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PFA

FOR INFORMATION

Composition and structure of the staff as at 31 December 2016

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, as at 31 December 2016
Figure I	Distribution of staff according to place of assignment, category and type of contract, as at 31 December 2016
Figure II	Number of staff according to staff category and source of funds over the last six years (from 31 December 2010 to 31 December 2016)
Figure III	Percentage of staff by length of service and source of funds, as at 31 December 2016
Figure IV	Percentage of staff by length of service, as at 31 December 2016 (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, as at 31 December 2016, with percentages of women for 2015 and 2016 (regular staff)
	(b) Distribution by age, gender and grade, as at 31 December 2016, with percentages of women for 2015 and 2016 (all categories of staff)
Figure V	Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2016 in the Professional category and above (regular staff)
Figure VI	Distribution by age and gender of staff newly appointed between 1 January and 31 December 2016 in the Professional category and above (regular staff)
Figure VII	Number of Professional and higher category staff, by gender, in service over ten years (from 31 December 2007 to 31 December 2016) (regular staff)
Figure VIII	(a) Number of Professional and higher category staff, by age, in service over ten years (from 31 December 2007 to 31 December 2016) (regular staff)
	(b) Number of Professional and higher category staff, by age, as at 31 December 2016 (regular staff)
Part III	Staff mobility
Table III	Number of staff movements including geographical mobility, transfers within grade, interagency mobility, promotions and cessations of service, in 2015–16 (regular staff)
Part IV	Geographical diversity
Table IV	Overall distribution by region, country of nationality, including movements of regular staff in the Professional and higher category (1 January–31 December 2016)

Table V	Unrepresented nationalities on non-linguistic posts, as at 31 December 2016
Table VI	Composition of staff newly appointed between 1 January and 31 December 2016 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 2016 (all categories of staff)

Part I. General overview

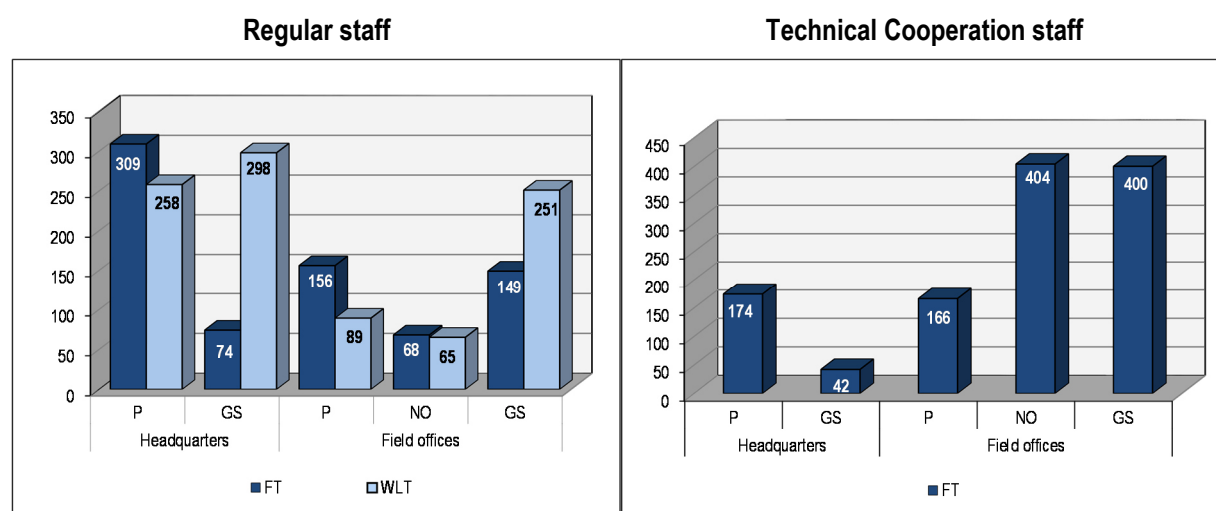
Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds, as at 31 December 2016

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 (P)	258	309	567	174	174	741
General Service category (GS)	298	74	372	42	42	434
Subtotal (a)	556	383	939	216	216	1 155
(b) Field offices						
Professional category and above (P)	89	156	245	166	166	411
National Officer category (NO)	65	68	133	404	404	537
General Service category (GS)	251	149	400	400	400	800
Subtotal (b)	405	373	778	970	970	1 748
Grand total (a)+(b)	961	756	1 717	1 186	1 186	2 903

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

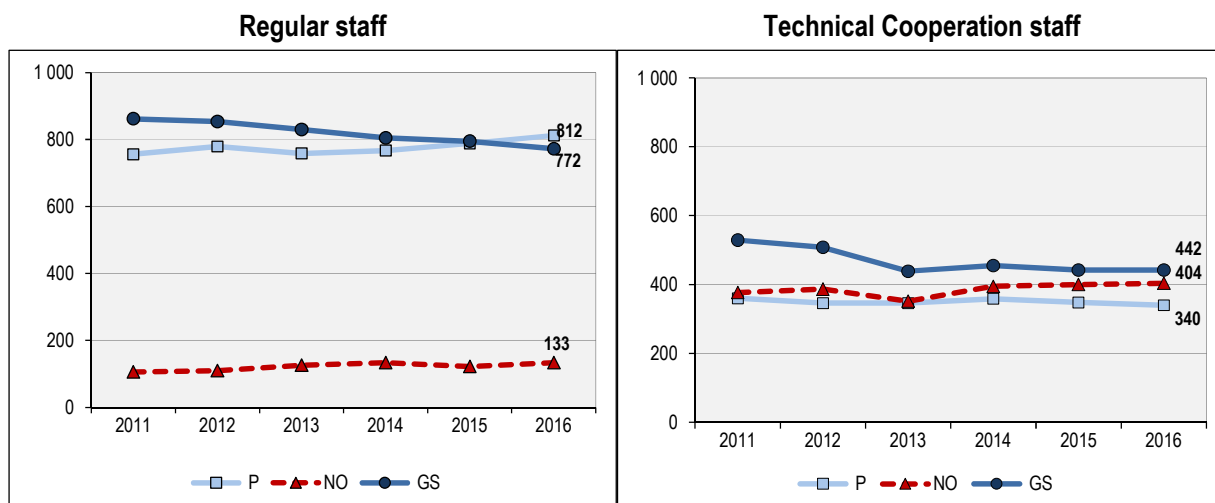
* Positions funded by TC, PSI, RBSA and other extra-budgetary resources.

