



Governing Body

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Programme, Financial and Administrative Section

PFA

FOR INFORMATION

Composition and structure of ILO staff as at 31 December 2015

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 2015
Chart I	Distribution of staff according to place of assignment, category and type of contract, on 31 December 2015
Chart II	Number of staff according to staff category and source of funds over the last six years (from 31 December 2009 to 31 December 2015)
Chart III	Percentage of staff by length of service and source of funds as at 31 December 2015
Chart IV	Percentage of staff by length of service as at 31 December 2015 (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 2015, with percentages of women for 2014 and 2015 (regular staff) (b) Distribution by age, gender and grade on 31 December 2015, with percentages of women for 2014 and 2015 (all categories of staff)
Chart V	Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2015 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 2015 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 2006 to 31 December 2015) (regular staff)
Chart VIII	(a) Number of Professional and higher category staff by age over ten years (from 31 December 2006 to 31 December 2015) (regular staff) (b) Number of Professional and higher category staff by age, on 31 December 2015 (regular staff)
Part III	Staff mobility
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Part IV	Geographical diversity
Table IV	Overall distribution by region, country of nationality, including staff movements of regular staff in the Professional and higher category (1 January–31 December 2015)

Table V	Unrepresented nationalities on non-linguistic posts as at 31 December 2015
Table VI	Composition of staff newly appointed between 1 January and 31 December 2015 in the Professional category and above (regular staff) (a) Non-linguistic staff subject to geographical distribution (b) Linguistic staff not subject to geographical distribution

Part V ILO presence

Table VII	ILO presence by duty station, as at 31 December 2015 (all categories of staff)
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2. The attention of the Governing Body 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, 29 February 2016

Part I. General overview

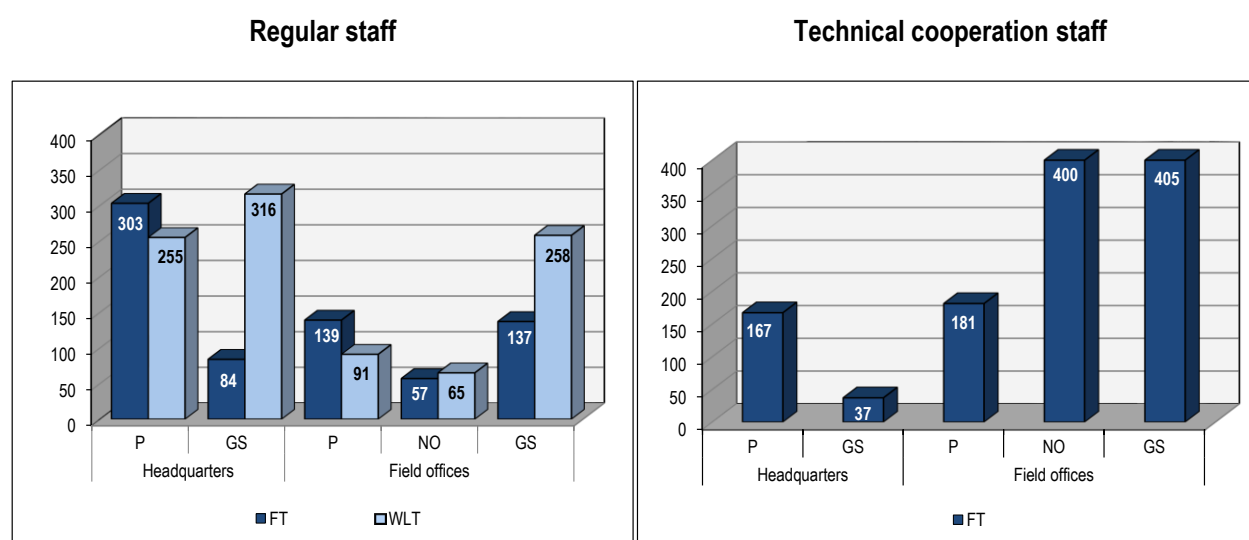
Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds, on 31 December 2015

Category of staff and place of assignment	Officials employed					
	Regular staff			Technical cooperation staff *		Total
	WLT	FT	Subtotal	FT	Subtotal	
(a) Headquarters						
Professional category and above (P)	255	303	558	167	167	725
General Service category (GS)	316	84	400	37	37	437
Subtotal (a)	571	387	958	204	204	1 162
(b) Field offices						
Professional category and above (P)	91	139	230	181	181	411
National Officer category (NO)	65	57	122	400	400	522
General Service category (GS)	258	137	395	405	405	800
Subtotal (b)	414	333	747	986	986	1 733
Grand total (a)+(b)	985	720	1 705	1 190	1 190	2 895

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

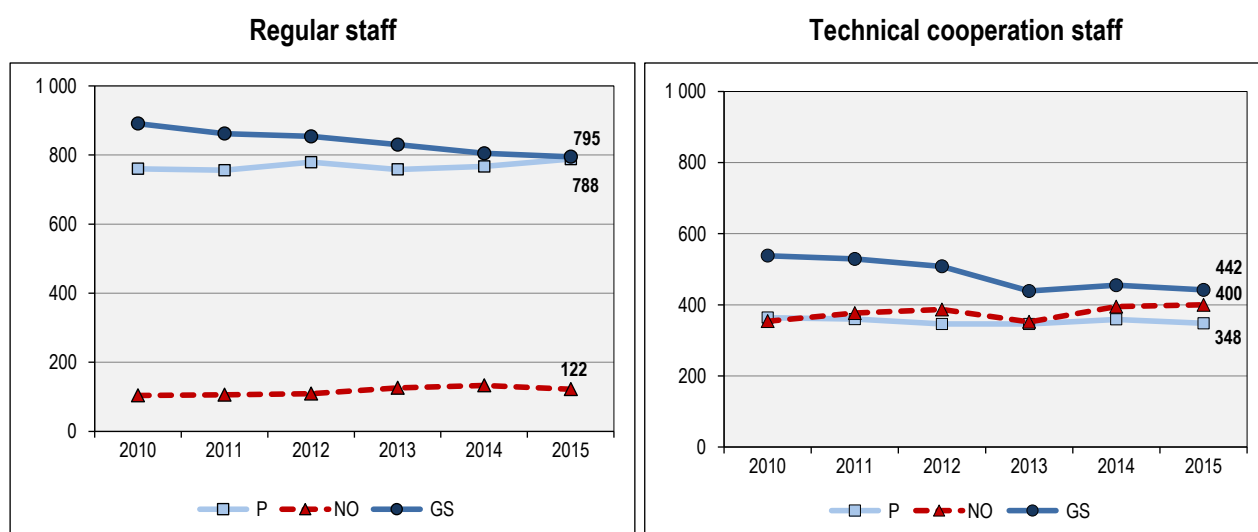
* Positions funded by TC, PSI, RBSA and other extra budgetary resources.

Chart I. Distribution of staff according to place of assignment, category and type of contract, on 31 December 2015



Source: Table I.

