



SIXTEENTH ITEM ON THE AGENDA

Composition and structure of the staff

1. This document provides information on the composition and structure of the staff given to the Programme, Financial and Administrative Committee (“the Committee”) in March each year.
2. The statistical information on composition and structure of ILO staff is 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 2004.
Table II	Changes from fixed-term to without-limit-of-time contracts and changes of grade between 1 January 2004 and 31 December 2004 compared with the period 1 January 2003 to 31 December 2003.
Chart I	Distribution of staff according to place of assignment, category and type of contract, effective 31 December 2004.
Chart II	Number of Professional and higher category staff by type of contract from 31 December 1994 to 31 December 2004.
Chart III	Number of Professional and General Service staff funded from regular budget and extra-budgetary resources in 2002, 2003 and 2004.
Table III	Professional and higher category staff: Distribution by nationality (1 January-31 December 2004): (a) non-linguistic staff; (b) linguistic staff.
Table IV	Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 2004, with percentages of women for 2003 and 2004.
Chart IV	Number of Professional and higher category staff in service from 31 December 1994 to 31 December 2004.
Chart V	Number of Professional and higher category staff by age from 31 December 1994 to 31 December 2004.
Table V	Composition of staff newly appointed between 1 January 2004 and 31 December 2004 in the Professional category and above.

- Chart VI Distribution by gender and grade of staff newly appointed between 1 January 2004 and 31 December 2004 in the Professional category and above.
- Chart VII Distribution by age and gender of staff newly appointed between 1 January 2004 and 31 December 2004 in the Professional category and above.

Geneva, 7 February 2005.

Submitted for information.

Table I. Distribution of staff according to place of assignment, category, type of contract and source of funds, effective 31 December 2004

Place of assignment and category of staff	Officials employed						Total
	Regular budget resources			Extra-budgetary resources			
	WLT*	FT**	Subtotal	WLT*	FT**	Subtotal	
(a) Headquarters							
Professional category and above	304	163	467	16	9	25	492
General Service category	289	203	492	32	67	99	591
Subtotal (a)	593	366	959	48	76	124	1 083
(b) Field offices							
Professional category and above	85	129	214	1	1	2	216
General Service category	197	213	410	27	92	119	529
Subtotal (b)	282	342	624	28	93	121	745
Total (a) + (b)	875	708	1 583	76	169	245	1 828
(c) Technical cooperation							
Professional category and above	0	63	63	0	269	269	332
General Service category	0	10	10	0	330	330	340
Subtotal (c)	0	73	73	0	599	599	672
Grand total	875	781	1 656	76	768	844	2 500

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

Table II. Changes from FT to WLT contracts and changes of grade between 1 January 2004 and 31 December 2004 compared with the period 1 January 2003 to 31 December 2003

(a) Changes from FT to WLT contracts between 1 January 2004 and 31 December 2004 compared with the period 1 January 2003 to 31 December 2003

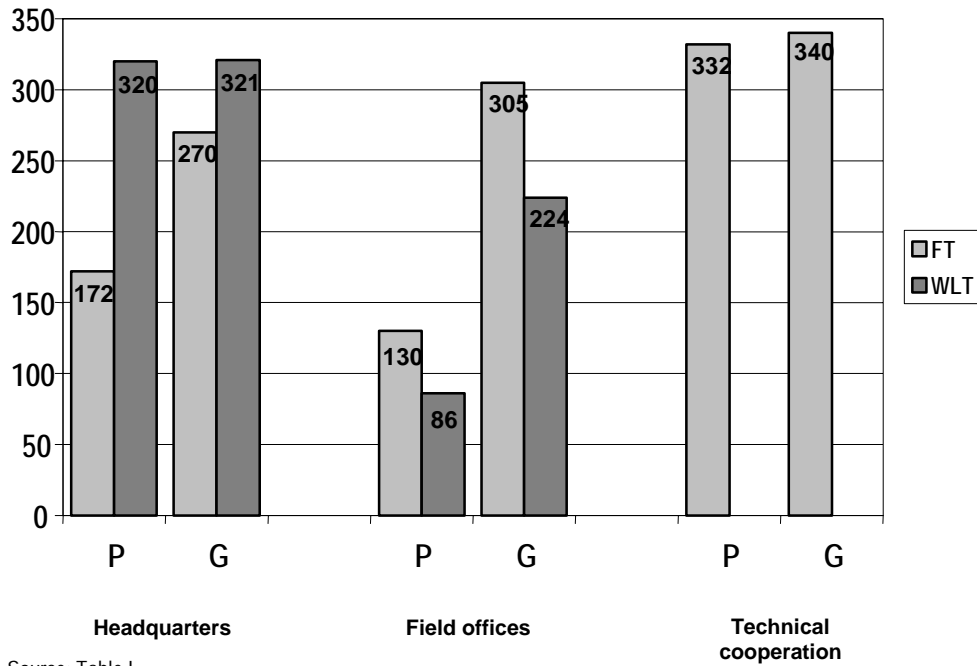
Year	P			G		
	Male	Female	Total	Male	Female	Total
2004	4	4	8	24	16	40
2003	26	21	47	25	58	83