Figure I. Distribution of staff according to place of assignment, category and type of contract, as at 31 December 2016



Source: Table I.

Figure II. Number of staff according to staff category and source of funds over the last six years
(from 31 December 2010 to 31 December 2016)



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

Figure III. Percentage of staff by length of service and source of funds, as at 31 December 2016

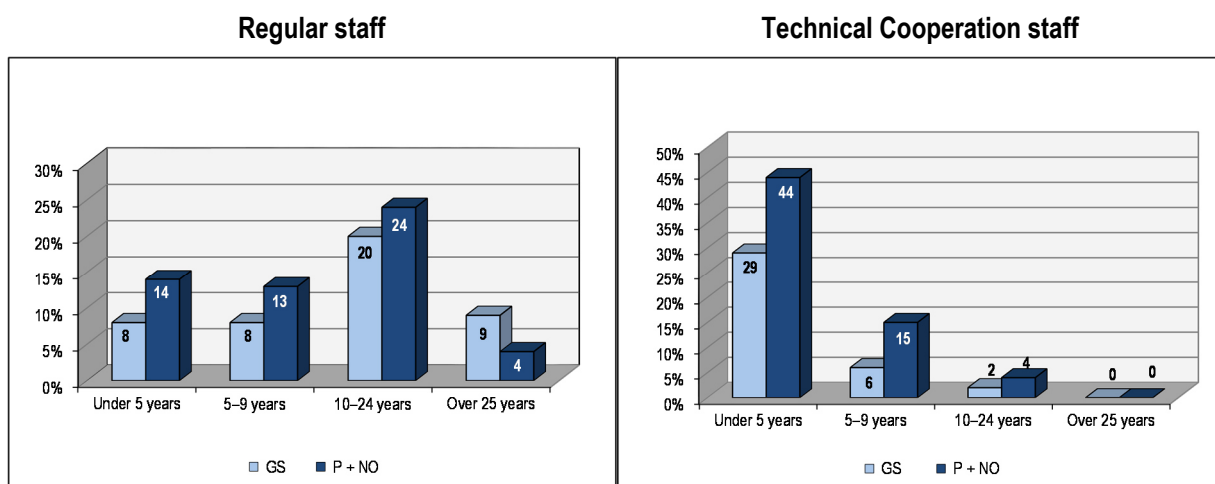
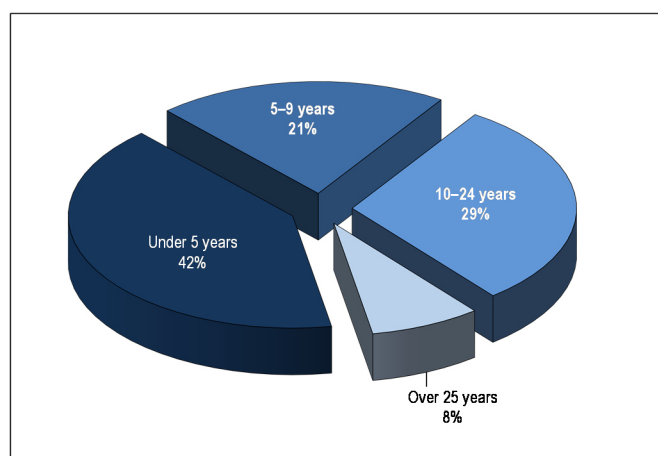


Figure IV. Percentage of staff by length of service, as at 31 December 2016
(all categories of staff)



Part II. Gender and age diversity

Table II(a). Distribution by age, gender and grade of Professional and higher category staff, as at 31 December 2016, with percentages of women for 2015 and 2016 (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		2015	2016
D-G	–	–	–	–	–	–	–	1	–	1	1	–	–
D-DG	–	–	–	–	–	1	1	1	1	2	3	33.3	33.3
A-DG	–	–	1	–	–	2	1	4	2	6	8	28.6	25.0
D.2	–	–	–	–	4	4	5	10	9	14	23	45.8	39.1
D.1	–	–	2	2	14	23	12	19	28	44	72	36.6	38.9
P.5	–	–	14	23	39	87	38	62	91	172	263	33.6	34.6
P.4	3	5	63	51	45	57	19	22	130	135	265	51.8	49.1
P.3	18	10	36	20	24	–	3	3	81	55	136	57.6	59.6
P.2	12	12	8	6	3	0	–	–	23	18	41	58.8	56.1
P.1	–	–	–	–	–	–	–	–	–	–	–	50.0	–
Other *	–	–	–	–	–	–	–	–	–	–	–	50.0	–
Subtotal	33	27	124	102	129	196	79	122	365	447	812	44.5	44.9
% by gender within age group	55.0	45.0	54.9	45.1	39.7	60.3	39.3	60.7	45.0	55.0			
Total by age group (M and F)	60		226		325		201		812				
% of total	7.4		27.8		40.0		24.8		100				
Average age of staff at 31.12.16 (years)					47.2 (F)		49.9 (M)						
Global average age (years)					48.7								

F= Female. M= Male. * Professional staff only in Tokyo Office.

Table II(b). Distribution by age, gender and grade, as at 31 December 2016, with percentages of women for 2015 and 2016 (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	2015	2016
P	91	63	181	159	153	264	90	151	515	637	44.4	44.7
NO	84	37	128	123	51	60	27	27	290	247	52.7	54.0
GS	162	81	238	155	242	165	109	62	751	463	62.1	61.9
Subtotal	337	181	547	437	446	489	226	240	1 556	1 347	53.5	53.6
% by gender within age group	65.1	34.9	55.6	44.4	47.7	52.3	48.5	51.5	53.6	46.4		
Total by age group (F and M)	518		984		935		466		2 903			
% of total	17.9		33.8		32.2		16.1		100			

Average age of staff (years) **44.0 (F) 46.5 (M)**

Global average age (years) **45.1**

F = Female. M = Male.

