



# Governing Body

347th Session, Geneva, 13–23 March 2023

Programme, Financial and Administrative Section

PFA

**Date:** 3 March 2023

**Original:** English

## Composition and structure of the staff at 31 December 2022

Diversity outlook report

**Summary:** In accordance with the Human Resources Strategy 2022–25 and the Action Plan for improving the diversity of the ILO workforce, this document contains information on the composition and structure of the staff of the Office as at 31 December 2022. It provides an overview of the composition and structure of the ILO staff with specific information regarding gender, geographical diversity and age, along with figures related to recruitment and mobility.

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

**Related documents:** [GB.347/PFA/14](#), [GB.344/PFA/INF/5\(Rev.2\)](#), [GB.337/PFA/11](#).

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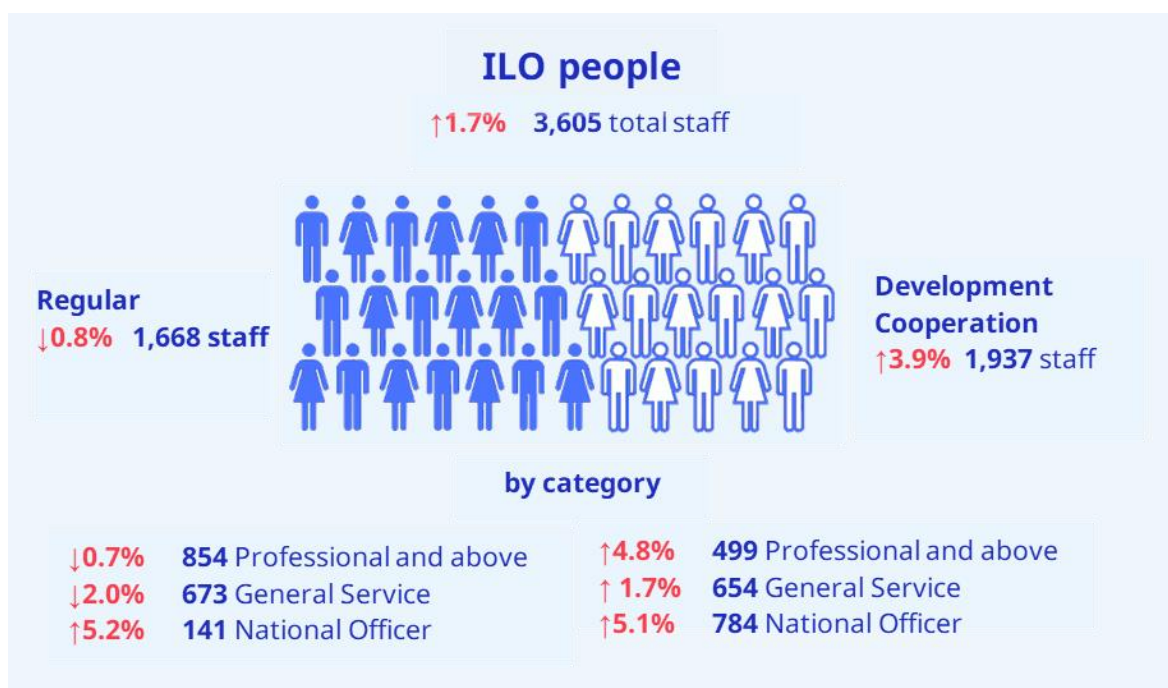
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## ► Introduction

1. This document presents information on the composition and structure of the Office workforce as at 31 December 2022. <sup>1</sup> It highlights key changes in the ILO workforce experienced in 2022 based on overall staff movements and annual staff turnover across the Office.

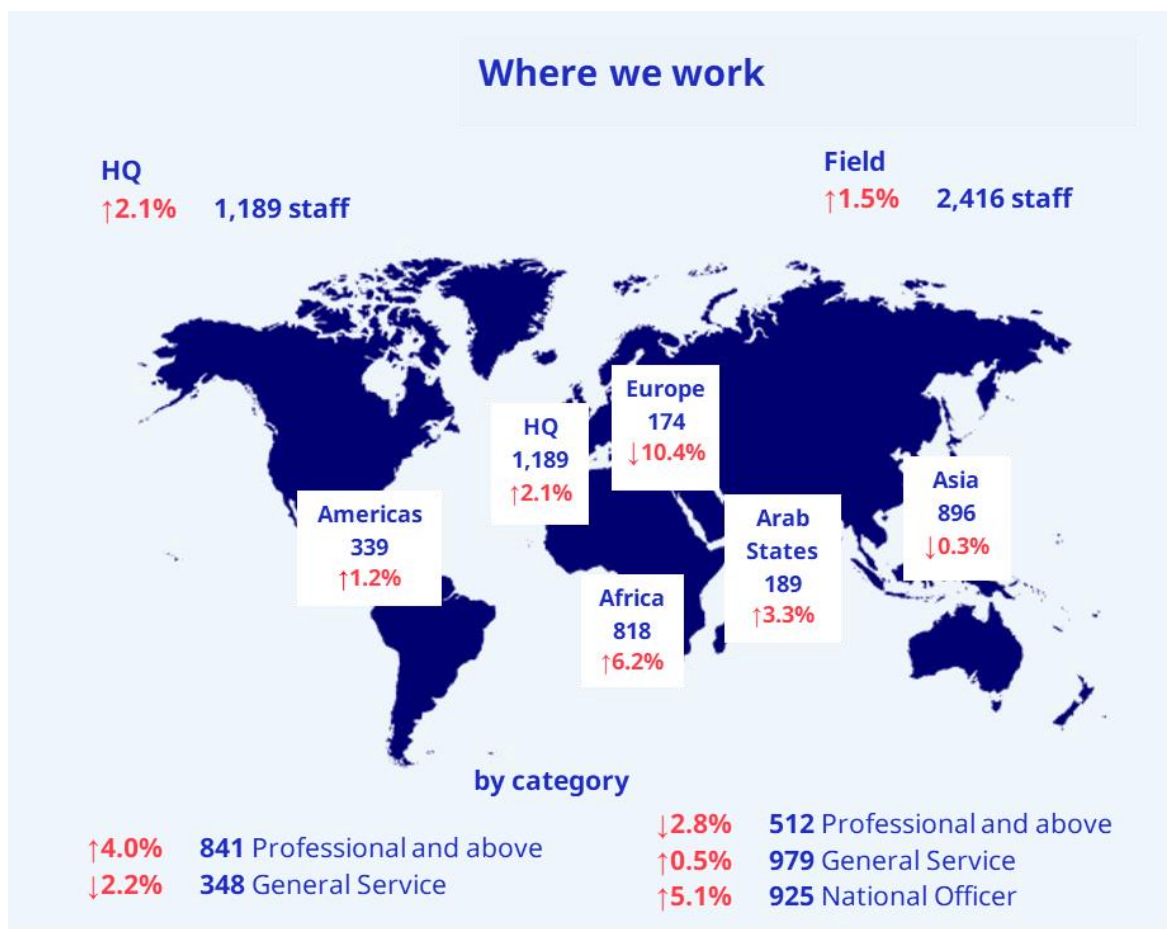
## ► 1. Overview of the ILO workforce composition

2. As at 31 December 2022, the ILO had a total staff of 3,605, an increase of 1.7 per cent compared to 2021.
3. The total number of staff employed under the regular budget has continued to decrease, especially the General Services category which has decreased by 2.0 per cent. The staff employed under development cooperation (DC) projects has increased by 3.9 per cent with increases most notable in the Professional and above and National Officer categories. This increase in DC staff is in line with the continuous commitment of the Office to deliver on development cooperation activities to respond to its constituents' demands.



4. The number of staff assigned to duty stations in external offices has continued to increase, with notable growth recorded in the Africa region (6.2 per cent) and the Arab States region (3.3 per cent).

<sup>1</sup> In order to reflect the new organizational structure of the Office, this report also includes all officials who joined on 1 January 2023.



### 1.1. Distribution of all staff by category, duty station, type of contract and source of funds

- Of the 3,605 staff members, the ILO had 1,353 in the Professional category and above (all sources of funds). In 2022, staff members from P5 and above represented 30.7 per cent of this Professional category (down from 32.2 per cent in 2021) while staff members from P1 to P4 represented 69.2 per cent (up from 67.8 per cent in 2021).
- The ILO had 2,252 staff members in the General Service and National Officer categories (all sources of funds). Out of this number, 1,904 (84.5 per cent) are located in the regions.

► Table 1

Category of staff and place	Officials employed						Total	(2021)	
	Regular staff			(2021)	DC staff *				(2021)
	FT	WLT	Subtotal		FT				
<b>Headquarters</b>									
Professional category and above (P)	348	258	606	(597)		235	(212)	<b>841</b>	<b>(809)</b>
General Service category (GS)	31	279	310	(316)		38	(40)	<b>348</b>	<b>(356)</b>

Category of staff and place	Officials employed								
	Regular staff			(2021)	DC staff *		(2021)	Total	(2021)
	FT	WLT	Subtotal		FT				
<b>Subtotal</b>	<b>379</b>	<b>537</b>	<b>916</b>	<b>(913)</b>	<b>273</b>	<b>(252)</b>	<b>1 189</b>	<b>(1 165)</b>	
<b>Field offices</b>									
P	159	89	248	(263)	264	(264)	<b>512</b>	<b>(527)</b>	
NO	74	67	141	(134)	784	(746)	<b>925</b>	<b>(880)</b>	
GS	89	274	363	(371)	616	(603)	<b>979</b>	<b>(974)</b>	
<b>Subtotal</b>	<b>322</b>	<b>430</b>	<b>752</b>	<b>(768)</b>	<b>1 664</b>	<b>(1 613)</b>	<b>2 416</b>	<b>(2 381)</b>	
<b>Grand total</b>	<b>701</b>	<b>967</b>	<b>1 668</b>	<b>(1 681)</b>	<b>1 937</b>	<b>(1 865)</b>	<b>3 605</b>	<b>(3 546)</b>	

\* Positions funded by development cooperation (DC) funds, programme support income (PSI), Regular Budget Supplementary Account (RBSA) and other extra budgetary resources.  
 FT = Fixed-term. WLT = Without limit of time.

