



## ELEVENTH ITEM ON THE AGENDA

**Composition and structure of the staff**

This paper is submitted in accordance with the practice established at the 184th Session of the Governing Body. It contains statistical information, effective 31 December 2001, or relating to the period 1 January-31 December 2001, concerning the composition and structure of ILO staff, broken down as follows:

- Table I Distribution of staff according to place of assignment, category, type of contract and source of funds, effective 31 December 2001.
- Table II Professional and higher category staff: Distribution by nationality (1 January-31 December 2001):
- (a) Non-linguistic staff;
  - (b) Linguistic staff.
- Table III Number of Professional and higher category officials by region of origin and sex, 31 December 1964-31 December 2001.
- Table IV Breakdown by region of origin and by type of contract of Professional and higher category staff, effective 31 December 2001.
- Table V Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 2001, with percentages of women for 2000 and 2001.
- Table VI Distribution by grade, sex and type of contract of Professional and higher category staff, effective 31 December 2001.
- Table VII Changes from fixed-term to without-limit-of-time (WLT) contracts and changes of grade between 1 January 2001 and 31 December 2001 – and 1 January 2000 and 31 December 2000.
- Table VIII Professional and higher category staff: Distribution by nationality, type of contract and source of funds, effective 31 December 2001.
- Table IX Distribution of established officials (WLT) by sector and by grade as at 31 December 2001.

- Table X    Distribution of Professional and higher category of staff by place of assignment, 31 December 1980-31 December 2001.
- Table XI   Distribution of General Service category of staff by place of assignment, 31 December 1980-31 December 2001.
- Table XII   Composition of staff appointed between 1 January 2001 and 31 December 2001 in the Professional category and above.

Geneva, 15 February 2002.

**Table I. Distribution of staff according to place of assignment, category, type of contract and source of funds, effective 31 December 2001**

Place of assignment and category of staff	Officials employed						Total
	Regular budget resources			Extra-budgetary resources			
	WLT*	FT**	Subtotal	WLT*	FT**	Subtotal	
<b>(a) HEADQUARTERS</b>							
Professional category and above	252	203	455	28	24	52	507
General Service category	255	207	462	38	60	98	560
Subtotal (a)	507	410	917	66	84	150	1 067
TOTAL (a)	507	410	917	66	84	150	1 067
<b>(b) FIELD OFFICES (Other than Branch and Correspondence Offices) AND MULTIDISCIPLINARY TEAMS</b>							
Professional category and above	64	111	175	3	6	9	184
General Service category	161	217	378	24	49	73	451
Subtotal (b)	225	328	553	27	55	82	635
TOTAL (a) + (b)	732	738	1 470	93	139	232	1 702
<b>(c) BRANCH AND CORRESPONDENCE OFFICES</b>							
Professional category and above	3	12	15	1	0	1	16
General Service category	12	38	50	1	17	18	68
Subtotal (c)	15	50	65	2	17	19	84
TOTAL (a) + (b) + (c)	747	788	1 535	95	156	251	1 786
<b>(d) TECHNICAL COOPERATION</b>							
Professional category and above	0	18	18	0	263	263	281
General Service category	0	4	4	0	202	202	206
Subtotal (d)	0	22	22	0	465	465	487
GRAND TOTAL	747	810	1 557	95	621	716	2 273

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

**Table II. Professional and higher category staff: Distribution by nationality**

Note: The number of staff in service (figures shown in columns (a) and (d)) does not include staff on extended leave without pay or on secondment to other organizations (leave or secondment for one year or more). Additions to the Professional category staff may result from internal promotions from the General Service category, and occasionally the reverse may occur.

**(a) Non-linguistic staff**

Nationality	(a) Staff on 31.12.00		(b) Recruited 01.01.01-31.12.01		(c) Departures 01.01.01-31.12.01		(d) Staff on 31.12.01	
	M	F	M	F	M	F	M	F
AFGHANISTAN	1	0	0	0	0	0	1	0
ALGERIA	3	2	0	0	0	0	3	2
ANGOLA	1	0	0	0	0	0	1	0
ARGENTINA	5	1	1	0	2	0	4	1
ARMENIA	0	0	0	1	0	0	0	1
AUSTRALIA	12	4	2	1	2	0	12	5
AUSTRIA	1	1	0	0	0	0	1	1
BAHRAIN	0	1	0	0	0	0	0	1
BANGLADESH	5	0	0	0	0	0	5	0
BARBADOS	2	0	0	0	0	0	2	0
BELGIUM	8	1	2	1	2	0	8	2
BENIN	4	0	0	0	0	0	4	0
BOLIVIA	0	1	0	0	0	1	0	0
BOSNIA & HERZEGOVINA	0	0	1	0	0	0	1	0
BOTSWANA	1	0	0	0	0	0	1	0
BRAZIL	3	4	0	0	0	0	3	4
BULGARIA	2	1	0	0	0	0	2	1
BURKINA FASO	1	2	0	0	0	0	1	2
BURUNDI	2	0	0	0	0	0	2	0
CAMEROON	3	0	1	0	0	0	4	0
CANADA	11	6	2	2	0	1	13	7
CAPE VERDE	1	0	0	0	0	0	1	0
CHAD	2	0	0	0	0	0	2	0
CHILE	7	1	0	0	1	0	6	1
CHINA	5	2	0	0	1	0	4	2
COLOMBIA	2	2	0	0	0	0	2	2
COMOROS	0	1	0	0	0	0	0	1
CONGO	0	1	0	0	0	0	0	1
COSTA RICA	1	2	0	0	0	0	1	2
COTE D'IVOIRE	2	3	0	0	0	0	2	3
CUBA	1	0	0	0	0	0	1	0
CZECH REPUBLIC	0	1	1	0	0	0	1	1