Figure V. Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2016 in the Professional category and above (regular staff)

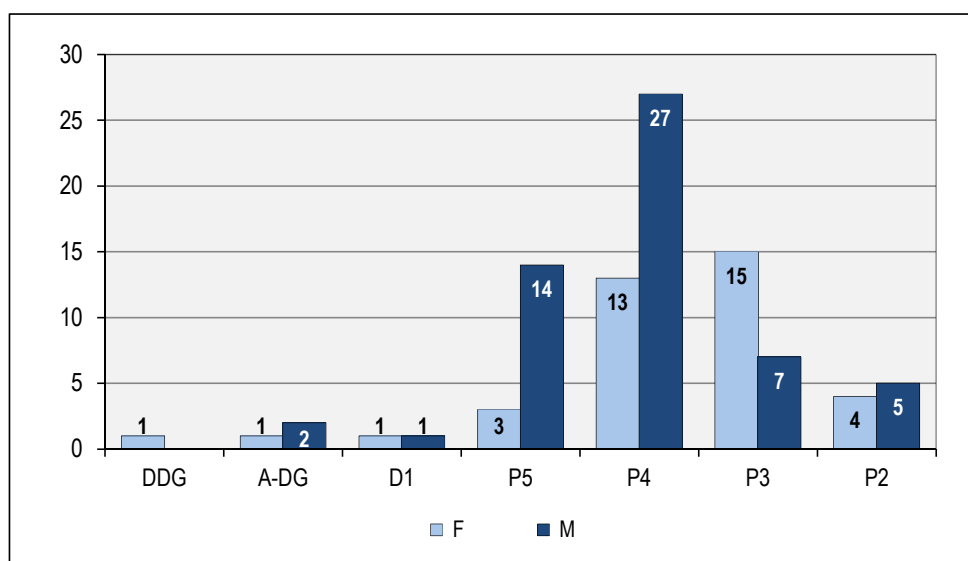


Figure VI. Distribution by age and gender of staff newly appointed between 1 January and 31 December 2016 in the Professional category and above (regular staff)

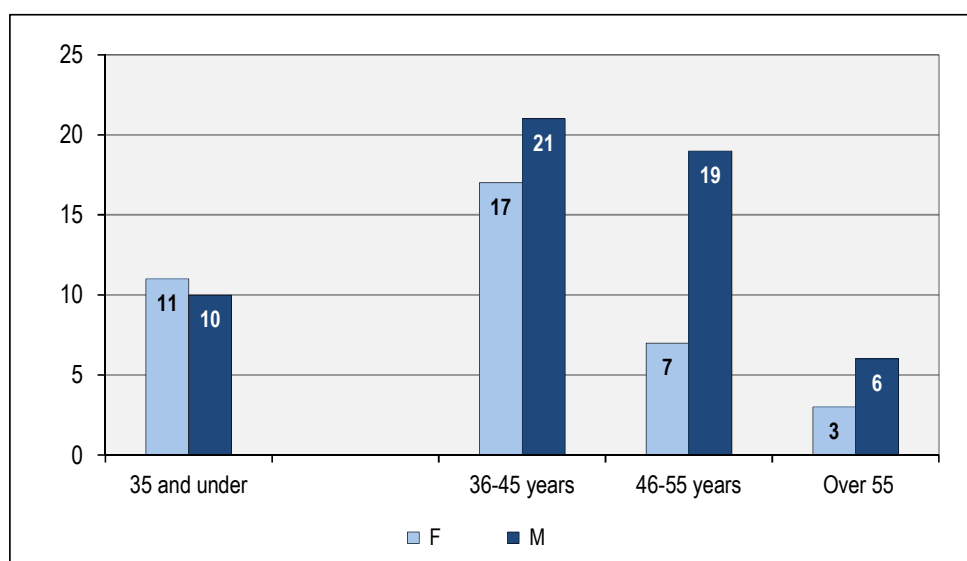
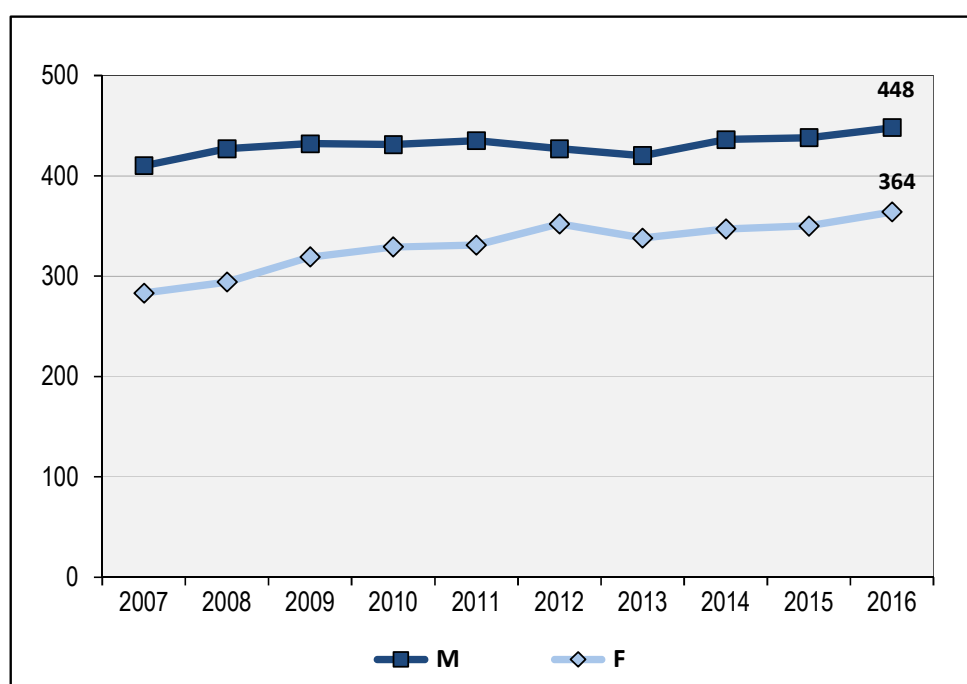
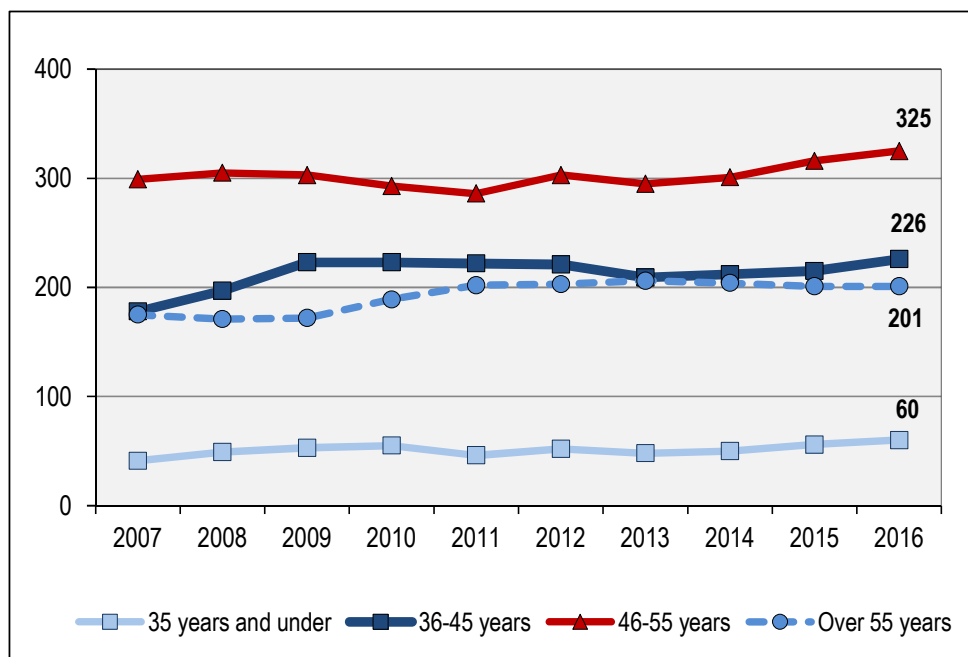


