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Composition and structure of the staff at 31 December 2024

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 2024. 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.350/PFA/10](#), [GB.347/PFA/INF/7](#), [GB.344/PFA/INF/5\(Rev.2\)](#), [GB.350/PFA/INF/6](#), [GB.353/PFA/INF/7](#).

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► Introduction

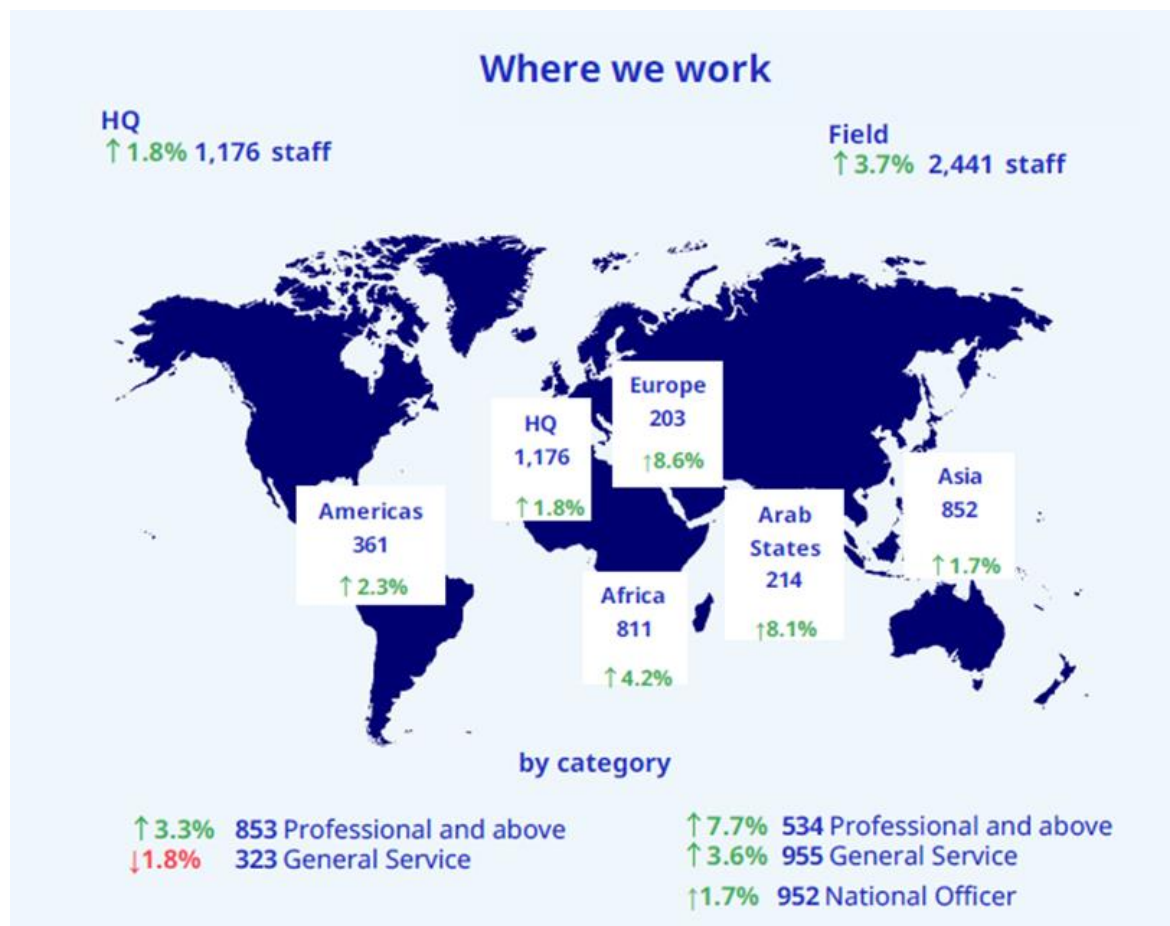
1. This document presents information on the composition and structure of the Office workforce as at 31 December 2024. It highlights key changes in the ILO workforce experienced in 2024 based on overall staff movements and annual staff turnover across the Office.

► 1. Overview of the ILO workforce composition

2. As at 31 December 2024, the ILO had a total staff of 3,617, reflecting an overall increase of 3.1 per cent compared to 2023.
3. The total number of staff employed under the regular budget increased by 1.7 per cent, after a 2.2 per cent decline in the previous year. The number of staff employed under development cooperation (DC) increased by 4.3 per cent, rebounding from a 3 per cent decline in 2023.
4. The Professional (P) and above category saw the highest increase for both staff employed under the regular budget and for staff employed under development cooperation (4.6 per cent and 5.5 per cent respectively).



5. The number of staff assigned to duty stations in external offices increased by 3.7 per cent, with each region showing staffing gains.



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

6. Of the 3,617 staff members, the ILO had 1,387 in the Professional category and above (all sources of funds), reflecting an increase of 4.9 per cent compared to the previous year. In 2024, staff members from P5 and above represented 31.3 per cent of this Professional category (31.5 per cent in 2023) while staff members from P1 to P4 represented 68.6 per cent (68.5 per cent in 2023).
7. The ILO had 2,230 staff members in the General Service (GS) and National Officer (NO) categories (all sources of funds). Out of this number, 1,907 (85.5 per cent) are located in the regions.

► Table 1

Category of staff and place	Officials employed								
	Regular staff			(2023)	DC staff *		(2023)	Total	(2023)
	FT	WLT	Subtotal		FT				
Headquarters									
Professional category and above (P)	335	271	606	(585)	247	(241)	853	(826)	
General Service category (GS)	43	239	282	(293)	41	(36)	323	(329)	
Subtotal	378	510	888	(878)	288	(277)	1 176	(1 155)	
Field offices									
P	169	93	262	(245)	272	(251)	534	(496)	
NO	79	62	141	(146)	811	(790)	952	(936)	
GS	110	258	368	(362)	587	(560)	955	(922)	
Subtotal	358	413	771	(753)	1 670	(1 601)	2 441	(2 354)	
Grand total	736	923	1 659	(1 631)	1 958	(1 878)	3 617	(3 509)	

* 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				Total
	Regular staff			DC staff*	
	FT	WLT	Subtotal	FT	
Professional and above					
DG	1		1		1
DDG	1		1		1
ADG	11		11		11
D2	9	14	23	1	24
D1	31	35	66	2	68
DIR	5		5		5
P5	97	163	260	65	325
P4	191	104	295	186	481
P3	113	46	159	155	314
P2	38	2	40	98	138

Category and grade	Officials employed				Total
	Regular staff			DC staff*	
	FT	WLT	Subtotal	FT	
P1	7		7	12	19
Total	504	364	868	519	1 387
National Officer					
CORR	11		11		11
NOC		9	9	22	31
NOB	34	31	65	335	400
NOA	34	22	56	454	510
Total	79	62	141	811	952
General Service					
G7	1	75	76	25	101
G6	50	184	234	163	397
G5	63	141	204	262	466
G4	22	48	70	59	129
G3	11	32	43	23	66
G2	6	17	23	94	117
G1				2	2
Total	153	497	650	628	1278
Grand total	736	923	1 659	1 958	3 617

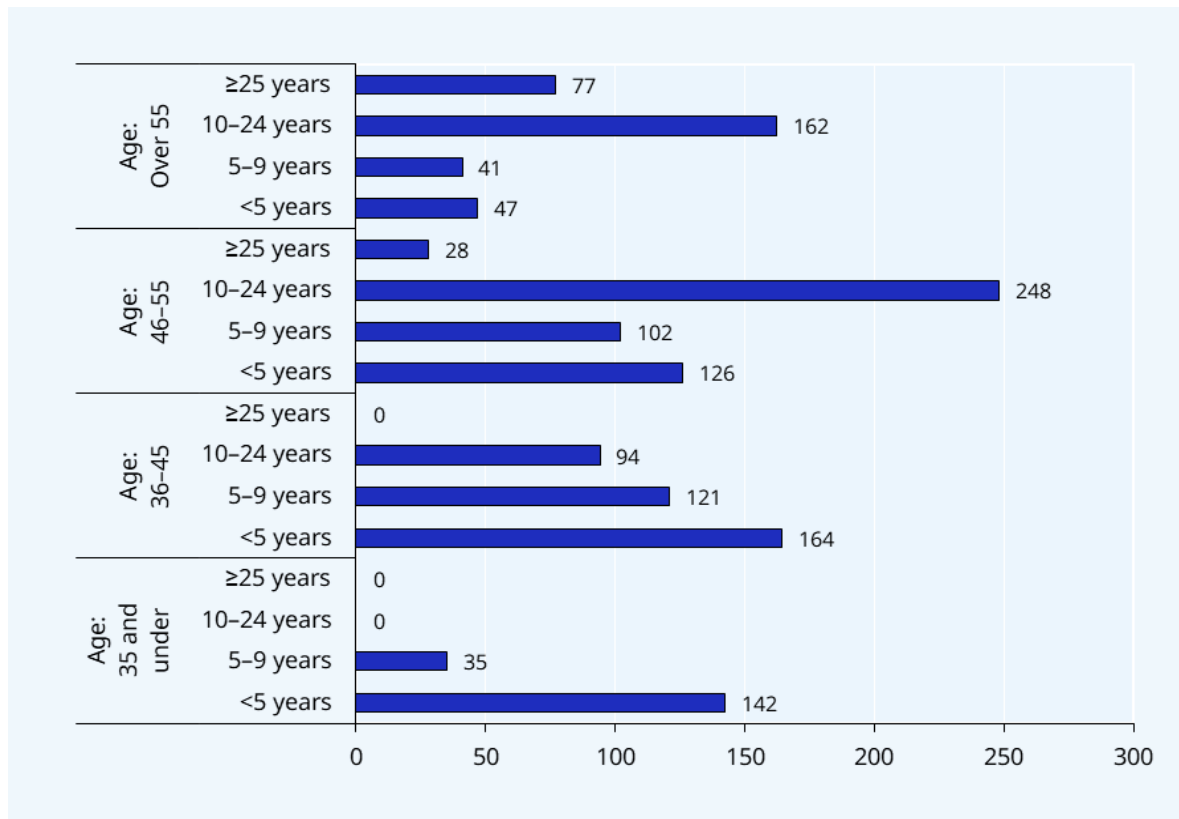
* Positions funded by DC, PSI, RBSA and other extra-budgetary resources.

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

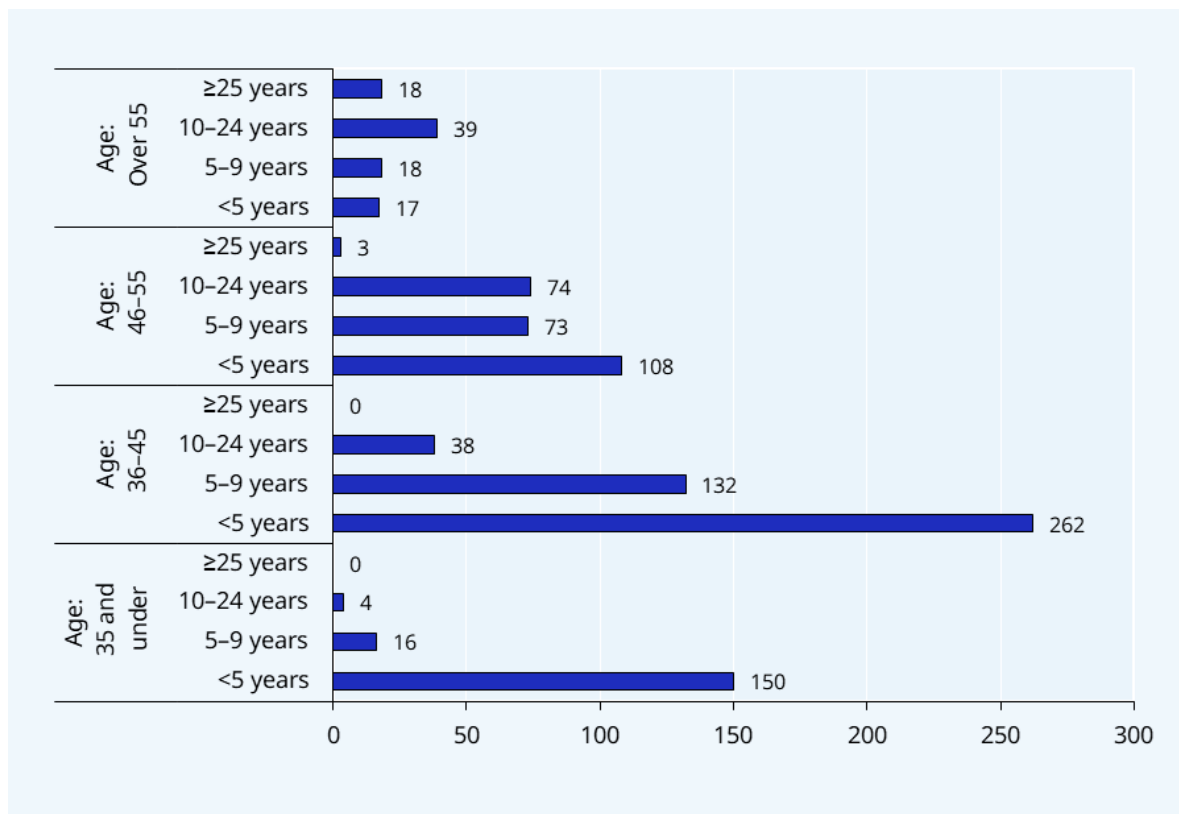
1.3. Distribution of staff by age and length of service

