



Report by the Secretary-General

HUMAN RESOURCES REPORTING AND STATISTICS

Summary

This report contains statistical data on the International Telecommunication Union workforce as of 31 December 2021.

Action required

The document is submitted to the Council **for information**.

References

Council document [C21/INF/5](#)

The **live dashboard** of the Human Resources reporting and statistics can be found [here](#).

Human Resources Reporting and Statistics

Effective Date is 31 December 2021 except:

- Job Classification: 3 December 2021
- Distribution of Positions Filled by Category and Gender & Internally and Externally: 15 December 2021

Grade E-1 and E-2 excluded from all statistics

Change History

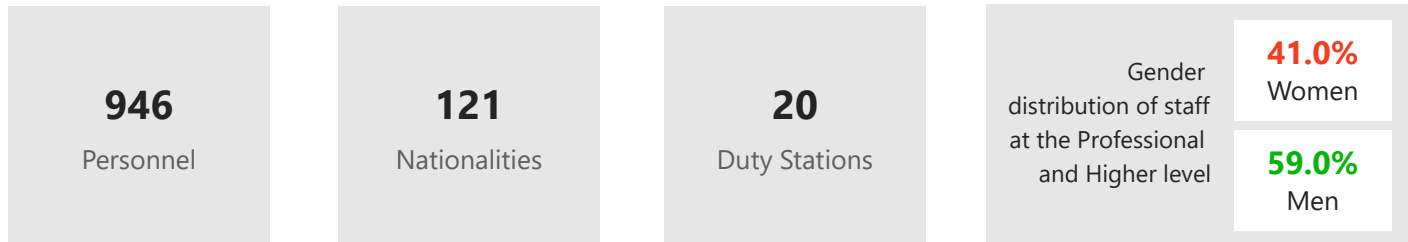
- Ver: 15/02/2022

Contact

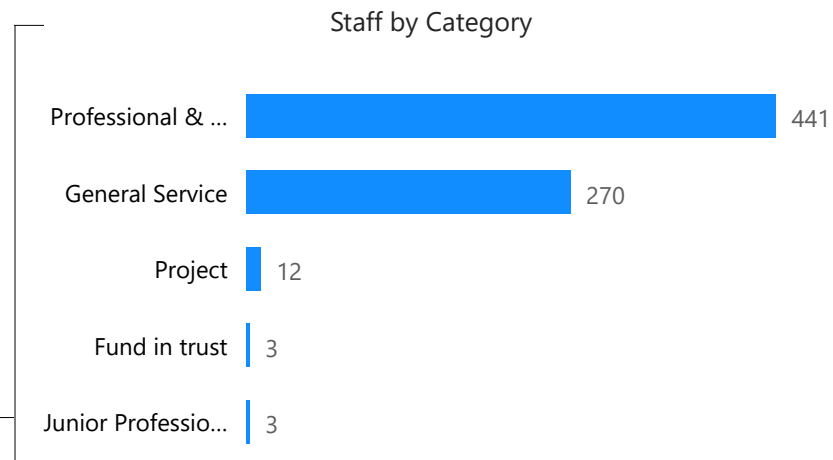
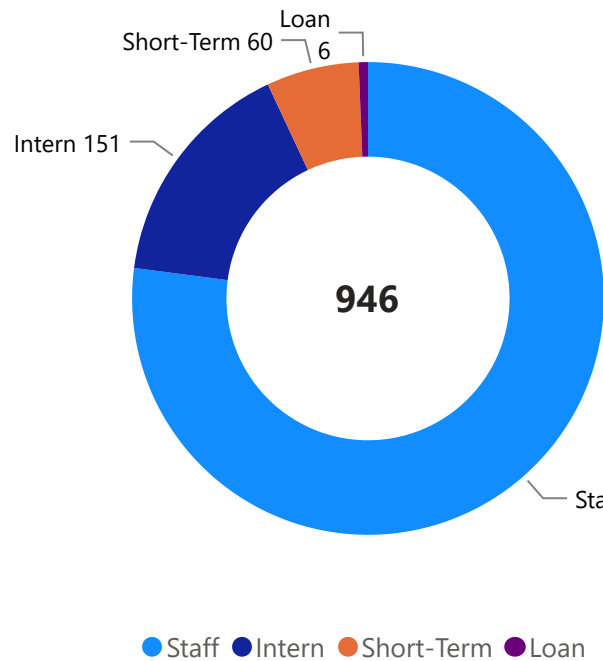
- ITU HR Reporting, HRreporting@itu.int



