



Governing Body

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Programme, Financial and Administrative Section

PFA

FOR INFORMATION

Composition and structure of the staff

Summary: This document provides information on the composition and structure of the staff of the Office.

Author unit: Human Resources Development Department (HRD).

Related documents: None.

This document provides information on the composition and structure of the staff of the Office. It is presented as follows:

Part I. General overview

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Chart IV	Percentage of staff by length of service as at 31 December 2011 (all categories of staff)

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Part V. ILO presence

Table VII ILO presence by duty station as at 31 December 2011 (all categories of staff)

The Committee's attention is drawn to the fact that the information in this document for headquarters-based staff and international professional staff based in the field is obtained from the Office's Integrated Information Resource System (IRIS). The data for field offices in the present document will continue to be derived in large measure from other systems until the IRIS roll-out to the field is completed.

Geneva, 14 March 2012

Part I. General overview

Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds, on 31 December 2011

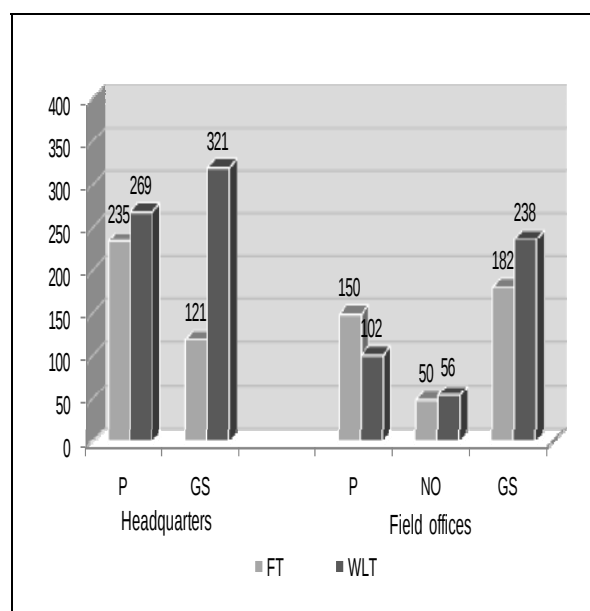
Category of staff and place of assignment	Officials employed					Total
	Regular staff			Technical cooperation staff *		
	WLT	FT	Subtotal	FT	Subtotal	
(a) Headquarters						
Professional category and above	269	235	504	177	177	681
General Service category	321	121	442	52	52	494
Subtotal (a)	590	356	946	229	229	1 175
(b) Field offices						
Professional category and above	102	150	252	183	183	435
National Officer category	56	50	106	377	377	483
General Service category	238	182	420	477	477	897
Subtotal (b)	396	382	778	1 037	1 037	1 815
Grand total (a) + (b)	986	738	1 724	1 266	1 266	2 990

WLT = Without limit of time FT = Fixed term * Positions funded by TC, PSI, RBSA and other extra budgetary resources.

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Chart I. Distribution of staff according to place of assignment, category and type of contract on 31 December 2011

Regular staff



Technical cooperation staff

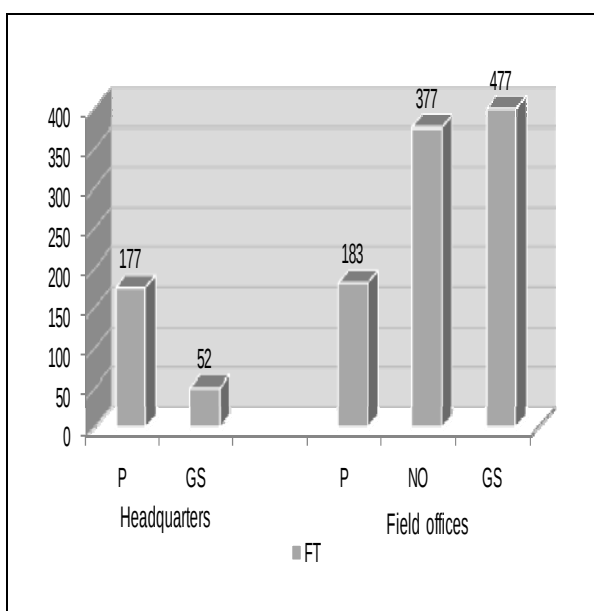
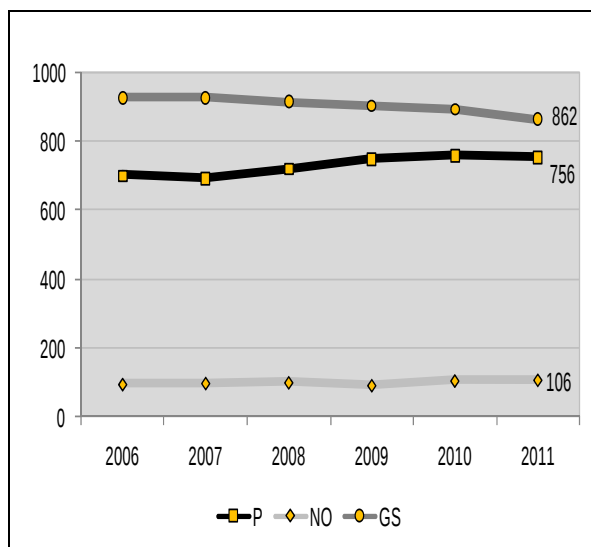
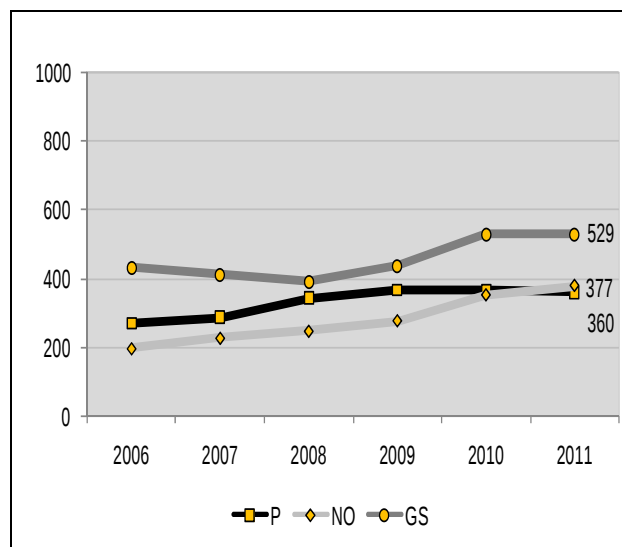


Chart II. Number of staff according to staff category and source of funds over the last three biennia
(from 31 December 2006 to 31 December 2011)

Regular staff



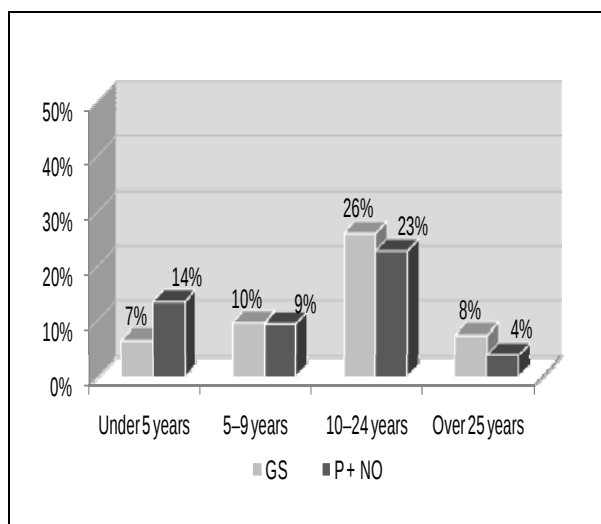
Technical cooperation staff



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

Chart III. Percentage of staff by length of service and source of funds as at 31 December 2011