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

► Table 2

Category and grade	Officials employed					
	Regular staff			DC staff *	Total	
	FT	WLT	Subtotal	FT		
<b>Professional and above</b>						
DG		1	1		1	
ADG		8	8		8	
D2		11	10	21	1	22
D1		30	39	69	2	71
P5		106	150	256	58	314
P4		196	98	294	175	469
P3		113	47	160	158	318
P2		38	3	41	94	135
P1		4		4	11	15
<b>Total</b>		<b>507</b>	<b>347</b>	<b>854</b>	<b>499</b>	<b>1 353</b>
<b>National Officer</b>						
CORR		12		12		12
NOC		2	5	7	20	27
NOB		27	40	67	329	396
NOA		33	22	55	435	490
<b>Total</b>		<b>74</b>	<b>67</b>	<b>141</b>	<b>784</b>	<b>925</b>

Category and grade	Officials employed				
	Regular staff			DC staff *	Total
	FT	WLT	Subtotal	FT	
<b>General Service</b>					
G7			93	24	117
G6		33	184	192	409
G5		56	154	242	452
G4		18	63	63	144
G3		9	39	27	75
G2		4	20	104	128
G1				2	2
<b>Total</b>		<b>120</b>	<b>553</b>	<b>654</b>	<b>1 327</b>
<b>Grand total</b>		<b>701</b>	<b>967</b>	<b>1 937</b>	<b>3 605</b>

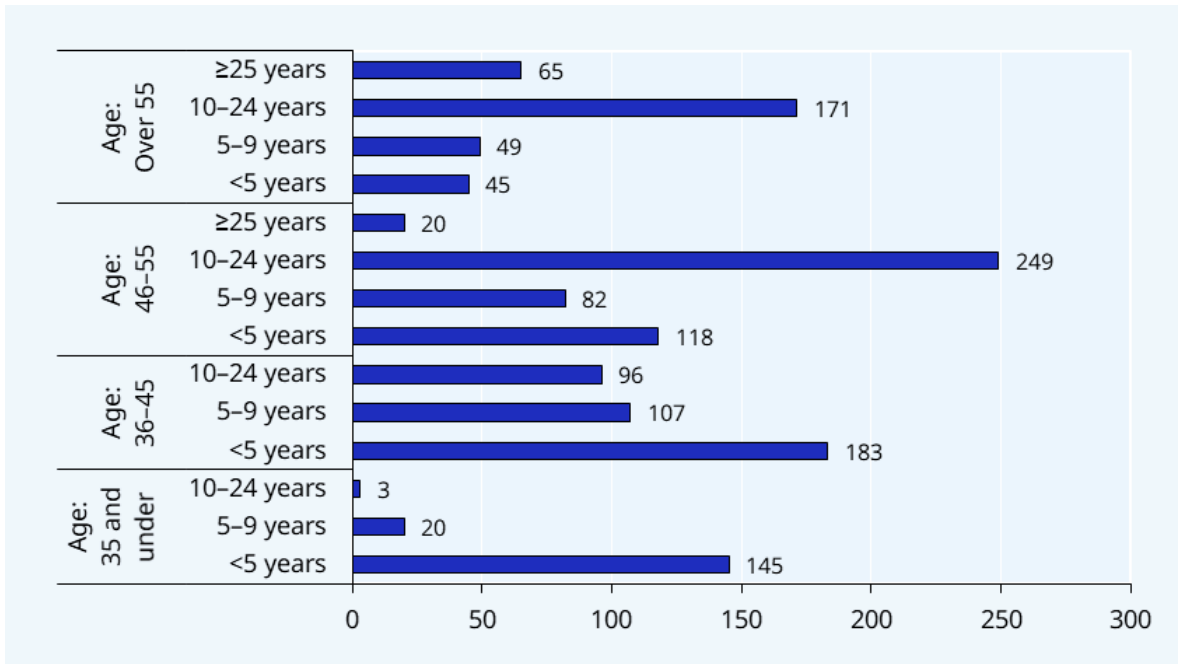
\* Positions funded by DC, PSI, RBSA and other extra-budgetary resources.

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

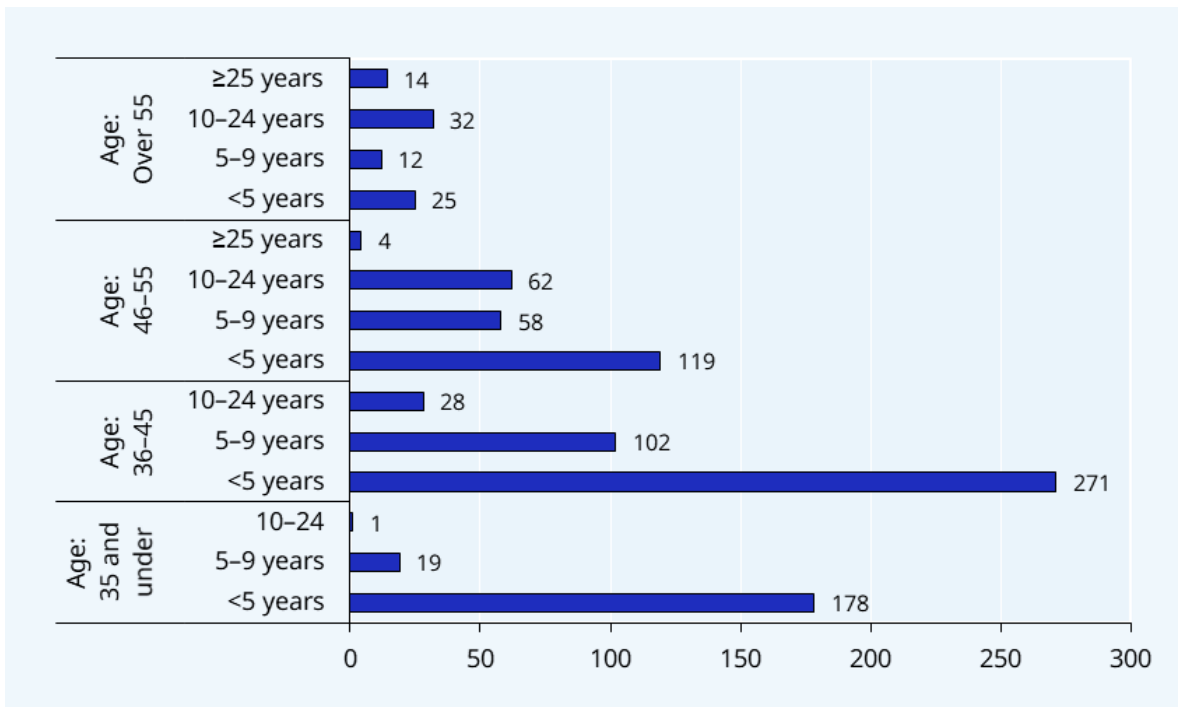
### 1.3. Distribution of staff by age and length of service

7. As at 31 December 2022, the average age of an ILO employee (all categories of staff) is 45.8 years and the average length of service is 9.0 years. The average age of staff in the Professional category and above is 47.6 years while the average age of staff members in the General Service and National Officer categories is 46.0 years and 42.8 years, respectively. Detailed statistics of staff by age and length of service are shown in the three figures below.
8. The overall average age in 2022 is slightly higher than in 2021, and this is an anticipated impact of the increase in the mandatory retirement age. However, the average age for the new intake of professionals on regular budget positions in 2022 was 43.3 years, which is 7.3 years younger than the average age of professionals on regular budget positions on board in 2021. This points to the efforts made to attract younger people as part of the ILO workforce (see in particular 5.3 below).

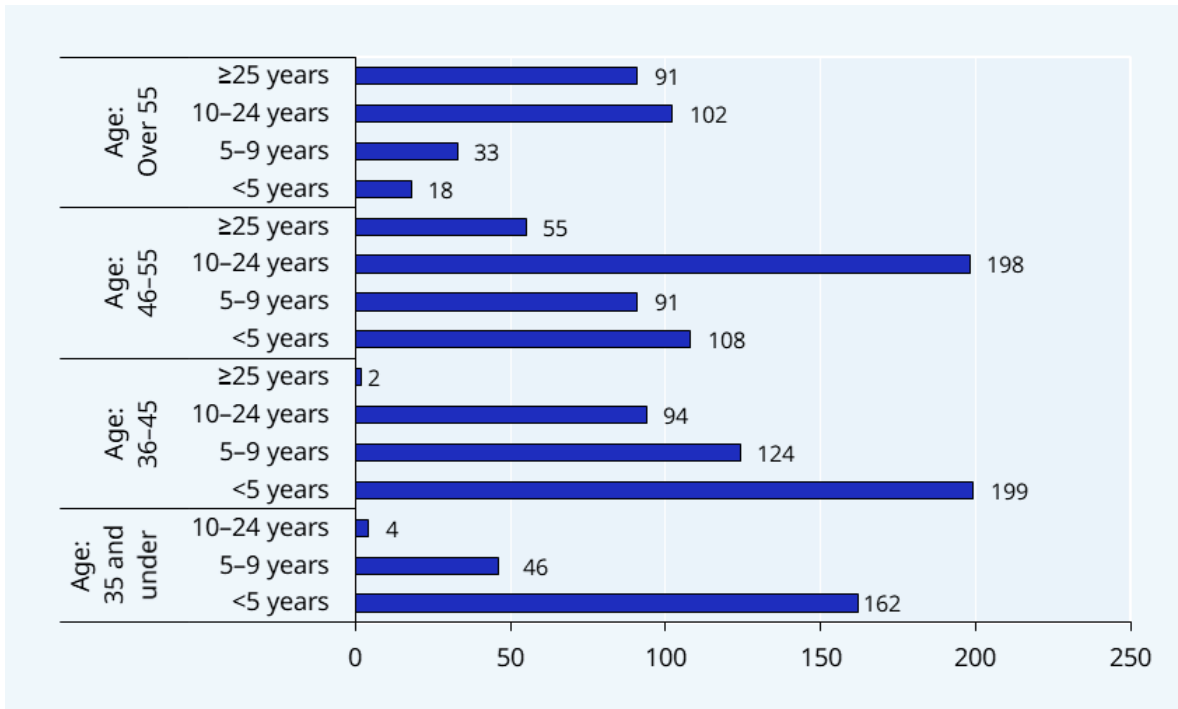
► **Figure 1. Distribution of Professional staff by age and length of service**



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



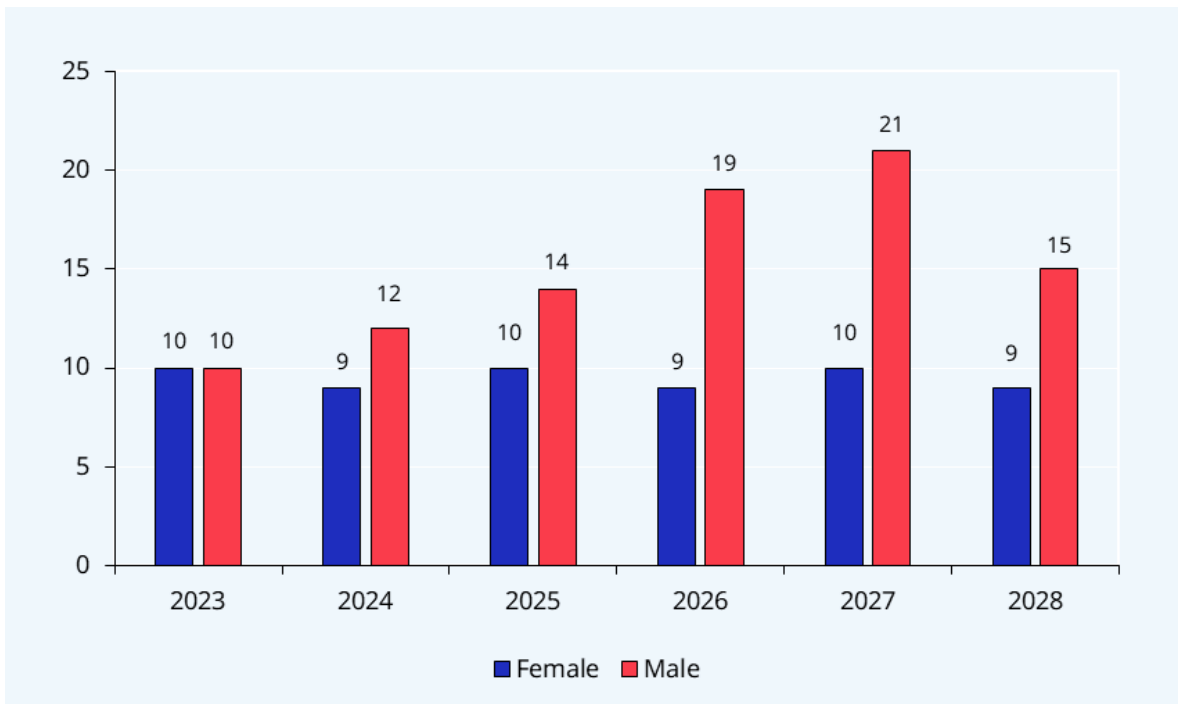
► **Figure 3. Distribution of General Service staff by age and length of service**



## ► 2. Forthcoming retirement (regular staff)

- There are 148 regular staff members who will reach the statutory age of retirement by the end of 2028. Wherever vacancies can be anticipated, the Office ensures that the recruitment and selection process is undertaken prior to the departure of the incumbent.

