



## Governing Body

338th Session, Geneva, 12–26 March 2020

GB.338/PFA/INF/5

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Programme, Financial and Administrative Section

PFA

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## FOR INFORMATION

Date: 11 March 2020

Original: English

## Composition and structure of the ILO staff

**Summary:** This document contains information on the composition and structure of the staff of the Office as at 31 December 2019. 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.

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

**Related documents:** GB.331/PFA/13.



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## Introduction

1. At its 337th Session (October–November 2019), the Governing Body endorsed the action plan developed by the Office for improving gender parity and geographical diversity within the ILO workforce and for ensuring that the necessary breadth of skills and experience of ILO staff, which include experience relevant to the three constituents, are taken into account to effectively deliver on the mandate of the Organization. Furthermore, the Governing Body requested the Director-General to present to the 338th Session (March 2020), information regarding gender and geographical distribution of regular staff by category and grade in line with the decision adopted by the Governing Body at its 335th Session (March 2019).
2. In line with the guidance provided by the Governing Body, this document contains information on the composition and structure of the staff of the Office as at 31 December 2019. It seeks to establish an annual ILO gender parity and geographical diversity outlook report as foreseen under Initiative 7 of the above-mentioned action plan. The diversity of the staff of the Office is presented in relation to gender-parity targets and desirable ranges of national representation, which are determined for regular budget positions at the Professional and higher categories (on the basis of each member State's rate of contribution to the regular budget)]. This document also includes a new set of data and analytics on the wider ILO workforce in order to reflect more accurately the diversity of its staff and to facilitate the evaluation of progress against the targets outlined in the Human Resources Strategy 2018–21.

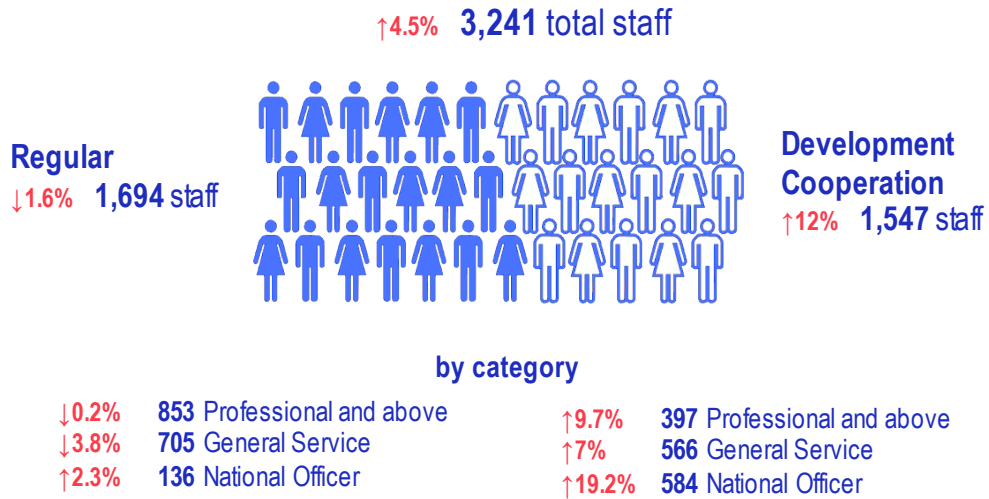
## 1. Overview of the ILO workforce composition

3. This section provides general information on the composition, structure and location of the staff of the Office as at 31 December 2019.
4. As at 31 December 2019, the ILO had a total staff of 3,241, an increase of 4.5 per cent compared to 2018. The Office continued to make significant efforts towards improving gender parity and geographical diversity. Although parity has not been achieved across all grade levels, women represented 53.9 per cent of the ILO workforce and 48.3 per cent of the Professional category and above. Several actions taken by the Office also contributed to further diversify the staff composition with a slight increase of the number of represented nationalities. All these actions were aligned with the objectives of the Human Resources Strategy 2018–21, the Action Plan for Gender Equality 2018–21 and the Action Plan for improving gender parity and geographical diversity within the ILO workforce.
5. Compared to 2018, the following three figures describe the main trends:
  - ILO people: the total number of staff employed under the regular budget has decreased by 1.6 per cent while the staff employed under development cooperation projects has increased by 12 per cent with a significant growth of the national officers category;<sup>1</sup>
  - Where we work: the number of staff assigned to external office duty stations has increased in all categories of staff, with the notable growth recorded in the Africa region (18.7 per cent) and the Arab States region (16.1 per cent);

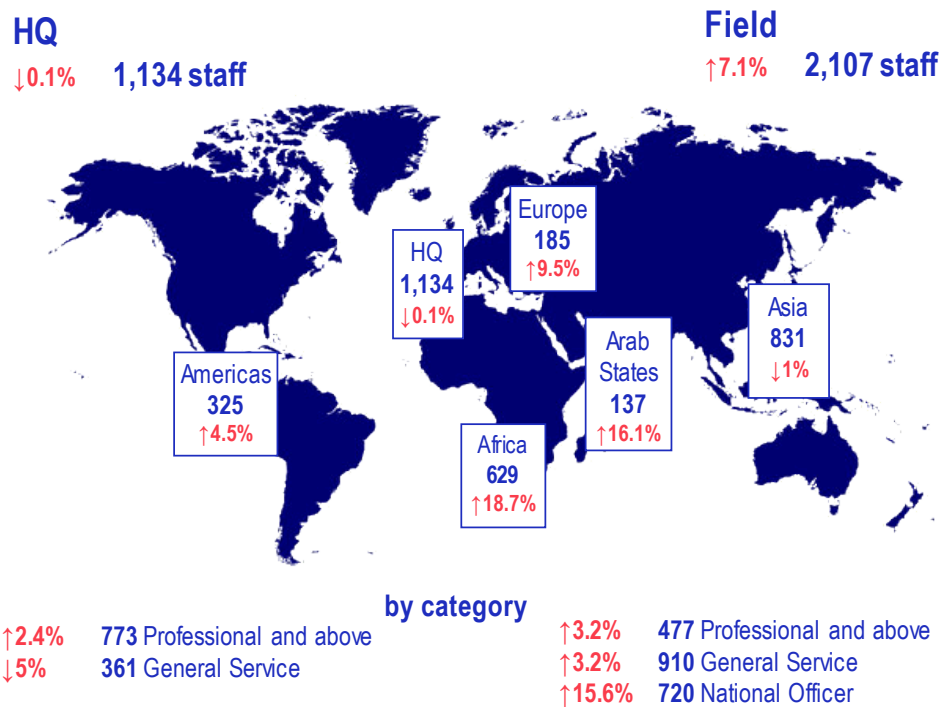
<sup>1</sup> Comparisons always refer to previous year.

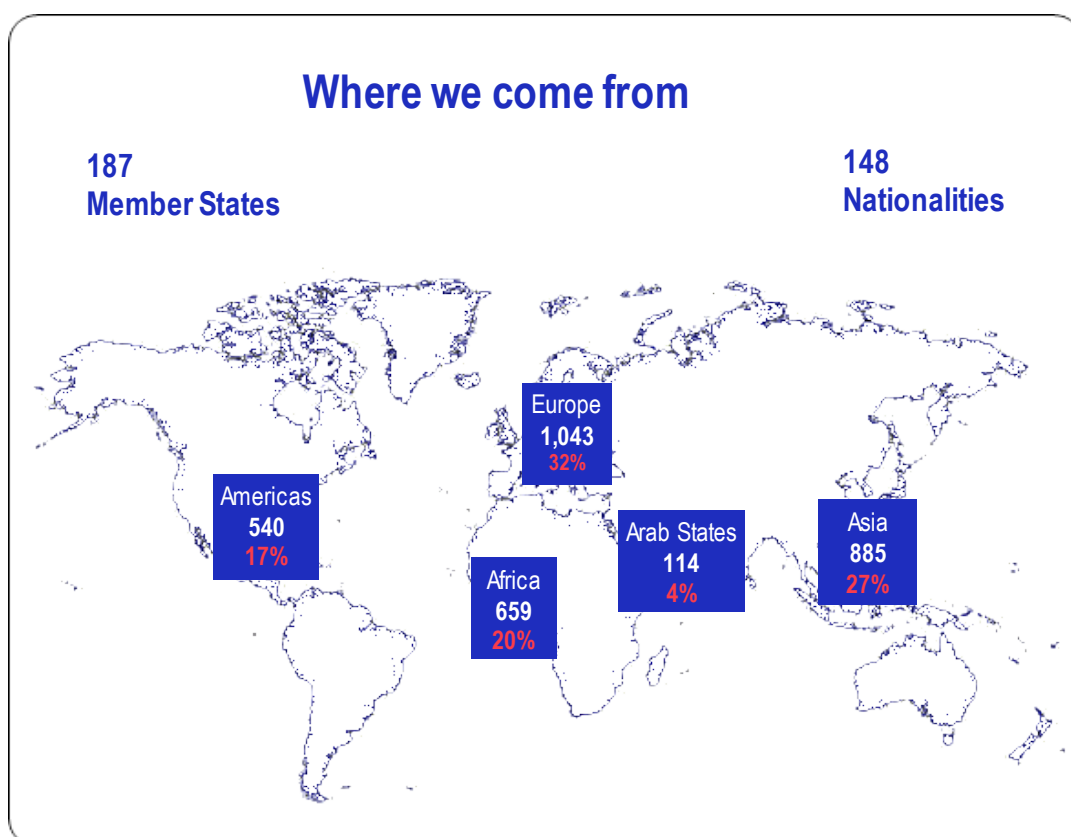
- Where we come from: the Office has increased the number of represented nationalities among the 187 member States from 143 to 148. Europe and Asia have the highest increases.

## ILO people



## Where we work





### 1.1. Distribution of all staff by category, place of assignment, type of contract and source of funds

6. Of 3,241 staff members, the ILO had 1,250 in the Professional category and above (all sources of funds), of which 477 or 38 per cent are located in the regions. In 2019, staff members from P5 and above represented 34.4 per cent of this category while staff members from P1 to P4 represented 65.6 per cent.
7. The ILO had 1,991 staff members in the General Service and National Officer categories (all sources of funds). Of this number, 1,630 (82 per cent) are located in the regions. Compared to 2018, the total number of staff at headquarters (all categories and sources of funds) has not changed while the number of staff assigned to the regions to effectively serve ILO constituents has increased by 139 staff members. These patterns are consistent with the Office's sustained efforts to redeploy adequate resources to each of the regions and to front-line analytical and technical services.
8. In order to prepare the current workforce to meet the challenges of the future of work, the Office will continue to invest in staff development initiatives in line with the HR Strategy outcomes.