Chart II. Number of staff according to staff category and source of funds over the last six years (from 31 December 2009 to 31 December 2015)



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

Chart III. Percentage of staff by length of service and source of funds as at 31 December 2015

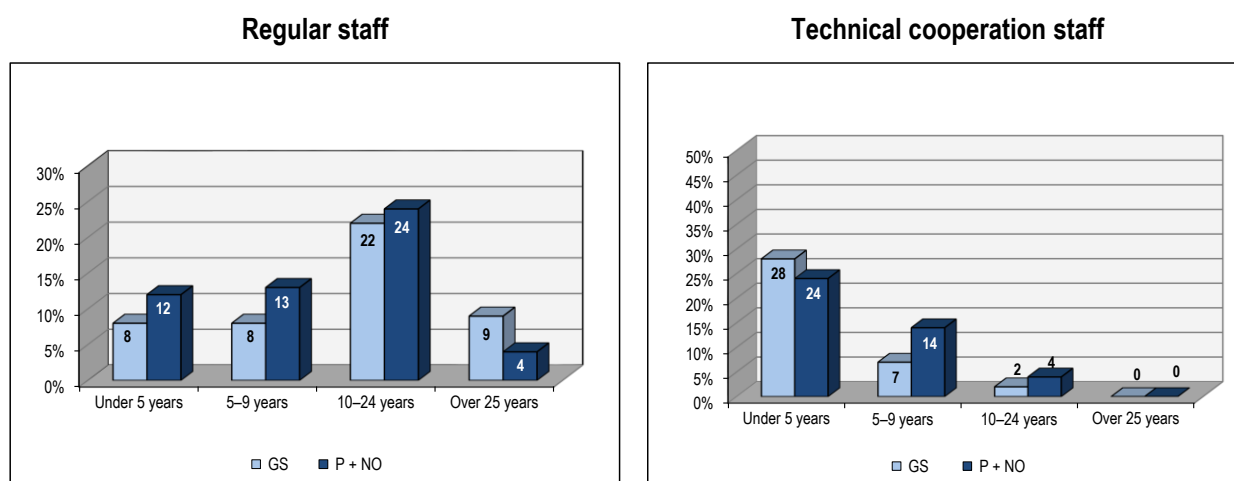
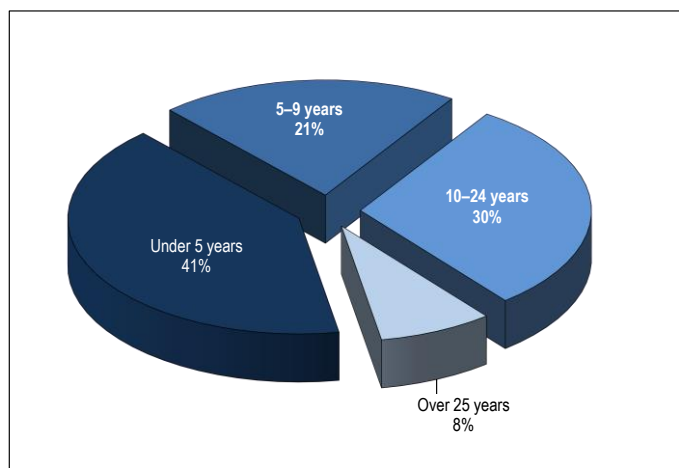


Chart IV. Percentage of staff by length of service, as at 31 December 2015 (all categories of staff)



Part II. Gender and age diversity

Table II(a). Distribution by age, gender and grade of Professional and higher category staff on 31 December 2015, with percentages of women for 2014 and 2015 (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		2014	2015
D-G	–	–	–	–	–	–	–	1	–	1	1	0	0
D-DG	–	–	–	–	–	1	1	1	1	2	3	33.3	33.3
A-DG	–	–	1	–	–	2	1	3	2	5	7	42.8	28.6
D.2	–	–	–	–	6	6	5	7	11	13	24	42.3	45.8
D.1	–	–	3	3	13	21	10	21	26	45	71	37.8	36.6
P.5	–	–	14	26	41	84	35	64	90	174	264	35.2	34.1
P.4	3	1	54	39	44	55	21	22	122	117	239	51.0	51.0
P.3	17	12	33	25	17	19	4	1	71	57	128	52.1	55.5
P.2	11	9	8	5	2	–	–	–	21	14	35	62.5	60.0
P.1	2	1	–	–	–	–	–	–	2	1	3	66.7	66.7
Other *	–	–	–	4	3	2	1	3	4	9	13	35.7	30.8
Subtotal	33	23	113	102	126	190	78	123	350	438	788	44.3	44.4
% by gender within age group	58.9	41.1	52.6	47.4	39.9	60.1	38.8	61.2	44.4	55.6			
Total by age group (M and F)	56		215		316		201		788				
% of total	7.1		27.3		40.1		25.5		100				
Average age of staff at 31.12.15 (years)					47.5 (F)		50.0 (M)						
Global average age (years)					48.9								

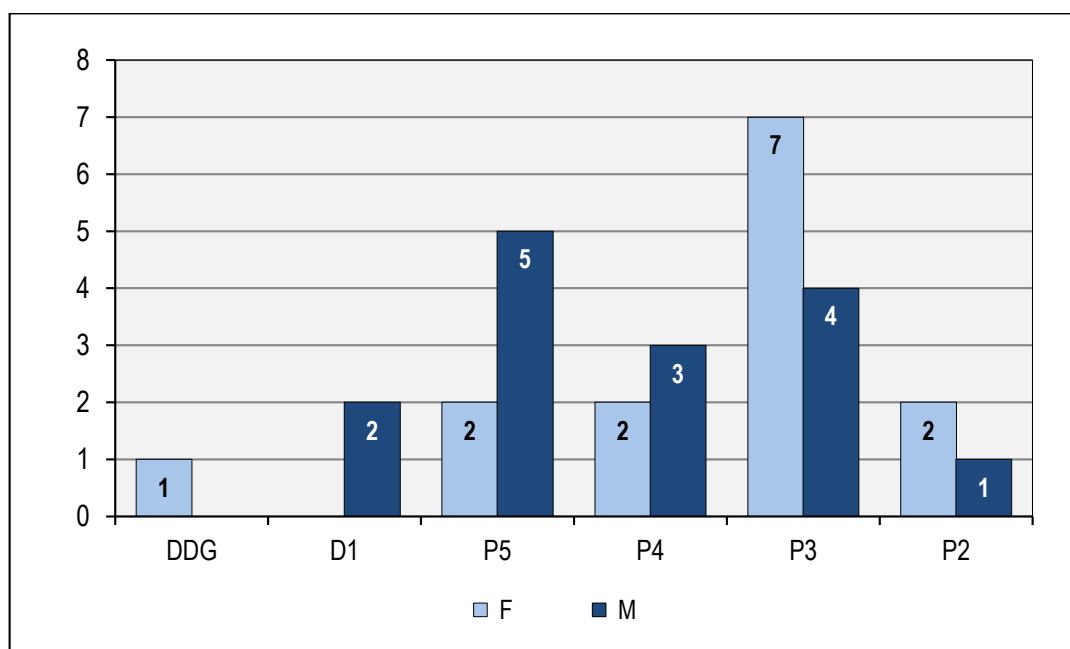
F= Female. M= Male. * National coordinators and Professional staff in Tokyo Office.