Regular staff



Technical cooperation staff

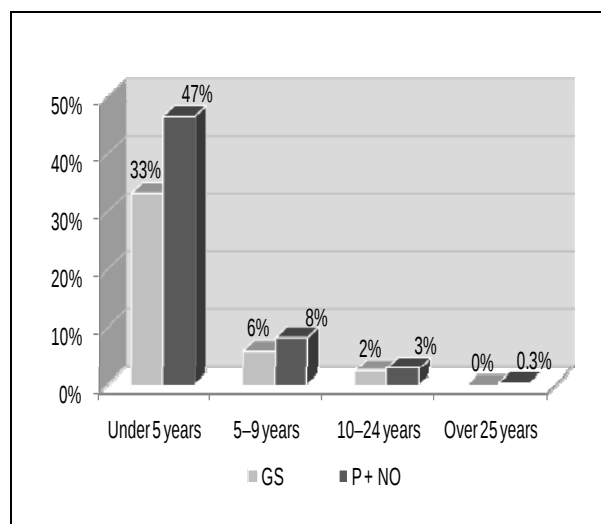
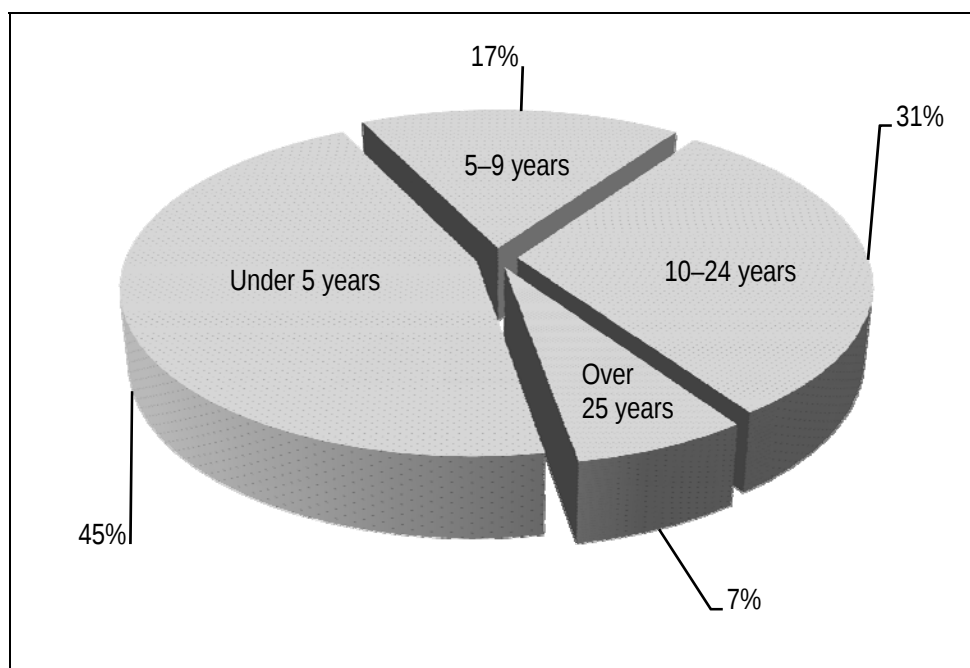


Chart IV. Percentage of staff by length of service as at 31 December 2011 (all categories of staff)

Part II. Gender and age diversity

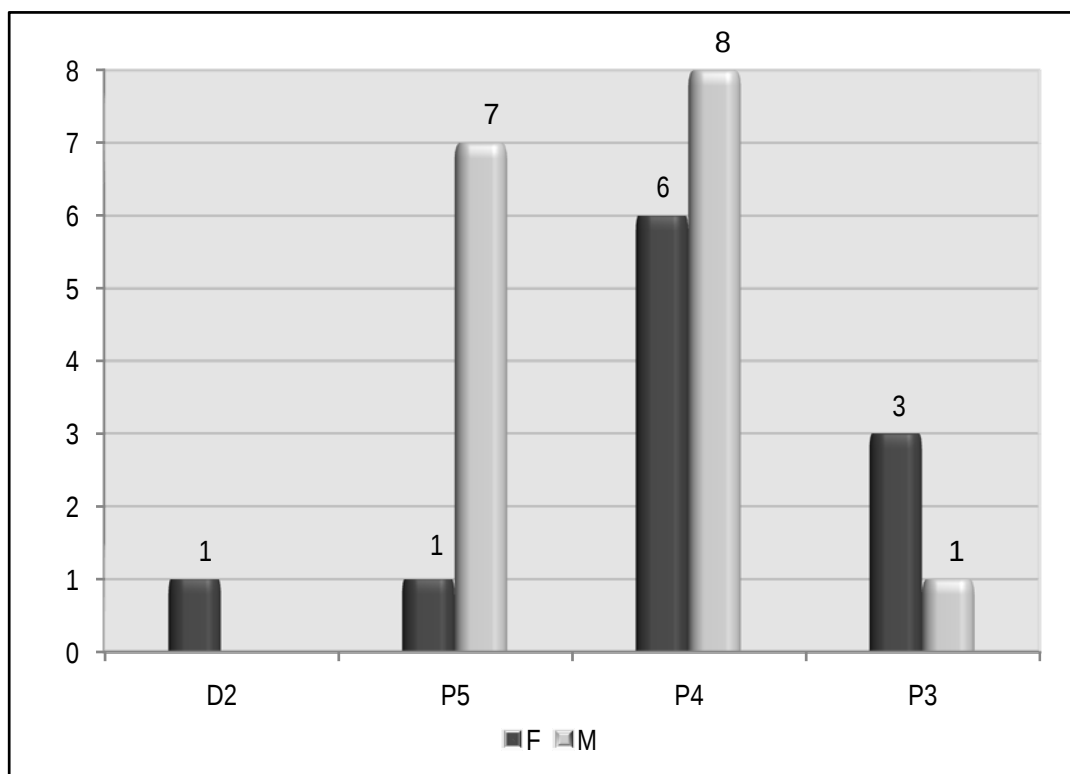
Table II(a). Distribution by age, gender and grade of Professional and higher category staff, on 31 December 2011, with percentages of women for 2010 and 2011 (regular staff)

Grade	35 and under		36–45		46–55		Over 55		Subtotal		Grand total	% of women 31.12.10	% of women 31.12.11	
	F	M	F	M	F	M	F	M	F	M				
Director-General									1	0	1	1	0.0	0.0
Executive and regional directors					1	2	4	2	5	4	9	40.0	55.5	
D.2				1	6	3	2	13	8	17	25	27.3	32.0	
D.1			1	4	14	15	16	15	31	34	65	50.0	47.6	
P.5			16	26	45	69	26	70	87	165	252	31.8	34.5	
P.4	7	5	50	49	39	60	16	25	112	139	251	45.6	44.6	
P.3	9	10	40	23	12	13	5	4	66	50	116	55.4	56.9	
P.2	10	3	7	2	1				18	5	23	84.0	78.2	
Other *		2	1	2	3	3		3	4	10	14	30.8	28.5	
Subtotal	26	20	115	107	121	165	69	133	331	425	756	43.3	43.7	
% by gender within age group	56.5	43.5	51.8	48.2	42.3	57.7	34.2	65.8	43.8	56.2				
Total by age group (M and F)	45		219		283		209				756			
% of total	6.1		29.4		37.8		26.7				100			
											F	M		
Average age of staff at 31.12.11 (years)											47.4	49.9		
Global average age (years)											48.8			
F = Female M = Male * National Coordinators and Professional staff in Tokyo Office.														