Table 1.

Category of staff and place	Officials employed							Total	(2018)
	Regular staff			(2018)	DC staff *		(2018)		
	FT	WLT	Subtotal		FT				
<b>Headquarters</b>									
Professional category and above (P)	327	272	599	(596)	174	(159)	773	(755)	
General Service category (GS)	36	286	322	(340)	39	(40)	361	(380)	
<b>Subtotal</b>	<b>363</b>	<b>558</b>	<b>921</b>	<b>(936)</b>	<b>213</b>	<b>(199)</b>	<b>1 134</b>	<b>(1 135)</b>	
<b>Field offices</b>									
Professional category and above (P)	167	87	254	(259)	223	(203)	477	(462)	
National Officer category (NO)	62	74	136	(133)	584	(490)	720	(623)	
General Service category (GS)	101	282	383	(393)	527	(489)	910	(882)	
<b>Subtotal</b>	<b>330</b>	<b>443</b>	<b>773</b>	<b>(785)</b>	<b>1 334</b>	<b>(1 182)</b>	<b>2 107</b>	<b>(1 967)</b>	
<b>Grand total</b>	<b>693</b>	<b>1 001</b>	<b>1 694</b>	<b>(1 721)</b>	<b>1 547</b>	<b>(1 381)</b>	<b>3 241</b>	<b>(3 102)</b>	

WLT = without limit of time; FT = fixed-term.

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

## 1.2. Distribution of all staff by category, grade and type of contract

Table 2.

Category of staff		Officials employed					Total
		Regular staff			DC staff		
		FT	WLT	Subtotal	FT		
Professional category and above (P)	DG	1		1		1	
	DDG	3		3		3	
	ADG	6		6		6	
	D2	4	17	21	1	22	
	D1	31	36	67	2	69	
	DIR	6		6		6	
	P5	103	165	268	55	323	
	P4	192	96	288	141	429	
	P3	100	40	140	120	260	
	P2	47	5	52	69	121	
	P1	1		1	9	10	
	<b>Total</b>	<b>494</b>	<b>359</b>	<b>853</b>	<b>397</b>	<b>1 250</b>	
National Officer category (NO)	CORR	12		12		12	
	NOC		3	3	10	13	
	NOB	24	42	66	230	296	
	NOA	26	29	55	344	399	
	<b>Total</b>	<b>62</b>	<b>74</b>	<b>136</b>	<b>584</b>	<b>720</b>	



Category of staff	Officials employed					Total
	Regular staff			DC staff		
	FT	WLT	Subtotal	FT		
General Service category (GS)	G7	2	97	99	28	127
	G6	41	190	231	130	361
	G5	48	153	201	206	407
	G4	27	72	99	84	183
	G3	11	33	44	16	60
	G2	8	22	30	101	131
	G1		1	1	1	2
	<b>Total</b>	<b>137</b>	<b>568</b>	<b>705</b>	<b>566</b>	<b>1 271</b>
<b>Grand total</b>		<b>693</b>	<b>1 001</b>	<b>1 694</b>	<b>1 547</b>	<b>3 241</b>

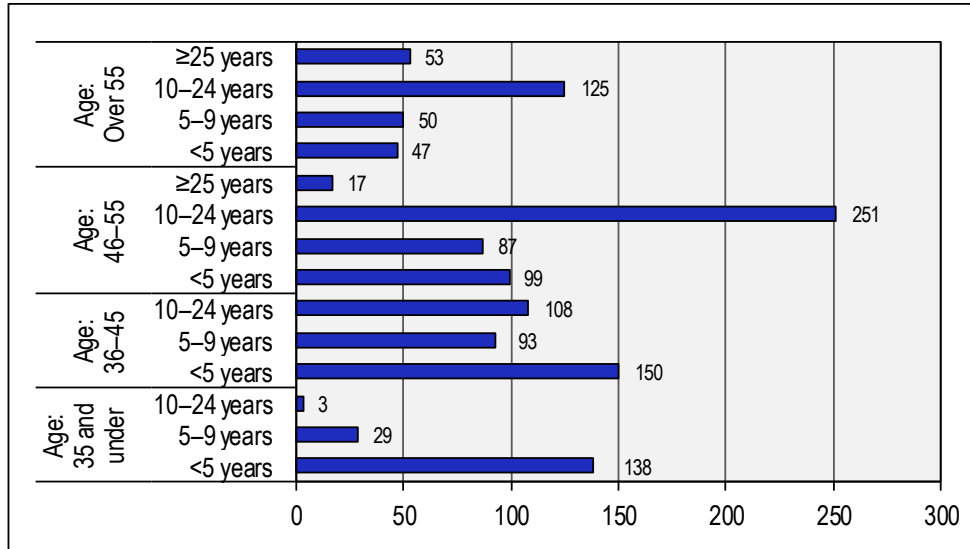
WLT = Without limit of time; FT = Fixed-term.

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

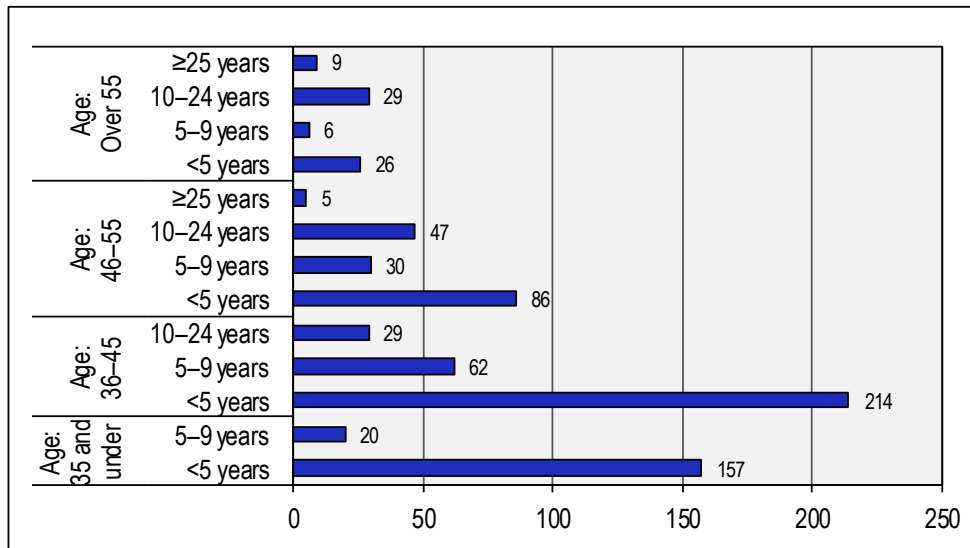
### 1.3. Distribution of staff by age and length of service

9. The increase in the mandatory age of separation (MAS) approved by the Governing Body at its 319th Session (October 2013) has resulted in fewer retirements in the biennium 2018–19 and will continue to limit the ability of the Office to rejuvenate its workforce for the coming years. Currently the average age of an ILO employee is 45.3 years and the average length of service is 8.8 years. The average age of staff in the Professional category and above is 47.2 years while the average age of staff members in the General Service and National Officer category is 45.2 years and 42.2 years, respectively.
10. The Office recognizes the importance of engaging and developing young people, as a key element of both succession planning and diversification, and is initiating a range of action to attract new talents in line with its action plan for improving gender balance and geographical diversity.
11. Detailed statistics of staff by age and length of service are shown in the three figures below.

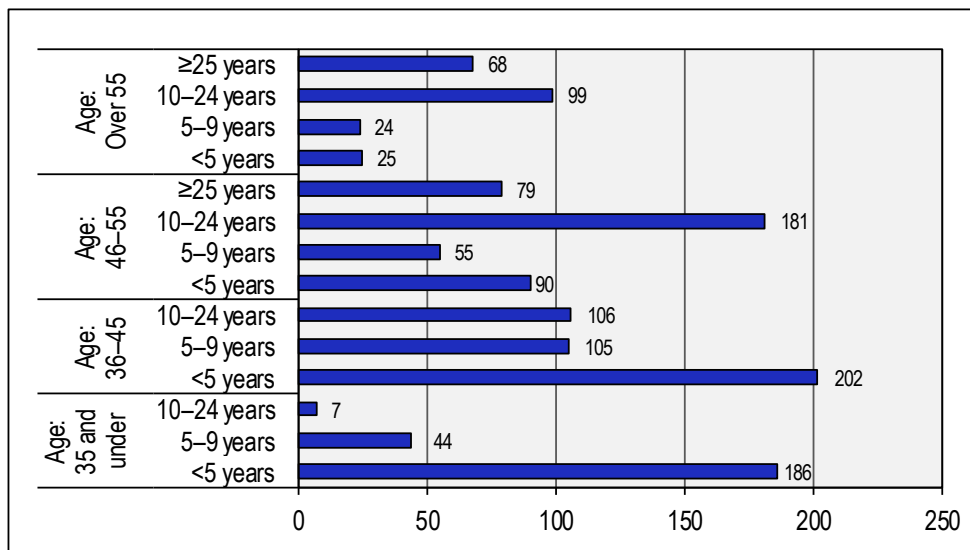
**Figure 1. Distribution of Professional staff by age and length of service**



**Figure 2. Distribution of National Officer staff by age and length of service**



**Figure 3. Distribution of General Service staff by age and length of service**



## 2. Geographical diversity

12. This section provides details on the distribution of all staff by region of origin and country of nationality as well as a snapshot of the current geographical diversity of the ILO workforce (including for Junior Professional Officers (JPOs) and interns). Out of a total of 187 member States, 51 (27 per cent) are more than adequately represented, 58 (31 per cent) are adequately represented and 78 (42 per cent) are less than adequately represented. Detailed information by member State and by representation status is included in section 2.2 (including desirable range and status of representation). Seeking adequate geographical representation continues to be a priority for the Office.