## (a) Non-linguistic staff

Nationality	(a) Staff on 31.12.00		(b) Recruited 01.01.01-31.12.01		(c) Departures 01.01.01-31.12.01		(d) Staff on 31.12.01	
	M	F	M	F	M	F	M	F
DEM. REP. OF THE CONGO	3	0	0	0	1	0	2	0
DENMARK	2	1	0	0	1	0	1	1
DJIBOUTI	0	1	0	0	0	0	0	1
DOMINICA	0	1	0	0	0	0	0	1
DOMINICAN REPUBLIC	1	0	0	0	0	0	1	0
ECUADOR	1	0	0	0	0	0	1	0
EGYPT	2	0	1	1	0	0	3	1
ETHIOPIA	3	0	0	0	2	0	1	0
FINLAND	5	0	0	0	0	0	5	0
FRANCE	25	15	4	1	4	4	25	12
GERMANY	26	11	4	1	2	1	28	11
GHANA	4	1	0	0	0	0	4	1
GREECE	2	0	0	0	0	0	2	0
GUATEMALA	1	0	0	0	0	0	1	0
GUINEA	2	0	0	0	2	0	0	0
GUYANA	1	0	0	1	0	0	1	1
HAITI	0	1	0	0	0	0	0	1
HONDURAS	0	1	0	0	0	0	0	1
HUNGARY	3	1	0	0	1	0	2	1
INDIA	10	1	0	0	0	0	10	1
INDONESIA	1	0	0	0	0	0	1	0
IRAN, ISLAMIC REP. OF	4	2	0	0	0	0	4	2
IRELAND	2	1	0	1	1	0	1	2
ISRAEL	1	0	0	0	0	0	1	0
ITALY	16	7	1	0	3	0	14	7
JAMAICA	0	1	0	0	0	0	0	1
JAPAN	13	17	3	2	3	1	13	18
JORDAN	1	1	0	0	0	0	1	1
KENYA	5	0	0	0	1	0	4	0
KOREA, REP. OF	2	0	0	0	0	0	2	0
LAO PEOPLE'S DEM. REP.	1	0	0	0	0	0	1	0
LEBANON	2	3	0	0	0	0	2	3
LUXEMBOURG	1	1	0	0	0	0	1	1
MADAGASCAR	1	0	0	0	0	0	1	0
MALAYSIA	6	2	0	0	0	0	6	2
MALI	3	0	0	0	0	0	3	0
MALTA	1	0	0	0	0	0	1	0
MAURITANIA	1	1	0	0	0	0	1	1

## (a) Non-linguistic staff

Nationality	(a) Staff on 31.12.00		(b) Recruited 01.01.01-31.12.01		(c) Departures 01.01.01-31.12.01		(d) Staff on 31.12.01	
	M	F	M	F	M	F	M	F
MAURITIUS	2	0	1	0	0	0	3	0
MEXICO	7	1	0	0	1	0	6	1
MONGOLIA	0	0	0	1	0	0	0	1
MOROCCO	3	0	0	0	0	0	3	0
MYANMAR	0	1	0	0	0	0	0	1
NEPAL	1	1	0	0	0	0	1	1
NETHERLANDS	14	2	1	0	0	0	15	2
NEW ZEALAND	3	1	1	0	0	0	4	1
NICARAGUA	1	0	0	0	0	0	1	0
NIGER	2	0	0	0	0	0	2	0
NIGERIA	4	2	0	0	0	0	4	2
NORWAY	3	0	0	1	0	0	3	1
PAKISTAN	7	0	0	0	1	0	6	0
PANAMA	2	0	0	0	1	0	1	0
PERU	3	1	1	0	0	0	4	1
PHILIPPINES	2	2	0	1	0	0	2	3
POLAND	2	0	0	0	0	0	2	0
PORTUGAL	1	1	0	0	0	0	1	1
RUSSIAN FEDERATION	20	3	0	0	1	0	19	3
RWANDA	2	0	0	0	0	0	2	0
SAO TOME AND PRINCIPE	1	0	0	0	0	0	1	0
SENEGAL	5	0	0	0	0	0	5	0
SIERRA LEONE	3	0	0	0	0	0	3	0
SINGAPORE	1	1	0	0	0	0	1	1
SLOVAKIA	0	1	0	0	0	0	0	1
SOMALIA	1	0	0	0	0	0	1	0
SOUTH AFRICA	1	0	0	1	1	0	0	1
SPAIN	10	5	4	0	0	0	14	5
SRI LANKA	3	2	0	0	1	0	2	2
SURINAME	1	0	0	0	0	0	1	0
SWEDEN	2	2	0	0	0	0	2	2
SWITZERLAND	8	2	0	1	2	0	6	3
TANZANIA, UNITED REP. OF	2	1	0	0	0	0	2	1
THAILAND	0	4	0	0	0	0	0	4
THE FOR. YUG. REP., MAC.	0	1	0	0	0	0	0	1
TOGO	2	0	1	0	0	0	3	0
TRINIDAD AND TOBAGO	1	2	0	0	1	0	0	2
TUNISIA	2	1	0	0	0	0	2	1

