

Governing Body

335th Session, Geneva, 14–28 March 2019

GB.335/PFA/11

Programme, Financial and Administrative Section
Personnel Segment

PFA

Date: 26 February 2019

Original: English

ELEVENTH ITEM ON THE AGENDA

Composition and structure of the ILO staff

Purpose of the document

This document contains information on the composition and structure of the staff of the Office as at 31 December 2018. It provides an overview of the staff composition according to category, place of assignment, type of contract and source of funding. Furthermore, it provides specific information regarding gender, age and geographical diversity as well as staff mobility patterns in line with the outputs provided for in the Human Resources Strategy 2018–21.

Relevant strategic objective: None.

Main relevant outcome/cross-cutting policy driver: None.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: Continued monitoring of the staff composition in the context of the implementation of the Human Resource Strategy 2018–21.

Author unit: Human Resources Development Department (HRD).

Related documents: None.

1. This document contains information on the composition and structure of the staff of the Office as at 31 December 2018. While significant progress has been made with regard to improving gender balance in terms of overall staff numbers, parity has not yet been achieved across all grade levels. Women now make up 47.4 per cent of all professional staff and above, and 55.2 per cent of staff in grades P1–P4. Considerable efforts have been made to improve the geographical diversity of the staff composition, with the Office recruiting staff from 45 countries on regular budget positions in 2018. However 44 member States remain entirely unrepresented in the ILO staff, 19 are unrepresented in career professional and higher level category positions, and 12 remain under-represented. In order to address these challenges the Office has improved prospecting of candidates, enhanced the internship programme and prioritized the recruitment of Junior Professional Officers as a means of diversifying the recruitment pipeline and increasing young talent within the Office. These efforts are aligned with the objectives of the Human Resources Strategy 2018–21 and the Action Plan for Gender Equality 2018–21.
2. In response to calls from members of the Governing Body to improve the geographical representation of the staff, an internal Task Force was formed in 2018 to recommend measures to enhance diversity. The Task Force examined the existing recruitment and selection policies and practices and undertook a wide range of internal consultations as well as consultations with other agencies. It concluded that the main challenges in recruiting regular budget staff from non- and under-represented member States stem from three main factors.
3. Firstly, applicants who have previously worked with the ILO as Junior Professional Officers, Development Cooperation project staff, on short-term contracts or as interns are generally more successful in winning competitions for regular positions. These recruitment routes favour applicants in relatively close geographical proximity (primarily to ILO headquarters) or from the expanding but still limited number of member States that sponsor Junior Professional Officers. Secondly, the job descriptions and requirements, including language requirements were areas requiring review. The Task Force noted that there may be “requirements inflation” in terms of international experience and languages, which has the effect of screening out a significant number of otherwise qualified applicants from non- or under-represented member States. Thirdly, the fact that 80 per cent of professional staff on regular budget and development cooperation projects are from adequately or over-represented member States suggests that the recruitment process may be influenced by unconscious bias in the selection process, particularly when drawing up the short-list and in interviews, which is more likely to be disadvantageous to candidates from non- or under-represented member States. The Task Force also noted that the achievement of an equitable geographical distribution requires proactive and coordinated action by both the Office and member States.
4. The Task Force made a number of recommendations that require proactive measures to enable the Office to become more diverse and inclusive. The Task Force’s main recommendations include:
 - (1) Strengthen managerial accountability for ensuring diversity in recruitment and selection.
 - (2) Provide training and support to managers and other staff involved in the recruitment and selection process to help avoid unconscious bias.
 - (3) More actively use the discretion afforded under the current Staff Regulations and relevant policies to promote geographical and gender diversity. This includes with regard to the granting of time-bound contracts and internships.

- (4) Update the Staff Regulations to align with the Organization's commitment to geographical diversity, to allow more scope to actively promote diversity, including through affirmative action.
 - (5) Free up resources to provide time-bound opportunities for young people to gain work experience at the ILO, and be able to compete more effectively for regular budget positions in the future.
5. These recommendations were reviewed and endorsed by the Senior Management Team at the end of 2018. An action plan was established by the Human Resources Development Department to implement the key recommendations of the Task Force. This action plan is a road map to enable the Office to develop, in consultation with its staff and their representatives, proactive measures to achieve a more diverse staff. Consultations between the management and staff representatives are ongoing with a view to submitting proposed amendments to the Staff Regulations to the Governing Body in October–November 2019.

Draft outcome

6. *The Governing Body took note of the information provided in document GB.335/PFA/11.*

Appendix

Information concerning the composition and structure of the staff of the Office

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 2018
Chart I	Distribution of staff according to place of assignment, category and type of contract on 31 December 2018
Chart II	Number of staff according to staff category and source of funds over the last six years (from 31 December 2012 to 31 December 2018)
Chart III	Percentage of staff by length of service and source of funds as at 31 December 2018
Chart IV	Percentage of staff by length of service as at 31 December 2018 (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, as at 31 December 2018, with percentages of women for 2017 and 2018 (regular staff)
	(b) Distribution by age, gender and grade, as at 31 December 2018, with percentages of women for 2017 and 2018 (all categories of staff)
Chart V	Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2018 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 2018 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 2009 to 31 December 2018) (regular staff)
Chart VIII	(a) Number of Professional and higher category staff, by age, in service over ten years (from 31 December 2009 to 31 December 2018) (regular staff)
	(b) Number of Professional and higher category staff, by age, as at 31 December 2018 (regular staff)
Part III	Staff mobility
Table III	Number of staff movements including geographical mobility, transfers within grade, interagency mobility, promotions and cessations of service, in 2017–18 (regular staff)

Part IV	Geographical diversity
Table IV	Overall distribution by region, country of nationality, including movements of regular staff in the Professional and higher category (1 January–31 December 2018)
Table V	(a) Unrepresented nationalities on non-linguistic posts as at 31 December 2018, who have at least one national among other staff categories. (b) Unrepresented on non-linguistic posts as at 31 December 2018
Table VI	Composition of staff newly appointed between 1 January and 31 December 2018 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 2018 (all categories of staff)

Part I. General overview

Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds, as at 31 December 2018

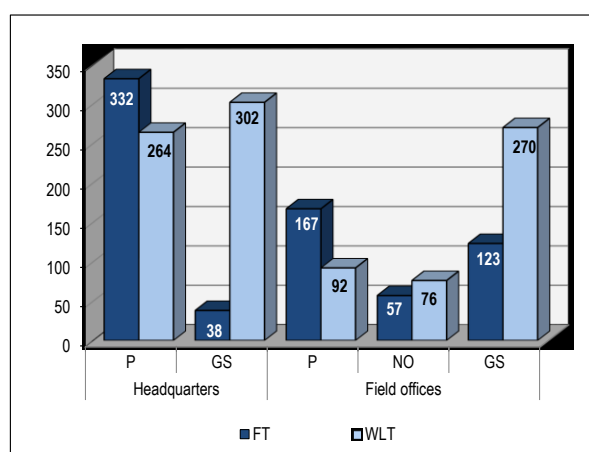
Category of staff and place of assignment	Officials employed					Total
	Regular staff			Development cooperation staff*		
	WLT	FT	Subtotal	FT	Subtotal	
Headquarters						
Professional category and above (P)	264	332	596	159	159	755
General Service category (GS)	302	38	340	39	39	379
Subtotal	566	370	936	198	198	1 134
Field Offices						
Professional category and above (P)	92	167	259	203	203	462
National Officer category (NO)	76	57	133	491	491	624
General Service category (GS)	270	123	393	489	489	882
Subtotal	438	347	785	1 183	1 183	1 968
Grand total	1 004	717	1 721	1 381	1 381	3 102