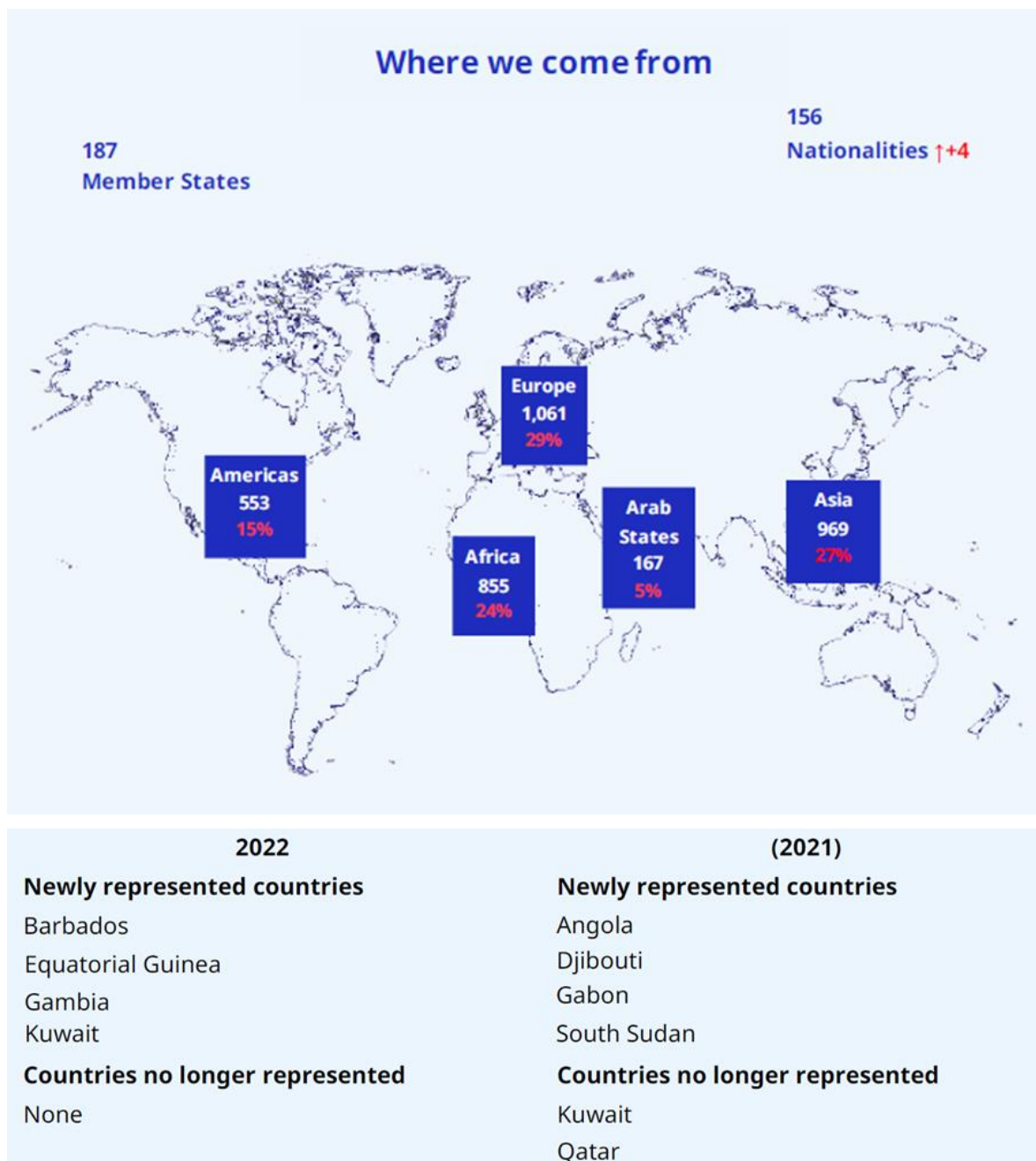
► **Figure 4. Retirements in the Professional category and above (regular staff)**





### ► 3. Geographical diversity

10. In 2022, the Office workforce experienced an increase in the number of countries who became newly represented. All countries represented in 2021 remained represented in 2022 and a further four countries became newly represented. These trends represent the full workforce including locally recruited staff and staff serving on the development cooperation projects.
- **Where we come from:** The office has increased the number of represented nationalities among the 187 Member States from 152 to 156.<sup>2</sup>



<sup>2</sup> Comparisons always refer to the previous year – 2021.

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

► Table 3. Africa

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
DG	1		1		1
ADG	2		2		2
D2		1	1		1
D1	4	5	9		9
P5	16	18	34	7	41
P4	28	8	36	43	79
P3	7	5	12	29	41
P2	2	1	3	11	14
P1	1		1		1
NOC		2	2	9	11
NOB	5	15	20	132	152
NOA	7	6	13	124	137
G7		18	18	5	23
G6	11	34	45	84	129
G5	14	27	41	60	101
G4	2	7	9	7	16
G3	2	15	17	15	32
G2	2	8	10	54	64
G1				1	1
<b>Total</b>	<b>104</b>	<b>170</b>	<b>274</b>	<b>581</b>	<b>855</b>

► Table 4. Americas

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
ADG	1		1		1
D2	1	2	3	1	4
D1	6	6	12	1	13
P5	22	25	47	9	56
P4	50	29	79	26	105
P3	15	12	27	33	60

Category	Regular staff		Subtotal	DC staff		Total
	FT	WLT		FT		
P2	11		11	11		22
P1	1		1	8		9
NOC		1	1	3		4
NOB	5	9	14	25		39
NOA	5	9	14	56		70
G7		16	16	6		22
G6	6	27	33	10		43
G5	11	23	34	34		68
G4	1	9	10	13		23
G3	2	6	8	1		9
G2				5		5
<b>Total</b>	<b>137</b>	<b>174</b>	<b>311</b>	<b>242</b>		<b>553</b>

► Table 5. Arab States

Category	Regular staff		Subtotal	DC staff		Total
	FT	WLT		FT		
ADG	1		1			1
P5	3	2	5	4		9
P4	9	1	10	2		12
P3	5	2	7	9		16
P2				1		1
NOB	3		3	29		32
NOA	1	1	2	30		32
G7		2	2			2
G6	1	3	4	7		11
G5	3	3	6	22		28
G4		2	2	5		7
G3				6		6
G2		2	2	8		10
<b>Total</b>	<b>26</b>	<b>18</b>	<b>44</b>	<b>123</b>		<b>167</b>

► Table 6. Asia and the Pacific

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
ADG	2		2		2
D2	2	1	3		3
D1	2	7	9		9
P5	14	27	41	14	55
P4	19	18	37	34	71
P3	17	4	21	27	48
P2	8		8	21	29
P1	2		2		2
NOC	2	1	3	7	10
NOB	11	14	25	128	153
NOA	17	5	22	185	207
G7		17	17	11	28
G6	9	35	44	61	105
G5	12	26	38	106	144
G4	3	8	11	25	36
G3	1	13	14	3	17
G2	2	10	12	3726	38
G1				1	1
<b>Total</b>	<b>123</b>	<b>186</b>	<b>309</b>	<b>660</b>	<b>969</b>

► Table 7. Europe

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
ADG	2		2		2
D2	8	6	14		14
D1	18	21	39	1	40
P5	51	78	129	24	153
P4	90	42	132	69	201
P3	69	24	93	60	153
P2	17	2	19	50	69
P1				2	2

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
CORR	12		12		12
NOC		1	1		2
NOB	3	2	5	15	20
NOA	3	1	4	40	44
G7		40	40	2	42
G6	6	85	91	30	121
G5	16	75	91	20	111
G4	12	37	49	13	62
G3	4	5	9	2	11
<b>Total</b>	<b>311</b>	<b>419</b>	<b>730</b>	<b>331</b>	<b>1 061</b>

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

11. Member States' representation in the ILO's workforce is determined based only on international Professional category 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.
12. To calculate the desirable range<sup>3</sup> in order to define the country representation status, the Office uses two factors, namely membership and the assessed budgetary contribution of each Member State.
13. The ILO is part of those UN system organizations which have established specific criteria and guidelines to measure the geographic distribution of their regular workforce. The General Assembly noted the lack of formal guidelines on the geographical distribution of staff in 19 member organizations<sup>4</sup> and the high average age of staff members in the UN common system. It therefore encouraged the International Civil Service Commission (ICSC) to identify good practice and provide advice to common system organizations on ways to promote geographical diversity and rejuvenation, including by measures such as programmes to support internship candidates from developing countries.

<sup>3</sup> In tables 8 to 12, desirable ranges calculated as at 1 January 2023.

<sup>4</sup> GB.344/PFA/INF/7.

► 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	1	1	1-2	Adequate
Benin	1	2	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	5	5	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
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	2	3	5	1-2	More than adequate
Equatorial Guinea	0	0	0	1-2	Less than adequate
Eritrea	0	1	1	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	1	2	1-2	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	2	0	2	1-2	Adequate

Country of nationality	Female	Male	Total	Desirable range	Country representation status
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	1	2	1-2	Adequate
Sao Tome and Principe	0	0	0	1-2	Less than adequate
Senegal	1	3	4	1-2	More than adequate
Seychelles	1	0	1	1-2	Adequate
Sierra Leone	1	1	2	1-2	Adequate
Somalia	0	0	0	1-2	Less than adequate
South Africa	2	1	3	1-2	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	4	1	5	1-2	More than adequate
Uganda	0	2	2	1-2	Adequate
United Republic of Tanzania	1	1	2	1-2	Adequate
Zambia	1	2	3	1-2	More than adequate
Zimbabwe	1	4	5	1-2	More than adequate

► 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	1	3	4	1-2	More than adequate
Kuwait	0	0	0	1-2	Less than adequate

Country of nationality	Female	Male	Total	Desirable range	Country representation status
Lebanon	9	2	11	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	1	3	1-2	More than adequate
United Arab Emirates	0	0	0	3-5	Less than adequate
Yemen	0	0	0	1-2	Less than adequate

► Table 10. Asia and the Pacific

Country of nationality	Female	Male	Total	Desirable range	Country representation status
Afghanistan	0	2	2	1-2	Adequate
Australia	4	2	6	11-19	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	13	16	61-81	Less than adequate
Cook Islands	0	0	0	1-2	Less than adequate
Fiji	1	1	2	1-2	Adequate
India	1	13	14	4-7	More than adequate
Indonesia	1	1	2	3-5	Less than adequate
Iran (Islamic Republic of)	1	2	3	2-3	Adequate
Japan	20	12	32	43-72	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
Mongolia	2	1	3	1-2	More than adequate
Myanmar	1	0	1	1-2	Adequate
Nepal	0	1	1	1-2	Adequate



Country of nationality	Female	Male	Total	Desirable range	Country representation status
New Zealand	2	0	2	1-2	Adequate
Pakistan	1	2	3	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	12-19	Less than adequate
Samoa	0	0	0	1-2	Less than adequate
Singapore	0	1	1	3-4	Less than adequate
Solomon Islands	0	0	0	1-2	Less than adequate
Sri Lanka	0	3	3	1-2	More than adequate
Thailand	4	0	4	2-3	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	1	0	1	1-2	Adequate

