



## Governing Body

323rd Session, Geneva, 12–27 March 2015

GB.323/PFA/INF/4(Rev.)

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Programme, Financial and Administrative Section

PFA

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**FOR INFORMATION**

## Composition and structure of the staff as at 31 December 2014

**Summary:** This document provides information on the composition and structure of the staff of the Office.

**Author unit:** Human Resources Development Department (HRD).

**Related documents:** None.



1. This document provides information on the composition and structure of the staff of the Office. It is presented as follows:

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**Part I. General overview**

Table I	Distribution of staff according to category, place of assignment, type of contract and source of funds on 31 December 2014
Chart I	Distribution of staff according to place of assignment, category and type of contract, on 31 December 2014
Chart II	Number of staff according to staff category and source of funds over the last six years (from 31 December 2008 to 31 December 2014)
Chart III	Percentage of staff by length of service and source of funds as at 31 December 2014
Chart IV	Percentage of staff by length of service as at 31 December 2014 (all categories of staff)

**Part II. Gender and age diversity**

Table II	(a) Distribution by age, gender and grade of Professional and higher category staff, on 31 December 2014, with percentages of women for 2013 and 2014 (regular staff) (b) Distribution by age, gender and grade on 31 December 2014, with percentages of women for 2013 and 2014 (all categories of staff)
Chart V	Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2014 in the Professional category and above (regular staff)
Chart VI	Distribution by age and gender of staff newly appointed between 1 January and 31 December 2014 in the Professional category and above (regular staff)
Chart VII	Number of Professional and higher category staff, by gender, in service over ten years (from 31 December 2005 to 31 December 2014 (regular staff)
Chart VIII	(a) Number of Professional and higher category staff by age over ten years (from 31 December 2005 to 31 December 2014) (regular staff) (b) Number of Professional and higher category staff by age on 31 December 2014 (regular staff)

**Part III. Staff mobility**

Table III	Number of regular staff movements including geographical mobility, transfers within grade, inter-agency mobility, promotions and cessations of service, in 2013–14
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**Part IV. Geographical diversity**

Table IV	Overall distribution by region, country of nationality, including staff movements of regular staff in the Professional and higher category (1 January–31 December 2014)
Table V	Unrepresented nationalities on non-linguistic posts as of 31 December 2014
Table VI	Composition of staff newly appointed between 1 January and 31 December 2014 in the Professional category and above (regular staff) (a) Non-linguistic staff subject to geographical distribution (b) Linguistic staff not subject to geographical distribution

**Part V. ILO presence**

Table VII	ILO presence by duty station as at 31 December 2014 (all categories of staff)
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2. The attention of the Governing Body is drawn to the fact that the information in this document for headquarters based staff and international Professional staff based in the field is obtained from the Office's Integrated Information Resource System (IRIS). The data for field offices in the present document will continue to be derived in large measure from other systems until the IRIS roll-out to the field is completed.

Geneva, 2 March 2015

## Part I. General overview

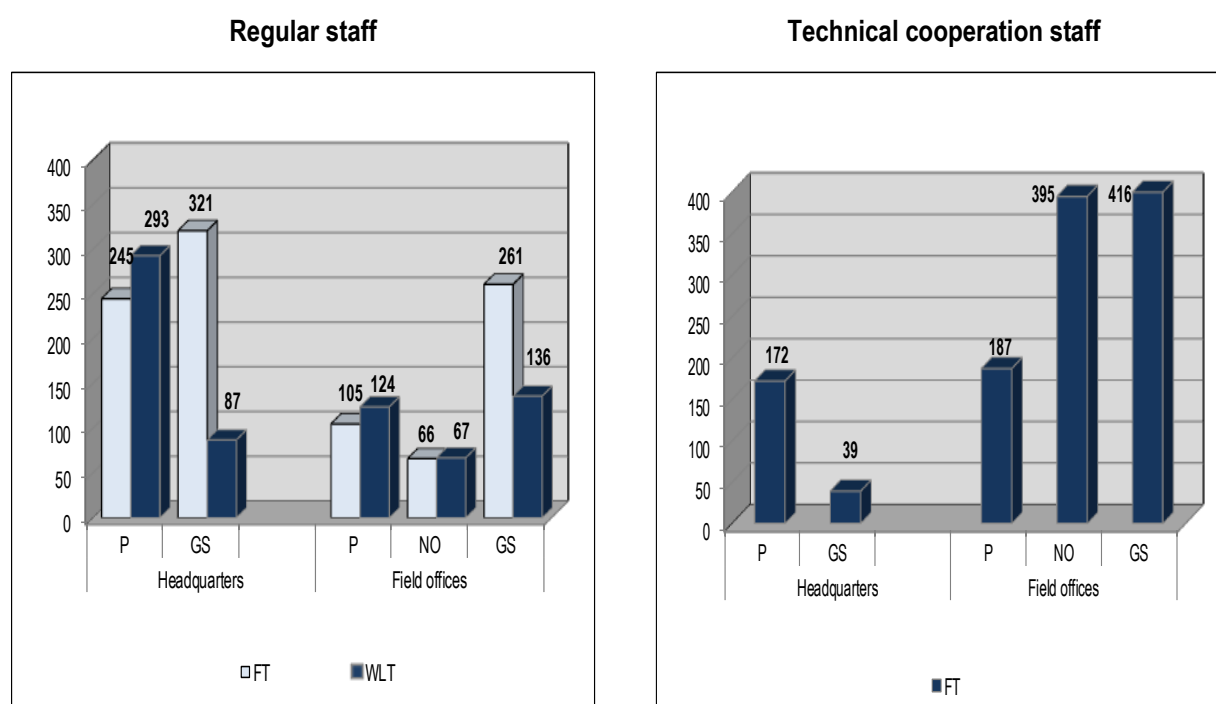
**Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds on 31 December 2014**

Category of staff and place of assignment	Officials employed					Total
	Regular staff			Technical cooperation staff *		
	WLT	FT	Subtotal	FT	Subtotal	
<b>(a) Headquarters</b>						
Professional category and above (P)	293	245	538	172	172	710
General Service category (GS)	87	321	408	39	39	447
<b>Subtotal (a)</b>	<b>380</b>	<b>566</b>	<b>946</b>	<b>211</b>	<b>211</b>	<b>1 157</b>
<b>(b) Field offices</b>						
Professional category and above	124	105	229	187	187	416
National Officer category (NO)	67	66	133	395	395	528
General Service category	136	261	397	416	416	813
<b>Subtotal (b)</b>	<b>327</b>	<b>432</b>	<b>759</b>	<b>998</b>	<b>998</b>	<b>1 757</b>
<b>Grand total (a) + (b)</b>	<b>707</b>	<b>998</b>	<b>1 705</b>	<b>1 209</b>	<b>1 209</b>	<b>2 914</b>

WLT = Without limit of time. FT = Fixed term.

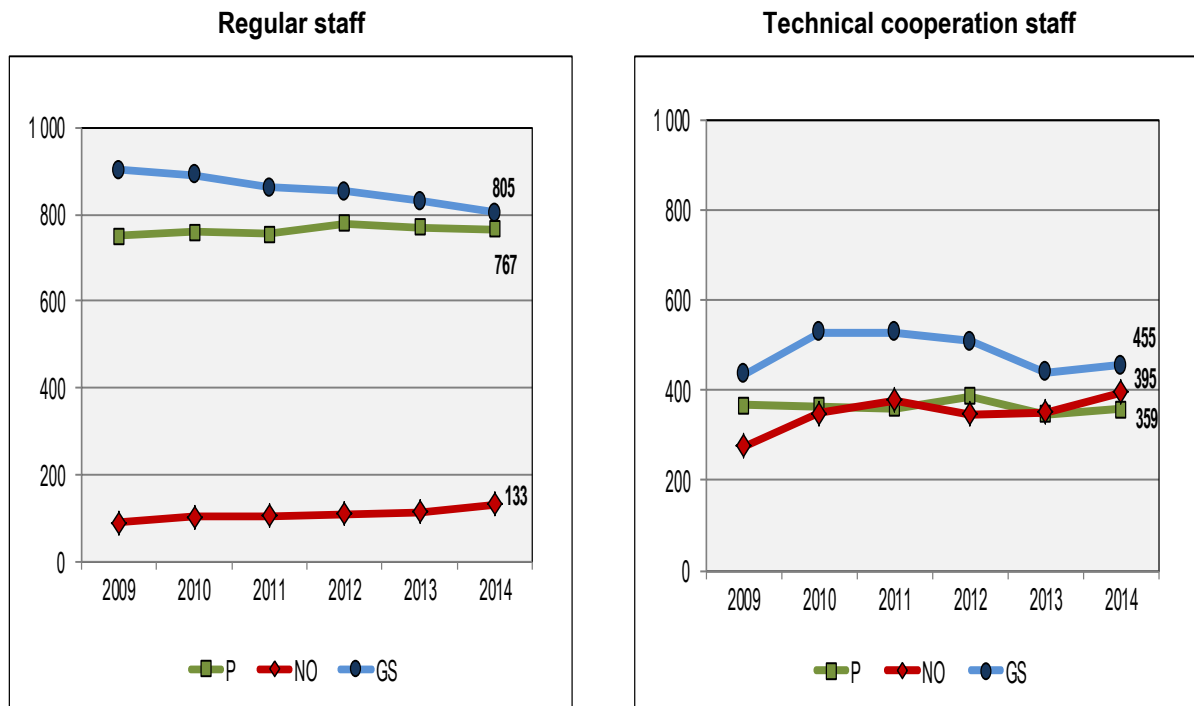
\* Positions funded by TC, PSI, RBSA and other extra budgetary resources.

