

**FOR INFORMATION**

## SEVENTEENTH 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 category, place of assignment, type of contract and source of funds, effective 31 December 2005.
Table II	Changes from fixed-term to without-limit-of-time contracts and changes of grade between 1 January and 31 December 2005 compared with the period 1 January-31 December 2004 (regular staff).
Chart I	Distribution of staff according to place of assignment, category and type of contract, effective 31 December 2005.
Chart II	Number of Professional and higher category staff by type of contract from 31 December 1995 to 31 December 2005 (regular staff).
Chart III	Number of Professional, National Officer and General Service staff funded from regular budget and extra-budgetary resources in 2003, 2004 and 2005.
Table III	Professional and higher category staff: Distribution by nationality (regular staff) (1 January-31 December 2005): (a) Non-linguistic staff; (b) Linguistic staff.
Table IV	(a) Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 2005, with percentages of women for 2004 and 2005 (regular staff). (b) Distribution by grade of Professional and higher category staff, effective 31 December 2005 (regular staff).
Chart IV	Number of Professional and higher category staff, by gender, in service from 31 December 1995 to 31 December 2005 (regular staff).

Chart V	Number of Professional and higher category staff by age from 31 December 1995 to 31 December 2005 (regular staff).
Table V	Composition of staff newly appointed between 1 January and 31 December 2005 in the Professional category and above (regular staff).
Chart VI	Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2005 in the Professional category and above (regular staff).
Chart VII	Distribution by age and gender of staff newly appointed between 1 January and 31 December 2005 in the Professional category and above (regular staff).

3. The Committee's attention is drawn to the fact that the information in this document is obtained for the first time from the Office's Integrated Information Resource System (IRIS). Since the information in IRIS is organized differently and in more detail than in previous systems, reporting will be possible with a greater level of precision and detail. However, the data in the present document are derived in large measure from data converted from multiple legacy systems. For this reason, the data in this document are not fully comparable with data presented to the Committee at previous sessions.

Geneva, 24 February 2006.

*Submitted for information.*

**Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds, effective 31 December 2005**

Category of staff and place of assignment	Officials employed						Total
	Regular budget resources			Extra-budgetary resources			
	WLT*	FT**	Subtotal	WLT*	FT**	Subtotal	
<b>regular staff</b>							
<b>(a) Headquarters</b>							
Professional category and above	290	186	476	11	5	16	492
General Service category	338	177	515	8	5	13	528
Subtotal (a)	628	363	991	19	10	29	1 020
<b>(b) Field offices</b>							
Professional category and above	82	115	197	0	3	3	200
National Professional category	41	38	79	0	2	2	81
General Service category	194	237	431	3	22	25	456
Subtotal (b)	317	390	707	3	27	30	737
Total (a) + (b)	945	753	1 698	22	37	59	1 757
<b>Technical cooperation staff</b>							
Professional category and above	0	38	38	0	239	239	277
National Professional category	0	2	2	0	161	161	163
General Service category	0	20	20	0	379	379	399
Subtotal	0	60	60	0	779	779	839
Grand total	945	813	1 758	22	816	838	2 596

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

**Table II. Changes from FT to WLT contracts and changes of grade between 1 January 2005 and 31 December 2005 compared with the period 1 January 2004 to 31 December 2004 (regular staff)**

(a) Changes from FT to WLT contracts between 1 January and 31 December 2005 compared with the period 1 January-31 December 2004

Year	P			G		
	Male	Female	Total	Male	Female	Total
2005 *	0	0	0	0	0	0
2004	4	4	8	24	16	40