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

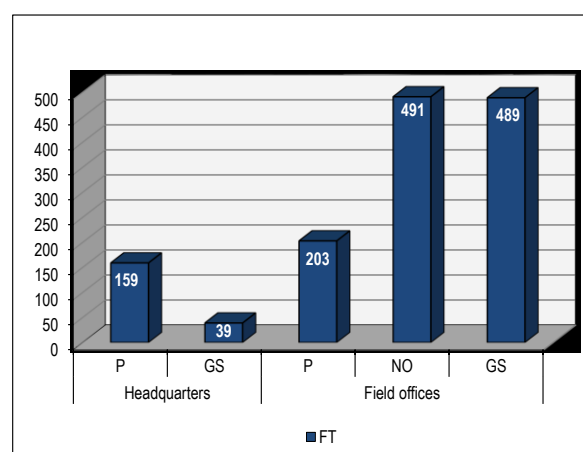
* Positions funded by TC, PSI, RBSA and other extra-budgetary resources.

Chart I. Distribution of staff according to place of assignment, category and type of contract on 31 December 2018

Regular staff



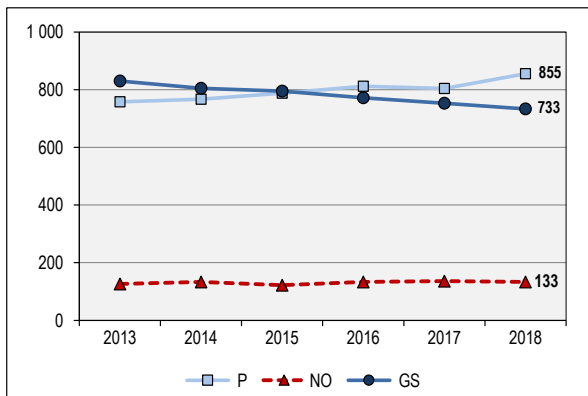
Development cooperation staff



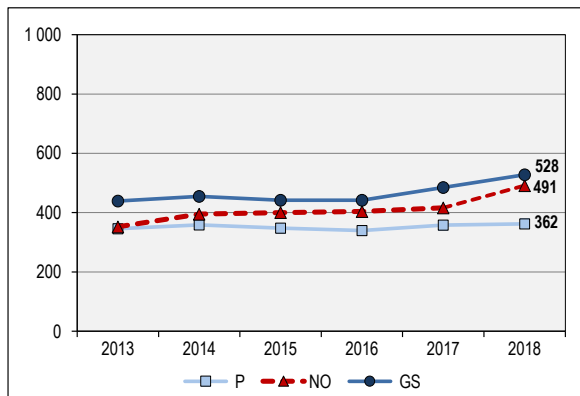
Source: Table I.

Chart II. Number of staff according staff categories and source of funds over the last six years
(from 31 December 2012 to 31 December 2018)

Regular staff



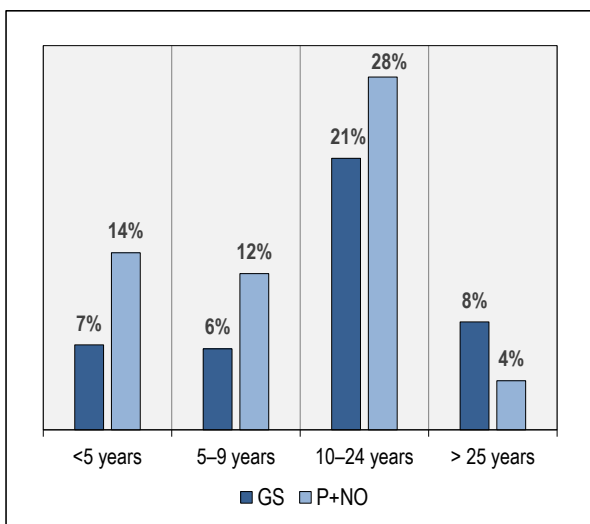
Development cooperation staff



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

Chart III. Percentage of staff by length of service and source of funds as at 31 December 2018

Regular staff



Development cooperation staff

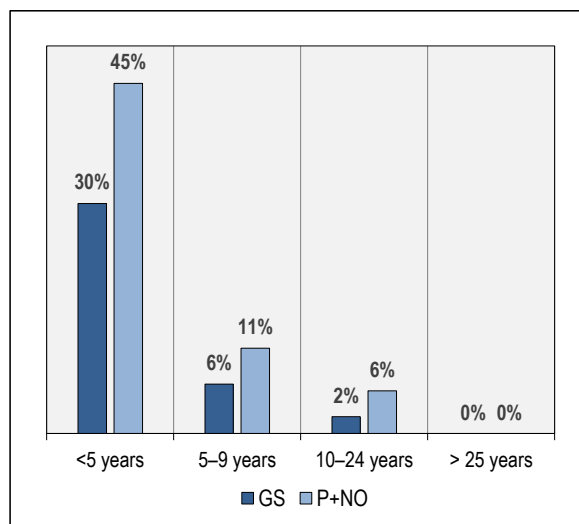
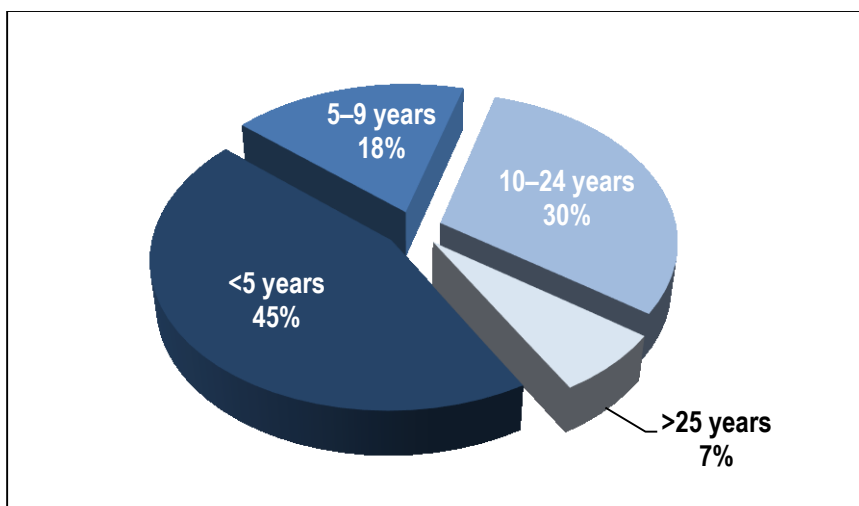