**Chart I. Distribution of staff according to place of assignment, category and type of contract on 31 December 2014**



Source: Table I.

**Chart II. Number of staff according to staff category and source of funds over the last six years (from 31 December 2008 to 31 December 2014)**



Source: Table I above and data from previous PFA documents on composition and structure of staff.

**Chart III. Percentage of staff by length of service and source of funds as at 31 December 2014**

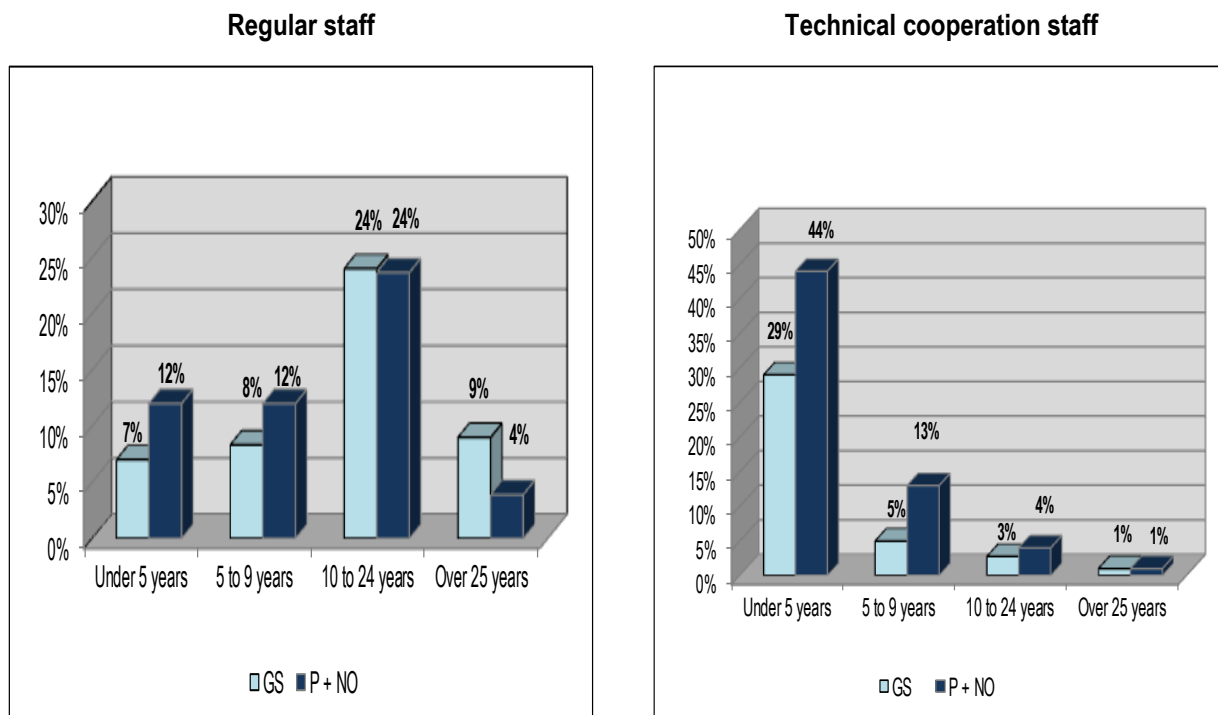
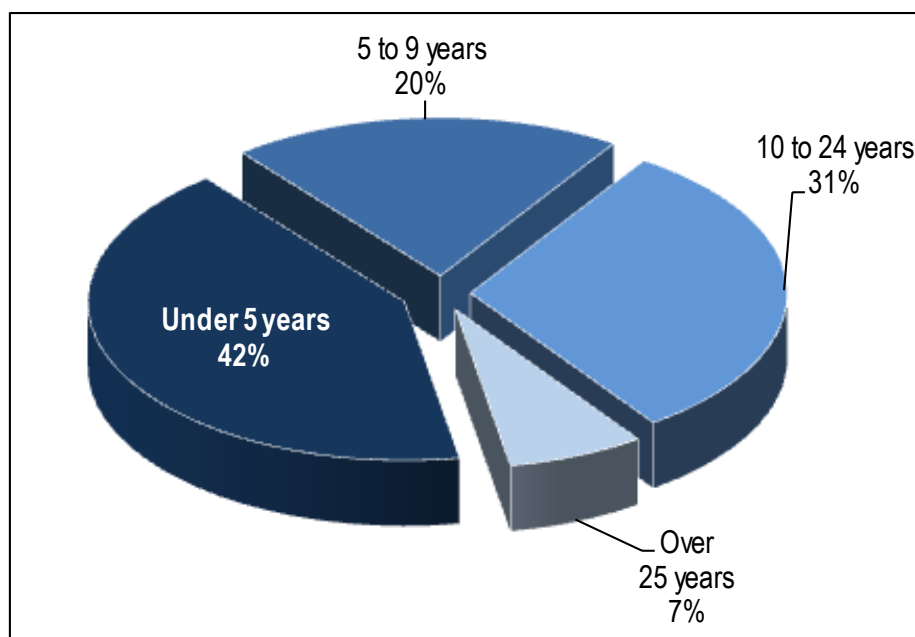


Chart IV. Percentage of staff by length of service as at 31 December 2014 (all categories of staff)



## Part II. Gender and age diversity

Table II(a). Distribution by age, gender and grade of Professional and higher category staff on 31 December 2014, with percentages of women for 2013 and 2014 (regular staff)

Grade	35 and under		36–45		46–55		Over 55		Subtotal		Grand total	% of women	
	F	M	F	M	F	M	F	M	F	M		2013	2014
D-G	-	-	-	-	-	-	-	1	-	1	1	00.0	00.0
D-DG	-	-	-	-	-	2	1	-	1	2	3	33.3	33.3
A-DG	-	-	-	-	1	1	2	3	3	4	7	60.0	42.8
D.2	-	-	-	-	7	4	4	11	11	15	26	39.3	42.3
D.1	-	-	2	4	11	20	15	22	28	46	74	39.7	37.8
P.5	-	-	19	23	41	77	31	67	91	167	258	35.0	35.2
P.4	4	1	58	37	45	62	18	19	125	119	244	48.7	51.0
P.3	14	10	27	28	15	15	5	3	61	56	117	53.0	52.1
P.2	10	8	10	4	-	-	-	-	20	12	32	74.1	62.5
P.1	2	1	-	-	-	-	-	-	2	1	3	00.0	66.7
Other *	-	-	-	-	-	-	1	1	1	1	2	50.0	35.7
<b>Subtotal</b>	<b>30</b>	<b>20</b>	<b>116</b>	<b>96</b>	<b>120</b>	<b>181</b>	<b>77</b>	<b>127</b>	<b>343</b>	<b>424</b>	<b>767</b>	<b>44.6</b>	<b>44.3</b>
% by gender within age group	60	40	53.9	46.1	40.1	59.9	36.8	63.2	44.7	55.3			
<b>Total by age group (M and F)</b>	<b>50</b>		<b>212</b>		<b>301</b>		<b>204</b>		<b>767</b>				
% of total	6.5		27.6		39.2		26.6		100				
<b>Average age of staff at 31.12.14 (years)</b>					<b>47.5 (F)</b>		<b>50.1 (M)</b>						
<b>Global average age (years)</b>					<b>49.0</b>								

F = Female. M = Male. \* Professional staff only in Tokyo Office.