### 2.1. Distribution of all staff by region of origin, by grade, type of contract and source of funds

Table 3. Africa

Grade	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
DDG	1		1		1
ADG	1		1		1
D2		4	4		4
D1	5	2	7		7
P5	15	16	31	8	39
P4	23	8	31	30	61
P3	7	5	12	20	32
P2	4	2	6	7	13
P1				1	1
NOC		1	1	5	6
NOB	5	16	21	86	107
NOA	5	8	13	80	93
G7		24	24	7	31
G6	18	23	41	41	82
G5	16	23	39	45	84
G4	4	9	13	9	22
G3	4	11	15	8	23
G2	2	9	11	40	51
G1				1	1
<b>Africa total</b>	<b>110</b>	<b>161</b>	<b>271</b>	<b>388</b>	<b>659</b>

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

Table 4. Americas

Grade	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
DDG	1		1		1
D2		4	4	1	5
D1	5	7	12	1	13
P5	21	38	59	13	72
P4	54	23	77	19	96
P3	21	9	30	24	54
P2	11	2	13	12	25
P1	1		1	1	2
NOC				1	1
NOB	3	12	15	18	33
NOA	6	12	18	48	66
G7	1	16	17	5	22
G6	5	28	33	7	40
G5	8	23	31	28	59
G4	4	10	14	16	30
G3	2	6	8	2	10
G2	2	1	3	8	11
<b>Americas total</b>	<b>145</b>	<b>191</b>	<b>336</b>	<b>204</b>	<b>540</b>

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

Table 5. Arab States

Grade	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
ADG	1		1		1
P5	4	2	6	3	9
P4	5	1	6	2	8
P3	2	2	4	2	6
P2				2	2
NOB	2		2	18	20
NOA	2		2	19	21
G7		2	2		2
G6	2	3	5	6	11
G5		5	5	11	16
G4		2	2	5	7
G3				2	2
G2		3	3	6	9
<b>Arab States total</b>	<b>18</b>	<b>20</b>	<b>38</b>	<b>76</b>	<b>114</b>

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

Table 6. Asia

Grade	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
DDG	1		1		1
ADG	3		3		3
D2	1	1	2		2
D1	3	6	9		9
DIR	1		1		1
P5	13	23	36	7	43
P4	20	27	47	29	76
P3	12	3	15	21	36
P2	7		7	13	20
P1				2	2
NOC		1	1	3	4
NOB	11	12	23	99	122
NOA	13	8	21	159	180
G7	1	15	16	13	29
G6	7	44	51	46	97
G5	13	25	38	97	135
G4	3	9	12	37	49
G3	3	11	14	1	15
G2	4	9	13	47	60
G1		1	1		1
<b>Asia total</b>	<b>116</b>	<b>195</b>	<b>311</b>	<b>574</b>	<b>885</b>

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

Table 7. Europe

Grade	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
DG	1		1		1
ADG	1		1		1
D2	3	8	11		11
D1	18	21	39	1	40
DIR	5		5		5
P5	50	86	136	24	160
P4	90	37	127	61	188
P3	58	21	79	53	132
P2	25	1	26	35	61
P1				5	5

Grade	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
CORR	12		12		12
NOC		1	1	1	2
NOB	3	2	5	9	14
NOA		1	1	38	39
G7		40	40	3	43
G6	9	92	101	30	131
G5	11	77	88	25	113
G4	16	42	58	17	75
G3	2	5	7	3	10
<b>Europe total</b>	<b>304</b>	<b>434</b>	<b>738</b>	<b>305</b>	<b>1 043</b>

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

## 2.2. Member States representation (desirable range and status of representation)

13. Member States' representation in the ILO's workforce is determined based only on international professional staff occupying positions which are subject to geographical distribution, namely P, D and senior positions funded from the ILO's regular budget. The method used to assess member States' representation is based on a system of "desirable ranges" which was introduced in the United Nations secretariat in 1948 and seeks to establish for each member State a range of posts within which a country would be considered: (a) adequately represented; (b) less than adequately represented (including non-represented); and (c) more than adequately represented.

14. To calculate the desirable range in order to define the country representation status, the Office uses two factors, namely membership and assessed budgetary contribution of each member State.

**Table 8. Africa**

Country of nationality	Female	Male	Total	Desirable range *	Country representation status
Algeria	1	2	3	1-2	More than adequate
Angola	0	0	0	1-2	Less than adequate
Benin	0	3	3	1-2	More than adequate
Botswana	1	1	2	1-2	Adequate
Burkina Faso	1	1	2	1-2	Adequate
Burundi	0	1	1	1-2	Adequate
Cabo Verde	0	0	0	1-2	Less than adequate
Cameroon	0	3	3	1-2	More than adequate
Central African Republic	1	0	1	1-2	Adequate
Chad	0	1	1	1-2	Adequate
Comoros	1	0	1	1-2	Adequate
Congo	0	0	0	1-2	Less than adequate

Country of nationality	Female	Male	Total	Desirable range *	Country representation status
Côte d'Ivoire	0	4	4	1-2	More than adequate
Democratic Republic of the Congo	0	1	1	1-2	Adequate
Djibouti	0	0	0	1-2	Less than adequate
Egypt	3	3	6	1-2	More than adequate
Equatorial Guinea	0	0	0	1-2	Less than adequate
Eritrea	1	1	2	1-2	Adequate
Eswatini	0	0	0	1-2	Less than adequate
Ethiopia	0	3	3	1-2	More than adequate
Gabon	0	0	0	1-2	Less than adequate
Gambia	0	0	0	1-2	Less than adequate
Ghana	1	4	5	1-2	More than adequate
Guinea	1	1	2	1-2	Adequate
Guinea-Bissau	1	0	1	1-2	Adequate
Kenya	1	2	3	1-2	More than adequate
Lesotho	1	1	2	1-2	Adequate
Liberia	0	0	0	1-2	Less than adequate
Libya	0	0	0	1-2	Less than adequate
Madagascar	1	0	1	1-2	Adequate
Malawi	0	2	2	1-2	Adequate
Mali	1	2	3	1-2	More than adequate
Mauritania	1	0	1	1-2	Adequate
Mauritius	0	1	1	1-2	Adequate
Morocco	0	1	1	1-2	Adequate
Mozambique	0	0	0	1-2	Less than adequate
Namibia	2	0	2	1-2	Adequate
Niger	0	2	2	1-2	Adequate
Nigeria	1	0	1	1-2	Adequate
Rwanda	1	2	3	1-2	More than adequate
Sao Tome and Principe	0	0	0	1-2	Less than adequate
Senegal	1	2	3	1-2	More than adequate
Seychelles	0	0	0	1-2	Less than adequate
Sierra Leone	0	1	1	1-2	Adequate
Somalia	0	0	0	1-2	Less than adequate
South Africa	2	3	5	2-3	More than adequate
South Sudan	0	0	0	1-2	Less than adequate
Sudan	1	0	1	1-2	Adequate
Togo	0	1	1	1-2	Adequate
Tunisia	2	1	3	1-2	More than adequate

Country of nationality	Female	Male	Total	Desirable range *	Country representation status
Uganda	0	2	2	1–2	Adequate
United Republic of Tanzania	1	1	2	1–2	Adequate
Zambia	2	1	3	1–2	More than adequate
Zimbabwe	1	4	5	1–2	More than adequate

\* Desirable ranges calculated as at 31 December 2019.

**Table 9. Arab States**

Country of nationality	Female	Male	Total	Desirable range *	Country representation status
Bahrain	0	0	0	1–2	Less than adequate
Iraq	0	0	0	1–2	Less than adequate
Jordan	2	3	5	1–2	More than adequate
Kuwait	0	0	0	1–2	Less than adequate
Lebanon	5	3	8	1–2	More than adequate
Oman	0	0	0	1–2	Less than adequate
Qatar	0	0	0	1–2	Less than adequate
Saudi Arabia	0	0	0	6–10	Less than adequate
Syrian Arab Republic	2	0	2	1–2	Adequate
United Arab Emirates	0	0	0	3–5	Less than adequate
Yemen	0	0	0	1–2	Less than adequate

\* Desirable ranges calculated as at 31 December 2019.

**Table 10. Asia**

Country of nationality	Female	Male	Total	Desirable range *	Country representation status
Afghanistan	0	1	1	1–2	Adequate
Australia	4	5	9	12–20	Less than adequate
Bangladesh	0	1	1	1–2	Adequate
Brunei Darussalam	0	0	0	1–2	Less than adequate
Cambodia	0	0	0	1–2	Less than adequate
China	3	11	14	40–67	Less than adequate
Cook Islands	0	0	0	1–2	Less than adequate
Fiji	1	1	2	1–2	Adequate
India	2	12	14	4–6	More than adequate
Indonesia	1	1	2	3–4	Less than adequate
Iran (Islamic Republic of)	0	1	1	2–4	Less than adequate
Japan	22	12	34	49–81	Less than adequate
Kiribati	0	0	0	1–2	Less than adequate
Lao People's Democratic Republic	0	1	1	1–2	Adequate
Malaysia	0	0	0	2–3	Less than adequate
Maldives	0	0	0	1–2	Less than adequate
Marshall Islands	0	0	0	1–2	Less than adequate



Country of nationality	Female	Male	Total	Desirable range *	Country representation status
Mongolia	2	1	3	1–2	More than adequate
Myanmar	1	0	1	1–2	Adequate
Nepal	0	2	2	1–2	Adequate
New Zealand	2	1	3	1–2	More than adequate
Pakistan	1	3	4	1–2	More than adequate
Palau	0	0	0	1–2	Less than adequate
Papua New Guinea	0	0	0	1–2	Less than adequate
Philippines	2	3	5	1–2	More than adequate
Republic of Korea	2	7	9	10–17	Less than adequate
Samoa	0	0	0	1–2	Less than adequate
Singapore	0	1	1	2–4	Less than adequate
Solomon Islands	0	0	0	1–2	Less than adequate
Sri Lanka	0	3	3	1–2	More than adequate
Thailand	5	0	5	1–2	More than adequate
Timor-Leste	0	0	0	1–2	Less than adequate
Tonga	0	0	0	1–2	Less than adequate
Tuvalu	0	0	0	1–2	Less than adequate
Vanuatu	0	0	0	1–2	Less than adequate
Viet Nam	0	0	0	1–2	Less than adequate

\* Desirable ranges calculated as at 31 December 2019.