Figure VII. Number of Professional and higher category staff, by gender, in service over ten years (from 31 December 2007 to 31 December 2016) (regular staff)



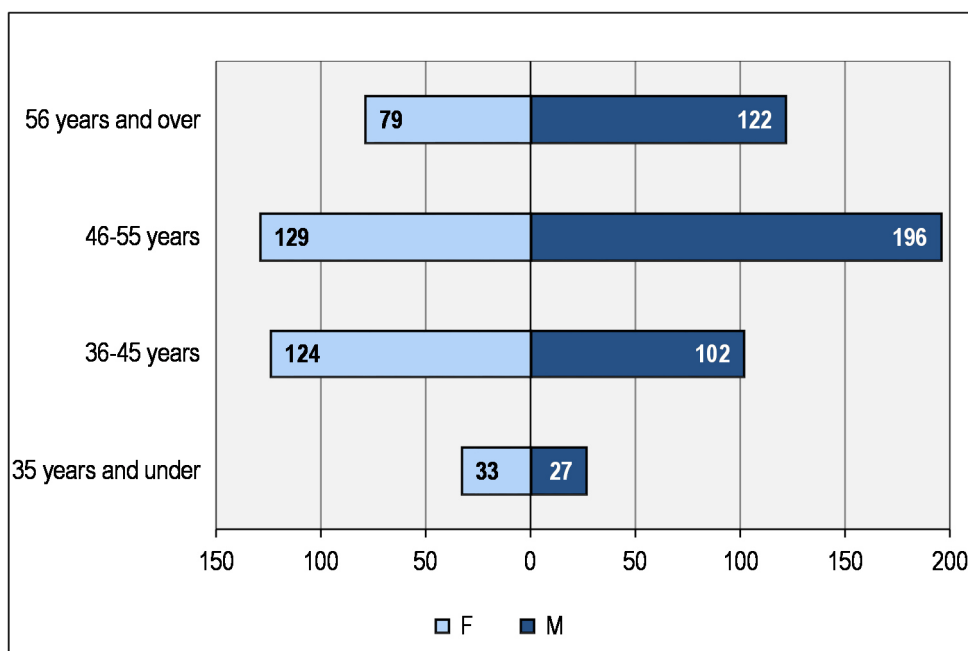
Source: Table II(a) above and data from previous PFA documents on composition and structure of staff.

Figure VIII(a). Number of Professional and higher category staff, by age, in service over ten years
(from 31 December 2007 to 31 December 2016) (regular staff)



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

Figure VIII(b) Number of Professional and higher category staff, by age, as at 31 December 2016
(regular staff)



Source: Table II(a) above.

Part III. Staff mobility

Table III. Number of staff movements including geographical mobility, transfers within grade, interagency mobility, promotions and cessation of service, in 2015–16 (regular staff)

Movement types	Year 2015				Year 2016				Total
	P *		GS **		P *		GS **		
	M	F	M	F	M	F	M	F	
Geographic mobility	32	14	2	0	18	14	0	2	82
Field to Headquarters	13	5	0	0	7	5	0	1	31
Headquarters to field	4	1	0	0	5	5	0	0	15
Field to field	15	8	2	0	6	4	0	1	36
Transfers within grade	50	42	10	18	49	51	13	28	261
Within regular budget	27	23	4	11	27	30	9	15	146
From Technical Cooperation	16	11	5	4	17	13	4	12	82
To Technical Cooperation	7	8	1	3	5	8	0	1	33
Interagency mobility	4	11	0	2	6	3	0	0	26
From UN agencies	2	5	0	0	4	2	0	0	13
To UN agencies	2	6	0	2	2	1	0	0	13
Promotions	37	32	19	51	23	21	17	28	228
Within same unit	22	22	18	48	12	15	13	25	175
Upon transfer	15	10	1	3	11	6	4	3	53
Cessation of service	25	19	14	27	42	36	17	44	224
Retirements	18	7	9	16	23	12	9	27	121
Other	7	12	5	11	19	24	8	17	103

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 movements of regular staff in the Professional and higher category (1 January–31 December 2016)

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 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16	D staff and above	Staff on 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16		
AFRICA	82	14	10	86	16	0	0	0	0	86	515
Algeria	2	0	0	2	0	0	0	0	0	2	19
Angola	0	0	0	0	0	0	0	0	0	0	1
Benin	3	1	0	4	1	0	0	0	0	4	9
Botswana	0	2	0	2	0	0	0	0	0	2	2
Burkina Faso	4	0	0	4	1	0	0	0	0	4	5
Burundi	1	0	0	1	0	0	0	0	0	1	3
Cabo Verde	0	0	0	0	0	0	0	0	0	0	2
Cameroon	3	1	0	4	0	0	0	0	0	4	29
Central African Rep.	1	0	0	1	0	0	0	0	0	1	1
Chad	0	1	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	1
Côte d'Ivoire	5	0	0	5	1	0	0	0	0	5	25
Dem. Rep. of the Congo	2	0	1	1	0	0	0	0	0	1	13
Egypt	5	0	0	5	1	0	0	0	0	5	52
Eritrea	0	0	0	0	0	0	0	0	0	0	1
Ethiopia	3	0	0	3	0	0	0	0	0	3	41
Ghana	4	0	3	1	1	0	0	0	0	1	22
Guinea	1	1	0	2	1	0	0	0	0	2	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	17
Lesotho	2	0	0	2	0	0	0	0	0	2	3
Liberia	0	0	0	0	0	0	0	0	0	0	3
Madagascar	1	0	0	1	0	0	0	0	0	1	16
Malawi	1	1	0	2	0	0	0	0	0	2	11
Mali	2	1	0	3	0	0	0	0	0	3	4
Mauritania	2	0	0	2	1	0	0	0	0	2	8
Mauritius	2	0	1	1	0	0	0	0	0	1	3
Morocco	1	0	1	0	0	0	0	0	0	0	14
Mozambique	0	0	0	0	0	0	0	0	0	0	4
Niger	1	1	0	2	1	0	0	0	0	2	4
Nigeria	1	0	0	1	1	0	0	0	0	1	17