**Table II(b). Distribution by age, gender and grade category on 31 December 2014, with percentages of women for 2013 and 2014 (all categories of staff)**

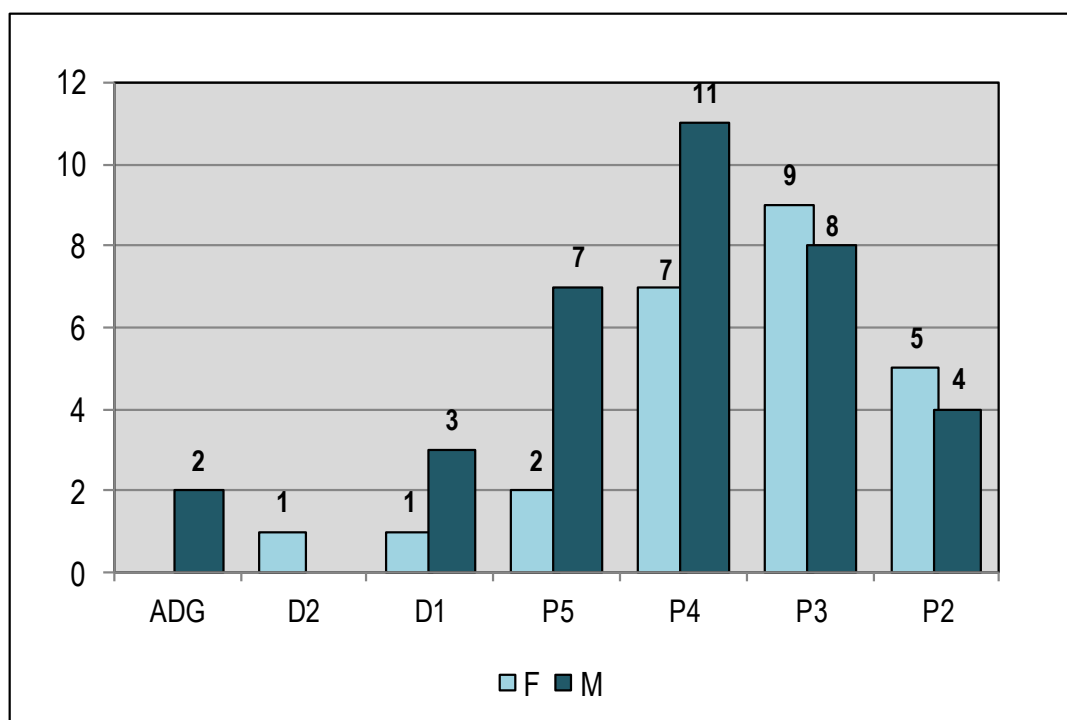
Grade/ Category	35 and under		36–45		46–55		Over 55		Subtotal		% female	
	F	M	F	M	F	M	F	M	F	M	2013	2014
P	92	55	177	160	148	250	90	166	507	631	44.5	44.6
NO	74	44	118	101	57	65	21	36	270	246	53.6	52.3
GS	190	87	231	170	231	164	126	61	778	482	61.7	61.7
<b>Subtotal</b>	<b>356</b>	<b>186</b>	<b>526</b>	<b>431</b>	<b>436</b>	<b>479</b>	<b>237</b>	<b>263</b>	<b>1 555</b>	<b>1 359</b>	<b>53.7</b>	<b>53.4</b>
% by gender within age group	65.7	34.3	55.0	45.0	47.7	52.3	47.4	52.6	53.3	46.7		
<b>Total by age group (F and M)</b>	<b>542</b>		<b>957</b>		<b>915</b>		<b>500</b>		<b>2 914</b>			
% of total	18.6		92.8		31.4		17.2		100			

**Average age of staff (years)**                      **44 (F)**      **46.3 (M)**

**Global average age (years)**                      **44.9**

F = Female M = Male.

**Chart V. Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2014 in the Professional category and above (regular staff)**

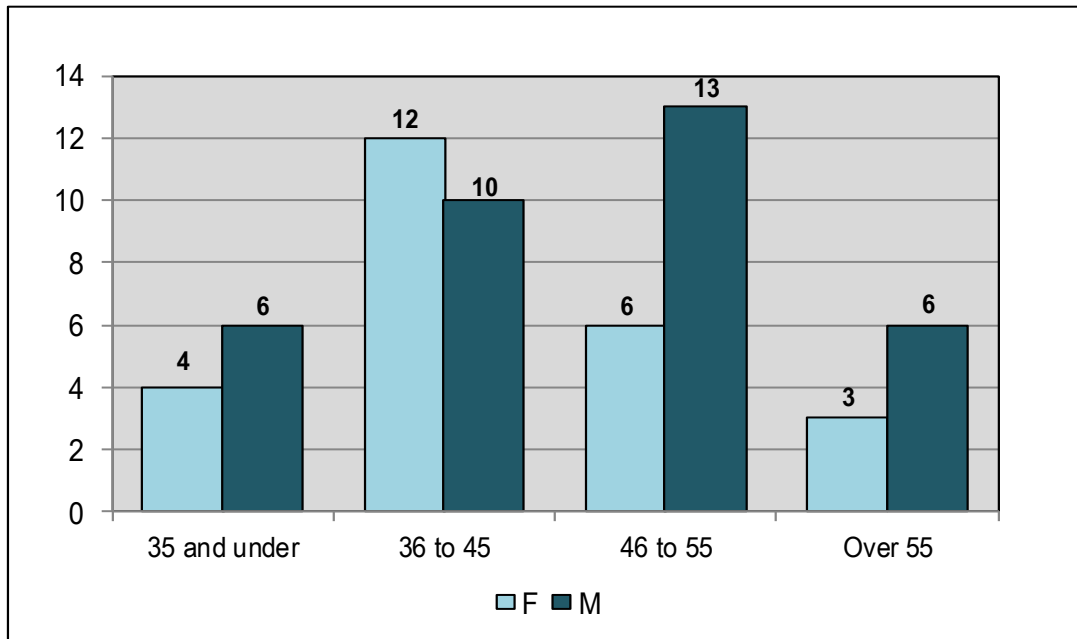


Total recruitment: 60.

Source: Table VI below.

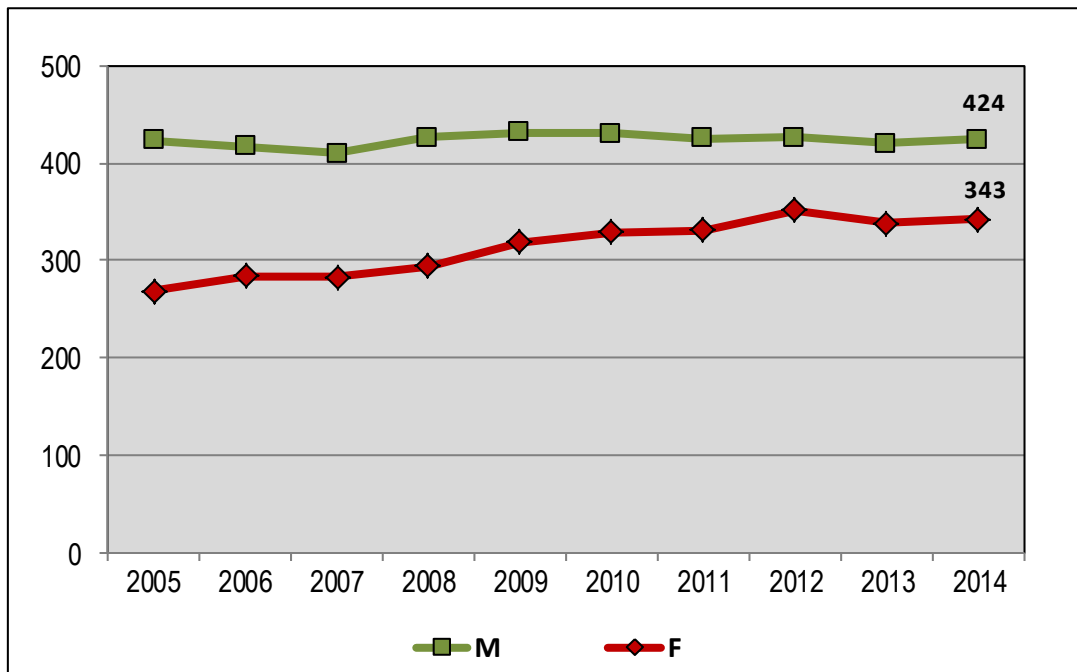


**Chart VI. Distribution by age and gender of staff newly appointed between 1 January and 31 December 2014 in the Professional category and above (regular staff)**



