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.

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

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 2012

Chart I   Distribution of staff according to place of assignment, category and type of contract on 31 December 2012

Chart II   Number of staff according to staff category and source of funds over the last six years (from 31 December 2007 to 31 December 2012)

Chart III   Percentage of staff by length of service and source of funds as at 31 December 2012

Chart IV   Percentage of staff by length of service as at 31 December 2012 (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 2012, with percentages of women for 2011 and 2012 (regular staff)

                 (b) Distribution by age, gender and grade on 31 December 2012, with percentages of women for 2011 and 2012 (all categories of staff)

Chart V   Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2012 in the Professional category and above (regular staff)

Chart VI   Distribution by age and gender of staff newly appointed between 1 January and 31 December 2012 in the Professional category and above (regular staff)

Chart VII   Number of Professional and higher category staff, by gender, in service over ten years (from 31 December 2002 to 31 December 2012) (regular staff)

Chart VIII   (a) Number of Professional and higher category staff by age over ten years (from 31 December 2002 to 31 December 2012) (regular staff)

                 (b) Number of Professional and higher category staff by age, on 31 December 2012 (regular staff)

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 2011 and 2012 (regular staff)

Part IV.   Geographical diversity

Table IV   Overall distribution by region, country of nationality, including staff movements of staff in the Professional and higher category (1 January–31 December 2012) (regular staff)

Table V   Unrepresented nationalities on non-linguistic posts as at 31 December 2012

Part V.   ILO presence

2. 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, 4 February 2013

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 2012

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	272	259	531	158	158	689
General Service category	324	123	447	55	55	502
Subtotal (a)	**596**	**382**	**978**	**213**	**213**	**1 191**
(b) Field offices						
Professional category and above	99	149	248	188	188	436
National Officer category	54	55	109	387	387	496
General Service category	250	157	407	453	453	860
Subtotal (b)	**403**	**361**	**764**	**1 028**	**1 028**	**1 792**
Grand total (a+b)	**999**	**743**	**1 742**	**1 241**	**1 241**	**2 983**

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

Chart I. Distribution of staff according to place of assignment, category and type of contract on 31 December 2012

Regular staff

Technical cooperation staff
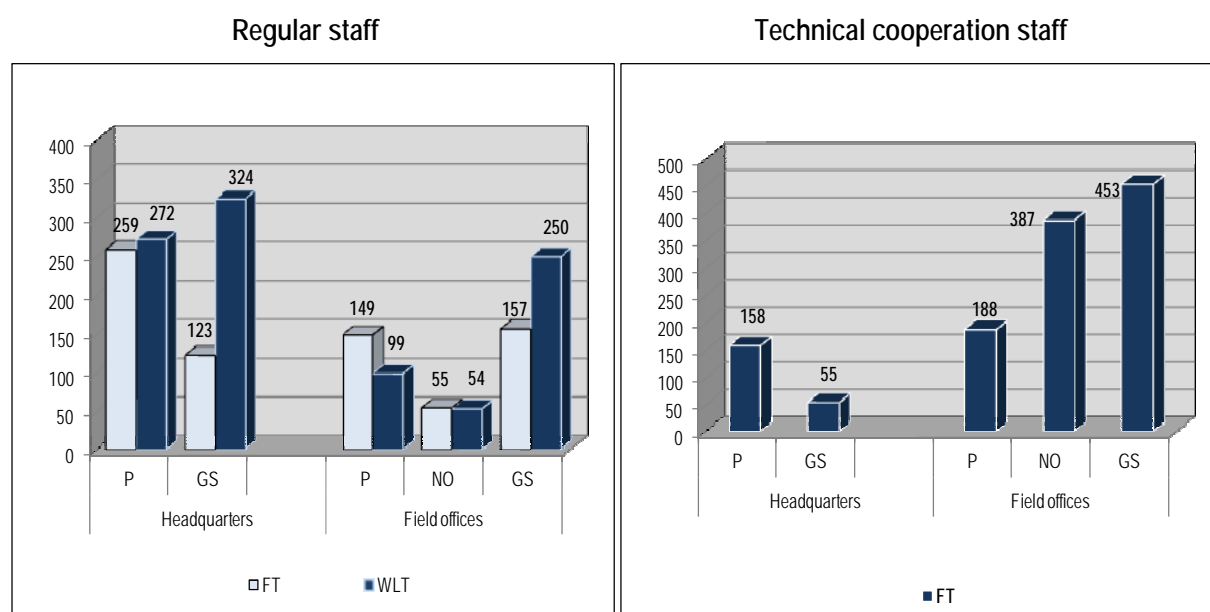
Source: Table I.

Chart II.   Number of staff according to staff category
and source of funds over the last six years
(from 31 December 2007 to 31 December 2012)

Regular staff

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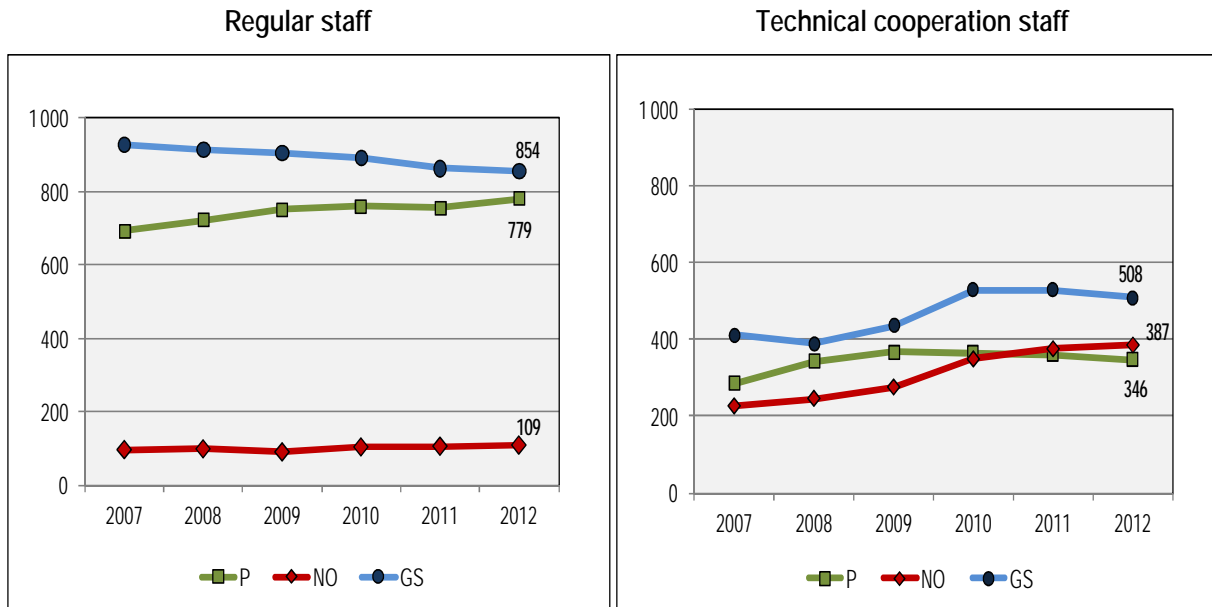
Source: Table I above and data from previous PFAC documents on composition and structure of the staff.