Chart IV. Percentage of staff by length of service as at 31 December 2018
(all categories of staff)



Part II. Gender and age diversity

Table II(a). Distribution by age, gender and grade of Professional and higher category staff on 31 December 2018, with percentages of women for 2017 and 2018 (regular staff)

Grade/category	35 and under		36–45		46–55		Over 55		Subtotal		Grand total	% female	
	F	M	F	M	F	M	F	M	F	M		2017	2018
D-G	–	–	–	–	–	–	–	1	–	1	1	–	–
D-DG	–	–	–	–	–	–	1	2	1	2	3	50.0	33.3
A-DG	–	–	–	–	1	–	2	3	3	3	6	42.9	50.0
D.2	–	–	–	–	3	5	6	7	9	12	21	45.5	42.9
D.1	–	–	1	1	16	22	11	22	28	45	73	35.7	38.4
P.5	–	–	12	19	45	90	44	65	101	174	275	35.2	36.7
P.4	5	2	63	61	57	52	13	26	138	141	279	47.9	49.5
P.3	17	5	38	21	31	21	2	4	88	51	139	61.9	63.3
P.2	29	10	5	9	2	2	–	–	36	21	57	52.1	63.2
P.1	1	–	–	–	–	–	–	–	1	–	1	100.0	100.0
Subtotal	52	17	119	111	155	192	79	130	405	450	855	45.3	47.4
Percentage by gender within age group	75.4	24.6	51.7	48.3	44.7	55.3	37.8	62.2	47.4	52.6			
Total by age group (F and M)		69		230		347		209		855			
Percentage of total		8.1		26.9		40.6		24.4		100			
Average age of staff at 31.12.18 (years)						47.0 (F)		50.2 (M)					
Global average age (years)						48.6							

F = Female M = Male

Table II(b). Distribution by age, gender and grade category on 31 December 2018, with percentages of women for 2017 and 2018 (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	2017	2018
P	113	51	182	177	182	255	93	164	570	647	44.4	46.8
NO	88	48	137	132	74	84	32	29	331	293	55.4	53.0
GS	157	85	236	165	240	171	137	70	770	491	61.5	61.1
Subtotal	358	184	555	474	496	510	262	263	1 671	1 431	53.6	53.9
Percentage by gender within age group	66.1	33.9	53.9	46.1	49.3	50.7	49.9	50.1	53.9	46.1		
Total by age group (F and M)		542		1 029		1 006		525		3 102		
Percentage of total		17.5		33.2		32.4		16.9		100		
Average of staff (years)				44.4 (F)		46.4 (M)						
Global average age (years)				45.3								

F = Female M = Male.

Chart V. Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2018 in the Professional category and above (regular staff)

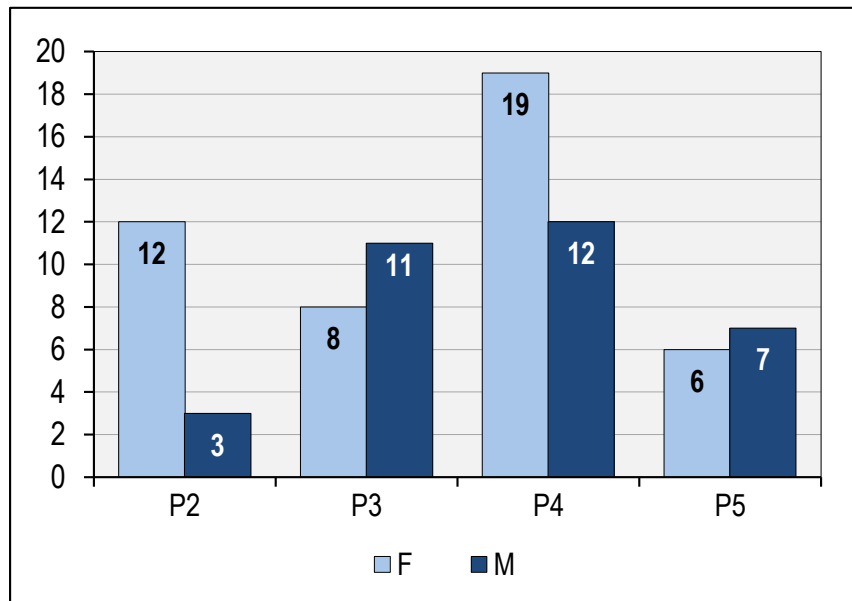


Chart VI. Distribution by age and gender of staff newly appointed between 1 January and 31 December 2018 in the Professional category and above (regular staff)