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 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16	D staff and above	Staff on 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16		
Rwanda	4	0	0	4	1	0	0	0	0	4	7
Sao Tome and Principe	1	0	1	0	0	0	0	0	0	0	0
Senegal	5	0	1	4	0	0	0	0	0	4	26
Sierra Leone	0	0	0	0	0	0	0	0	0	0	1
South Africa	2	3	0	5	1	0	0	0	0	5	26
Sudan	1	0	0	1	0	0	0	0	0	1	1
Tanzania, United Rep. of	1	0	0	1	0	0	0	0	0	1	17
Togo	2	0	0	2	1	0	0	0	0	2	2
Tunisia	4	1	1	4	0	0	0	0	0	4	33
Uganda	3	0	1	2	1	0	0	0	0	2	5
Zambia	3	0	0	3	0	0	0	0	0	3	35
Zimbabwe	4	1	0	5	2	0	0	0	0	5	27
AMERICAS	169	17	15	171	21	5	0	2	3	174	490
Argentina	14	2	1	15	2	1	0	1	0	15	27
Bolivia, Plur. State of	3	0	0	3	1	0	0	0	0	3	8
Brazil	11	2	2	11	1	0	0	0	0	11	46
Canada	19	2	2	19	2	0	0	0	0	19	44
Chile	2	1	1	2	0	0	0	0	0	2	15
Colombia	2	0	0	2	0	0	0	0	0	2	20
Costa Rica	9	0	0	9	2	0	0	0	0	9	38
Cuba	2	0	1	1	0	0	0	0	0	1	1
Dominican Rep.	1	0	0	1	1	0	0	0	0	1	2
Ecuador	2	2	1	3	0	1	0	1	0	3	7
El Salvador	1	1	0	2	0	0	0	0	0	2	4
Guatemala	0	0	0	0	0	0	0	0	0	0	2
Haiti	0	0	0	0	0	0	0	0	0	0	16
Honduras	1	0	0	1	0	0	0	0	0	1	2
Jamaica	1	0	0	1	0	0	0	0	0	1	1
Mexico	9	0	0	9	0	1	0	0	1	10	23
Nicaragua	0	0	0	0	0	0	0	0	0	0	8
Panama	0	1	0	1	0	1	0	0	1	2	6
Peru	12	0	0	12	2	0	0	0	0	12	69
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	71	6	6	71	9	1	0	0	1	72	106

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 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16	D staff and above	Staff on 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16		
Uruguay	4	0	1	3	0	0	0	0	0	3	24
Venezuela, Bolivarian Rep. of	2	0	0	2	0	0	0	0	0	2	6
ARAB STATES	12	1	1	12	1	2	0	0	2	14	77
Iraq	0	0	0	0	0	0	0	0	0	0	1
Jordan	5	1	0	6	1	0	0	0	0	6	29
Kuwait	0	0	0	0	0	0	0	0	0	0	1
Lebanon	6	0	1	5	0	2	0	0	2	7	39
Syrian Arab Rep.	1	0	0	1	0	0	0	0	0	1	4
Yemen	0	0	0	0	0	0	0	0	0	0	3
ASIA AND THE PACIFIC	105	14	8	111	15	4	0	0	4	115	816
Afghanistan	1	0	0	1	0	0	0	0	0	1	16
Australia	11	1	0	12	2	0	0	0	0	12	20
Bangladesh	1	0	1	0	0	0	0	0	0	0	89
Cambodia	0	0	0	0	0	0	0	0	0	0	56
China	11	5	1	15	3	3	0	0	3	18	43
Fiji	2	1	0	3	0	0	0	0	0	3	14
India	12	0	1	11	1	0	0	0	0	11	50
Indonesia	1	0	0	1	0	0	0	0	0	1	48
Iran, Islamic Rep. of	2	0	0	2	2	0	0	0	0	2	2
Japan	33	3	3	33	3	0	0	0	0	33	50
Korea, Rep. of	6	0	0	6	1	0	0	0	0	6	13
Lao People's Dem. Rep.	1	0	0	1	0	0	0	0	0	1	5
Malaysia	1	0	0	1	0	0	0	0	0	1	6
Mongolia	2	0	0	2	0	0	0	0	0	2	9
Myanmar	1	0	0	1	0	0	0	0	0	1	54
Nepal	2	0	0	2	0	0	0	0	0	2	47
New Zealand	3	0	1	2	1	0	0	0	0	2	5
Pakistan	3	2	0	5	1	0	0	0	0	5	28
Papua New Guinea	0	0	0	0	0	0	0	0	0	0	1
Philippines	5	1	1	5	0	0	0	0	0	5	44
Samoa	0	0	0	0	0	0	0	0	0	0	1
Singapore	1	0	0	1	0	0	0	0	0	1	1
Sri Lanka	0	1	0	1	0	0	0	0	0	1	30