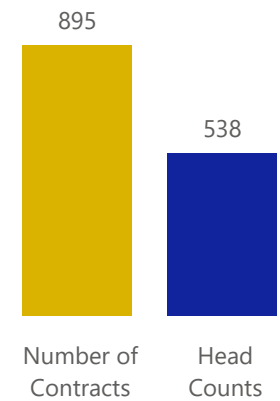
Our personnel at a glance



Personnel by Type of Contract *



Use of consultants (SSA) during 2021



538 consultants received 895 contracts. This includes new contracts issued in 2021 and ongoing contracts issued 2020 and ending in 2021.

* Data effective 31 December 2021



Illustration of the overall ITU population's steady increase across the sectors. To be noted the stability or decrease in the GS category vs the increase in the P category as an indication of professionalization of the ITU job functions over the years, while reducing operations through the simplification and optimization of the ITU business processes where possible.



2021 Staff Distribution by Duty Station and Category

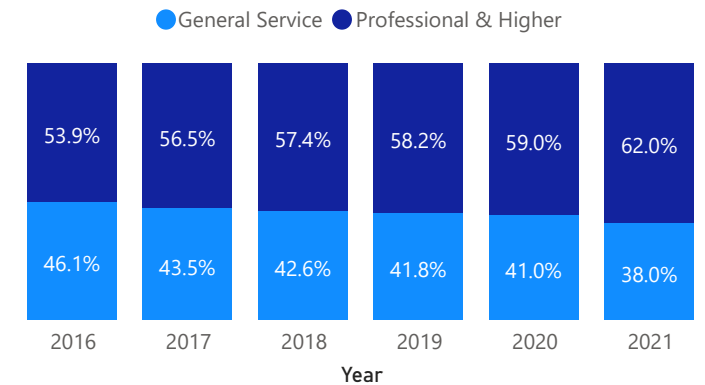
● General Service ● Professional & Higher



Staff Distribution by Category and Sector

Sector	2016	2017	2018	2019	2020	2021
BDT	141	136	136	129	136	151
General Service	51	48	91	43	45	41
Professional & Higher	90	88	45	86	91	110
BR	135	127	127	134	137	147
General Service	51	47	48	48	44	46
Professional & Higher	84	80	79	86	93	101
GS	372	347	347	363	358	351
General Service	170	176	172	175	175	165
Professional & Higher	202	171	175	188	183	186
TSB	57	57	59	58	60	62
General Service	21	19	20	20	19	18
Professional & Higher	36	38	39	38	41	44
Total	705	667	669	684	691	711