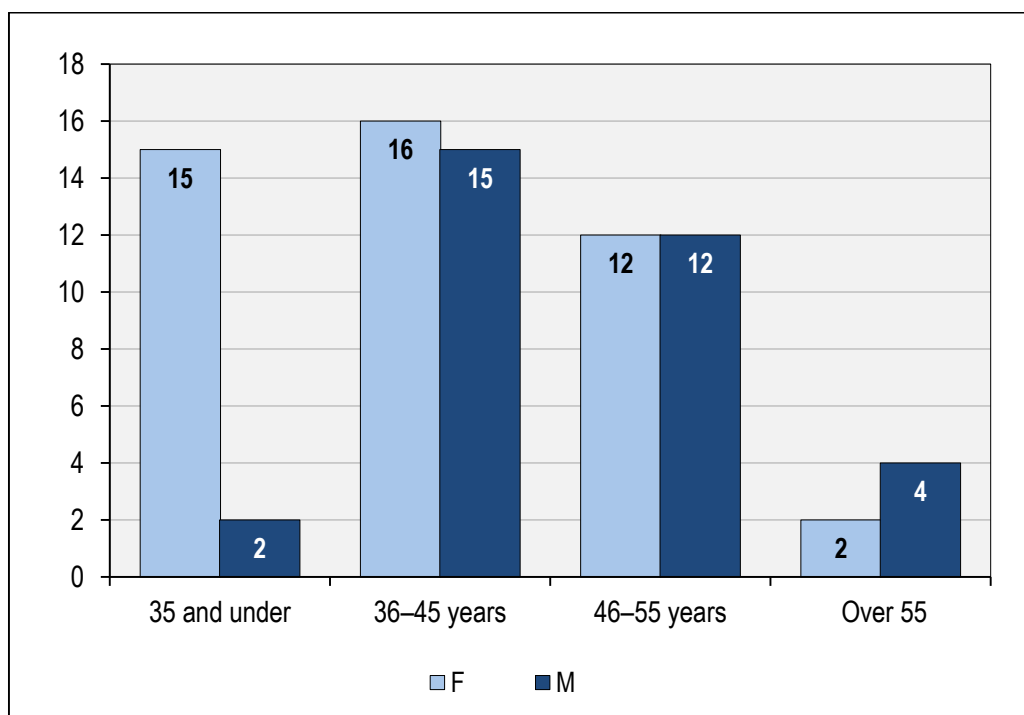
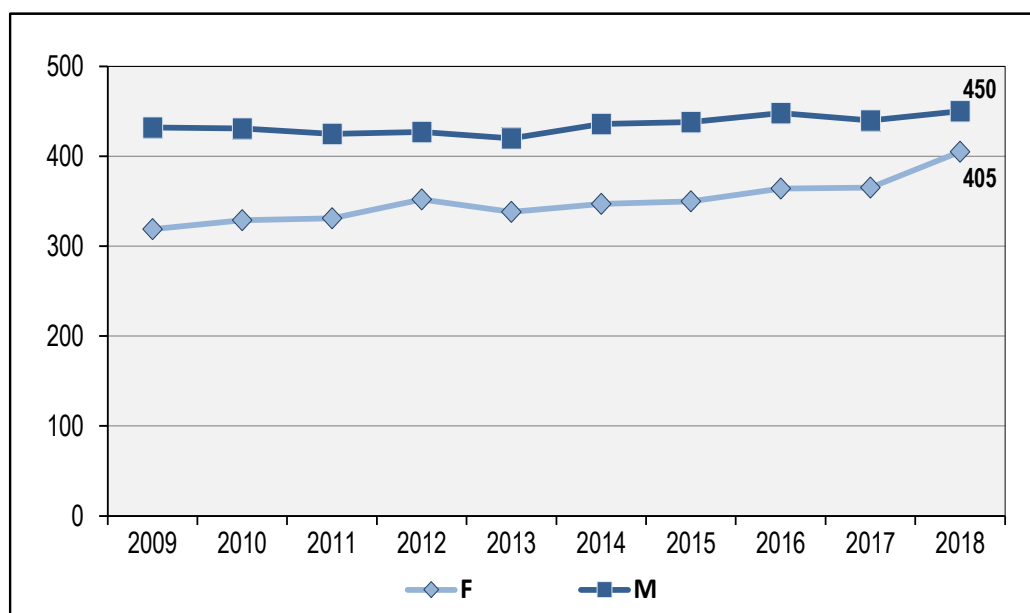
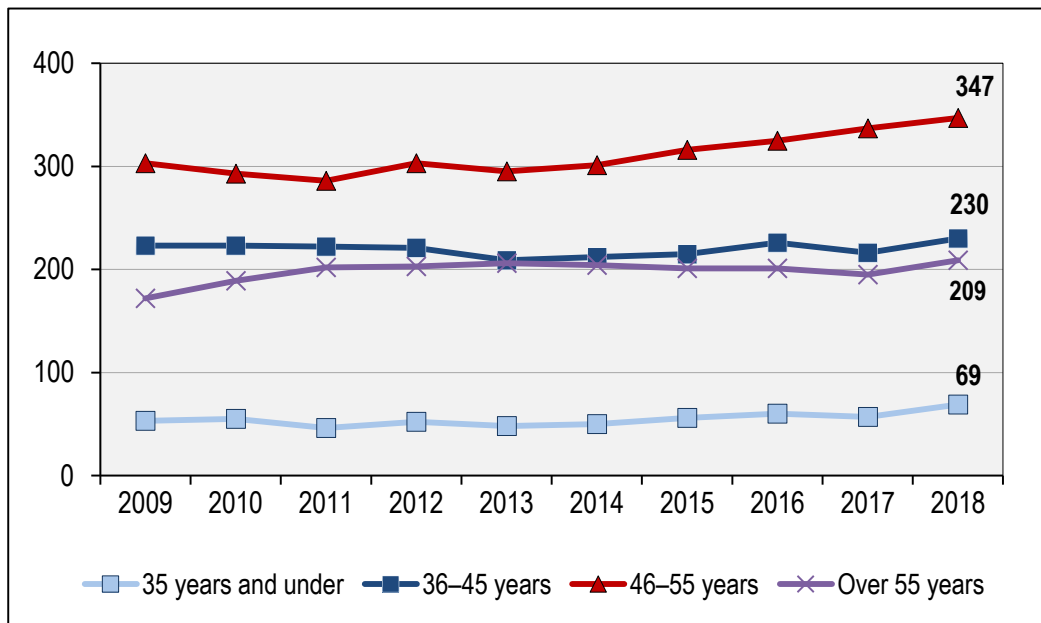


Chart VII. Number of Professional and higher category of staff by gender, in service over ten years (from 31 December 2009 to 31 December 2018) (regular staff)



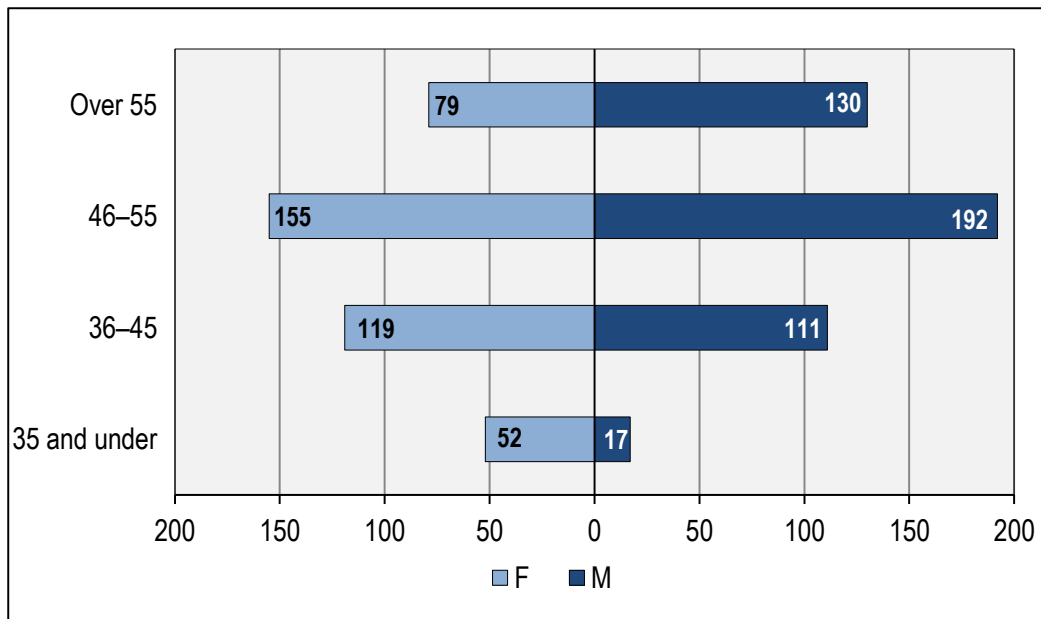
Source: Table II(a) above and data from previous PFA document on composition and structure of staff.