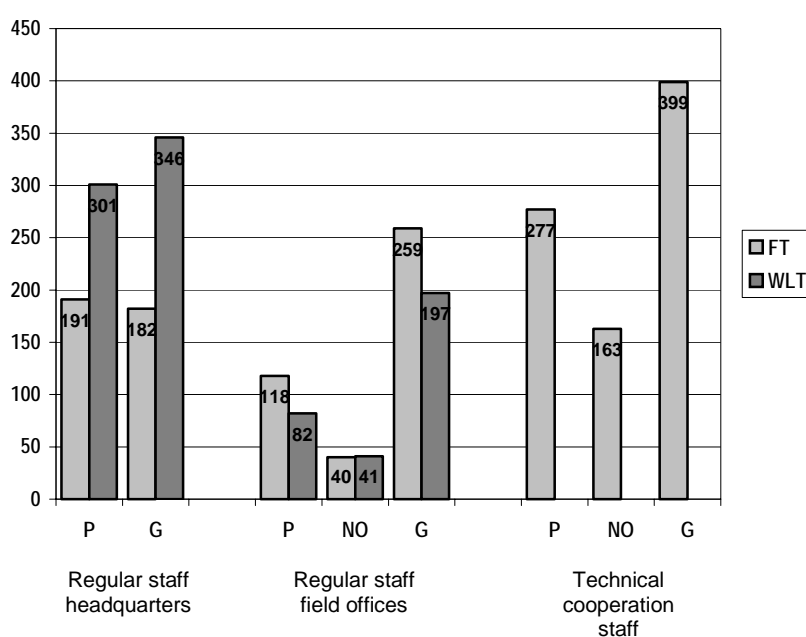
P = Professional staff. G = General Service staff.

\* The effective date of the changes of contracts resulting from the 2005 titularization exercise is 1 February 2006. These changes will therefore be reflected in the statistics presented to the Committee in March 2007.

(b) Changes of grades of officials (including promotions of established officials) between 1 January and 31 December 2005 compared with the period 1 January-31 December 2004

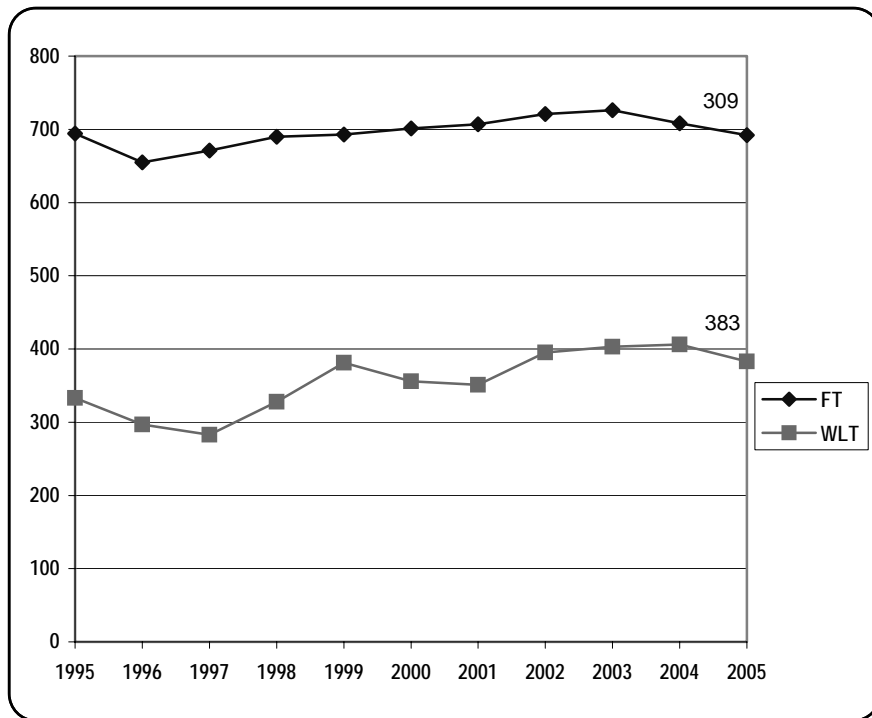
Year	P						G					
	WLT			FT			WLT			FT		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2005	10	9	19	2	2	4	2	11	13	2	7	9
2004	6	3	9	20	16	36	1	4	5	11	11	22

Chart I. Distribution of staff according to place of assignment, category and type of contract, effective 31 December 2005



Source: Table I.