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 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16	D staff and above	Staff on 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16		
Thailand	5	0	0	5	1	1	0	0	1	6	69
Timor-Leste	0	0	0	0	0	0	0	0	0	0	32
Viet Nam	1	0	0	1	0	0	0	0	0	1	83
EUROPE	312	45	16	341	52	23	3	2	24	365	1 003
Albania	1	0	0	1	0	0	0	0	0	1	4
Armenia	0	0	0	0	0	0	0	0	0	0	1
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	11	3	0	14	5	0	0	0	0	14	23
Bosnia and Herzegovina	1	0	0	1	1	0	0	0	0	1	6
Bulgaria	4	1	2	3	1	0	0	0	0	3	3
Croatia	2	0	0	2	0	0	0	0	0	2	2
Cyprus	0	0	0	0	0	0	0	0	0	0	1
Czech Republic	1	0	0	1	0	0	0	0	0	1	1
Denmark	6	2	0	8	3	0	0	0	0	8	13
Estonia	1	0	0	1	0	0	0	0	0	1	1
Finland	4	0	0	4	0	0	0	0	0	4	10
France	59	10	1	68	6	5	2	1	6	74	306
Georgia	0	0	0	0	0	0	0	0	0	0	4
Germany	43	3	3	43	4	1	0	1	0	43	71
Greece	5	0	0	5	1	0	0	0	0	5	9
Hungary	2	0	0	2	1	0	0	0	0	2	21
Ireland	4	1	0	5	0	0	0	0	0	5	24
Israel	3	0	0	3	1	0	0	0	0	3	3
Italy	38	5	0	43	10	0	0	0	0	43	65
Kazakhstan	0	0	0	0	0	0	0	0	0	0	3
Kyrgyzstan	0	0	0	0	0	0	0	0	0	0	5
Latvia	0	0	0	0	0	0	0	0	0	0	1
Lithuania	1	0	0	1	0	0	0	0	0	1	1
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	1	0	0	1	0	0	0	0	0	1	4
Netherlands	14	4	1	17	2	0	0	0	0	17	27
Norway	4	2	1	5	1	0	0	0	0	5	9
Poland	1	0	0	1	0	0	0	0	0	1	3

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 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16	D staff and above	Staff on 31.12.15	Recruited on 01.01.16 –31.12.16	Departures 01.01.16 –31.12.16	Staff on 31.12.16		
Portugal	8	1	1	8	1	0	0	0	0	8	23
Romania	4	1	0	5	0	0	0	0	0	5	5
Russian Federation	5	0	1	4	0	1	0	0	1	5	32
Serbia	2	0	0	2	0	0	0	0	0	2	7
Slovakia	0	1	0	1	0	0	0	0	0	1	1
Slovenia	1	0	0	1	0	0	0	0	0	1	1
Spain	24	6	0	30	6	5	0	0	5	35	58
Sweden	5	0	0	5	1	1	0	0	1	6	16
Switzerland	12	1	2	11	0	2	0	0	2	13	71
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	5
Turkey	3	3	0	6	1	0	0	0	0	6	24
Ukraine	4	0	0	4	0	0	0	0	0	4	10
United Kingdom	33	1	4	30	7	8	1	0	9	39	110
Uzbekistan	0	0	0	0	0	0	0	0	0	0	1
Other	0	0	0	0	0	0	0	0	0	0	2
Grand Total	680	91	50	721	105	34	3	4	33	754	2 903

Table V. Unrepresented nationalities on non-linguistic posts, as at 31 December 2016

The following 70 member States were unrepresented on non-linguistic posts, as at 31 December 2016.

Angola *	Maldives, Republic of*
Antigua and Barbuda	Malta
Armenia*	Marshall Islands
Azerbaijan*	Morocco*
Bahamas	Mozambique*
Bahrain	Namibia
Bangladesh*	Nicaragua*
Barbados	Oman
Belize	Palau
Brunei Darussalam	Papua New Guinea*
Cabo Verde*	Paraguay
Cambodia*	Qatar
Congo*	Saint Kitts and Nevis
Cook Islands	Saint Lucia
Cyprus*	Saint Vincent and the Grenadines
Djibouti	Samoa*
Dominica	San Marino
Equatorial Guinea	Sao Tome and Principe
Eritrea*	Saudi Arabia
Gabon	Seychelles
Gambia	Sierra Leone*
Georgia*	Solomon Islands
Grenada	Somalia
Guatemala*	South Sudan
Guyana	Suriname*
Haiti*	Swaziland
Iceland	Tajikistan*
Iraq*	Timor-Leste*
Kazakhstan*	Tonga
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 2016 in the Professional category and above (regular staff)

Total recruitment: 94

(a) Non-linguistic staff subject to geographical distribution: 91

Less than adequate (i)		Adequate (ii)		More than adequate (iii)	
Country	Total	Country	Total	Country	Total
Botswana	2	Australia	1	Argentina	2
Brazil	2	Canada	2	Belgium	3
Chad	1	Chile	1	Benin	1
China	5	Ecuador	2	Bulgaria	1
Japan	3	El Salvador	1	Cameroon	1
Panama	1	Fiji	1	Denmark	2
Slovakia	1	Germany	3	France	10
Sri Lanka	1	Guinea	1	Ireland	1
Turkey	3	Malawi	1	Italy	5
United States	6	Mali	1	Jordan	1
		Niger	1	Netherlands	4
		Norway	2	Pakistan	2
		South Africa	3	Philippines	1
		United Kingdom	1	Portugal	1
				Romania	1
				Spain	6
				Switzerland	1
				Tunisia	1
				Zimbabwe	1
Total	25	Total	21	Total	45

(i) Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2016.

(ii) Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2016.

(iii) Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2016.

(b) Linguistic staff not subject to geographical distribution: 3

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

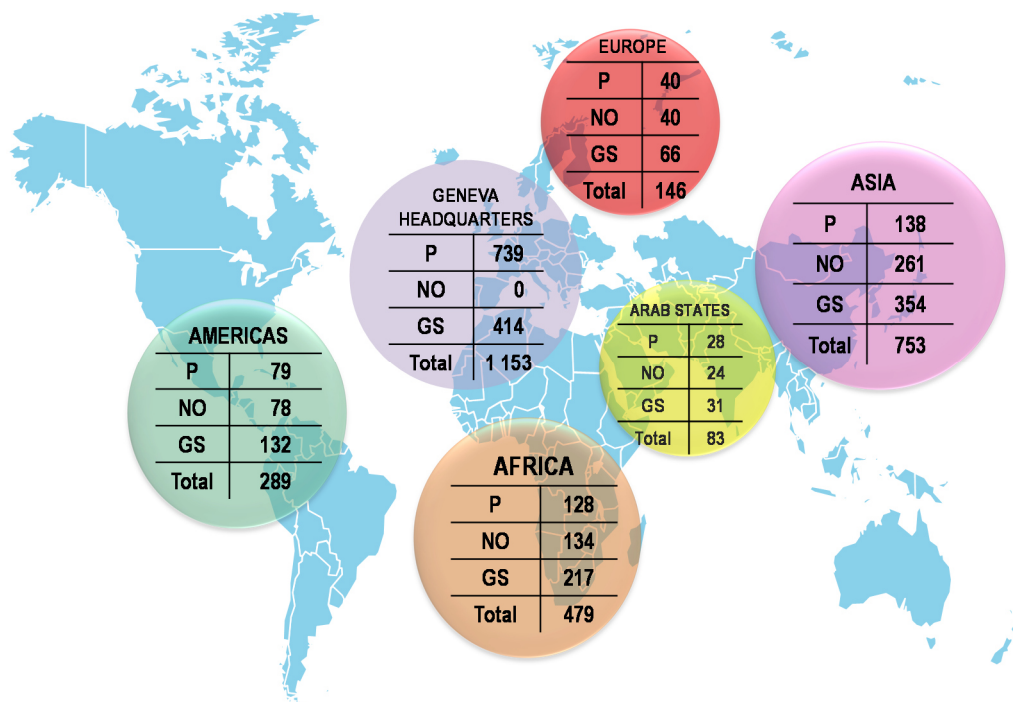
(i) Number of officials recruited from member States with less than the adequate number of nationals on the staff at the end of 2016.