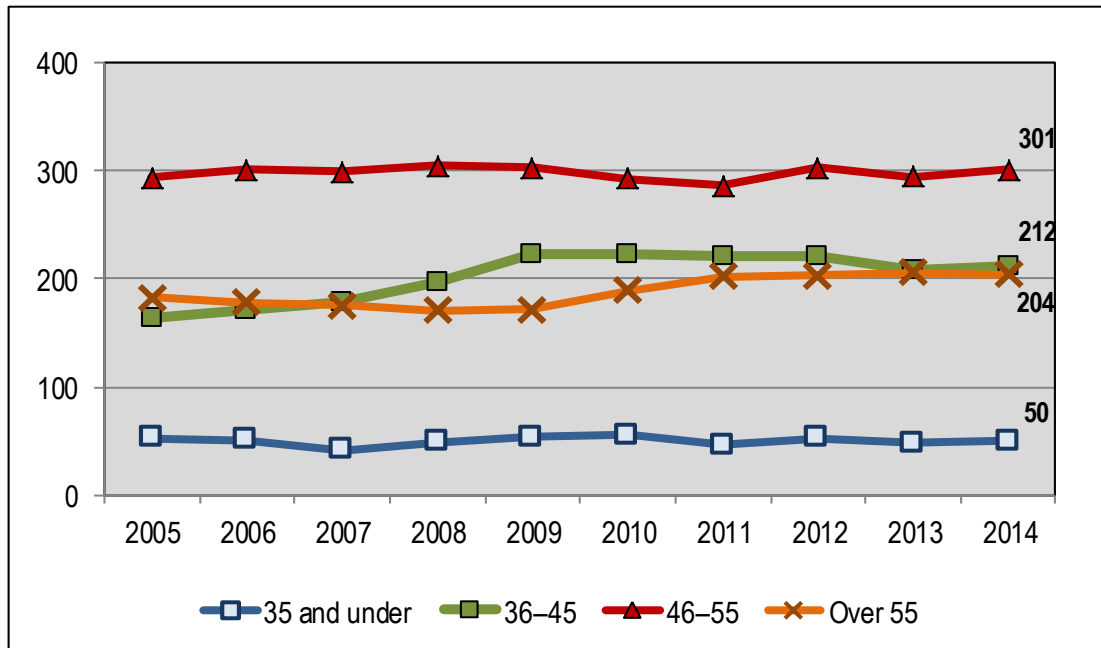
Total recruitment: 60.  
Source: Table VI below.

**Chart VII. Number of Professional and higher category staff by gender, in service over ten years (from 31 December 2005 to 31 December 2014) (regular staff)**



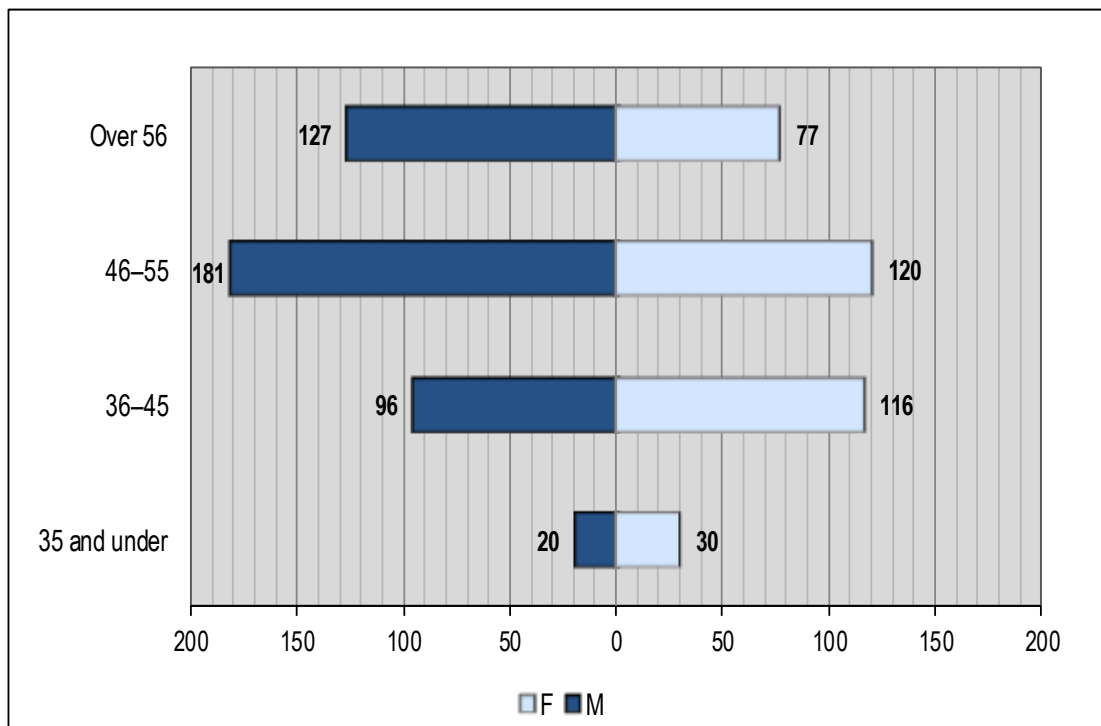
Source: Table II(a) above and data from previous PFA documents on composition and structure of staff.

**Chart VIII(a). Number of Professional and higher category staff by age, in service over ten years**  
(from 31 December 2005 to 31 December 2014) (regular staff)



Source: Table II(a) above and data from previous PFA documents on composition and structure of staff.

**Chart VIII(b). Number of Professional and higher category staff by age, on 31 December 2014 (regular staff)**



Source: Table II(a) above.

### Part III. Staff mobility

**Table III. Number of staff movements including geographical mobility, transfers within grade, inter-agency mobility, promotions and cessation of service, in 2013 and 2014 (regular staff)**

Movement types	Year 2013				Year 2014				Total
	P *		GS **		P *		GS **		
	M	F	M	F	M	F	M	F	
<b>Geographical mobility</b>	<b>12</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>52</b>
Field to HQ	3	3	0	0	4	5	0	0	15
HQ to field	5	2	0	0	2	2	0	0	11
Field to field	4	6	0	0	14	2	0	0	26
<b>Transfers within grade</b>	<b>21</b>	<b>24</b>	<b>3</b>	<b>14</b>	<b>36</b>	<b>37</b>	<b>6</b>	<b>26</b>	<b>167</b>
Within regular budget	10	11	0	8	16	14	0	13	72
From technical cooperation	6	6	2	5	12	14	5	10	60
To technical cooperation	5	7	1	1	8	9	1	3	35
<b>Inter-agency mobility</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>22</b>
From UN agencies	1	4	0	0	5	2	0	0	12
To UN agencies	2	0	0	1	1	2	0	4	10
<b>Promotions</b>	<b>25</b>	<b>32</b>	<b>15</b>	<b>48</b>	<b>31</b>	<b>36</b>	<b>16</b>	<b>34</b>	<b>237</b>
Within same unit	20	25	14	39	15	21	13	28	175
Upon transfer	5	7	1	9	16	15	3	6	62
<b>Cessation of service</b>	<b>26</b>	<b>31</b>	<b>10</b>	<b>34</b>	<b>31</b>	<b>32</b>	<b>18</b>	<b>37</b>	<b>219</b>
Retirements	6	10	3	12	19	15	10	12	87
Other	20	21	7	22	12	17	8	25	132

\* P: Professional category and above (including National Professional category). \*\* GS: General Service category.