**(a) Non-linguistic staff**

Nationality	(a) Staff on 31.12.00		(b) Recruited 01.01.01-31.12.01		(c) Departures 01.01.01-31.12.01		(d) Staff on 31.12.01	
	M	F	M	F	M	F	M	F
TURKEY	1	1	0	0	0	0	1	1
UGANDA	2	0	0	0	0	0	2	0
UKRAINE	5	0	0	0	1	0	4	0
UNITED KINGDOM	18	10	1	2	5	1	14	11
UNITED STATES	42	40	7	11	3	3	46	48
URUGUAY	6	1	0	0	1	0	5	1
VENEZUELA	3	2	1	0	0	0	4	2
VIET NAM	0	1	0	0	0	0	0	1
YEMEN	1	0	0	0	0	0	1	0
ZAMBIA	0	1	0	0	0	0	0	1
ZIMBABWE	1	0	0	1	0	0	1	1
<b>Total by sex</b>	<b>439</b>	<b>200</b>	<b>41</b>	<b>31</b>	<b>48</b>	<b>12</b>	<b>432</b>	<b>219</b>
<b>TOTAL (a) Non-linguistic staff</b>	<b>639</b>		<b>72</b>		<b>60</b>		<b>651</b>	

## (b) Linguistic staff

Nationality	(a) Staff on 31.12.00		(b) Recruited 01.01.01-31.12.01		(c) Departures 01.01.01-31.12.01		(d) Staff on 31.12.01	
	M	F	M	F	M	F	M	F
ALGERIA	0	1	0	0	0	0	0	1
ARGENTINA	2	0	0	0	1	0	1	0
BELGIUM	1	0	0	0	0	0	1	0
CANADA	1	1	0	0	0	1	1	0
CHILE	1	0	0	0	0	0	1	0
CHINA	2	2	0	0	1	0	1	2
EGYPT	1	0	0	0	0	0	1	0
FRANCE	4	9	0	0	0	1	4	8
GERMANY	2	1	0	0	0	0	2	1
GREECE	0	1	0	0	0	0	0	1
JAMAICA	0	1	0	0	0	0	0	1
JORDAN	1	0	0	0	0	0	1	0
LEBANON	0	1	0	0	0	0	0	1
MADAGASCAR	0	1	0	0	0	0	0	1
MEXICO	1	0	0	0	1	0	0	0
PANAMA	1	0	0	0	0	0	1	0
RUSSIAN FEDERATION	2	0	0	0	0	0	2	0
SPAIN	3	4	0	0	0	0	3	4
SWEDEN	0	1	0	0	0	0	0	1
SWITZERLAND	0	2	0	0	0	0	0	2
THAILAND	1	0	0	0	0	0	1	0
UNITED KINGDOM	6	4	0	0	1	0	5	4
UNITED STATES	1	1	0	0	0	0	1	1
URUGUAY	0	2	0	0	0	0	0	2
<b>Total by sex</b>	<b>30</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>26</b>	<b>30</b>
<b>TOTAL (b) Linguistic staff</b>		<b>62</b>		<b>0</b>		<b>6</b>		<b>56</b>
<b>GRAND TOTAL Table II</b>		<b>701</b>		<b>72</b>		<b>66</b>		<b>707</b>

The following nationalities were unrepresented on non-linguistic posts as at 31 December 2001:

Albania	Liberia
Antigua and Barbuda	Libyan Arab Jamahiriya
Azerbaijan	Lithuania
Bahamas	Malawi
Belarus	Moldova, Republic of
Belize	Mozambique
Bolivia	Namibia
Cambodia	Oman
Central African Republic	Papua New Guinea
Croatia	Paraguay
Cyprus	Qatar
El Salvador	Romania
Equatorial Guinea	Saint Kitts and Nevis
Eritrea	Saint Lucia
Estonia	Saint Vincent and the Grenadines
Fiji	San Marino
Gabon	Saudi Arabia
Gambia	Seychelles
Georgia	Slovenia
Grenada	Solomon Islands
Guinea	Sudan
Guinea-Bissau	Swaziland
Iceland	Syrian Arab Republic
Iraq	Tajikistan
Kazakhstan	Turkmenistan
Kuwait	United Arab Emirates
Kyrgyzstan	Uzbekistan
Latvia	Yugoslavia
Lesotho	

**Table III. Number of Professional and higher category officials,  
by region of origin and sex, 31 December 1964-31 December 2001**

	31.12.64		31.12.74		31.12.84		31.12.94		31.12.01	
	M	F	M	F	M	F	M	F	M	F
AFRICA	28	1	57	2	76	7	84	19	75	22
MIDDLE EAST	9	1	19	2	21	3	15	5	11	8
ASIA	53	9	71	9	81	21	68	34	72	45
EUROPE	291	68	376	71	322	67	240	85	191	92
LATIN AMERICA & THE CARIBBEAN	50	6	61	9	60	8	53	22	48	26
NORTH AMERICA (US AND CANADA)	56	12	88	17	62	17	52	35	61	56
<b>TOTAL</b>	<b>487</b>	<b>97</b>	<b>672</b>	<b>110</b>	<b>622</b>	<b>123</b>	<b>512</b>	<b>200</b>	<b>458</b>	<b>249</b>
	<b>83.4%</b>	<b>16.6%</b>	<b>85.9%</b>	<b>14.1%</b>	<b>83.5%</b>	<b>16.5%</b>	<b>71.9%</b>	<b>28.1%</b>	<b>64.8%</b>	<b>35.2%</b>

**Table IV. Breakdown by region of origin and by type of contract of Professional and higher category staff, effective 31 December 2001**

Region	WLT*	FT **	Total	Change as from 1 January 2001
AFRICA	44	53	97	0
ASIA	52	65	117	1
EUROPE	155	128	283	-4
LATIN AMERICA & THE CARIBBEAN	41	33	74	-5
MIDDLE EAST	10	9	19	0
NORTH AMERICA (US AND CANADA)	49	68	117	14
<b>TOTAL</b>	<b>351</b>	<b>356</b>	<b>707</b>	<b>6</b>

\* Without limit of time. \*\* Fixed term.