**Chart II. Number of Professional and higher category staff by type of contract from 31 December 1995 to 31 December 2005 (regular staff)**

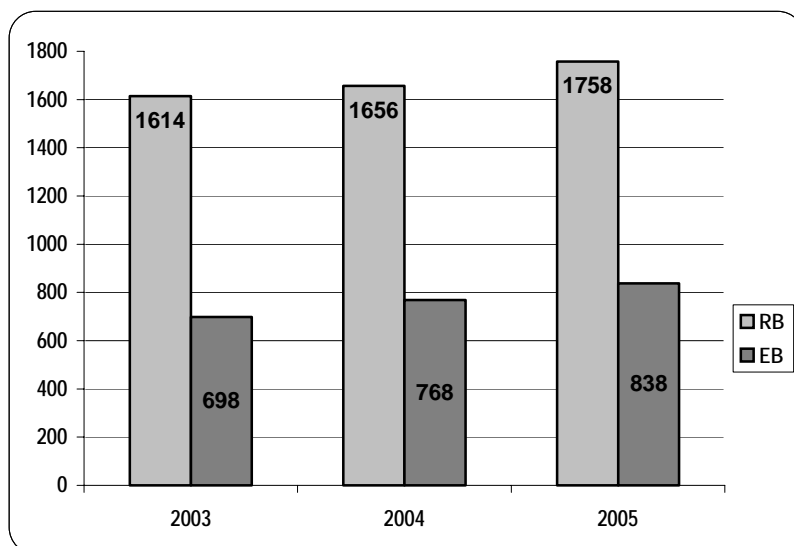


Total 2004: 708

Total 2005: 692

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

**Chart III. Number of Professional, National Officer and General Service staff funded from RB\* and EB\*\* resources in 2003, 2004 and 2005**



\* 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 (regular staff)  
(1 January-31 December 2005)**

Note: The number of staff in service (figures shown in columns (a) and (d)) includes staff on leave without pay or on secondment to other organizations; the number excludes the position of the Director-General and staff recruited on a temporary basis. 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 31.12.04		(b) Recruited 01.01.05-31.12.05		(c) Departures 01.01.05-31.12.05		(d) Staff on 31.12.05	
	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	4	2	0	0	1	0	3	2
Armenia	0	1	0	0	0	0	0	1
Australia	12	2	0	0	1	0	11	2
Austria	2	1	0	0	0	0	2	1
Bahrain	0	1	0	0	0	0	0	1
Bangladesh	4	0	0	0	0	0	4	0
Belarus	0	0	0	1	0	0	0	1
Belgium	10	5	0	0	2	0	8	5
Benin	3	0	0	0	0	0	3	0
Bolivia	1	0	0	0	0	0	1	0
Bosnia and Herzegovina	1	0	0	0	0	0	1	0
Botswana	1	0	0	0	1	0	0	0
Brazil	4	3	1	0	1	0	4	3
Bulgaria	2	1	1	0	0	0	3	1
Burkina Faso	2	2	0	0	0	0	2	2
Burundi	2	0	0	0	1	0	1	0
Cameroon	5	0	0	0	0	0	5	0
Canada	9	12	1	0	1	2	9	10
Cape Verde	1	0	0	0	0	0	1	0
Chad	2	0	0	0	0	0	2	0
Chile	4	1	0	0	0	0	4	1
China	5	1	1	0	0	0	6	1
Colombia	2	2	0	0	0	0	2	2
Comoros	0	1	0	0	0	0	0	1
Costa Rica	2	2	2	0	0	0	4	2
Côte d'Ivoire	2	2	0	0	0	0	2	2
Croatia	0	1	0	0	0	0	0	1
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	5	2	0	0	1	0	4	2
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

## (a) Non-linguistic staff

Nationality	(a) Staff on 31.12.04		(b) Recruited 01.01.05-31.12.05		(c) Departures 01.01.05-31.12.05		(d) Staff on 31.12.05	
	M	F	M	F	M	F	M	F
Ecuador	1	0	0	0	0	0	1	0
Egypt	1	1	0	0	0	0	1	1
El Salvador	0	1	0	0	0	0	0	1
Eritrea	0	1	0	0	0	0	0	1
Ethiopia	2	0	0	0	0	0	2	0
Finland	3	0	0	0	0	0	3	0
France	29	16	0	2	5	2	24	16
Germany	25	11	0	1	2	1	23	11
Ghana	5	0	0	0	1	0	4	0
Greece	3	1	0	0	0	0	3	1
Guatemala	2	0	0	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
Hungary	2	1	0	0	0	0	2	1
India	8	1	0	0	1	0	7	1
Indonesia	1	0	1	0	1	0	1	0
Iran, Islamic Rep. of	3	2	0	0	1	0	2	2
Ireland	1	2	0	0	0	0	1	2
Israel	1	0	0	0	0	0	1	0
Italy	20	7	0	0	0	0	20	7
Jamaica	0	2	0	0	0	0	0	2
Japan	14	23	1	0	0	1	15	22
Jordan	2	1	0	0	0	0	2	1
Kenya	3	0	1	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	1	0	1	3
Lesotho	0	1	1	0	0	0	1	1
Madagascar	1	0	0	0	0	0	1	0
Malaysia	5	2	0	0	2	0	3	2
Mali	3	0	0	0	1	0	2	0
Malta	1	0	0	0	0	0	1	0
Mauritania	1	1	0	0	0	0	1	1
Mauritius	5	0	0	0	0	0	5	0
Mexico	7	1	0	0	1	0	6	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	2	3	0	0	0	1	2	2
Niger	1	0	0	0	0	0	1	0