## Part IV. Geographical diversity

**Table IV. Overall distribution by region, country of nationality, including movements of staff in Professional and higher category (1 January–31 December 2014)**

Country of nationality by region	Professional and higher category										Total	All categories of staff
	Non-linguistic staff *					Linguistic staff **						
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)			
	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14	D staff and above	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14			
Africa	84	4	8	80	13	0	0	0	0	80	570	
Algeria	2	0	0	2	0	0	0	0	0	2	12	
Angola	0	0	0	0	0	0	0	0	0	0	1	
Benin	3	0	0	3	1	0	0	0	0	3	11	
Burkina Faso	4	0	0	4	1	0	0	0	0	4	6	
Burundi	2	0	1	1	0	0	0	0	0	1	4	
Cabo Verde	0	0	0	0	0	0	0	0	0	0	1	
Cameroon	4	0	2	2	0	0	0	0	0	2	24	
Central African Rep.	1	0	0	1	0	0	0	0	0	1	1	
Comoros	1	0	0	1	0	0	0	0	0	1	1	
Congo	0	0	0	0	0	0	0	0	0	0	12	
Côte d'Ivoire	5	0	0	5	1	0	0	0	0	5	34	
Dem. Rep. of the Congo	1	0	0	1	1	0	0	0	0	1	8	
Egypt	3	0	0	3	0	0	0	0	0	3	59	
Eritrea	0	0	0	0	0	0	0	0	0	0	1	
Ethiopia	2	1	0	3	0	0	0	0	0	3	41	
Ghana	5	0	1	4	0	0	0	0	0	4	26	
Guinea	1	0	0	1	1	0	0	0	0	1	2	
Guinea-Bissau	1	0	0	1	0	0	0	0	0	1	1	
Kenya	3	0	0	3	0	0	0	0	0	3	23	
Lesotho	2	0	0	2	0	0	0	0	0	2	9	
Liberia	0	0	0	0	0	0	0	0	0	0	7	
Madagascar	1	0	0	1	0	0	0	0	0	1	31	
Malawi	1	0	0	1	0	0	0	0	0	1	6	
Mali	2	0	0	2	0	0	0	0	0	2	4	
Mauritania	2	0	0	2	1	0	0	0	0	2	2	
Mauritius	2	0	0	2	1	0	0	0	0	2	6	
Morocco	2	0	0	2	0	0	0	0	0	2	15	
Mozambique	0	0	0	0	0	0	0	0	0	0	4	

Country of nationality by region	Professional and higher category										
	Non-linguistic staff *					Linguistic staff **				Total	All categories of staff
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)		
	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14	D staff and above	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14		
Niger	1	0	0	1	1	0	0	0	0	1	2
Nigeria	2	0	1	1	0	0	0	0	0	1	13
Rwanda	5	0	1	4	1	0	0	0	0	4	7
Sao Tome and Principe	1	0	0	1	0	0	0	0	0	1	1
Senegal	6	0	1	5	0	0	0	0	0	5	31
Sierra Leone	1	0	1	0	0	0	0	0	0	0	1
South Africa	2	0	0	2	1	0	0	0	0	2	23
Sudan	1	0	0	1	0	0	0	0	0	1	2
Tanzania, United Rep. of	1	0	0	1	0	0	0	0	0	1	29
Togo	1	1	0	2	1	0	0	0	0	2	5
Tunisia	4	0	0	4	0	0	0	0	0	4	28
Uganda	3	0	0	3	1	0	0	0	0	3	9
Zambia	3	1	0	4	0	0	0	0	0	4	36
Zimbabwe	3	1	0	4	1	0	0	0	0	4	31
<b>Americas</b>	<b>177</b>	<b>14</b>	<b>14</b>	<b>177</b>	<b>30</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>182</b>	<b>477</b>
Argentina	10	2	0	12	1	1	0	0	1	13	28
Bolivia, Plurinational State of	3	0	0	3	1	0	0	0	0	3	7
Brazil	11	0	0	11	4	0	0	0	0	11	48
Canada	21	2	3	20	3	0	0	0	0	20	41
Chile	3	1	2	2	0	0	0	0	0	2	15
Colombia	3	0	1	2	0	0	0	0	0	2	15
Costa Rica	8	1	0	9	2	0	0	0	0	9	38
Cuba	2	0	0	2	0	0	0	0	0	2	2
Dominica	1	0	0	1	1	0	0	0	0	1	1
Dominican Rep.	1	0	0	1	1	0	0	0	0	1	2
Ecuador	2	0	0	2	0	1	0	0	1	3	5
El Salvador	2	0	1	1	0	0	0	0	0	1	9
Haiti	1	0	1	0	0	0	0	0	0	0	9
Honduras	1	0	0	1	0	0	0	0	0	1	3
Jamaica	2	0	0	2	1	0	0	0	0	2	2
Mexico	10	0	1	9	0	0	1	0	1	10	22
Nicaragua	0	0	0	0	0	0	0	0	0	0	9

Country of nationality by region	Professional and higher category										All categories of staff
	Non-linguistic staff *					Linguistic staff **				Total	
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)		
	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14	D staff and above	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14		
Panama	0	0	0	0	0	1	0	0	1	1	7
Peru	10	1	0	11	2	0	0	0	0	11	66
Suriname	1	0	1	0	0	0	0	0	0	0	0
Trinidad and Tobago	3	0	0	3	1	0	0	0	0	3	13
United States	74	7	4	77	10	1	0	0	1	78	110
Uruguay	4	0	0	4	1	1	0	1	0	4	17
Venezuela, Bolivarian Rep. of	4	0	0	4	2	0	0	0	0	4	8
<b>Arab States</b>	<b>13</b>	<b>1</b>	<b>1</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>15</b>	<b>73</b>
Iraq	0	0	0	0	0	0	0	0	0	0	2
Jordan	6	0	0	6	2	0	0	0	0	6	22
Lebanon	7	0	1	6	0	2	0	0	2	8	44
Syrian Arab Rep.	0	1	0	1	0	0	0	0	0	1	3
Yemen	0	0	0	0	0	0	0	0	0	0	2
<b>Asia and Pacific</b>	<b>114</b>	<b>5</b>	<b>5</b>	<b>114</b>	<b>16</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>118</b>	<b>783</b>
Afghanistan	1	0	0	1	0	0	0	0	0	1	7
Australia	13	1	2	12	1	0	0	0	0	12	17
Bangladesh	1	0	0	1	1	0	0	0	0	1	61
Cambodia	0	0	0	0	0	0	0	0	0	0	49
China	10	0	0	10	2	2	1	0	3	13	36
Fiji	2	0	0	2	0	0	0	0	0	2	13
India	13	1	1	13	0	0	0	0	0	13	65
Indonesia	1	0	0	1	0	0	0	0	0	1	61
Iran, Islamic Rep. of	2	0	0	2	2	0	0	0	0	2	2
Japan	35	1	0	36	4	0	0	0	0	36	47
Korea, Rep. of	7	0	0	7	1	0	0	0	0	7	11
Lao People's Dem. Rep.	1	0	0	1	0	0	0	0	0	1	5
Malaysia	2	0	0	2	1	0	0	0	0	2	6
Maldives, Rep. of	0	0	0	0	0	0	0	0	0	0	2
Mongolia	2	0	0	2	0	0	0	0	0	2	10
Myanmar	1	0	0	1	0	0	0	0	0	1	47
Nepal	2	0	0	2	0	0	0	0	0	2	43