P = Professional staff. G = General Service staff.

(b) Changes of grade (including promotions of established officials) between 1 January 2004 and 31 December 2004 compared with the period 1 January 2003 to 31 December 2003

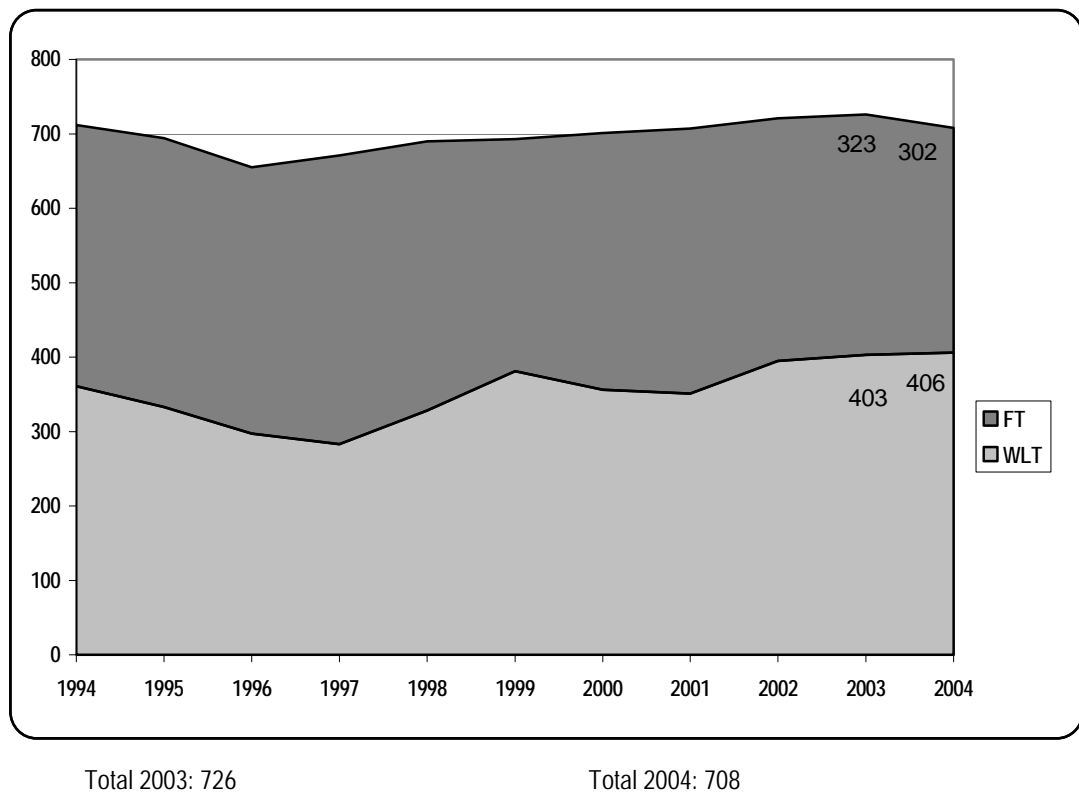
Year	P						G					
	WLT			FT			WLT			FT		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2004	6	3	9	20	16	36	1	4	5	11	11	22
2003	9	14	23	11	8	19	25	55	80	19	26	45