Chart III.   Percentage of staff by length of service and
source of funds as at 31 December 2012

Regular staff

Technical cooperation staff
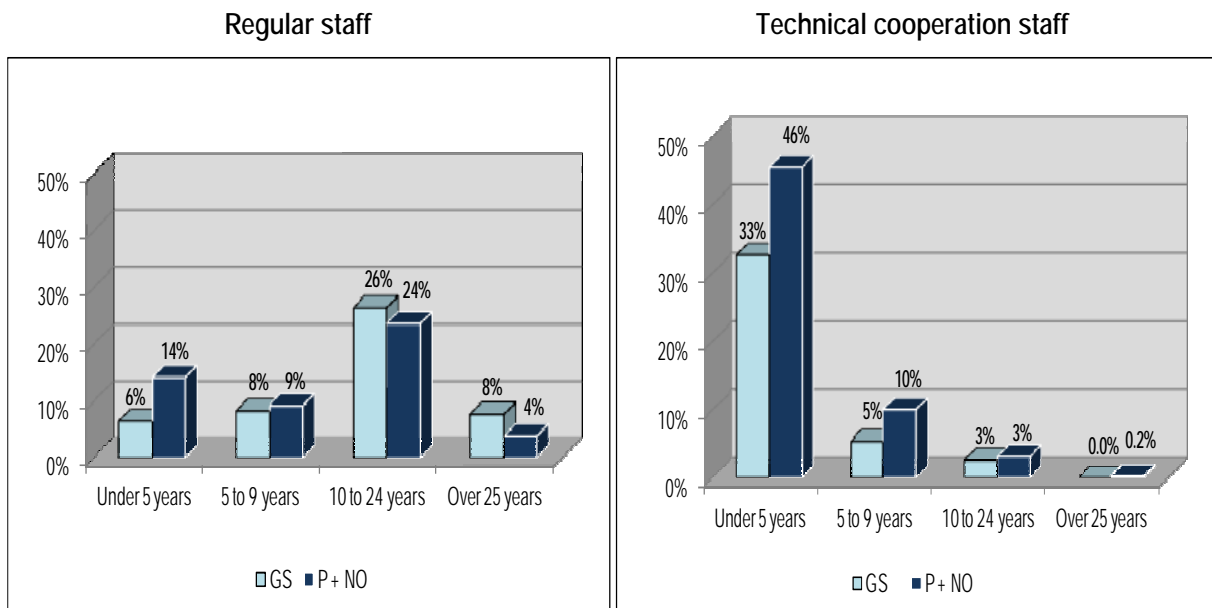
Chart IV.   Percentage of staff by length of service as
             at 31 December 2012 (all categories of staff)
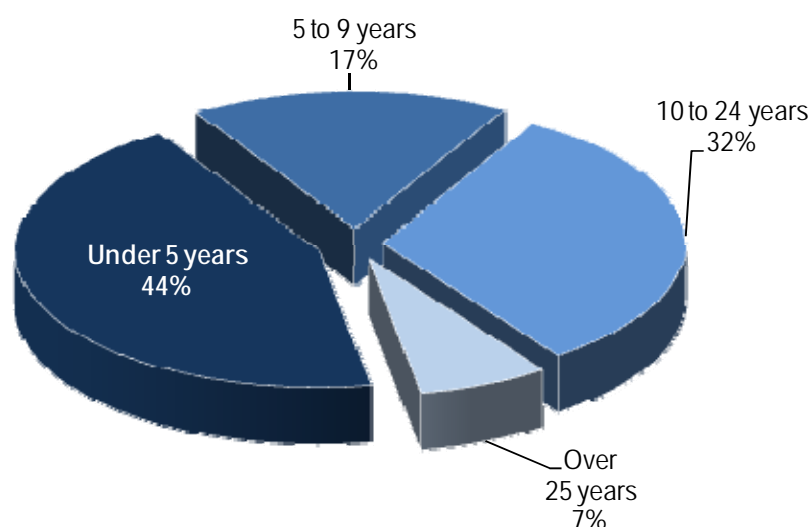
Part II.   Gender and age diversity

Table II(a).   Distribution by age, gender and grade of Professional
                and higher category staff on 31 December 2012, with
                percentages of women for 2011 and 2012 (regular staff)

Grade	35 and under		36–45		46–55		Over 55		Subtotal		Grand total	% of women	
	F	M	F	M	F	M	F	M	F	M		31.12.11	31.12.12
D-G	–	–	–	–	–	–	–	1	0	1	1	0.0	0.0
Executive and regional directors	–	–	–	–	2	2	3	2	5	4	9	55.5	55.5
D.2	–	–	–	1	5	2	2	11	7	14	21	32.0	33.3
D.1	–	–	1	5	12	18	19	18	32	41	73	47.6	43.8
P.5	–	–	15	19	48	76	28	63	91	158	249	34.5	36.5
P.4	5	5	52	58	50	53	17	25	124	141	265	44.6	46.7
P.3	14	6	32	25	12	16	7	4	65	51	116	56.9	56.0
P.2	13	6	9	1	1	–	–	–	23	7	30	78.2	76.6
P.1	1	–	–	–	–	–	–	–	1	0	1	0.0	100.0
Other *	–	2	1	2	3	3	–	3	4	10	14	28.5	28.5
Subtotal	33	19	110	111	133	170	76	127	352	427	779	43.7	45.2
% by gender within age group	*63.5*	*36.5*	*49.8*	*50.2*	*43.9*	*56.1*	*37.4*	*62.6*	*45.2*	*54.8*			
Total by age group (M and F)	52		221		303		203		779				
% of total	6.7		28.4		38.9		26.1		100				

Average age of staff at 31.12.12 (years)   47.2 (F)   49.6 (M)

Global average age (years)   48.5

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 2012, with percentages of women for
2011 and 2012 (all categories of staff)

Grade Category	35 and under		36–45		46–55		Over 55		Subtotal		% female	% female
	F	M	F	M	F	M	F	M	F	M	31.12.11	31.12.12
P	101	50	169	154	151	243	88	169	509	616	44.8	45.2
NO	66	38	109	101	65	64	26	27	266	230	55.1	53.6
GS	187	109	269	188	259	159	119	72	834	528	61.3	61.2
Subtotal	354	197	547	443	475	466	233	268	1 609	1 374	54.1	53.9
% by gender within age group	64.2	35.8	55.3	44.7	50.5	49.5	46.5	53.5	53.9	46.1		
Total by age group (F and M)	551		990		941		501		2 983			
% of total	18.5		33.2		31.5		16.8		100			

Average age of staff at 31.12.12 (years)   43.9 (F)   46.2 (M)

Global average age (years)   44.9

F = Female   M = Male.