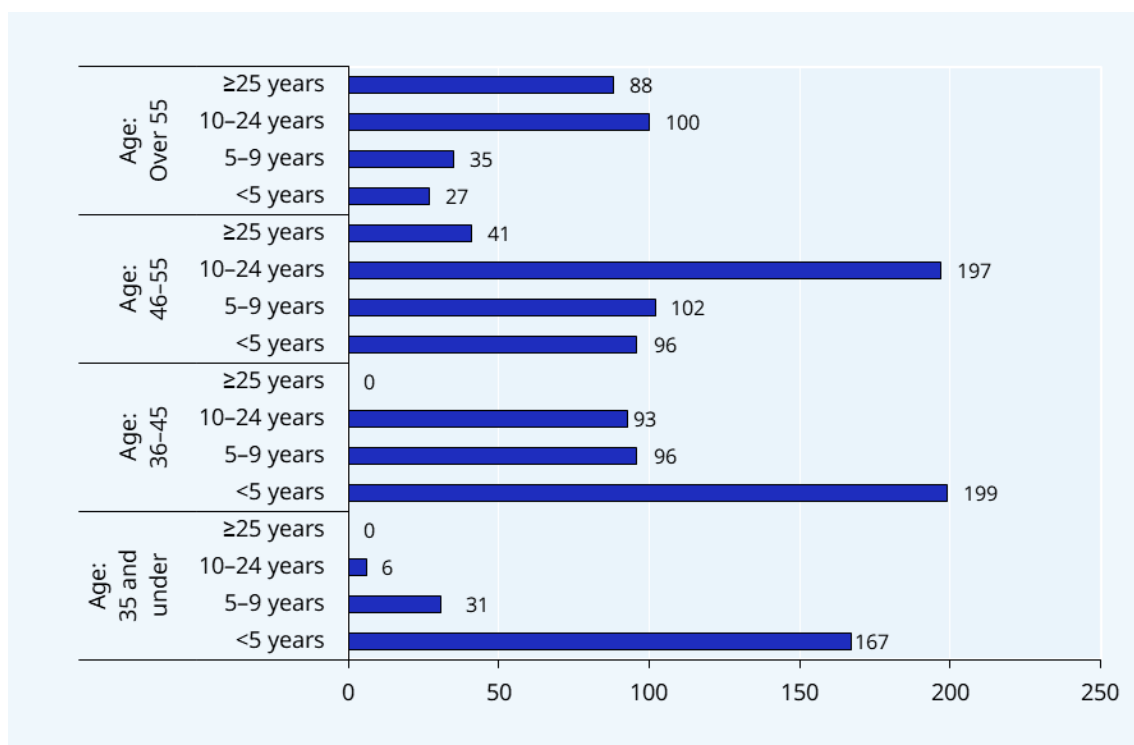
8. As at 31 December 2024, the average age of an ILO employee (all categories of staff) is 46 years and the average length of service is 8.9 years. The average age of staff in the Professional category and above is 47.6 years while the average age of staff members in the General Service and National Officer categories is 46.2 years and 43.5 years, respectively. 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**



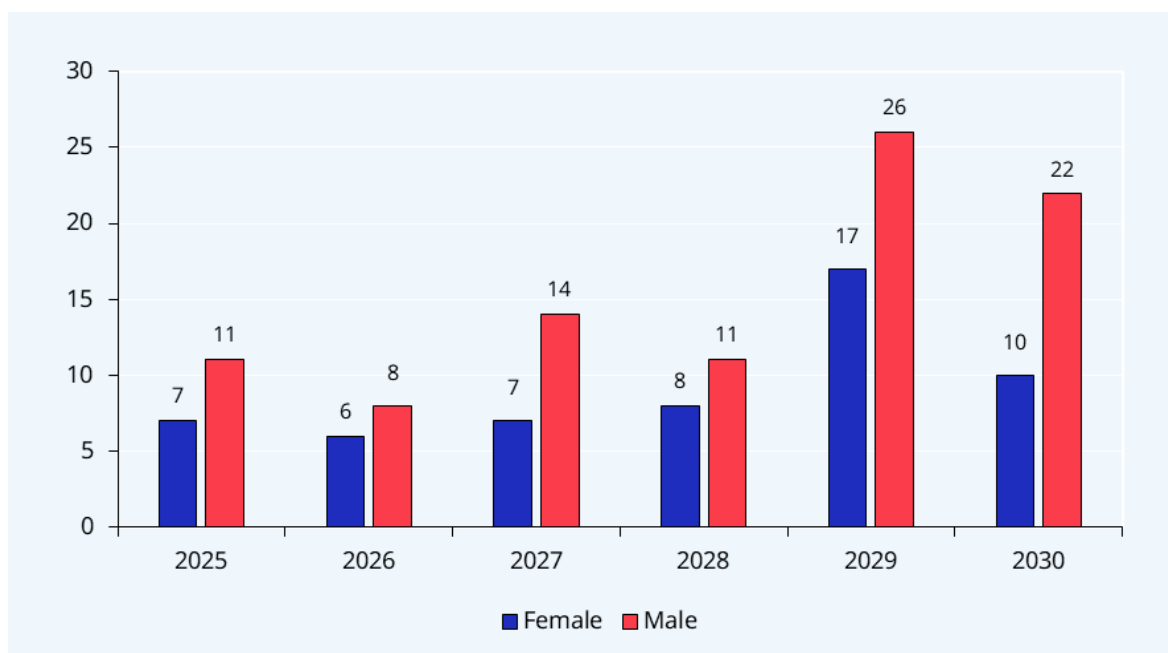
► **Figure 2. Distribution of National Officer staff by age and length of service**



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

► 2. Forthcoming retirement (regular staff)

9. There are 149 regular staff members who will reach the statutory age of retirement by the end of 2030. 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 2024, three countries became newly represented in the Office while six countries represented in 2023 are no longer represented. These trends represent the full workforce including locally recruited staff and staff serving in the development cooperation projects.
- **Where we come from:** the office has slightly decreased the number of represented nationalities among the 187 Member States from 160 to 157.¹



2024	(2023)
Newly represented countries	Newly represented countries
Kiribati	Belize
Samoa	Cyprus
Solomon Islands	Eswatini
Countries no longer represented	Countries no longer represented
Barbados	Qatar
Equatorial Guinea	Vanuatu
Belize	
Gambia	
Djibouti	
Liberia	

¹ Comparisons always refer to the previous year 2023.

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		2	2		2
D1	6	5	11		11
P5	22	10	32	9	41
P4	36	8	44	41	85
P3	8	5	13	24	37
P2	3	1	4	13	17
P1	1		1		1
NOC		3	3	9	12
NOB	8	9	17	141	158
NOA	5	9	14	115	129
G7		13	13	3	16
G6	19	37	56	78	134
G5	12	30	42	65	107
G4	2	4	6	6	12
G3	5	13	18	11	29
G2	3	7	10	61	71
G1				1	1
Total	133	156	289	577	866

► Table 4. Americas

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
DDG	1		1		1
ADG	2		2		2
D2	1	2	3	1	4
D1	9	7	16	1	17
P5	26	31	57	14	71
P4	43	30	73	32	105
P3	20	11	31	27	58

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
P2	13		13	11	24
P1	2		2	5	7
NOC		3	3	2	5
NOB	6	9	15	25	40
NOA	7	5	12	63	75
G7	1	15	16	6	22
G6	9	24	33	9	42
G5	13	25	38	39	77
G4	2	9	11	10	21
G3	1	5	6		6
G2				5	5
Total	156	176	332	250	582

► Table 5. Arab States

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
ADG	1		1		1
P5	2	2	4	3	7
P4	6	4	10	4	14
P3	3	1	4	15	19
P1				1	1
NOB	1		1	25	26
NOA	1	1	2	42	44
G7		2	2		2
G6	1	3	4	5	9
G5	4	3	7	26	33
G4				8	8
G3	1		1	5	6
G2		1	1	9	10
Total	20	17	37	143	180

► Table 6. Asia and the Pacific

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
ADG	2		2		2
D2	2	3	5		5
D1	2	7	9		9
P5	13	29	42	14	56
P4	18	15	33	33	66
P3	15	3	18	30	48
P2	9		9	28	37
P1	2		2	3	5
NOC		2	2	7	9
NOB	13	13	26	122	148
NOA	18	6	24	185	209
G7		14	14	13	27
G6	9	37	46	45	91
G5	17	22	39	105	144
G4	2	6	8	21	29
G3	1	11	12	6	18
G2	3	8	11	18	29
G1				1	1
Total	126	176	302	631	933

► Table 7. Europe

Category	Regular staff		Subtotal	DC staff	Total
	FT	WLT		FT	
ADG	4		4		4
D2	6	7	13		13
D1	14	16	30	1	31
P5	39	91	130	25	155
P4	88	47	135	76	211
P3	67	26	93	59	152
P2	13	1	14	46	60
P1	2		2	3	5
CORR	11		11		11
NOC		1	1	4	5
NOB	6		6	22	28
NOA	3	1	4	49	53

Category	Regular staff		Subtotal	DC staff		Total
	FT	WLT		FT		
G7		31	31	3		34
G6	12	83	95	26		121
G5	17	61	78	27		105
G4	16	29	45	14		59
G3	3	3	6	1		7
G2		1	1	1		2
Total	301	398	699	357		1 056

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

11. 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. In its report to the General Assembly for 2024,² the International Civil Service Commission (ICSC) presented its recent survey results highlighting that of the 24 member organizations who responded, 18 lack formal guidelines on the geographical distribution of staff and 12 acknowledge challenges in achieving desired levels of geographical diversity. It also drew attention to the limited scope of the posts affected and variations in the parameters applied for the six organizations that did follow established criteria and guidelines. The ICSC will be monitoring best practices in increasing geographical diversity³ and encouraged organizations to publish more detailed statistics, such as those outlined in section 3.1 of this report, providing information on a larger population of staff including those in all grade categories, and those funded by extra-budgetary sources.
12. 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.
13. To calculate the desirable range⁴ in order to define the country representation status, the Office uses two factors, namely membership and the assessed budgetary contribution of each Member State.

² A/79/30.

³ See GB.353/PFA/INF/7 for details of actions taken by the ILO in this area during 2024.

⁴ In tables 8 to 12, desirable ranges calculated as at 31 December 2024.