Country of nationality by region	Professional and higher category										Total	All categories of staff
	Non-linguistic staff *					Linguistic staff **						
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)			
	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14	D staff and above	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14			
New Zealand	4	0	0	4	2	0	0	0	0	4	8	
Pakistan	4	0	1	3	1	0	0	0	0	3	35	
Papua New Guinea	0	0	0	0	0	0	0	0	0	0	1	
Philippines	7	0	0	7	1	0	0	0	0	7	47	
Samoa	0	0	0	0	0	0	0	0	0	0	1	
Singapore	1	0	0	1	0	0	0	0	0	1	1	
Solomon Islands	0	0	0	0	0	0	0	0	0	0	2	
Sri Lanka	2	0	1	1	0	0	0	0	0	1	31	
Thailand	3	1	0	4	0	1	0	0	1	5	65	
Timor-Leste	0	0	0	0	0	0	0	0	0	0	42	
Viet Nam	0	1	0	1	0	0	0	0	0	1	68	
<b>Europe</b>	<b>306</b>	<b>34</b>	<b>24</b>	<b>316</b>	<b>49</b>	<b>26</b>	<b>1</b>	<b>1</b>	<b>27</b>	<b>343</b>	<b>1 004</b>	
Albania	1	0	0	1	0	0	0	0	0	1	6	
Armenia	0	0	0	0	0	0	0	0	0	0	3	
Austria	1	0	0	1	0	0	0	0	0	1	3	
Azerbaijan	0	0	0	0	0	0	0	0	0	0	1	
Belarus	1	0	0	1	0	0	0	0	0	1	2	
Belgium	11	0	1	10	3	0	0	0	0	10	22	
Bosnia and Herzegovina	1	0	0	1	1	0	0	0	0	1	3	
Bulgaria	3	0	0	3	1	0	0	0	0	3	4	
Croatia	4	0	1	3	0	0	0	0	0	3	3	
Czech Republic	1	0	0	1	0	0	0	0	0	1	1	
Denmark	6	1	1	6	3	0	0	0	0	6	12	
Estonia	1	0	0	1	0	0	0	0	0	1	1	
Finland	5	0	1	4	0	0	0	0	0	4	11	
France	50	9	4	55	5	7	1	1	7	62	302	
Georgia	0	0	0	0	0	0	0	0	0	0	3	
Germany	43	5	2	46	4	1	0	0	1	47	74	
Greece	4	0	0	4	1	0	0	0	0	4	6	
Hungary	2	1	0	3	1	0	0	0	0	3	22	
Ireland	5	1	0	6	1	0	0	0	0	6	25	
Israel	3	0	0	3	1	0	0	0	0	3	4	
Italy	35	6	2	39	10	1	0	0	1	40	72	

Country of nationality by region	Professional and higher category										
	Non-linguistic staff *					Linguistic staff **				Total	All categories of staff
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)		
	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14	D staff and above	Staff on 31.12.13	Recruited 01.01.14–31.12.14	Departures 01.01.14–31.12.14	Staff on 31.12.14		
Kazakhstan	0	0	0	0	0	0	0	0	0	0	3
Kyrgyzstan	0	0	0	0	0	0	0	0	0	0	6
Latvia	0	0	0	0	0	0	0	0	0	0	1
Lithuania	1	0	0	1	0	0	0	0	0	1	1
Luxembourg	1	0	0	1	0	0	0	0	0	1	3
Moldova, Rep. of	1	0	0	1	0	0	0	0	0	1	3
Montenegro	0	0	0	0	0	0	0	0	0	0	1
Netherlands	16	2	3	15	1	0	0	0	0	15	28
Norway	4	0	0	4	2	0	0	0	0	4	9
Poland	3	0	1	2	0	0	0	0	0	2	4
Portugal	8	0	0	8	2	0	0	0	0	8	25
Romania	3	1	0	4	0	0	0	0	0	4	5
Russian Federation	7	0	1	6	0	1	0	0	1	7	32
Serbia	2	0	0	2	0	0	0	0	0	2	5
Slovakia	0	0	0	0	0	0	0	0	0	0	1
Slovenia	1	0	0	1	0	0	0	0	0	1	1
Spain	25	2	2	25	5	5	0	0	5	30	57
Sweden	5	1	0	6	0	1	0	0	1	7	19
Switzerland	11	2	0	13	1	2	0	0	2	15	79
Tajikistan	0	0	0	0	0	0	0	0	0	0	4
The former Yugoslav Rep. of Macedonia	1	0	0	1	0	0	0	0	0	1	2
Turkey	4	0	1	3	0	0	0	0	0	3	13
Ukraine	3	1	0	4	0	0	0	0	0	4	6
United Kingdom	33	2	4	31	7	8	0	0	9	40	116
<b>Other</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>Grand total</b>	<b>694</b>	<b>58</b>	<b>52</b>	<b>700</b>	<b>110</b>	<b>36</b>	<b>3</b>	<b>2</b>	<b>38</b>	<b>738</b>	<b>2 914</b>



**Table V. Unrepresented nationalities on non-linguistic posts as at 31 December 2014**

The following 68 member States were unrepresented on non-linguistic posts as at 31 December 2014.

Angola*	Maldives, Republic of *
Antigua and Barbuda	Malta
Armenia*	Marshall Islands
Azerbaijan*	Montenegro*
Bahamas	Mozambique*
Bahrain	Namibia
Barbados	Nicaragua*
Belize	Oman
Botswana	Palau
Brunei Darussalam	Panama*
Cabo Verde*	Papua New Guinea*
Cambodia*	Paraguay
Chad	Qatar
Congo*	Saint Kitts and Nevis
Cyprus	Saint Lucia
Djibouti	Saint Vincent and the Grenadines
Equatorial Guinea	Samoa*
Eritrea*	San Marino
Gabon	Saudi Arabia
Gambia	Seychelles
Georgia*	Sierra Leone*
Grenada	Slovakia*
Guatemala	Solomon Islands*
Guyana	Somalia
Haiti*	Suriname
Iceland	Swaziland
Iraq*	Tajikistan*
Kazakhstan*	Timor-Leste*
Kiribati	Turkmenistan
Kuwait	Tuvalu
Kyrgyzstan*	United Arab Emirates
Latvia*	Uzbekistan
Liberia*	Vanuatu
Libya	Yemen*

\* 27 member States have at least one national among other staff categories (i.e. technical cooperation or General Service/National Officer categories)

**Table VI. Composition of staff newly appointed between 1 January and 31 December 2014 in the Professional category and above (regular staff)**

**Total recruitment: 60**

**(a) Non-linguistic staff subject to geographical distribution: 57**

Less than adequate (i)		Adequate (ii)		More than adequate (iii)	
Country	Total	Country	Total	Country	Total
Japan	1	Australia	1	Argentina	2
Syrian Arab Republic	1	Canada	2	Costa Rica	1
United States	7	Chile	1	Denmark	1
Viet Nam	1	Germany	5	Ethiopia	1
		Sweden	1	France	8
		Togo	1	Hungary	1
		United Kingdom	2	India	1
				Ireland	1
				Italy	6
				Netherlands	2
				Peru	1
				Romania	1
				Spain	2
				Switzerland	2
				Thailand	1
				Ukraine	1
				Zambia	1
				Zimbabwe	1
<b>Total</b>	<b>10</b>	<b>Total</b>	<b>13</b>	<b>Total</b>	<b>34</b>

(i) Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2014. (ii) Number of officials recruited from members States with an adequate number of nationals on the staff at the end of 2014. (iii) Number of officials recruited from members States with more than an adequate number of nationals on the staff at the end of 2014.

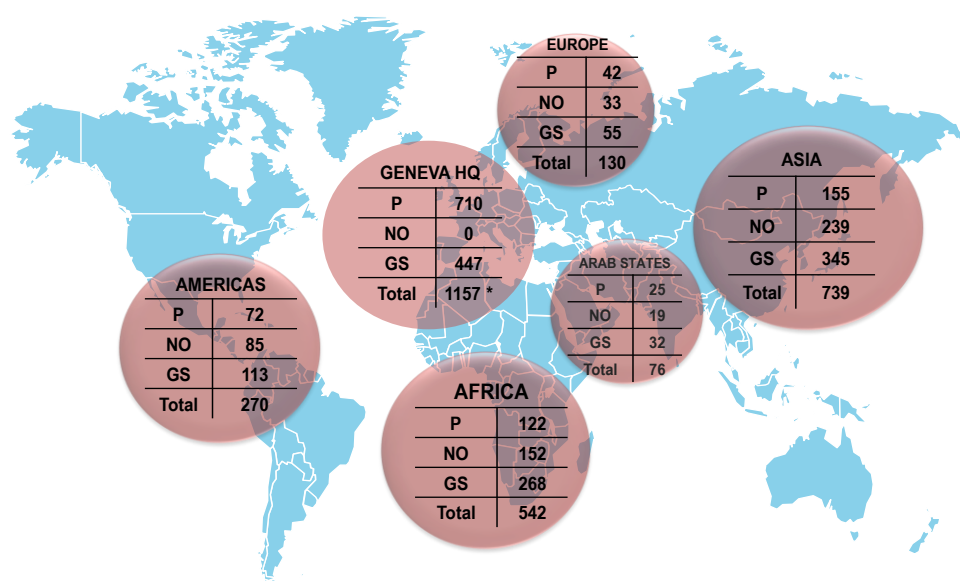
**(b) Linguistic staff not subject to geographical distribution: 3**

Less than adequate (i)		Adequate (ii)		More than adequate (iii)	
Country	Total	Country	Total	Country	Total
China	1	Mexico	1	France	1
<b>Total</b>	<b>1</b>	<b>Total</b>	<b>1</b>	<b>Total</b>	<b>1</b>

(i) Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2014. (ii) Number of officials recruited from members States with an adequate number of nationals on the staff at the end of 2014. (iii) Number of officials recruited from members States with more than an adequate number of nationals on the staff at the end of 2014.