(a) Non-linguistic staff

Nationality	(a) Staff on 31.12.04		(b) Recruited 01.01.05-31.12.05		(c) Departures 01.01.05-31.12.05		(d) Staff on 31.12.05	
	M	F	M	F	M	F	M	F
Nigeria	4	2	0	0	0	0	4	2
Norway	3	1	0	1	0	0	3	2
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	1	4	0	1	1	0	0	5
Poland	2	1	0	0	0	0	2	1
Portugal	1	1	0	0	0	0	1	1
Russian Federation	16	2	0	0	2	0	14	2
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	1	0	1	0	3	0
Singapore	0	0	1	0	0	0	1	0
Slovakia	0	1	0	0	0	0	0	1
Somalia	1	0	0	0	0	0	1	0
South Africa	2	1	0	1	0	0	2	2
Spain	12	7	0	0	0	0	12	7
Sri Lanka	1	2	0	0	0	0	1	2
Sudan	0	1	0	0	0	0	0	1
Suriname	1	0	0	0	0	0	1	0
Sweden	1	3	0	0	0	0	1	3
Switzerland	7	3	0	0	0	0	7	3
Tanzania, United Rep. of	0	1	0	0	0	0	0	1
Thailand	0	4	0	0	0	0	0	4
The former Yugoslav Republic of Macedonia	0	1	0	0	0	0	0	1
Togo	2	0	0	0	0	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	3	0	0	0	0	1	3
Uganda	3	0	0	0	0	0	3	0
Ukraine	4	0	0	0	0	0	4	0
United Kingdom	12	11	1	1	1	0	12	12
United States	46	50	1	0	5	6	42	44
Uruguay	3	1	0	0	1	0	2	1
Venezuela	4	2	0	0	1	0	3	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	1	2	0
<b>Total by sex</b>	<b>431</b>	<b>246</b>	<b>14</b>	<b>8</b>	<b>40</b>	<b>14</b>	<b>405</b>	<b>240</b>
<b>Total (a): Non-linguistic staff</b>	<b>677</b>		<b>22</b>		<b>54</b>		<b>645</b>	



**(b) Linguistic staff**

Nationality	(a) Staff on 31.12.04		(b) Recruited 01.01.05-31.12.05		(c) Departures 01.01.05-31.12.05		(d) Staff on 31.12.05	
	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	1	1	1
France	3	7	0	0	0	0	3	7
Germany	1	1	0	0	0	0	1	1
Greece	0	1	0	0	0	1	0	0
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
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	6	0	0	0	0	4	6
United States	0	1	0	0	0	0	0	1
Uruguay	0	2	0	0	0	0	0	2
<b>Total by sex</b>	<b>17</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>17</b>	<b>29</b>
<b>Total (b): Linguistic staff</b>	<b>48</b>		<b>0</b>		<b>2</b>		<b>46</b>	
<b>Grand total: Table III</b>	<b>725</b>		<b>22</b>		<b>56</b>		<b>691</b>	

**Unrepresented nationalities on non-linguistic posts**

The following 60 nationalities were unrepresented on non-linguistic posts as at 31 December 2005:

Albania	Luxembourg
Angola	Malawi
Antigua and Barbuda	Moldova, Republic of
Azerbaijan	Mozambique
Bahamas	Namibia
Barbados	Nicaragua
Belize	Oman
Botswana	Papua New Guinea
Cambodia	Paraguay
Central African Republic	Qatar
Congo	Romania