Chart VIII(a). Number of Professional and higher category staff by age, in service over ten years (from 31 December 2009 to 31 December 2018) (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 2018 (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 2017 and 2018 (regular staff)

Movement types	Year 2017				Year 2018				Total
	P *		G **		P *		G **		
	M	F	M	F	M	F	M	F	
Geographical mobility	36	26	5	0	36	34	0	0	137
Field to HQ	14	3	0	0	8	12	0	0	37
HQ to field	9	8	0	0	8	10	0	0	35
Field to field	13	15	5	0	20	12	0	0	65
Transfers within grades	47	40	5	13	48	52	7	22	235
Within regular budget	28	22	2	9	33	35	6	16	151
From development cooperation	13	14	1	3	9	12	1	3	56
To development cooperation	6	4	2	1	7	5	0	3	28
Inter-agency mobility	4	3	0	0	3	4	2	1	17
From UN agencies	2	2	0	0	2	4	2	0	12
To UN agencies	2	1	0	0	1	0	0	1	5
Promotions	25	26	2	9	18	25	1	3	109
Within same unit	10	18	2	5	4	9	0	3	51
Upon transfer	15	8	0	4	14	16	1	0	58
Cessation of service	35	27	16	23	23	23	15	21	183
Retirement	25	16	9	16	9	6	12	13	106
Other	10	11	7	7	14	17	3	8	77

* Professional category and above (including national Professional category).

** 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 2018)

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 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18	D staff and above	Staff on 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18			
AFRICA	80	11	3	88	14	0	0	0	0	88	559	
Algeria	3	0	0	3	0	0	0	0	0	3	21	
Angola	0	0	0	0	0	0	0	0	0	0	1	
Benin	3	0	0	3	1	0	0	0	0	3	8	
Botswana	2	0	0	2	0	0	0	0	0	2	2	
Burkina Faso	2	1	0	3	1	0	0	0	0	3	4	
Burundi	1	0	0	1	0	0	0	0	0	1	2	
Cabo Verde	0	0	0	0	0	0	0	0	0	0	3	
Cameroon	3	0	0	3	0	0	0	0	0	3	24	
Central African Republic	1	0	0	1	0	0	0	0	0	1	2	
Chad	1	0	0	1	0	0	0	0	0	1	1	
Comoros	1	0	0	1	0	0	0	0	0	1	5	
Congo	0	0	0	0	0	0	0	0	0	0	1	
Côte d'Ivoire	4	0	0	4	1	0	0	0	0	4	30	
Democratic Republic of the Congo	1	0	0	1	0	0	0	0	0	1	11	
Egypt	6	0	0	6	1	0	0	0	0	6	46	
Eritrea	0	1	0	1	0	0	0	0	0	1	3	
Ethiopia	4	0	1	3	0	0	0	0	0	3	42	
Ghana	3	2	0	5	1	0	0	0	0	5	24	
Guinea	2	0	0	2	1	0	0	0	0	2	2	
Guinea-Bissau	1	0	0	1	1	0	0	0	0	1	1	
Kenya	3	0	0	3	0	0	0	0	0	3	20	
Lesotho	2	0	0	2	0	0	0	0	0	2	2	
Madagascar	1	1	1	1	0	0	0	0	0	1	34	
Malawi	2	0	0	2	0	0	0	0	0	2	12	
Mali	3	0	0	3	0	0	0	0	0	3	9	
Mauritania	2	0	0	2	1	0	0	0	0	2	14	
Mauritius	1	0	0	1	0	0	0	0	0	1	2	
Morocco	0	1	0	1	0	0	0	0	0	1	8	
Mozambique	0	0	0	0	0	0	0	0	0	0	7	
Namibia	0	1	0	1	0	0	0	0	0	1	1	
Niger	2	0	0	2	1	0	0	0	0	2	4	
Nigeria	1	0	0	1	1	0	0	0	0	1	16	

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 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18	D staff and above	Staff on 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18		
Rwanda	3	0	0	3	1	0	0	0	0	3	10
Senegal	3	0	0	3	0	0	0	0	0	3	21
Sierra Leone	1	0	0	1	0	0	0	0	0	1	5
South Africa	4	2	1	5	1	0	0	0	0	5	29
Sudan	1	0	0	1	0	0	0	0	0	1	7
Tanzania, United Republic of	1	1	0	2	0	0	0	0	0	2	17
Togo	1	0	0	1	0	0	0	0	0	1	1
Tunisia	3	0	0	3	0	0	0	0	0	3	42
Uganda	1	0	0	1	1	0	0	0	0	1	6
Zambia	3	0	0	3	0	0	0	0	0	3	29
Zimbabwe	4	1	0	5	1	0	0	0	0	5	30
AMERICAS	171	21	9	183	20	3	0	0	3	186	523
Argentina	14	2	0	16	3	0	0	0	0	16	32
Bolivia, Plurinational State of	3	1	1	3	1	0	0	0	0	3	8
Brazil	10	3	0	13	1	0	0	0	0	13	48
Canada	21	1	2	20	2	0	0	0	0	20	51
Chile	2	2	0	4	0	0	0	0	0	4	17
Colombia	4	1	0	5	1	0	0	0	0	5	25
Costa Rica	11	0	2	9	1	0	0	0	0	9	38
Cuba	1	0	0	1	0	0	0	0	0	1	1
Dominica	1	0	0	1	0	0	0	0	0	1	1
Dominican Republic	1	2	0	3	1	0	0	0	0	3	7
Ecuador	3	0	0	3	0	0	0	0	0	3	9
El Salvador	2	0	0	2	0	0	0	0	0	2	5
Guatemala	0	0	0	0	0	0	0	0	0	0	5
Haiti	0	0	0	0	0	0	0	0	0	0	21
Honduras	1	0	0	1	0	0	0	0	0	1	7
Mexico	9	1	0	10	0	1	0	0	1	11	25
Nicaragua	0	0	0	0	0	0	0	0	0	0	10
Panama	1	0	0	1	0	1	0	0	1	2	9
Peru	10	4	0	14	0	0	0	0	0	14	65
Suriname	0	0	0	0	0	0	0	0	0	0	1
Trinidad and Tobago	3	0	0	3	1	0	0	0	0	3	14
United States	69	3	3	69	9	1	0	0	1	70	97
Uruguay	3	1	1	3	0	0	0	0	0	3	21
Venezuela, Bolivarian Republic of	2	0	0	2	0	0	0	0	0	2	6