Table II(b). Distribution by age, gender and grade category on 31 December 2015, with percentages of women for 2014 and 2015 (all categories of staff)

Grade/ Category	35 and under		36–45		46–55		Over 55		Subtotal		% female	
	F	M	F	M	F	M	F	M	F	M	2014	2015
P	95	58	166	158	151	259	92	157	504	632	44.6	44.4
NO	74	43	127	112	51	60	25	30	277	245	52.3	53.1
GS	181	80	228	164	228	167	130	59	767	470	61.7	62.0
Subtotal	350	181	521	434	430	486	247	246	1 548	1 347	53.4	53.5
% by gender within age group	65.9	34.1	54.6	45.4	46.9	53.1	50.1	49.9	53.5	46.5		
Total by age group (F and M)	531		955		916		493		2 895			
% of total	18.3		33.0		31.6		17.0		100			
Average age of staff (years)			44.5 (F)	44.6 (M)								
Global average age (years)			44.6									

F = Female. M = Male.

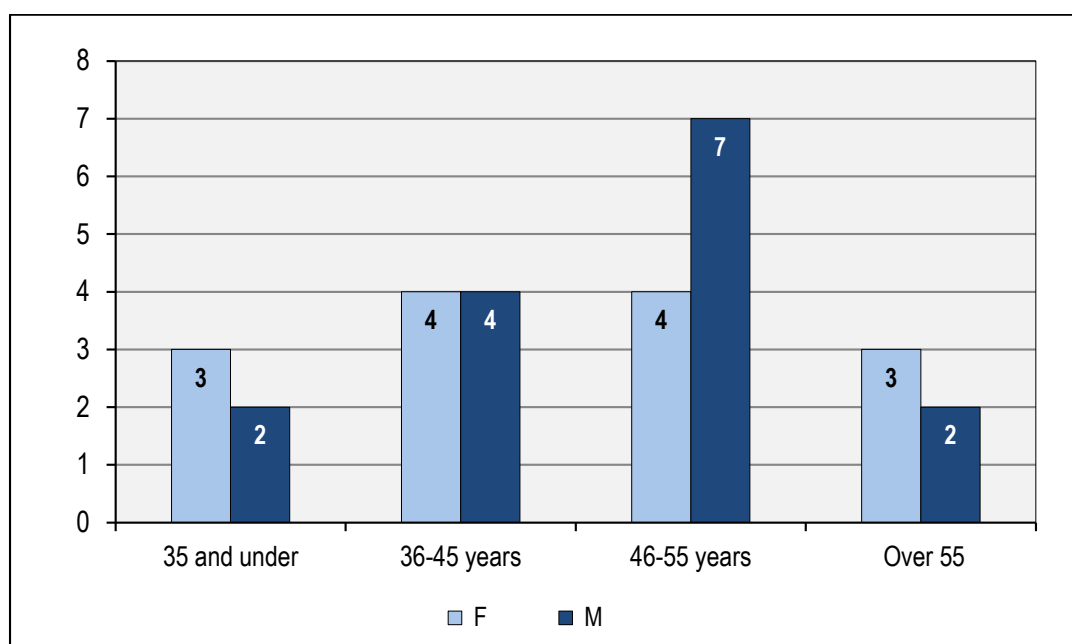
Chart V. Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2015 in the Professional category and above (regular staff)



Recruitment total: 29.

Source: Table VI below.

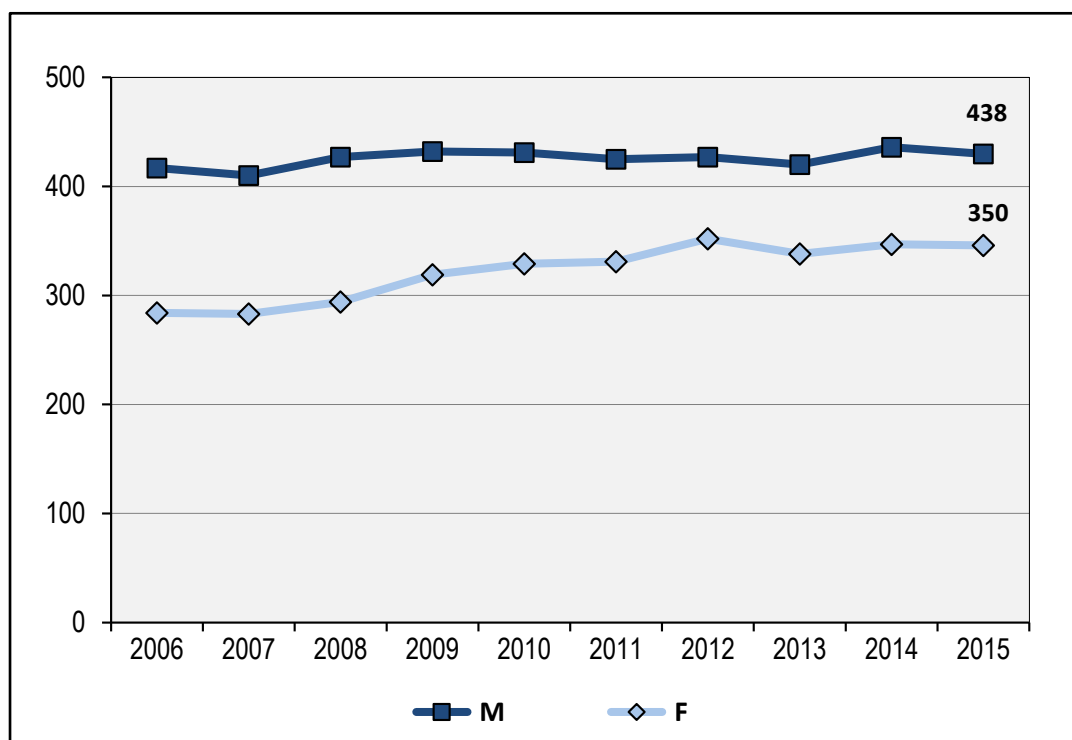
Chart VI. Distribution by age and gender of staff newly appointed between 1 January and 31 December 2015 in the Professional category and above (regular staff)



Total recruitment: 29.

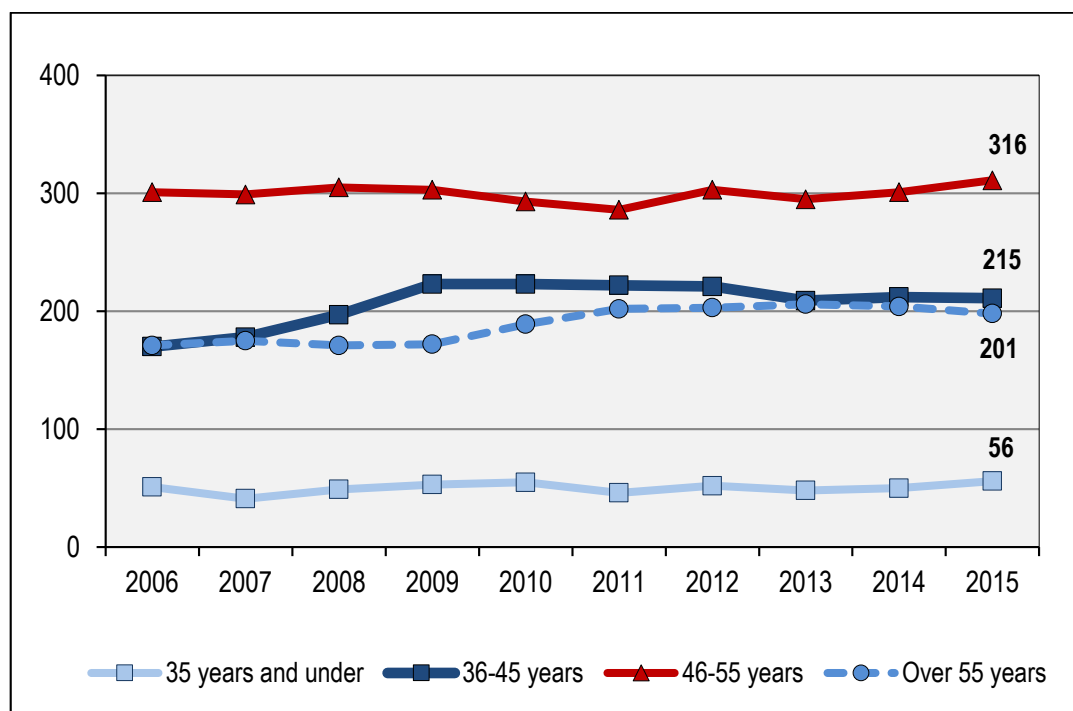
Source: Table VI below.