Equatorial Guinea	Saint Kitts and Nevis
Estonia	Saint Lucia
Fiji	Saint Vincent and the Grenadines
Gabon	Samoa
Gambia	San Marino
Georgia	Saudi Arabia
Grenada	Serbia and Montenegro
Guinea	Seychelles
Honduras	Slovenia
Iceland	Solomon Islands
Iraq	Swaziland
Kazakhstan	Syrian Arab Republic
Kiribati	Tajikistan
Kuwait	Timor-Leste, Democratic Republic of
Kyrgyzstan	Turkmenistan
Latvia	United Arab Emirates
Liberia	Uzbekistan
Libyan Arab Jamahiriya	Vanuatu
Lithuania	Yemen

**Table IV. (a) Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 2005, with percentages of women for 2004 and 2005 (regular staff)**

Grade	35 and under		36 to 45		46 to 55		Over 55		Total		% of women 31.12.05	% of women 31.12.04
	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	2	4	2	6	4	40.0	44.4
D.2	0	0	0	0	3	2	11	3	14	5	26.3	22.2
D.1	0	0	2	2	19	14	26	5	47	21	30.9	24.6
P.5	0	0	18	11	94	38	71	25	183	74	28.8	27.8
P.4	5	2	44	38	51	42	19	5	118	87	42.2	44.1
P.3	13	20	19	27	8	15	1	4	41	66	61.7	59.5
P.2	6	6	0	2	0	1	0	0	6	9	60.0	58.3
Director (DIR) *	0	0	0	0	3	0	3	2	6	2	25.0	25.0
Deputy Director (DEPD) **	0	0	0	0	0	1	0	0	0	1	100.0	100.0
<b>Total by sex</b>	<b>24</b>	<b>28</b>	<b>83</b>	<b>80</b>	<b>180</b>	<b>115</b>	<b>136</b>	<b>46</b>	<b>423</b>	<b>269</b>	<b>38.9</b>	<b>37.9</b>
<b>Percentage</b>	<b>46.2</b>	<b>53.8</b>	<b>50.9</b>	<b>49.1</b>	<b>61.0</b>	<b>39.0</b>	<b>74.7</b>	<b>25.3</b>	<b>61.1</b>	<b>38.9</b>		
<b>Total M and F</b>	<b>52</b>		<b>163</b>		<b>295</b>		<b>182</b>		<b>692</b>			
<b>% of total</b>	<b>7.5</b>		<b>23.6</b>		<b>42.6</b>		<b>26.3</b>		<b>100</b>			
									<b>M</b>	<b>F</b>		
									<b>Average age of staff at 31.12.05 (years)</b>	<b>50.6</b>	<b>46.2</b>	

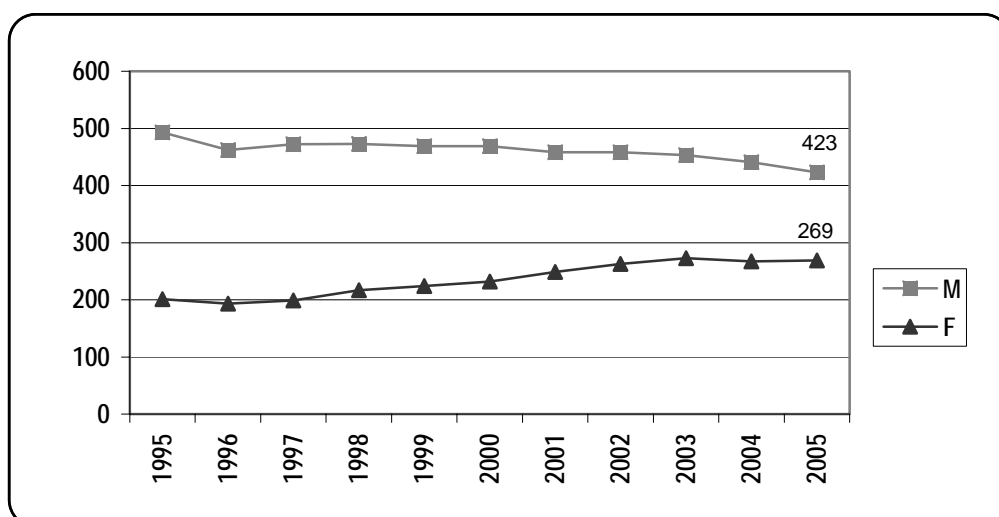
\* Director of ex-Branch Office

\*\* Deputy Director of ex-Branch Office

Table IV. (b) Distribution by grade of Professional and higher category staff, effective 31 December 2005 (regular staff)