Table II(b). Distribution by age, gender and grade category on 31 December 2011, with percentages of women for 2010 and 2011 (all categories of staff)

Grade/ category	35 and under		36–45		46–55		Over 56		Subtotal		% of women 31.12.10	% of women 31.12.11
	F	M	F	M	F	M	F	M	F	M		
P	94	54	179	160	146	224	81	178	500	616	44.0	44.8
NO	72	39	97	100	72	53	25	25	266	217	52.3	55.1
GS	200	117	273	185	266	169	113	68	852	539	62.1	61.3
Subtotal	366	210	549	445	484	446	219	271	1 618	1 372	53.1	54.1
% by gender within age group	63.5	36.4	55.2	44.7	52.0	47.9	44.6	55.3	54.1	45.8		
Total by age group (M and F)		576		994		930		490		2 990		
Total (%)		18.8		33.2		31.1		16.3		100		
									F	M		
									Average age of staff at 31.12.11 (years)	43.8	45.9	
									Global average age (years)	44.8		

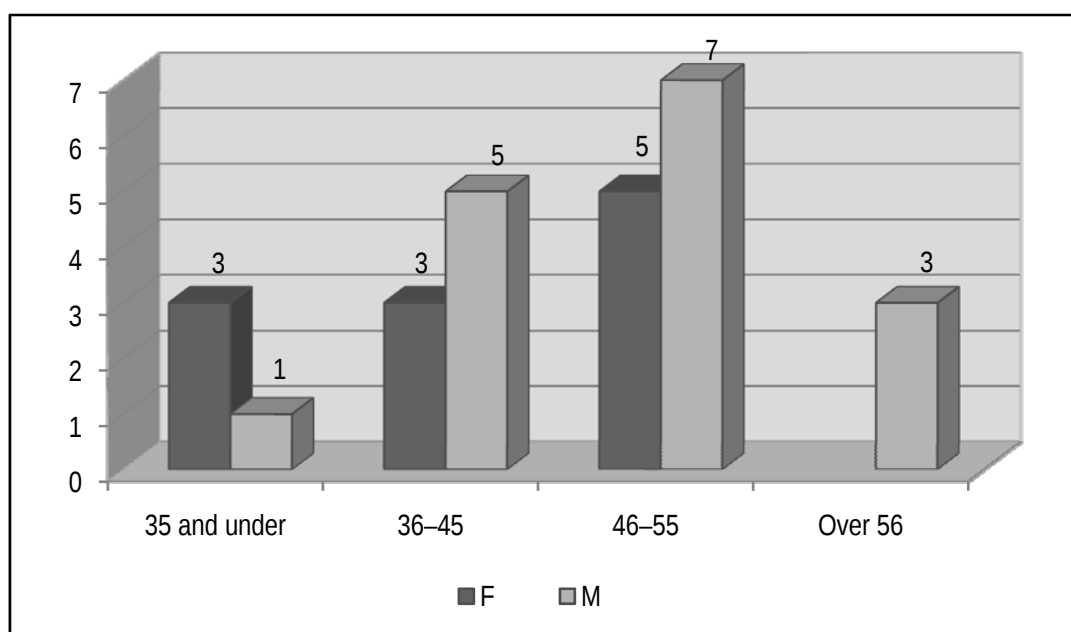
Chart V. Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2011 in the Professional category and above (regular staff)



Total recruitment: 27.

Source: Table V below.

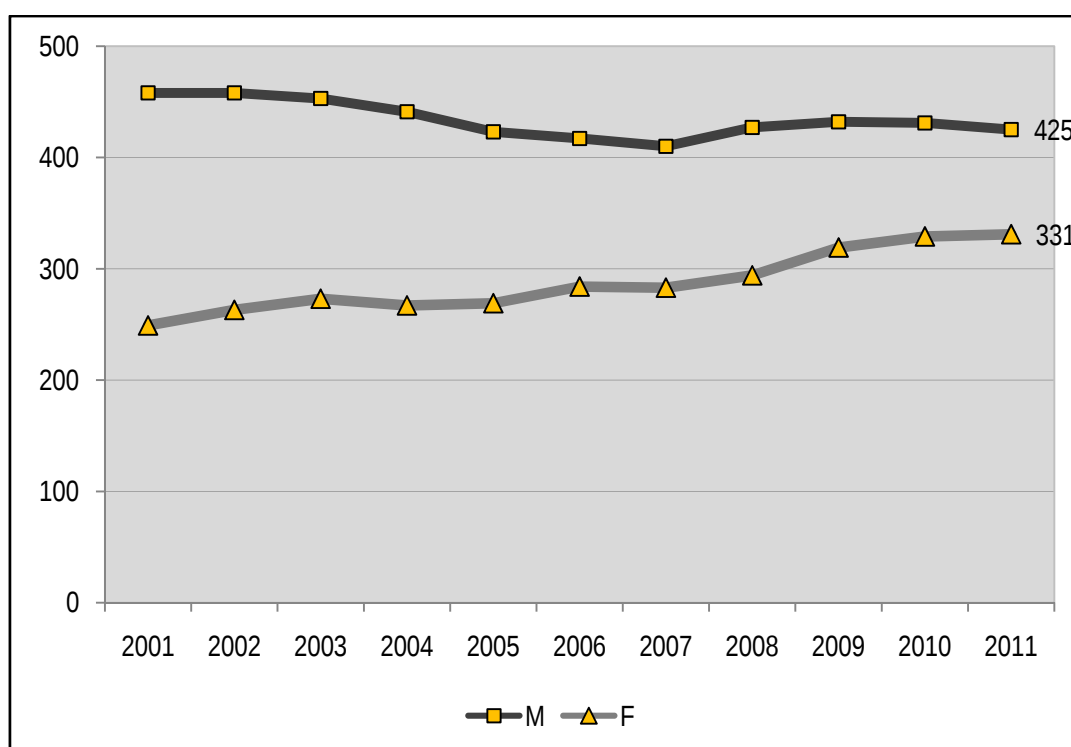
Chart VI. Distribution by age and gender of staff newly appointed between 1 January and 31 December 2011 in the Professional category and above (regular staff)



Total recruitment: 27.