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 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18	D staff and above	Staff on 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18		
ARAB STATES	12	3	0	15	1	2	0	0	2	17	91
Iraq	0	0	0	0	0	0	0	0	0	0	1
Jordan	5	0	0	5	1	0	0	0	0	5	31
Lebanon	6	2	0	8	0	2	0	0	2	10	50
Syrian Arab Republic	1	1	0	2	0	0	0	0	0	2	5
Yemen	0	0	0	0	0	0	0	0	0	0	4
ASIA	111	8	7	112	15	4	0	1	3	115	900
Afghanistan	1	0	0	1	0	0	0	0	0	1	16
Australia	11	2	2	11	1	0	0	0	0	11	17
Bangladesh	0	1	0	1	0	0	0	0	0	1	96
Cambodia	0	0	0	0	0	0	0	0	0	0	63
China	15	0	1	14	3	3	0	1	2	16	44
Fiji	3	0	1	2	0	0	0	0	0	2	11
India	11	0	0	11	2	0	0	0	0	11	63
Indonesia	1	1	0	2	0	0	0	0	0	2	38
Iran, Islamic Republic of	2	0	1	1	1	0	0	0	0	1	2
Japan	34	0	1	33	5	0	0	0	0	33	53
Korea, Republic of	8	0	0	8	1	0	0	0	0	8	12
Lao People's Democratic Republic	1	0	0	1	0	0	0	0	0	1	9
Malaysia	1	0	1	0	0	0	0	0	0	0	8
Mongolia	2	1	0	3	0	0	0	0	0	3	8
Myanmar	1	0	0	1	0	0	0	0	0	1	65
Nepal	2	0	0	2	0	0	0	0	0	2	48
New Zealand	1	1	0	2	1	0	0	0	0	2	4
Pakistan	4	1	0	5	0	0	0	0	0	5	39
Papua New Guinea	0	0	0	0	0	0	0	0	0	0	1
Philippines	5	0	0	5	0	0	0	0	0	5	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
Sri Lanka	1	1	0	2	0	0	0	0	0	2	33
Thailand	5	0	0	5	1	1	0	0	1	6	77
Timor-Leste	0	0	0	0	0	0	0	0	0	0	46
Viet Nam	1	0	0	1	0	0	0	0	0	1	98

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 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18	D staff and above	Staff on 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18		
EUROPE	351	32	12	371	44	20	3	2	21	392	1027
Albania	1	0	0	1	0	0	0	0	0	1	4
Armenia	0	0	0	0	0	0	0	0	0	0	3
Austria	1	1	0	2	0	0	0	0	0	2	3
Azerbaijan	0	0	0	0	0	0	0	0	0	0	2
Belarus	1	0	0	1	0	0	0	0	0	1	2
Belgium	15	1	0	16	6	0	0	0	0	16	27
Bosnia and Herzegovina	1	0	0	1	1	0	0	0	0	1	6
Bulgaria	4	0	0	4	1	0	0	0	0	4	5
Croatia	2	0	0	2	0	0	0	0	0	2	3
Czech Republic	1	0	0	1	0	0	0	0	0	1	1
Denmark	8	0	0	8	3	0	0	0	0	8	15
Estonia	1	0	0	1	0	0	0	0	0	1	1
Finland	3	2	0	5	0	0	0	0	0	5	9
France	72	6	5	73	4	5	0	0	5	78	286
Georgia	1	1	0	2	0	0	0	0	0	2	6
Germany	43	4	2	45	4	0	0	0	0	45	71
Greece	5	0	0	5	1	0	0	0	0	5	8
Hungary	2	1	0	3	1	0	0	0	0	3	20
Ireland	5	0	0	5	0	0	0	0	0	5	20
Israel	3	0	0	3	1	0	0	0	0	3	3
Italy	43	2	0	45	9	0	0	0	0	45	75
Kazakhstan	0	0	0	0	0	0	0	0	0	0	2
Kyrgyzstan	0	0	0	0	0	0	0	0	0	0	7
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, Republic of	1	2	0	3	0	0	0	0	0	3	8
Montenegro	1	0	0	1	0	0	0	0	0	1	3
Netherlands	19	0	0	19	3	0	0	0	0	19	29
North Macedonia, Republic of *	1	0	0	1	0	0	0	0	0	1	2
Norway	6	0	1	5	0	0	0	0	0	5	9
Poland	1	1	0	2	0	0	0	0	0	2	3
Portugal	8	1	0	9	1	0	0	0	0	9	22
Romania	5	0	0	5	0	0	0	0	0	5	6
Russian Federation	4	2	0	6	0	1	0	0	1	7	35
Serbia	2	0	0	2	0	0	0	0	0	2	4

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 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18	D staff and above	Staff on 31.12.17	Recruited 01.01.18–31.12.18	Departures 01.01.18–31.12.18	Staff on 31.12.18		
Slovakia	1	0	0	1	0	0	0	0	0	1	1
Slovenia	1	0	0	1	0	0	0	0	0	1	1
Spain	31	5	0	36	6	5	1	0	6	42	66
Sweden	5	0	0	5	2	1	0	0	1	6	17
Switzerland	9	2	1	10	0	2	1	0	3	13	72
Tajikistan	1	0	0	1	0	0	0	0	0	1	6
Turkey	6	0	1	5	1	0	0	0	0	5	40
Ukraine	3	1	1	3	0	0	0	0	0	3	14
United Kingdom	32	0	1	31	0	6	1	2	5	36	102
Uzbekistan	0	0	0	0	0	0	0	0	0	0	3
OTHER	0	0	0	0	0	0	0	0	0	0	2
Other	0	0	0	0	0	0	0	0	0	0	2
TOTAL	725	75	31	769	94	29	3	3	29	798	3 102

* See GB.335/INS/14(Rev.), paragraph 1.

Table V(a). Unrepresented nationalities on non-linguistic posts as at 31 December 2018, who have at least one national among other staff categories (i.e. development cooperation or General Service/National Officer categories)

Angola	Latvia
Armenia	Mozambique
Azerbaijan	Nicaragua
Cambodia	Papua New Guinea
Congo	Samoa
Guatemala	Suriname
Haiti	Timor-Leste
Iraq	Uzbekistan
Kazakhstan	Yemen
Kyrgyzstan	

Table V(b). Unrepresented nationalities on non-linguistic posts as at 31 December 2018.

Antigua and Barbuda	Maldives, Republic of
Bahamas	Malta
Bahrain	Marshall Islands
Barbados	Oman
Belize	Palau
Brunei Darussalam	Paraguay
Cabo Verde	Qatar
Cook Islands	Saint Kitts and Nevis
Cyprus	Saint Lucia
Djibouti	Saint Vincent and the Grenadines
Equatorial Guinea	San Marino
Eswatini (formerly known as Swaziland)	Sao Tome and Principe
Gabon	Saudi Arabia
Gambia	Seychelles
Grenada	Solomon Islands
Guyana	Somalia
Iceland	South Sudan
Jamaica	Tonga
Kiribati	Turkmenistan
Kuwait	Tuvalu
Liberia	United Arab Emirates
Libya	Vanuatu

Table VI. Composition of staff newly appointed between 1 January and 31 December 2018 in the Professional category and above (regular staff)

Total recruitment: 78

(a) Non-linguistic staff subject to geographical distribution: 75

Less than adequate ⁽ⁱ⁾		Adequate ⁽ⁱⁱ⁾		More than adequate ⁽ⁱⁱⁱ⁾	
Country	Total	Country	Total	Country	Total
Australia	2	Bangladesh	1	Argentina	2
Austria	1	Canada	1	Belgium	1
Brazil	3	Eritrea *	1	Bolivia, Plurinational State of	1
Poland	1	Georgia	1	Burkina Faso	1
Russian Federation	2	Germany	4	Chile	2
United States	3	Indonesia	1	Colombia	1
		Madagascar	1	Dominican Republic	2
		Mexico	1	Finland	2
		Morocco *	1	France	6
		Namibia *	1	Ghana	2
		New Zealand	1	Hungary	1
		Sri Lanka	1	Italy	2
		Syrian Arab Republic	1	Lebanon	2
		Tanzania, United Rep of	1	Moldova, Republic of	2
				Mongolia	1
				Pakistan	1
				Peru	4
				Portugal	1
				South Africa	2
				Spain	5
				Switzerland	2
				Ukraine	1
				Uruguay	1
				Zimbabwe	1
Total	12	Total	17	Total	46

* Country unrepresented in 2017.