(ii) Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2016.

(iii) Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2016.

Part V. ILO presence

Table VII. ILO presence by duty station, as at 31 December 2016 (all categories of staff)



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		71	58	15	20	23	48	39	49	43	56	23	34	479
Algeria	Algiers	4	2	1	1	0	2	3	1	1	2	0	1	18
Benin	Cotonou	0	0	0	0	0	0	0	0	1	0	0	0	1
Cameroon	Kumba	0	0	0	0	0	0	0	1	0	1	0	0	2
	Yaoundé	5	7	1	2	1	7	0	2	1	2	0	0	28
Cabo Verde	Praia	0	0	0	0	0	0	0	0	1	0	1	0	2
Central African Rep.	Bangui	0	0	0	0	0	0	0	0	0	0	0	1	1
Congo, Dem. Rep. of the	Kinshasa	2	4	0	2	2	0	1	0	0	0	0	1	12
Côte d'Ivoire	Abidjan	10	7	1	4	4	10	1	0	1	0	1	2	41
Egypt	Cairo	6	4	2	0	4	3	7	6	5	6	3	3	49
	Hurghada	0	0	0	0	0	0	1	0	0	0	0	0	1
	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	11	6	3	1	0	1	1	4	4	2	4	0	37
Ghana	Accra	0	0	0	0	0	0	3	4	2	3	1	0	13
Kenya	Nairobi	0	0	0	0	0	0	0	1	4	0	1	3	9
Lesotho	Maseru	0	0	0	0	0	0	0	0	1	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	
Liberia	Monrovia	0	0	0	0	0	0	0	1	0	2	0	0	3
Madagascar	Antananarivo	4	3	2	1	1	1	0	1	0	0	0	0	13
Malawi	Lilongwe	0	0	0	0	0	0	1	3	0	4	2	0	10
Mali	Bamako	0	0	0	1	0	0	0	0	0	0	0	0	1
Mauritania	Nouakchott	0	0	0	0	0	0	1	1	0	2	0	3	7
Morocco	Oujda	0	0	0	0	0	0	0	0	0	1	0	0	1
	Rabat	0	0	0	0	0	0	2	1	4	3	0	1	11
Mozambique	Maputo	0	0	0	0	0	0	1	1	0	1	0	2	5
	Pemba	0	0	0	0	0	0	0	0	0	1	1	0	2
Niger	Niamey	0	0	0	0	0	0	0	1	0	1	0	0	2
Nigeria	Abuja	3	6	1	1	0	1	0	1	2	0	0	1	16
Rwanda	Kigali	0	0	0	0	0	0	0	0	0	1	0	0	1
Senegal	Dakar	7	7	0	2	4	9	2	1	0	3	0	0	35
South Africa	Bhisho	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	2	2
	Pretoria	8	2	1	2	4	12	3	0	2	1	3	4	42
Tanzania, United Rep. of	Dar es Salaam	4	5	1	1	1	1	0	1	0	2	2	0	18
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	7	4	10	1	3	29
Uganda	Kampala	0	0	0	0	0	0	0	1	1	2	0	0	4
Zambia	Kaoma	0	0	0	0	0	0	0	1	0	0	0	0	1
	Lusaka	3	3	0	1	1	1	6	5	8	2	3	5	38
Zimbabwe	Harare	4	2	2	1	1	0	1	1	1	1	0	0	14
AMERICAS		70	18	23	12	18	47	28	16	27	16	9	5	289
Argentina	Buenos Aires	3	2	3	0	1	2	0	0	0	1	0	0	12
Bolivia, Plurinational State of	La Paz	0	0	0	0	0	0	3	0	0	1	0	0	4
Brazil	Brasília	4	1	1	3	2	1	1	2	7	4	0	0	26
	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	9	1	2	2	1	8	0	0	0	0	0	0	23
Colombia	Bogota	0	0	0	0	0	1	5	0	4	0	0	0	10
Costa Rica	San Jose	16	3	2	2	3	6	1	0	3	0	1	0	37
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	1	0	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	
Guatemala	Guatemala City	0	0	0	0	0	1	0	0	1	1	0	0	3
Haiti	Port au Prince	0	0	0	0	0	0	4	7	2	2	3	2	20
Mexico	Mexico City	4	1	4	0	0	2	0	0	0	0	0	0	11
Nicaragua	Managua	0	0	0	0	0	0	1	1	4	2	0	0	8
Panama	Panama City	0	0	0	0	0	0	2	1	0	1	0	1	5
Paraguay	Asuncion	0	0	0	0	0	0	0	0	0	0	0	1	1
Peru	Lima	19	5	8	2	4	14	6	3	4	2	4	0	71
Trinidad and Tobago	Port of Spain	8	1	2	0	4	6	1	0	0	0	0	0	22
United States	New York	1	1	0	0	1	2	0	0	0	0	0	1	6
	Washington, DC	2	0	0	0	2	1	0	0	0	0	1	0	6
Uruguay	Montevideo	4	3	1	3	0	3	2	2	1	0	0	0	19
ARAB STATES		11	3	3	1	7	9	8	9	10	10	5	7	83
Jordan	Amman	0	0	0	0	0	1	2	1	7	6	2	2	21
	Irbid	0	0	0	0	0	0	0	1	0	2	0	1	4
	Mafrq	0	0	0	0	0	0	0	1	0	0	0	1	2
Kuwait	Kuwait	1	0	0	0	0	0	0	0	0	1	0	0	2
Lebanon	Beirut	10	3	3	0	7	8	5	5	2	0	3	1	47
	Tripoli	0	0	0	0	0	0	0	0	1	0	0	0	1
United Arab Emirates	Dubai	0	0	0	0	0	0	1	0	0	0	0	1	2
Yemen	Sana'a	0	0	0	1	0	0	0	1	0	1	0	1	4
ASIA AND THE PACIFIC		79	59	24	17	25	46	106	110	117	103	22	45	753
Afghanistan	Kabul	0	5	0	1	0	1	0	0	0	0	0	1	8
	Mazar-I-Sharif	0	0	0	0	0	0	2	3	0	3	0	2	10
Bangladesh	Dhaka	3	4	1	3	0	2	11	22	15	29	2	12	104
Cambodia	Phnom Penh	0	1	0	1	0	0	14	12	12	13	4	0	57
China	Beijing	6	2	2	1	1	4	2	0	3	1	0	0	22
Fiji	Suva	3	4	1	1	0	2	1	1	1	0	0	0	14
India	New Delhi	6	8	3	1	3	10	3	2	2	1	0	1	40
	Shimla	0	0	0	0	0	0	0	0	0	1	0	0	1
Indonesia	Bandung	0	0	0	0	0	0	0	1	1	0	0	0	2
	Jakarta	6	3	2	2	1	1	5	1	10	6	2	2	41
	Kupang	0	0	0	0	0	0	0	0	0	1	0	0	1
	Makassar	0	0	0	0	0	0	0	1	0	0	0	0	1
	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
	Surabaya	0	0	0	0	0	0	0	2	0	0	0	0	2
	Yogyakarta	0	0	0	0	0	0	0	0	0	1	0	0	1
Japan	Tokyo	4	0	0	1	1	0	0	0	0	0	0	0	6