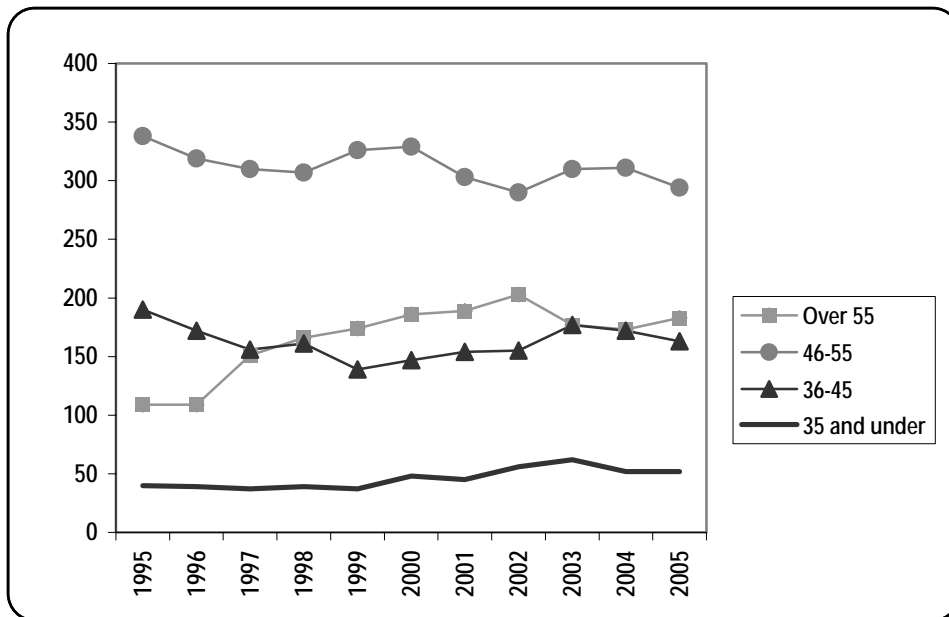
Grade	31.12.04	31.12.05
DG	1	1
Executive and Regional Director	9	10
D.2	18	19
D.1	65	68
P.5	277	257
P.4	206	206
P.3	111	107
P.2	12	15
Others	9	9
<b>Total</b>	<b>708</b>	<b>692</b>

Chart IV. Number of Professional and higher category staff, by gender, in service from 31 December 1995 to 31 December 2005 (regular staff)



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 1995 to 31 December 2005 (regular staff)



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 and 31 December 2005 in the Professional category and above (regular staff)

Total recruitment, including linguistic and non-linguistic staff: 22

(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
Belarus	0	1
China	1	0
Germany	0	1
Indonesia	1	0
Japan	1	0
Lesotho	1	0
Singapore	1	0
United Kingdom	1	1
<b>Total: 9</b>	<b>6</b>	<b>3</b>

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

Country	Number	
	M	F
Brazil	1	0
Canada	1	0
Kenya	1	0
Norway	0	1
Sierra Leone	1	0
South Africa	0	1
United States	1	0
<b>Total: 7</b>	<b>5</b>	<b>2</b>