Chart V.   Distribution by gender and grade of staff newly appointed
between 1 January and 31 December 2012 in the
Professional category and above (regular staff)
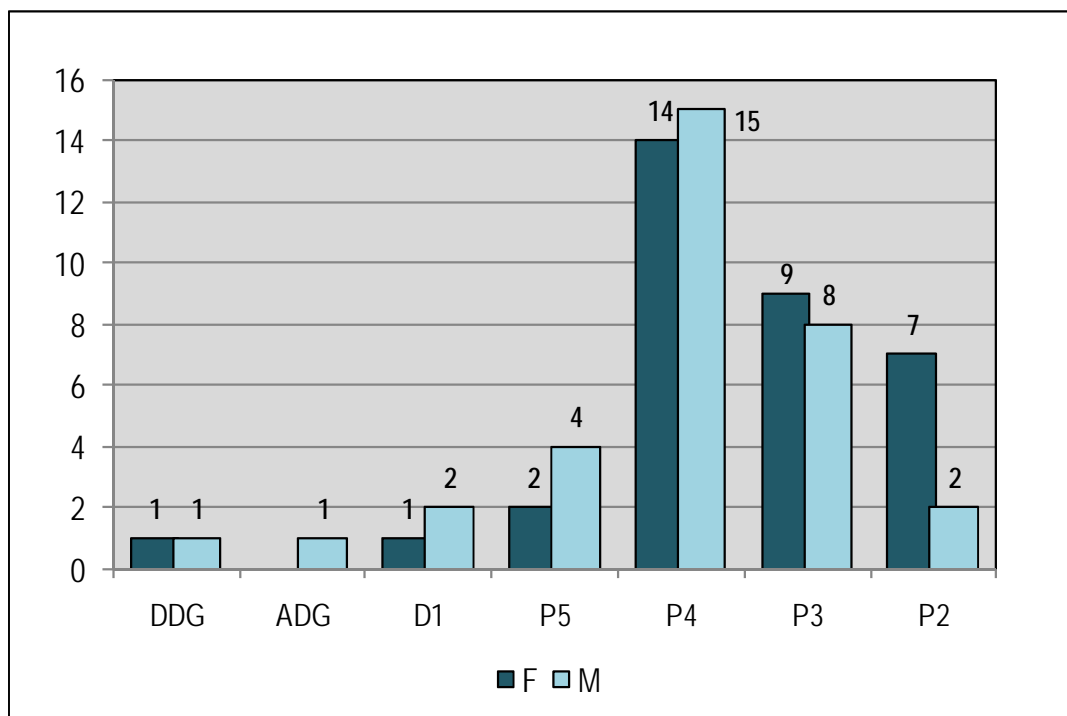
Total recruitment: 67

Source: Table V below.

Chart VI. Distribution by age and gender of staff newly appointed
between 1 January and 31 December 2012 in the
Professional category and above (regular staff)
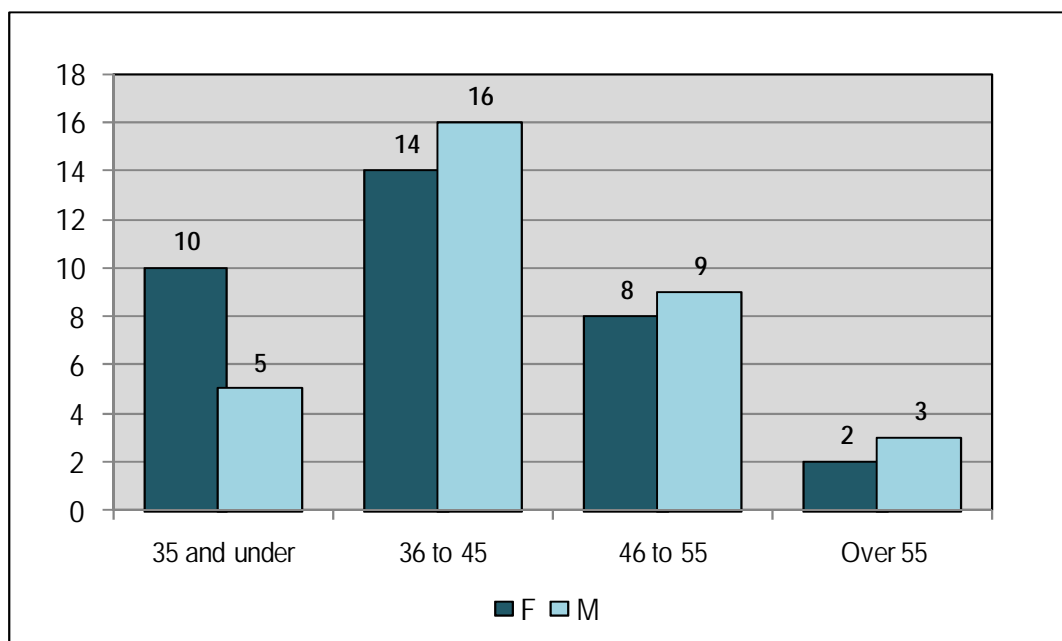
Total recruitment: 67
Source: Table V below.

Chart VII. Number of Professional and higher category staff, by gender,
in service over ten years (from 31 December 2002 to 31 December 2012) (regular staff)
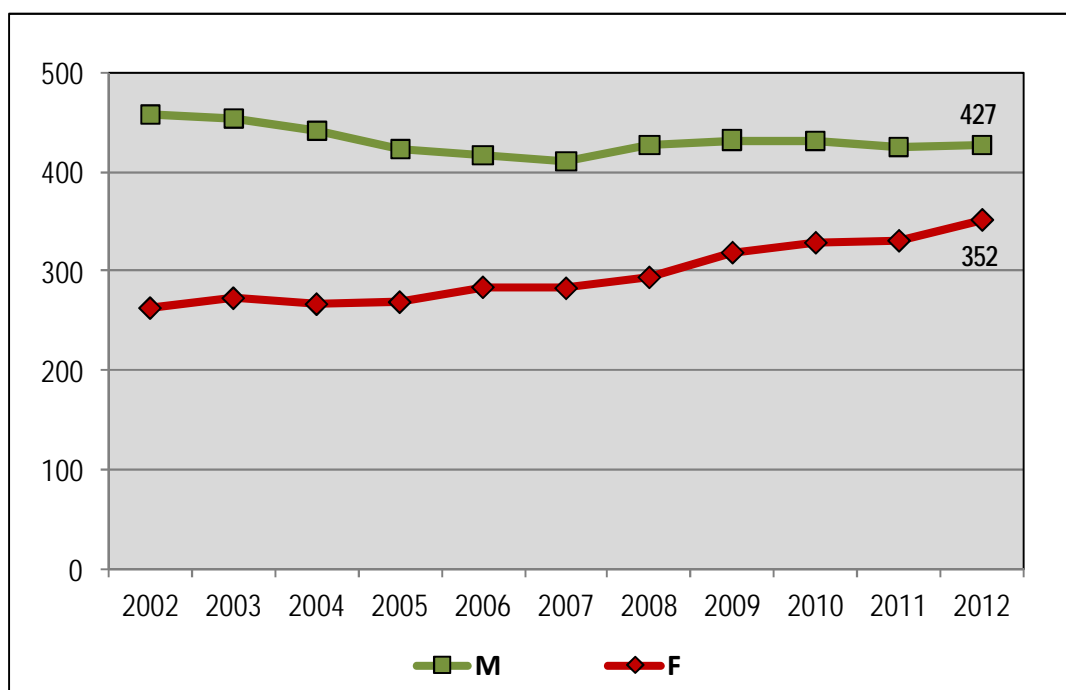
Source: Table II(a) above and data from previous PFAC documents on composition and structure of the staff.