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	
Lao, People's Dem. Rep.	Vientiane	0	0	0	0	0	0	1	0	2	1	1	0	5
Malaysia	Kuala Lumpur	0	0	0	0	0	0	1	0	2	0	1	0	4
Mongolia	Ulan Bator	0	0	0	0	0	0	2	0	2	0	0	0	4
Myanmar	Hakha	0	0	0	0	0	0	0	1	0	0	0	0	1
	Mandalay	0	0	0	0	0	0	1	0	0	0	0	0	1
	Nay Pyi Taw	0	0	0	1	0	0	0	1	1	0	0	0	3
	Taunggyi	0	0	0	0	0	0	0	1	1	1	0	0	3
	Yangon	2	7	1	0	1	1	13	10	8	3	2	6	54
Nepal	Butwal	0	0	0	0	0	0	1	1	0	1	0	0	3
	Hetauda	0	0	0	0	0	0	1	1	0	1	0	0	3
	Kathmandu	2	4	3	1	0	1	7	9	3	7	0	0	37
Pakistan	Islamabad	2	6	0	3	2	0	0	4	1	3	1	0	22
	Lahore	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	0	0	0	0	0	1
	Manila	9	1	2	0	0	2	5	1	4	4	0	0	28
Samoa	Apia	0	0	0	0	0	0	0	0	0	1	0	0	1
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	0	2	1	4	0	1	0	18
	Kilinochchi	0	0	0	0	0	0	0	3	0	1	0	0	4
	Vavuniya	0	0	0	0	0	0	0	2	0	1	0	0	3
Thailand	Bangkok	28	9	6	0	14	21	9	0	8	1	4	10	110
Timor-Leste	Baucau	0	0	0	0	0	0	0	4	0	0	0	1	5
	Dili	0	0	0	0	0	0	7	13	1	0	2	6	29
	Maliana	0	0	0	0	0	0	0	3	0	0	0	1	4
	Same	0	0	0	0	0	0	0	3	0	0	0	1	4
	Suai	0	0	0	0	0	0	0	1	0	0	0	0	1
Viet Nam	Hanoi	4	1	1	1	2	1	12	2	18	7	0	1	50
	Ho Chi Minh City	0	0	0	0	0	0	5	1	18	9	2	1	36
EUROPE		275	128	10	8	292	297	64	13	18	4	91	99	1 299
Albania	Tirana	0	0	1	0	0	0	1	0	0	0	0	0	2
Armenia	Yerevan	0	0	1	0	0	0	0	0	0	0	0	0	1
Azerbaijan	Baku	0	0	0	1	0	0	0	0	0	0	0	0	1
Belgium	Brussels	3	0	0	0	3	0	0	0	0	0	0	0	6

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	
Bosnia and Herzegovina	Sarajevo	0	0	1	0	0	0	2	0	1	1	1	0	6
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	1	0	0	0	1	1	0	0	0	0	0	0	3
Greece	Athens	0	0	0	0	0	0	1	0	1	0	0	0	2
Hungary	Budapest	10	2	1	0	2	4	3	0	0	0	0	0	22
Israel	Jerusalem	1	1	1	0	0	1	0	0	0	0	0	0	4
Italy	Rome	0	1	0	0	0	1	0	0	0	0	1	3	6
	Turin	0	0	0	0	0	1	0	0	0	0	0	1	2
Kazakhstan	Astana	0	0	0	1	0	0	1	0	0	0	0	0	2
Kyrgyzstan	Bishkek	0	0	0	1	0	0	1	1	2	0	0	0	5
Moldova, Republic of	Chisinau	0	0	1	0	0	0	1	0	0	0	0	0	2
Montenegro	Podgorica	0	0	0	0	0	0	1	0	2	0	0	0	3
Portugal	Lisbon	0	0	0	0	1	0	0	0	0	0	1	0	2
Russian Federation	Moscow	7	2	3	1	2	4	8	0	1	0	1	2	31
Serbia	Belgrade	0	0	0	1	0	0	1	0	1	0	0	0	3
Spain	Madrid	0	0	0	0	0	1	0	0	0	0	0	0	1
Switzerland	Geneva	251	121	0	0	283	282	33	9	0	0	85	89	1 153
Tajikistan	Dushanbe	0	0	0	1	0	0	1	0	1	0	0	1	4
The former Yugoslav Rep. of Macedonia	Skopje	0	0	0	1	0	0	2	0	1	0	0	0	4
Turkey	Ankara	1	1	1	0	0	1	5	0	5	3	0	0	17
	Istanbul	0	0	0	0	0	0	0	1	0	0	0	0	1
Ukraine	Kiev	0	0	0	1	0	0	1	1	2	0	0	0	5
Uzbekistan	Tashkent	0	0	0	0	0	0	1	0	0	0	2	2	5
Total		506	266	75	58	365	447	245	197	215	189	150	190	2 903