► Table 8. Africa

Country of nationality	Female	Male	Total	Desirable range	Country representation status
Algeria	1	1	2	1–2	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	0	0	1–2	Less than adequate
Cabo Verde	0	0	0	1–2	Less than adequate
Cameroon	0	6	6	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	1	1	2	1–2	Adequate
Djibouti	0	0	0	1–2	Less than adequate
Egypt	2	2	4	1–2	More than adequate
Equatorial Guinea	0	0	0	1–2	Less than adequate
Eritrea	0	1	1	1–2	Adequate
Eswatini	1	0	1	1–2	Adequate
Ethiopia	0	4	4	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	3	4	1–2	More than adequate
Guinea	1	1	2	1–2	Adequate
Guinea-Bissau	1	0	1	1–2	Adequate
Kenya	2	1	3	1–2	More than adequate
Lesotho	0	1	1	1–2	Adequate
Liberia	0	0	0	1–2	Less than adequate
Libya	0	0	0	1–2	Less than adequate
Madagascar	3	0	3	1–2	More than adequate
Malawi	0	2	2	1–2	Adequate
Mali	1	2	3	1–2	More than adequate
Mauritania	0	0	0	1–2	Less than adequate
Mauritius	0	1	1	1–2	Adequate

Country of nationality	Female	Male	Total	Desirable range	Country representation status
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	2	0	2	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	2	3	5	1–2	More than adequate
Seychelles	1	0	1	1–2	Adequate
Sierra Leone	2	2	4	1–2	More than adequate
Somalia	0	0	0	1–2	Less than adequate
South Africa	3	2	5	1–2	More than adequate
South Sudan	0	0	0	1–2	Less than adequate
Sudan	0	0	0	1–2	Less than adequate
Togo	0	1	1	1–2	Adequate
Tunisia	4	3	7	1–2	More than adequate
Uganda	0	2	2	1–2	Adequate
United Republic of Tanzania	1	1	2	1–2	Adequate
Zambia	0	1	1	1–2	Adequate
Zimbabwe	2	5	7	1–2	More than adequate

► Table 9. Americas

Country of nationality	Female	Male	Total	Desirable range	Country representation status
Antigua and Barbuda	0	0	0	1–2	Less than adequate
Argentina	12	7	19	4–6	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	3	4	1–2	More than adequate
Brazil	12	9	21	10–17	More than adequate
Canada	14	10	24	14–23	More than adequate
Chile	2	5	7	2–4	More than adequate
Colombia	5	3	8	1–2	More than adequate
Costa Rica	5	4	9	1–2	More than adequate

Country of nationality	Female	Male	Total	Desirable range	Country representation status
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	3	5	1-2	More than adequate
Grenada	0	0	0	1-2	Less than adequate
Guatemala	1	0	1	1-2	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	7	4	11	6-11	Adequate
Nicaragua	1	0	1	1-2	Adequate
Panama	0	1	1	1-2	Adequate
Paraguay	0	0	0	1-2	Less than adequate
Peru	8	7	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	1	1	2	1-2	Adequate
United States of America	30	20	50	113-151	Less than adequate
Uruguay	1	3	4	1-2	More than adequate
Venezuela (Bolivarian Republic of)	1	1	2	1-2	Adequate

► Table 10. 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	1	2	1-2	Adequate
Kuwait	0	0	0	1-2	Less than adequate
Lebanon	10	2	12	1-2	More than adequate
Oman	0	0	0	1-2	Less than adequate

Country of nationality	Female	Male	Total	Desirable range	Country representation status
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 11. Asia and the Pacific

Country of nationality	Female	Male	Total	Desirable range	Country representation status
Afghanistan	0	2	2	1-2	Adequate
Australia	4	3	7	11-18	Less than adequate
Bangladesh	0	0	0	1-2	Less than adequate
Brunei Darussalam	0	0	0	1-2	Less than adequate
Cambodia	0	0	0	1-2	Less than adequate
China	3	12	15	79-105	Less than adequate
Cook Islands	0	0	0	1-2	Less than adequate
Fiji	0	1	1	1-2	Adequate
India	5	14	19	5-9	More than adequate
Indonesia	1	2	3	3-5	Adequate
Iran (Islamic Republic of)	1	1	2	2-3	Adequate
Japan	17	10	27	41-69	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	1	1	2	1-2	Adequate
New Zealand	2	0	2	2-3	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	2	4	1-2	More than adequate
Republic of Korea	2	5	7	13-22	Less than adequate
Samoa	0	0	0	1-2	Less than adequate

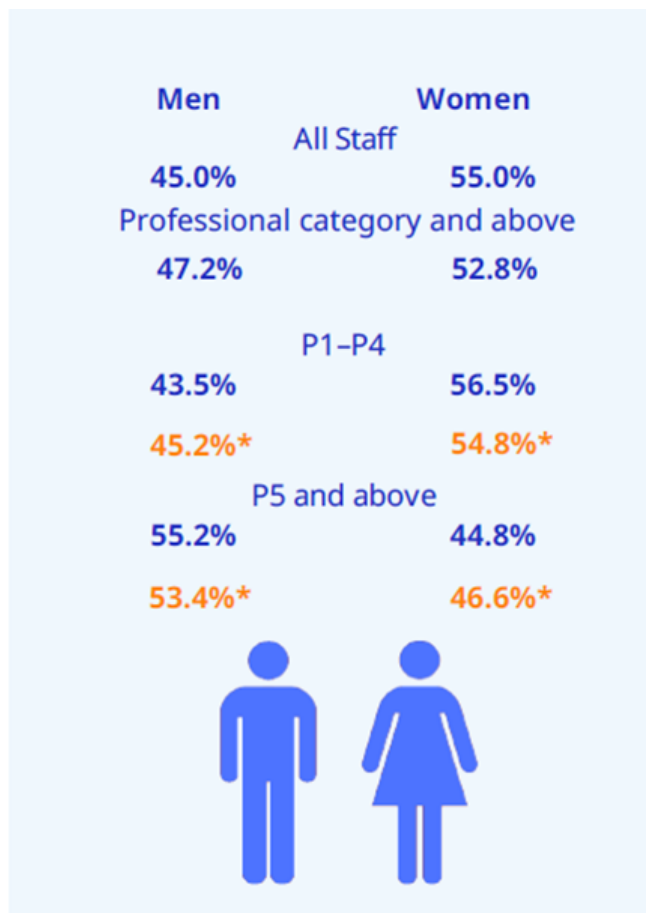
Country of nationality	Female	Male	Total	Desirable range	Country representation status
Singapore	0	1	1	3–4	Less than adequate
Solomon Islands	0	0	0	1–2	Less than adequate
Sri Lanka	0	3	3	1–2	More than adequate
Thailand	4	0	4	2–3	More than adequate
Timor-Leste	0	0	0	1–2	Less than adequate
Tonga	0	0	0	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 12. 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	0	1	1	4–6	Less than adequate
Azerbaijan	1	0	1	1–2	Adequate
Belarus	1	0	1	1–2	Adequate
Belgium	11	6	17	4–7	More than adequate
Bosnia and Herzegovina	0	0	0	1–2	Less than adequate
Bulgaria	3	1	4	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
Denmark	2	3	5	3–5	Adequate
Estonia	1	0	1	1–2	Adequate
Finland	4	3	7	2–4	More than adequate
France	32	51	83	22–37	More than adequate
Georgia	0	2	2	1–2	Adequate
Germany	23	21	44	32–53	Adequate
Greece	2	2	4	2–3	More than adequate
Hungary	3	2	5	1–2	More than adequate
Iceland	0	0	0	1–2	Less than adequate
Ireland	2	3	5	2–4	More than adequate
Israel	1	1	2	3–5	Less than adequate
Italy	22	19	41	16–27	More than adequate

Country of nationality	Female	Male	Total	Desirable range	Country representation status
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	6	7	13	7-12	More than adequate
North Macedonia	1	0	1	1-2	Adequate
Norway	1	4	5	4-6	Adequate
Poland	2	1	3	4-7	Less than adequate
Portugal	7	4	11	2-3	More than adequate
Republic of Moldova	1	3	4	1-2	More than adequate
Romania	3	1	4	2-3	More than adequate
Russian Federation	6	2	8	10-16	Less than adequate
San Marino	0	0	0	1-2	Less than adequate
Serbia	1	2	3	1-2	More than adequate
Slovakia	1	0	1	1-2	Adequate
Slovenia	1	0	1	1-2	Adequate
Spain	21	8	29	11-18	More than adequate
Sweden	4	2	6	4-7	Adequate
Switzerland	7	8	15	6-10	More than adequate
Tajikistan	1	0	1	1-2	Adequate
Türkiye	4	2	6	4-7	Adequate
Turkmenistan	0	0	0	1-2	Less than adequate
Ukraine	1	1	2	1-2	Adequate
United Kingdom	10	18	28	23-38	Adequate
Uzbekistan	0	0	0	1-2	Less than adequate

► 4. Gender diversity

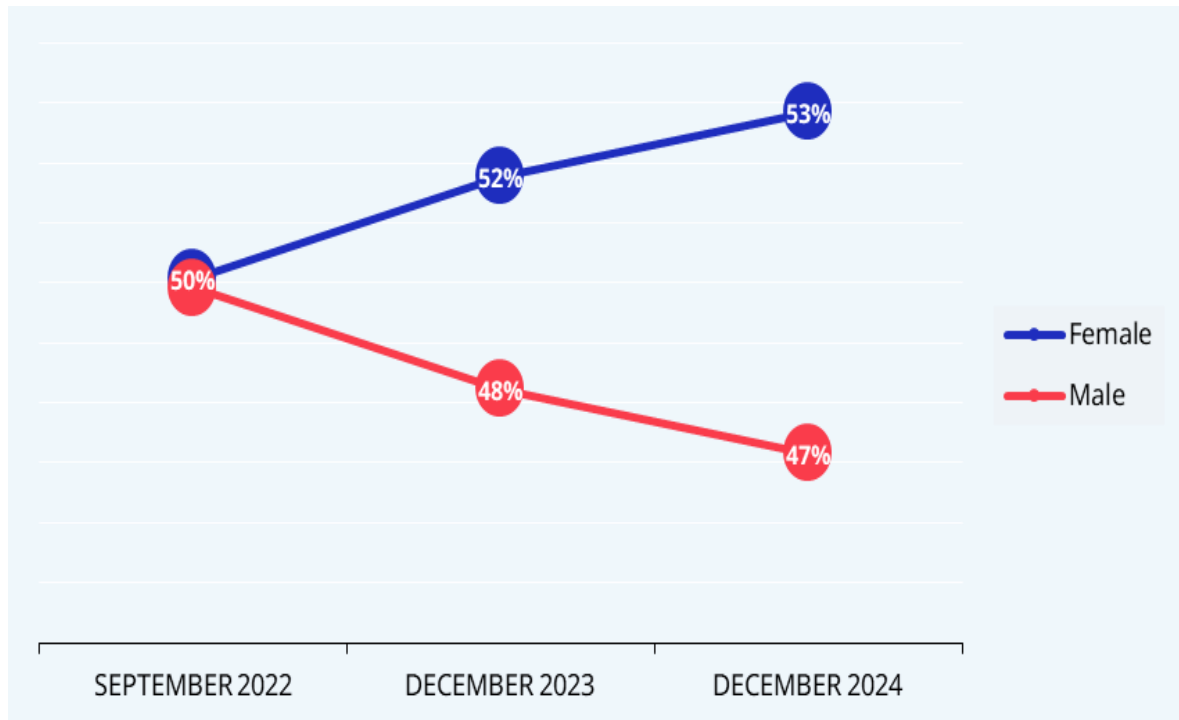


*Regular staff only

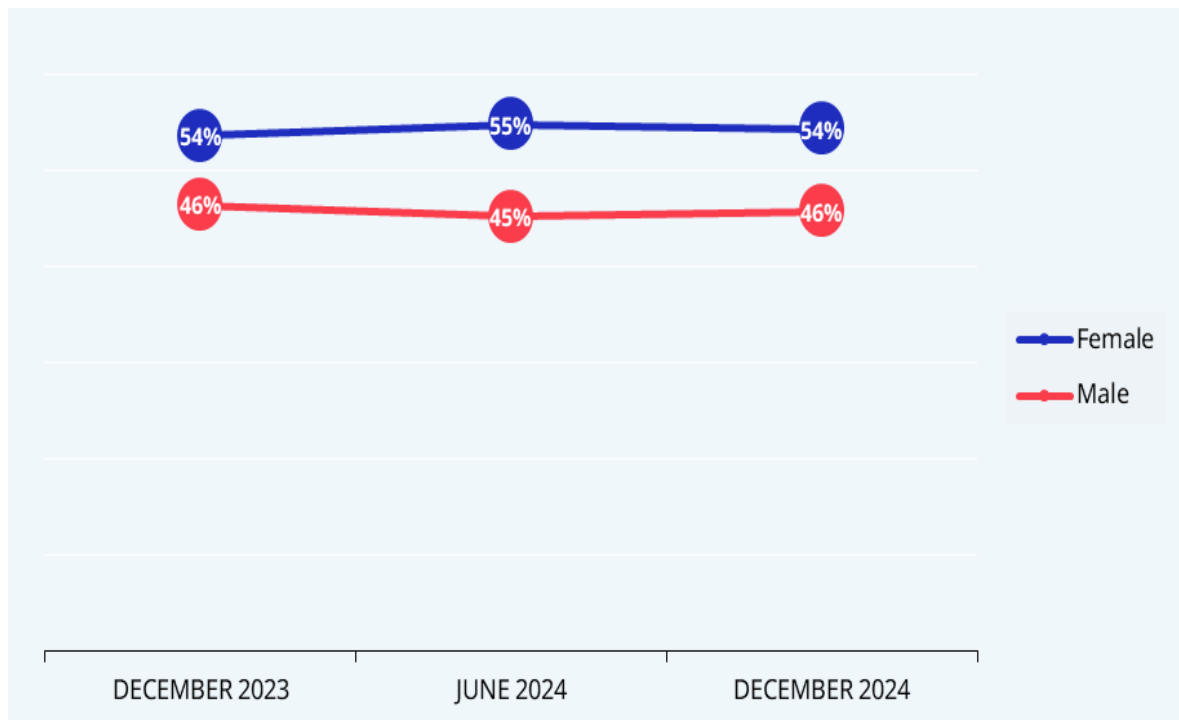
14. The ILO's Human Resources Strategy 2022-25 and the ILO Action Plan for Gender Equality 2022-25 both include key indicators related to gender balance among ILO staff, underscoring the organization's commitment to achieving gender equity at all levels, and particularly in senior positions. As at the end of 2024, the percentage of women in senior staff positions (P5 and above) on regular budget contracts has increased by 4 per cent compared to the previous year, surpassing the 42 per cent target set for 2025. With a rounded figure of 47 per cent, this achievement aligns closely with UN Women's definition of gender equality, which defines parity as within 3 per cent. This progress demonstrates the impact of combining senior level commitment with targeted initiatives, and comprehensive office-wide actions aimed at tackling this challenge.