Chart VIII(a). Number of Professional and higher category staff by age, over ten years
(from 31 December 2002 to 31 December 2012) (regular staff)
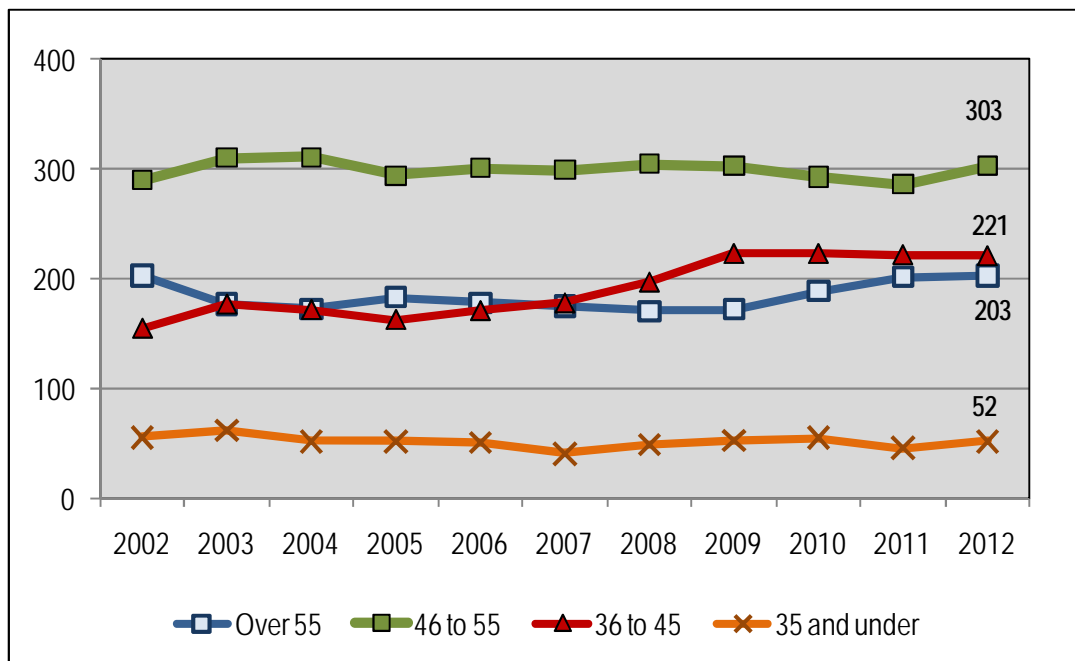
Source: Table II(a) above and data from previous PFAC documents on composition and structure of the staff.

Chart VIII(b). Number of Professional and higher category staff by age,
on 31 December 2012 (regular staff)
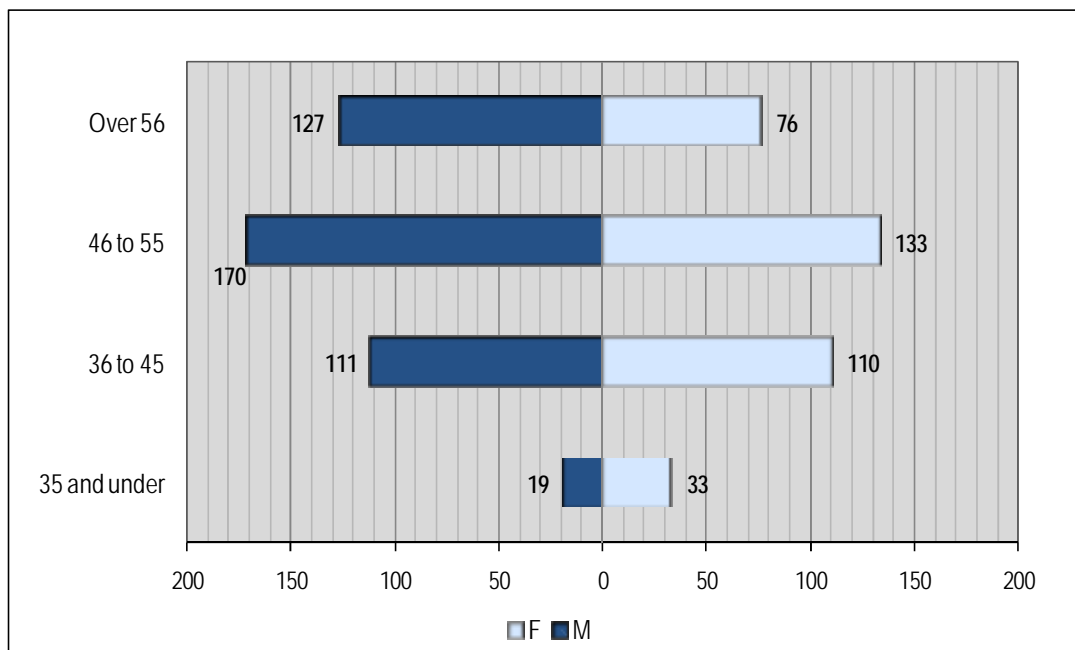
Source: Table II(a) above.

Part III. Staff mobility

Table III. Number of staff movements including geographical mobility, transfers within grade, inter-agency mobility, promotions and cessation of service, in 2011 and 2012 (regular staff)

Movement type	Year 2011				Year 2012				Total
	P *		GS **		P *		GS **		
	M	F	M	F	M	F	M	F	
Geographical mobility	34	24	1	0	21	15	0	1	96
Field to HQ	15	6	1	0	8	6	0	0	36
HQ to field	6	12	0	0	5	4	0	0	27
Field to field	13	6	0	0	8	5	0	1	33
Transfers within grade	33	36	11	31	35	35	8	28	217
Within regular budget	23	16	6	17	22	14	6	17	121
From technical cooperation	8	10	1	10	11	14	1	10	65
To technical cooperation	2	10	4	4	2	7	1	1	31
Inter-agency mobility	3	6	0	0	7	5	0	0	21
From UN agencies	3	1	0	0	5	4	0	0	13
To UN agencies	0	5	0	0	2	1	0	0	8
Promotions	27	38	19	41	29	35	13	44	246
Within same unit	18	30	19	31	16	27	11	37	189
Upon transfer	9	8	0	10	13	8	2	7	57
Cessation of service	27	18	13	43	33	27	13	27	201
Retirement	18	3	4	17	22	12	5	15	96
Other	9	15	9	26	11	15	8	12	105

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

Part IV. Geographical diversity

Table IV.   Overall distribution by region, country of nationality, including
staff movements of staff in the Professional and higher category
(1 January–31 December 2012) (regular staff)

| Country of nationality by region | Professional and higher category (regular staff) | | | | | | | | Total | All categories of staff |
| | Non-linguistic staff * | | | | Linguistic staff ** | | | | | |
	(a) Staff on 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12	(a) Staff on 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12		
Africa	87	5	4	88	0	0	0	0	88	607
Angola	0	0	0	0	0	0	0	0	0	3
Algeria	2	0	0	2	0	0	0	0	2	11
Benin	2	1	0	3	0	0	0	0	3	16
Botswana	0	0	0	0	0	0	0	0	0	2
Burkina Faso	5	0	0	5	0	0	0	0	5	12
Burundi	3	0	1	2	0	0	0	0	2	7
Cameroon	5	0	1	4	0	0	0	0	4	32
Cape Verde	0	0	0	0	0	0	0	0	0	0
Central African Republic	0	1	0	1	0	0	0	0	1	1
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
Côte d'Ivoire	4	1	0	5	0	0	0	0	5	32
Dem. Rep. of the Congo	1	0	0	1	0	0	0	0	1	10
Djibouti	1	0	0	1	0	0	0	0	1	1
Egypt	2	1	0	3	0	0	0	0	3	34
Equatorial Guinea	0	0	0	0	0	0	0	0	0	0
Eritrea	0	0	0	0	0	0	0	0	0	1
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	1
Ghana	5	0	0	5	0	0	0	0	5	36
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	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 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12	(a) Staff on 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12		
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	32
Malawi	1	0	0	1	0	0	0	0	1	9
Mali	2	0	1	1	0	0	0	0	1	15
Mauritania	2	0	0	2	0	0	0	0	2	3
Mauritius	4	0	0	4	0	0	0	0	4	8
Morocco	2	0	0	2	0	0	0	0	2	8
Mozambique	0	0	0	0	0	0	0	0	0	7
Namibia	0	0	0	0	0	0	0	0	0	1
Niger	1	0	0	1	0	0	0	0	1	2
Nigeria	2	0	0	2	0	0	0	0	2	15
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	6	1	1	6	0	0	0	0	6	37
Seychelles	0	0	0	0	0	0	0	0	0	0
Sierra Leone	1	0	0	1	0	0	0	0	1	7
Somalia	0	0	0	0	0	0	0	0	0	0
South Africa	2	0	0	2	0	0	0	0	2	34
South Sudan	0	0	0	0	0	0	0	0	0	0
Sudan	1	0	0	1	0	0	0	0	1	3
Swaziland	0	0	0	0	0	0	0	0	0	2
Tanzania, United Rep of	2	0	0	2	0	0	0	0	2	32
Togo	0	0	0	0	0	0	0	0	0	4
Tunisia	4	0	0	4	0	0	0	0	4	12
Uganda	3	0	0	3	0	0	0	0	3	12
Zambia	3	0	0	3	0	0	0	0	3	28
Zimbabwe	3	0	0	3	0	0	0	0	3	29
Americas	177	13	10	180	10	0	2	8	188	541
Antigua and Barbuda	0	0	0	0	0	0	0	0	0	0
Argentina	10	1	1	10	1	0	0	1	11	28