Proportion of Staff by Category and Year





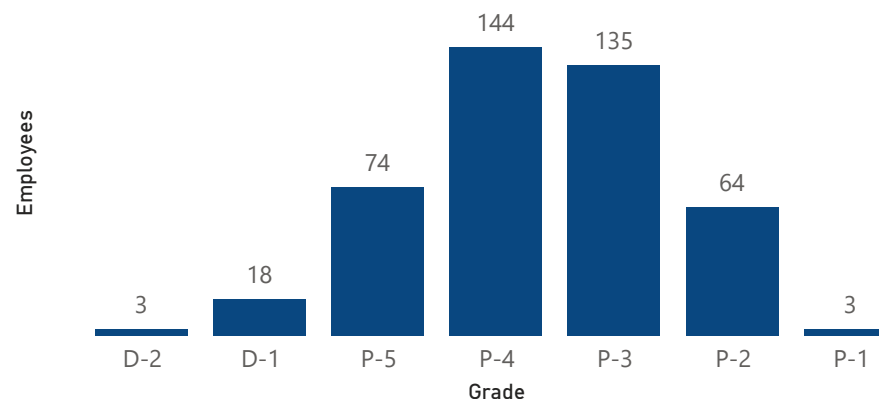
Regular Staff by Category and Grade



Professional & Higher Categories Distribution by Grade

Grade	2016	2017	2018	2019	2020	2021
D-2	4	4	4	3	4	3
D-1	17	18	16	16	16	18
P-5	70	69	76	74	73	74
P-4	110	110	117	124	133	144
P-3	118	114	108	117	123	135
P-2	55	55	57	60	55	64
P-1	6	7	6	4	4	3
Total	380	377	384	398	408	441

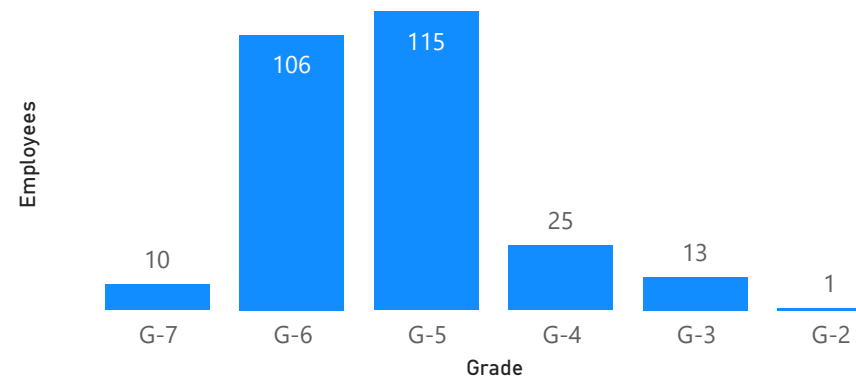
2021 Professional & Higher Categories by Grade



General Service Category Distribution by Grade

Grade	2016	2017	2018	2019	2020	2021
G-7	21	17	15	15	12	10
G-6	108	94	95	96	103	106
G-5	139	129	126	124	119	115
G-4	34	29	31	33	33	25
G-3	20	18	15	15	15	13
G-2	3	3	3	3	1	1
Total	325	290	285	286	283	270

2021 General Service Category by Grade





Regular Staff

The number of women in the GS positions has decreased, while in it has increased in the P positions. BDT and BR represent the sectors with the highest increase.



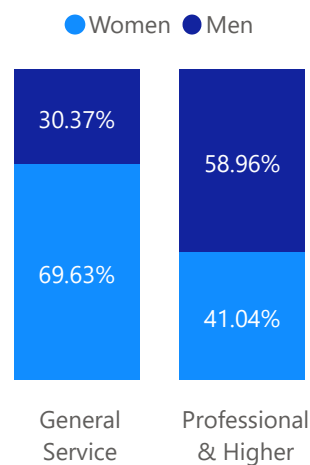
General Service Category by Gender

Gender	2016	2017	2018	2019	2020	2021
Men	102	87	87	86	87	82
Women	223	203	198	200	196	188
Total	325	290	285	286	283	270

Professional & Higher Categories by Gender

Gender	2016	2017	2018	2019	2020	2021
Men	234	231	232	236	242	260
Women	146	146	152	162	166	181
Total	380	377	384	398	408	441