4.1. Gender distribution from September 2022 to December 2024

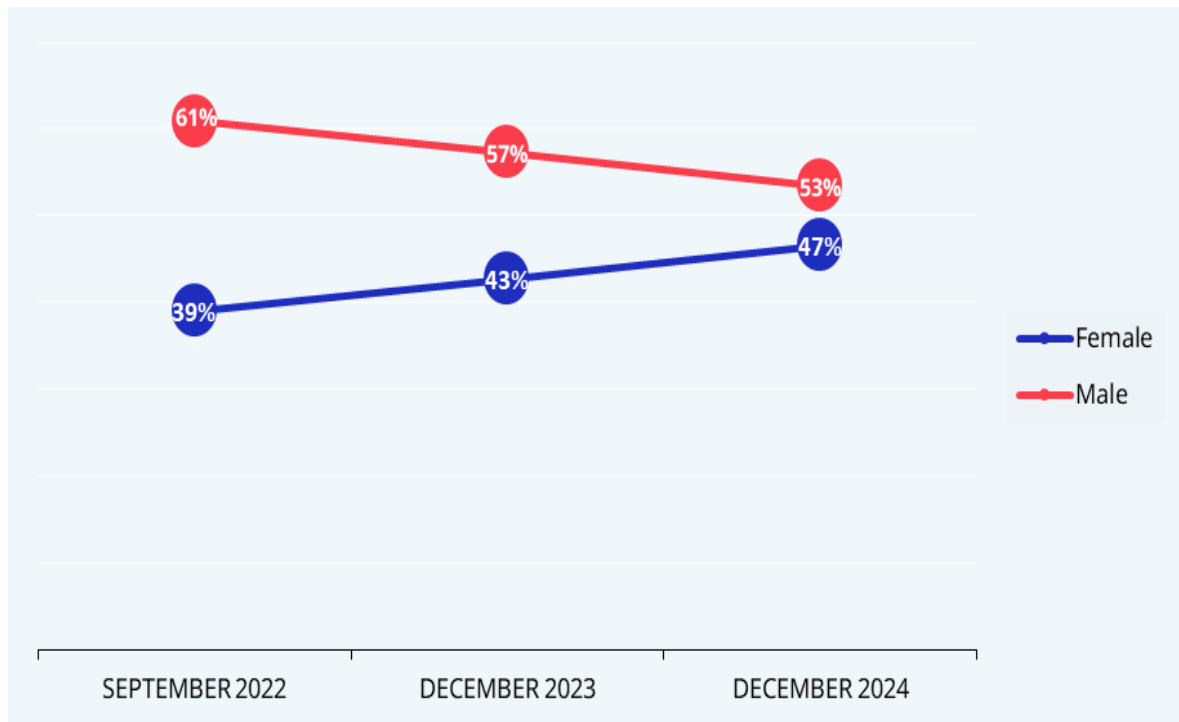
► Figure 5. All P staff



► Figure 6. P1–P4 (regular staff only)



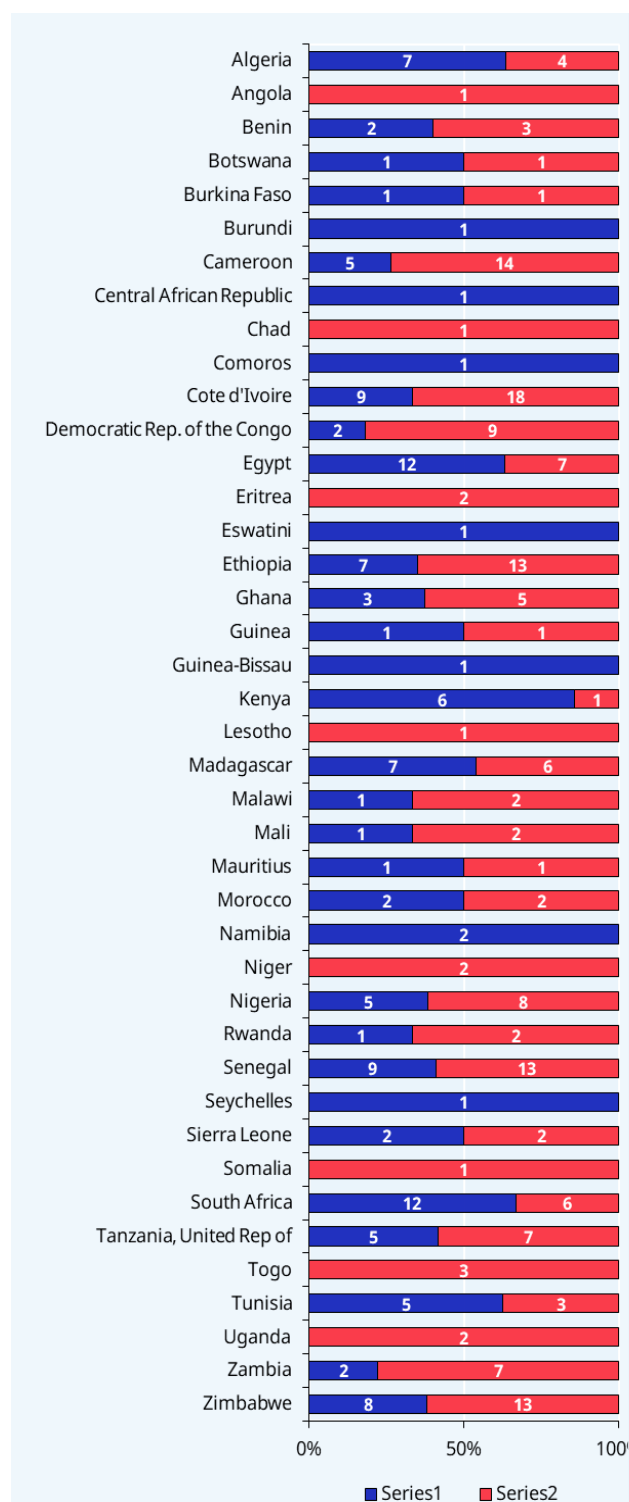
► **Figure 7. P5 and above (regular staff only)**



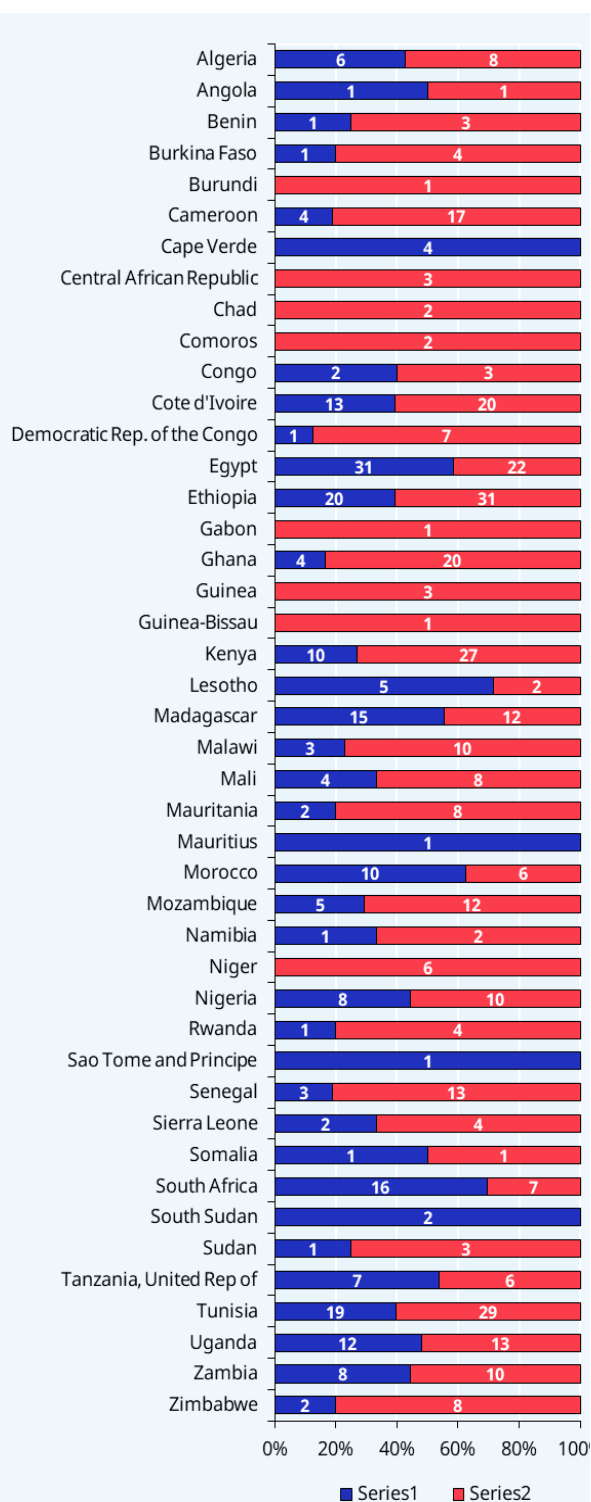
4.2. Gender distribution by region of origin, country of nationality and source of funds