Chart I. Distribution of staff according to place of assignment, category and type of contract, effective 31 December 2004



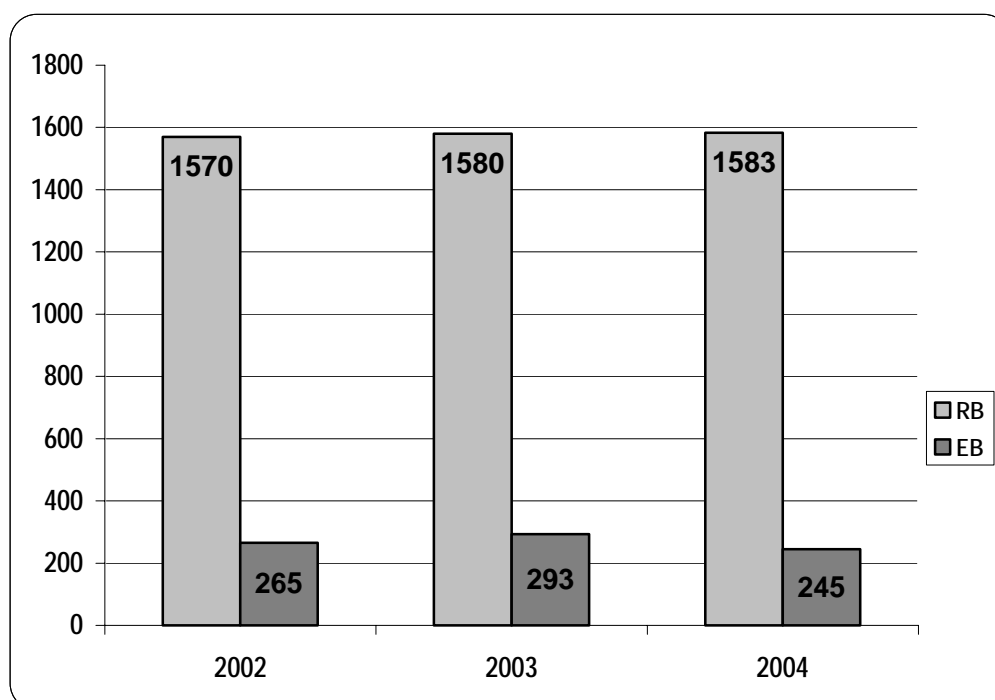
Source: Table I.

Chart II. Number of Professional and higher category staff by type of contract from 31 December 1994 to 31 December 2004



Source: Table I above and Table VII from previous PFAC documents on composition and structure of the staff.

Chart III. Number of Professional and General Service staff funded from RB* and EB** resources in 2002, 2003 and 2004



*RB – Regular budget

**EB – Extra-budgetary

Source: Table I above and Table I from previous PFAC documents on composition and structure of the staff.

Table III. Professional and higher category staff: Distribution by nationality (1 January-31 December 2004)

Note: The number of staff in service (figures shown in columns (a) and (d)) does not include staff on leave without pay or on secondment to other organizations. 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 31.12.03		(b) Recruited 01.01.04-31.12.04		(c) Departures 01.01.04-31.12.04		(d) Staff on 31.12.04	
	M	F	M	F	M	F	M	F
Afghanistan	1	0	0	0	0	0	1	0
Algeria	3	1	0	0	0	0	3	1
Argentina	5	2	0	0	1	0	4	2
Armenia	0	1	0	0	0	0	0	1
Australia	13	3	0	0	1	1	12	2
Austria	2	1	0	0	0	0	2	1
Bahrain	0	1	0	0	0	0	0	1
Bangladesh	5	0	0	0	1	0	4	0
Belgium	11	3	0	1	0	0	11	4
Benin	4	0	0	0	1	0	3	0
Bolivia	1	0	0	0	0	0	1	0