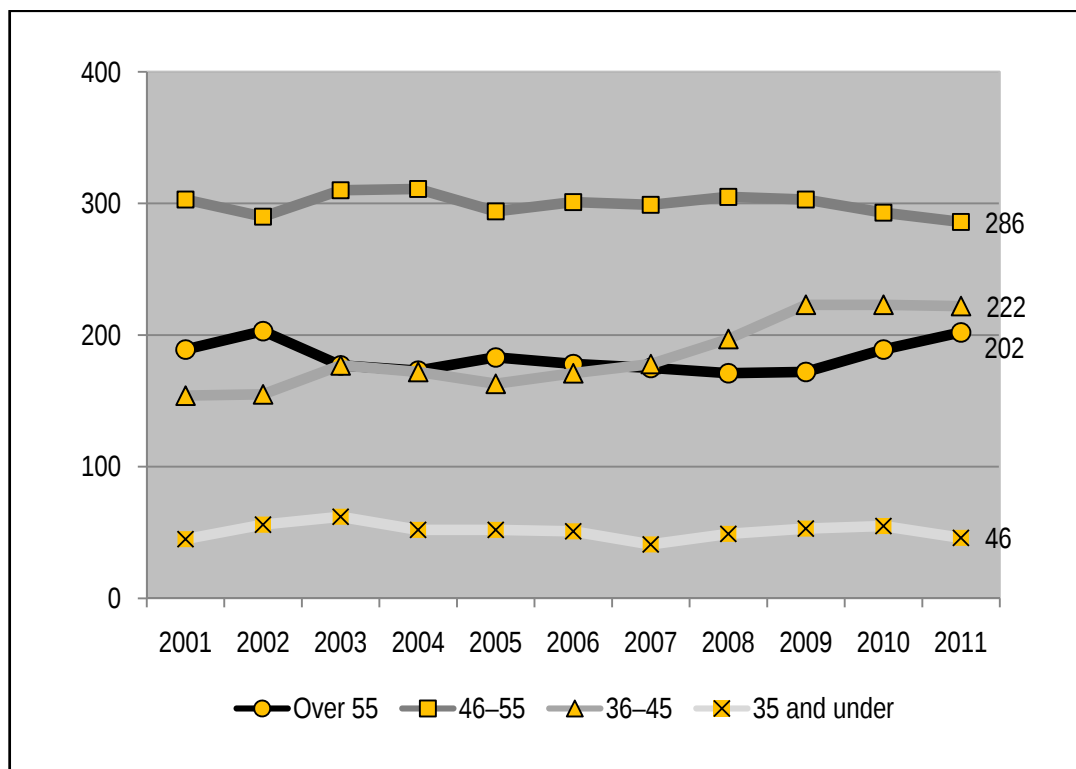
Source: Table V below.

Chart VII. Number of Professional and higher category staff, by gender, in service over ten years (from 31 December 2001 to 31 December 2011) (regular staff)



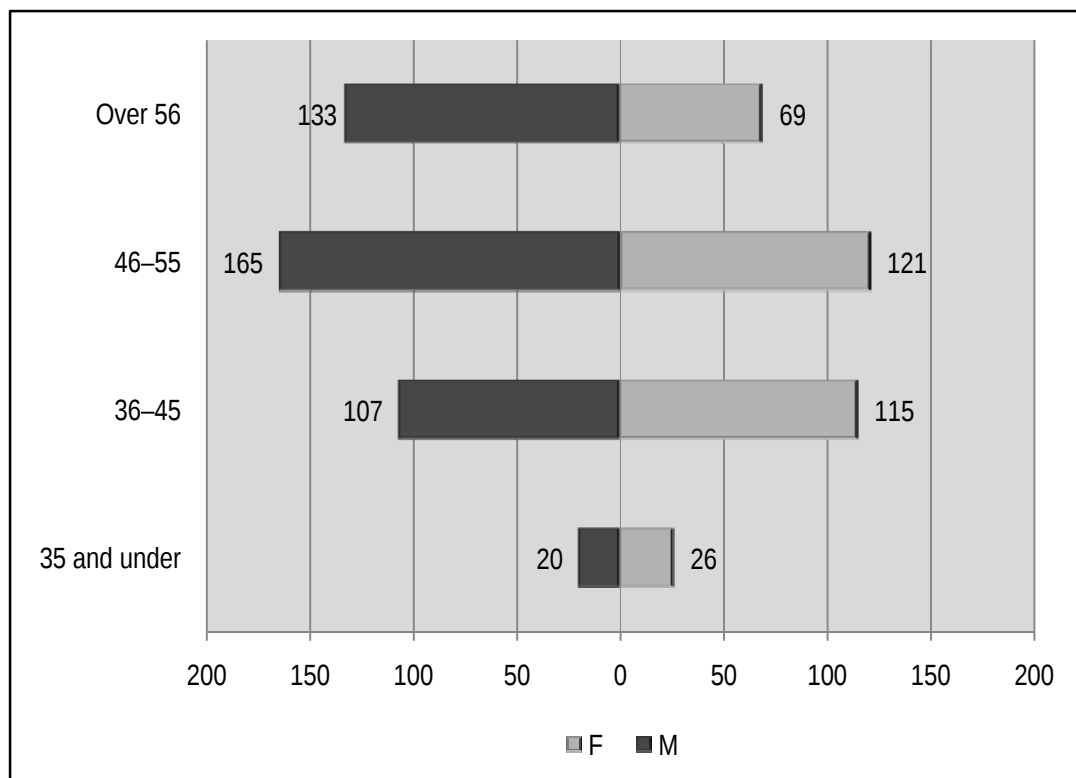
Source: Table II(a) above and data from previous PFAC documents on composition and structure of the staff.

Chart VIII(a). Number of Professional and higher category staff by age over ten years
(from 31 December 2001 to 31 December 2011) (regular staff)



Source: Table II(a) above and data from previous PFAC documents on composition and structure of the staff.

Chart VIII(b). Number of Professional and higher category staff by age on 31 December 2011
(regular staff)



Source: Table II(a) above.

Part III. Staff mobility

Table III. Number of staff movements including geographical mobility, transfers within grade, inter-agency mobility, promotions and cessations of service, in 2010 and 2011 (regular staff)

Movement types	Year 2010				Year 2011				Total
	P*		GS**		P*		GS**		
	M	F	M	F	M	F	M	F	
Geographical mobility	40	20	1	0	34	24	1	0	120
Field to HQ	5	9	0	0	15	6	1	0	36
HQ to field	12	4	1	0	6	12	0	0	35
Field to field	23	7	0	0	13	6	0	0	49
Transfers within grade	39	27	10	32	33	36	11	31	219
Within regular budget	22	6	3	10	23	16	6	17	103
From technical cooperation	10	11	5	17	8	10	1	10	72
To technical cooperation	7	10	2	5	2	10	4	4	44
Inter-agency mobility	11	13	2	0	3	6	0	0	35
From UN agencies	3	8	1	0	3	1	0	0	16
To UN agencies	8	5	1	0	0	5	0	0	19
Promotions	31	19	27	52	27	38	19	41	254
Within same unit	26	14	25	45	18	30	19	31	208
Upon transfer	5	5	2	7	9	8	0	10	46
Cessation of service	31	22	15	23	27	18	13	43	192
Retirements	18	6	5	9	18	3	4	17	80
Other	13	16	10	14	9	15	9	26	112

P* = Professional category and above (including National Professional category). G** = General Service staff.