► Figure 8. Africa

(a) Regular staff

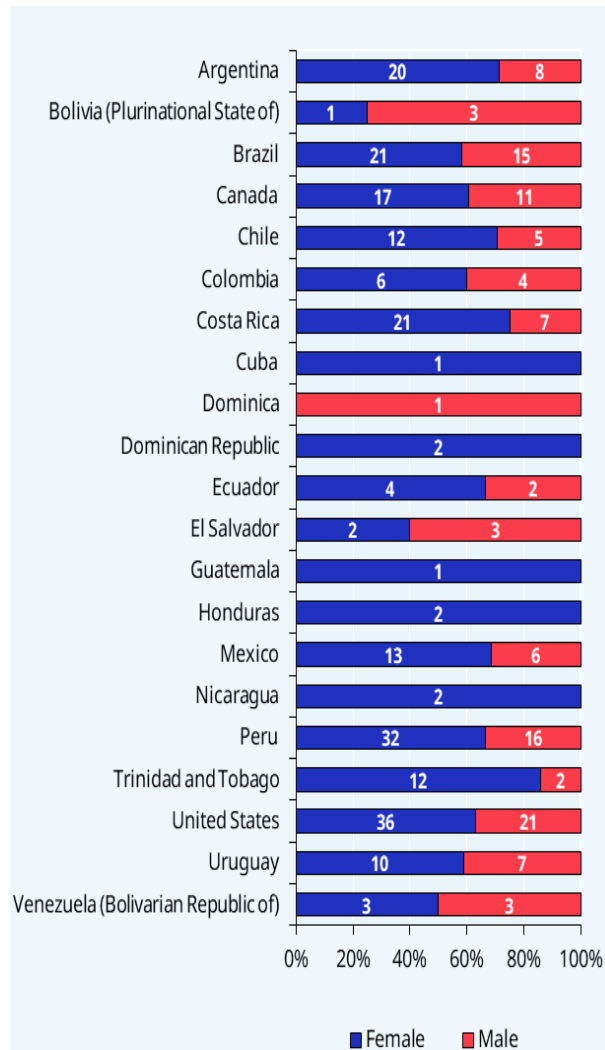


(b) Development Cooperation staff

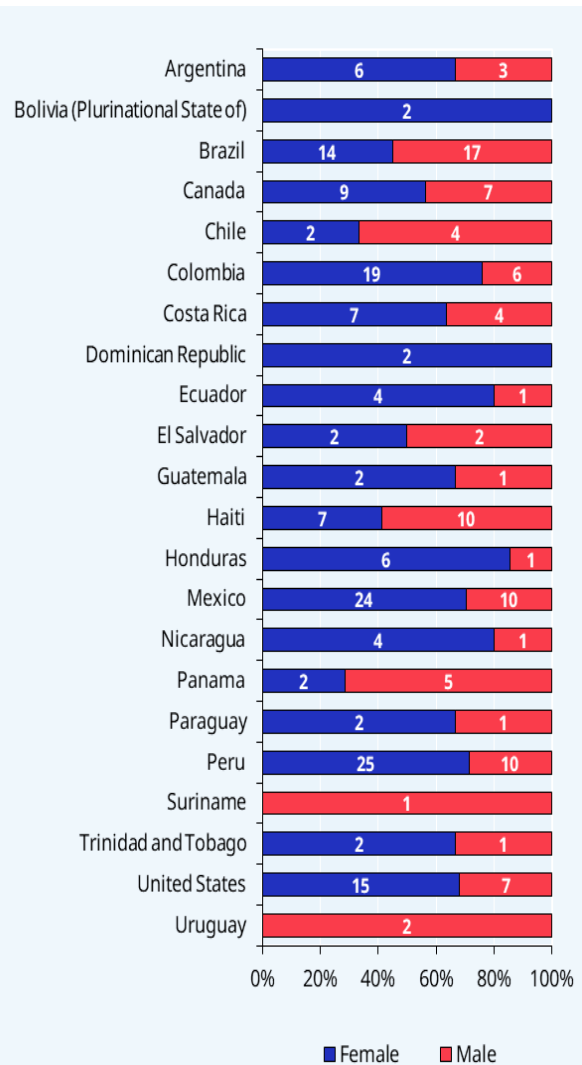


► Figure 9. Americas

(a) Regular staff

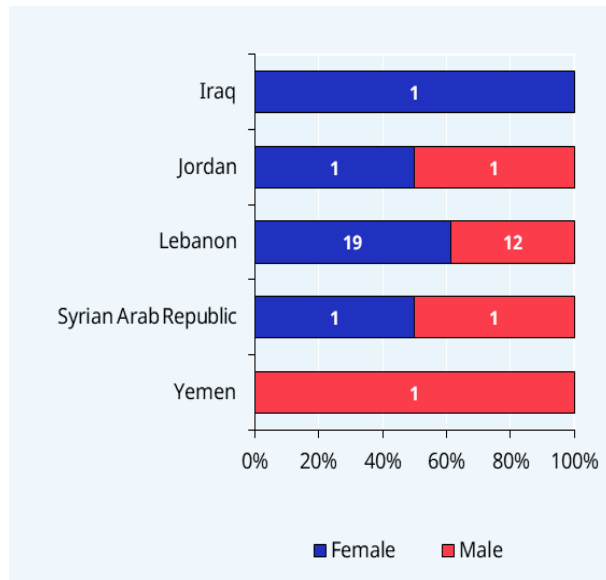


(b) Development Cooperation staff

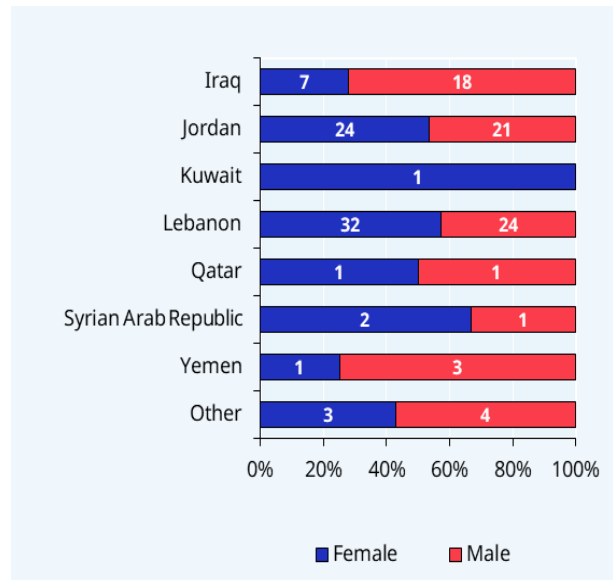


► Figure 10. Arab States

(a) Regular staff

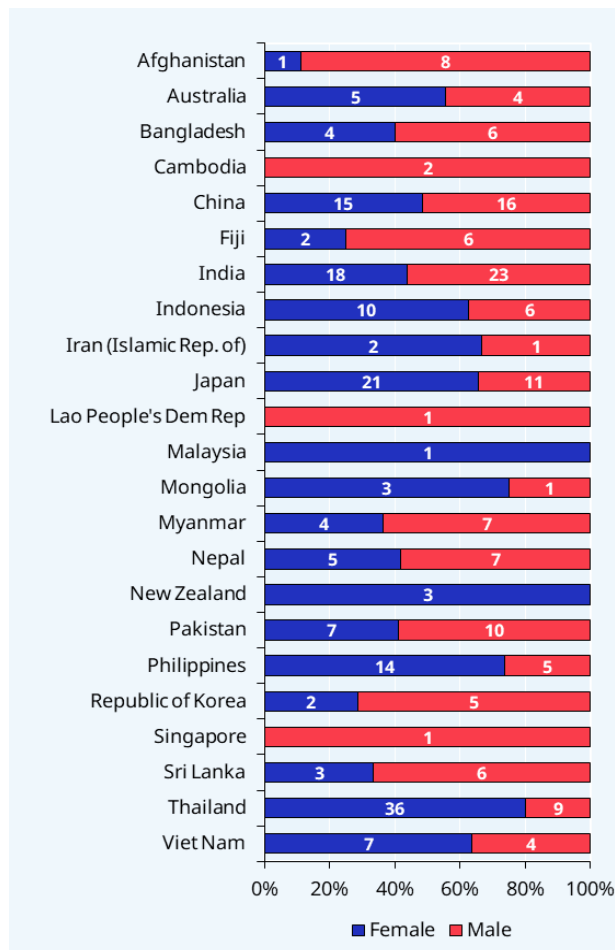


(b) Development Cooperation staff

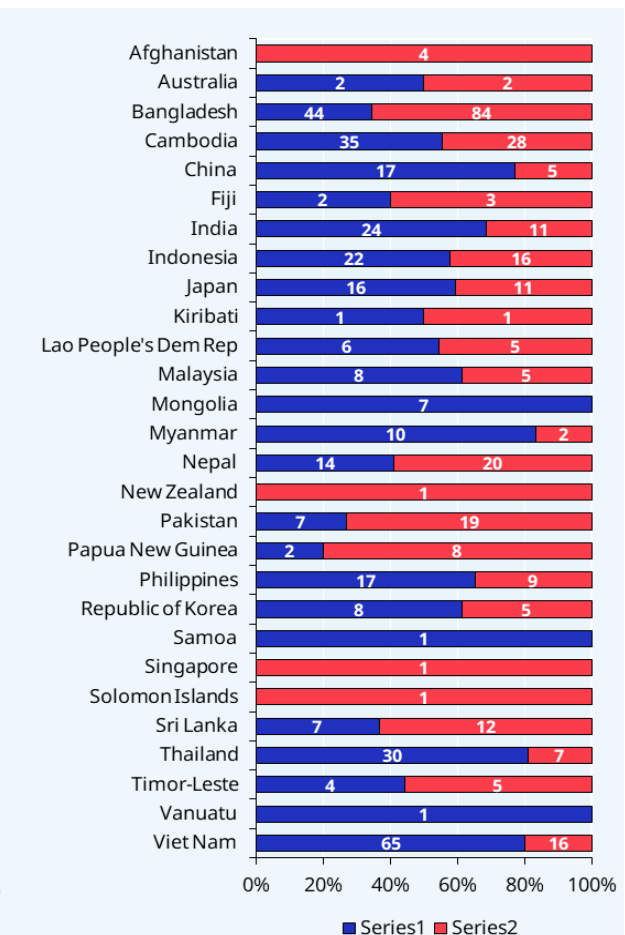


► Figure 11. Asia and the Pacific

(a) Regular staff

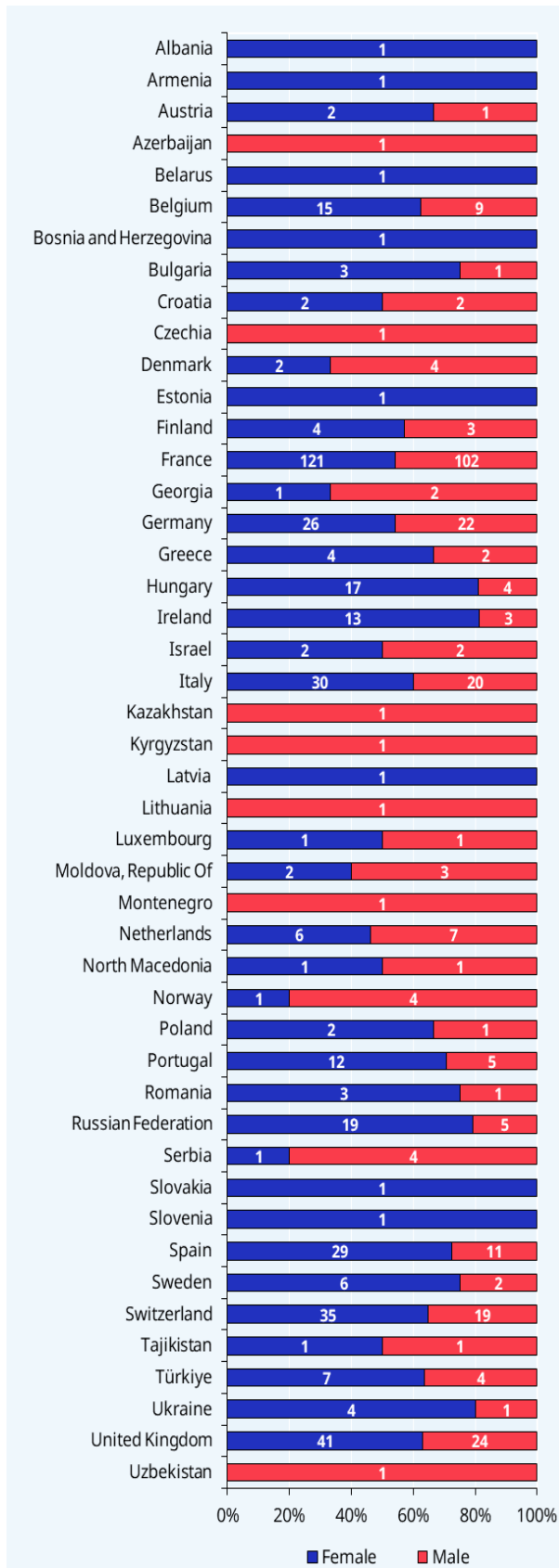


(b) Development Cooperation staff

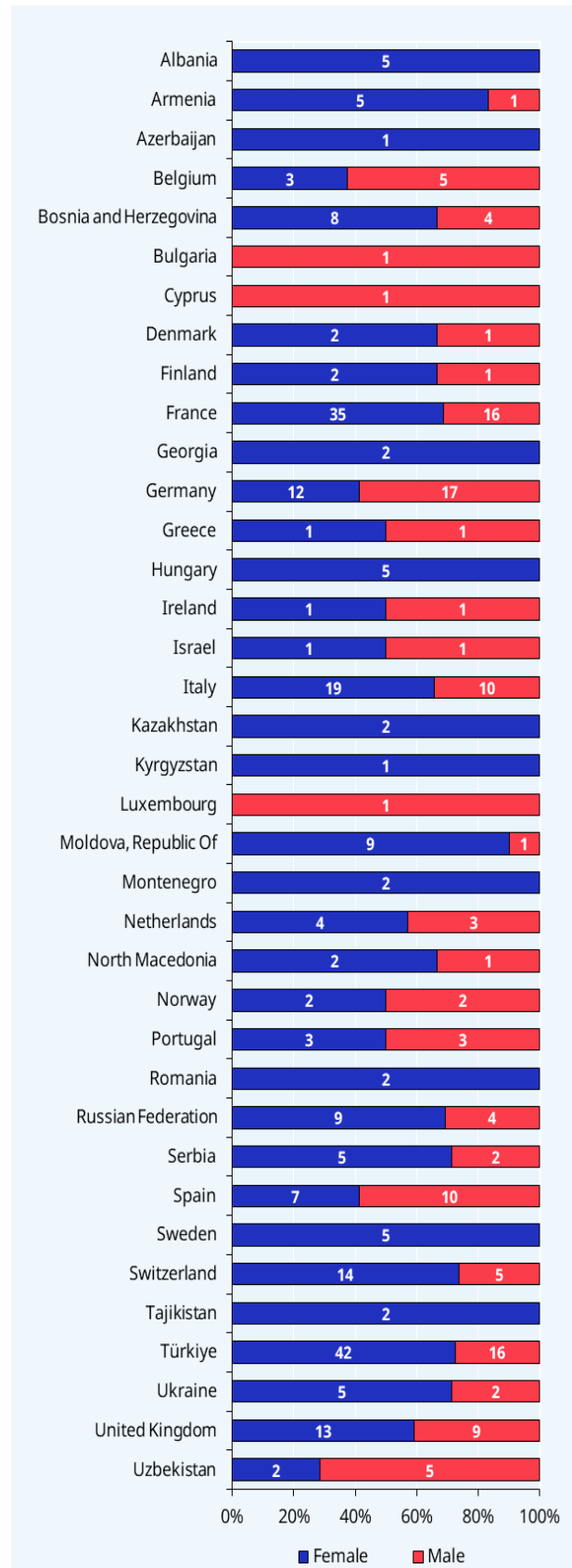


► Figure 12. Europe

(a) Regular staff



(b) Development Cooperation staff



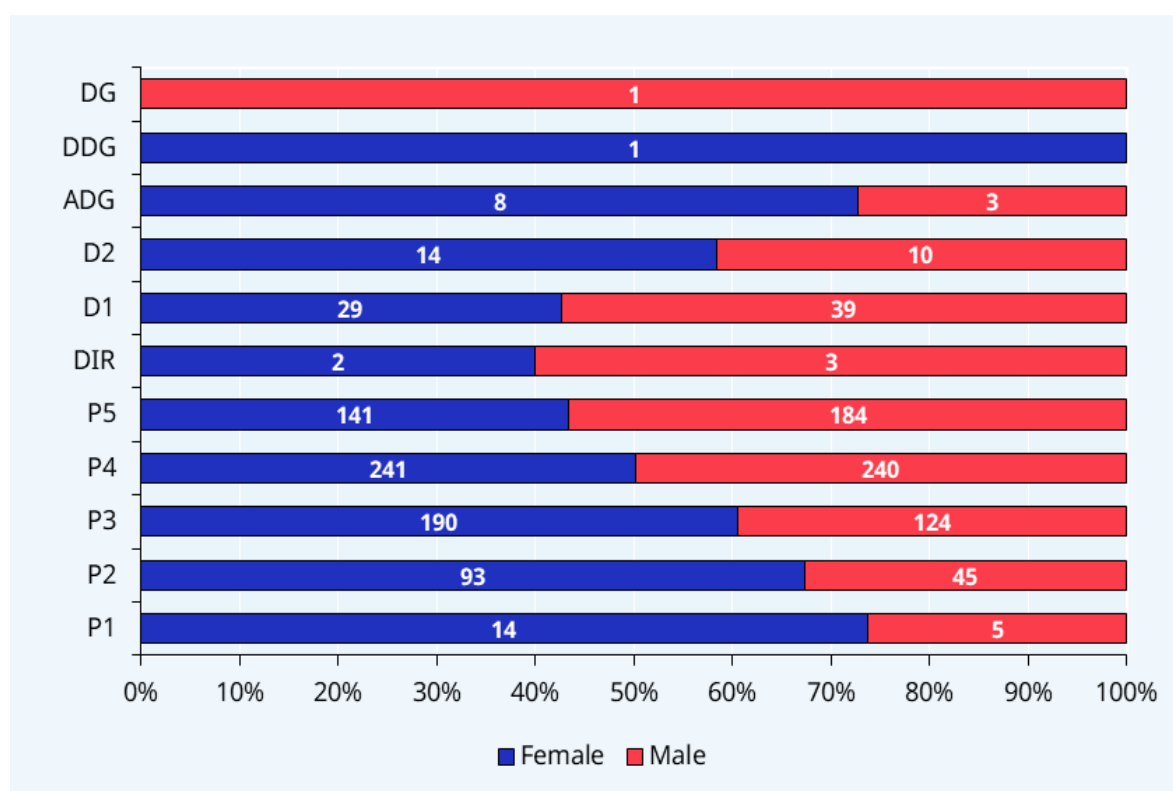
4.3. Gender distribution by category, age, grade and type of contract (regular staff)

► Table 13

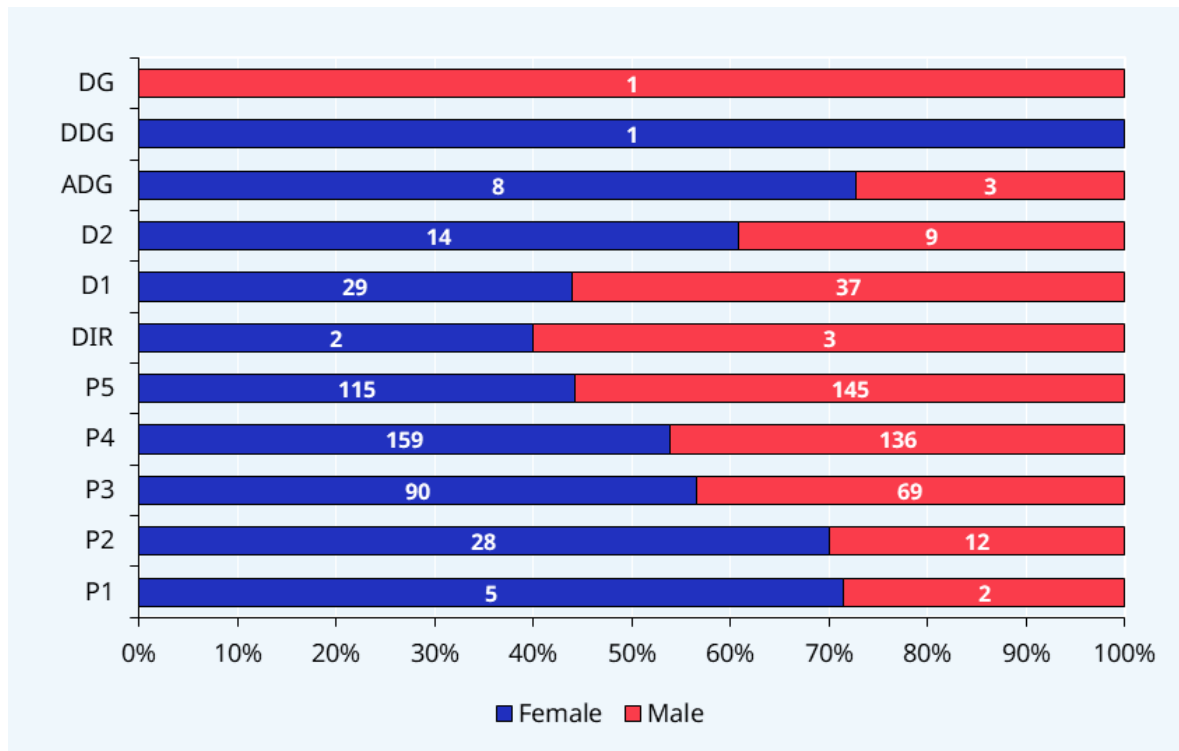
Grade		35 and under		36–45		46–55		Over 55		Total	
		F	M	F	M	F	M	F	M	F	M
P total		40	15	112	78	198	165	101	159	451	417
DG	FT							1		0	1
DDG	FT							1		1	0
ADG	FT					3	1	5	2	8	3
D2	FT			1		2	1	4	1	7	2
	WLT						2	7	5	7	7