**Table V. Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 2001, with percentages of women for 2000 and 2001**

Grade	35 and under		36 to 45		46 to 55		Over 55		TOTAL		% of women 31.12.01	% of women 31.12.00
	M	F	M	F	M	F	M	F	M	F		
DG	0	0	0	0	0	0	1	0	1	0	0.0	0.0
Executive and Regional Directors	0	0	0	0	2	1	6	1	8	2	20.0	18.2
D.2	0	0	0	0	6	1	11	3	17	4	19.0	19.0
D.1	0	0	1	4	27	8	30	7	58	19	24.7	14.9
P.5	1	0	19	7	97	43	89	12	206	62	23.1	23.0
P.4	0	4	34	38	57	27	12	13	103	82	44.3	36.6
P.3	10	15	22	25	14	19	3	1	49	60	55.0	54.4
P.2	7	8	0	3	0	1	0	0	7	12	63.2	61.9
P.1	0	0	1	0	0	0	0	0	1	0	0.0	0.0
<b>Subtotal</b>	<b>18</b>	<b>27</b>	<b>77</b>	<b>77</b>	<b>203</b>	<b>100</b>	<b>152</b>	<b>37</b>	<b>450</b>	<b>241</b>	<b>34.9</b>	<b>32.7</b>
<b>Branch Offices:</b>												
Director (Branch Office)	0	0	1	0	1	1	4	1	6	2	25.0	14.3
Deputy Director (Branch Office)	0	0	0	0	1	0	0	0	1	0	0.0	0.0
Branch Officer	0	0	0	2	0	1	1	3	1	6	85.7	87.5
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>8</b>	<b>8</b>	<b>50.0</b>	<b>50.0</b>
<b>Total by sex</b>	<b>18</b>	<b>27</b>	<b>78</b>	<b>79</b>	<b>205</b>	<b>102</b>	<b>157</b>	<b>41</b>	<b>458</b>	<b>249</b>		
<b>Percentage</b>	<b>40.0%</b>	<b>60.0%</b>	<b>49.7%</b>	<b>50.3%</b>	<b>66.8%</b>	<b>33.2%</b>	<b>79.3%</b>	<b>20.7%</b>	<b>64.8%</b>	<b>35.2%</b>		
<b>Total M &amp; F</b>	<b>45</b>		<b>157</b>		<b>307</b>		<b>198</b>		<b>707</b>			
<b>% of TOTAL</b>	<b>6.36%</b>		<b>22.21%</b>		<b>43.42%</b>		<b>28.01%</b>		<b>100.00%</b>			

**Table VI. Distribution by grade, sex and type of contract of Professional and higher category staff, effective 31 December 2001**

Grade	Contracts without limit of time			Fixed-term contracts			Total	% by grade
	Male	Female	Subtotal	Male	Female	Subtotal		
DG	0	0	0	1	0	1	1	0.1
Executive and Regional Directors	1	0	1	7	2	9	10	1.4
D.2	8	2	10	9	2	11	21	3.0
D.1	35	5	40	23	14	37	77	11.1
P.5	120	41	161	86	21	107	268	38.8
P.4	50	47	97	53	35	88	185	26.8
P.3	16	21	37	33	39	72	109	15.8
P.2	0	1	1	7	11	18	19	2.8
P.1	0	0	0	1	0	1	1	0.1
<b>Subtotal</b>	<b>230</b>	<b>117</b>	<b>347</b>	<b>220</b>	<b>124</b>	<b>344</b>	<b>691</b>	
<b>Branch Offices</b>								
Director (Branch Office)	0	0	0	6	2	8	8	50.0
Deputy Director (Branch Office)	0	0	0	1	0	1	1	6.3
Branch Officer	1	3	4	0	3	3	7	43.8
<b>Subtotal</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>12</b>	<b>16</b>	
<b>Total</b>	<b>231</b>	<b>120</b>	<b>351</b>	<b>227</b>	<b>129</b>	<b>356</b>	<b>707</b>	
	<b>65.8%</b>	<b>34.2%</b>		<b>63.8%</b>	<b>36.2%</b>			

**Table VII. Changes from fixed-term to without-limit-of-time (WLT) contracts and changes of grade between 1 January 2001 and 31 December 2001 – and 1 January 2000 and 31 December 2000**

(a) Changes from fixed-term to without-limit-of-time (WLT) contracts between 1 January 2001 and 31 December 2001 – and 1 January 2000 and 31 December 2000

Year	Professional category and above		General Service category	
	Male	Female	Male	Female
2001	27	18	22	55
2000	11	0	0	5

(b) Changes of grade (including promotions of established officials) between 1 January 2001 and 31 December 2001 - and 1 January 2000 and 31 December 2000

Year	Professional category and above				General Service category			
	Without-limit-of-time contracts		Fixed-term contracts		Without-limit-of-time contracts		Fixed-term contracts	
	Male	Female	Male	Female	Male	Female	Male	Female
2001	37	28	38	29	21	52	28	60
2000	18	12	17	13	14	27	23	34

**Table VIII. Professional and higher category staff: Distribution by nationality, type of contract and source of funds, effective 31 December 2001**