**Table 11. Europe**

Country of nationality	Female	Male	Total	Desirable range *	Country representation status
Albania	1	0	1	1–2	Adequate
Armenia	0	0	0	1–2	Less than adequate
Austria	1	1	2	4–6	Less than adequate
Azerbaijan	0	0	0	1–2	Less than adequate
Belarus	1	0	1	1–2	Adequate
Belgium	10	6	16	4–7	More than adequate
Bosnia and Herzegovina	0	1	1	1–2	Adequate
Bulgaria	3	1	4	1–2	More than adequate
Croatia	1	2	3	1–2	More than adequate
Cyprus	0	0	0	1–2	Less than adequate
Czechia	0	1	1	2–3	Less than adequate
Denmark	4	4	8	3–5	More than adequate
Estonia	1	0	1	1–2	Adequate
Finland	2	3	5	2–4	More than adequate
France	28	47	75	24–41	More than adequate
Georgia	0	2	2	1–2	Adequate

Country of nationality	Female	Male	Total	Desirable range *	Country representation status
Germany	22	24	46	32–54	Adequate
Greece	1	4	5	2–4	More than adequate
Hungary	2	1	3	1–2	More than adequate
Iceland	0	0	0	1–2	Less than adequate
Ireland	1	4	5	2–3	More than adequate
Israel	1	1	2	2–4	Adequate
Italy	19	28	47	19–31	More than adequate
Kazakhstan	0	0	0	1–2	Less than adequate
Kyrgyzstan	0	0	0	1–2	Less than adequate
Latvia	0	0	0	1–2	Less than adequate
Lithuania	0	1	1	1–2	Adequate
Luxembourg	0	1	1	1–2	Adequate
Malta	0	0	0	1–2	Less than adequate
Montenegro	0	1	1	1–2	Adequate
Netherlands	8	10	18	7–12	More than adequate
North Macedonia	1	0	1	1–2	Adequate
Norway	1	4	5	4–7	Adequate
Poland	1	1	2	4–7	Less than adequate
Portugal	6	3	9	2–3	More than adequate
Republic of Moldova	1	2	3	1–2	More than adequate
Romania	3	1	4	1–2	More than adequate
Russian Federation	5	2	7	16–26	Less than adequate
San Marino	0	0	0	1–2	Less than adequate
Serbia	0	2	2	1–2	Adequate
Slovakia	1	0	1	1–2	Adequate
Slovenia	1	0	1	1–2	Adequate
Spain	23	12	35	12–21	More than adequate
Sweden	5	1	6	5–8	Adequate
Switzerland	9	4	13	6–10	More than adequate
Tajikistan	1	0	1	1–2	Adequate
Turkey	2	3	5	5–9	Adequate
Turkmenistan	0	0	0	1–2	Less than adequate
Ukraine	1	2	3	1–2	More than adequate
United Kingdom of Great Britain and Northern Ireland	11	19	30	22–37	Adequate
Uzbekistan	0	0	0	1–2	Less than adequate

\* Desirable ranges calculated as at 31 December 2019.

Table 12. Americas

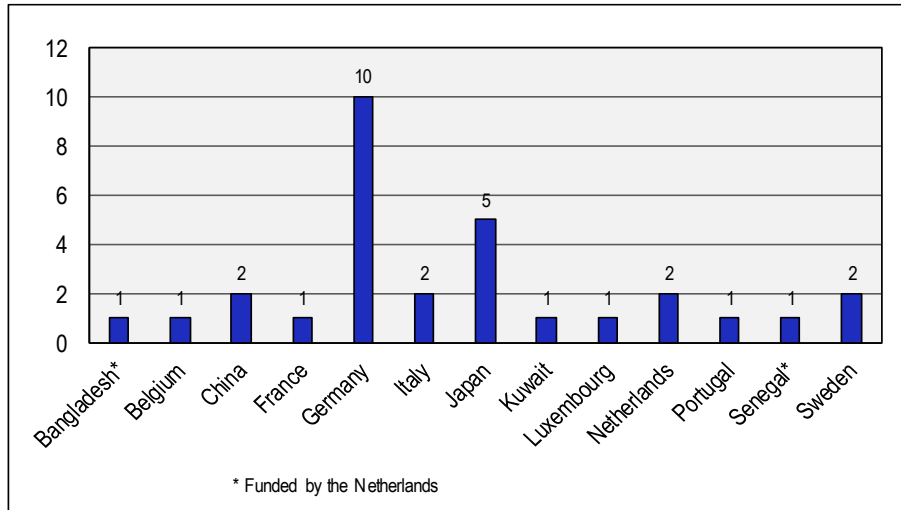
Country of nationality	Female	Male	Total	Desirable range *	Country representation status
Antigua and Barbuda	0	0	0	1–2	Less than adequate
Argentina	7	8	15	4–7	More than adequate
Bahamas	0	0	0	1–2	Less than adequate
Barbados	0	0	0	1–2	Less than adequate
Belize	0	0	0	1–2	Less than adequate
Bolivia (Plurinational State of)	1	2	3	1–2	More than adequate
Brazil	7	7	14	19–32	Less than adequate
Canada	14	8	22	15–25	Adequate
Chile	2	2	4	2–3	More than adequate
Colombia	2	2	4	2–3	Adequate
Costa Rica	4	5	9	1–2	More than adequate
Cuba	1	0	1	1–2	Adequate
Dominica	0	1	1	1–2	Adequate
Dominican Republic	2	1	3	1–2	More than adequate
Ecuador	2	1	3	1–2	More than adequate
El Salvador	2	2	4	1–2	More than adequate
Grenada	0	0	0	1–2	Less than adequate
Guatemala	0	0	0	1–2	Less than adequate
Guyana	0	0	0	1–2	Less than adequate
Haiti	0	0	0	1–2	Less than adequate
Honduras	1	0	1	1–2	Adequate
Jamaica	0	0	0	1–2	Less than adequate
Mexico	5	6	11	7–12	Adequate
Nicaragua	0	0	0	1–2	Less than adequate
Panama	0	1	1	1–2	Adequate
Paraguay	0	0	0	1–2	Less than adequate
Peru	4	11	15	1–2	More than adequate
Saint Kitts and Nevis	0	0	0	1–2	Less than adequate
Saint Lucia	0	0	0	1–2	Less than adequate
Saint Vincent and the Grenadines	0	0	0	1–2	Less than adequate
Suriname	0	0	0	1–2	Less than adequate
Trinidad and Tobago	2	1	3	1–2	More than adequate
United States of America	38	30	68	111–148	Less than adequate
Uruguay	1	2	3	1–2	More than adequate
Venezuela (Bolivarian Republic of)	0	3	3	3–5	Adequate

\* Desirable ranges calculated as at 31 December 2019.

### 2.3. Distribution of JPOs and interns by country and region of origin

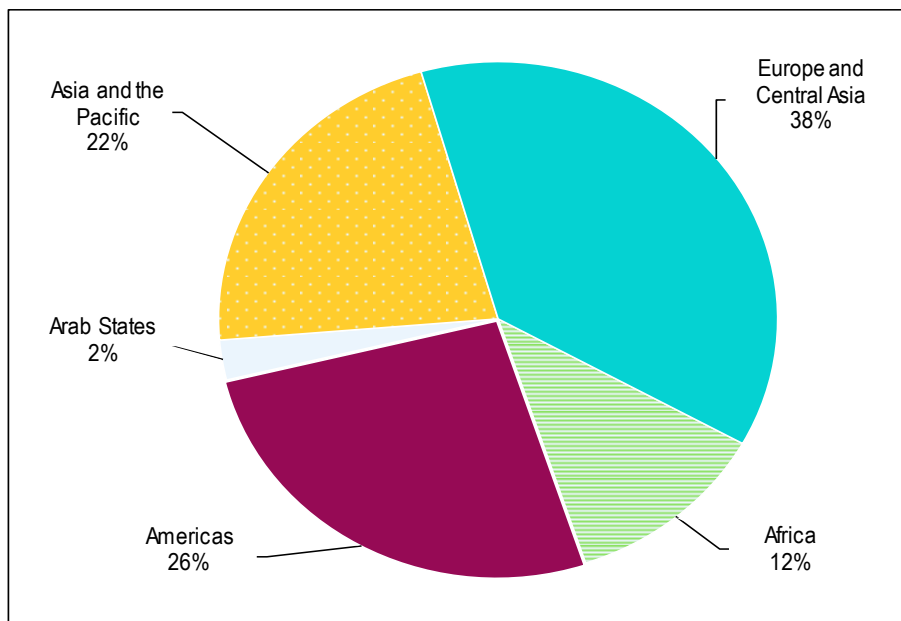
15. As at 31 December 2019, the ILO had 30 JPOs of 13 different nationalities.