D1	FT			2		10	4	3	12	15	16
	WLT					6	2	8	19	14	21
DIR	FT					1	1	1	2	2	3
P5	FT			11	7	25	26	8	20	44	53
	WLT			5		35	38	31	54	71	92
P4	FT	2	1	44	27	43	37	13	24	102	89
	WLT			7	7	41	28	9	12	57	47
P3	FT	15	9	31	29	16	9	2	2	64	49
	WLT			4	1	13	14	9	5	26	20
P2	FT	18	4	7	6	3				28	10
	WLT						2			0	2
P1	FT	5	1		1					5	2
NO total		5	5	17	14	30	27	23	20	75	66
CORR	FT						4	4	3	4	7
NOC	FT									0	0
	WLT						2	5	2	5	4
NOB	FT	2	3	9	4	5	8	2	1	18	16
	WLT			1	1	9	3	8	9	18	13
NOA	FT	3	2	6	8	8	5	2		19	15
	WLT			1	1	8	5	2	5	11	11
GS and related total		26	14	95	60	177	90	124	63	423	227
G7	FT							1		1	0
	WLT			4	3	20	7	33	8	57	18
G6	FT	9		11	16	9	2	2	1	31	19
	WLT	1	1	22	6	71	30	46	7	140	44
G5	FT	8	6	17	11	12	2	5	2	42	21
	WLT	2	2	24	8	50	16	30	9	106	35
G4	FT	4	1	5	2	6	2	1	1	16	6
	WLT		1	11	1	8	7	6	14	25	23

Grade		35 and under		36-45		46-55		Over 55		Total	
		F	M	F	M	F	M	F	M	F	M
G3	FT	1	2	1	2		4		1	2	9
	WLT	1			7		8	1	15	2	30
G2	FT		1		2		3			0	6
	WLT				2	1	9		5	1	16
Grand total		71	34	224	152	405	282	249	242	949	710

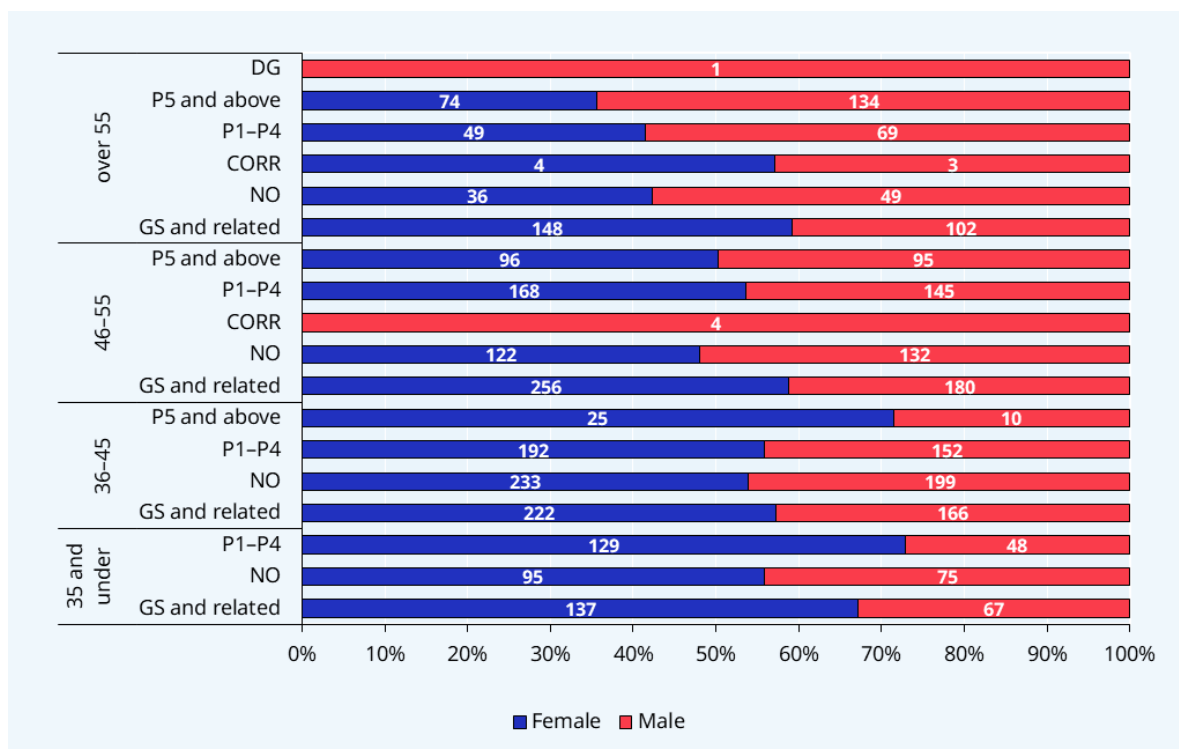
► Figure 13. Gender distribution of Professional category and above (all staff)