NATIONALITY	REGULAR BUDGET						EXTRA-BUDGETARY RESOURCES			GRAND TOTAL
	Non-linguistic positions			Linguistic positions			WLT*	FT**	Total	
	WLT*	FT**	Total	WLT*	FT**	Total				
AFGHANISTAN	0	1	1	0	0	0	0	0	0	1
ALGERIA	1	4	5	0	1	1	0	0	0	6
ANGOLA	1	0	1	0	0	0	0	0	0	1
ARGENTINA	2	2	4	1	0	1	0	1	1	6
ARMENIA	0	1	1	0	0	0	0	0	0	1
AUSTRALIA	8	8	16	0	0	0	1	0	1	17
AUSTRIA	1	1	2	0	0	0	0	0	0	2
BAHRAIN	0	1	1	0	0	0	0	0	0	1
BANGLADESH	4	1	5	0	0	0	0	0	0	5
BARBADOS	0	2	2	0	0	0	0	0	0	2
BELGIUM	2	7	9	1	0	1	1	0	1	11
BENIN	0	4	4	0	0	0	0	0	0	4
BOSNIA & HERZEGOVINA	0	0	0	0	0	0	0	1	1	1
BOTSWANA	0	1	1	0	0	0	0	0	0	1
BRAZIL	3	3	6	0	0	0	1	0	1	7
BULGARIA	2	1	3	0	0	0	0	0	0	3
BURKINA FASO	2	1	3	0	0	0	0	0	0	3
BURUNDI	2	0	2	0	0	0	0	0	0	2
CAMEROON	3	1	4	0	0	0	0	0	0	4
CANADA	9	10	19	1	0	1	1	0	1	21
CAPE VERDE	0	1	1	0	0	0	0	0	0	1
CHAD	1	0	1	0	0	0	0	1	1	2
CHILE	2	5	7	0	1	1	0	0	0	8
CHINA	3	3	6	3	0	3	0	0	0	9
COLOMBIA	4	0	4	0	0	0	0	0	0	4
COMOROS	0	0	0	0	0	0	0	1	1	1
CONGO	0	1	1	0	0	0	0	0	0	1
COSTA RICA	1	2	3	0	0	0	0	0	0	3
COTE D'IVOIRE	2	2	4	0	0	0	0	1	1	5
CUBA	1	0	1	0	0	0	0	0	0	1
CZECH REP.	1	1	2	0	0	0	0	0	0	2
DEM. REP. OF THE CONGO	0	2	2	0	0	0	0	0	0	2
DENMARK	1	0	1	0	0	0	1	0	1	2
DJIBOUTI	0	0	0	0	0	0	1	0	1	1
DOMINICA	1	0	1	0	0	0	0	0	0	1
DOMINICAN REP.	1	0	1	0	0	0	0	0	0	1
ECUADOR	1	0	1	0	0	0	0	0	0	1

NATIONALITY	REGULAR BUDGET						EXTRA-BUDGETARY RESOURCES			GRAND TOTAL
	Non-linguistic positions			Linguistic positions			WLT*	FT**	Total	
	WLT*	FT**	Total	WLT*	FT**	Total				
EGYPT	2	2	4	1	0	1	0	0	0	5
ETHIOPIA	1	0	1	0	0	0	0	0	0	1
FINLAND	1	4	5	0	0	0	0	0	0	5
FRANCE	19	15	34	9	2	11	2	2	4	49
GERMANY	19	13	32	3	0	3	1	6	7	42
GHANA	4	1	5	0	0	0	0	0	0	5
GREECE	1	1	2	1	0	1	0	0	0	3
GUATEMALA	0	1	1	0	0	0	0	0	0	1
GUYANA	0	1	1	0	0	0	0	1	1	2
HAITI	1	0	1	0	0	0	0	0	0	1
HONDURAS	1	0	1	0	0	0	0	0	0	1
HUNGARY	1	2	3	0	0	0	0	0	0	3
INDIA	2	8	10	0	0	0	1	0	1	11
INDONESIA	1	0	1	0	0	0	0	0	0	1
IRAN, ISLAMIC REP. OF	3	2	5	0	0	0	1	0	1	6
IRELAND	0	2	2	0	0	0	0	1	1	3
ISRAEL	1	0	1	0	0	0	0	0	0	1
ITALY	8	10	18	0	0	0	1	2	3	21
JAMAICA	1	0	1	1	0	1	0	0	0	2
JAPAN	7	22	29	0	0	0	2	0	2	31
JORDAN	0	2	2	1	0	1	0	0	0	3
KENYA	2	2	4	0	0	0	0	0	0	4
KOREA, REP. OF	0	2	2	0	0	0	0	0	0	2
LAO PEOPLE'S DEM. REP.	0	1	1	0	0	0	0	0	0	1
LEBANON	4	1	5	0	1	1	0	0	0	6
LUXEMBOURG	1	1	2	0	0	0	0	0	0	2
MADAGASCAR	1	0	1	1	0	1	0	0	0	2
MALAYSIA	5	3	8	0	0	0	0	0	0	8
MALI	1	2	3	0	0	0	0	0	0	3
MALTA	1	0	1	0	0	0	0	0	0	1
MAURITANIA	1	1	2	0	0	0	0	0	0	2
MAURITIUS	2	1	3	0	0	0	0	0	0	3
MEXICO	4	3	7	0	0	0	0	0	0	7
MONGOLIA	0	1	1	0	0	0	0	0	0	1
MOROCCO	1	1	2	0	0	0	1	0	1	3
MYANMAR	1	0	1	0	0	0	0	0	0	1
NEPAL	0	2	2	0	0	0	0	0	0	2
NETHERLANDS	11	4	15	0	0	0	1	1	2	17
NEW ZEALAND	1	3	4	0	0	0	0	1	1	5