Part IV. Geographical diversity

Table IV. Overall distribution by region, country of nationality, including staff movements of regular staff in Professional and higher category (1 January–31 December 2011)

Country of nationality by region	Professional and higher category (regular staff)								Total	All categories of staff
	Non-linguistic staff *				Linguistic staff **					
	(a)	(b)	(c)	(d)	(a)	(b)	(c)	(d)		
	Staff on 31.12.10	Recruited 01.01.11– 31.12.11	Departures 01.01.11– 31.12.11	Staff on 31.12.11	Staff on 31.12.10	Recruited 01.01.11– 31.12.11	Departures 01.01.11– 31.12.11	Staff on 31.12.11		
Africa	94	2	9	87	0	0	0	0	87	584
Angola	0	0	0	0	0	0	0	0	0	12
Algeria	4	0	2	2	0	0	0	0	2	3
Benin	2	0	0	2	0	0	0	0	2	11
Botswana	0	0	0	0	0	0	0	0	0	6

Country of nationality by region	Professional and higher category (regular staff)								Total	All categories of staff
	Non-linguistic staff *				Linguistic staff **					
	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11		
Burkina Faso	5	0	0	5	0	0	0	0	5	12
Burundi	3	0	0	3	0	0	0	0	3	6
Cameroon	5	0	0	5	0	0	0	0	5	34
Cape Verde	0	0	0	0	0	0	0	0	0	0
Central African Republic	0	0	0	0	0	0	0	0	0	0
Chad	1	0	0	1	0	0	0	0	1	1
Comoros	1	0	0	1	0	0	0	0	1	4
Congo	0	0	0	0	0	0	0	0	0	2
Cote d'Ivoire	5	0	1	4	0	0	0	0	4	24
Dem. Rep. of the Congo	2	0	1	1	0	0	0	0	1	10
Djibouti	1	0	0	1	0	0	0	0	1	1
Egypt	2	0	0	2	0	0	0	0	2	22
Equatorial Guinea	0	0	0	0	0	0	0	0	0	0
Eritrea	0	0	0	0	0	0	0	0	0	2
Ethiopia	2	0	0	2	0	0	0	0	2	39
Gabon	0	0	0	0	0	0	0	0	0	0
Gambia	0	0	0	0	0	0	0	0	0	0
Ghana	5	0	0	5	0	0	0	0	5	25
Guinea	1	0	0	1	0	0	0	0	1	1
Guinea-Bissau	1	0	0	1	0	0	0	0	1	2
Kenya	3	0	0	3	0	0	0	0	3	33
Lesotho	2	0	0	2	0	0	0	0	2	11
Liberia	0	0	0	0	0	0	0	0	0	9
Libya	0	0	0	0	0	0	0	0	0	0
Madagascar	1	0	0	1	0	0	0	0	1	30
Malawi	0	1	0	1	0	0	0	0	1	7
Mali	2	0	0	2	0	0	0	0	2	23
Mauritania	2	0	0	2	0	0	0	0	2	3
Mauritius	4	0	0	4	0	0	0	0	4	8
Morocco	3	0	1	2	0	0	0	0	2	7
Mozambique	0	0	0	0	0	0	0	0	0	8
Namibia	0	0	0	0	0	0	0	0	0	5
Niger	1	0	0	1	0	0	0	0	1	1
Nigeria	3	0	1	2	0	0	0	0	2	16

Country of nationality by region	Professional and higher category (regular staff)								Total	All categories of staff
	Non-linguistic staff *				Linguistic staff **					
	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11		
Rwanda	5	0	0	5	0	0	0	0	5	6
Sao Tome and Principe	1	0	0	1	0	0	0	0	1	1
Senegal	7	0	1	6	0	0	0	0	6	43
Seychelles	0	0	0	0	0	0	0	0	0	0
Sierra Leone	1	0	0	1	0	0	0	0	1	3
Somalia	0	0	0	0	0	0	0	0	0	0
South Africa	3	0	1	2	0	0	0	0	2	30
Sudan	1	0	0	1	0	0	0	0	1	3
Swaziland	0	0	0	0	0	0	0	0	0	4
Tanzania, United Rep. of	2	0	0	2	0	0	0	0	2	30
Togo	1	0	1	0	0	0	0	0	0	5
Tunisia	3	1	0	4	0	0	0	0	4	6
Uganda	3	0	0	3	0	0	0	0	3	19
Zambia	3	0	0	3	0	0	0	0	3	26
Zimbabwe	3	0	0	3	0	0	0	0	3	30
Americas	179	7	9	177	10	0	0	10	187	571
Antigua and Barbuda	0	0	0	0	0	0	0	0	0	0
Argentina	10	0	0	10	1	0	0	1	11	29
Bahamas	0	0	0	0	0	0	0	0	0	0
Barbados	0	0	0	0	0	0	0	0	0	1
Belize	0	0	0	0	0	0	0	0	0	0
Bolivia, Plurinational State of	2	0	0	2	0	0	0	0	2	9
Brazil	9	2	0	11	0	0	0	0	11	55
Canada	19	1	1	19	0	0	0	0	19	41
Chile	4	0	0	4	1	0	0	1	5	24
Colombia	4	0	0	4	0	0	0	0	4	19
Costa Rica	7	0	0	7	0	0	0	0	7	54
Cuba	2	0	0	2	0	0	0	0	2	2
Dominica	1	0	0	1	0	0	0	0	1	1
Dominican Republic	1	0	0	1	0	0	0	0	1	4
Ecuador	1	0	0	1	1	0	0	1	2	9
El Salvador	2	0	0	2	0	0	0	0	2	10

Country of nationality by region	Professional and higher category (regular staff)								Total	All categories of staff
	Non-linguistic staff *				Linguistic staff **					
	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11		
Grenada	0	0	0	0	0	0	0	0	0	0
Guatemala	1	0	1	0	0	0	0	0	0	3
Guyana	0	0	0	0	0	0	0	0	0	3
Haiti	1	0	0	1	0	0	0	0	1	6
Honduras	1	0	0	1	0	0	0	0	1	8
Jamaica	2	0	0	2	0	0	0	0	2	4
Mexico	10	0	1	9	0	0	0	0	9	23
Nicaragua	0	0	0	0	0	0	0	0	0	6
Panama	1	0	0	1	1	0	0	1	2	7
Paraguay	0	0	0	0	0	0	0	0	0	4
Peru	9	0	0	9	0	0	0	0	9	73
Saint Kitts and Nevis	0	0	0	0	0	0	0	0	0	0
Saint Lucia	0	0	0	0	0	0	0	0	0	0
Saint Vincent and the Grenadines	0	0	0	0	0	0	0	0	0	0
Suriname	1	0	0	1	0	0	0	0	1	1
Trinidad and Tobago	2	1	0	3	0	0	0	0	3	16
United States	82	2	5	79	4	0	0	4	83	128
Uruguay	2	1	0	3	2	0	0	2	5	24
Venezuela, Bolivarian Rep. of	5	0	1	4	0	0	0	0	4	7
Arab States	8	1	0	9	3	0	0	3	12	72
Bahrain	0	0	0	0	0	0	0	0	0	0
Iraq	0	0	0	0	0	0	0	0	0	2
Jordan	4	0	0	4	1	0	0	1	5	22
Kuwait	0	0	0	0	0	0	0	0	0	1
Lebanon	4	1	0	5	2	0	0	2	7	43
Oman	0	0	0	0	0	0	0	0	0	0
Qatar	0	0	0	0	0	0	0	0	0	0
Saudi Arabia	0	0	0	0	0	0	0	0	0	0
Syrian Arab Republic	0	0	0	0	0	0	0	0	0	3
United Arab Emirates	0	0	0	0	0	0	0	0	0	0

