networks in northern Netherlands to better support diverse migrant communities.
- * Raised awareness on SGBV through the SAMEN project with Médecins du Monde Netherlands, improving migrant access to support and healthcare.
- * Advised Dutch ministries and national organizations on D&I themes, contributing to workgroups, conferences, and network meetings.
- * Enhanced support for transgender migrants returning to their countries of origin by ensuring expert-led counseling.
- * Trained all staff on gender inclusion and PSEA.
- * Engaged in global D&I campaigns, including the 16 Days of Activism against Gender-Based Violence and International Women's Day.

IOM Goes Green

As a UN Agency, IOM is committed to the sustainable development goals (SDGs), including efforts to reduce environmental impact. As part of this commitment, IOM established the 'IOM Goes Green' group, comprising staff members from the mission in the Netherlands.

In 2024, IOM Goes Green continued its collaboration with Anthesis to offset CO₂ emissions from flights. Air transport is essential to two of IOM's core projects, Assisted Voluntary Return and Reintegration, and Resettlement, making it impossible to eliminate emissions entirely. To mitigate this impact, IOM has integrated CO₂ offsetting into these projects, using a VCS-certified (Verified Carbon Standard) programme that compensates emissions while investing in global forestry conservation (REDD+) projects.

Beyond offsetting, IOM took local action by organizing a clean-up in collaboration with the local NGO Stek in one of The Hague's most diverse neighborhoods. This initiative provided an opportunity for community engagement while making a tangible difference in the local environment.

Throughout the year, IOM distributed three editions of the internal newsletter "Greenspiration", featuring insightful articles, practical tips, and updates to keep staff informed and motivated about sustainability efforts.

Additionally IOM hosted a presentation for staff, with guest speaker Ben ten Brink, a former senior scientist at the Netherlands Environmental Assessment Agency. His presentation, titled "Environmental Migration and Conflict: A Glimpse into the Future," explored the links between climate change, migration, and global security.



Keeping our IOM office green

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