NATIONALITY	REGULAR BUDGET						EXTRA-BUDGETARY RESOURCES			GRAND TOTAL
	Non-linguistic positions			Linguistic positions			WLT*	FT**	Total	
	WLT*	FT**	Total	WLT*	FT**	Total				
NICARAGUA	0	0	0	0	0	0	1	0	1	1
NIGER	1	1	2	0	0	0	0	0	0	2
NIGERIA	0	5	5	0	0	0	0	1	1	6
NORWAY	2	1	3	0	0	0	0	1	1	4
PAKISTAN	1	5	6	0	0	0	0	0	0	6
PANAMA	0	1	1	1	0	1	0	0	0	2
PERU	1	3	4	0	0	0	0	1	1	5
PHILIPPINES	4	1	5	0	0	0	0	0	0	5
POLAND	1	1	2	0	0	0	0	0	0	2
PORTUGAL	1	1	2	0	0	0	0	0	0	2
RUSSIAN FEDERATION	14	5	19	2	0	2	3	0	3	24
RWANDA	1	0	1	0	0	0	0	1	1	2
SAO TOME AND PRINCIPE	1	0	1	0	0	0	0	0	0	1
SENEGAL	1	4	5	0	0	0	0	0	0	5
SIERRA LEONE	1	2	3	0	0	0	0	0	0	3
SINGAPORE	1	1	2	0	0	0	0	0	0	2
SLOVAKIA	0	1	1	0	0	0	0	0	0	1
SOMALIA	1	0	1	0	0	0	0	0	0	1
SOUTH AFRICA	0	1	1	0	0	0	0	0	0	1
SPAIN	9	9	18	4	3	7	1	0	1	26
SRI LANKA	2	1	3	0	0	0	1	0	1	4
SURINAME	0	1	1	0	0	0	0	0	0	1
SWEDEN	1	3	4	0	1	1	0	0	0	5
SWITZERLAND	5	2	7	0	2	2	2	0	2	11
TANZANIA, UNITED REP. OF	2	0	2	0	0	0	1	0	1	3
THAILAND	2	2	4	1	0	1	0	0	0	5
THE FOR. YUG. REP., MAC.	0	1	1	0	0	0	0	0	0	1
TOGO	1	2	3	0	0	0	0	0	0	3
TRINIDAD AND TOBAGO	2	0	2	0	0	0	0	0	0	2
TUNISIA	1	2	3	0	0	0	0	0	0	3
TURKEY	0	2	2	0	0	0	0	0	0	2
UGANDA	1	1	2	0	0	0	0	0	0	2
UKRAINE	3	0	3	0	0	0	1	0	1	4
UNITED KINGDOM	10	12	22	5	3	8	2	2	4	34
UNITED STATES	34	53	87	2	0	2	2	5	7	96
URUGUAY	2	3	5	2	0	2	1	0	1	8
VENEZUELA	4	2	6	0	0	0	0	0	0	6
VIET NAM	0	0	0	0	0	0	1	0	1	1
YEMEN	0	1	1	0	0	0	0	0	0	1

NATIONALITY	REGULAR BUDGET						EXTRA-BUDGETARY RESOURCES			GRAND TOTAL
	Non-linguistic positions			Linguistic positions			WLT*	FT**	Total	
	WLT*	FT**	Total	WLT*	FT**	Total				
ZAMBIA	1	0	1	0	0	0	0	0	0	1
ZIMBABWE	0	2	2	0	0	0	0	0	0	2
<b>TOTAL</b>	<b>279</b>	<b>312</b>	<b>591</b>	<b>40</b>	<b>14</b>	<b>54</b>	<b>32</b>	<b>30</b>	<b>62</b>	<b>707</b>

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

**Table IX. Distribution of established officials (WLT) by sector and by grade as at 31 December 2001\***

Org. description	Professional category and above											General Service category									
	DG*	Exc/Rg DIR*	D.2	D.1	P.5	P.4	P.3	P.2	P.1	Other P	Total	G.7	G.6	G.5	G.4	G.3	G.2	G.1	Sub-total	Other G	Total
DIRECTOR-GENERAL'S OFFICE	1	1	1	1	1	2	0	0	0	0	7	1	0	1	2	0	0	0	4	0	4
EXECUTIVE DIRECTOR: STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK	0	1	0	0	1	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0	1
INTERNATIONAL LABOUR STANDARDS DEPARTMENT	0	0	0	2	8	6	3	0	0	0	19	1	4	1	2	0	0	0	8	0	8
INFOCUS PROGRAMME ON PROMOTING THE DECLARATION	0	0	0	1	2	1	0	0	0	0	4	0	1	0	0	0	0	0	1	0	1
INFOCUS PROGRAMME ON CHILD LABOUR	0	0	1	1	2	3	0	0	0	0	7	0	2	3	0	0	0	0	5	1	6
RELATIONS, MEETINGS AND DOCUMENT SERVICES DEPARTMENT	0	0	0	0	8	16	8	0	0	0	32	7	11	21	19	0	0	0	58	0	58
EXECUTIVE DIRECTOR: EMPLOYMENT	0	1	2	0	3	1	1	0	0	0	8	2	7	1	1	0	0	0	11	0	11
EMPLOYMENT STRATEGY DEPARTMENT	0	0	0	1	8	0	0	0	0	0	9	2	1	2	2	0	0	0	7	0	7
RECOVERY AND RECONSTRUCTION DEPARTMENT	0	0	0	2	6	0	0	0	0	0	8	0	1	1	0	0	0	0	2	0	2
INFOCUS PROGRAMME ON SKILLS, KNOWLEDGE AND EMPLOYABILITY	0	0	0	0	5	3	1	0	0	0	9	0	0	3	3	0	0	0	6	0	6
JOB CREATION AND ENTERPRISE DEVELOPMENT DEPARTMENT	0	0	0	1	4	3	0	0	0	0	8	0	1	1	2	0	0	0	4	0	4
MULTINATIONAL ENTERPRISES DEPARTMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1
GENDER PROMOTION DEPARTMENT	0	0	0	1	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0
EXECUTIVE DIRECTOR: SOCIAL PROTECTION	0	1	1	1	1	0	0	0	0	0	4	1	1	0	0	0	0	0	2	0	2