Country of nationality by region	Professional and higher category (regular staff)								Total	All categories of staff
	Non-linguistic staff *				Linguistic staff **					
	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11		
Yemen	0	0	0	0	0	0	0	0	0	1
Asia and the Pacific	113	1	3	111	4	0	0	4	115	720
Afghanistan	1	0	0	1	0	0	0	0	1	6
Australia	12	0	0	12	0	0	0	0	12	20
Bangladesh	0	0	0	0	0	0	0	0	0	42
Brunei Darussalam	0	0	0	0	0	0	0	0	0	0
Cambodia	0	0	0	0	0	0	0	0	0	54
China	10	0	0	10	3	0	0	3	13	38
Fiji	2	0	0	2	0	0	0	0	2	11
India	10	1	0	11	0	0	0	0	11	70
Indonesia	1	0	0	1	0	0	0	0	1	90
Iran, Islamic Rep. of	2	0	0	2	0	0	0	0	2	2
Japan	38	0	1	37	0	0	0	0	37	46
Kiribati	0	0	0	0	0	0	0	0	0	0
Korea, Rep. of	6	0	0	6	0	0	0	0	6	11
Lao People's Dem. Rep.	1	0	0	1	0	0	0	0	1	6
Malaysia	2	0	0	2	0	0	0	0	2	4
Maldives, Rep. of	0	0	0	0	0	0	0	0	0	0
Marshall Islands	0	0	0	0	0	0	0	0	0	0
Mongolia	2	0	0	2	0	0	0	0	2	5
Myanmar	0	0	0	0	0	0	0	0	0	8
Nepal	2	0	0	2	0	0	0	0	2	19
New Zealand	6	0	1	5	0	0	0	0	5	9
Pakistan	4	0	0	4	0	0	0	0	4	39
Papua New Guinea	0	0	0	0	0	0	0	0	0	1
Philippines	7	0	0	7	0	0	0	0	7	60
Samoa	0	0	0	0	0	0	0	0	0	0
Singapore	1	0	0	1	0	0	0	0	1	1
Solomon Islands	0	0	0	0	0	0	0	0	0	0
Sri Lanka	3	0	1	2	0	0	0	0	2	33
Thailand	3	0	0	3	1	0	0	1	4	73

Country of nationality by region	Professional and higher category (regular staff)								Total	All categories of staff
	Non-linguistic staff *				Linguistic staff **					
	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11	(a) Staff on 31.12.10	(b) Recruited 01.01.11– 31.12.11	(c) Departures 01.01.11– 31.12.11	(d) Staff on 31.12.11		
Timor-Leste	0	0	0	0	0	0	0	0	0	17
Tuvalu	0	0	0	0	0	0	0	0	0	0
Vanuatu	0	0	0	0	0	0	0	0	0	0
Vietnam	0	0	0	0	0	0	0	0	0	55
Europe and Central Asia	302	16	21	297	24	0	1	23	320	1 035
Albania	0	0	0	0	0	0	0	0	0	5
Armenia	0	0	0	0	0	0	0	0	0	4
Austria	1	0	0	1	0	0	0	0	1	3
Azerbaijan	0	0	0	0	0	0	0	0	0	3
Belarus	1	0	0	1	0	0	0	0	1	2
Belgium	10	2	0	12	0	0	0	0	12	28
Bosnia and Herzegovina	1	0	0	1	0	0	0	0	1	3
Bulgaria	5	0	1	4	0	0	0	0	4	4
Croatia	3	0	0	3	0	0	0	0	3	3
Cyprus	1	0	0	1	0	0	0	0	1	1
Czech Republic	2	0	0	2	0	0	0	0	2	2
Denmark	6	0	0	6	0	0	0	0	6	16
Estonia	1	0	0	1	0	0	0	0	1	1
Finland	5	0	1	4	0	0	0	0	4	12
France	50	3	6	47	8	0	0	8	55	308
Georgia	0	0	0	0	0	0	0	0	0	3
Germany	49	4	7	46	1	0	0	1	47	77
Greece	4	0	0	4	0	0	0	0	4	7
Hungary	2	0	0	2	0	0	0	0	2	24
Iceland	0	0	0	0	0	0	0	0	0	0
Ireland	3	0	0	3	0	0	0	0	3	23
Israel	3	0	0	3	0	0	0	0	3	3
Italy	31	3	1	33	1	0	0	1	34	64
Kazakhstan	0	0	0	0	0	0	0	0	0	3
Kyrgyzstan	0	0	0	0	0	0	0	0	0	7
Latvia	0	0	0	0	0	0	0	0	0	1
Lithuania	1	0	0	1	0	0	0	0	1	1
Luxembourg	1	0	0	1	0	0	0	0	1	2
Malta	0	0	0	0	0	0	0	0	0	2

Country of nationality by region	Professional and higher category (regular staff)								Total	All categories of staff
	Non-linguistic staff *				Linguistic staff **					
	(a) Staff on 31.12.10	(b) Recruited 01.01.11–31.12.11	(c) Departures 01.01.11–31.12.11	(d) Staff on 31.12.11	(a) Staff on 31.12.10	(b) Recruited 01.01.11–31.12.11	(c) Departures 01.01.11–31.12.11	(d) Staff on 31.12.11		
Moldova, Rep. of	1	0	0	1	0	0	0	0	1	4
Montenegro	0	0	0	0	0	0	0	0	0	0
Netherlands	16	0	1	15	0	0	0	0	15	27
Norway	5	0	0	5	0	0	0	0	5	11
Poland	2	0	0	2	0	0	0	0	2	5
Portugal	4	0	0	4	0	0	0	0	4	16
Romania	2	1	0	3	0	0	0	0	3	6
Russian Federation	9	0	0	9	1	0	0	1	10	38
San Marino	0	0	0	0	0	0	0	0	0	0
Serbia	2	0	0	2	0	0	0	0	2	8
Slovakia	0	0	0	0	0	0	0	0	0	0
Slovenia	1	0	0	1	0	0	0	0	1	1
Spain	22	2	0	24	4	0	0	4	28	61
Sweden	6	0	0	6	0	0	0	0	6	16
Switzerland	12	0	2	10	1	0	0	1	11	78
Tajikistan	0	0	0	0	0	0	0	0	0	3
The former Yugoslav Republic of Macedonia	1	0	0	1	0	0	0	0	1	3
Turkey	5	0	1	4	0	0	0	0	4	10
Turkmenistan	0	0	0	0	0	0	0	0	0	0
Ukraine	3	0	0	3	1	0	1	0	3	12
United Kingdom	31	1	1	31	7	0	0	7	38	122
Uzbekistan	0	0	0	0	0	0	0	0	0	2
Other	0	0	0	0	0	0	0	0	0	8
Total	696	27	42	681	41	0	1	40	721	2 990

Note: The number of regular staff in service includes staff on leave without pay or on secondment to other organizations; the number excludes the position of the Director-General and staff recruited on a temporary basis.