► Table 11 Europe

Country of nationality	Female	Male	Total	Desirable range	Country representation status
Albania	0	0	0	1-2	Less than adequate
Armenia	0	0	0	1-2	Less than adequate
Austria	1	1	2	3-6	Less than adequate
Azerbaijan	0	1	1	1-2	Adequate
Belarus	1	0	1	1-2	Adequate
Belgium	10	7	17	4-7	More than adequate
Bosnia and Herzegovina	0	1	1	1-2	Adequate
Bulgaria	4	1	5	1-2	More than adequate
Croatia	2	2	4	1-2	More than adequate
Cyprus	0	0	0	1-2	Less than adequate
Czechia	0	1	1	2-3	Less than adequate

Country of nationality	Female	Male	Total	Desirable range	Country representation status
Denmark	3	4	7	3-5	More than adequate
Estonia	1	0	1	1-2	Adequate
Finland	2	3	5	2-4	More than adequate
France	28	48	76	22-37	More than adequate
Georgia	0	2	2	1-2	Adequate
Germany	23	25	48	31-52	Adequate
Greece	2	3	5	2-3	More than adequate
Hungary	3	2	5	1-2	More than adequate
Iceland	0	0	0	1-2	Less than adequate
Ireland	1	3	4	2-4	Adequate
Israel	1	1	2	2-4	Adequate
Italy	21	20	41	17-28	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	1	1	2	1-2	Adequate
Malta	0	0	0	1-2	Less than adequate
Montenegro	0	1	1	1-2	Adequate
Netherlands	7	9	16	7-11	More than adequate
North Macedonia	1	0	1	1-2	Adequate
Norway	1	4	5	3-6	Adequate
Poland	3	1	4	4-7	Adequate
Portugal	7	4	11	2-3	More than adequate
Republic of Moldova	1	3	4	1-2	More than adequate
Romania	3	0	3	2-3	Adequate
Russian Federation	5	2	7	12-20	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

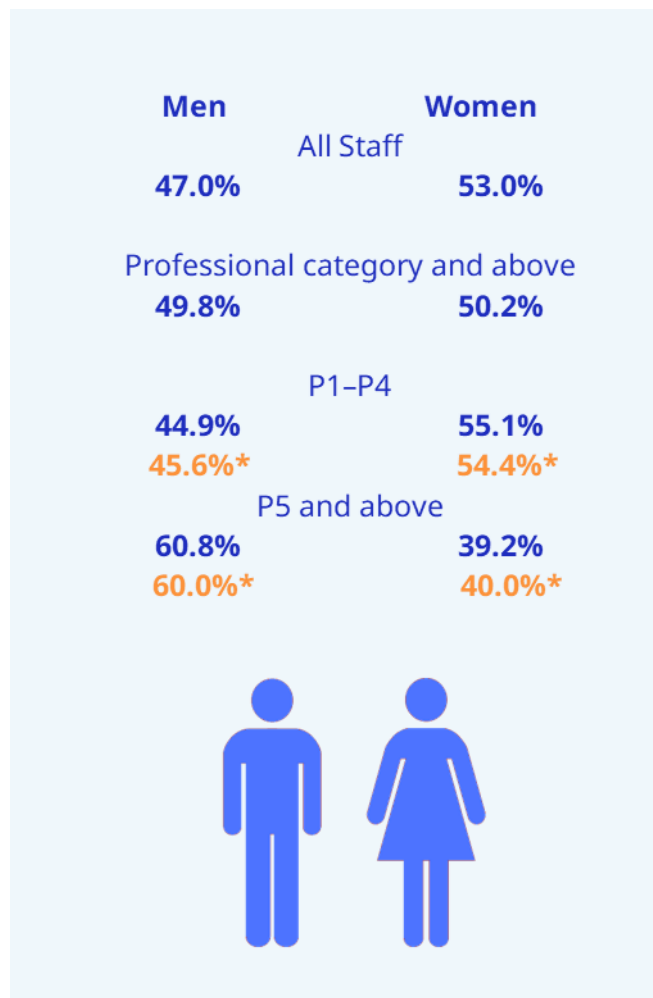
Country of nationality	Female	Male	Total	Desirable range	Country representation status
Spain	22	10	32	11-18	More than adequate
Sweden	4	2	6	4-7	Adequate
Switzerland	8	7	15	6-10	More than adequate
Tajikistan	1	0	1	1-2	Adequate
Türkiye	3	2	5	7-12	Less than adequate
Turkmenistan	0	0	0	1-2	Less than adequate
Ukraine	1	1	2	1-2	Adequate
United Kingdom of Great Britain and Northern Ireland	10	21	31	23-39	Adequate
Uzbekistan	0	0	0	1-2	Less than adequate

► 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	10	7	17	5-8	More than adequate
Bahamas	0	0	0	1-2	Less than adequate
Barbados	0	1	1	1-2	Adequate
Belize	0	0	0	1-2	Less than adequate
Bolivia (Plurinational State of)	1	2	3	1-2	More than adequate
Brazil	8	8	16	15-25	Adequate
Canada	16	9	25	14-23	More than adequate
Chile	2	3	5	2-3	More than adequate
Colombia	2	2	4	1-2	More than adequate
Costa Rica	2	5	7	1-2	More than adequate
Cuba	1	0	1	1-2	Adequate
Dominica	0	1	1	1-2	Adequate
Dominican Republic	2	0	2	1-2	Adequate
Ecuador	3	1	4	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

Country of nationality	Female	Male	Total	Desirable range	Country representation status
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	5	10	7-11	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	6	7	13	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	1	1	2	1-2	Adequate
United States of America	28	27	55	112-149	Less than adequate
Uruguay	1	3	4	1-2	More than adequate
Venezuela (Bolivarian Republic of)	0	2	2	1-2	Adequate

## ► 4. Gender diversity



\*Regular staff only

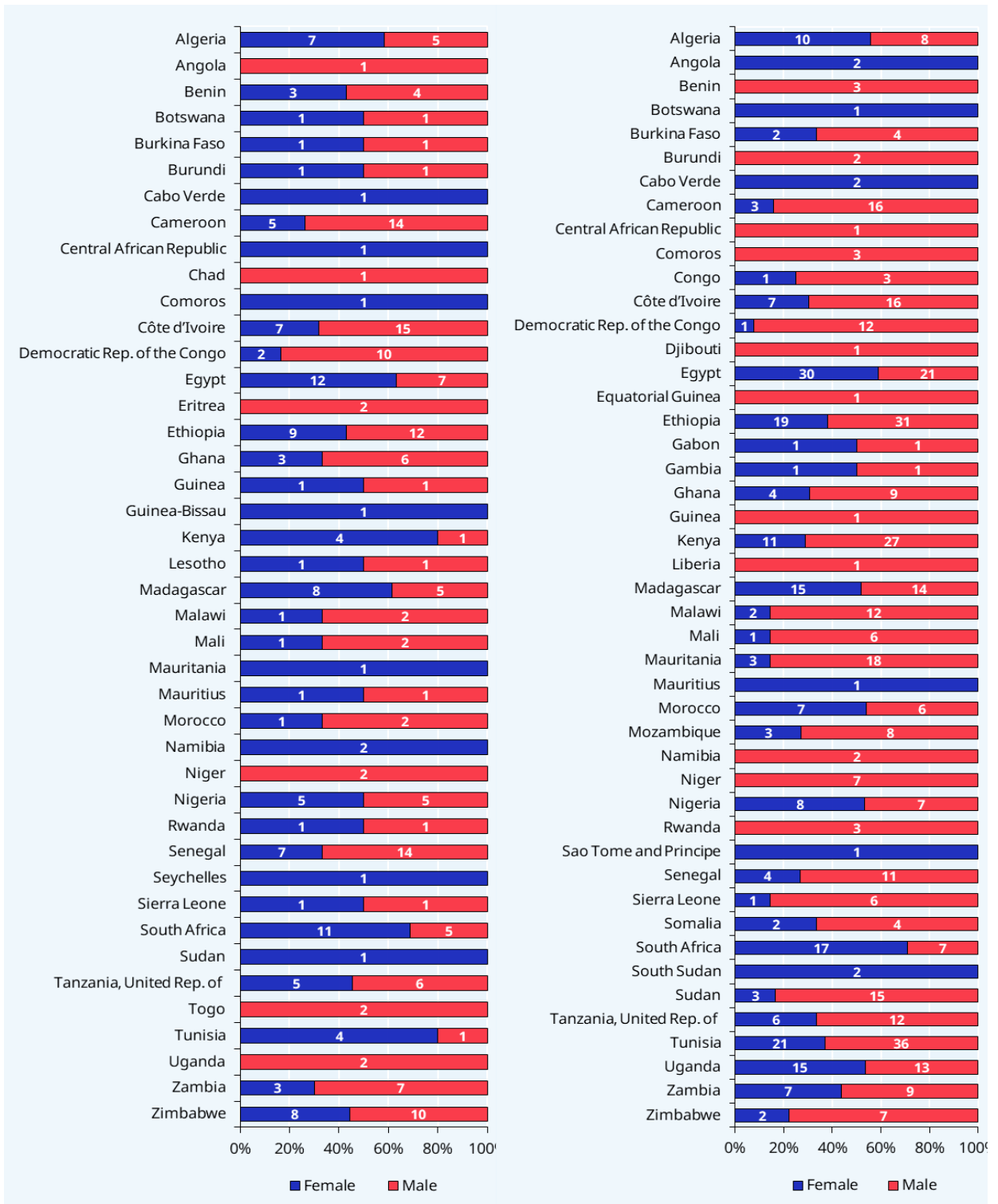
- The ILO recognizes the importance of achieving gender equity at all grade levels and the HR Strategy 2022–25 includes indicators in this regard, with a particular focus on the need to address the gender balance in more senior positions. The percentage of ILO senior staff (P5 and above) on regular budget contracts who are women has reached a level of 40 per cent at the end of 2022. It is encouraging to see this progress, but disaggregated figures show that a concerted effort is needed to address the gap at the P5 and D1 levels.