► **Figure 14. Gender distribution of Professional category and above (regular staff)**



► **Figure 15. Gender distribution by category, age, and grade of all staff**

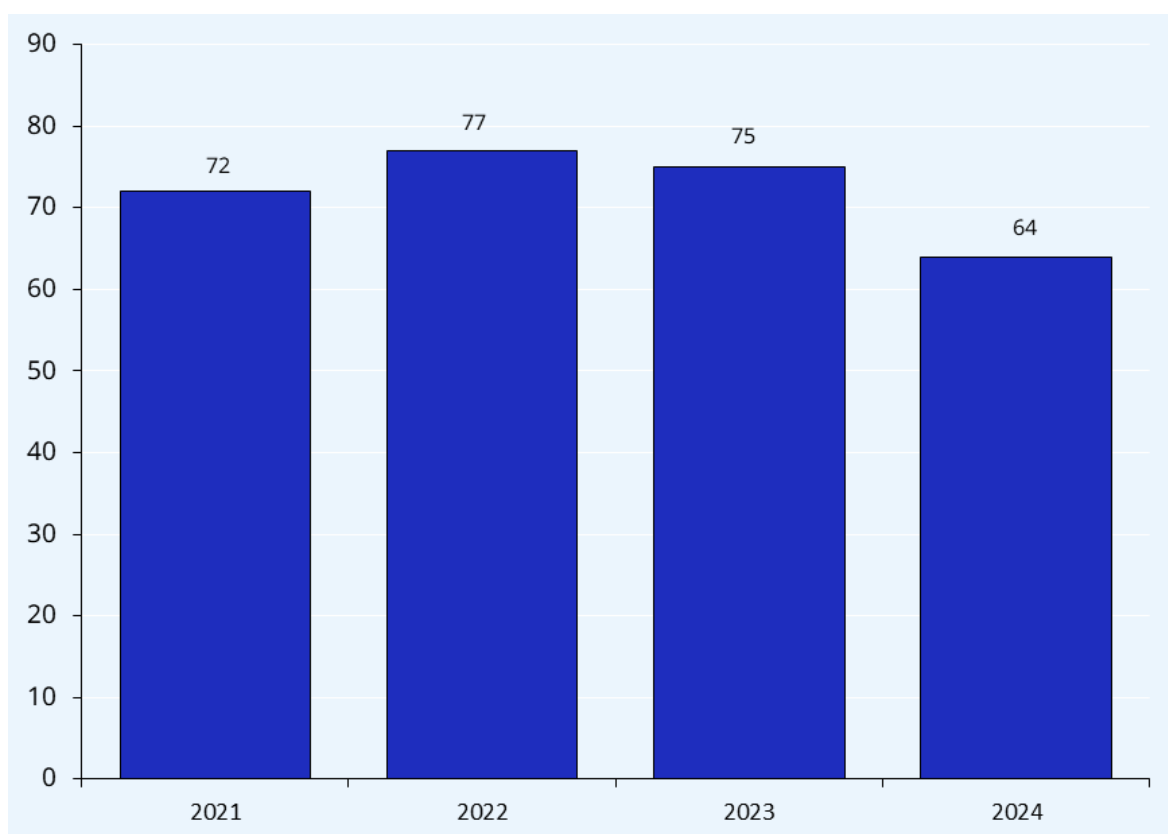


► 5. Recruitment and staff mobility

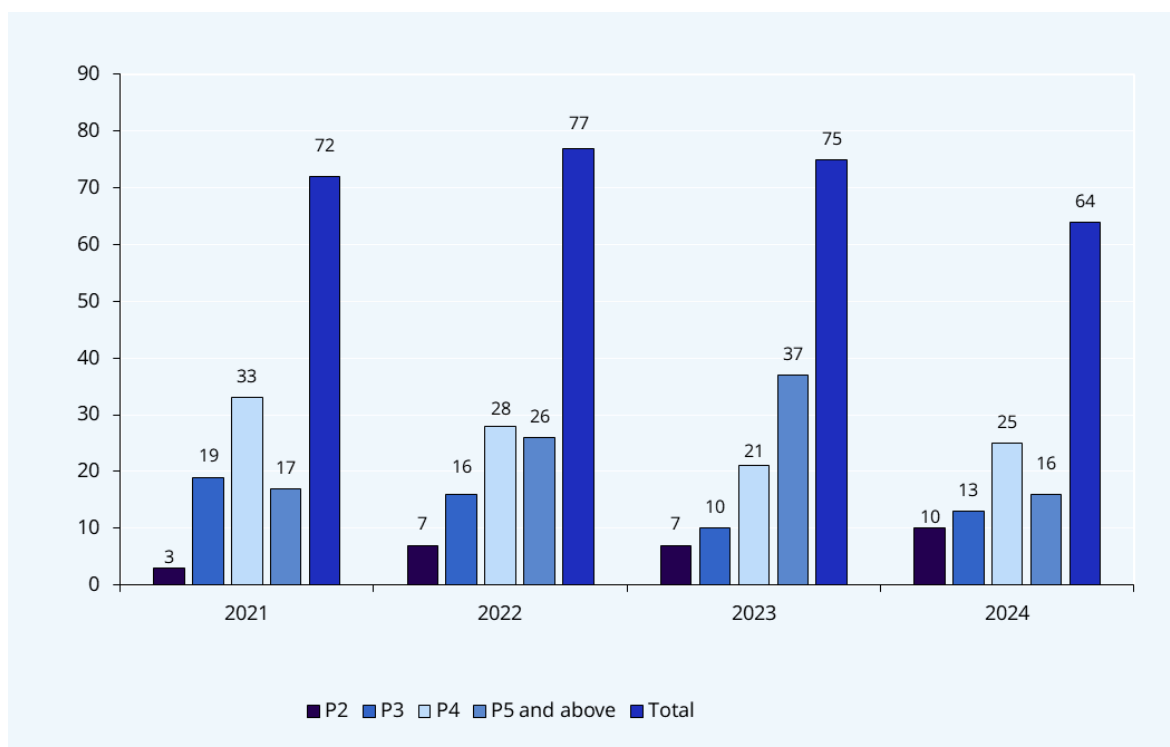
15. In 2024 the Office published 64 vacancy announcements for ongoing positions funded by the regular budget in addition to a large number of calls for temporary and senior level positions. In 2023 the number of staff undertaking assignments in a new duty station doubled in comparison to 2022 and a similar level of geographic mobility has been maintained in 2024 with 55 staff making geographical moves. The distribution of vacant positions filled, by grade and gender, shows that women are still filling vacancies at a higher rate than men, although to a lesser extent than in the previous year (53 per cent in 2024 compared to 60 per cent in 2023). While recognizing the benefits of maintaining a strong representation of women at the P4 grade level as a feeder pipeline for senior management positions, attention is needed to redress the balance at the P2 and P3 grades, where men are under-represented.

5.1. Vacancy notices 2021–24 in the Professional category (regular staff)

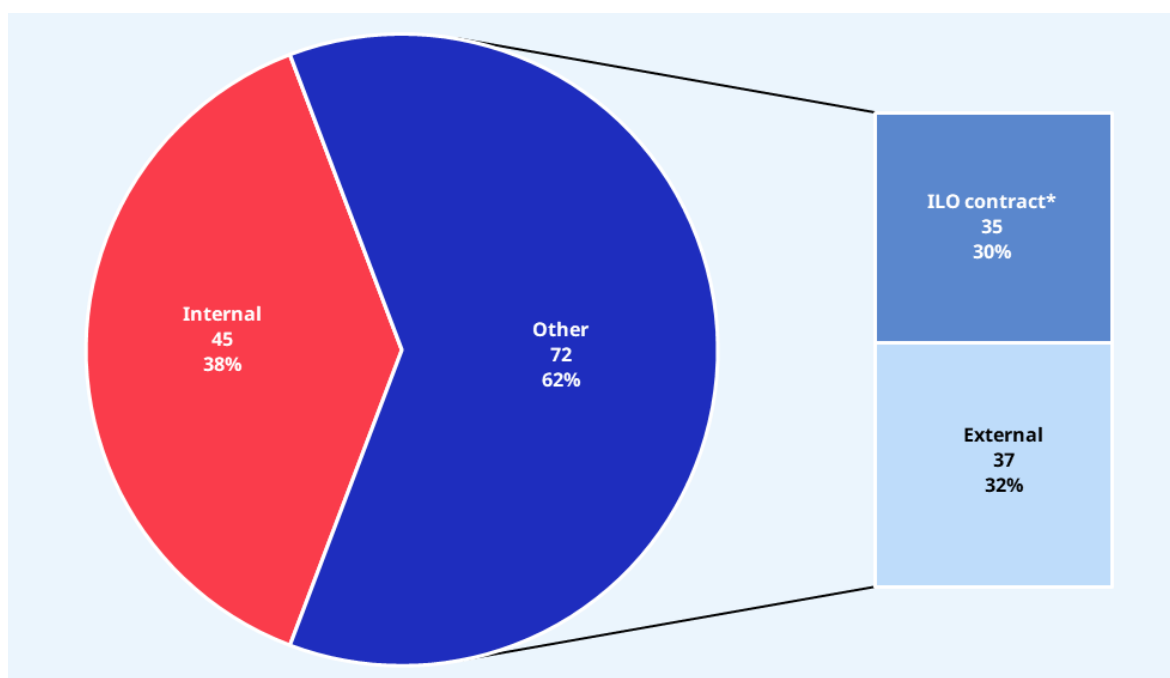
► **Figure 16. Number of competitions opened in the Recruitment, Assignment and Placement System (RAPS), 2021–24**



► Figure 17. Number of vacancies by grade, 2021-24

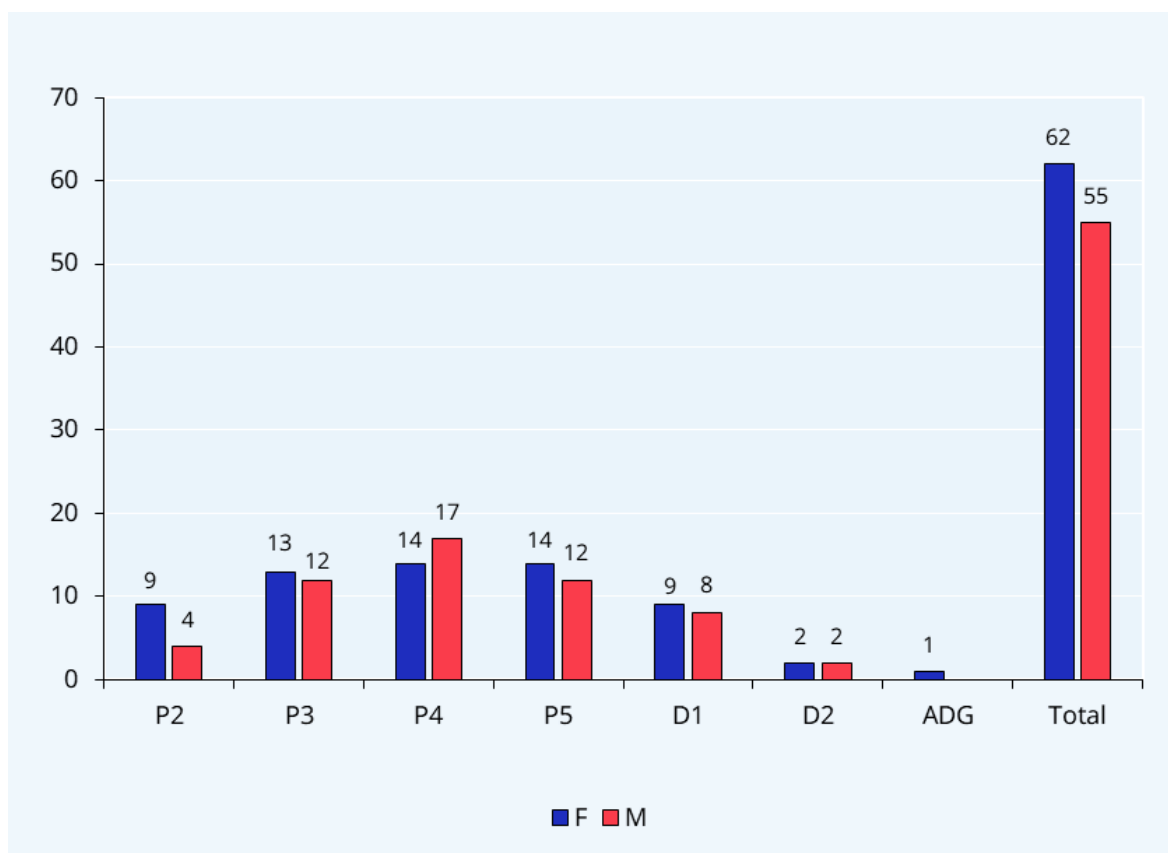


► Figure 18. Distribution of vacant positions filled internally and externally, 2024



*People with employment contracts who are not considered as internal candidates

► Figure 19. Distribution of vacant positions filled by grade and gender, 2024



5.2. Composition of staff newly appointed between 1 January 2024 and 31 December 2024 in the Professional category and above (regular staff)

16. Sixty-eight new non-linguistic staff subject to geographical distribution have been appointed in 2024, of whom 14 were from less than adequately represented countries, including 2 from unrepresented countries in 2023 (Azerbaijan and Guatemala).

