

Additional Data on Human Resources Management

Information Note no. 2 - December 2017

1. This second set of tables presents data relating to Human Resources Management complementing the analysis presented in the document FC 169/9, *Human Resources Management*.
2. *Table 1* lists the Member Nations by representation group and shows how several countries, that were chronically under-represented, such as the Islamic Republic of Iran, Republic of Korea and United States of America and are now equitably represented.
3. *Table 2* shows the percentage of female employees in FAO's workforce in 2012, 2014 and 2017, indicating the different contract types and locations. Overall, the trend is positive, in particular at headquarters, where there was a considerable increase of female employees. It should also be noted a substantial increase of female staff in senior level positions (D and above).
4. *Table 3* presents the average age of FAO's workforce in 2012, 2014 and 2017, indicating the different contract types and locations. Efforts towards the rejuvenation of the workforce have produced as a result a stable age in the workforce, mainly due to a recent increase in the number of junior posts in the Organization.



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Table 1: Member Nations by representation group as per projection at the end of December 2017

Equitably-Represented countries (149)

1. AFGHANISTAN
2. ALBANIA
3. ALGERIA
4. ANDORRA
5. ANGOLA
6. ARGENTINA
7. ARMENIA
8. AUSTRALIA
9. AUSTRIA
10. AZERBAIJAN
11. BAHAMAS
12. BANGLADESH
13. BARBADOS
14. BELARUS
15. BELIZE
16. BENIN
17. BHUTAN
18. BOLIVIA
19. BOSNIA/HERZEGOVINA
20. BOTSWANA
21. BRAZIL
22. BULGARIA
23. BURKINA FASO
24. BURUNDI
25. CAMBODIA
26. CAMEROON
27. CANADA
28. CAPE VERDE
29. CHAD
30. CHILE
31. COLOMBIA
32. COMOROS
33. CONGO
34. CONGO DEMOCRATIC REP
35. COOK ISLANDS
36. COSTA RICA
37. COTE D'IVOIRE
38. CROATIA
39. CUBA
40. CYPRUS
41. CZECH REPUBLIC THE
42. DEMOCRATIC P R KOREA
43. DENMARK
44. DJIBOUTI
45. DOMINICA
46. DOMINICAN REPUBLIC
47. ECUADOR
48. EGYPT
49. EL SALVADOR
50. EQUATORIAL GUINEA
51. ERITREA
52. ETHIOPIA
53. FIJI
54. FINLAND
55. FRANCE
56. GABON
57. GAMBIA
58. GEORGIA
59. GERMANY
60. GHANA
61. GREECE
62. GRENADA
63. GUATEMALA
64. GUINEA
65. GUYANA
66. HAITI
67. HONDURAS
68. HUNGARY
69. ICELAND
70. INDIA
71. IRAN
72. IRAQ
73. JAMAICA
74. JORDAN
75. KAZAKHSTAN
76. KENYA
77. KOREA REPUBLIC OF
78. KYRGYZSTAN
79. LATVIA
80. LESOTHO
81. LIBERIA
82. LITHUANIA
83. MADAGASCAR
84. MALAWI
85. MALDIVES
86. MALI
87. MALTA
88. MAURITANIA
89. MAURITIUS
90. MOLDOVA

91. MONGOLIA
92. MONTENEGRO
93. MOROCCO
94. MOZAMBIQUE
95. NEPAL
96. NETHERLANDS
97. NEW ZEALAND
98. NICARAGUA
99. NIGER
100. NIGERIA
101. NORWAY
102. OMAN
103. PAKISTAN
104. PALAU
105. PANAMA
106. PAPUA NEW GUINEA
107. PARAGUAY
108. PERU
109. PHILIPPINES
110. PORTUGAL
111. RUSSIAN FEDERATION
112. RWANDA
113. SAINT LUCIA
114. SAINT VINC. & GRENA.
115. SAMOA
116. SAN MARINO
117. SENEGAL
118. SERBIA
119. SIERRA LEONE
120. SOMALIA
121. SOUTH AFRICA
122. SOUTH SUDAN
123. SPAIN
124. SRI LANKA
125. SUDAN
126. SWAZILAND
127. SWEDEN
128. SWITZERLAND
129. SYRIAN ARAB REPUBLIC
130. TAJIKISTAN
131. TANZANIA UNITED REP.
132. THAILAND
133. THE FYR.OF MACEDONIA

134. TOGO
135. TONGA
136. TRINIDAD AND TOBAGO
137. TUNISIA
138. TURKMENISTAN
139. UGANDA
140. UKRAINE
141. UNITED KINGDOM
142. UNITED STATES
143. URUGUAY
144. UZBEKISTAN
145. VANUATU
146. VIET NAM
147. YEMEN
148. ZAMBIA
149. ZIMBABWE

Under-Represented countries (17)