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

► Figure 5. Africa

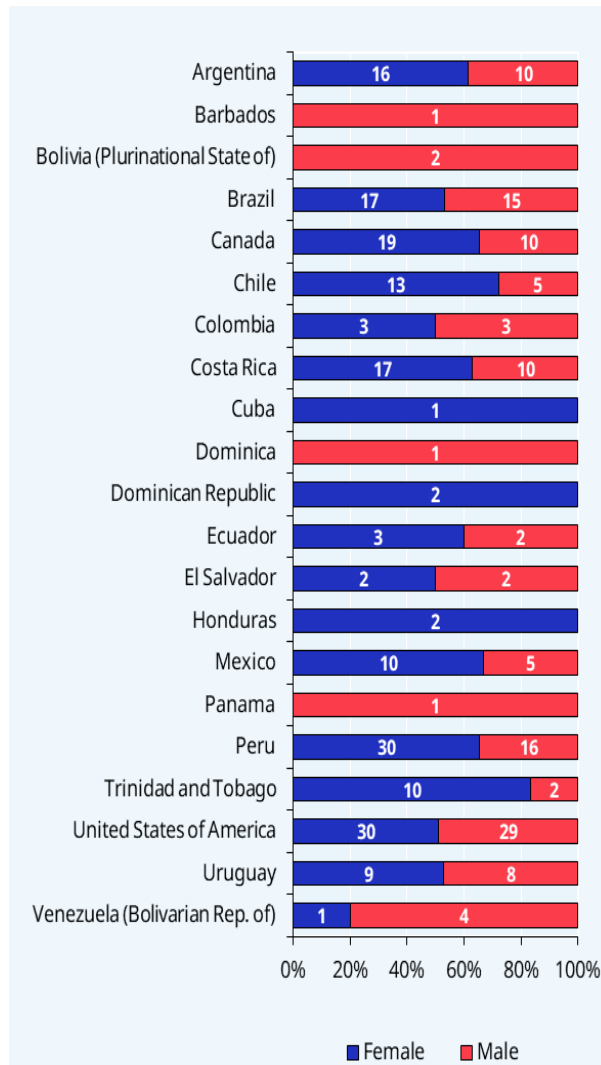
(a) Regular staff

(b) Development Cooperation staff

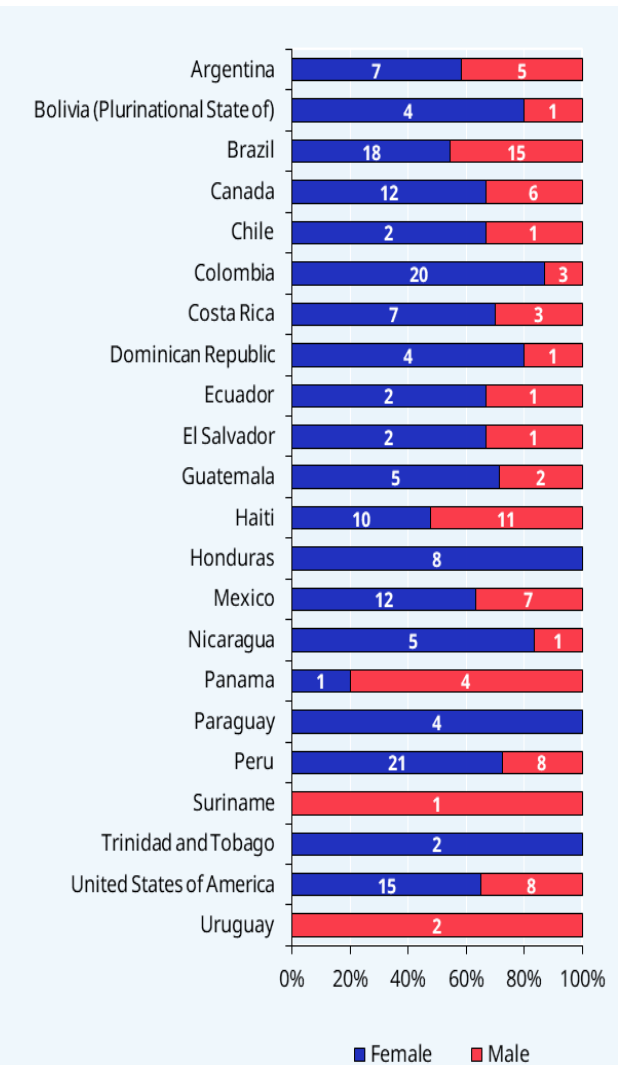


► Figure 6. Americas

(a) Regular staff

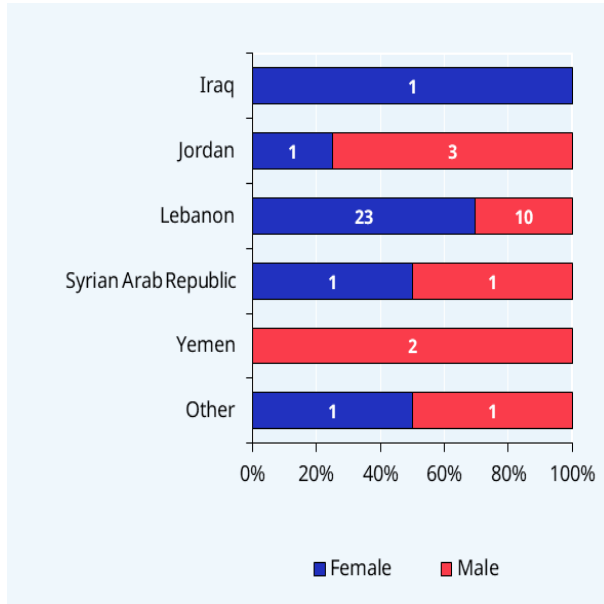


(b) Development Cooperation staff

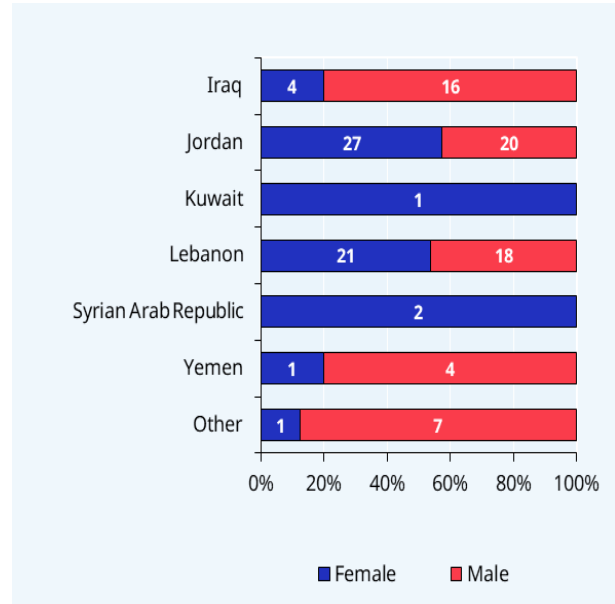


► Figure 7. Arab States

(a) Regular staff

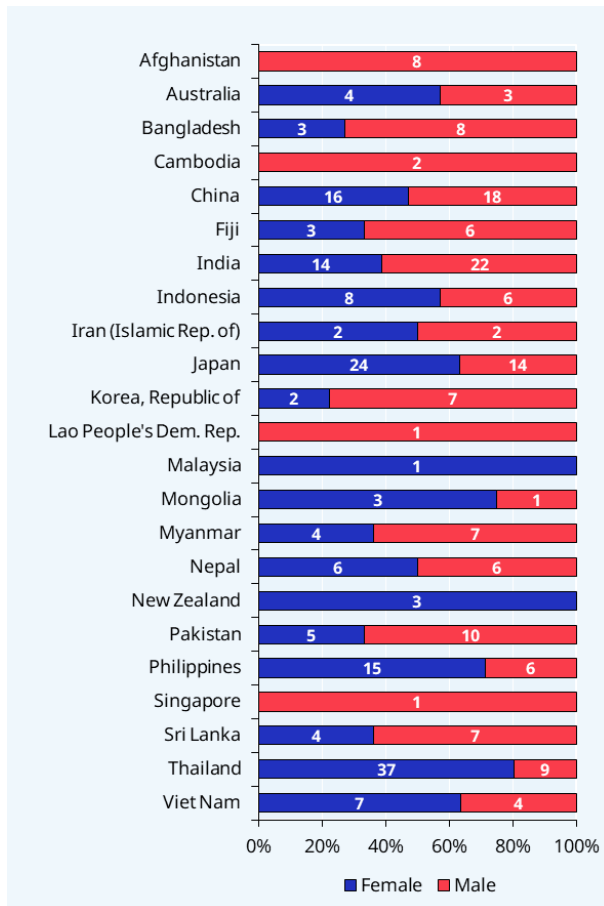


(b) Development Cooperation staff

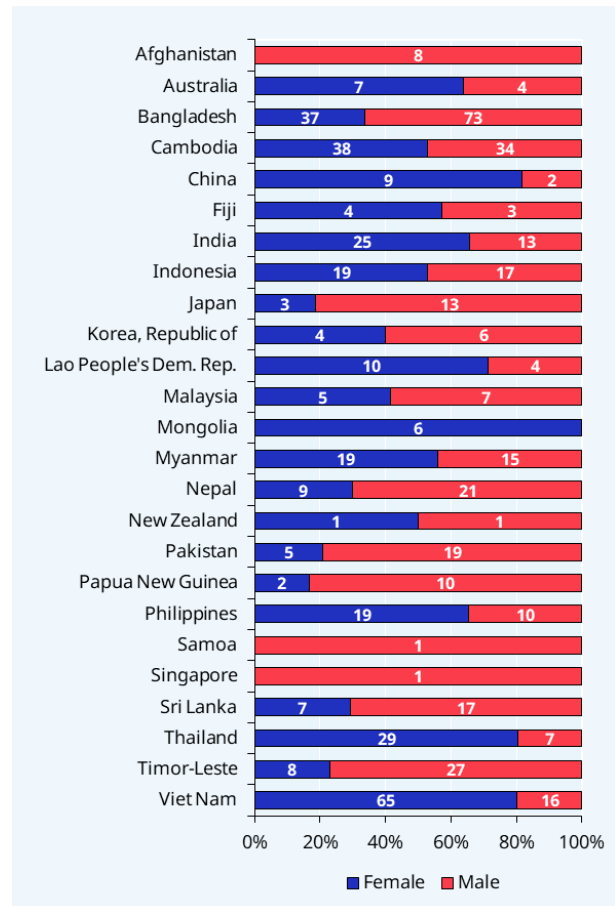


► Figure 8. Asia and the Pacific

(a) Regular staff



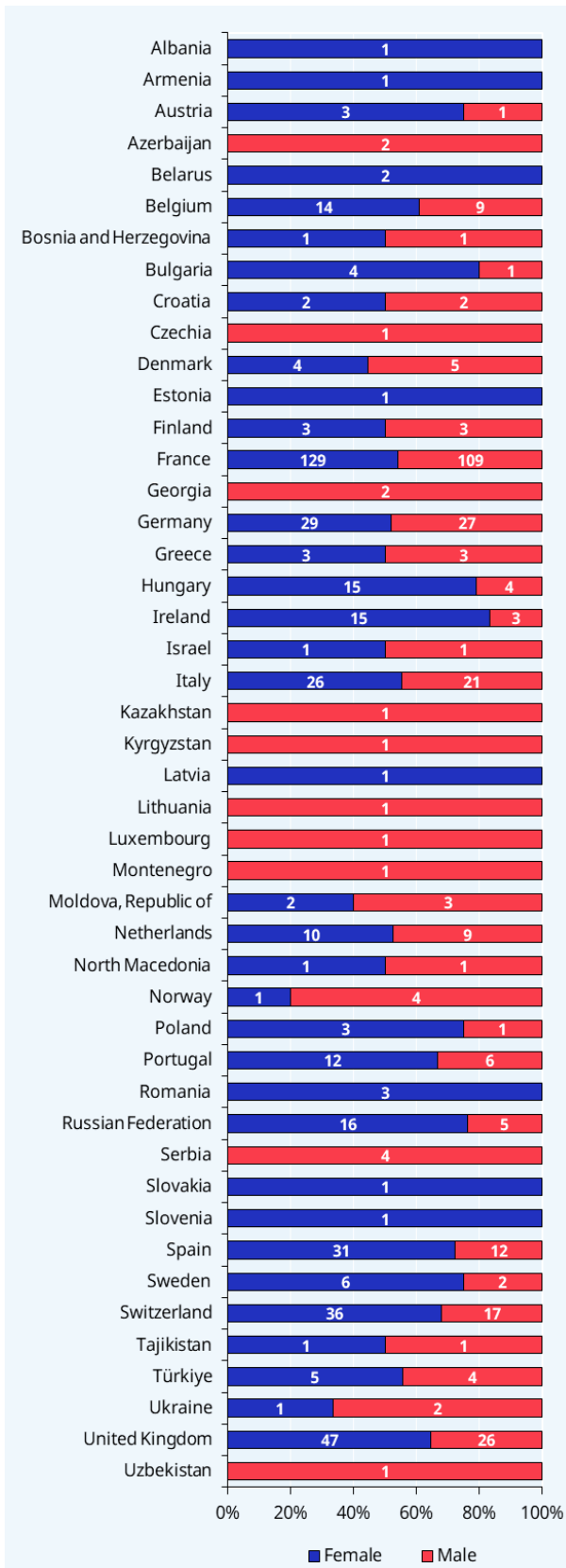
(b) Development Cooperation staff



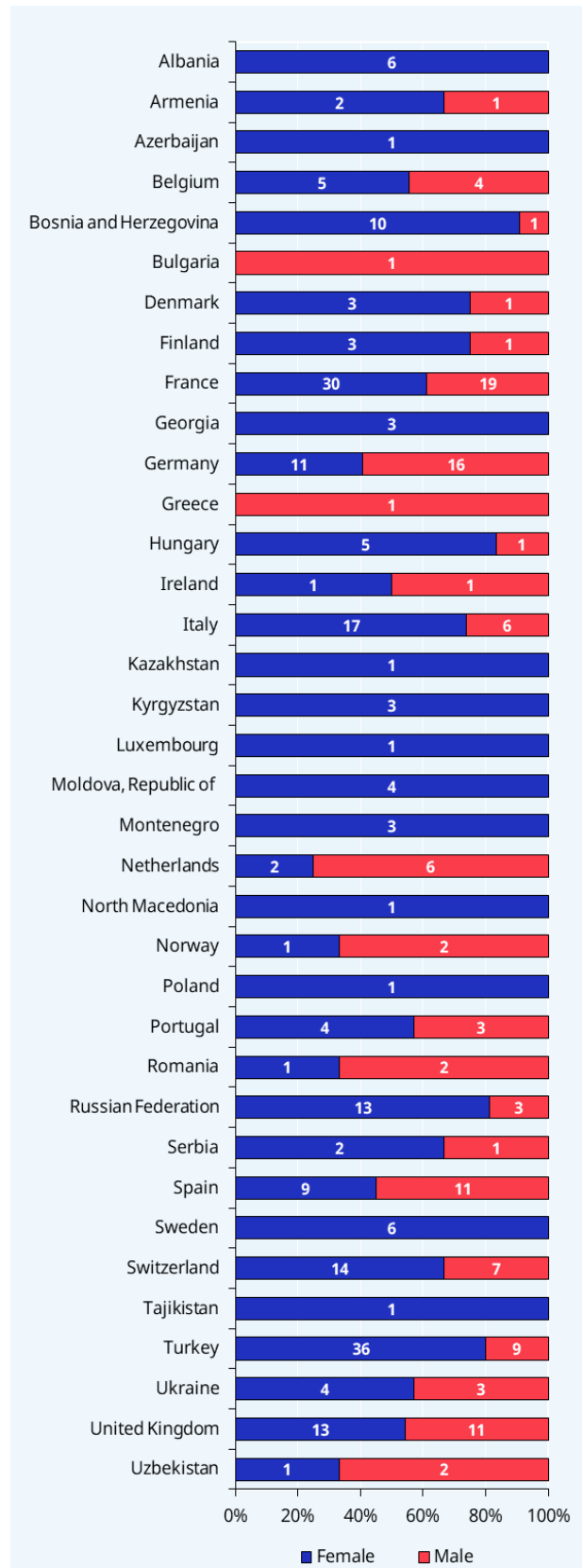


► Figure 9. Europe

(a) Regular staff



(b) Development Cooperation staff

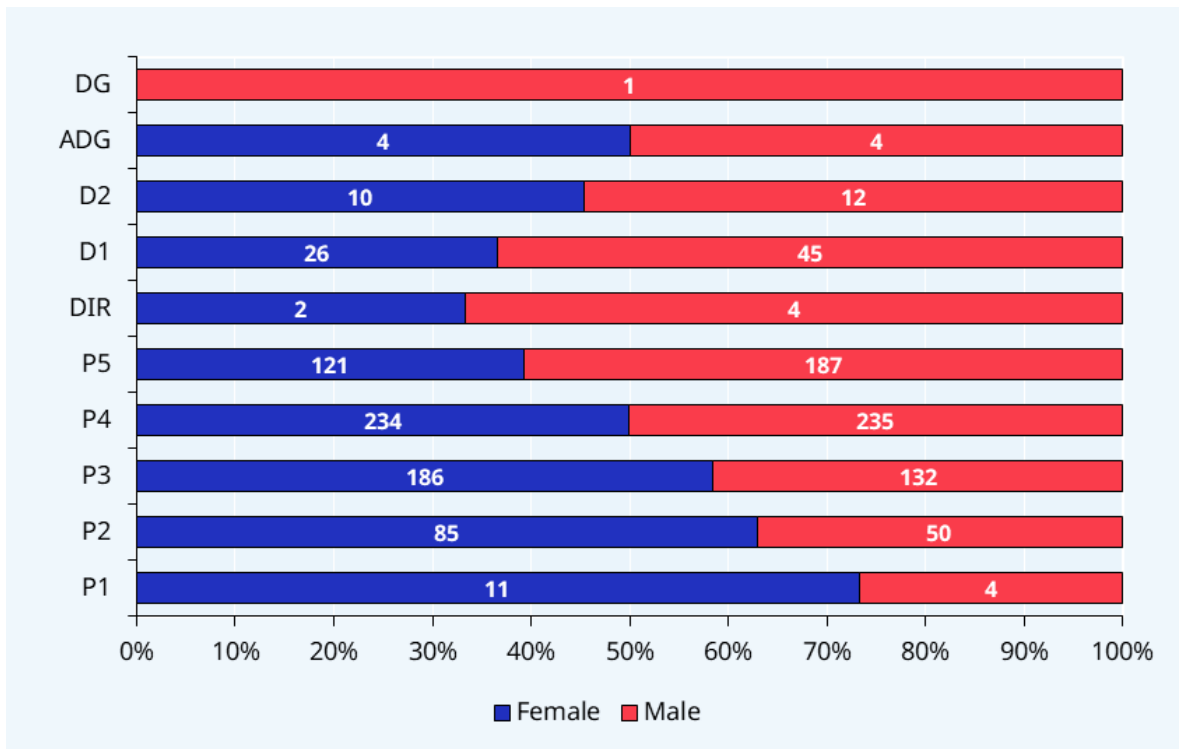


## 4.2. Gender distribution by category, age, grade and type of contract (regular staff)

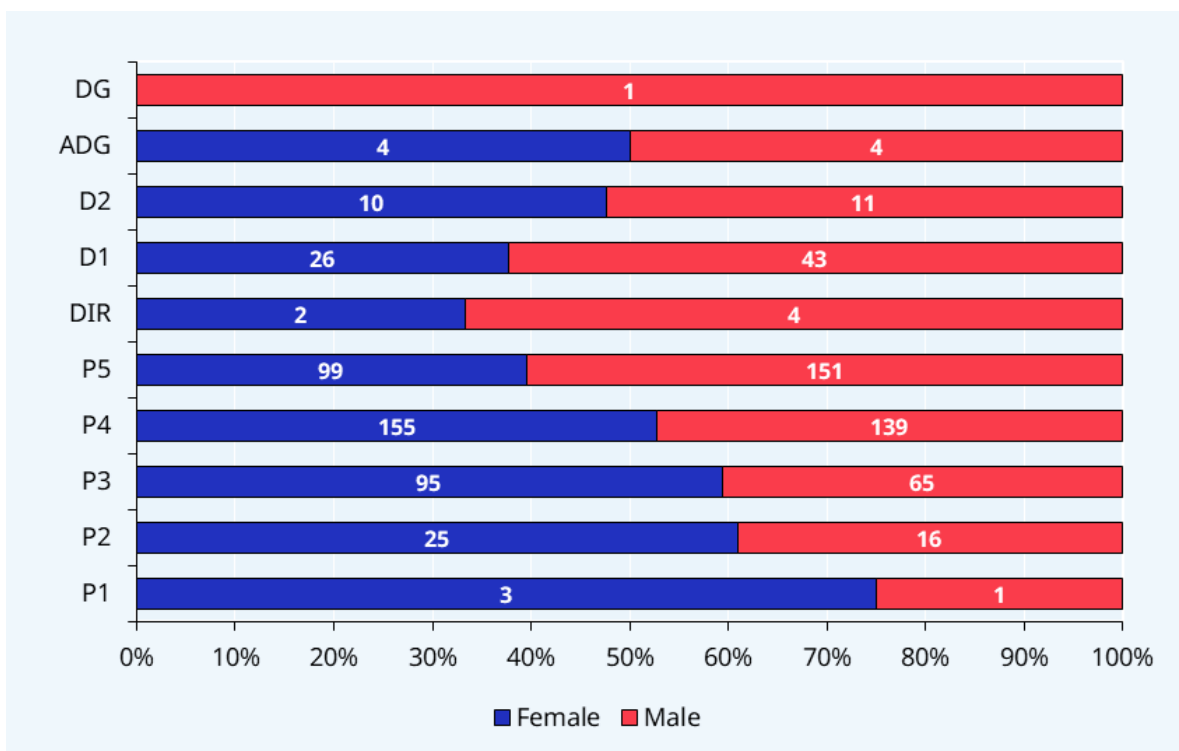
► Table 13

Grade		35 and under		36-45		46-55		Over 55		Total
		F	M	F	M	F	M	F	M	
<b>P total</b>		<b>33</b>	<b>16</b>	<b>106</b>	<b>91</b>	<b>176</b>	<b>161</b>	<b>104</b>	<b>167</b>	<b>854</b>