⁽ⁱ⁾ Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2018.

⁽ⁱⁱ⁾ Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2018.

⁽ⁱⁱⁱ⁾ Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2018.

(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
–	0	United Kingdom	1	Spain	1
				Switzerland	1
Total	0	Total	1	Total	2

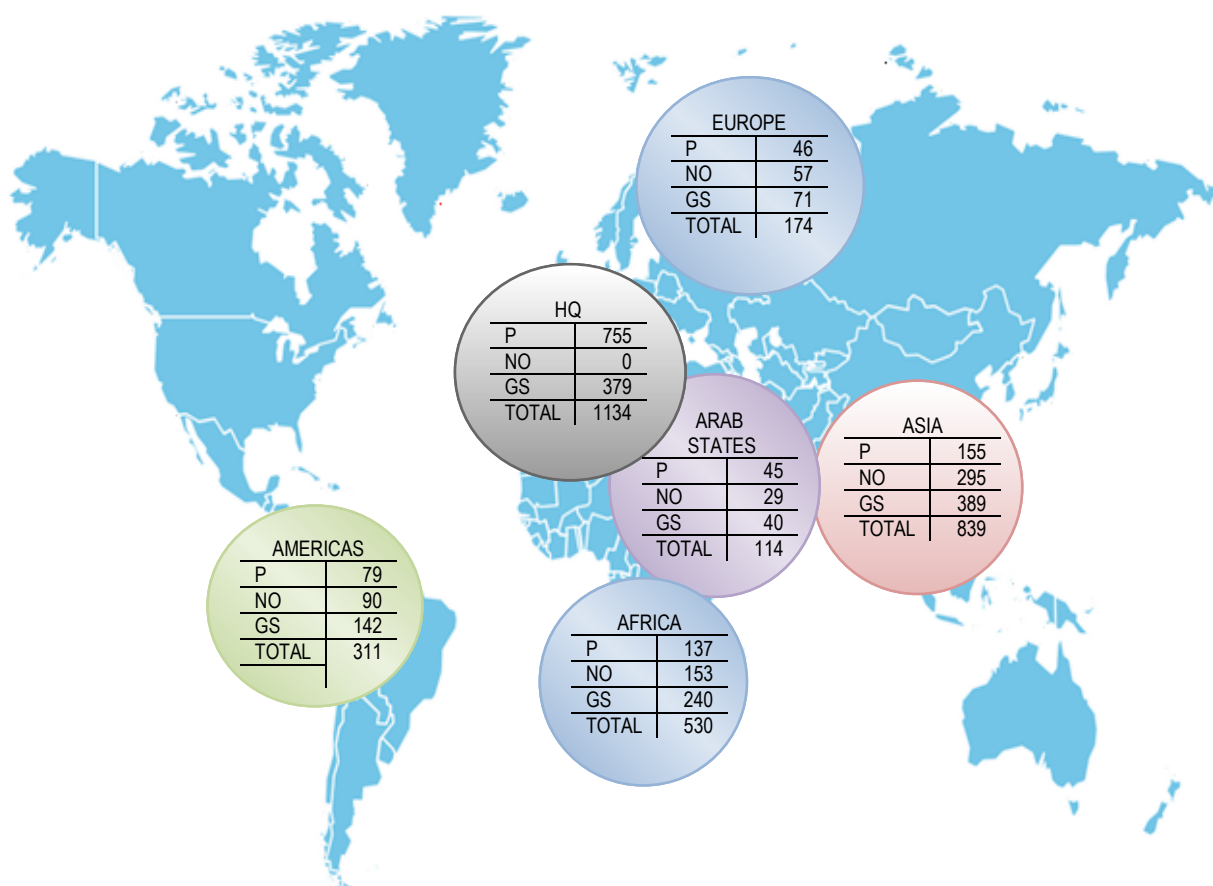
⁽ⁱ⁾ Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2018.

⁽ⁱⁱ⁾ Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2018.

⁽ⁱⁱⁱ⁾ Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2018.

Part V. ILO presence

Table VII. ILO presence by duty station as at 31 December 2018
(all categories of staff)



Region		Regular Staff						Development Cooperation Staff						Total
Country	Duty station	GS		NO		P		GS		NO		P		
		F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		60	63	17	18	25	48	52	65	42	76	21	43	530
Algeria	Algiers	4	2	1	1	1	2	4	2	1	2		1	21
Benin	Cotonou									1				1
Burkina Faso	Ouagadougou										1			1
Cameroon	Yaoundé	5	7	1	2	3	5	1			2			26
Cabo Verde	Praia									2		1	1	4
Central African Republic	Bangui												1	1
Comoros	Moroni								2	1	1			4
Democratic Republic of the Congo	Kinshasa	1	4		2	2					1			10
	Kolwezi											1		1
Côte d'Ivoire	Abidjan	8	8	3	3	6	9	3	2	1	3	1	1	48

Region		Regular Staff						Development Cooperation Staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Egypt	Cairo	6	4	1		1	5	5	4	7	3	2	1	39
	Hurghada							1						1
	Minya							1	1					2
	Port Said								2					2
Ethiopia	Addis Ababa	7	6	2	1		2	3	7	3	4	4	4	43
Ghana	Accra				1			3	4	2	2		1	13
Kenya	Nairobi								2	4	3		1	10
Madagascar	Antananarivo	3	4	3				3	6	3	4			26
	Sambava								2		3		1	6
Malawi	Lilongwe							1	2		5	1	1	10
Mali	Bamako							2	1		2			5
Mauritania	Nouakchott							2	4		5		5	16
Morocco	Rabat							1	2	1	1			5
Mozambique	Maputo							2	1		3	1	4	11
Niger	Niamey								1		1			2
Nigeria	Abuja	3	6	1	1		3	1		2				17
Rwanda	Kigali								2		3	1		6
Senegal	Dakar	6	6		2	5	7	1			2	1	1	31
Sierra Leone	Freetown		1	1									1	3
Somalia	Hargeisa												1	1
	Mogadishu						1						3	4
South Africa	Bisho												1	1
	Pietermaritzburg												1	1
	Polokwane												2	2
	Pretoria	8	3	1	2	4	11	4	1			2	3	39
Sudan	El Obeid										1			1
	Khartoum							1		1	1		1	4
	Nyala										1			1
Tanzania, United Republic of	Dar es Salaam	3	5	1	1		2			1	3	3		19
Tunisia	Jendouba										2			2
	Siliana										1			1
	Tunis							8	9	5	7	1	2	32
	Tataouine										2			2
	Kairouan										1			1
	Gafsa										2			2