Chart VII. Number of Professional and higher category staff by gender in service over ten years (from 31 December 2006 to 31 December 2015) (regular staff)



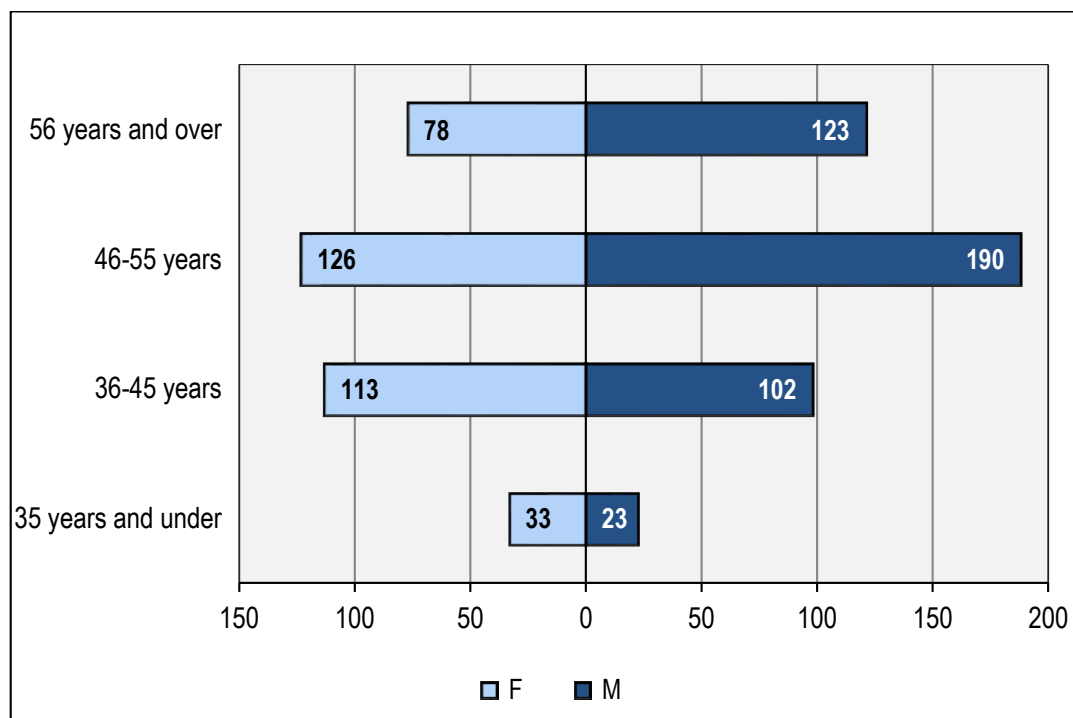
Source: Table II(a) above and data from previous PFA documents on composition and structure of staff.

Chart VIII(a). Number of Professional and higher category staff by age, in service over ten years
(from 31 December 2006 to 31 December 2015) (regular staff)



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

Chart VIII(b). Number of Professional and higher category staff by age, on 31 December 2015 (regular staff)



Source: Table II(a) above.

Part III. Staff mobility

Table III. Number of regular staff movements including geographical mobility, transfers within grade, inter-agency mobility, promotions and cessation of service, in 2014 and 2015

Movement types	Year 2014				Year 2015				Total
	P *		GS **		P *		GS **		
	M	F	M	F	M	F	M	F	
Geographic mobility	20	9	0	0	32	14	2	0	77
Field to Headquarters	4	5	0	0	13	5	0	0	27
Headquarters to field	2	2	0	0	4	1	0	0	9
Field to field	14	2	0	0	15	8	2	0	41
Transfers within grade	36	37	6	26	50	42	10	18	225
Within regular budget	16	14	0	13	27	23	4	11	108
From Technical Cooperation	12	14	5	10	16	11	5	4	77
To Technical Cooperation	8	9	1	3	7	8	1	3	40
Inter-agency mobility	6	4	0	4	4	11	0	0	29
From UN agencies	5	2	0	0	2	5	0	0	14
To UN agencies	1	2	0	4	2	6	0	2	17***
Promotions	31	36	16	34	37	32	19	51	256
Within same unit	15	21	13	28	22	22	18	48	187
Upon transfer	16	15	3	6	15	10	1	3	69
Cessation of service	31	32	18	37	25	19	14	27	203
Retirements	19	15	10	12	18	7	9	16	106
Other	12	17	8	25	7	12	5	11	97

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

GS **: General Service category.

***: One ILO staff member was appointed UN Resident Representative (for Ghana) in early 2015.

Part IV. Geographical diversity

Table IV. Overall distribution by region, country of nationality, including movements of staff in Professional and higher category (1 January–31 December 2015)

Country of nationality by region	Professional and higher category										All categories of staff
	Non-linguistic staff *					Linguistic staff **				Total	
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)		
	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15	D staff and above	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15		
AFRICA	80	4	2	82	15	0	0	0	0	82	519
Algeria	2	0	0	2	0	0	0	0	0	2	15
Angola	0	0	0	0	0	0	0	0	0	0	1
Benin	3	0	0	3	1	0	0	0	0	3	5
Botswana	0	0	0	0	0	0	0	0	0	0	1
Burkina Faso	4	0	0	4	1	0	0	0	0	4	6
Burundi	1	0	0	1	0	0	0	0	0	1	3
Cabo Verde	0	0	0	0	0	0	0	0	0	0	1
Cameroon	2	1	0	3	0	0	0	0	0	3	26
Central African Rep.	1	0	0	1	0	0	0	0	0	1	1
Comoros	1	0	0	1	0	0	0	0	0	1	1
Congo	0	0	0	0	0	0	0	0	0	0	0
Côte d'Ivoire	5	0	0	5	1	0	0	0	0	5	24
Dem. Rep. of the Congo	1	1	0	2	1	0	0	0	0	2	12
Egypt	3	2	0	5	1	0	0	0	0	5	53
Eritrea	0	0	0	0	0	0	0	0	0	0	1
Ethiopia	3	0	0	3	0	0	0	0	0	3	42
Ghana	4	0	0	4	0	0	0	0	0	4	15
Guinea	1	0	0	1	1	0	0	0	0	1	2
Guinea-Bissau	1	0	0	1	1	0	0	0	0	1	1
Kenya	3	0	0	3	0	0	0	0	0	3	20
Lesotho	2	0	0	2	0	0	0	0	0	2	8
Liberia	0	0	0	0	0	0	0	0	0	0	0
Madagascar	1	0	0	1	0	0	0	0	0	1	17
Malawi	1	0	0	1	0	0	0	0	0	1	10
Mali	2	0	0	2	0	0	0	0	0	2	4
Mauritania	2	0	0	2	1	0	0	0	0	2	4
Mauritius	2	0	0	2	1	0	0	0	0	2	5
Morocco	2	0	1	1	0	0	0	0	0	1	13
Mozambique	0	0	0	0	0	0	0	0	0	0	4
Niger	1	0	0	1	1	0	0	0	0	1	2
Nigeria	1	0	0	1	0	0	0	0	0	1	16