2021 Gender Distribution by Staff Category



Staff by Sector, Category and Gender

Sector	2016	2017	2018	2019	2020	2021
BDT	141	136	136	129	136	151
General Service	51	48	45	43	45	41
Women	44	41	38	36	37	34
Men	7	7	7	7	8	7
Professional & Higher	90	88	91	86	91	110
Women	34	32	35	35	38	47
Men	56	56	56	51	53	63
BR	135	127	127	134	137	147
General Service	51	47	48	48	44	46
Women	38	35	37	37	34	37
Men	13	12	11	11	10	9
Professional & Higher	84	80	79	86	93	101
Women	23	22	22	25	26	30
Men	61	58	57	61	67	71
GS	372	347	347	363	358	351
General Service	202	176	172	175	175	165
Women	126	113	109	113	112	104
Men	76	63	63	62	63	61
Professional & Higher	170	171	175	188	183	186
Women	76	79	81	88	86	87
Men	94	92	94	100	97	99
TSB	57	57	59	58	60	62
General Service	21	19	20	20	19	18
Women	15	14	14	14	13	13
Men	6	5	6	6	6	5
Professional & Higher	36	38	39	38	41	44
Women	13	13	14	14	16	17
Men	23	25	25	24	25	27
Total	705	667	669	684	691	711

Professional and Higher Categories by Grade and Gender

Grade	2016	2017	2018	2019	2020	2021
D-2	4	4	4	3	4	3
Women	1	1	1	1	1	1
Men	3	3	3	2	3	2
D-1	17	18	16	16	16	18
Women	1	1	1	1	2	4
Men	16	17	15	15	14	14
P-5	70	69	76	74	73	74
Women	19	20	23	25	24	24
Men	51	49	53	49	49	50
P-4	110	110	117	124	133	144
Women	42	41	46	47	52	56
Men	68	69	71	77	81	88
P-3	118	114	108	117	123	135
Women	50	51	47	54	54	59
Men	68	63	61	63	69	76
P-2	55	55	57	60	55	64
Women	29	27	29	30	30	36
Men	26	28	28	30	25	28
P-1	6	7	6	4	4	3
Women	4	5	5	4	3	1
Men	2	2	1	0	1	2
Total	380	377	384	398	408	441



Professional and Higher Category Staff by Nationality

Number of nationalities at the Professional and Higher categories in ITU in 2021

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Country	Employees
France	58
China	25
Russia	18
Spain	18
Italy	17
Canada	16
United Kingdom	13
India	12
Germany	11
Philippines	10
Switzerland	10
Tunisia	9
United States of America	9
Brazil	8
Japan	8
Republic of Korea	8
Albania	7
Bulgaria	7
Colombia	7
Malaysia	7
Belgium	6
Argentina	5
Morocco	5
Australia	4
Egypt	4
Kenya	4
Netherlands	4
Uganda	4

Country	Employees
Algeria	3
Cameroon	3
Ecuador	3
Ethiopia	3
Ghana	3
Greece	3
Hungary	3
Jordan	3
Mali	3
Rwanda	3
Senegal	3
Sweden	3
Syria	3
Turkey	3

Country	Employees
Armenia	2
Austria	2
Azerbaijan	2
Bosnia and Herzegovina	2
Burkina Faso	2
Costa Rica	2
Democratic Republic of t...	2
Dominica	2
El Salvador	2
Finland	2
Guatemala	2
Iran	2
Ireland	2
Kyrgyzstan	2
Madagascar	2
Mauritius	2
Nicaragua	2
Pakistan	2
Poland	2
Portugal	2
Romania	2
Serbia	2
South Africa	2
Sri Lanka	2
Tanzania	2
United States Minor Outly...	2
Venezuela	2
Viet Nam	2
Zimbabwe	2

Country	Employees
Bahamas	1
Bahrain	1
Belarus	1
Benin	1
Botswana	1
Burundi	1
Denmark	1
Eritrea	1
Gabon	1
Gambia	1
Indonesia	1
Laos	1
Latvia	1
Malawi	1
Moldova	1
Myanmar	1
Nepal	1
Niger	1
Nigeria	1
Norway	1
Singapore	1
Sudan	1
Thailand	1
Trinidad and Tobago	1
Ukraine	1
Uruguay	1
Uzbekistan	1
Zambia	1