## Part V. ILO presence

Table VII. ILO presence by duty station as at 31 December 2014 (all categories of staff)



\* Including 15 officials in regional offices who are located in Geneva.

Region		Regular staff						Technical cooperation staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Africa</b>		<b>62</b>	<b>62</b>	<b>15</b>	<b>18</b>	<b>21</b>	<b>41</b>	<b>68</b>	<b>76</b>	<b>43</b>	<b>76</b>	<b>22</b>	<b>38</b>	<b>542</b>
<b>Algeria</b>	Algiers	4	2	0	1	0	1	0	0	0	0	0	1	<b>9</b>
<b>Benin</b>	Cotonou	0	0	0	0	0	0	1	2	1	2	0	1	<b>7</b>
<b>Burkina Faso</b>	Ouagadougou	0	0	0	0	0	0	0	1	2	1	2	0	<b>1</b>
<b>Burundi</b>	Bujumbura	0	0	0	0	0	0	0	1	0	0	0	0	<b>1</b>
<b>Cameroon</b>	Kumba	0	0	0	0	0	0	0	1	0	1	0	0	<b>2</b>
	Yaoundé	4	6	1	2	0	7	2	3	0	2	0	0	<b>27</b>
<b>Cabo Verde</b>	Praia	0	0	0	0	0	0	0	0	1	0	0	0	<b>1</b>
<b>Dem. Rep. of the Congo</b>	Kinshasa	1	5	0	2	1	0	0	0	0	0	0	0	<b>9</b>
	Lubumbashi	0	0	0	0	0	0	2	3	0	4	0	0	<b>9</b>
<b>Côte d'Ivoire</b>	Abidjan	5	7	0	1	0	0	1	6	1	2	0	1	<b>24</b>
<b>Egypt</b>	Cairo	7	4	2	0	4	3	16	8	5	5	4	2	<b>60</b>
	Hurghada	0	0	0	0	0	0	1	1	0	0	0	0	<b>2</b>
	Minya	0	0	0	0	0	0	1	1	0	0	0	0	<b>2</b>
	Port Said	0	0	0	0	0	0	0	2	0	0	0	0	<b>2</b>
<b>Ethiopia</b>	Addis Ababa	11	7	5	3	5	7	1	4	1	2	1	3	<b>50</b>
<b>Ghana</b>	Accra	0	0	0	0	0	0	5	6	1	2	1	1	<b>16</b>

Region		Regular staff						Technical cooperation staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Kenya	Nairobi	0	0	0	0	0	0	2	3	4	2	3	5	19
Lesotho	Maseru	0	0	0	0	0	0	1	2	2	2	1	0	8
Liberia	Harper	0	0	0	0	0	0	0	0	0	1	0	0	1
	Monrovia	0	0	0	0	0	0	0	2	0	4	0	1	7
Madagascar	Antananarivo	4	3	2	1	0	1	1	2	1	2	0	0	17
	Antsirabe	0	0	0	0	0	0	3	4	0	4	0	0	11
	Fort-Dauphin	0	0	0	0	0	0	0	0	0	1	0	0	1
Malawi	Lilongwe	0	0	0	0	0	0	1	1	0	2	0	1	5
Mali	Bamako	0	0	0	0	0	0	0	0	0	1	0	0	1
Morocco	Oujda	0	0	0	0	0	0	0	0	0	1	0	0	1
	Rabat	0	0	0	0	0	0	3	1	2	2	1	1	10
Mozambique	Maputo	0	0	0	0	0	0	1	1	0	2	0	1	5
Niger	Niamey	0	0	0	0	0	0	0	0	0	1	0	0	1
Nigeria	Abuja	2	6	1	1	1	1	0	0	0	0	0	1	13
	Lagos	0	0	0	0	0	0	0	0	1	0	0	0	1
Rwanda	Kigali	0	0	0	0	0	0	0	0	0	1	0	0	1
Senegal	Dakar	7	8	0	2	5	8	3	2	1	3	3	0	42
South Africa	Bisho	0	0	0	0	0	0	0	0	0	0	0	1	1
	Durban	0	0	0	0	0	0	0	0	0	0	0	1	1
	Pietermaritzburg	0	0	0	0	0	0	0	0	0	0	0	1	1
	Polokwane	0	0	0	0	0	0	0	0	0	0	0	2	2
	Pretoria	6	1	1	2	4	10	5	1	4	1	4	5	44
Sudan	Khartoum	0	0	0	0	0	0	0	0	1	0	0	0	1
United Rep. of Tanzania	Dar es Salaam	3	6	1	1	1	2	2	3	5	6	1	2	33
Togo	Lome	0	0	0	0	0	0	1	1	0	1	0	0	3
Tunisia	Tunis	0	0	0	0	0	0	5	5	4	8	1	2	25
Uganda	Kampala	0	0	0	0	0	0	1	2	1	2	0	0	6
Zambia	Lusaka	3	4	1	1	0	1	7	6	6	5	2	4	40
Zimbabwe	Harare	5	3	1	1	0	0	2	2	1	3	0	1	19
<b>Americas</b>		<b>67</b>	<b>17</b>	<b>22</b>	<b>11</b>	<b>20</b>	<b>37</b>	<b>21</b>	<b>8</b>	<b>31</b>	<b>21</b>	<b>9</b>	<b>6</b>	<b>270</b>
Argentina	Buenos Aires	3	1	3	0	0	1	0	0	0	1	0	0	9
Plurinational State of Bolivia	La Paz	0	0	0	0	0	0	1	0	1	1	0	0	3
Brazil	Brasilia	5	1	2	2	2	1	2	4	6	4	0	0	29
	Santa Cruz Do Sul	0	0	0	0	0	0	0	0	1	0	0	0	1
	São Paulo	0	0	0	0	0	0	0	0	0	1	0	0	1
Chile	Santiago	8	1	2	2	3	5	0	0	0	0	0	1	22
Colombia	Bogotá	0	0	0	0	0	0	3	0	2	1	1	0	7
	Medellin	0	0	0	0	0	0	1	0	0	0	0	0	1

Region		Regular staff						Technical cooperation staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Costa Rica	San Jose	14	3	2	2	2	7	2	0	4	1	2	0	39
El Salvador	San Salvador	0	0	0	0	0	0	2	0	3	3	0	1	9
Guatemala	Guatemala City	0	0	0	0	0	1	0	0	0	0	0	0	1
Haiti	Port au Prince	0	0	0	0	0	0	1	1	4	2	3	2	13
Honduras	Tegucigalpa	0	0	0	0	0	0	0	0	1	0	0	0	1
Mexico	Mexico City	4	1	2	1	1	1	0	0	1	1	0	0	12
Nicaragua	Managua	0	0	0	0	0	0	2	1	4	2	1	0	10
Panama	Panama City	0	0	0	0	0	0	2	2	1	1	0	1	7
Paraguay	Asunción	0	0	0	1	0	0	0	0	0	1	0	0	2
Peru	Lima	19	5	8	2	6	12	5	0	3	2	1	0	63
Trinidad and Tobago	Port-of-Spain	8	1	2	0	3	4	0	0	0	0	1	0	19
United States	New York	1	0	0	0	2	2	0	0	0	0	0	1	6
	Washington	2	0	0	0	1	1	0	0	0	0	0	0	4
Uruguay	Montevideo	3	4	1	1	0	2	0	0	0	0	0	0	11
<b>Arab States</b>		<b>13</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>4</b>	<b>5</b>	<b>76</b>
Jordan	Amman	0	0	0	0	0	0	2	1	4	6	1	3	17
Kuwait	Kuwait	1	0	0	0	0	0	0	0	0	0	0	0	1
Lebanon	Beirut	11	5	3	0	8	7	7	2	1	2	3	2	51
	Tripoli (Lebanon)	0	0	0	0	0	0	0	0	1	0	0	0	1
Yemen	Sanaa	0	0	0	1	0	0	0	1	0	0	0	0	2
<b>Occupied Palestinian Territories</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>Asia and Pacific</b>		<b>83</b>	<b>56</b>	<b>28</b>	<b>16</b>	<b>26</b>	<b>42</b>	<b>99</b>	<b>107</b>	<b>102</b>	<b>93</b>	<b>29</b>	<b>58</b>	<b>739</b>
Afghanistan	Kabul	0	0	0	0	0	0	0	3	0	2	1	4	10
Bangladesh	Dhaka	1	6	0	3	0	2	5	13	7	22	3	13	75
Cambodia	Phnom Penh	0	1	0	1	0	0	13	11	10	9	1	0	46
China	Beijing	5	2	2	1	2	2	1	0	2	2	0	0	19
Fiji	Suva	2	4	2	0	0	2	1	1	1	1	3	0	17
India	Bhubaneswar	0	0	0	0	0	0	0	0	0	1	0	0	1
	Chandigarh	0	0	0	0	0	0	0	0	0	1	0	0	1
	Dehradun	0	0	0	0	0	0	0	0	0	1	0	0	1
	Jaipur	0	0	0	0	0	0	0	0	0	1	0	0	1
	Lucknow	0	0	0	0	0	0	0	0	0	1	0	0	1
	New Delhi	9	10	3	1	4	7	4	4	4	1	0	2	49
	Shillong	0	0	0	0	0	0	0	0	0	1	0	0	1
Shimla	0	0	0	0	0	0	0	0	0	1	0	0	1	
Indonesia	Bandung	0	0	0	0	0	0	0	0	1	0	0	0	1
	Jakarta	6	3	3	1	1	1	7	1	13	10	0	1	47
	Kupang	0	0	0	0	0	0	1	0	0	1	0	0	2
	Makassar	0	0	0	0	0	0	0	1	0	0	0	0	1