► Table 14

Less than adequate ⁽¹⁾		Adequate ⁽²⁾		More than adequate ⁽³⁾	
Country	Total	Country	Total	Country	Total
Australia	2	Azerbaijan*	1	Argentina	1
China	2	Germany	2	Belgium	1
Russian Federation	2	Guatemala*	1	Bolivia (Plurinational State of)	1
United States	5	Indonesia**	1	Brazil	4
		Mexico	3	Canada	2
		Nepal	1	Chile	2
		Niger	1	Colombia	2
		Nigeria	1	El Salvador	1
		Serbia	1	Ethiopia	1

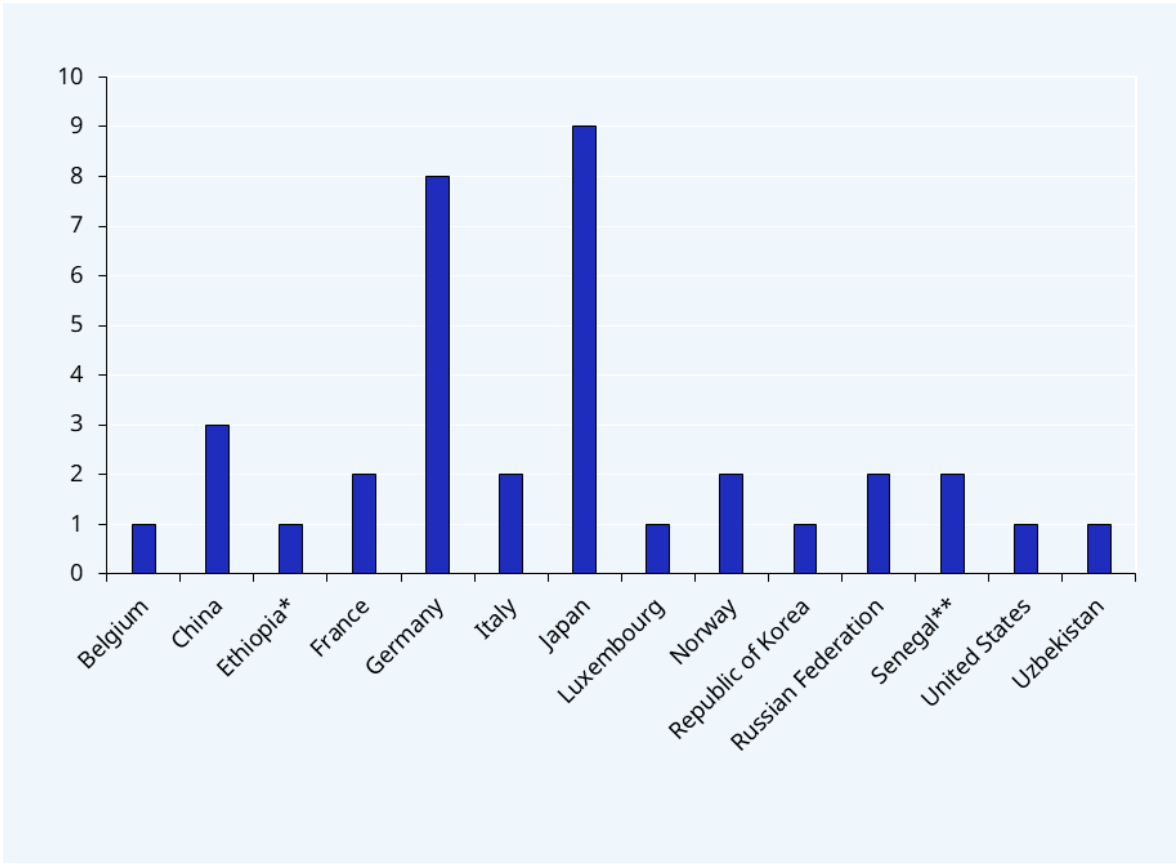
Less than adequate ⁽¹⁾		Adequate ⁽²⁾		More than adequate ⁽³⁾	
Country	Total	Country	Total	Country	Total
		Sweden	1	France	5
		Uganda	1	India	3
		United Kingdom	1	Italy	2
		Venezuela (Bolivarian Republic of)	1	Kenya	1
				Mali	1
				Peru	1
				Rwanda	1
				Senegal	2
				Sierra Leone	1
				South Africa	2
				Spain	3
				Switzerland	1
				Tunisia	2
				Zimbabwe	1
Total	11	Total	16	Total	41

⁽¹⁾ Number of officials recruited from Member States with less than the adequate number of nationals on the staff at the end of 2024. ⁽²⁾ Number of officials recruited from Member States with an adequate number of nationals on the staff at the end of 2024. ⁽³⁾ Number of officials recruited from Member States with more than an adequate number of nationals on the staff at the end of 2024. * Unrepresented country in 2023. ** Less than adequately represented country in 2023.

5.3. Distribution of junior professional officers (JPOs) and interns by country and region of origin

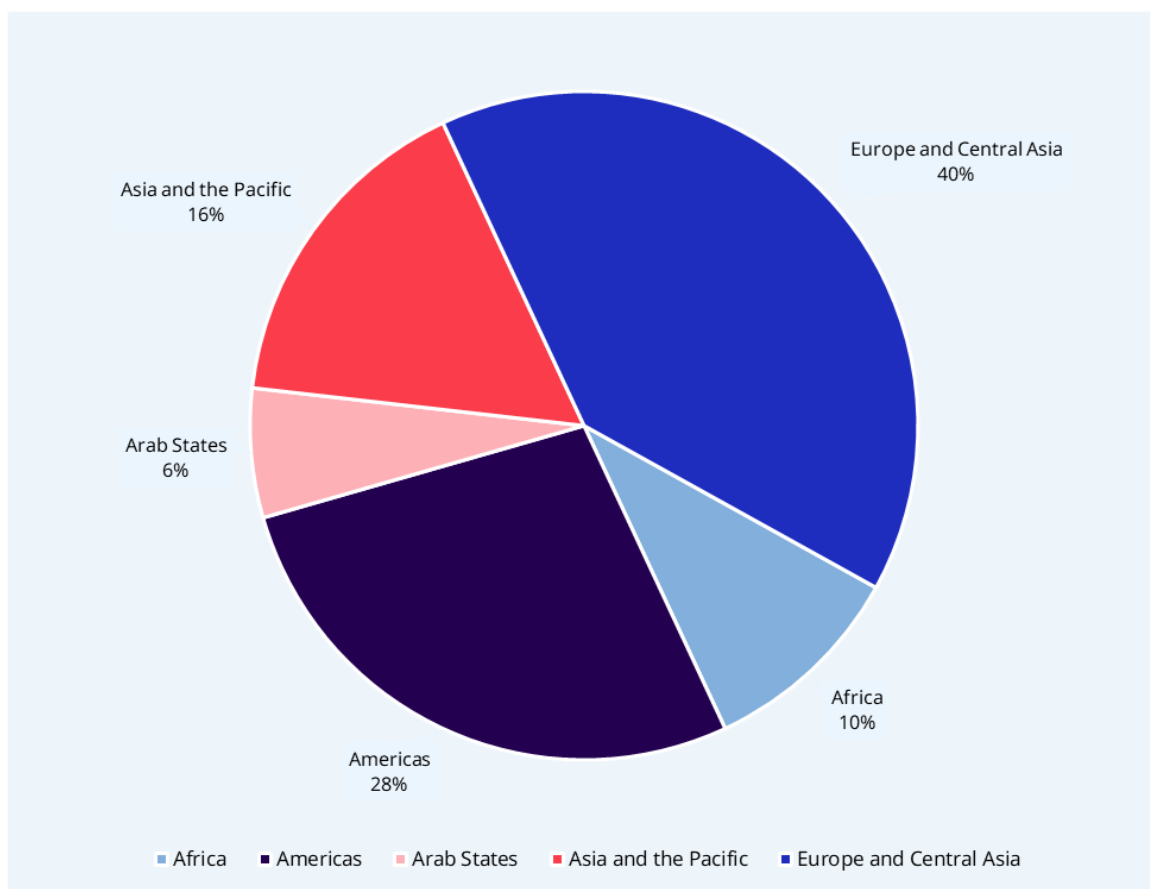
- The junior professional officer (JPO) programme remains an important talent pipeline for the ILO providing young professionals with the opportunity to contribute to the ILO mandate and to gain international work experience. There are currently 12 active donor countries sponsoring JPOs of 14 different nationalities. Of these 12, 6 are currently less than adequately represented in the ILO (China, Japan, Republic of Korea, Russian Federation, United States and Uzbekistan). In total, the ILO has agreements on the programme with 23 donor countries showing further potential to increase diversity through the programme. The internship programme is another means to include more young talent in the work of the Office with a view to rejuvenating its workforce in the long term. In 2024, the ILO had 80 interns representing 40 different nationalities.

► Figure 20. Distribution of junior professional officers by country of nationality



* Funded by the Netherlands ** Funded by France

► Figure 21. Distribution of interns by region of origin



5.4. Staff mobility (regular staff)

► Table 15

Movement type	2023				2024				Total
	P		GS		P		GS		
	F	M	F	M	F	M	F	M	
Geographical mobility	23	33	1	1	28	26	1	0	113
Field to headquarters	6	11			7	6	1		31
Headquarters to field	6	8			7	3			24

Movement type	2023				2024				Total
	P		GS		P		GS		
	F	M	F	M	F	M	F	M	
Field to field	11	14	1	1	14	17			58
Transfers within grade	36	37	18	7	52	40	21	11	222
Within regular budget	21	28	12	3	27	23	13	6	133
From development cooperation	9	5	5	2	14	10	6	4	55
To development cooperation	6	4	1	2	11	7	2	1	34
Inter-agency mobility	8	4	1	0	7	4	1	0	25
From United Nations agencies	6	1	1		5	3	1		17
To United Nations agencies	2	3			2	1			8
Promotion	39	37	23	9	43	30	16	11	208
Within same unit	18	16	15	8	19	15	12	9	112
Upon transfer	21	21	8	1	24	15	4	2	96
Cessation of service	33	35	25	22	28	37	25	23	228
Retirements	9	8	8	3	10	13	14	10	75
Other	24	27	17	19	18	24	11	13	153

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 offers both a snapshot of the ILO workforce at a specific point in time and a forward-looking perspective on diversity. It serves as a key tool for tracking progress toward the diversity goals set in the ILO Human Resources Strategy 2022–25, particularly Outcome 1, which provides the framework through which the Office seeks to ensure that it has a diverse workforce with the right skills to face the future. The Strategy outlines the focus areas, key deliverables, selected key indicators, milestones and targets. An overview of the status as at the end of 2024 is provided in the progress report on the implementation of the Human Resources Strategy for 2022–25.⁵

⁵ GB.353/PFA/INF/7.