Nationality	(a) Staff on 31.12.03		(b) Recruited 01.01.04-31.12.04		(c) Departures 01.01.04-31.12.04		(d) Staff on 31.12.04	
	M	F	M	F	M	F	M	F
Bosnia and Herzegovina	1	0	0	0	0	0	1	0
Botswana	1	0	0	0	0	0	1	0
Brazil	3	3	1	0	0	0	4	3
Bulgaria	2	1	0	0	0	0	2	1
Burkina Faso	2	2	0	0	0	0	2	2
Burundi	2	0	0	0	0	0	2	0
Cameroon	3	0	2	0	0	0	5	0
Canada	10	9	0	2	2	1	8	10
Cape Verde	1	0	0	0	0	0	1	0
Chad	2	0	0	0	0	0	2	0
Chile	7	1	0	0	2	0	5	1
China	3	2	2	0	0	1	5	1
Colombia	2	2	0	0	0	0	2	2
Comoros	0	1	0	0	0	0	0	1
Costa Rica	1	2	1	0	0	0	2	2
Cote d'Ivoire	3	2	0	0	0	0	3	2
Croatia	1	1	0	0	0	1	1	0
Cuba	1	0	0	0	0	0	1	0
Cyprus	1	0	0	0	0	0	1	0
Czech Republic	1	1	0	0	0	0	1	1
Dem. Rep. of the Congo	2	1	0	0	0	0	2	1
Denmark	3	2	1	0	0	0	4	2
Djibouti	0	1	0	0	0	1	0	0
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	1	0	0	1	0	1	1
El Salvador	0	1	0	0	0	0	0	1
Eritrea	0	1	0	0	0	0	0	1
Ethiopia	1	0	1	0	0	0	2	0
Finland	4	0	0	0	1	0	3	0
France	27	17	0	0	0	0	27	17
Germany	24	10	2	0	1	0	25	10
Ghana	6	1	0	0	1	1	5	0
Greece	3	1	0	0	0	0	3	1
Guatemala	1	0	1	0	0	0	2	0
Guinea-Bissau	0	1	0	0	0	0	0	1
Guyana	1	1	0	0	0	0	1	1
Haiti	0	1	0	0	0	0	0	1

Nationality	(a) Staff on 31.12.03		(b) Recruited 01.01.04-31.12.04		(c) Departures 01.01.04-31.12.04		(d) Staff on 31.12.04	
	M	F	M	F	M	F	M	F
Hungary	2	1	0	0	0	0	2	1
India	9	1	0	0	3	0	6	1
Indonesia	1	0	0	0	0	0	1	0
Iran, Islamic Rep. of	3	2	0	0	0	0	3	2
Ireland	1	2	0	0	0	0	1	2
Israel	1	1	0	0	0	0	1	1
Italy	18	7	1	1	1	0	18	8
Jamaica	0	2	0	0	0	0	0	2
Japan	14	22	1	1	4	1	11	22
Jordan	2	1	0	0	0	0	2	1
Kenya	4	0	0	0	1	0	3	0
Korea, Rep. of	5	0	0	0	0	0	5	0
Lao People's Dem. Rep.	1	0	0	0	0	0	1	0
Lebanon	2	3	0	0	0	0	2	3
Lesotho	0	1	0	0	0	0	0	1
Luxembourg	1	1	0	0	1	1	0	0
Madagascar	1	0	0	0	0	0	1	0
Malaysia	5	2	0	0	0	0	5	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
Mauritius	4	0	1	0	0	0	5	0
Mexico	6	1	1	0	0	0	7	1
Mongolia	0	1	0	0	0	0	0	1
Morocco	3	0	0	0	0	0	3	0
Myanmar	0	1	0	0	0	0	0	1
Nepal	2	1	0	0	0	0	2	1
Netherlands	13	2	0	0	2	0	11	2
New Zealand	3	1	1	1	1	0	3	2
Niger	1	0	0	0	0	0	1	0
Nigeria	4	2	0	0	0	0	4	2
Norway	3	1	0	0	0	0	3	1
Pakistan	5	1	0	0	0	0	5	1
Panama	1	0	0	0	0	0	1	0
Peru	6	1	0	0	0	0	6	1
Philippines	2	4	0	0	1	0	1	4
Poland	2	1	0	0	0	0	2	1
Portugal	1	1	1	0	1	0	1	1
Russian Federation	18	2	0	0	2	0	16	2