Country of nationality by region	Professional and higher category (regular staff)									All categories of staff
	Non-linguistic staff *				Linguistic staff **				Total	
	(a) Staff on 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12	(a) Staff on 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12		
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	1	0	3	0	0	0	0	3	8
Brazil	11	0	0	11	0	0	0	0	11	53
Canada	19	2	1	20	0	0	0	0	20	43
Chile	4	0	1	3	1	0	1	0	3	22
Colombia	4	0	0	4	0	0	0	0	4	16
Costa Rica	7	1	0	8	0	0	0	0	8	49
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	6
Ecuador	1	1	0	2	1	0	0	1	3	7
El Salvador	2	0	0	2	0	0	0	0	2	10
Grenada	0	0	0	0	0	0	0	0	0	0
Guatemala	0	0	0	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	8
Honduras	1	0	0	1	0	0	0	0	1	4
Jamaica	2	0	0	2	0	0	0	0	2	4
Mexico	9	0	0	9	0	0	0	0	9	23
Nicaragua	0	0	0	0	0	0	0	0	0	8
Panama	1	0	0	1	1	0	0	1	2	6
Paraguay	0	0	0	0	0	0	0	0	0	3
Peru	9	2	0	11	0	0	0	0	11	70
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	3	0	0	3	0	0	0	0	3	14
United States	79	4	6	77	4	0	1	3	80	115

Country of nationality by region	Professional and higher category (regular staff)									All categories of staff
	Non-linguistic staff *				Linguistic staff **				Total	
	(a) Staff on 31.12.11	(b) Recruited 01.01.12- 31.12.12	(c) Departures 01.01.12- 31.12.12	(d) Staff on 31.12.12	(a) Staff on 31.12.11	(b) Recruited 01.01.12- 31.12.12	(c) Departures 01.01.12- 31.12.12	(d) Staff on 31.12.12		
Uruguay	3	1	1	3	2	0	0	2	5	25
Venezuela, Bolivarian Rep. of	4	0	0	4	0	0	0	0	4	8
Arab States	9	3	0	12	3	0	1	2	14	82
Bahrain	0	0	0	0	0	0	0	0	0	1
Iraq	0	0	0	0	0	0	0	0	0	3
Jordan	4	2	0	6	1	0	1	0	6	27
Kuwait	0	0	0	0	0	0	0	0	0	0
Lebanon	5	1	0	6	2	0	0	2	8	44
Oman	0	0	0	0	0	0	0	0	0	1
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	4
United Arab Emirates	0	0	0	0	0	0	0	0	0	0
Yemen	0	0	0	0	0	0	0	0	0	2
Asia and the Pacific	111	8	7	112	4	0	0	4	116	706
Afghanistan	1	0	0	1	0	0	0	0	1	8
Australia	12	2	0	14	0	0	0	0	14	20
Bangladesh	0	0	0	0	0	0	0	0	0	38
Brunei Darussalam	0	0	0	0	0	0	0	0	0	0
Cambodia	0	0	0	0	0	0	0	0	0	49
China	10	2	1	11	3	0	0	3	14	41
Fiji	2	0	0	2	0	0	0	0	2	13
India	11	0	0	11	0	0	0	0	11	68
Indonesia	1	0	0	1	0	0	0	0	1	82
Iran, Islamic Rep. of	2	0	0	2	0	0	0	0	2	2
Japan	37	1	4	34	0	0	0	0	34	44
Kiribati	0	0	0	0	0	0	0	0	0	0
Korea. Rep. of	6	0	0	6	0	0	0	0	6	10
Lao People's Dem. Rep.	1	0	0	1	0	0	0	0	1	5

Country of nationality by region	Professional and higher category (regular staff)								Total	All categories of staff
	Non-linguistic staff *				Linguistic staff **					
	(a) Staff on 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12	(a) Staff on 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12		
Malaysia	2	0	0	2	0	0	0	0	2	5
Maldives, Rep. of	0	0	0	0	0	0	0	0	0	2
Marshall Islands	0	0	0	0	0	0	0	0	0	0
Mongolia	2	0	0	2	0	0	0	0	2	4
Myanmar	0	1	0	1	0	0	0	0	1	12
Nepal	2	1	1	2	0	0	0	0	2	25
New Zealand	5	0	1	4	0	0	0	0	4	8
Pakistan	4	0	0	4	0	0	0	0	4	38
Palau	0	0	0	0	0	0	0	0	0	0
Papua New Guinea	0	0	0	0	0	0	0	0	0	1
Philippines	7	0	0	7	0	0	0	0	7	55
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	2	0	0	2	0	0	0	0	2	31
Thailand	3	1	0	4	1	0	0	1	5	70
Timor-Leste	0	0	0	0	0	0	0	0	0	26
Tuvalu	0	0	0	0	0	0	0	0	0	0
Vanuatu	0	0	0	0	0	0	0	0	0	0
Viet Nam	0	0	0	0	0	0	0	0	0	48
Europe and Central Asia	**297**	**32**	**21**	**308**	**23**	**6**	**3**	**26**	**334**	**1 044**
Albania	0	1	0	1	0	0	0	0	1	6
Armenia	0	0	0	0	0	0	0	0	0	2
Austria	1	0	0	1	0	0	0	0	1	3
Azerbaijan	0	0	0	0	0	0	0	0	0	2
Belarus	1	0	0	1	0	0	0	0	1	2
Belgium	12	1	0	13	0	0	0	0	13	26
Bosnia and Herzegovina	1	0	0	1	0	0	0	0	1	3
Bulgaria	4	0	1	3	0	0	0	0	3	3
Croatia	3	1	0	4	0	0	0	0	4	5