Table V. Unrepresented nationalities on non-linguistic posts as at 31 December 2011: 67

Albania *	Malta *
Angola *	Marshall Islands
Antigua and Barbuda	Montenegro
Armenia *	Mozambique *
Azerbaijan *	Myanmar *

Bahamas	Namibia *
Bahrain	Nicaragua *
Bangladesh *	Oman
Barbados *	Papua New Guinea *
Belize	Paraguay *
Botswana *	Qatar
Brunei Darussalam	Saint Kitts and Nevis
Cambodia *	Saint Lucia
Cape Verde	Saint Vincent and the Grenadines
Central African Republic	Samoa
Congo *	San Marino
Equatorial Guinea	Saudi Arabia
Eritrea *	Seychelles
Gabon	Slovakia
Gambia	Solomon Islands
Georgia *	Somalia
Grenada	Swaziland *
Guatemala *	Syrian Arab Republic *
Guyana *	Tajikistan *
Iceland	Timor-Leste *
Iraq *	Togo *
Kazakhstan *	Turkmenistan
Kiribati	Tuvalu
Kuwait *	United Arab Emirates
Kyrgyzstan *	Uzbekistan *
Latvia *	Vanuatu
Liberia *	Viet Nam *
Libya	Yemen *
Maldives, Republic of	

* 34 countries have at least one national among other staff categories (i.e. Technical cooperation, or General Service/National Officer Categories).

Table VI. Composition of staff newly appointed between 1 January and 31 December 2011 in the Professional category and above (regular staff)

Total recruitment: 27

(a) Non-linguistic staff subject to geographical distribution: 27

Less than adequate ⁱ		Adequate ⁱⁱ		More than adequate ⁱⁱⁱ	
Country	Total	Country	Total	Country	Total
Malawi	1	Brazil	2	Belgium	2
United States	2	Canada	1	France	3
		Germany	4	India	1

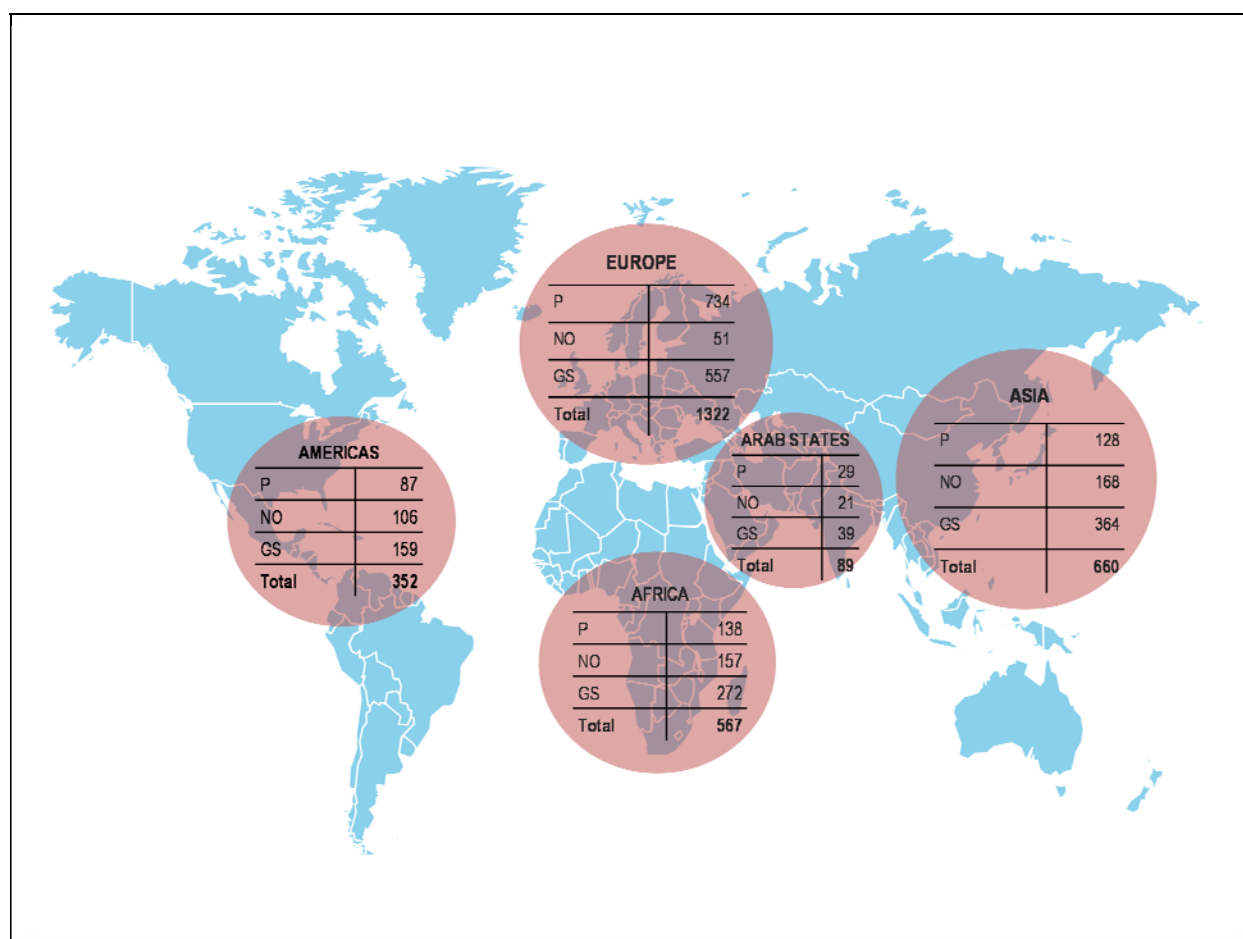
Less than adequate ⁱ		Adequate ⁱⁱ		More than adequate ⁱⁱⁱ	
Country	Total	Country	Total	Country	Total
		Italy	3	Lebanon	1
		United Kingdom	1	Romania	1
				Spain	2
				Trinidad and Tobago	1
				Tunisia	1
				Uruguay	1
Total	3	Total	11	Total	13

ⁱ Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2011. ⁱⁱ Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2011. ⁱⁱⁱ Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2011.

(b) Linguistic staff not subject to geographical distribution: 0

Part V. ILO presence

Table VII. ILO presence by duty station as at 31 December 2011 (all categories of staff)



Region		Regular staff						Technical cooperation staff						Grand total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Africa														
Algeria	Algiers	5	1		1	1						1		9
Angola	Luanda									1	1			2
Benin	Cotonou							1	2	2	1		1	7
Botswana	Gaborone							2	1	2	1			6
Burkina Faso	Ouagadougou							1	1	1	2			5
Burundi	Bujumbura								1		1			2
Cameroon	Yaounde	5	7		3	2	7	4	2		7	1		38
Comoros	Moroni								2		1			3
Côte d'Ivoire	Abidjan	6	7		1				1				1	16
Dem. Rep. of the Congo	Kinshasa	1	5		2		1							9
Egypt	Cairo	3	4	2		2	4	2	3	3	1		1	25
Ethiopia	Addis Ababa	11	11	3		6	9		3	1	4	3	7	58
Ghana	Accra							2	5	3	2	1		13
	Koforidua												1	1
Guinea-Bissau	Bissau										1			1
Kenya	Nairobi							4	7	7	5	2	7	32
Lesotho	Maseru							1	2	3	1	1		8
Liberia	Monrovia							1	4		2		2	9
Madagascar	Antananarivo	5	3	2	1		1	1	2	2				17
	Antsirabe							3	4		3		1	11
Malawi	Lilongwe							1	1		2		1	5
Mali	Bamako							8	7	2	4			21
Mauritania	Nouakchott										1			1
Morocco	Rabat							1		1		1		3
Mozambique	Maputo							3		2	3		2	10
Namibia	Windhoek							2	1	1	1			5
Nigeria	Abuja	3	5	1	1	1	1	2	1		2		1	18
	Lagos										1			1
Rwanda	Kigali								1			1		2
Senegal	Dakar	8	10		2	5	9	4	6	3	5	3	5	60
Sierra Leone	Freetown									1				1
South Africa	Pretoria	4	3	2	2	3	11	5	2	7	5	3	5	52
	Polokwane												3	3
	Bisho												1	1
	Bloemfontein												1	1
	Durban												1	1
South Sudan	Juba												1	1