Country of nationality by region	Professional and higher category										All categories of staff
	Non-linguistic staff *					Linguistic staff **				Total	
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)		
	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15	D staff and above	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15		
Rwanda	4	0	0	4	1	0	0	0	0	4	7
Sao Tome and Principe	1	0	0	1	0	0	0	0	0	1	1
Senegal	5	0	0	5	0	0	0	0	0	5	30
Sierra Leone	0	0	0	0	0	0	0	0	0	0	1
South Africa	2	0	0	2	1	0	0	0	0	2	28
Sudan	1	0	0	1	0	0	0	0	0	1	2
Tanzania, United Rep. of	1	0	0	1	0	0	0	0	0	1	22
Togo	2	0	0	2	1	0	0	0	0	2	2
Tunisia	4	0	0	4	0	0	0	0	0	4	33
Uganda	3	0	0	3	1	0	0	0	0	3	9
Zambia	4	0	1	3	0	0	0	0	0	3	40
Zimbabwe	4	0	0	4	1	0	0	0	0	4	31
AMERICAS	177	4	12	169	25	5	0	0	5	174	486
Argentina	12	2	0	14	2	1	0	0	1	15	28
Bolivia, Plur. State of	3	0	0	3	1	0	0	0	0	3	7
Brazil	11	1	1	11	3	0	0	0	0	11	48
Canada	20	0	1	19	3	0	0	0	0	19	42
Chile	2	0	0	2	0	0	0	0	0	2	13
Colombia	2	0	0	2	0	0	0	0	0	2	19
Costa Rica	9	0	0	9	2	0	0	0	0	9	37
Cuba	2	0	0	2	0	0	0	0	0	2	2
Dominica	1	0	1	0	0	0	0	0	0	0	0
Dominican Rep.	1	0	0	1	1	0	0	0	0	1	2
Ecuador	2	0	0	2	0	1	0	0	1	3	7
El Salvador	1	0	0	1	0	0	0	0	0	1	9
Haiti	0	0	0	0	0	0	0	0	0	0	15
Honduras	1	0	0	1	0	0	0	0	0	1	3
Jamaica	2	0	1	1	0	0	0	0	0	1	1
Mexico	9	0	0	9	0	1	0	0	1	10	21
Nicaragua	0	0	0	0	0	0	0	0	0	0	8
Panama	0	0	0	0	0	1	0	0	1	1	4
Peru	11	1	0	12	2	0	0	0	0	12	74
Suriname	0	0	0	0	0	0	0	0	0	0	1
Trinidad and Tobago	3	0	0	3	1	0	0	0	0	3	14
United States	77	0	6	71	9	1	0	0	1	72	105

Country of nationality by region	Professional and higher category										All categories of staff
	Non-linguistic staff *					Linguistic staff **				Total	
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)		
	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15	D staff and above	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15		
Uruguay	4	0	0	4	1	0	0	0	0	4	19
Venezuela, Bolivarian Rep. of	4	0	2	2	0	0	0	0	0	2	7
ARAB STATES	13	1	2	12	0	2	0	0	2	14	76
Iraq	0	0	0	0	0	0	0	0	0	0	3
Jordan	6	1	2	5	0	0	0	0	0	5	24
Kuwait	0	0	0	0	0	0	0	0	0	0	1
Lebanon	6	0	0	6	0	2	0	0	2	8	43
Syrian Arab Rep.	1	0	0	1	0	0	0	0	0	1	3
Yemen	0	0	0	0	0	0	0	0	0	0	2
ASIA AND THE PACIFIC	114	3	10	107	14	4	0	0	4	111	807
Afghanistan	1	0	0	1	0	0	0	0	0	1	18
Australia	12	0	1	11	2	0	0	0	0	11	18
Bangladesh	1	0	0	1	1	0	0	0	0	1	81
Cambodia	0	0	0	0	0	0	0	0	0	0	51
China	10	1	0	11	2	3	0	0	3	14	38
Fiji	2	0	0	2	0	0	0	0	0	2	14
India	13	0	1	12	0	0	0	0	0	12	61
Indonesia	1	0	0	1	0	0	0	0	0	1	52
Iran, Islamic Rep. of	2	0	0	2	2	0	0	0	0	2	2
Japan	36	1	4	33	2	0	0	0	0	33	47
Korea, Rep. of	7	0	1	6	1	0	0	0	0	6	11
Lao People's Dem. Rep.	1	0	0	1	0	0	0	0	0	1	6
Malaysia	2	0	1	1	0	0	0	0	0	1	4
Maldives, Rep. of	0	0	0	0	0	0	0	0	0	0	0
Mongolia	2	0	0	2	0	0	0	0	0	2	8
Myanmar	1	0	0	1	0	0	0	0	0	1	51
Nepal	2	0	0	2	0	0	0	0	0	2	48
New Zealand	4	0	1	3	1	0	0	0	0	3	5
Pakistan	3	0	0	3	1	0	0	0	0	3	36
Papua New Guinea	0	0	0	0	0	0	0	0	0	0	1
Philippines	7	0	2	5	0	0	0	0	0	5	47
Samoa	0	0	0	0	0	0	0	0	0	0	2
Singapore	1	0	0	1	0	0	0	0	0	1	1

Country of nationality by region	Professional and higher category										All categories of staff
	Non-linguistic staff *					Linguistic staff **				Total	
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)		
	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15	D staff and above	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15		
Solomon Islands	0	0	0	0	0	0	0	0	0	0	0
Sri Lanka	1	0	1	0	0	0	0	0	0	0	34
Thailand	4	1	0	5	1	1	0	0	1	6	69
Timor-Leste	0	0	0	0	0	0	0	0	0	0	34
Viet Nam	1	0	0	1	0	0	0	0	0	1	74
EUROPE	316	17	21	312	52	27	0	6	21	332	994
Albania	1	0	0	1	0	0	0	0	0	1	5
Armenia	0	0	0	0	0	0	0	0	0	0	3
Austria	1	0	0	1	0	0	0	0	0	1	3
Azerbaijan	0	0	0	0	0	0	0	0	0	0	1
Belarus	1	0	0	1	0	0	0	0	0	1	2
Belgium	10	1	0	11	3	0	0	0	0	11	21
Bosnia and Herzegovina	1	0	0	1	1	0	0	0	0	1	3
Bulgaria	3	1	0	4	1	0	0	0	0	4	6
Croatia	3	0	1	2	0	0	0	0	0	2	2
Czech Republic	1	0	0	1	0	0	0	0	0	1	2
Denmark	6	0	0	6	3	0	0	0	0	6	12
Estonia	1	0	0	1	0	0	0	0	0	1	2
Finland	4	0	0	4	0	0	0	0	0	4	10
France	56	3	0	59	6	7	0	3	4	62	298
Georgia	0	0	0	0	0	0	0	0	0	0	3
Germany	46	1	4	43	5	1	0	0	1	44	70
Greece	4	1	0	5	1	0	0	0	0	5	7
Hungary	3	0	1	2	1	0	0	0	0	2	21
Ireland	6	0	2	4	0	0	0	0	0	4	22
Israel	3	0	0	3	1	0	0	0	0	3	4
Italy	39	2	3	38	10	1	0	1	0	38	68
Kazakhstan	0	0	0	0	0	0	0	0	0	0	3
Kyrgyzstan	0	0	0	0	0	0	0	0	0	0	6
Latvia	0	0	0	0	0	0	0	0	0	0	1
Lithuania	1	0	0	1	0	0	0	0	0	1	2
Luxembourg	1	0	0	1	0	0	0	0	0	1	3
Moldova, Rep. of	1	0	0	1	0	0	0	0	0	1	5
Montenegro	0	1	0	1	0	0	0	0	0	1	2
Netherlands	15	0	1	14	2	0	0	0	0	14	28
Norway	4	0	0	4	2	0	0	0	0	4	9