Org. description	Professional category and above											General Service category									
	DG*	Exc/Rg DIR*	D.2	D.1	P.5	P.4	P.3	P.2	P.1	Other P	Total	G.7	G.6	G.5	G.4	G.3	G.2	G.1	Sub-total	Other G	Total
INFOCUS PROGRAMME ON SOCIO-ECONOMIC SECURITY	0	0	0	1	0	1	0	0	0	0	2	1	1	0	0	0	0	0	2	0	2
INFOCUS PROGRAMME ON SAFETY AND HEALTH AT WORK AND THE ENVIRONMENT	0	0	0	0	9	3	0	0	0	0	12	1	3	4	0	0	0	0	8	0	8
PROGRAMME ON CONDITIONS OF WORK	0	0	0	1	1	1	0	0	0	0	3	0	0	3	0	0	0	0	3	0	3
PROGRAMME ON INTERNATIONAL MIGRATION	0	0	0	0	1	1	0	0	0	0	2	0	0	1	0	0	0	0	1	0	1
PROGRAMME ON FINANCIAL, ACTUARIAL AND STATISTICAL SERVICES	0	0	0	1	0	0	0	0	0	0	1	0	2	1	0	0	0	0	3	0	3
PROGRAMME ON SOCIAL SECURITY POLICY AND DEVELOPMENT	0	0	0	0	5	1	1	0	0	0	7	0	2	1	0	0	0	0	3	0	3
PROGRAMME ON HIV/AIDS AND THE WORLD OF WORK	0	0	0	1	0	0	1	0	0	0	2	0	1	1	0	0	0	0	2	0	2
EXECUTIVE DIRECTOR: SOCIAL DIALOGUE	0	1	0	0	2	1	0	0	0	0	4	0	3	2	0	0	0	0	5	0	5
BUREAU FOR EMPLOYERS' ACTIVITIES	0	0	1	0	1	0	0	0	0	0	2	0	3	0	1	0	0	0	4	0	4
BUREAU FOR WORKERS' ACTIVITIES	0	0	0	1	4	0	0	0	0	0	5	0	2	2	0	0	0	0	4	0	4
INFOCUS PROGRAMME ON STRENGTHENING SOCIAL DIALOGUE	0	0	0	1	1	2	0	0	0	0	4	0	0	1	1	0	0	0	2	0	2
SECTORAL ACTIVITIES DEPARTMENT	0	0	1	1	9	3	0	0	0	0	14	1	3	2	0	0	0	0	6	0	6
GOVERNMENT AND LABOUR LAW AND ADMINISTRATION DEPARTMENT	0	0	0	1	3	1	0	0	0	0	5	0	1	1	0	0	0	0	2	0	2
EXECUTIVE DIRECTOR: REGIONS AND TECHNICAL COOPERATION	0	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1
DEVELOPMENT COOPERATION DEPARTMENT	0	0	1	1	4	1	1	0	0	0	8	0	3	1	0	0	0	0	4	0	4

Org. description	Professional category and above											General Service category									
	DG*	Exc/Rg DIR*	D.2	D.1	P.5	P.4	P.3	P.2	P.1	Other P	Total	G.7	G.6	G.5	G.4	G.3	G.2	G.1	Sub-total	Other G	Total
FIELD PROGRAMMES IN AFRICA	0	1	0	3	16	7	3	0	0	0	30	0	1	0	0	0	0	0	1	55	56
FIELD PROGRAMMES IN THE AMERICAS	0	0	0	3	7	6	0	0	0	0	16	0	0	0	0	0	0	0	0	48	48
FIELD PROGRAMMES IN ARAB STATES	0	0	1	2	3	1	0	0	0	0	7	0	0	0	0	0	0	0	0	2	2
FIELD PROGRAMMES IN ASIA AND THE PACIFIC	0	1	0	3	9	1	3	0	0	0	17	0	0	0	0	0	0	0	0	74	74
FIELD PROGRAMMES IN EUROPE AND CENTRAL ASIA	0	1	0	2	1	1	0	0	0	1	6	0	1	1	0	0	0	0	2	8	10
EXECUTIVE DIRECTOR: SUPPORT SERVICES	0	1	0	0	1	0	0	0	0	0	2	1	0	1	0	0	0	0	2	0	2
FINANCIAL SERVICES DEPARTMENT	0	0	0	0	3	1	1	0	0	0	5	9	9	4	0	0	0	0	22	1	23
BUREAU OF LIBRARY AND INFORMATION SERVICES	0	0	0	0	1	3	1	0	0	0	5	2	3	2	1	0	0	0	8	0	8
BUREAU OF INFORMATION TECHNOLOGY AND COMMUNICATIONS	0	0	0	0	4	5	5	1	0	0	15	0	3	6	0	0	0	0	9	0	9
BUREAU OF INTERNAL ADMINISTRATION	0	0	0	1	1	1	1	0	0	0	4	3	7	9	8	7	0	0	34	2	36
BUREAU OF PUBLICATIONS	0	0	0	1	1	5	0	0	0	1	8	1	2	6	0	0	0	0	9	0	9
BUREAU OF EXTERNAL RELATIONS AND PARTNERSHIPS	0	0	0	0	3	0	0	0	0	0	3	0	0	0	2	0	0	0	2	3	5
INTERNATIONAL POLICY GROUP	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
BUREAU OF GENDER EQUALITY	0	0	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0
INTERNATIONAL INSTITUTE FOR LABOUR STUDIES	0	0	0	0	1	0	0	0	0	0	1	0	2	1	0	0	0	0	3	0	3
OFFICE OF LEGAL SERVICES	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
HUMAN RESOURCES DEVELOPMENT DEPARTMENT	0	0	0	2	2	5	1	0	0	0	10	4	13	5	3	0	0	0	25	0	25