DG	FT								1	1
ADG	FT					1	1	3	3	8
D2	FT			1		1	2	3	4	11
	WLT						3	5	2	10
D1	FT				1	6	7	7	9	30
	WLT					4	4	9	22	39
DIR	FT				1	1	2	1	1	6
P5	FT			5	9	21	26	12	27	100
	WLT			2	3	29	33	30	53	150
P4	FT	7	1	43	34	46	34	7	24	196
	WLT			6	6	34	25	12	15	98
P3	FT	10	11	33	25	18	8	7	1	113
	WLT			6	2	14	13	7	5	47
P2	FT	13	3	10	9	1	1	1		38
	WLT				1		2			3
P1	FT	3	1							4
<b>NO total</b>		<b>5</b>	<b>5</b>	<b>12</b>	<b>18</b>	<b>32</b>	<b>30</b>	<b>22</b>	<b>17</b>	<b>141</b>
CORR	FT				2	2	4	2	2	12
NOC	WLT				2					2
	FT						1	4		5
NOB	FT	3	2	5	2	6	8		1	27
	WLT			3	2	9	8	10	8	40
NOA	FT	2	3	4	8	9	6	1		33
	WLT				2	6	3	5	6	22
<b>GS and related total</b>		<b>23</b>	<b>16</b>	<b>99</b>	<b>53</b>	<b>192</b>	<b>93</b>	<b>124</b>	<b>73</b>	<b>673</b>
G7	WLT		1	6	4	27	6	36	13	93
G6	FT	7	3	7	5	7	2	2		33
	WLT	3		22	9	71	27	42	10	184
G5	FT	8	7	11	10	13	2	3	2	56
	WLT		1	37	5	54	22	27	8	154
G4	FT	2		3	3	6	1	1	2	18
	WLT			10	2	12	13	13	13	63
G3	FT	2	2	2	1		2			9
	WLT	1	2	1	7	1	8		19	39
G2	FT				4					4
	WLT				3	1	10		6	20
<b>Grand total</b>		<b>61</b>	<b>37</b>	<b>217</b>	<b>162</b>	<b>400</b>	<b>284</b>	<b>250</b>	<b>257</b>	<b>1 668</b>