Nationality	(a) Staff on 31.12.03		(b) Recruited 01.01.04-31.12.04		(c) Departures 01.01.04-31.12.04		(d) Staff on 31.12.04	
	M	F	M	F	M	F	M	F
Rwanda	3	0	0	0	0	0	3	0
Sao Tome and Principe	1	0	0	0	0	0	1	0
Senegal	6	0	0	0	0	0	6	0
Sierra Leone	3	0	0	0	0	0	3	0
Slovakia	0	1	0	0	0	0	0	1
Somalia	1	0	0	0	0	0	1	0
South Africa	0	1	1	0	0	1	1	0
Spain	13	6	0	1	1	0	12	7
Sri Lanka	1	2	0	0	0	0	1	2
Sudan	0	0	0	1	0	0	0	1
Suriname	1	0	0	0	0	0	1	0
Sweden	1	2	0	1	0	0	1	3
Switzerland	8	3	0	0	1	0	7	3
Tanzania, United Rep. of	0	1	0	0	0	0	0	1
Thailand	0	5	0	0	0	1	0	4
The former Yugoslav Republic of Macedonia	0	1	0	0	0	0	0	1
Togo	3	0	0	0	1	0	2	0
Trinidad and Tobago	0	2	0	0	0	0	0	2
Tunisia	3	1	0	0	0	0	3	1
Turkey	1	2	0	1	0	0	1	3
Uganda	3	0	0	0	0	0	3	0
Ukraine	4	0	0	0	0	0	4	0
United Kingdom	10	14	1	1	2	1	9	14
United States	47	50	0	1	1	3	46	48
Uruguay	3	1	0	0	0	0	3	1
Venezuela	5	2	0	0	0	0	5	2
Viet Nam	0	1	0	0	0	0	0	1
Zambia	0	1	0	0	0	0	0	1
Zimbabwe	2	1	0	0	0	0	2	1
Total by sex	436	243	19	12	35	14	420	241
Total (a) Non-linguistic staff	679		31		49		661	

(b) Linguistic staff

Nationality	(a) Staff on 31.12.03		(b) Recruited 01.01.04-31.12.04		(c) Departures 01.01.04-31.12.04		(d) Staff on 31.12.04	
	M	F	M	F	M	F	M	F
Algeria	0	1	0	0	0	0	0	1
Chile	1	0	0	0	0	0	1	0
China	1	2	0	0	0	0	1	2
France	3	7	0	0	0	0	3	7
Germany	1	1	0	0	0	0	1	1
Greece	0	1	0	0	0	0	0	1
Jamaica	0	1	0	0	0	0	0	1
Jordan	1	0	0	0	1	0	0	0
Lebanon	0	1	0	0	0	0	0	1
New Zealand	0	1	0	0	0	0	0	1
Panama	1	0	0	0	0	0	1	0
Russian Federation	2	0	0	0	0	0	2	0
Spain	2	4	0	0	0	0	2	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	4	5	0	1	0	0	4	6
United States	0	1	0	0	0	0	0	1
Uruguay	0	2	0	0	0	0	0	2
Total by sex	17	30	0	1	1	0	16	31
Total (b) Linguistic staff	47		1		1		47	
Grand total Table III	726		32		50		708	

Unrepresented nationalities on non-linguistic posts:

The following nationalities were unrepresented on non-linguistic posts as at 31 December 2004:

Albania	Luxembourg
Angola	Malawi
Antigua and Barbuda	Moldova, Republic of
Azerbaijan	Mozambique
Bahamas	Namibia
Barbados	Nicaragua
Belarus	Oman
Belize	Papua New Guinea
Cambodia	Paraguay
Central African Republic	Qatar
Congo	Romania
Djibouti	Saint Kitts and Nevis
Equatorial Guinea	Saint Lucia
Estonia	Saint Vincent and the Grenadines
Fiji	San Marino
Gabon	Saudi Arabia
Gambia	Serbia and Montenegro
Georgia	Seychelles
Grenada	Singapore
Guinea	Slovenia
Honduras	Solomon Islands
Iceland	Swaziland
Iraq	Syrian Arab Republic
Kazakhstan	Tajikistan
Kiribati	Timor-Leste, Democratic Republic of
Kuwait	Turkmenistan
Kyrgyzstan	United Arab Emirates
Latvia	Uzbekistan
Liberia	Vanuatu
Libyan Arab Jamahiriya	Yemen
Lithuania	