Regular Staff



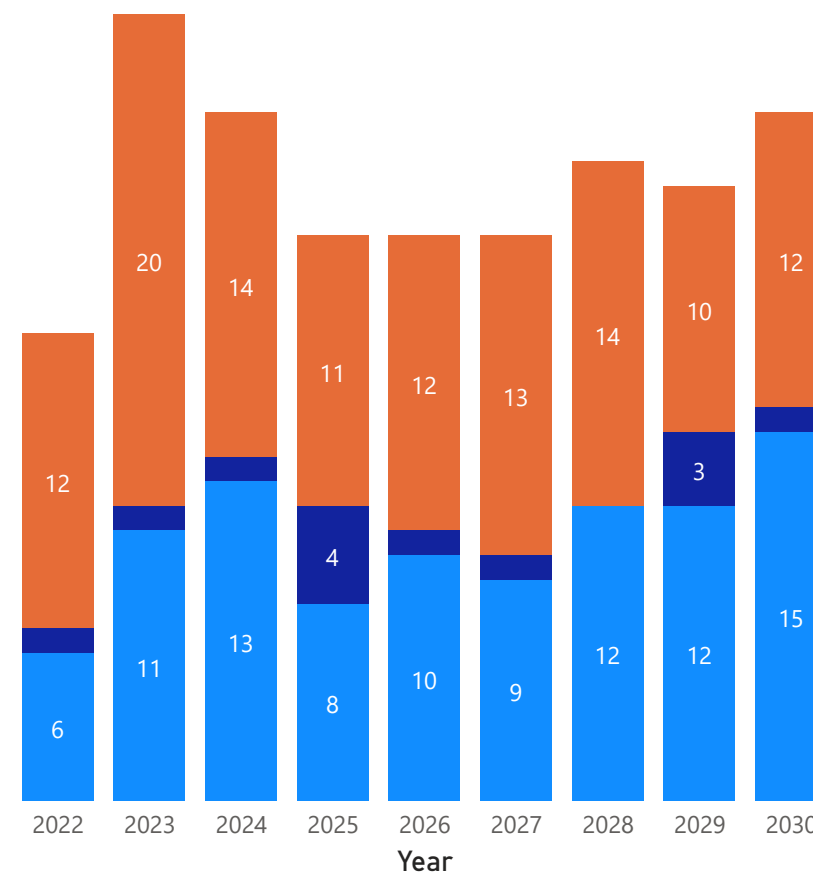
2022-2030 Projected Retirement by Sector

Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	Total
General Secretariat	10	14	21	13	12	17	12	9	16	124
Radiocommunication Bureau	4	10	4	5	6	2	10	8	4	53
Telecommunication Development Bureau	4	6	2	4	2	3	3	4	6	34
Telecommunication Standardization Bureau	1	2	1	1	3	1	1	4	2	16
Total	19	32	28	23	23	23	26	25	28	227

The number of staff reaching retirement age steadily increases until 2030. The majority of these positions are in the General Secretariat in enabling, strategic and support functions. The second sector with the highest number is BR and highlights the importance of succession planning given the critical role of the BR technical stream.

2022-2030 Projected Retirements by Category and Year

Grade Category ● General Service ● Higher ● Professional



Permanent & Continuing & Fixed-Term / Headcount





Regular Staff



The majority of the ITU population in the P category is in the 50-59 age range. The population in age range 40-49 has steadily decreased, while that one in age range 30-39 has steadily increased. This represents a critical trend to prepare, in terms of learning funds and investment, mobility, performance management and talent development, the population of 30-39 to mid-senior level positions while keeping a good balance between external and internal candidates for the recruitment of key-positions.

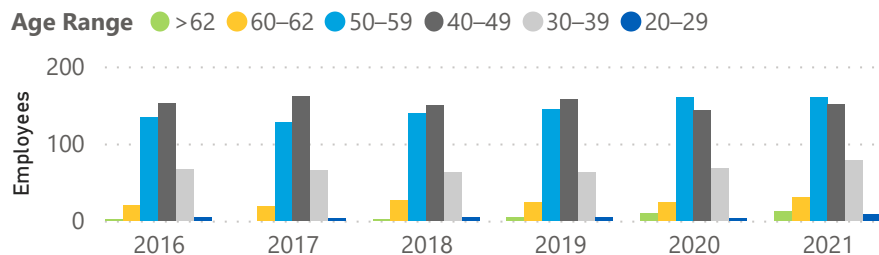
Professional and Higher Categories Age Distribution