Country of nationality by region	Professional and higher category (regular staff)									All categories of staff
	Non-linguistic staff *				Linguistic staff **				Total	
	(a) Staff on 31.12.11	(b) Recruited 01.01.12- 31.12.12	(c) Departures 01.01.12- 31.12.12	(d) Staff on 31.12.12	(a) Staff on 31.12.11	(b) Recruited 01.01.12- 31.12.12	(c) Departures 01.01.12- 31.12.12	(d) Staff on 31.12.12		
Cyprus	0	0	0	0	0	0	0	0	0	0
Czech Republic	2	0	0	2	0	0	0	0	2	2
Denmark	6	0	0	6	0	0	0	0	6	15
Estonia	1	0	0	1	0	0	0	0	1	1
Finland	4	1	0	5	0	0	0	0	5	12
France	47	6	6	47	8	1	1	8	55	312
Georgia	0	0	0	0	0	0	0	0	0	1
Germany	46	3	2	47	1	0	0	1	48	75
Greece	4	0	0	4	0	0	0	0	4	6
Hungary	2	0	0	2	0	0	0	0	2	21
Iceland	0	0	0	0	0	0	0	0	0	0
Ireland	3	2	0	5	0	0	0	0	5	23
Israel	3	0	0	3	0	0	0	0	3	3
Italy	33	3	1	35	1	0	0	1	36	71
Kazakhstan	0	0	0	0	0	0	0	0	0	2
Kyrgyzstan	0	0	0	0	0	0	0	0	0	4
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	3
Malta	0	0	0	0	0	0	0	0	0	1
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	15	2	0	17	0	0	0	0	17	30
Norway	5	0	0	5	0	0	0	0	5	11
Poland	2	0	0	2	0	0	0	0	2	5
Portugal	4	3	0	7	0	0	0	0	7	22
Romania	3	0	0	3	0	0	0	0	3	5
Russian Federation	9	0	3	6	1	0	0	1	7	31
San Marino	0	0	0	0	0	0	0	0	0	0
Serbia	2	0	0	2	0	0	0	0	2	7
Slovakia	0	0	0	0	0	0	0	0	0	1
Slovenia	1	0	0	1	0	0	0	0	1	1

Country of nationality by region	Professional and higher category (regular staff)								Total	All categories of staff
	Non-linguistic staff *				Linguistic staff **					
	(a) Staff on 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12	(a) Staff on 31.12.11	(b) Recruited 01.01.12-31.12.12	(c) Departures 01.01.12-31.12.12	(d) Staff on 31.12.12		
Spain	24	2	3	23	4	2	1	5	28	63
Sweden	6	0	1	5	0	0	0	0	5	16
Switzerland	10	1	0	11	1	1	0	2	13	79
Tajikistan	0	0	0	0	0	0	0	0	0	4
The former Yugoslav Republic of Macedonia	1	0	0	1	0	0	0	0	1	2
Turkey	4	0	0	4	0	0	0	0	4	13
Turkmenistan	0	0	0	0	0	0	0	0	0	0
Ukraine	3	1	1	3	0	0	0	0	3	11
United Kingdom	31	5	2	34	7	2	1	8	42	131
Uzbekistan	0	0	0	0	0	0	0	0	0	2
Other	0	0	0	0	0	0	0	0	0	3
Total	681	61	42	700	40	6	6	40	740	2 983

Note: The number of regular staff in service (figures shown in columns (a) and (d)) 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 2012

The following 67 nationalities were unrepresented on non-linguistic posts as at 31 December 2012.

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

* Thirty 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 2012 in the
Professional category and above (regular staff)

Total recruitment: 67

(a)   Non-linguistic staff subject to geographical distribution: 61

Less than adequate (i)		Adequate (ii)		More than adequate (iii)	
Country	Total	Country	Total	Country	Total
China	2	Albania	1	Argentina	1
Japan	1	Australia	2	Belgium	1
United States	4	Canada	2	Benin	1
		Central African Republic	1	Bolivia, Plurinational State of	1
		Ecuador	1	Costa Rica	1
		Germany	3	Côte d'Ivoire	1
		Italy	3	Croatia	1
		Myanmar	1	Egypt	1
		Nepal	1	Finland	1
		Spain	2	France	6
		United Kingdom	5	Ireland	2
				Jordan	2
				Lebanon	1
				Netherlands	2
				Peru	2
				Portugal	3
				Senegal	1
				Switzerland	1
				Thailand	1
				Ukraine	1
				Uruguay	1
Total	7	Total	22	Total	32

(i)   Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2012. (ii) Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2012. (iii)   Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2012.

(b)   Linguistic staff not subject to geographical distribution: 6

Less than adequate (i)		Adequate (ii)		More than adequate (iii)	
Country	Total	Country	Total	Country	Total
		Spain	2	France	1
		United Kingdom	2	Switzerland	1
Total	0	Total	4	Total	2

(i)   Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2012. (ii) Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2012. (iii)   Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2012.