Region		Regular staff						Technical cooperation staff						Grand total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Sudan	Khartoum									1	1			2
Swaziland	Mbabane							1	1	1	1			4
Tanzania, United Rep. of	Dar es Salaam	4	3		2	1	1	6	8	4	3	3	3	38
	Urambo								1					1
Togo	Lome							2	1		1		1	5
Tunisia	Tunis							1					1	2
Uganda	Kampala							3	2	2	4	1		12
Zambia	Lusaka	3	5	1	1		1	3	2	5	2	1	1	25
Zimbabwe	Harare	6	3	2			1	1	2	2	2		1	20
Subtotal		64	67	13	16	21	46	65	76	57	71	22	49	567
Americas														
Argentina	Buenos Aires	4	1	3			2	1		1	1			13
Bolivia, Plurinational State of	La Paz							3	1	2				6
Brazil	Brasilia	5	1	4	1	2	1	5	6	9	5		1	40
	Sao Paulo										1			1
Chile	Santiago	7	3	3	1	5	6	2		2			2	31
Colombia	Bogota							2	1	2				5
	Medellin							1						1
Costa Rica	San Jose	13	3	1	3	2	8	10		13	4	4		61
Dominican Republic	Santo Domingo							1		2				3
Ecuador	Quito							2			2			4
El Salvador	San Salvador									2	2		2	6
Guatemala	Guatemala City							1			2			3
Guyana	Georgetown							1		1	1			3
Haiti	Port au Prince							1	1	1	2	1	3	9
Honduras	Tegucigalpa							3		3				6
Jamaica	Kingston							1		1				2
Mexico	Mexico City	5	2	3		1	1	1		1		1		15
Nicaragua	Managua							1	1	3		2		7
Panama	Panama City						1	1	2		2			6
Paraguay	Asuncion							4			1			5
Peru	Lima	20	6	7	2	6	11	8		4	2	1	6	73
Trinidad and Tobago	Port-of-Spain	8	1	3		3	6	2				1		24
United States	New York	2	1			2	1					1		7
	Washington, DC	3				1								4

Region		Regular staff						Technical cooperation staff						Grand total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Uruguay	Montevideo	4	5	3		1	2	2						17
Subtotal		71	23	27	7	23	39	53	12	47	25	11	14	352
Arab States														
Occupied Palestinian Territories		1	1	1			1	2	2	1	1			10
Iraq	Baghdad												1	1
Jordan	Amman							3	2	4	5		5	19
Kuwait	Kuwait	1	1											2
Lebanon	Beirut	12	4	1		6	9	5	3	4	2	4	2	52
	Tripoli								1		1			2
Syrian Arab Republic	Damascus									1				1
Yemen	Sanaa								1				1	2
Subtotal		14	6	2	0	6	10	10	9	10	9	4	9	89
Asia														
Afghanistan	Kabul	1	1						3				1	6
Bangladesh	Dhaka	1	7		2		2	5	13	3	9	2	6	50
Cambodia	Phnom Penh		1		1			16	19	4	7	2	1	51
	Kampot								1					1
	Siem Reap								1					1
China	Beijing	6	2		3	3	2	5	1	3	1		1	27
Fiji	Suva	3	3	1		1	1	1	1	1		1		13
India	New Delhi	12	11	3	2	5	7	7	6	5	1		1	60
	Chennai								1					1
Indonesia	Jakarta	7	2	3	1	1	2	7	3	6	12	2	1	47
	Gunung Sitoli							5	29	2	5		1	42
	Teluk Dalam								4					4
	Ambon								1		1			2
	Banda Aceh							1						1
Japan	Tokyo	5				1	2							8
Lao People's Dem. Rep.	Vientiane							1		1	2			4
Mongolia	Ulan Bator									1				1
Myanmar	Yangon	1	4		1		1					1		8
Nepal	Kathmandu	2	4	2	1				4	1	2			16
Pakistan	Islamabad	2	5		3	1	1	1	10	5	5		1	34
	Sahiwal											1		1
	Sukkur											1		1
Papua New Guinea	Port Moresby										1			1

Region		Regular staff						Technical cooperation staff						Grand total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Philippines	Manila	11	1	2			1	7	3	7	3	2		37
	Butuan City							1	1	1			1	4
	Lucena							1	1		1			3
	Catarman								1					1
	Masbate								1					1
Sri Lanka	Colombo	5	3	1			1	2	2	4	1			19
	Vavuniya							1	5		1		1	8
	Batticaloa								3		1			4
	Kilinochchi								1					1
Thailand	Bangkok	26	12	8	1	16	20	7	1	6		6	7	110
	Songkhla									1				1
Timor-Leste	Dili							7	7			6	8	28
	Baucau								1				1	2
	Manatuto								1					1
Viet Nam	Hanoi	1	1	1	1			19	5	15	10	1	3	57
	Ho Chi Minh City											2		2
	Tam Ky											1		1
Subtotal		83	57	21	16	28	40	94	130	66	65	26	34	660
Europe														
Albania	Tirana						1	2				1		4
Armenia	Yerevan					1		1		1	1			4
Azerbaijan	Baku						1				2			3
Belarus	Minsk						1							1
Belgium	Brussels	4				1	1					1		7
Bosnia and Herzegovina	Sarajevo					1				1				2
France	Paris		1			1	1							3
Georgia	Tbilisi							1	1		1		1	4
Germany	Berlin	2				1								3
Hungary	Budapest	11	2	1		5	3	4		2			1	29
Italy	Rome	1	1				1	1					4	8
	Turin					2	2					2		6
Kazakhstan	Almaty						1			1				2
	Astana							1						1
Kyrgyzstan	Bishkek	1					1		2	1				5
Portugal	Lisbon					1						1		2
Russian Federation	Moscow	7	3	2		3	3	7	1	4	1	2	1	34
	St Petersburg										1			1
Serbia	Belgrade						1		1	2				4

Region		Regular staff						Technical cooperation staff						Grand total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
	Pristina									1				1
Spain	Madrid						1							1
Switzerland	Geneva	306	136			235	269	43	9			99	78	1 175
Tajikistan	Dushanbe						1			2				3
The former Yugoslav Republic of Macedonia	Skopje						1	1						2
Moldova, Rep. of	Chisinau					1		1		1				3
Turkey	Ankara	1	1	1		1		1	1					6
Ukraine	Kiev						1	2		3	1			7
Uzbekistan	Tashkent										1			1
Subtotal		333	144	4	0	253	290	65	15	19	8	106	85	1 322
Grand total		565	297	67	39	331	425	287	242	199	178	169	191	2 990