Age Range	2016	2017	2018	2019	2020	2021
>62	1	0	1	5	10	12
60-62	20	19	26	24	24	31
50-59	134	128	139	144	160	160
40-49	153	162	150	158	143	151
30-39	67	65	63	63	68	78
20-29	5	3	5	4	3	9
Total	380	377	384	398	408	441

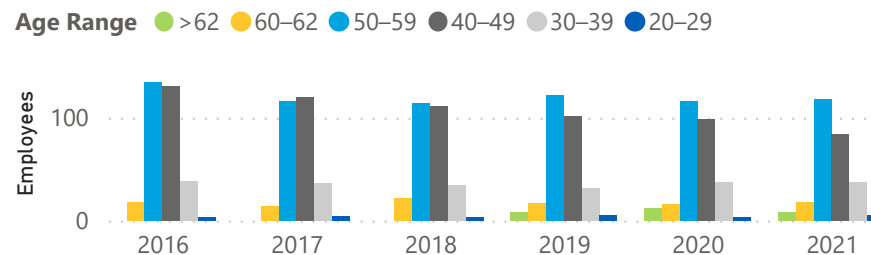
General Service Category Age Distribution

Age Range	2016	2017	2018	2019	2020	2021
>62	0	0	0	8	12	8
60-62	18	14	22	17	16	18
50-59	135	116	114	122	116	118
40-49	131	120	111	102	99	84
30-39	38	36	35	32	37	37
20-29	3	4	3	5	3	5
Total	325	290	285	286	283	270

Professional & Higher Categories by Age Range



General Service Category by Age Range





2021 FIT, JPO, Loan, and Project Staffs (Headcount)

Contract Type	BDT	BR	GS	TSB	Total
Fund in trust	1	1		1	3
Japanese		1			1
Korean	1			1	2
Junior Professional Officer	1		2		3
Chinese	1		1		2
German			1		1
Loan			1	5	6
Chinese			1		1
United Arab Emirates				5	5
Project	11		1		12
British	1				1
Canadian	2				2
Colombian	1				1
Congolese	1				1
Ethiopian	1				1
Jordanian	1				1
Kenyan			1		1
Kyrgyzstani	1				1
Moroccan	1				1
Polish	1				1
Swiss	1				1
Total	13	1	4	6	24

Interns by Sector

Sector	2016	2017	2018	2019	2020	2021
BDT	17	14	12	25	39	71
BR	3	2	1	3	2	3
GS	62	58	57	67	43	59
TELECOM	10	7	9	5	3	2
TSB	12	20	5	11	18	16
Total	104	101	84	111	105	151

In the last year, during COVID, the number of interns has increased. This is a confirmation of how the remote working and flexibility in terms of working arrangements have provided an opportunity to rethink the internship programme as a very important means of talent attraction. At the same time, the number of short term staff has reduced.

Short-Term Contracts by Category (Headcount)

Employee Subgroup	2016	2017	2018	2019	2020	2021
General Service	92	71	61	130	16	23
Professional & Higher	37	37	27	40	29	37
Total	129	108	88	170	45	60

2021 Consultants by Sector

Counting Method	BDT	BR	GS	TSB	Total
Head Counts	340	13	130	55	538
Number of Contracts	487	39	271	98	895



The number of professional TVNs has steadily increased. These have been evenly advertised internally and externally with the majority being filled internally. It is to be noted that the majority of applicants to GS position holds a university degree and master degree raising a reflection on the issue of the overqualification. The new ITU Recruitment Management System will support the ITU talent attraction strategy at the very start of the recruitment process.