Part V. ILO presence

Table VII. ILO presence by duty station as at 31 December 2012
(all categories of staff)
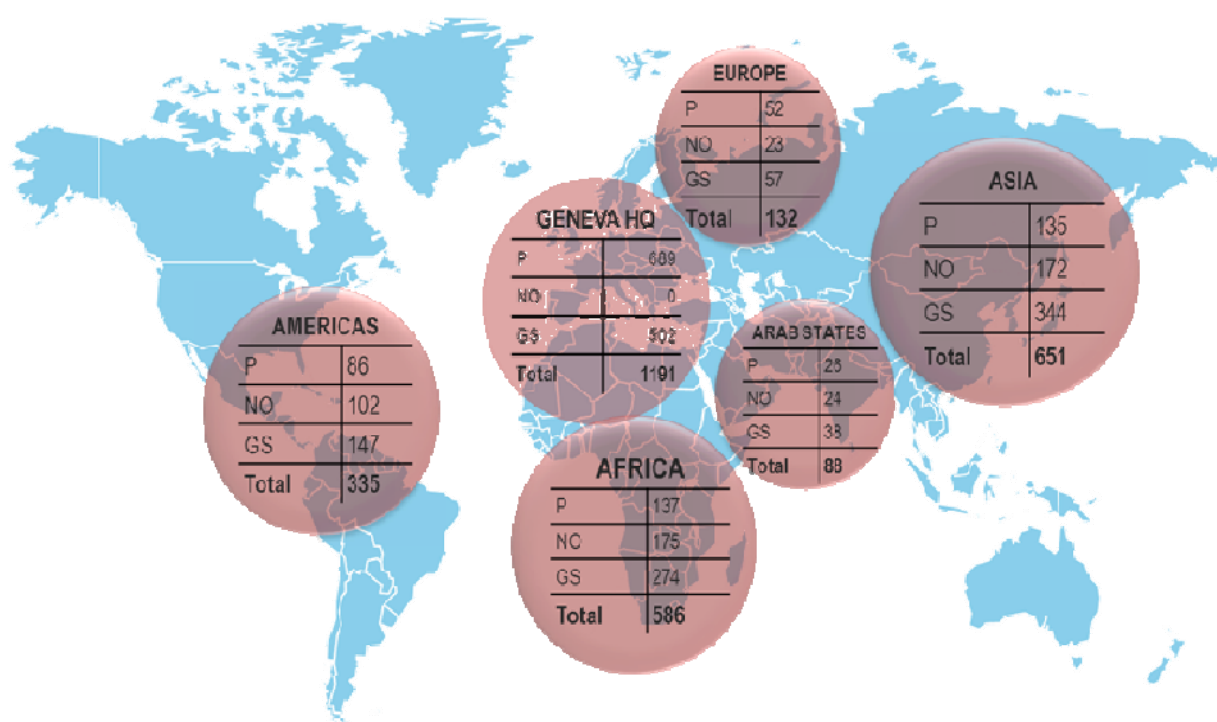
Region		Regular staff						Technical cooperation staff						Grand total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA														
Algeria	Algiers	4	1	0	1	1	0	0	0	0	0	1	0	8
Angola	Luanda	0	0	0	0	0	0	0	0	1	1	0	0	2
Benin	Cotonou	0	0	0	0	0	0	1	3	2	4	0	1	11
Botswana	Gaborone	0	0	0	0	0	0	1	0	1	0	0	0	2
Burkina Faso	Ouagadougou	0	0	0	0	0	0	0	1	1	3	0	0	5
Burundi	Bujumbura	0	0	0	0	0	0	0	1	0	2	0	0	3
Cameroon	Yaounde	4	7	0	4	2	5	4	2	0	7	1	0	36
Cape Verde	Praia	0	0	0	0	0	0	0	0	0	0	1	0	1
Comoros	Moroni	0	0	0	0	0	0	0	2	0	1	0	0	3
Congo, Dem. Rep. of the	Kinshasa	1	5	0	2	0	1	0	0	0	0	0	0	9
Côte d'Ivoire	Abidjan	6	7	0	1	0	0	0	5	0	3	0	1	23
Egypt	Cairo	5	4	2	0	2	3	9	5	3	1	2	2	38
Ethiopia	Addis Ababa	8	9	6	3	7	8	0	3	1	3	1	4	53
Ghana	Accra	0	0	0	0	0	0	4	8	2	5	2	1	22
	Koforidua	0	0	0	0	0	0	0	0	0	0	0	1	1
Guinea-Bissau	Bissau	0	0	0	0	0	0	0	0	0	1	0	0	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	
Kenya	Nairobi	0	0	0	0	0	0	3	8	7	6	2	7	33
Lesotho	Maseru	0	0	0	0	0	0	1	2	3	1	1	0	8
Liberia	Monrovia	0	0	0	0	0	0	2	4	0	3	0	3	12
Madagascar	Antananarivo	5	3	1	1	0	2	2	2	2	1	0	0	19
	Antsirabe	0	0	0	0	0	0	3	4	0	4	0	0	11
Malawi	Lilongwe	0	0	0	0	0	0	1	3	0	2	0	1	7
Mali	Bamako	0	0	0	0	0	0	4	4	2	4	0	0	14
Morocco	Rabat	0	0	0	0	0	0	1	0	1	1	1	0	4
Mozambique	Maputo	0	0	0	0	0	0	2	1	1	3	0	2	9
Namibia	Windhoek	0	0	0	0	0	0	0	0	0	1	0	0	1
Niger	Niamey	0	0	0	0	0	0	0	0	0	1	0	0	1
Nigeria	Abuja	3	6	0	1	1	1	1	0	1	0	0	1	15
Senegal	Dakar	7	8	0	2	6	9	4	7	3	6	2	5	59
Sierra Leone	Freetown	0	0	0	0	0	0	1	1	1	2	0	0	5
	Makeni	0	0	0	0	0	0	0	0	0	0	0	2	2
South Africa	Bisho	0	0	0	0	0	0	0	0	0	0	0	1	1
	Bloemfontein	0	0	0	0	0	0	0	0	0	0	0	1	1
	Durban	0	0	0	0	0	0	0	0	0	0	0	1	1
	Pietermaritzburg	0	0	0	0	0	0	0	0	0	0	0	1	1
	Polokwane	0	0	0	0	0	0	0	0	0	0	0	3	3
	Pretoria	7	3	1	2	3	11	7	3	7	4	3	6	57
South Sudan	Juba	0	0	0	0	0	0	0	0	0	0	0	1	1
Sudan	Khartoum	0	0	0	0	0	0	0	0	1	1	0	0	2
Swaziland	Mbabane	0	0	0	0	0	0	1	0	1	0	0	0	2
Tanzania, United Rep. of	Dar es Salaam	5	3	0	2	1	1	1	5	4	6	1	2	31
	Zanzibar	0	0	0	0	0	0	0	0	1	0	0	0	1
Togo	Lome	0	0	0	0	0	0	1	1	0	1	0	1	4
Tunisia	Tunis	0	0	0	0	0	0	4	1	1	0	0	2	8
Uganda	Kampala	0	0	0	0	0	0	1	2	2	3	0	0	8
Zambia	Lusaka	3	5	1	1	0	1	5	2	5	3	1	1	28
Zimbabwe	Harare	5	2	2	0	0	1	2	2	2	2	0	1	19
Subtotal		63	63	13	20	23	43	66	82	56	86	19	52	586
AMERICAS														
Argentina	Buenos Aires	5	1	3	0	0	2	0	0	0	1	0	0	12
Bolivia	La Paz	0	0	0	0	0	0	2	1	1	1	0	0	5
Brazil	Brasilia	5	1	1	2	2	1	5	5	9	5	0	1	37
	Sao Paulo	0	0	0	0	0	0	0	0	0	1	0	0	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	
Chile	Santiago	9	3	3	1	5	6	1	0	2	0	0	1	31
Colombia	Bogota	0	0	0	0	0	0	1	1	2	0	1	0	5
	Medellin	0	0	0	0	0	0	1	0	0	0	0	0	1
Costa Rica	San Jose	14	3	1	3	2	8	8	0	11	2	5	0	57
Dominican Republic	Santo Domingo	0	0	0	0	0	0	1	0	3	0	0	0	4
Ecuador	Quito	0	0	0	0	0	0	1	0	0	1	0	0	2
El Salvador	San Salvador	0	0	0	0	0	0	1	0	2	2	0	2	7
Guatemala	Guatemala City	0	0	0	0	0	0	1	0	0	2	0	0	3
Guyana	Georgetown	0	0	0	0	0	0	1	0	1	1	0	0	3
Haiti	Port au Prince	0	0	0	0	0	0	1	1	3	2	1	3	11
Honduras	Tegucigalpa	0	0	0	0	0	0	0	0	2	0	0	0	2
Jamaica	Kingston	0	0	0	0	0	0	1	0	1	0	0	0	2
Mexico	Mexico City	5	2	2	0	1	1	2	0	1	1	1	0	16
Nicaragua	Managua	0	0	0	0	0	0	2	0	4	1	1	0	8
Panama	Panama City	0	0	0	0	0	1	1	2	0	1	0	0	5
Paraguay	Asuncion	0	0	0	0	0	0	3	0	0	1	0	0	4
Peru	Lima	21	5	7	2	5	11	3	0	5	2	1	5	67
Trinidad and Tobago	Port of Spain	8	1	2	0	3	6	1	0	0	0	1	0	22
United States	New York	2	0	0	0	2	2	0	0	0	0	1	0	7
	Washington	3	0	0	0	1	1	0	0	0	0	0	0	5
Uruguay	Montevideo	5	5	3	0	1	1	1	1	0	1	0	0	18
Subtotal		77	21	22	8	22	40	38	11	47	25	12	12	335
ARAB STATES														
Bahrain	Manama	0	0	0	0	0	0	0	0	0	1	0	0	1
Jordan	Amman	0	0	0	0	0	0	6	1	6	6	1	5	25
Kuwait	Kuwait	1	0	0	0	0	0	0	0	0	0	0	0	1
Lebanon	Beirut	11	4	2	0	6	8	8	3	4	2	3	2	53
Occupied Palestinian Territories		1	1	1	0	0	1	1	0	0	0	0	0	5
Oman	Muscat	0	0	0	0	0	0	0	0	0	1	0	0	1
Yemen	Sanaa	0	0	0	1	0	0	0	1	0	0	0	0	2
Subtotal		13	5	3	1	6	9	15	5	10	10	4	7	88
ASIA														
Afghanistan	Kabul	0	1	0	0	0	0	1	3	0	1	0	1	7
Bangladesh	Dhaka	1	7	0	3	0	1	3	12	2	8	2	5	44
Cambodia	Phnom Penh	0	1	0	1	0	0	15	15	2	8	1	0	43
China	Beijing	6	2	0	1	3	1	3	1	4	3	0	0	24
Fiji	Suva	4	4	1	0	0	1	0	1	1	1	2	0	15