Figure 4. Distribution of Junior Professional Officers by country of nationality



16. In 2019, the ILO had 160 interns of 50 different nationalities.

Figure 5. Interns by region of origin

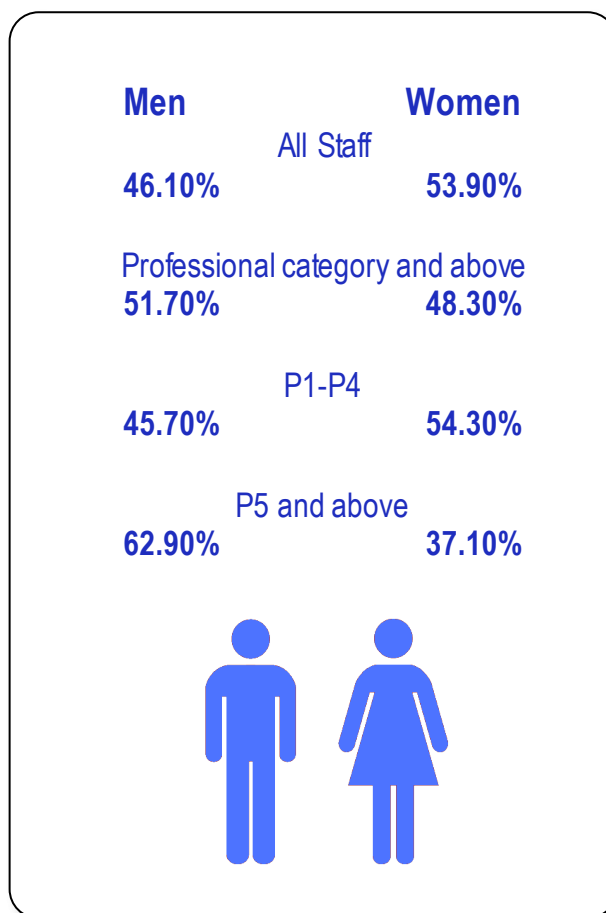


## 3. Gender diversity

17. This section provides an overview of the gender diversity component in line with the indicator foreseen under the Human Resources Strategy for 2018–21 (Gender equality in professional and senior positions). The population covered by this section is larger than that in the section on geographical distribution, since the gender data covers all staff on fixed-term or without limit of time contracts, irrespective of the source of funding of their posts, while geographical distribution data is restricted to staff on positions subject to geographical

distribution (international professional and higher positions, competitively recruited on regular budget).

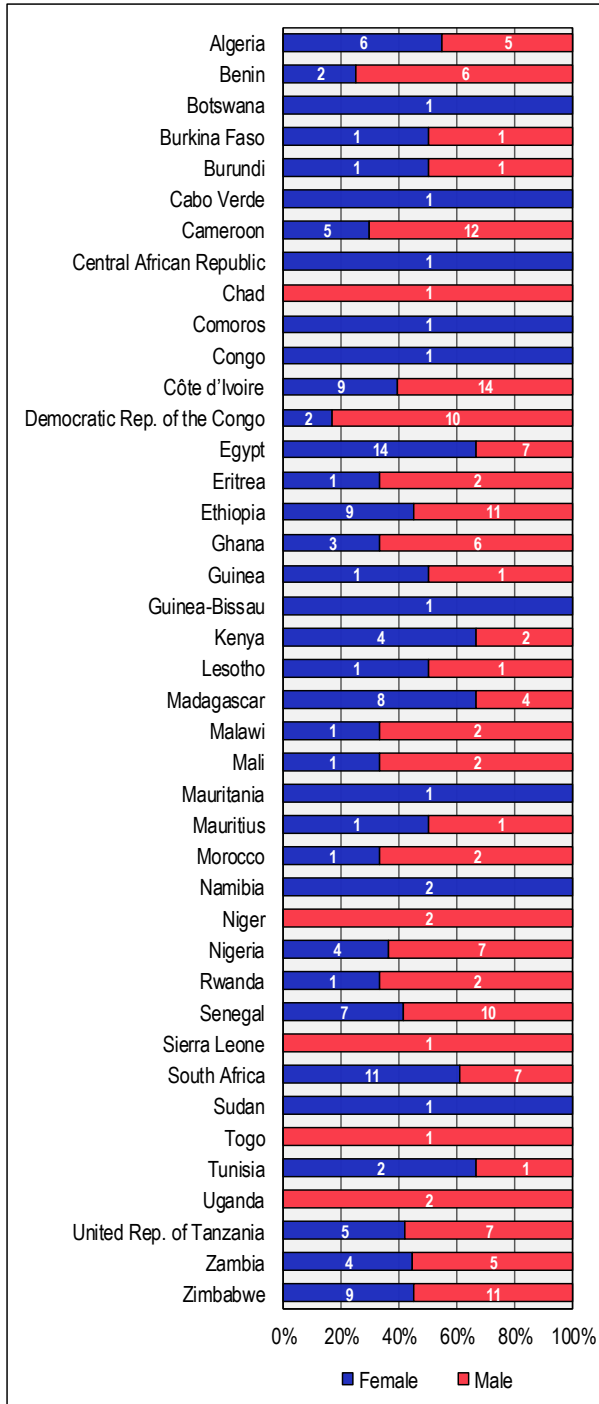
- 18.** As at 31 December 2019, women were a majority in the workforce of the Office (53.9 per cent); in the Professional category (P) and above, they represented (48.3 per cent); in the General Service (GS) category, 60.6 per cent and 51.7 per cent in the National Professional Officers (NPO) category. Women are a majority at P1–P4 level (54.3 per cent). However, more efforts need to be made at P5 level and above, where the percentage of women is at 37.1 per cent. More efforts to increase the number of applications from qualified women is necessary, including from internal talent pipelines, and this will be given particular attention in the implementation of the action plan.



### 3.1. Gender distribution by region of origin, country of nationality and source of funds

Figure 6. Africa

(a) Regular staff



(b) DC staff

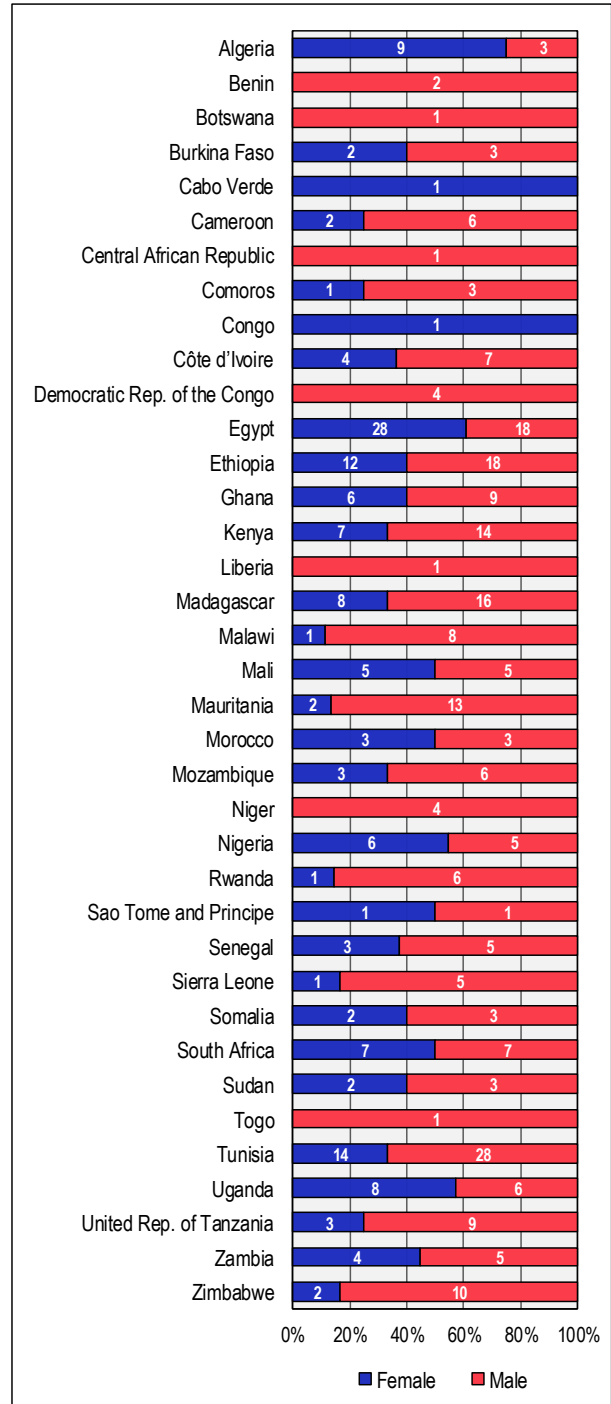
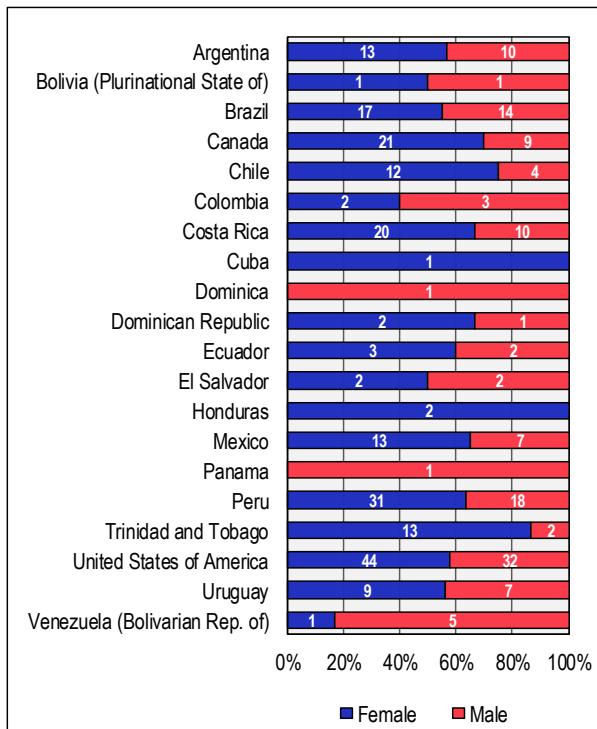