Region		Regular staff						Technical cooperation staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
	Medan	0	0	0	0	0	0	0	0	1	0	0	0	1
	Semarang	0	0	0	0	0	0	0	0	0	3	0	0	3
	Sorong City	0	0	0	0	0	0	0	0	1	0	0	0	1
	Surabaya	0	0	0	0	0	0	0	1	1	0	0	0	2
<b>Japan</b>	Tokyo	5	0	0	0	2	1	0	0	0	0	0	0	8
<b>Lao People's Dem. Rep.</b>	Vientiane	0	0	0	0	0	0	2	0	1	2	0	1	6
<b>Malaysia</b>	Kuala Lumpur	0	0	0	0	0	0	1	0	1	0	0	0	2
<b>Maldives, Rep. of</b>	Male	0	0	0	0	0	0	0	1	1	0	0	0	2
<b>Mongolia</b>	Ulan Bator	0	0	0	0	0	0	1	1	2	1	0	0	5
<b>Myanmar</b>	Nay Pyi Taw	0	0	0	1	0	0	0	0	1	0	0	1	3
	Sagaing	0	0	0	0	0	0	0	1	0	0	0	0	1
	Yangon	3	6	1	1	1	1	13	7	7	4	4	5	53
<b>Nepal</b>	Butwal	0	0	0	0	0	0	2	1	0	1	0	0	4
	Hetauda	0	0	0	0	0	0	2	1	0	1	0	0	4
	Kathmandu	2	4	3	2	0	1	5	6	3	5	1	0	32
<b>Pakistan</b>	Hyderabad	0	0	0	0	0	0	0	0	0	2	0	0	2
	Islamabad	3	5	0	3	1	1	1	7	6	0	0	0	27
	Karachi	0	0	0	0	0	0	0	1	0	0	0	0	1
	Peshawar	0	0	0	0	0	0	0	0	0	1	0	0	1
<b>Papua New Guinea</b>	Port Moresby	0	0	0	0	0	0	0	0	0	1	0	0	1
<b>Philippines</b>	Cotabato City	0	0	0	0	0	0	1	2	0	0	0	0	3
	Manila	10	1	3	1	2	1	2	0	4	0	0	0	24
	Ormoc	0	0	0	0	0	0	1	0	0	0	0	0	1
<b>Samoa</b>	Apia	0	0	0	0	0	0	0	0	0	1	0	0	1
<b>Solomon Islands</b>	Honiara	0	0	0	0	0	0	1	1	0	0	0	0	2
<b>Sri Lanka</b>	Batticaloa	0	0	0	0	0	0	0	1	0	1	0	0	2
	Colombo	4	4	2	0	0	1	3	1	3	0	0	0	18
	Kilinochchi	0	0	0	0	0	0	0	6	0	1	0	0	7
	Vavuniya	0	0	0	0	0	0	0	2	0	1	0	0	3
<b>Thailand</b>	Bangkok	29	9	7	0	13	21	6	2	3	0	8	8	106
	Surat Thani	0	0	0	0	0	0	0	0	1	0	0	0	1
<b>Timor-Leste</b>	Baucau	0	0	0	0	0	0	0	3	0	0	0	1	4
	Dili	0	0	0	0	0	0	10	17	1	1	5	18	52
	Maliana	0	0	0	0	0	0	0	3	0	0	0	0	3
	Oecusse	0	0	0	0	0	0	0	3	0	1	0	1	5
	Same	0	0	0	0	0	0	0	3	0	0	0	1	4
<b>Viet Nam</b>	Hanoi	4	1	2	1	0	1	13	1	13	6	1	1	44
	Ho Chi Minh City	0	0	0	0	0	0	3	1	14	5	2	1	26

Region		Regular staff						Technical cooperation staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Europe</b>		<b>24</b>	<b>7</b>	<b>10</b>	<b>8</b>	<b>13</b>	<b>13</b>	<b>21</b>	<b>3</b>	<b>13</b>	<b>2</b>	<b>7</b>	<b>9</b>	<b>130</b>
Albania	Tirana	0	0	0	1	0	0	0	0	0	0	1	1	3
Armenia	Yerevan	0	0	1	0	0	0	0	0	2	0	0	0	3
Azerbaijan	Baku	0	0	0	1	0	0	0	0	0	0	0	0	1
Belgium	Brussels	2	0	0	0	3	0	0	0	0	0	0	0	5
Bosnia and Herzegovina	Sarajevo	0	0	1	0	0	0	1	0	0	0	0	0	2
France	Paris	1	1	0	0	0	1	0	0	0	0	0	0	3
Georgia	Tbilisi	0	0	0	0	0	0	1	1	1	0	0	1	4
Germany	Berlin	2	0	0	0	1	0	0	0	0	0	0	0	3
Greece	Athens	0	0	0	0	0	1	0	0	0	0	0	0	1
Hungary	Budapest	11	1	1	0	3	5	4	0	0	0	0	0	25
Italy	Rome	1	1	0	0	0	1	1	0	0	0	1	4	9
	Turin	0	0	0	0	1	1	0	0	0	0	1	0	3
Kazakhstan	Astana	0	0	0	1	0	0	1	0	0	0	0	0	2
Kyrgyzstan	Bishkek	0	0	0	1	0	0	2	1	2	0	0	0	6
The former Yugoslav Republic of Macedonia	Skopje	0	0	0	1	0	0	1	0	1	0	0	0	3
Moldova, Rep. of	Chisinau	0	0	2	0	0	0	1	0	0	0	0	0	3
Montenegro	Podgorica	0	0	0	0	0	0	0	0	1	0	0	0	1
Portugal	Lisbon	0	0	0	0	1	0	0	0	0	0	1	0	2
Russian Federation	Moscow	6	3	4	0	4	3	6	0	1	0	3	2	32
Serbia	Belgrade	0	0	0	1	0	0	0	0	0	0	0	0	1
Kosovo*	Pristina	0	0	0	0	0	0	0	0	1	0	0	0	1
Spain	Madrid	0	0	0	0	0	1	0	0	0	0	0	0	1
Switzerland	Geneva HQ	279	129	0	0	255	283	32	7	0	0	89	83	1 157
Tajikistan	Dushanbe	0	0	0	1	0	0	1	0	2	0	0	0	4
Turkey	Ankara	1	1	1	0	0	0	2	1	1	2	0	0	9
Ukraine	Kiev	0	0	0	1	0	0	0	0	1	0	0	1	3
<b>TOTAL</b>		<b>528</b>	<b>277</b>	<b>79</b>	<b>54</b>	<b>343</b>	<b>424</b>	<b>250</b>	<b>205</b>	<b>195</b>	<b>200</b>	<b>160</b>	<b>199</b>	<b>2 914</b>

\* In the meaning of the United Nations Security Council Resolution 1244 (1999).