Country of nationality by region	Professional and higher category										All categories of staff
	Non-linguistic staff *					Linguistic staff **				Total	
	(a)	(b)	(c)	(d)	(e)	(a)	(b)	(c)	(d)		
	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15	D staff and above	Staff on 31.12.14	Recruited on 01.01.15 –31.12.15	Departures 01.01.15 –31.12.15	Staff on 31.12.15		
Poland	2	0	1	1	0	0	0	0	0	1	3
Portugal	8	1	1	8	1	0	0	0	0	8	24
Romania	4	1	1	4	0	0	0	0	0	4	5
Russian Federation	6	0	1	5	0	1	0	0	1	6	32
Serbia	2	0	0	2	0	0	0	0	0	2	5
Slovakia	0	0	0	0	0	0	0	0	0	0	1
Slovenia	1	0	0	1	0	0	0	0	0	1	1
Spain	25	2	3	24	7	5	0	0	5	29	54
Sweden	6	0	1	5	0	1	0	0	1	6	18
Switzerland	13	1	2	12	0	2	0	0	2	14	77
Tajikistan	0	0	0	0	0	0	0	0	0	0	4
The former Yugoslav Rep. of Macedonia	1	0	0	1	0	0	0	0	0	1	3
Turkey	3	0	0	3	0	0	0	0	0	3	17
Ukraine	4	0	0	4	0	0	0	0	0	4	7
United Kingdom	31	2	0	33	7	9	0	2	7	40	118
Uzbekistan	0	0	0	0	0	0	0	0	0	0	1
Other	0	0	0	0	0	0	0	0	0	0	7
Grand Total	700	29	49	680	105	38	0	6	32	712	2 895

Table V. Unrepresented nationalities on non-linguistic posts, as at 31 December 2015

The following 70 member States were unrepresented on non-linguistic posts, as at 31 December 2015:

Angola *	Maldives, Republic of *
Antigua and Barbuda	Malta
Armenia *	Marshall Islands
Azerbaijan *	Montenegro *
Bahamas	Mozambique *
Bahrain	Namibia
Barbados	Nicaragua *
Belize	Oman
Botswana	Palau
Brunei Darussalam	Panama *
Cabo Verde *	Papua New Guinea *
Cambodia *	Paraguay
Chad	Qatar
Congo *	Saint Kitts and Nevis
Cyprus	Saint Lucia
Djibouti	Saint Vincent and the Grenadines
Dominica	Samoa *
Equatorial Guinea	San Marino
Eritrea *	Saudi Arabia
Gabon	Seychelles
Gambia	Sierra Leone *
Georgia *	Slovakia *
Grenada	Solomon Islands *
Guatemala	Somalia
Guyana	Sri Lanka *
Haiti *	Suriname
Iceland	Swaziland
Iraq *	Tajikistan *
Kazakhstan *	Timor-Leste *
Kiribati	Turkmenistan
Kuwait	Tuvalu
Kyrgyzstan *	United Arab Emirates
Latvia *	Uzbekistan
Liberia *	Vanuatu
Libya	Yemen *

* 28 member States 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 2015 in the Professional category and above (regular staff)

Total recruitment: 29

(a) Non-linguistic staff subject to geographical distribution: 29

Less than adequate (i)		Adequate (ii)		More than adequate (iii)	
Country	Total	Country	Total	Country	Total
Brazil	1	Democratic Republic of the Congo	1	Argentina	2
China	1	Greece	1	Belgium	1
Japan	1	Montenegro	1	Bulgaria	1
		United Kingdom	2	Cameroon	1
				Egypt	2
				France	3
				Germany	1
				Italy	2
				Jordan	1
				Peru	1
				Portugal	1
				Romania	1
				Spain	2
				Switzerland	1
				Thailand	1
Total	3	Total	5	Total	21

(i) Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2015.

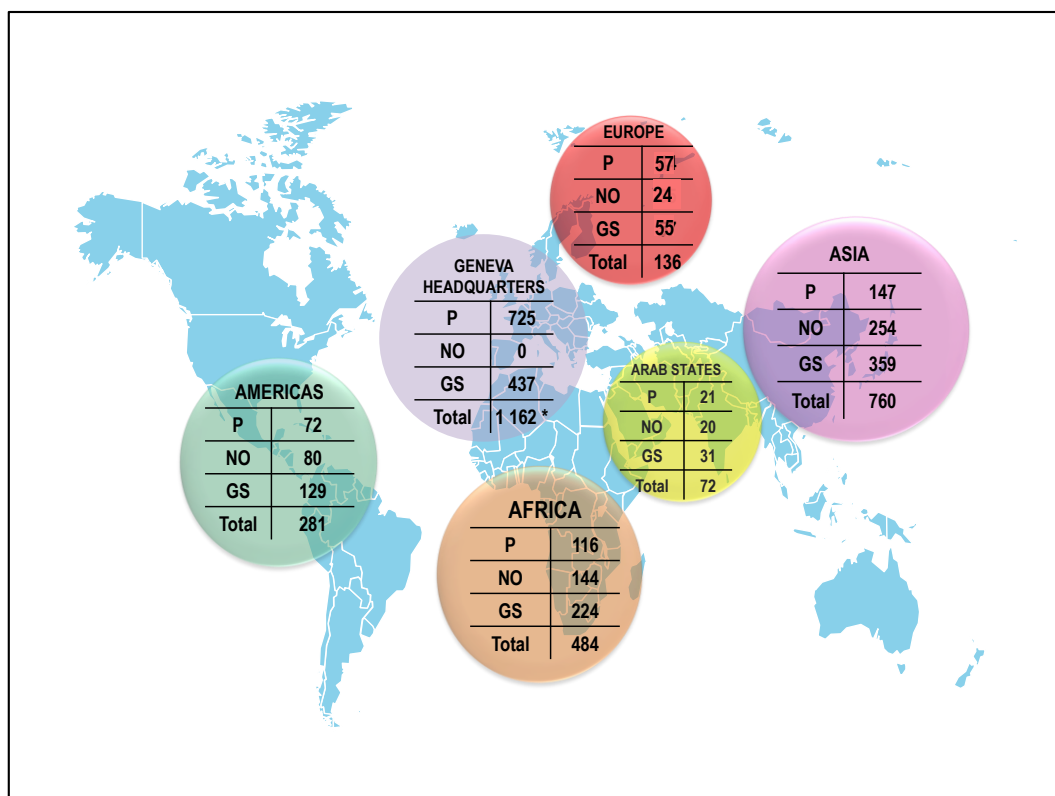
(ii) Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2015.