Region		Regular Staff						Development Cooperation Staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Uganda	Kampala									1	1			2
Zambia	Lusaka	2	3		1	1	1	5	5	5	2		5	30
Zimbabwe	Harare	4	4	2	1	2			3	1	1	2		20
AMERICAS		67	21	21	12	23	43	37	17	37	20	8	5	311
Argentina	Buenos Aires	4	2	2	1	2	2	1		1	1			16
Bolivia, Plurinational State of	La Paz							3		1	1			5
Brazil	Brasilia	4	1		3	2	1	4	3	5	4			27
Chile	Santiago	8	1	2	2	4	5							22
Colombia	Bogota						1	5		7				13
Costa Rica	San Jose	16	4	2	2	2	8	2		1	1			38
Dominican Republic	Santo Domingo							1		3		1		5
Ecuador	Quito										1			1
El Salvador	San Salvador							1						1
Guatemala	Guatemala City									3	2		1	6
Haiti	Les Cayes								2	1	1		1	5
	Port au Prince							5	6	3	2	2	1	19
Honduras	Tegucigalpa							2		2	1			5
Mexico	Mexico City	4		4		2	1	1		1				13
Nicaragua	Managua							2	1	4	3			10
Panama	Panama City							2	3	1	1		1	8
Peru	Lima	16	7	8	1	4	14	7	1	3	2	3		66
Trinidad and Tobago	Port of Spain	9	1	2		4	6							22
United States	New York	1	1			3	1					1	1	8
	Washington	1	1				1					1		4
Uruguay	Montevideo	4	3	1	3		3	1	1	1				17
ARAB STATES		12	4	1	1	9	11	8	16	16	11	10	15	114
Jordan	Amman					1	1	4	4	11	5	2	2	30
	Irbid								1		1		1	3
	Mafrq												1	1
Kuwait	Kuwait	1				1								2
Lebanon	Beirut	11	4			7	10	4	7	5	4	2	4	58
	Chtaura												1	1
Qatar	Doha								2			6	5	13

Region		Regular Staff						Development Cooperation Staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Syrian Arab Republic	Damascus			1										1
Yemen	Sanaa				1				2		1		1	5
ASIA		82	54	27	17	28	44	127	126	130	121	37	46	839
Afghanistan	Kabul		4		2		1	1	1		2			11
	Mazar-i-Sharif							1	2		2		1	6
Bangladesh	Dhaka	3	4	1	3		2	11	22	18	30	3	6	103
Cambodia	Phnom Penh		1		1			16	9	16	15	2		60
China	Beijing	6	1	2	1	3	1	2		3	1			20
Fiji	Suva	3	4	1	1	1	1		1					12
India	New Delhi	7	7	5		3	10	4	3	3	2	2	1	47
Indonesia	Bandung								1					1
	Jakarta	6	3	2	2	1	1	7		5	7	5	1	40
	Surabaya										1			1
Japan	Tokyo	4			1	1		1						7
Lao People's Democratic Republic	Savannakhet										1			1
	Vientiane							3		1	3	2	1	10
Malaysia	Kuala Lumpur								1	3	2	1	1	8
Mongolia	Ulaanbaatar							1		2				3
Myanmar	Aunglan								1					1
	Dawei								1					1
	Hakha								1					1
	Mandalay							1						1
	Mawlamyine								1					1
	Nay Pyi Taw								1	1				2
	Sittwe										1		1	2
	Taunggyi								1	1	2			4
	Yangon	2	7	2		1	1	15	8	10	6	3	5	60
Nepal	Butwal							1	1		1			3
	Hetauda							1	1		1			3
	Kathmandu	2	4	3	1		1	6	9	2	8		1	37
Pakistan	Islamabad	3	6		2	2			5	1	6	1		26
	Karachi								2		1			3
	Lahore								2	1	2			5
	Peshawar										1			1
Papua New Guinea	Port Moresby										1			1

Region		Regular Staff						Development Cooperation Staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Philippines	Manila	9	1	3			2	6	2	6	3			32
Samoa	Apia										1			1
Sri Lanka	Colombo	4	4	1	1	1		1	4	5			2	23
	Kilinochchi								6		2		1	9
	Mullaitivu							1			1			2
Thailand	Bangkok	29	7	6		14	23	14	1	9	1	13	10	127
	Phang Nga							1		1				2
Timor-Leste	Aileu								1					1
	Ainaro								2					2
	Baucau							2	7				2	11
	Dili							6	16	1		2	8	33
	Liquica								1					1
	Lospalos								1					1
	Maliana								4				1	5
	Manatuto								1					1
	Same								3				1	4
	Suai								1					1
Viet Nam	Hanoi	4	1	1	2	1	1	17	1	22	8	3	2	63
	Ho Chi Minh City							8	1	19	9		1	38
EUROPE		261	109	10	9	320	304	64	16	30	8	89	88	1 308
Albania	Tirana			1				1						2
Armenia	Yerevan			1				1		1				3
Azerbaijan	Baku				1								1	2
Belgium	Brussels	3				3								6
Bosnia and Herzegovina	Sarajevo			1				2		1		1		5
France	Paris	1					1							2
Georgia	Tbilisi							2	1	1			1	5
Germany	Berlin	1				1								2
Greece	Athens									1				1
Hungary	Budapest	9	2	1		5	3	4						24
Israel	Jerusalem	1	1	1			1							4
Italy	Rome		1				1						1	3
	Turin					1	1						2	4
Kazakhstan	Astana				1									1
Kyrgyzstan	Bishkek				1			1	1	3				6
Moldova, Republic of	Chisinau			1				1		1				3
Montenegro	Podgorica									1				1

Region		Regular Staff						Development Cooperation Staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
North Macedonia, Republic of *	Skopje				1									1
Portugal	Lisbon					1						1		2
Russian Federation	Moscow	7	2	3	1	3	5	8		1		2	2	34
Serbia	Belgrade				1									1
Spain	Madrid						1							1
Switzerland	HQ	238	102			306	290	29	10			79	80	1 134
Tajikistan	Dushanbe				1			1		1				3
Turkey	Ankara	1	1	1			1	9	1	13	7	1		35
	Gaziantep								1	1				2
Ukraine	Kiev				1			3	2	4	1		2	13
Uzbekistan	Tashkent				1			2				2	2	7
TOTAL		482	251	76	57	405	450	288	240	255	236	165	197	3 102

* See GB.335/INS/14(Rev.), paragraph 1.