1. CHINA
2. INDONESIA
3. ISRAEL
4. JAPAN
5. KUWAIT
6. LUXEMBOURG
7. MALAYSIA
8. MEXICO
9. POLAND
10. ROMANIA
11. SAUDI ARABIA
12. SINGAPORE
13. SLOVAKIA
14. SLOVENIA
15. TURKEY
16. UNITED ARAB EMIRATES
17. VENEZUELA

Over-Represented countries (4)

1. BELGIUM
2. IRELAND
3. ITALY
4. LEBANON

Non-Represented countries (24)

1. ANTIGUA AND BARBUDA
2. BAHRAIN
3. BRUNEI
4. CENTRAL AFRICAN REP
5. ESTONIA
6. GUINEA-BISSAU
7. KIRIBATI
8. LAOS
9. LIBYA
10. MARSHALL ISLANDS
11. MICRONESIA
12. MONACO
13. MYANMAR
14. NAMIBIA
15. NAURU
16. NIUE
17. QATAR
18. SAINT KITTS & NEVIS
19. SAO TOME & PRINCIPE
20. SEYCHELLES
21. SOLOMON ISLANDS
22. SURINAME
23. TIMOR LESTE
24. TUVALU

Table 2: Percentage of female employees in FAO's workforce

As at 1 January 2012

Category	Headquarters	Decentralized Offices	Total
D and above	21.98%	17.95%	20.77%
Professional	42.27%	22.13%	36.07%
General Service	71.01%	60.62%	65.95%
National Professional Officers	/	36.06%	36.06%
Associate Professional Officers	73.33%	61.90%	68.63%
Consultants	35.54%	29.75%	32.22%
Contractors (PSA.SBS)	55.18%	32.06%	43.86%
National Project Personnel	/	28.95%	28.95%
National contractors and other	33.75%	32.80%	33.01%
Other	33.33%	25.64%	26.19%
Total	52.11%	35.71%	42.01%

As at 1 January 2014

Category	Headquarters	Decentralized Offices	Total
D and above	30.26%	6.82%	21.67%
Professional	44.24%	23.23%	36.91%
General Service	72.27%	60.66%	66.36%
National Professional Officers	/	40.63%	40.63%
Associate Professional Officers	70.00%	46.15%	60.61%
Consultants	50.00%	24.15%	35.99%
Contractors (PSA.SBS)	56.56%	30.34%	42.32%
National Project Personnel	/	26.02%	26.02%
National contractors and other	62.14%	29.26%	31.87%
Other	60.71%	40.93%	43.32%
Total	55.98%	31.67%	37.88%

As at November 2017

Category	Headquarters	Decentralized Offices	Total
D and above	27.85%	22.92%	25.98%
Professional	50.97%	31.84%	43.53%
General Service	73.65%	60.32%	66.64%
National Professional Officers	/	40.95%	40.95%
Associate Professional Officers	77.27%	44.44%	67.74%
Consultants	55.63%	33.76%	44.57%
Contractors (PSA.SBS)	62.93%	35.79%	48.71%
National Project Personnel	/	30.90%	30.90%
National contractors and other	60.47%	36.24%	37.35%
Other	71.08%	51.13%	56.68%
Total	59.31%	36.24%	41.91%

Table 3: FAO' total workforce by average age

As at 1 January 2012

Category	Headquarters	Decentralized Offices	Total
D and above	54.60	55.10	54.75
Professional	46.33	49.30	47.25
General Service	45.87	43.99	44.96
National Professional Officers	/	47.23	47.23
Associate Professional Officers	31.37	31.86	31.57
Consultants	44.89	46.32	45.71
Contractors (PSA.SBS)	38.05	41.43	39.71
National Project Personnel	/	39.37	39.37
National contractors and other	47.54	45.18	45.71
Other	32.00	40.33	39.74
Total	45.27	43.09	43.93

As at 1 January 2014

Category	Headquarters	Decentralized Offices	Total
D and above	54.62	55.32	54.88
Professional	47.02	49.21	47.79
General Service	46.66	44.91	45.77
National Professional Officers	/	47.66	47.66
Associate Professional Officers	32.25	31.23	31.85
Consultants	42.80	47.48	45.33
Contractors (PSA.SBS)	36.10	41.52	39.04
National Project Personnel	/	40.78	40.78
National contractors and other	49.31	43.00	43.50
Other	25.88	42.91	40.85
Total	45.55	42.97	43.63

As at November 2017

Category	Headquarters	Decentralized Offices	Total
D and above	56.42	55.56	56.09
Professional	46.65	48.57	47.40
General Service	46.37	45.93	46.14
National Professional Officers	/	48.22	48.22
Associate Professional Officers	32.77	31.33	32.35
Consultants	39.25	46.54	42.94
Contractors (PSA.SBS)	36.57	44.94	40.96
National Project Personnel	/	40.83	40.83
National contractors and other	46.19	43.81	43.91
Other	44.01	38.84	40.28
Total	43.40	43.26	43.29