Figure 7. Americas

(a) Regular staff



(b) DC staff

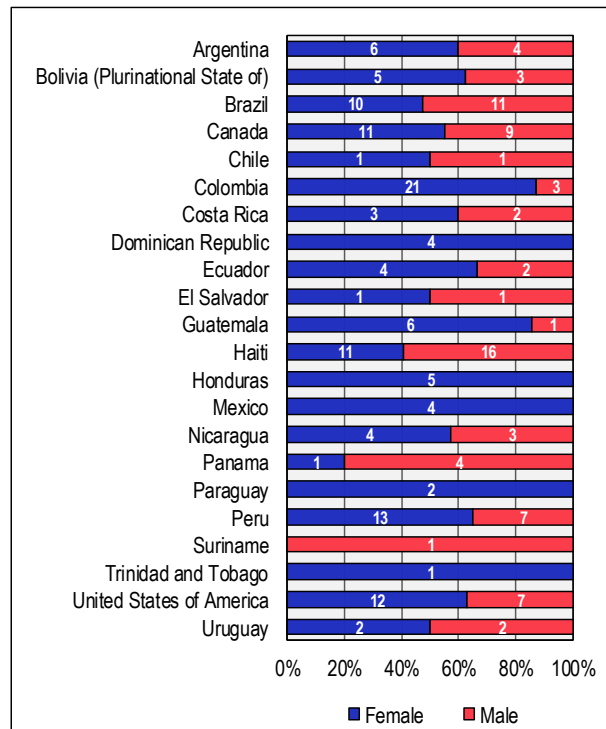
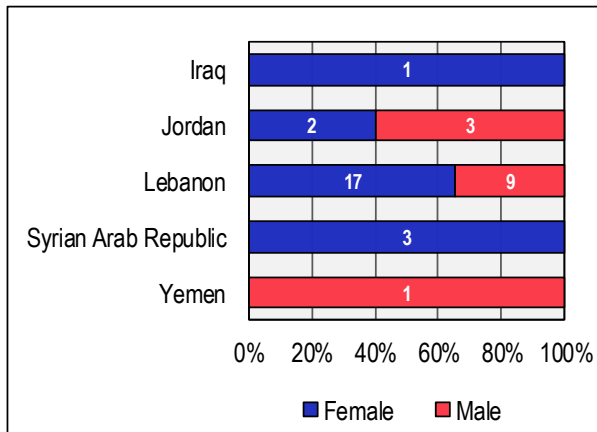


Figure 8. Arab States

(a) Regular staff



(b) DC staff

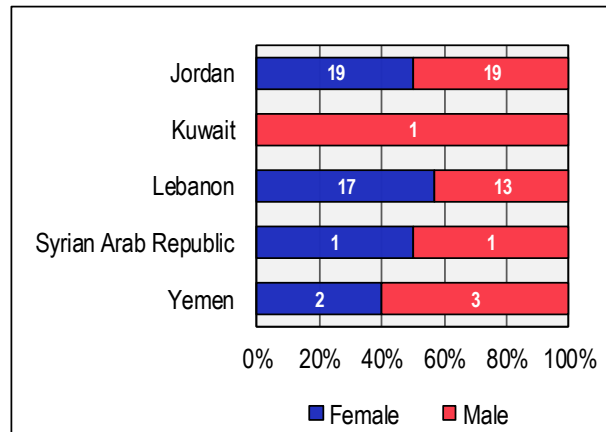
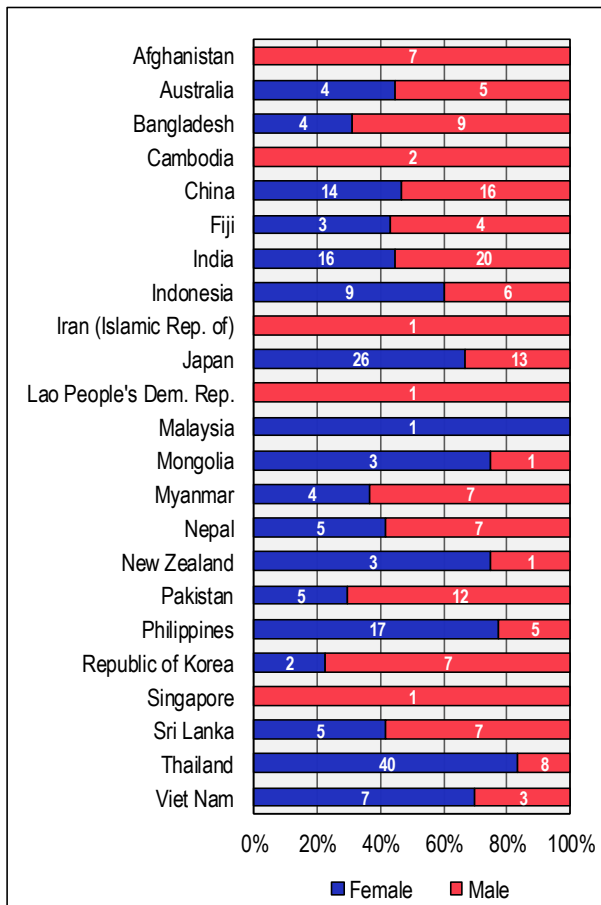


Figure 9. Asia

(a) Regular staff



(b) DC staff

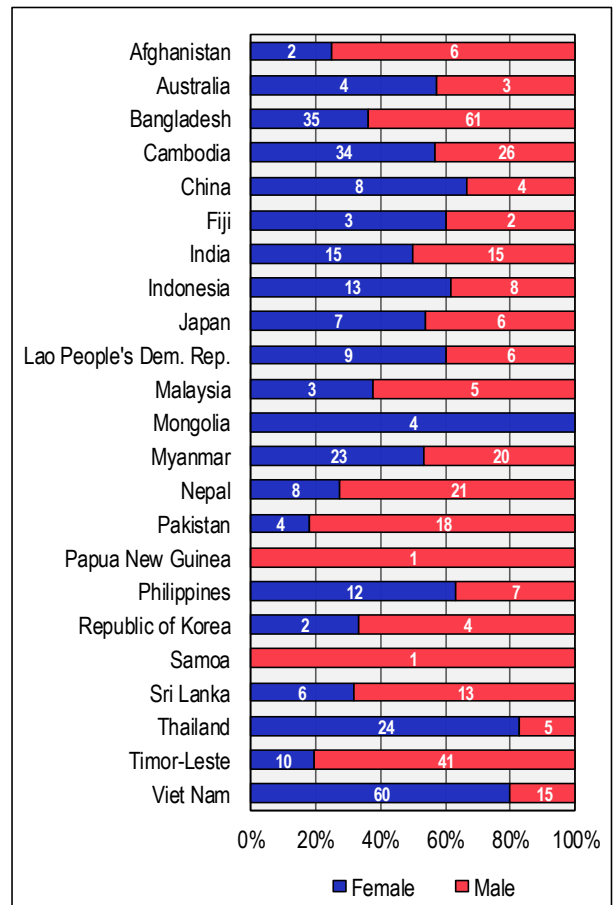
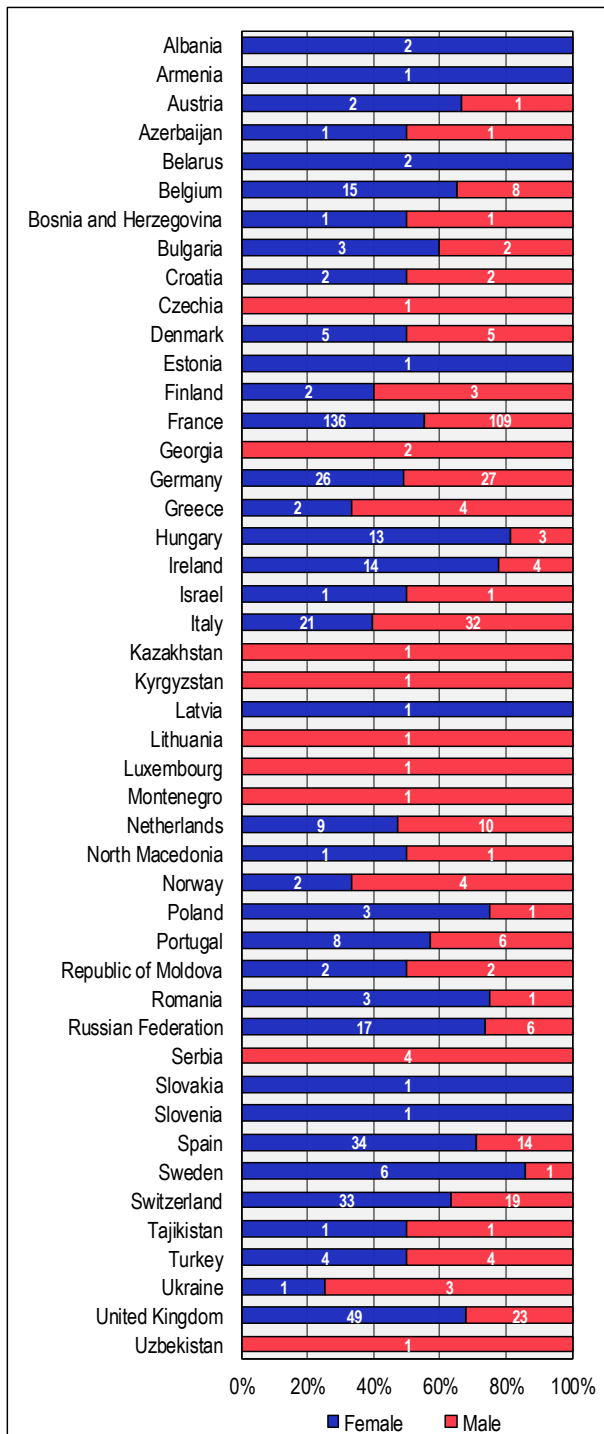


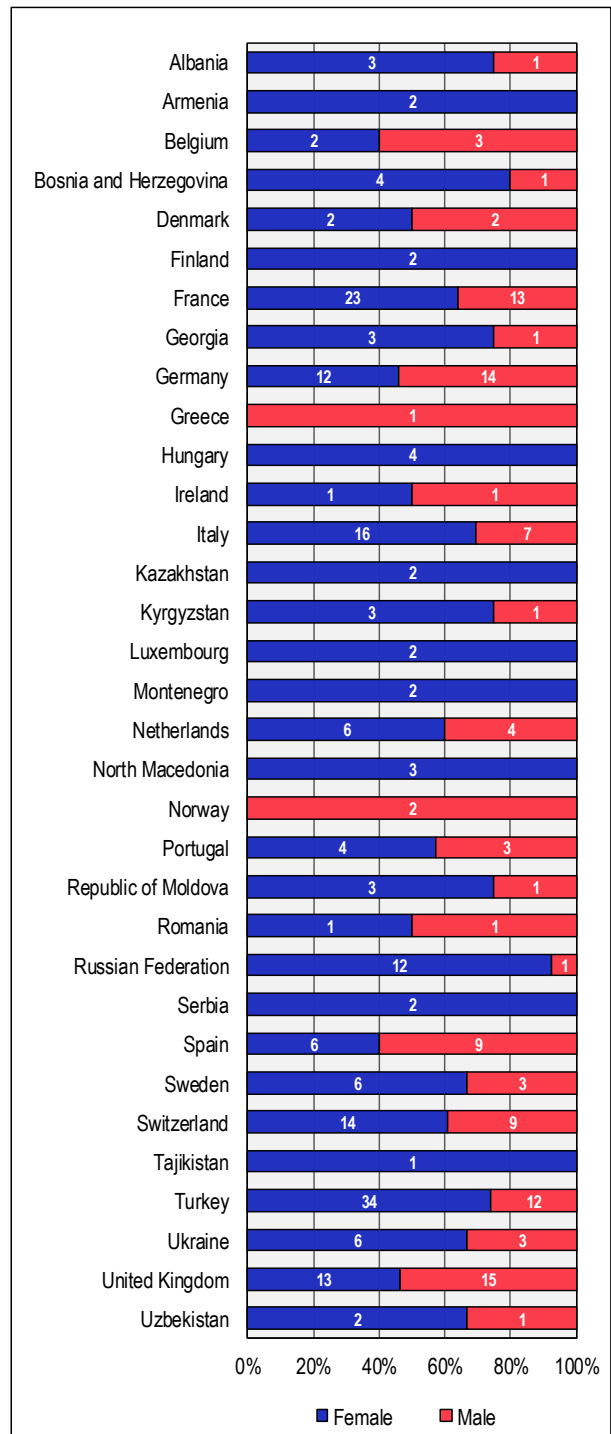


Figure 10. Europe

(a) Regular staff



(b) DC staff



### 3.2. Gender distribution by category, age, grade and type of contract (regular staff)

Table 13.

