

Additional Data on Human Resources Management

Information Note no. 1 - December 2017

1. The tables below present the data of annual progress in Human Resources Management, and complement the comprehensive analysis presented in the document FC 169/9, *Human Resources Management*.
2. *Table 1* shows the regional grouping of consultants (COF.REG.) by nationality indicating the location (headquarters or decentralized offices) and the duration of employment with FAO. As of 28 November 2017, 2,063 consultants were under contract with FAO, equally distributed between headquarters and decentralized offices.
3. *Table 2* lists the top 20 nationalities of consultants (COF.REG.) hired by the Organization as of November 2017.
4. *Table 3* presents the numbers of applications to Professional Vacancy Announcements (VAs) received in 2016 and 2017 per grade of the position. This is part of the outreach efforts of the Organization to increase and diversify the pool of applicants to professional positions. Although there is a slight decrease of applications for the VAs at P-3 level, the trend is positive for all other grades, in particular for positions at P-1 and P-2 levels, and in overall terms.
5. The overall Professional Vacancy Rate as of November 2017 is 15.2 percent as shown in *Table 4*.
6. *Table 5* shows the number of Member Nations by representation status. Over the past year, the number of non-represented countries has considerably decreased. Consequently, the number of under- and equitably-represented countries has increased.
7. *Table 6* presents FAO's total workforce by contract type as at November 2017. It includes all employees divided by categories of staff and non-staff human resources.



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Table 1: Regional grouping of consultants¹ by nationality as at November 2017

Region of nationality	Total length-in-service (years) since first assignment with FAO							
	0 - 1	2-3	4 – 5	6 – 7	8 – 9	> 10		
Headquarters							Total	
AFRICA	19	15	5	7	3	6	55	
ASIA	15	11	4	7		5	42	
EUROPE	165	162	89	96	56	141	709	
LATIN AMERICA & CARIBBEAN	24	21	15	10	4	5	79	
NEAR EAST	4	3	6	1	4	2	20	
NORTH AMERICA	26	17	15	14	1	17	90	
SOUTHWEST PACIFIC	6	6	2	2	1	3	20	
	259	235	136	137	69	179	1015	
Decentralized Offices							Total	
AFRICA	69	19	28	18	14	58	206	
ASIA	42	15	17	11	2	22	109	
EUROPE	120	80	57	48	41	99	445	
LATIN AMERICA & CARIBBEAN	24	19	19	18	5	20	105	
NEAR EAST	12	5	3	3	2	6	31	
NORTH AMERICA	37	13	15	10	5	17	97	
SOUTHWEST PACIFIC	26	8	5	2	4	10	55	
	330	159	144	110	73	232	1048	
All locations							Total	% of total
AFRICA	88	34	33	25	17	64	261	12.7%
ASIA	57	26	21	18	2	27	151	7.3%
EUROPE	285	242	146	144	97	240	1154	55.9%
LATIN AMERICA & CARIBBEAN	48	40	34	28	9	25	184	8.9%
NEAR EAST	16	8	9	4	6	8	51	2.5%
NORTH AMERICA	63	30	30	24	6	34	187	9.1%
SOUTHWEST PACIFIC	32	14	7	4	5	13	75	3.6%
Total	589	394	280	247	142	411	2063	100%

¹ For the purposes of this document, consultants include those NSHR in the category COF.REG, which is the category used for regular consultants under the new NSHR Guidelines introduced in August 2017. It excludes other types of NSHR such as PSA.SBS, translators, graphic designers, etc.

Table 2: Top 20 nationalities of consultants hired by FAO as at November 2017

No.	Nationality	Headquarters	Decentralized Offices	Total	Percentage
1	ITALY	427	61	488	23.7%
2	UNITED STATES	71	63	134	6.5%
3	FRANCE	53	61	114	5.5%
4	UNITED KINGDOM	45	51	96	4.7%
5	SPAIN	26	33	59	2.9%
6	CANADA	19	34	53	2.6%
7	AUSTRALIA	14	38	52	2.5%
8	BELGIUM	17	29	46	2.2%
9	GERMANY	24	22	46	2.2%
10	NETHERLANDS	15	24	39	1.9%
11	INDIA	10	25	35	1.7%
12	KENYA	5	29	34	1.6%
13	BRAZIL	16	17	33	1.6%
14	PHILIPPINES	6	19	25	1.2%
15	UKRAINE	4	21	25	1.2%
16	MEXICO	7	14	21	1.0%
17	NEW ZEALAND	5	15	20	1.0%
18	ARGENTINA	12	7	19	0.9%
19	CHILE	6	13	19	0.9%
20	HUNGARY	10	9	19	0.9%
21	Other nationalities	223	463	686	33.3%
Total		1,015	1,048	2,063	100%

Table 3: Average Applications for Professional Vacancy Announcements in 2012, 2016 and 2017 (as at November 2017)

Grade	2012	2016	2017	Increase 2017/2016
P-1		350	432	23%
P-2	263	367	615	68%
P-3	155	273	219	-19%
P-4	117	197	214	9%
P-5	75	139	141	1%
Total	127	216	219	1%

Table 4: Professional Vacancy Rate as at November 2017

	Posts PWB 2016-17	Total posts occupied	Total Vacant Posts	Vacancy Rate
Total headquarters	843	717	126	14.9%
Total Decentralized Offices (excluding FAOR)	240	202	38	15.8%
Total Decentralized Offices (including FAOR)	304	256	48	15.8%
Total	1147	973	174	15.2%

Table 5: Number of Member Nations by representation status

	Projection at the end of December 2016		Projection at the end of December 2017	
Non-represented countries	29	15%	24	12%
Under-represented countries	14	7%	17	9%
Equitably-represented countries	147	76%	149	77%
Over-represented countries	4	2%	4	2%
Total	194	100%	194	100%

Table 6: FAO' total workforce by contract type as at November 2017

	Headquarters	Decentralized Offices	Total
D and above	79	48	127
Professional	879	559	1438
General Service	687	761	1448
National Professional Officers	-	210	210
Associate Professional Officers	22	9	31
Consultants	1015	1048	2063
Contractors (PSA.SBS)	259	285	544
National Project Personnel	-	4,000	4,000
National contractors and other	129	2704	2833
Other	255	572	827
Total	3325	10196	13521