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	
India	Chennai	0	0	0	0	0	0	0	1	0	0	0	0	1
	New Delhi	11	10	3	1	5	7	7	6	6	2	0	2	60
Indonesia	Ambon	0	0	0	0	0	0	0	1	0	1	0	0	2
	Banda Aceh	0	0	0	0	0	0	1	0	0	0	0	0	1
	Gunung Sitoli	0	0	0	0	0	0	3	22	2	6	0	1	34
	Jakarta	5	3	3	1	1	1	6	5	8	9	1	1	44
	Jayapura	0	0	0	0	0	0	1	0	1	0	0	0	2
	Padang	0	0	0	0	0	0	1	0	0	0	0	0	1
	Sikakap	0	0	0	0	0	0	0	0	0	1	0	0	1
	Teluk Dalam	0	0	0	0	0	0	0	4	0	0	0	0	4
Japan	Tokyo	5	0	0	0	2	1	0	0	0	0	0	0	8
Lao People's Democratic Republic	Luang Prabang	0	0	0	0	0	0	0	0	2	0	0	0	2
	Vientiane	0	0	0	0	0	0	1	0	1	1	0	1	4
Malaysia	Kuala Lumpur	0	0	0	0	0	0	0	0	1	0	0	0	1
Maldives, Rep. of	Male	0	0	0	0	0	0	1	0	1	0	0	0	2
Mongolia	Ulan Bator	0	0	0	0	0	0	0	0	1	0	0	0	1
Myanmar	Yangon	0	2	1	1	1	1	3	3	0	0	0	0	12
Nepal	Kathmandu	2	4	2	1	0	1	1	5	3	2	0	0	21
Pakistan	Islamabad	2	6	0	2	1	1	1	9	5	3	0	1	31
	Sahiwal	0	0	0	0	0	0	0	0	0	1	0	0	1
	Sukkur	0	0	0	0	0	0	0	0	0	1	0	0	1
Papua New Guinea	Port Moresby	0	0	0	0	0	0	0	0	0	1	0	0	1
Philippines	Catarman	0	0	0	0	0	0	0	1	0	0	0	0	1
	Iligan	0	0	0	0	0	0	1	1	0	0	0	0	2
	Lucena	0	0	0	0	0	0	1	1	0	0	0	0	2
	Malaybalay	0	0	0	0	0	0	0	1	0	0	0	0	1
	Manila	9	1	3	0	0	1	5	2	7	3	1	1	33
	Masbate	0	0	0	0	0	0	0	1	0	0	0	0	1
Sri Lanka	Batticaloa	0	0	0	0	0	0	0	3	0	1	0	0	4
	Colombo	4	3	2	0	0	1	1	3	2	1	0	0	17
	Kilinochchi	0	0	0	0	0	0	0	1	0	0	0	0	1
	Vavuniya	0	0	0	0	0	0	1	5	0	1	0	1	8
Thailand	Bangkok	25	11	7	1	15	22	8	1	4	1	5	10	110
	Samut Sakhon	0	0	0	0	0	0	1	0	1	0	0	0	2
	Surat Thani	0	0	0	0	0	0	0	0	1	0	0	0	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	
Timor-Leste	Baucau	0	0	0	0	0	0	0	1	0	0	0	1	2
	Dili	0	0	0	0	0	0	7	9	1	0	8	14	39
	Maliana	0	0	0	0	0	0	0	2	0	0	0	0	2
	Manatuto	0	0	0	0	0	0	0	1	0	0	0	0	1
	Oecusee	0	0	0	0	0	0	0	1	0	0	0	1	2
	Same	0	0	0	0	0	0	0	0	0	0	0	1	1
Viet Nam	Hanoi	3	1	2	1	0	1	13	3	16	7	1	2	50
	Ho Chi Minh City	0	0	0	0	0	0	0	0	0	0	2	0	2
	Tam Ky	0	0	0	0	0	0	0	0	0	0	1	0	1
Subtotal		77	56	24	13	28	40	86	125	72	63	24	43	651
EUROPE														
Albania	Tirana	0	0	0	0	0	1	1	0	0	0	1	2	5
Armenia	Yerevan	0	0	0	0	1	0	1	0	0	0	0	0	2
Azerbaijan	Baku	0	0	0	0	0	1	0	1	0	0	0	0	2
Belarus	Minsk	0	0	0	0	0	1	0	0	0	0	0	0	1
Belgium	Brussels	3	0	0	0	1	1	0	0	0	0	1	0	6
Bosnia and Herzegovina	Sarajevo	0	0	0	0	1	0	0	0	1	0	0	0	2
France	Paris	0	1	0	0	0	1	0	0	0	0	0	0	2
Georgia	Tbilisi	0	0	0	0	0	0	0	0	0	1	0	0	1
Germany	Berlin	2	0	0	0	1	0	0	0	0	0	0	0	3
Hungary	Budapest	11	2	1	0	4	4	4	0	1	0	0	0	27
Italy	Rome	1	1	0	0	0	1	1	0	0	0	2	4	10
	Turin	0	0	0	0	1	1	0	0	0	0	2	0	4
Kazakhstan	Astana	0	0	0	0	0	1	1	0	0	0	0	0	2
Kyrgyzstan	Bishkek	0	0	0	0	0	1	0	2	1	0	0	0	4
Macedonia, The former Yugoslav Republic of	Skopje	0	0	0	0	0	1	0	0	0	0	0	0	1
Moldova, Rep. of	Chisinau	0	0	0	0	1	0	1	0	1	0	0	0	3
Portugal	Lisbon	0	0	0	0	1	0	0	0	0	0	1	0	2
Russian Federation	Moscow	6	3	3	0	5	2	5	0	4	1	1	1	31
Serbia	Belgrade	0	0	0	0	0	1	0	1	1	0	0	0	3
Serbia and Montenegro	Pristina	0	0	0	0	0	0	0	0	1	0	0	0	1
Spain	Madrid	0	0	0	0	0	1	1	0	0	0	0	0	2
Switzerland	Geneva	311	136	0	0	256	275	44	11	0	0	90	68	1 191

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	
Tajikistan	Dushanbe	0	0	0	0	0	1	1	0	2	0	0	0	4
Turkey	Ankara	1	1	1	0	1	0	2	1	0	0	0	0	7
Ukraine	Kiev	0	0	0	0	0	1	2	0	2	1	0	0	6
Uzbekistan	Tashkent	0	0	0	0	0	0	0	0	0	1	0	0	1
Subtotal		335	144	5	0	273	295	64	16	14	4	98	75	1 323
Grand total		565	289	67	42	352	427	269	239	199	188	157	189	2 983