(iii) Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2015.

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

Part V. ILO presence

Table VII. ILO presence by duty station, as at 31 December 2015 (all categories of staff)



* Including 15 officials in regional offices who are located in Geneva.

Region		Regular staff						Technical cooperation staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		63	60	17	19	18	43	49	52	46	62	21	34	484
Algeria	Algiers	3	2	1	1	0	1	2	1	0	1	0	1	13
Angola	Luanda	0	0	0	0	0	1	0	0	0	0	0	0	1
Burkina Faso	Ouagadougou	0	0	0	0	0	0	0	0	0	1	0	0	1
Cameroon	Kumba	0	0	0	0	0	0	0	1	0	1	0	0	2
	Yaoundé	5	8	1	2	1	5	0	2	0	2	0	0	26
Cabo Verde	Praia	0	0	0	0	0	0	0	0	2	0	0	0	2
Congo, Dem. Rep. of the	Kinshasa	1	4	0	1	1	0	0	0	1	0	0	0	8
Côte d'Ivoire	Abidjan	7	8	1	3	1	2	0	2	1	0	0	0	25
Egypt	Cairo	6	4	1	0	3	3	12	6	4	6	4	2	51
	Hurghada	0	0	0	0	0	0	1	1	0	0	0	0	2
	Minya	0	0	0	0	0	0	1	1	0	0	0	0	2
	Port Said	0	0	0	0	0	0	0	2	0	0	0	0	2
Ethiopia	Addis Ababa	12	7	4	2	4	7	2	4	1	1	2	2	48
Ghana	Accra	0	0	0	0	0	0	1	1	0	1	0	0	3

Region		Regular staff						Technical cooperation staff						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	1	2	6	0	2	3	14
Lesotho	Maseru	0	0	0	0	0	0	1	1	2	2	1	0	7
Madagascar	Antananarivo	4	3	2	1	0	1	1	2	0	1	0	0	15
Malawi	Lilongwe	0	0	0	0	0	0	1	3	0	3	1	1	9
Mali	Bamako	0	0	0	0	0	0	0	0	0	1	0	0	1
Mauritania	Nouakchott	0	0	0	0	0	0	0	0	0	2	0	1	3
Morocco	Oujda	0	0	0	0	0	0	0	0	0	1	0	0	1
	Rabat	0	0	0	0	0	0	2	1	3	3	0	1	10
Mozambique	Maputo	0	0	0	0	0	0	1	1	0	2	1	2	7
Niger	Niamey	0	0	0	0	0	0	0	0	0	1	0	0	1
Nigeria	Abuja	3	5	2	1	0	1	0	1	1	0	0	1	15
Rwanda	Kigali	0	0	0	0	0	0	0	0	0	1	0	0	1
Senegal	Dakar	6	6	0	3	2	9	3	3	0	2	2	0	36
South Africa	Bhisho	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	6	2	1	2	4	11	6	1	4	2	4	5	48
Sudan	Khartoum	0	0	0	0	0	0	0	0	1	0	0	0	1
Tanzania, United Rep. of	Dar es Salaam	3	5	1	1	1	1	1	1	4	3	2	1	24
Tunisia	Beja	0	0	0	0	0	0	0	0	0	1	0	0	1
	Jendouba	0	0	0	0	0	0	0	0	0	1	0	0	1
	Siliana	0	0	0	0	0	0	0	0	0	1	0	0	1
	Tunis	0	0	0	0	0	0	4	5	4	10	0	4	27
Uganda	Kampala	0	0	0	0	0	0	0	1	2	3	0	0	6
Zambia	Kaoma	0	0	0	0	0	0	0	1	0	0	0	0	1
	Lusaka	3	3	1	1	0	1	7	6	9	6	2	4	43
Zimbabwe	Harare	4	3	2	1	1	0	2	2	1	3	0	0	19
AMERICAS		68	20	20	11	16	40	29	12	27	22	11	5	281
Argentina	Buenos Aires	2	2	3	0	0	1	0	0	0	1	0	0	9
Bolivia, Plurinational State of	La Paz	0	0	0	0	0	0	2	0	0	1	0	0	3
Brazil	Brasília	5	1	2	2	1	2	2	4	5	4	0	0	28
	Porto Alegre	0	0	0	0	0	0	1	0	1	0	0	0	2
	Sao Paulo	0	0	0	0	0	0	0	0	0	1	0	0	1
Chile	Santiago	8	1	1	2	1	7	0	0	0	0	0	0	20
Colombia	Bogota	0	0	0	0	0	0	5	0	2	1	1	0	9
Costa Rica	San Jose	16	3	1	2	3	5	2	0	2	1	2	1	38

Region		Regular staff						Technical cooperation staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
Ecuador	Quito	0	0	0	0	0	0	0	0	0	1	0	0	1
El Salvador	San Salvador	0	0	0	0	0	0	2	0	4	2	0	1	9
Guatemala	Guatemala City	0	0	0	0	0	1	0	0	0	0	0	0	1
Haiti	Port au Prince	0	0	0	0	0	0	3	4	4	3	3	1	18
Honduras	Tegucigalpa	0	0	0	0	0	0	0	0	1	0	0	0	1
Mexico	Mexico City	4	1	2	2	0	1	0	0	0	0	0	0	10
Nicaragua	Managua	0	0	0	0	0	0	1	1	4	2	0	0	8
Panama	Panama City	0	0	0	0	0	0	1	1	0	1	0	1	4
Paraguay	Asuncion	0	0	0	0	0	0	0	0	0	1	0	0	1
Peru	Lima	19	6	8	2	4	14	7	2	3	3	3	0	71
Trinidad and Tobago	Port of Spain	8	1	2	0	4	4	1	0	0	0	1	0	21
United States	New York	1	1	0	0	1	2	0	0	0	0	1	1	7
	Washington, DC	2	0	0	0	2	1	0	0	0	0	0	0	5
Uruguay	Montevideo	3	4	1	1	0	2	2	0	1	0	0	0	14
ARAB STATES		11	4	4	1	7	7	9	7	8	7	3	4	72
Iraq	Erbil	0	0	0	0	0	0	0	1	0	0	0	1	2
Jordan	Amman	0	0	0	0	0	1	2	2	6	5	1	2	19
Kuwait	Kuwait	1	0	0	0	0	0	0	0	0	1	0	0	2
Lebanon	Beirut	10	4	4	0	7	6	7	3	1	1	2	1	46
	Tripoli	0	0	0	0	0	0	0	0	1	0	0	0	1
Yemen	Sana'a	0	0	0	1	0	0	0	1	0	0	0	0	2
ASIA AND THE PACIFIC		76	60	27	16	24	37	109	114	107	104	28	58	760
Afghanistan	Kabul	0	3	0	1	0	1	0	3	0	2	0	2	12
	Mazar-I-Sharif	0	0	0	0	0	0	1	2	1	3	0	2	9
Bangladesh	Dhaka	1	5	1	3	0	2	9	23	10	25	1	14	94
Cambodia	Phnom Penh	0	1	0	1	0	0	12	11	13	9	5	0	52
China	Beijing	5	2	2	1	2	2	1	0	3	2	0	0	20
Fiji	Suva	3	4	1	0	0	1	1	2	1	0	2	0	15
India	Bhubaneswar, Bhubaneswar (Odisha)	0	0	0	0	0	0	0	0	0	1	0	0	1
	Dehradun	0	0	0	0	0	0	0	0	0	1	0	0	1
	Lucknow	0	0	0	0	0	0	0	0	0	1	0	0	1
	New Delhi	8	9	3	1	4	5	4	3	4	1	0	3	45
	Shimla	0	0	0	0	0	0	0	0	0	1	0	0	1
Indonesia	Bandung	0	0	0	0	0	0	0	0	1	0	0	0	1
	Jakarta	5	3	3	1	1	1	5	1	11	7	0	1	39
	Kabangjahe	0	0	0	0	0	0	1	1	0	0	0	0	2
	Kupang	0	0	0	0	0	0	1	0	1	1	0	0	3
	Makassar	0	0	0	0	0	0	0	1	0	0	0	0	1