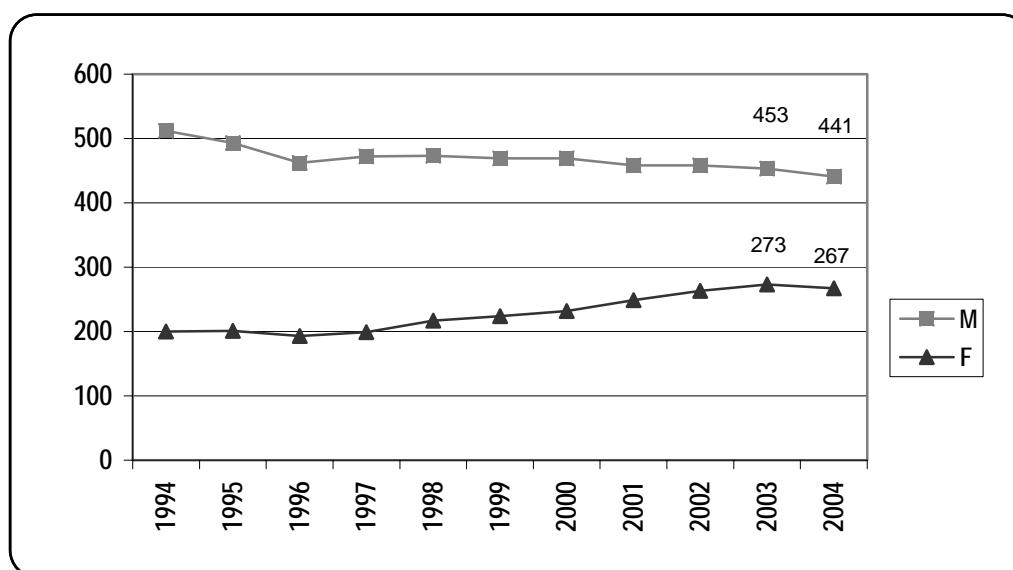
Currently, there is a total of 61 countries with no nationals on the staff.

Table IV. Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 2004, with percentages of women for 2003 and 2004

Grade	35 and under		36 to 45		46 to 55		Over 55		Total		% of women 31.12.04	% of women 31.12.03
	M	F	M	F	M	F	M	F	M	F		
DG	0	0	0	0	0	0	1	0	1	0	0	0
Executive and Regional Directors	0	0	0	0	1	2	4	2	5	4	44.4	20
D.2	0	0	0	0	5	2	9	2	14	4	22.2	22.7
D.1	0	0	2	1	21	10	26	5	49	16	24.6	26.5
P.5	0	0	17	13	106	42	77	22	200	77	27.8	26.4
P.4	3	4	43	44	56	36	13	7	115	91	44.1	44.7
P.3	13	23	23	26	9	16	0	1	45	66	59.5	60.4
P.2	5	4	0	2	0	1	0	0	5	7	58.3	61.5
Director (DIR) *	0	0	1	0	2	1	3	1	6	2	25.0	33.3
Deputy Director (DEPD) **	0	0	0	0	0	1	0	0	0	1	100.0	0
Total by sex	21	31	86	86	200	111	133	40	440	268	37.9	37.6
Percentage	40.4%	59.6%	50%	50%	64.3%	35.7%	76.9%	23.1%	62.1%	37.9%		
Total M and F	52		172		311		173		708			
% of total	7.34%		24.29%		43.93%		24.44%		100%			
										M	F	
										50.4	46.6	