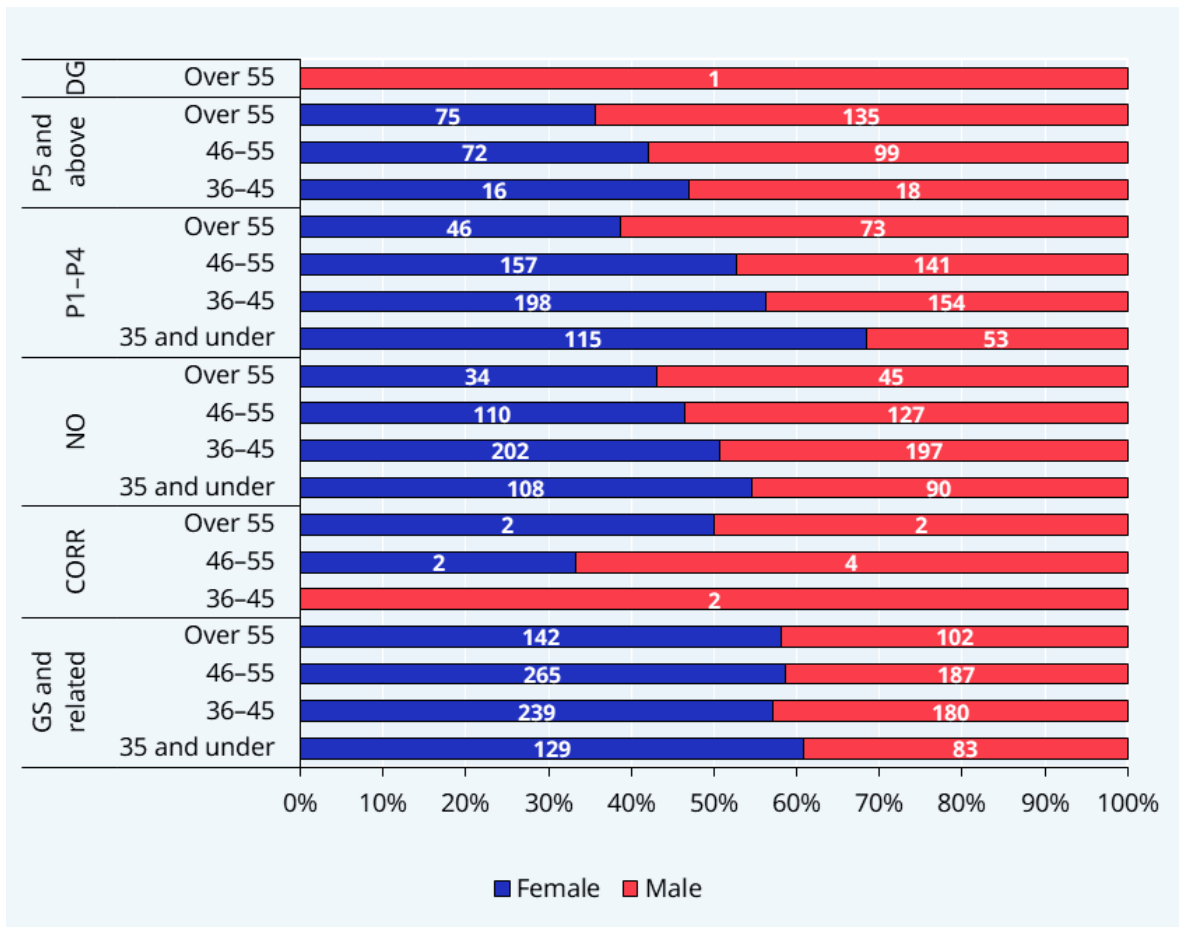
► **Figure 10. Gender distribution of Professional category and above (all staff)**



► **Figure 11. Gender distribution of Professional category and above (regular staff)**



► Figure 12. Gender distribution by category, age, and grade of all staff

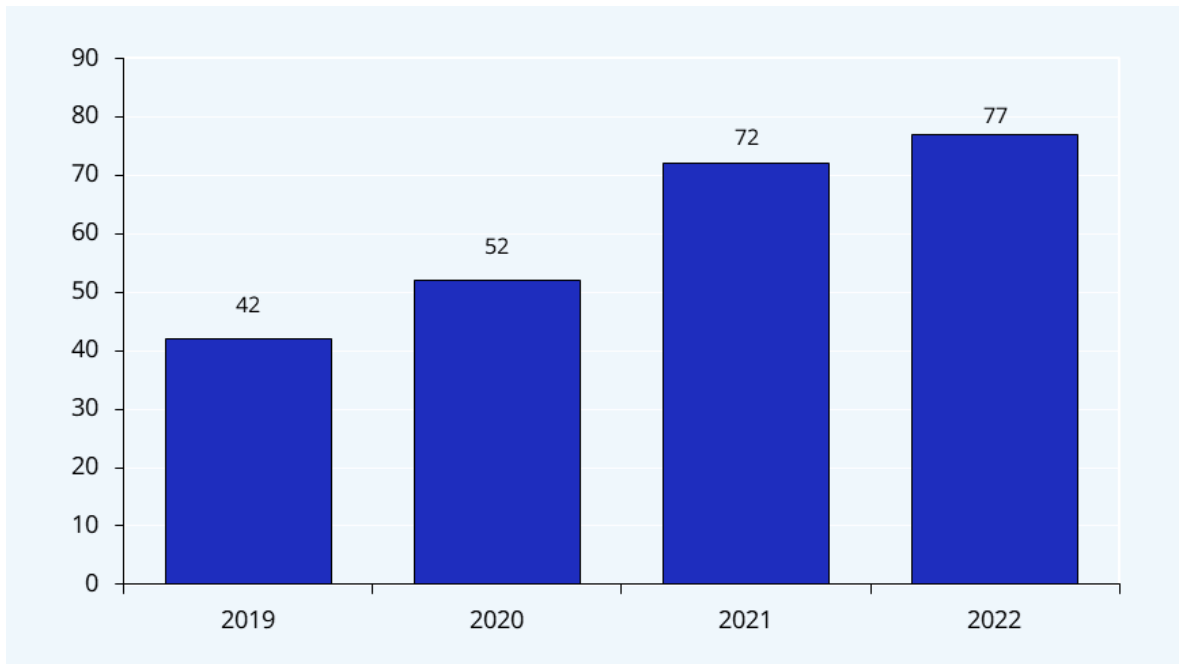


## ► 5. Recruitment and staff mobility

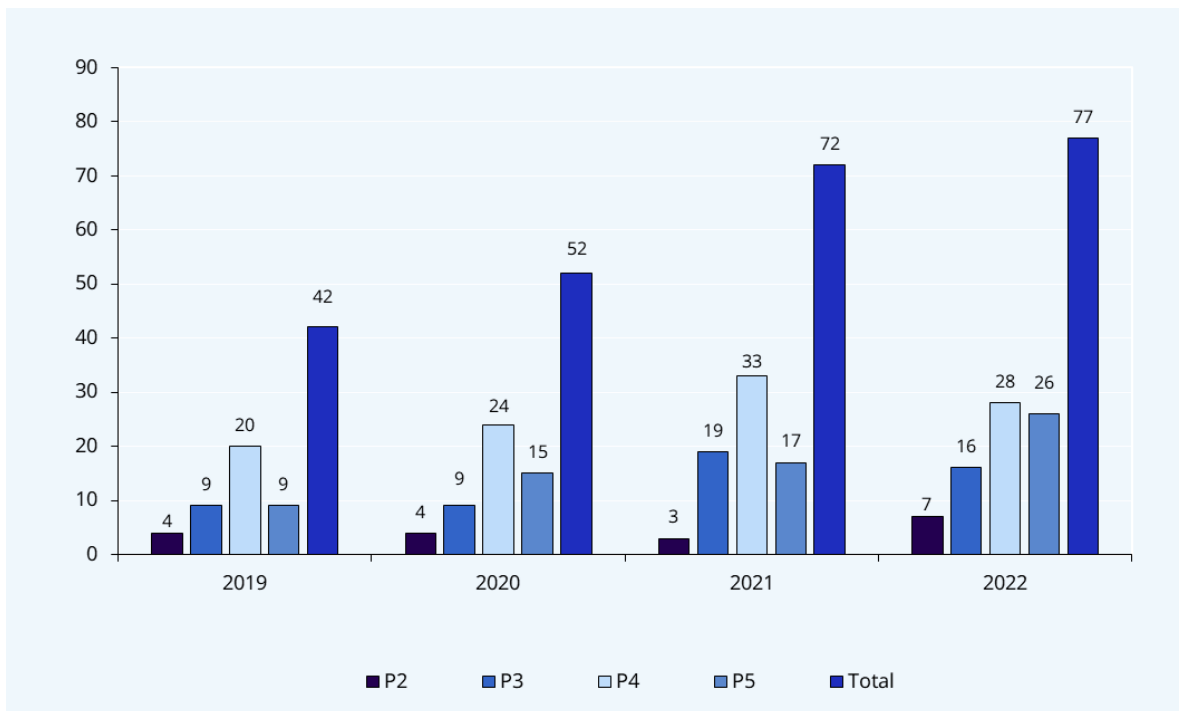
15. In 2022, the Office published 77 vacancy announcements through the Recruitment, Assignment and Placement System (RAPS) as compared to 42 in 2019. The steady increase in the number of competitions over the last four years is in part due to the gradual return to normal retirement patterns, following the increase in the mandatory retirement age to 65 introduced in 2018. It also reflects the increasing levels of staff mobility, through in-grade transfers or promotion.

### 5.1. Vacancy notices 2019–22 in the Professional category (regular staff)

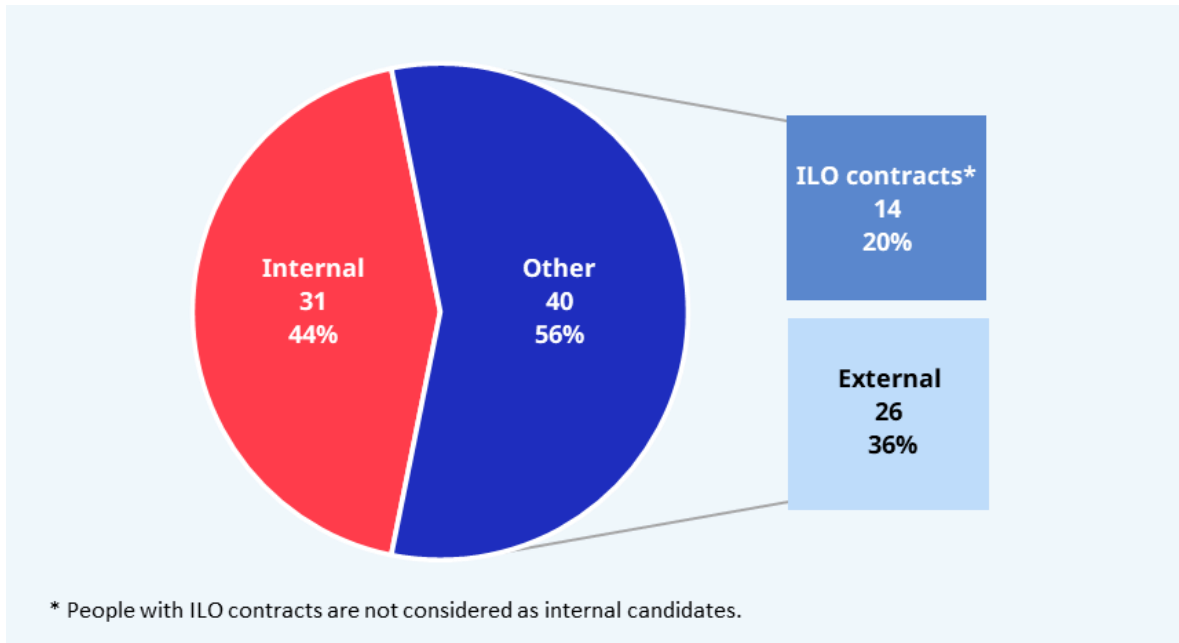
► **Figure 13. Number of competitions opened in the Recruitment, Assignment and Placement System (RAPS), 2019-22**