2021 Number of Advertised Vacancy Notices (including TVN)

Category	2016	2017	2018	2019	2020	2021	Total
General Service	17	30	29	31	33	35	175
Higher	3	1	3	4	3	4	18
Professional	44	58	58	68	74	85	387
Total	64	89	90	103	110	124	580

* 2P vacancy notices, 2G vacancy notices and 1TVN were cancelled after closure of the VN

2021 Total Number of advertised Vacancy Notices (excluding TVN) by Level

Type	General Service	Higher	Professional	Total
Internal	24	1	43	68
External	11	3	42	56
Total	35	4	85	124

2021 Distribution of Positions Filled Internally and Externally under Fixed-Term and Short-Term appointments

Type	General Service	Higher	Professional	Total
<input type="checkbox"/> External	13	3	31	47
Fixed-Term	12	3	28	43
Short-Term	1	0	3	4
<input type="checkbox"/> Internal	26	0	33	59
Fixed-Term	18	0	21	39
Short-Term	8	0	12	20
Total	39	3	64	106

2021 Distribution of Applicants in the General Service Category by Level of Education and Grade

Education	G-7	G-6	G-5	G-4	G-3	Total
Obligatory schooling		9	14	3	2	28
Post-secondary		35	23	1	7	66
Admin/Technical/Secretarial/Commerce dp.	1	41	46	4	10	102
Baccalaureat-maturité/IB/A levels/HSC	2	31	31	1	6	71
First university degree	1	228	173	10	23	435
Master's degree or advanced degree (or equivalent)		264	136	4	17	421
Doctorate degree or post doctorate		10	7	1		18
Total	4	618	430	24	65	1,141

2021 Distribution of Applicants in the Professional and Higher Categories by level of Education and Grade

Education	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Obligatory schooling	0		3			3		6
Post-secondary	0	7	25	21	19	19		91
Admin/Technical/Secretarial/Commerce dp.	0	5	23	19	14	21		82
Baccalaureat-maturité/IB/A levels/HSC	0	7	60	27	14	35		143
First university degree	0	83	381	316	339	488	6	1,613
Master's degree or advanced degree (or equivalent)	0	378	1,076	1,328	899	931	6	4,618
Doctorate degree or post doctorate	0	128	230	188	104	106		756
Total	0	608	1,798	1,899	1,389	1,603	12	7,309



The majority of the applicants to P-positions is in the male category while to GS-posts in the female. This is in line with the overall challenge at the very first step of the recruitment and selection process to ensure gender parity especially for P and higher. New recruitment and outreach strategies are continuously looked at to increase the number of female candidates.

2021 Distribution of Positions Filled by Category and Gender under Fixed-Term Appointments

Category	Applicants	Pre-Selected	Short listed	Interviewed	Selected	Total
General Service	1,772	194	106	55	32	2,159
Women	1,064	139	81	43	24	1,351
Men	708	55	25	12	8	808
Higher	705	38	25	25	3	796
Women	179	16	7	7	1	210
Men	526	22	18	18	2	586
Professional	7,214	570	272	206	49	8,311
Women	2,078	184	110	87	19	2,478
Men	5,136	386	162	119	30	5,833
Total	9,691	802	403	286	84	11,266
Women	3,321	339	198	137	44	4,039
Men	6,370	463	205	149	40	7,227

• General Service-Women: 2 positions in 2020 (VN 1G-2020 and 20G-2020)

2021 Job Classification Actions

Category	2021
Creation	34
Downgrades	1
Reviews	72
SPAs	13
Transfers	5
Upgrades	17
Total	142

* Excluding review of duties and responsibilities and validation of grade for short-term contracts.