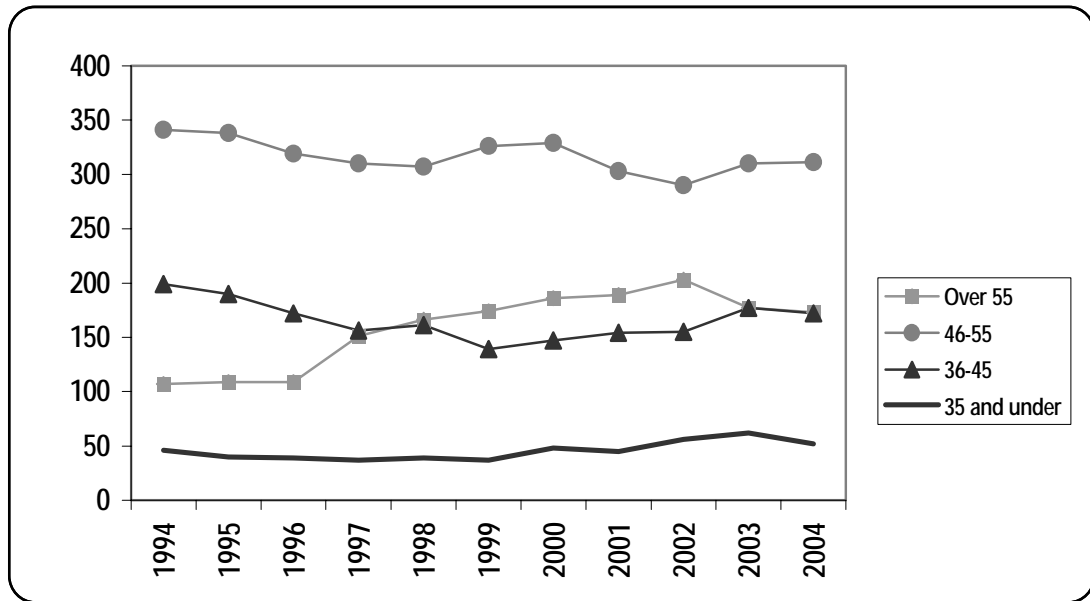
* Director of ex Branch Office. ** Deputy Director of ex Branch Office.

Chart IV. Number of Professional and higher category staff, by gender, in service from 31 December 1994 to 31 December 2004



Source: Table II above and Table II from previous PFAC documents on composition and structure of the staff.

Chart V. Number of Professional and higher category staff by age from 31 December 1994 to 31 December 2004



Source: Table III above and Table V from previous PFAC documents on composition and structure of the staff.

Table V. Composition of staff newly appointed between 1 January 2004 and 31 December 2004 in the Professional category and above

Total recruitment, including linguistic and non-linguistic staff: 32

(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
Brazil	1	0
China	1	0
Germany	2	0
Japan	1	1
Portugal	1	0
South Africa	1	0
Sudan	0	1
Sweden	0	1
Total:	10	3

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

Country	Number	
	M	F
China	1	0
Ethiopia	1	0
Guatemala	1	0
Italy	1	1
Mexico	1	0
Turkey	0	1
United Kingdom (1 off. **)	1	1
United States (1 off. *)	0	1
Total:	10	4

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

Country	Number	
	M	F
Belgium	0	1
Cameroon	2	0
Canada	0	2
Costa Rica	1	0
Denmark	1	0
Mauritius	1	0
New Zealand	1	1
Spain	0	1
Total:	11	5
Grand total:	31	12

Notes:

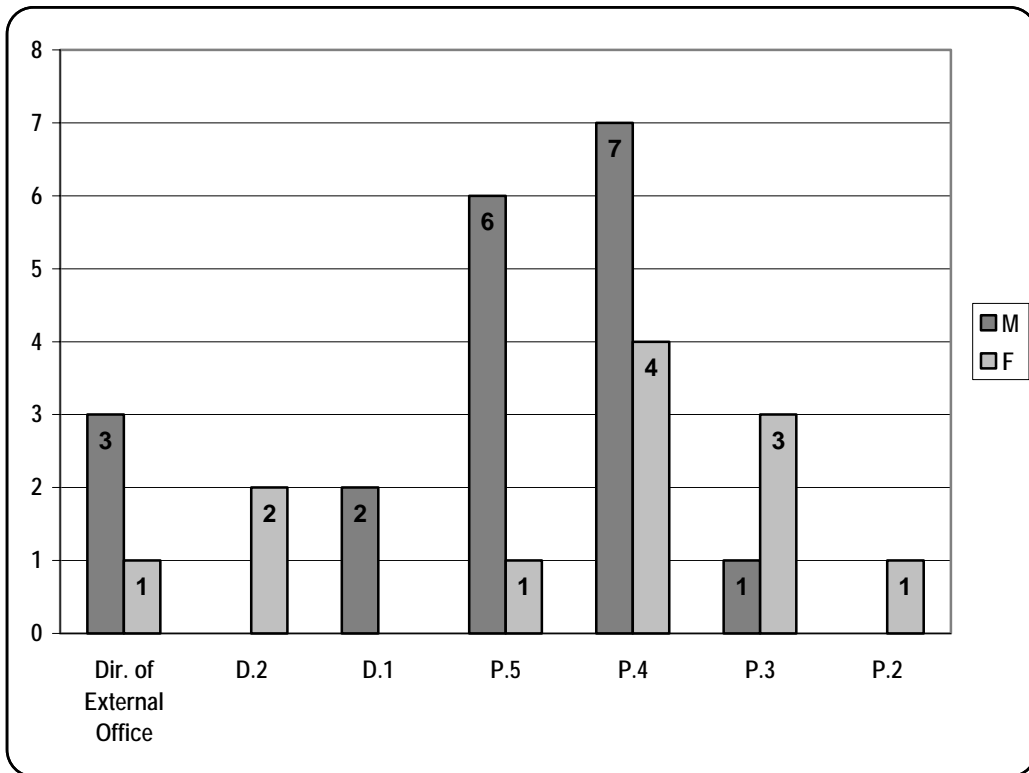
* End of loan, secondment or leave without pay.

** Promotion from General Service category to Professional category.

(b) Linguistic staff not subject to geographical distribution:

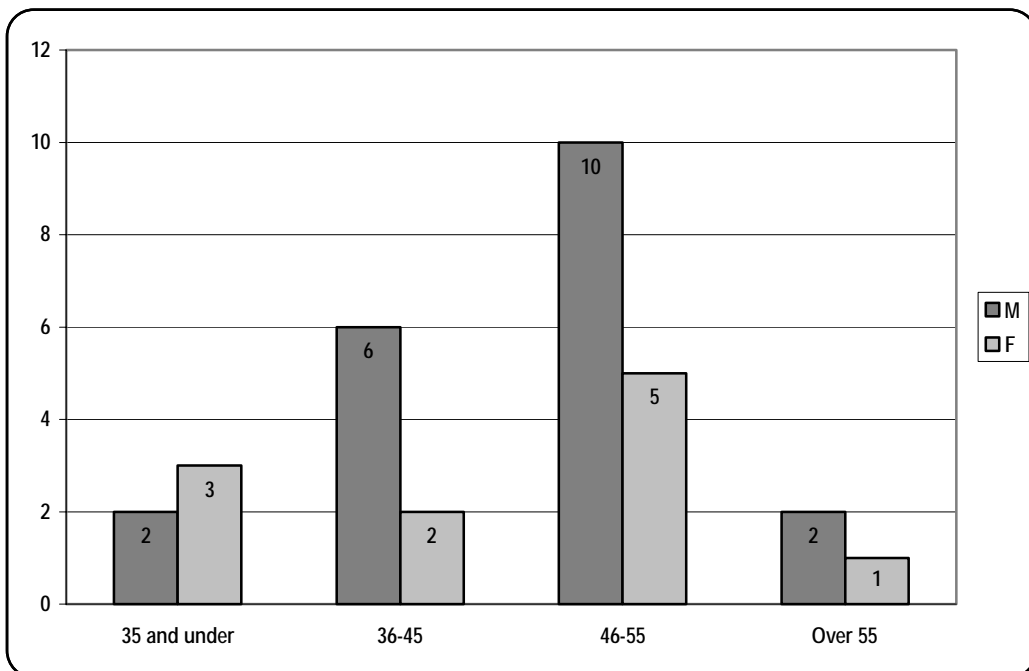
Country	Number	
	M	F
United Kingdom	0	1
Total:	1	1

Chart VI. Distribution by gender and grade of staff newly appointed between 1 January 2004 and 31 December 2004 in the Professional category and above



Total recruitment: 31.

Chart VII. Distribution by age and gender of staff newly appointed between 1 January 2004 and 31 December 2004 in the Professional category and above



Total recruitment: 31.