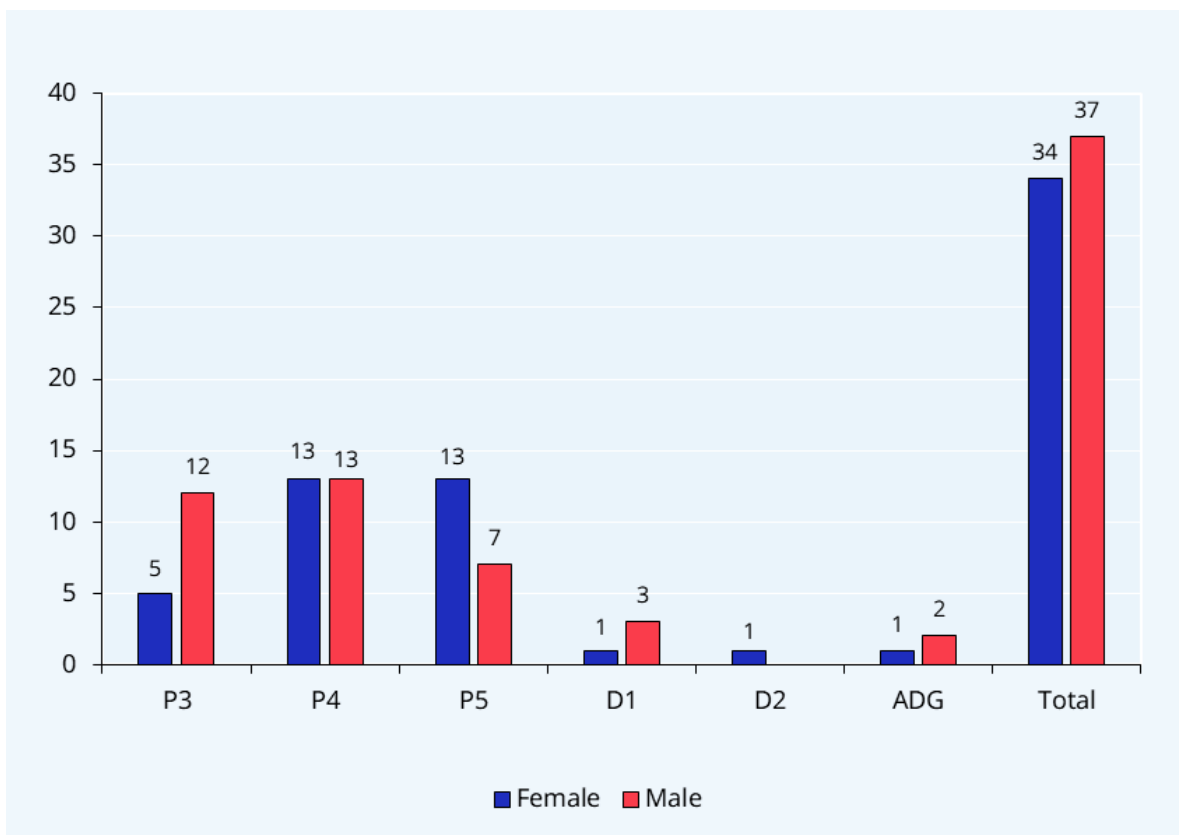
► **Figure 14. Number of vacancies by grade, 2019-22**



► **Figure 15. Distribution of vacant positions filled internally and externally, 2022**



► **Figure 16. Distribution of vacant positions filled by grade and gender, 2022**



## 5.2. Composition of staff newly appointed between 1 January 2022 and 31 December 2022 in the Professional category and above (regular staff)

16. Thirty-six new non-linguistic staff subject to geographical distribution have been appointed in 2022, of whom four were from less than adequately represented countries, and two from unrepresented countries (Barbados and Viet Nam).

► Table 14

Less than adequate <sup>(1)</sup>		Adequate <sup>(2)</sup>		More than adequate <sup>(3)</sup>	
Country	Total	Country	Total	Country	Total
Australia	1	Barbados*	1	Argentina	2
China	3	Brazil	2	Belgium	1
		Germany	2	Benin	1
		Niger	1	Canada	1
		Poland	1	Chile	1
		Viet Nam*	1	Costa Rica	1
				France	4
				Hungary	2
				Italy	2
				Lebanon	4
				Spain	3
				Switzerland	1
				Tunisia	1
<b>Total</b>	<b>4</b>	<b>Total</b>	<b>8</b>	<b>Total</b>	<b>24</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 2022.

<sup>(2)</sup> Number of officials recruited from Member States with an adequate number of nationals on the staff at the end of 2022.

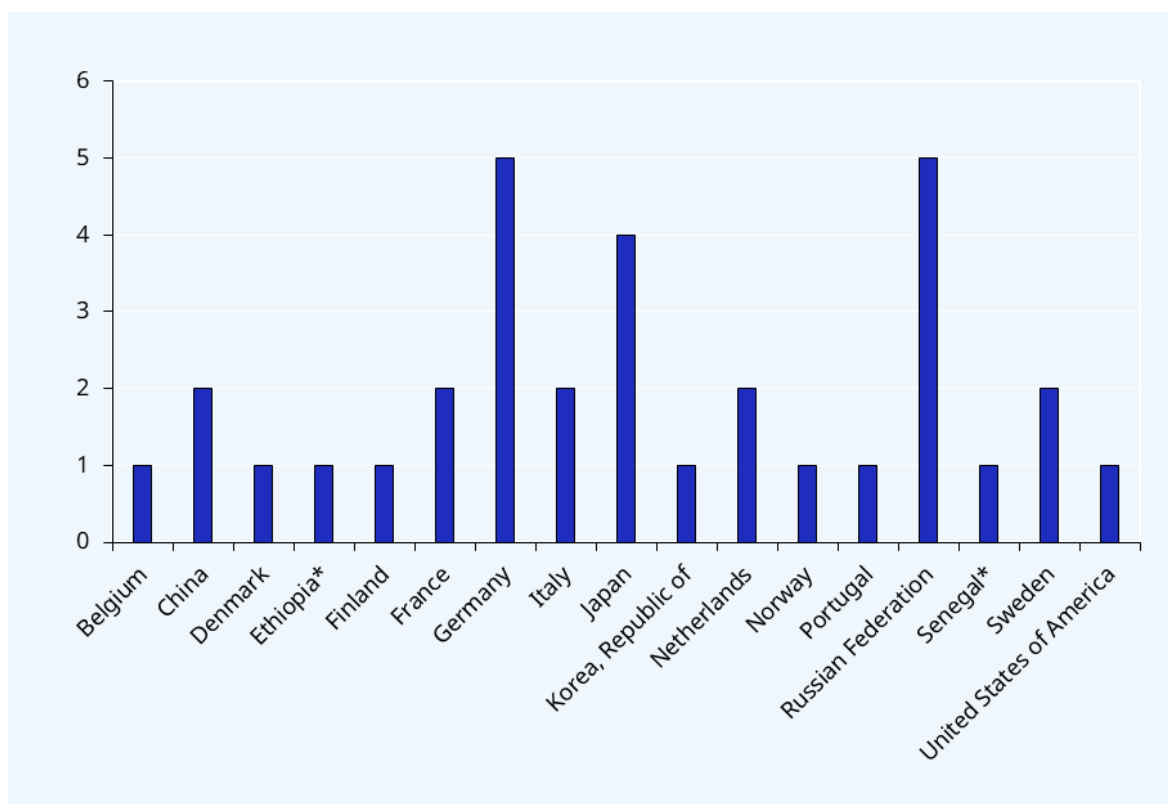
<sup>(3)</sup> Number of officials recruited from Member States with more than an adequate number of nationals on the staff at the end of 2022.

\* Unrepresented country in 2021.

## 5.3. Distribution of junior professional officers by country and region of origin

17. The large donor base for the junior professional officers (totalling 15 countries for junior professional officers of 17 different nationalities – with contacts established with several other potential sponsoring countries) also contribute to allowing young talent to gain experience and place them in a better position when recruitment opportunities arise. The internship programme, another key tool for the Office to create a talent pipeline and rejuvenate its workforce in the long-term, was put on hold for a period of time given the COVID-19 situation but has resumed during the summer 2022.

► Figure 17. Distribution of junior professional officers by country of nationality



\* Funded by the Netherlands.

## 5.4. Staff mobility (regular staff)

► Table 15

Movement type	2021				2022				Total
	P		GS		P		GS		
	F	M	F	M	F	M	F	M	
<b>Geographical mobility</b>	<b>16</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>16</b>	<b>1</b>	<b>0</b>	<b>65</b>
Field to headquarters	2	6			7	4			19
Headquarters to field	1	3			1	3			8
Field to field	13	11			4	9	1		38
<b>Transfers within grade</b>	<b>30</b>	<b>30</b>	<b>19</b>	<b>4</b>	<b>31</b>	<b>25</b>	<b>30</b>	<b>12</b>	<b>181</b>
Within regular budget	17	17	10	2	13	16	23	10	108
From development cooperation	8	8	7	2	10	4	6	2	47
To development cooperation	5	5	2		8	5	1		26
<b>Inter-agency mobility</b>	<b>9</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>23</b>
From United Nations agencies	6	2			4	1	1		14
To United Nations agencies	3	2			4				9



Movement type	2021				2022				Total
	P		GS		P		GS		
	F	M	F	M	F	M	F	M	
<b>Promotion</b>	<b>44</b>	<b>27</b>	<b>14</b>	<b>5</b>	<b>51</b>	<b>39</b>	<b>36</b>	<b>18</b>	<b>234</b>
Within same unit	24	14	12	5	25	18	29	16	143
Upon transfer	20	13	2		26	21	7	2	91
<b>Cessation of service</b>	<b>17</b>	<b>26</b>	<b>15</b>	<b>11</b>	<b>34</b>	<b>33</b>	<b>29</b>	<b>14</b>	<b>179</b>
Retirements	4	9	6	3	9	11	14	3	59
Other	13	17	9	8	25	22	15	11	120

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

## ► 6. Monitoring and follow-up

18. This annual report on the composition and structure of staff provides both a snapshot of the ILO workforce at a moment in time, and a diversity outlook going forwards. The analysis and statistics herein support progress monitoring against diversity goals outlined in the ILO Human Resources Strategy 2022–25. Outcome 1 of the Strategy provides the framework through which the Office seeks to ensure that it has a diverse workforce with the right skills to face the future.<sup>5</sup> The Strategy outlines the focus areas, key deliverables, selected key indicators, milestones and targets. The progress report on the implementation of the Human Resources Strategy for 2022–25<sup>6</sup> provides an overview of the status as at the end of 2022, as well as lessons learned for the upcoming years.

<sup>5</sup> GB.343/PFA/14.

<sup>6</sup> GB.347/PFA/14.