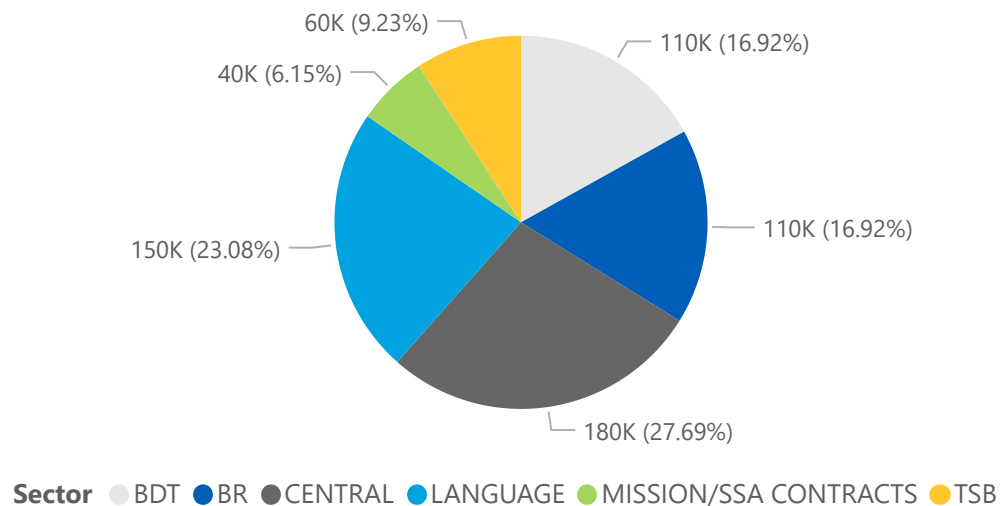


Performance & Learning

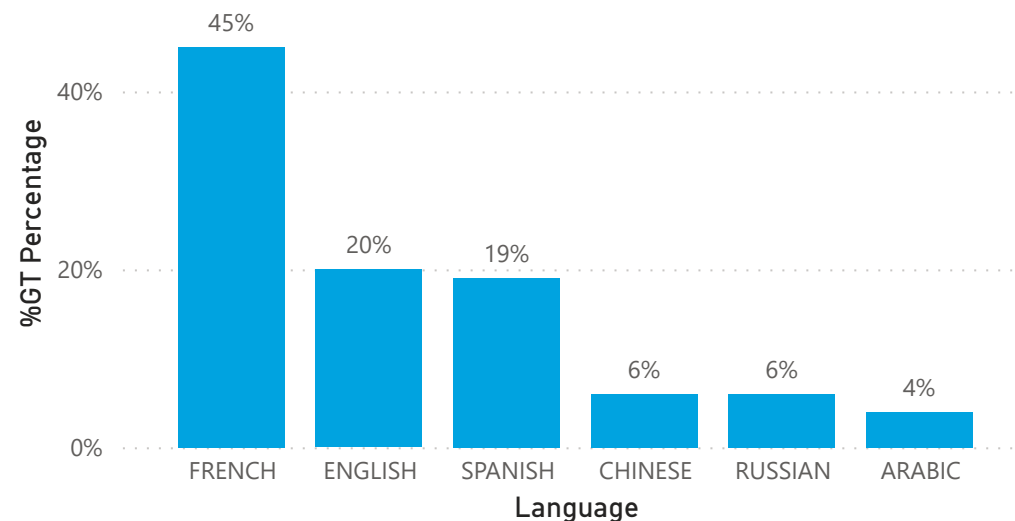
This is an illustration of the equitable funds distribution across the ITU sectors, based on the size and the required learning programmes implementation. Learning Funds have overall increased as an indication of the importance to continue responding to sectors learning needs in line with Pillar II of the ITU People Strategy. In terms of language programmes and in line with the ITU Statute of languages entitlement, English, French and Spanish are the most popular studied languages.



2021 ITU Org-wide Learning Funds Allocations by Sector



2021 Percentage of Students by Language



2021 Percentage of Learning Activities by Category

Learning activity	General Services	Professional	Total
All other training requests (Group and individual trainings, Management & Leadership, Technical, etc.)	26%	74%	100%
Languages	36%	64%	100%

All contract types / Headcount



The majority of staff requesting part-time are female staff especially in the GS category. This is an indication also of the importance to rethink flexible working arrangements to ensure female talent attraction and retention for all staff categories, including P and Higher. Overall the e-PMDS compliance has increased across all sectors. This is also due to an overall performance management simplification and reform that ITU has undergone in the last 3 years.



2021 Staff members on part time working arrangements

Category	2021
Professional	8
Women	7
Men	1
General Service	12
Women	11
Men	1
Total	20

2021 Staff Percentage with an Established e-PMDS Workplan by Sector