Region		Regular staff						Technical cooperation staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
	Semarang	0	0	0	0	0	0	0	0	0	1	0	0	1
	Solo, Solo (Surakarta)	0	0	0	0	0	0	0	0	0	1	0	0	1
	Sorong, Sorong (City)	0	0	0	0	0	0	0	0	1	0	0	0	1
	Surabaya	0	0	0	0	0	0	0	1	0	0	0	0	1
	Yogyakarta	0	0	0	0	0	0	0	0	0	1	0	0	1
Japan	Tokyo	3	0	0	0	1	1	0	0	0	0	0	0	5
Lao, People's Dem. Rep.	Vientiane	0	0	0	0	0	0	2	0	2	2	1	1	8
Malaysia	Kuala Lumpur	0	0	0	0	0	0	0	0	1	0	0	0	1
Mongolia	Ulan Bator	0	0	0	0	0	0	1	1	1	1	0	0	4
Myanmar	Nay Pyi Taw	0	0	0	1	0	0	0	1	1	0	0	1	4
	Taunggyi	0	0	0	0	0	0	0	0	0	1	0	0	1
	Yangon	2	7	1	1	1	0	14	7	8	5	5	6	57
Nepal	Butwal	0	0	0	0	0	0	2	1	0	1	0	0	4
	Hetauda	0	0	0	0	0	0	2	1	0	1	0	0	4
	Kathmandu	2	4	3	1	0	1	5	9	4	8	1	0	38
Pakistan	Faisalabad	0	0	0	0	0	0	0	0	0	1	0	0	1
	Hyderabad	0	0	0	0	0	0	0	0	0	1	0	0	1
	Islamabad	3	6	0	3	1	0	1	7	3	2	0	0	26
	Karachi	0	0	0	0	0	0	0	1	0	1	0	0	2
	Peshawar, Peshawar (Khyber Pakhtunkhwa Province)	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	Cotabato, Cotabato City	0	0	0	0	0	0	1	1	0	0	0	0	2
	Manila	8	1	3	1	1	1	5	0	3	2	0	0	25
	Zamboanga City	0	0	0	0	0	0	0	0	1	0	0	0	1
Samoa	Apia	0	0	0	0	0	0	0	0	1	1	0	0	2
Sri Lanka	Ampara	0	0	0	0	0	0	0	1	0	0	0	0	1
	Batticaloa	0	0	0	0	0	0	0	1	0	1	0	0	2
	Colombo	4	4	2	0	0	1	4	2	2	0	0	1	20
	Kilinochchi	0	0	0	0	0	0	0	5	0	1	0	0	6
	Vavuniya	0	0	0	0	0	0	0	2	0	1	0	0	3
Thailand	Bangkok	28	10	6	0	13	20	11	1	4	0	8	11	112
Timor-Leste	Baucau	0	0	0	0	0	0	0	3	0	0	0	1	4
	Dili	0	0	0	0	0	0	8	12	1	1	3	10	35
	Maliana	0	0	0	0	0	0	0	3	0	0	0	1	4

Region		Regular staff						Technical cooperation staff						Total
		GS		NO		P		GS		NO		P		
Country	Duty station	F	M	F	M	F	M	F	M	F	M	F	M	
	Oecusee, Oecusse	0	0	0	0	0	0	0	3	0	1	0	0	4
	Same	0	0	0	0	0	0	0	2	0	0	0	1	3
Viet Nam	Hanoi	4	1	2	1	0	1	14	1	15	6	0	2	47
	Ho Chi Minh City	0	0	0	0	0	0	4	1	14	7	2	1	29
EUROPE		301	132	6	1	285	311	52	9	15	2	91	93	1 298
Albania	Tirana	0	0	0	0	0	1	0	0	0	0	1	0	2
Armenia	Yerevan	0	0	0	0	1	0	0	0	2	0	0	0	3
Azerbaijan	Baku	0	0	0	0	0	0	0	0	0	0	0	0	0
Belgium	Brussels	3	0	0	0	3	0	0	0	0	0	0	0	6
Bosnia and Herzegovina	Sarajevo	0	0	0	0	1	0	1	0	0	0	0	0	2
France	Paris	1	0	0	0	0	1	0	0	0	0	0	0	2
Georgia	Tbilisi	0	0	0	0	0	0	1	1	1	0	0	1	4
Germany	Berlin	2	0	0	0	1	0	0	0	0	0	0	0	3
Hungary	Budapest	11	1	1	0	3	5	3	0	0	0	0	0	24
Israel	Jerusalem	1	1	1	0	0	1	0	0	0	0	0	0	4
Italy	Rome	1	1	0	0	0	1	0	0	0	0	1	3	7
	Turin	0	0	0	0	0	0	0	0	0	0	0	1	1
Kazakhstan	Astana	0	0	0	0	0	1	1	0	0	0	0	0	2
Kyrgyzstan	Bishkek	0	0	0	0	0	1	1	1	3	0	0	0	6
Moldova, Republic of	Chisinau	0	0	0	0	1	0	1	0	0	0	0	0	2
Montenegro	Podgorica	0	0	0	0	0	0	0	0	1	0	0	0	1
Portugal	Lisbon	0	0	0	0	1	0	0	0	0	0	1	0	2
Russian Federation	Moscow	7	2	3	1	4	5	6	0	1	0	2	3	34
Serbia	Belgrade	0	0	0	0	0	1	0	0	0	0	0	0	1
Kosovo *	Pristina	0	0	0	0	0	0	0	0	1	0	0	0	1
Spain	Madrid	0	0	0	0	0	1	0	0	0	0	0	0	1
Switzerland	Geneva	274	126	0	0	270	288	31	6	0	0	84	83	1 162
Tajikistan	Dushanbe	0	0	0	0	0	2	1	0	2	0	0	0	5
The former Yugoslav Rep. of Macedonia	Skopje	0	0	0	0	0	1	1	0	1	0	0	0	3
Turkey	Ankara	1	1	1	0	0	1	4	0	2	2	1	0	13
	Istanbul	0	0	0	0	0	0	0	1	0	0	0	0	1
Ukraine	Kiev	0	0	0	0	0	1	0	0	1	0	0	0	2
Uzbekistan	Tashkent	0	0	0	0	0	0	1	0	0	0	1	2	4
Total		519	276	74	48	350	438	248	194	203	197	154	194	2 895

* In the meaning of the United Nations Security Council Resolution 1244 (1999).