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

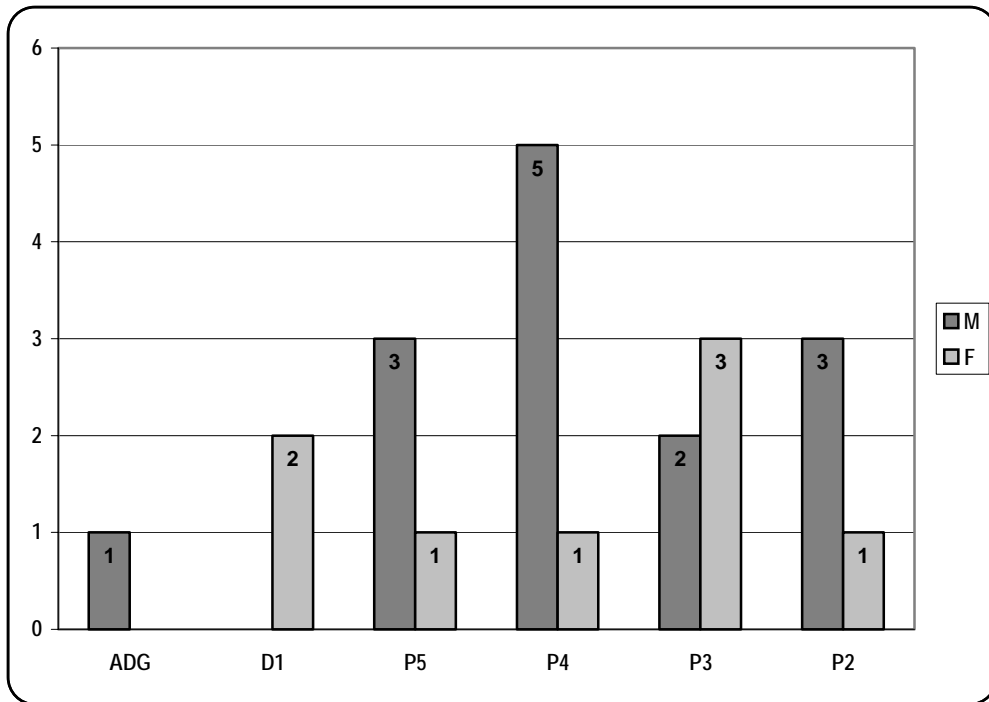
Country	Number	
	M	F
Bulgaria	1	0
Costa Rica	2	0
France	0	2
Philippines *	0	1
<b>Total: 6</b>	<b>3</b>	<b>3</b>
<b>Grand total: 22</b>	<b>14</b>	<b>8</b>

\* Promotion from General Service category to Professional category.

(b) Linguistic staff not subject to geographical distribution:

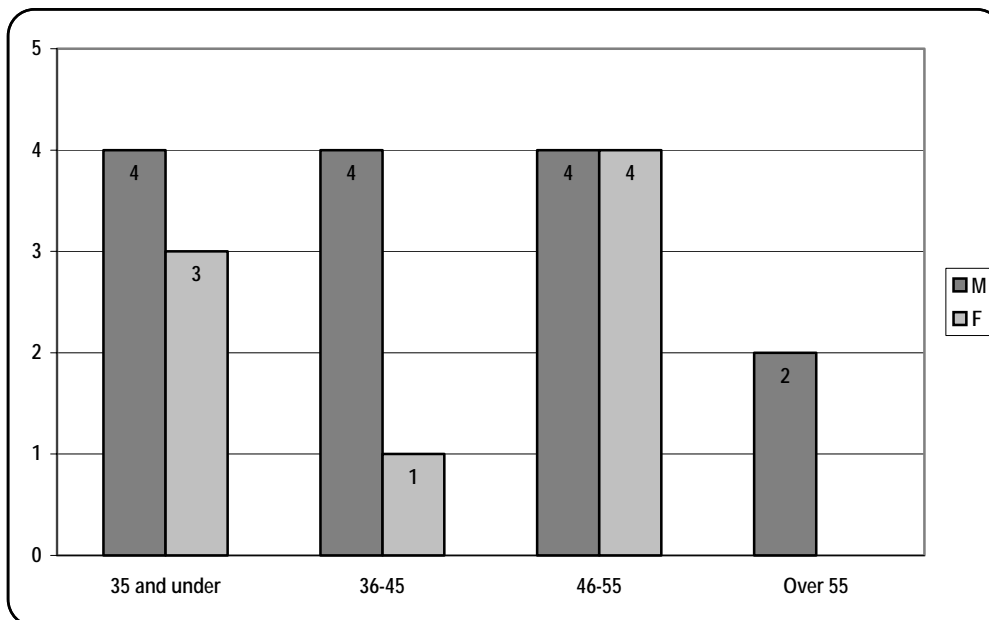
Country	Number	
	M	F
<b>Total: 0</b>	<b>0</b>	<b>0</b>

Chart VI. Distribution by gender and grade of staff newly appointed between 1 January and 31 December 2005 in the Professional category and above (regular staff)



Total recruitment: 22.

Chart VII. Distribution by age and gender of staff newly appointed between 1 January and 31 December 2005 in the Professional category and above (regular staff)



Total recruitment: 22.