

Overview of ILO Recruitment Practices for Professional and General Services Staff (Year 2009)

1. Recruitment for Professional Regular Budget Positions:

The Recruitment, Assignment and Placement System (RAPS) launched in 2008 is an essential tool for better coordinating ILO recruitment, assignment and placement activities by managing all regular budget professional vacancies in two rounds per year. RAPS has improved the time lines in the recruitment process (a maximum of four months between the announcement of competitions and the communication of the results) and helped fill in a certain number of positions that had remained vacant for a long period; it has given more visibility to ILO's grouped vacancy announcements in media/press and has facilitated staff planning. RAPS has also started demonstrate its usefulness in terms of quality of recruits. Progress in terms of regional diversity and mobility are being closely monitored. Lessons learnt from RAPS rounds in 2008-2009 are being used to further refine the system and make it more strategic. For example, through further increasing outreach and prospection to non/under represented countries; linking it to the ILO Skills Mapping exercise, increasing overall efficiency, etc.

Key statistics associated with RAPS results	Results for 2009	Grade Distribution	
		P1-P3	P4-P5
Number of RAPS Sessions held during the year:	3		
Total number of positions advertised:	67	17 (25.4%)	50 (74.6%)
Number of competitions opened to - internals candidates only:	10 (15%)		
- internal candidates + ST/TC contract holders:	1 (1.5%)		
- internal and external candidates:	56 (83.5%)		
Total number of applications received:	7,332 ¹		
Total number of positions filled:	62		
Breakdown of positions filled by type of candidates:			
- Number of internal candidates appointed (through promotion or in-grade transfers):	22 (35.5%)	3	19
- Number of candidates holding an ILO contract (ST/TC) appointed:	16 (25.8%)	5	11
- Number of external candidates appointed:	24 (38.7%)	8	16
Breakdown by country of origin:			
- Percentage of external candidates coming from non represented countries:	5%		
- Percentage of external candidates coming from under-represented countries:	25%		
- Percentage of external candidates coming from adequately represented countries:	57.5%		
- Percentage of external candidates coming from over-represented countries:	12.5%		
Gender breakdown: - Number of female candidates appointed:	29 (46.8%)	5	24
- Number of male candidates appointed:	33 (53.2%)	10	23

2. Recruitment of General Services Staff (Geneva based)

Key statistics associated with GS recruitments	Results for 2009
Number of GS recruitment processed in 2009:	33
Average time lapse between the date of the announcement and the recruitment decision:	134 days
Number of competitions opened to - internals candidates only:	13 (39.5%)
- internal candidates + ST/TC contract holders	16 (48.5%)
- internal and external candidates	4 (12%)
Number of competitions process not completed at the end of the year:	4
Number of positions filled by: - transfer at same grade of an internal candidate:	2 (8.3%)
- promotion of an internal staff:	15 (62.5%)
- appointment of a candidate ST or TC contract holder:	7 (29.2%)
Gender breakdown: - Number of female candidates appointed:	19 (79.2.8%)
- Number of male candidates appointed:	5 (20.8%)

¹ (including 214 applications from internal candidates)