Grade		35 and under		36–45		46–55		Over 55		Total
		F	M	F	M	F	M	F	M	
<b>Professional total</b>		<b>44</b>	<b>19</b>	<b>120</b>	<b>100</b>	<b>158</b>	<b>192</b>	<b>86</b>	<b>134</b>	<b>853</b>
DG	FT								1	1
DDG	FT							1	2	3
ADG	FT					1		2	3	6
D2	FT					1	2	1		4
	WLT					1	4	6	6	17
D1	FT					4	10	4	13	31
	WLT				1	8	7	8	12	36
DIR	FT				1	1	1	2	1	6
P5	FT			3	7	20	39	10	24	103
	WLT			5	5	29	51	34	41	165
P4	FT	6		53	44	34	35	3	17	192
	WLT			14	11	29	21	11	10	96
P3	FT	14	8	31	23	15	7	1	1	100
	WLT			7	2	13	13	2	3	40
P2	FT	23	11	6	5	1	1			47
	WLT			1	1	1	1	1		5
P1	FT	1								1
<b>NO total</b>		<b>4</b>	<b>3</b>	<b>18</b>	<b>17</b>	<b>34</b>	<b>25</b>	<b>21</b>	<b>14</b>	<b>136</b>
CORR	FT				4	3	3	1	1	12
NOC	WLT				1	1		1		3
NOB	FT	3		5	2	6	7	1		24
	WLT			6	1	9	10	11	5	42
NOA	FT	1	3	4	9	7	2			26
	WLT			3		8	3	7	8	29
<b>GS and related total</b>		<b>28</b>	<b>17</b>	<b>121</b>	<b>65</b>	<b>193</b>	<b>101</b>	<b>122</b>	<b>58</b>	<b>705</b>
G7	FT		1		1					2
	WLT			9	3	33	10	35	7	97
G6	FT	7	3	7	12	7	1	4		41
	WLT	4	1	28	14	73	22	37	11	190
G5	FT	10	5	8	4	14	3	4		48
	WLT	2	1	40	8	48	17	30	7	153
G4	FT	2	1	9	3	3	5	4		27
	WLT	1	1	15	2	14	19	7	13	72
G3	FT	1	1	1	5	1		1	1	11
	WLT	1	1	3	4		11		13	33
G2	FT		2		3		3			8
	WLT			1	6		9		6	22
G1	WLT						1			1
<b>Grand total</b>		<b>76</b>	<b>39</b>	<b>259</b>	<b>182</b>	<b>385</b>	<b>318</b>	<b>229</b>	<b>206</b>	<b>1 694</b>

Figure 11. Gender distribution of Professional category and above

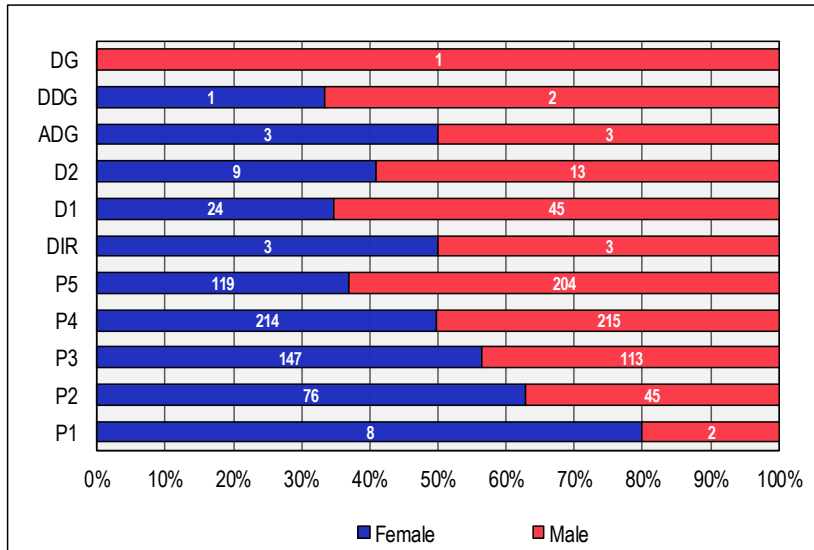


Figure 12. Gender distribution of Professional category and above (regular staff)

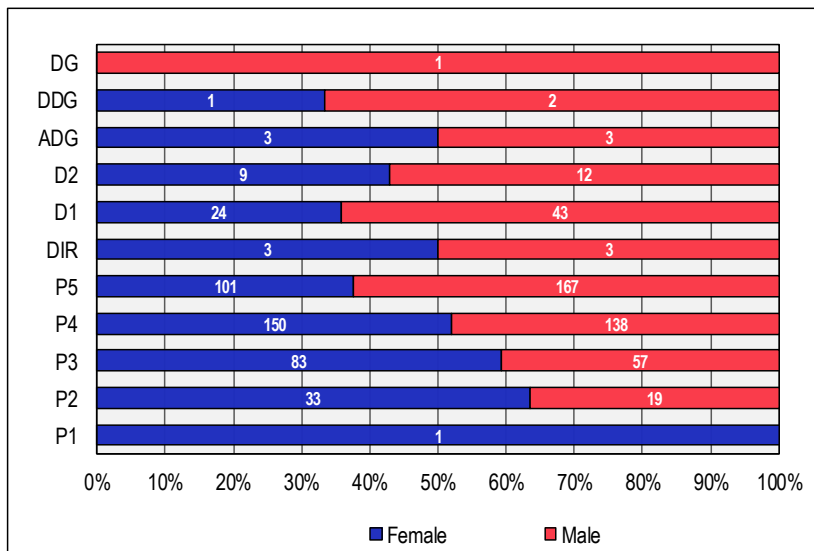
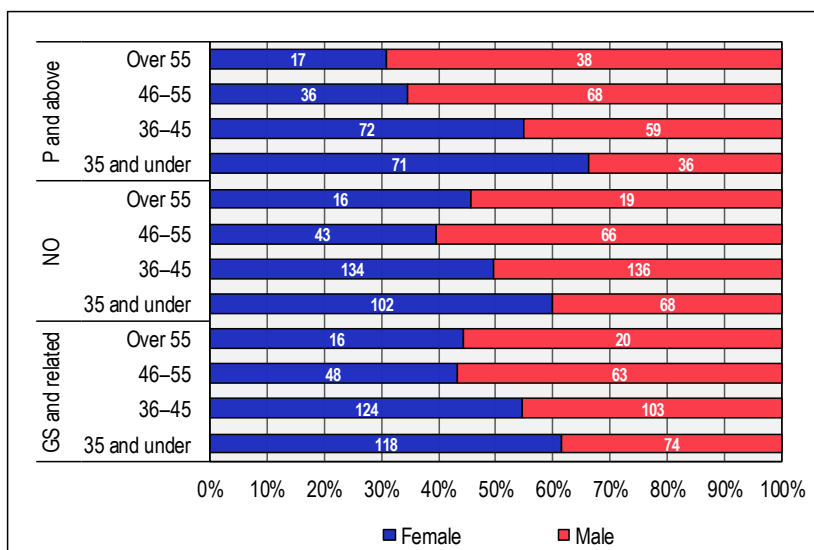
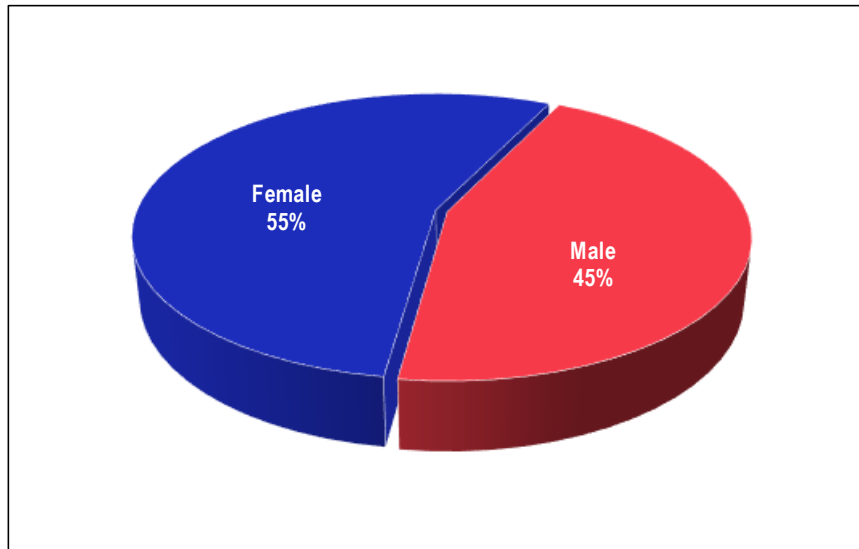


Figure 13. Gender distribution by category, age, grade of non-regular staff



### 3.3. Gender distribution of interns

Figure 14. Gender ratio



## 4. Recruitment and staff mobility

19. This section provides information on recruitment and staff mobility, including on the number of staff from less than adequately represented nationalities who joined the Office in 2019 in regular budget positions subject to geographical distribution. Considerably low staff turnover combined with reduced numbers of retirements and the desirability of career progression for internal staff have continued to be key factors to limit the ability of the Office to improve workforce diversity through new recruitment in these types of positions.