Org. description	Professional category and above											General Service category									
	DG*	Exc/Rg DIR*	D.2	D.1	P.5	P.4	P.3	P.2	P.1	Other P	Total	G.7	G.6	G.5	G.4	G.3	G.2	G.1	Sub- total	Other G	Total
BUREAU OF PROGRAMMING AND MANAGEMENT	0	0	0	3	1	2	1	0	0	0	7	0	1	0	0	0	0	0	1	0	1
DEPARTMENT OF COMMUNICATIONS	0	0	0	0	0	2	1	0	0	0	3	0	1	2	0	0	0	0	3	0	3
BUREAU OF STATISTICS	0	0	0	0	5	3	1	0	0	0	9	2	5	2	1	0	0	0	10	0	10
WASHINGTON DC BRANCH OFFICE	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0
INTERNATIONAL SOCIAL SECURITY ASSOCIATION	0	0	0	0	4	2	0	0	0	0	6	0	3	0	3	0	0	0	6	0	6
<b>TOTAL</b>	<b>1</b>	<b>10</b>	<b>10</b>	<b>40</b>	<b>155</b>	<b>96</b>	<b>34</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>351</b>	<b>39</b>	<b>106</b>	<b>94</b>	<b>51</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>297</b>	<b>194</b>	<b>491</b>

\* These positions are shown for information although the incumbents are not established officials.

**Table X. Distribution of Professional and higher category of staff by place of assignment, 31 December 1980-31 December 2001**

Year	HQ		Field*		Total
		%		%	
1980	584	81.1	136	18.9	720
1985	604	80.0	151	20.0	755
1990	572	79.4	148	20.6	720
1991	571	79.3	149	20.7	720
1992	569	79.9	143	20.1	712
1993	546	77.2	161	22.8	707
1994	533	74.9	179	25.1	712
1995	495	71.3	199	28.7	694
1996	467	71.3	188	28.7	655
1997	479	71.4	192	28.6	671
1998	502	72.8	188	27.2	690
1999	492	71.0	201	29.0	693
2000	498	71.0	203	29.0	701
2001	507	71.7	200	28.3	707

\* Including Branch Offices.

Table XI. Distribution of General Service category of staff by place of assignment, 31 December 1980-31 December 2001

Year	HQ		Field*		Total
		%		%	
1980	712	72.7	268	27.3	980
1985	717	69.1	320	30.9	1 037
1990	747	70.5	312	29.5	1 059
1991	729	67.9	344	32.1	1 073
1992	739	68.6	338	31.4	1 077
1993	714	66.4	361	33.6	1 075
1994	695	63.5	399	36.5	1 094
1995	662	59.2	456	40.8	1 118
1996	623	57.8	455	42.2	1 078
1997	618	56.4	478	43.6	1 096
1998	607	55.3	491	44.7	1 098
1999	600	54.6	499	45.4	1 099
2000	583	52.6	525	47.4	1 108
2001	560	51.9	519	48.1	1 079

\* Including Branch Offices.

**Table XII. Composition of staff appointed between 1 January 2001 and 31 December 2001 in the Professional category and above**

**Recruitment, including linguistic and non-linguistic staff: 72**

**Part 1:**

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

(i) Number of officials recruited from member States with less than the adequate number of nationals on the staff:

Country	Number	
	M	F
ARMENIA	0	1
BOSNIA & HERZEGOVINA	1	0
JAPAN	3	2
MONGOLIA	0	1
NORWAY	0	1
UNITED STATES (1 off. *) (1 off. ***)	7	11
<b>TOTAL:</b>	<b>27</b>	<b>16</b>

(ii) Number of officials recruited from member States with an adequate number of nationals on the staff:

Country	Number	
	M	F
ARGENTINA	1	0
CZECH REP.	1	0
EGYPT	1	1
FRANCE (2 offs. ***)	4	1
GERMANY	4	1
GUYANA	0	1
ITALY	1	0
MAURITIUS	1	0
SOUTH AFRICA	0	1
SPAIN (1 off. ***)	4	0
TOGO	1	0
UNITED KINGDOM (1 off. **) (1 off. ***)	1	2
ZIMBABWE	0	1
<b>TOTAL:</b>	<b>27</b>	<b>8</b>

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

Country	Number	
	M	F
AUSTRALIA	2	1
BELGIUM	2	1
CAMEROON	1	0
CANADA	2	2
IRELAND	0	1
NETHERLANDS	1	0
NEW ZEALAND	1	0
PERU	1	0
PHILIPPINES (1 off.***)	0	1
SWITZERLAND (1 off.***)	0	1
VENEZUELA	1	0
<b>TOTAL:</b>	<b>11</b>	<b>7</b>
<b>GRAND TOTAL:</b>	<b>41</b>	<b>31</b>

Notes:

\* Return from leave without pay.

\*\* Transfer on a non-linguistic position.

\*\*\* Promotion from General Service category to Professional category.

(b) Linguistic staff not subject to geographical distribution:

**Total: 0**

**Part 2: Distribution by sex and grade Total: 72**

Grade	Male	Female
Executive and Regional Directors	2	1
D.2	2	0
D.1	1	5
Deputy Director (Branch Office)	1	0
P.5	13	2
P.4	7	5
P.3	11	11
P.2	4	7
<b>Total</b>	<b>41 = 56.94%</b>	<b>31 = 43.06%</b>

**Part 3: Distribution by age and sex****Total: 72**

35 and under		36 to 45		46 to 55		Over 55	
M	F	M	F	M	F	M	F
9	12	13	11	13	7	6	1
21 = 29.17%		24 = 33.33%		20 = 27.78%		7 = 9.72%	