### 4.1. Vacancy notices 2015–19 – Professional category (regular staff)

Figure 15. Number of RAPS competitions opened

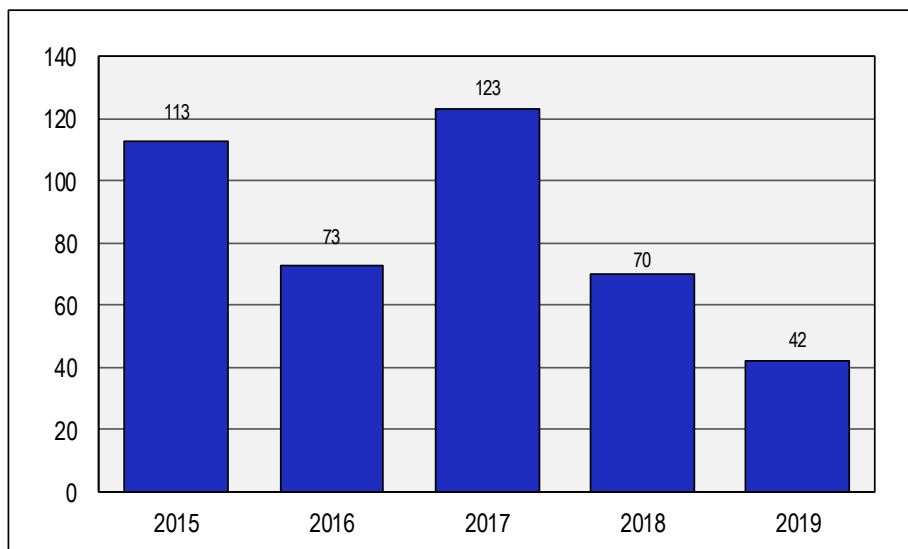


Figure 16. Number of vacancies by category 2015–19

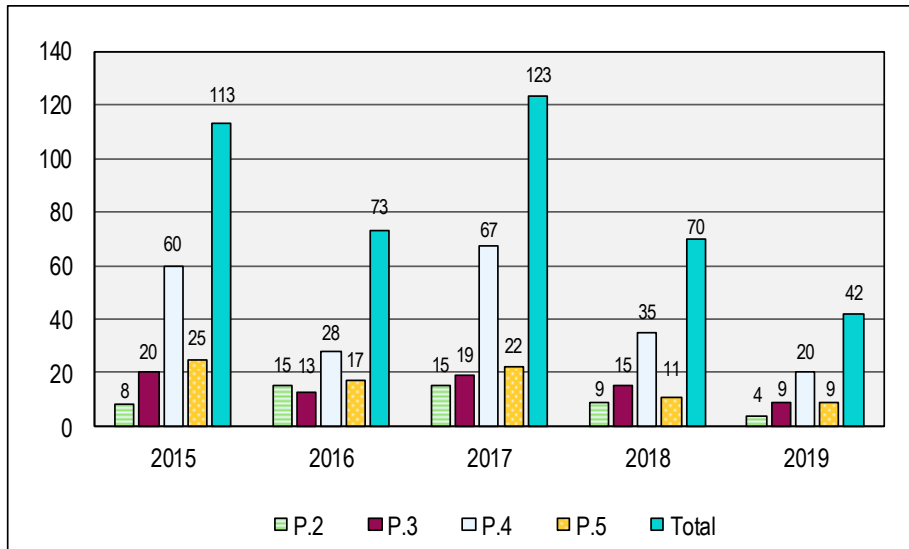


Figure 17. Distribution of vacancy notices filled internally and externally 2019

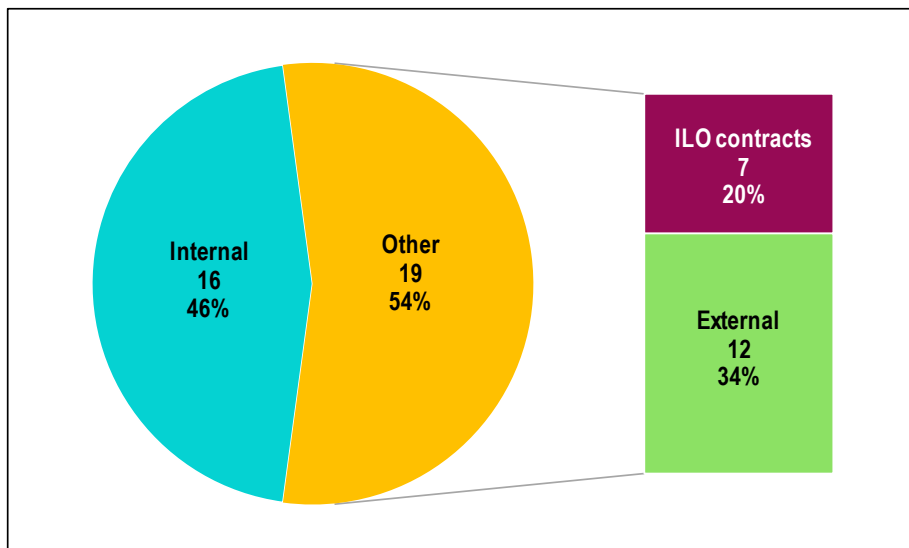
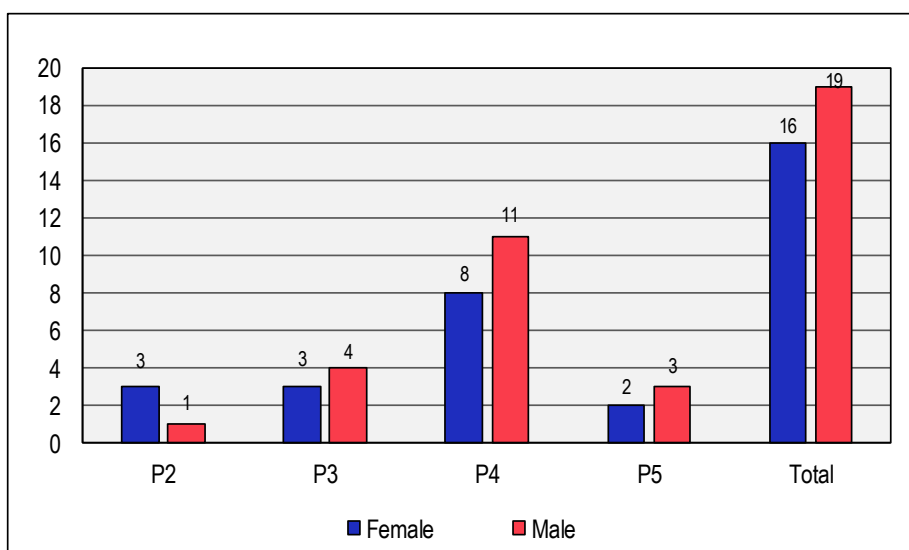


Figure 18. Distribution of vacancy notices filled by grade and gender



## 4.2. Composition of staff newly appointed between 1 January and 31 December 2019 in the Professional category and above (regular staff)

20. Thirty new non-linguistic staff subject to geographical distribution have been appointed in 2019, of which six were from less than adequately represented countries.

Table 14.

Less than adequate <sup>1</sup>		Adequate <sup>2</sup>		More than adequate <sup>3</sup>	
Country	Total	Country	Total	Country	Total
Brazil	1	Canada	2	Croatia	1
Czechia	1	Eritrea	1	El Salvador	1
Japan	1	Germany	2	France	4
Republic of Korea	1	Mexico	1	India	2
United States of America	2	Namibia	1	Italy	4
		Sweden	1	New Zealand	1
		Uganda	1	Sri Lanka	1
		Venezuela (Bolivarian Republic of)	1		
<b>Total</b>	<b>6</b>	<b>Total</b>	<b>10</b>	<b>Total</b>	<b>14</b>

<sup>1</sup> Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2019.

<sup>2</sup> Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2019.

<sup>3</sup> Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2019.

## 4.3. Staff mobility (regular staff)

Table 15.

Movement type	2018				2019				Total
	P		GS		P		GS		
	F	M	F	M	F	M	F	M	
<b>Geographical mobility</b>	<b>34</b>	<b>36</b>			<b>5</b>	<b>14</b>			<b>89</b>
Field to headquarters	12	8			3	3			26
Headquarters to field	10	8				5			23
Field to field	12	20			2	6			40
<b>Transfers within grade</b>	<b>49</b>	<b>52</b>	<b>7</b>	<b>22</b>	<b>15</b>	<b>18</b>	<b>11</b>	<b>6</b>	<b>180</b>
Within regular budget	33	35	6	16	9	11	8	6	124
From development cooperation	9	12	1	3	2	4	3		34
To development cooperation	7	5		3	4	3			22
<b>Inter-agency mobility</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>3</b>			<b>19</b>
From UN agencies	2	4	2		5	2			15
To UN agencies	1			1	1	1			4
<b>Promotions</b>	<b>18</b>	<b>25</b>	<b>1</b>	<b>3</b>	<b>21</b>	<b>17</b>	<b>11</b>	<b>4</b>	<b>100</b>
Within same unit	4	9		3	11	7	8	4	46
Upon transfer	14	16	1		10	10	3		54

Movement type	2018				2019				Total
	P		GS		P		GS		
	F	M	F	M	F	M	F	M	
	<b>Cessation of service</b>	<b>23</b>	<b>23</b>	<b>15</b>	<b>21</b>	<b>17</b>	<b>20</b>	<b>21</b>	
Retirements	9	6	12	13	1	4	1	1	47
Other	14	17	3	8	16	16	20	10	104

P: Professional category and above (including National Professional Officer category).

GS: General Service category.

#### 4.4. Retirements – Professional category and above (regular staff)

Figure 19.

