



TWELFTH 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 relating to the period 1 January-31 December 2002 or effective 31 December 2002 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 2002.
- Table II. Professional and higher category staff: Distribution by nationality (1 January-31 December 2002):
- (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 2002.
- Table IV. Breakdown by region of origin and by type of contract of Professional and higher category staff, effective 31 December 2002.
- Table V. Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 2002, with percentages of women for 2001 and 2002.
- Table VI. Distribution by grade, sex and type of contract of Professional and higher category staff, effective 31 December 2002.
- Table VII. Changes from fixed-term to without-limit-of-time (WLT) contracts and changes of grade between 1 January 2002 and 31 December 2002 – and 1 January 2001 and 31 December 2001.
- Table VIII. Professional and higher category staff: Distribution by nationality, type of contract and source of funds, effective 31 December 2002.
- Table IX. Distribution of established officials (WLT) by sector and by grade as at 31 December 2002.

Table X. Distribution of Professional and higher category of staff by place of assignment, 31 December 1980-31 December 2002.

Table XI. Distribution of General Service category of staff by place of assignment, 31 December 1980-31 December 2002.

Table XII. Composition of staff appointed between 1 January 2002 and 31 December 2002 in the Professional category and above.

The Office has also been giving consideration to possible changes to the presentation of this paper in the future in order to improve accessibility of the data to the reader. A “mock-up” of a revised version of the paper will be distributed to Committee members in advance of the meeting. The Office would appreciate feedback on this proposal.

Geneva, 4 February 2003.

Table I. Distribution of staff according to place of assignment, category, type of contract and source of funds, effective 31 December 2002

| 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 | 279 | 186 | 465 | 25 | 26 | 51 | 516 |
| General Service category | 284 | 193 | 477 | 33 | 68 | 101 | 578 |
| Subtotal (a) | 563 | 379 | 942 | 58 | 94 | 152 | 1 094 |
| Total (a) | 563 | 379 | 942 | 58 | 94 | 152 | 1 094 |
| (b) Field offices (Other than Branch and Correspondence Offices) and multidisciplinary teams | | | | | | | |
| Professional category and above | 81 | 99 | 180 | 6 | 2 | 8 | 188 |
| General Service category | 180 | 207 | 387 | 25 | 56 | 81 | 468 |
| Subtotal (b) | 261 | 306 | 567 | 31 | 58 | 89 | 656 |
| Total (a) + (b) | 824 | 685 | 1 509 | 89 | 152 | 241 | 1 750 |
| (c) Branch and Correspondence Offices | | | | | | | |
| Professional category and above | 3 | 13 | 16 | 1 | 0 | 1 | 17 |
| General Service category | 9 | 36 | 45 | 2 | 21 | 23 | 68 |
| Subtotal (c) | 12 | 49 | 61 | 3 | 21 | 24 | 85 |
| Total (a) + (b) + (c) | 836 | 734 | 1 570 | 92 | 173 | 265 | 1 835 |
| (d) Technical cooperation | | | | | | | |
| Professional category and above | 0 | 18 | 18 | 0 | 275 | 275 | 293 |
| General Service category | 0 | 7 | 7 | 0 | 227 | 227 | 234 |
| Subtotal (d) | 0 | 25 | 25 | 0 | 502 | 502 | 527 |
| Grand total | 836 | 759 | 1 595 | 92 | 675 | 767 | 2362 |

* 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 31.12.01 | | (b) Recruited 01.01.02-31.12.02 | | (c) Departures 01.01.02-31.12.02 | | (d) Staff on 31.12.02 | |
|------------------------|--------------------------|---|---------------------------------------|---|--|---|--------------------------|---|
| | 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 | 1 | 0 | 0 | 0 |
| Argentina | 4 | 1 | 0 | 0 | 0 | 0 | 4 | 1 |
| Armenia | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Australia | 12 | 5 | 2 | 0 | 0 | 1 | 14 | 4 |
| Austria | 1 | 1 | 0 | 1 | 0 | 0 | 1 | 2 |
| Bahrain | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Bangladesh | 5 | 0 | 0 | 0 | 0 | 0 | 5 | 0 |
| Barbados | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Belgium | 8 | 2 | 2 | 1 | 0 | 0 | 10 | 3 |
| Benin | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 |
| Bosnia and Herzegovina | 1 | 0 | 0 | 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 | 4 | 0 | 0 | 0 | 1 | 0 | 3 | 0 |
| Canada | 13 | 7 | 0 | 0 | 2 | 0 | 11 | 7 |
| Cape Verde | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Chad | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Chile | 6 | 1 | 0 | 0 | 0 | 0 | 6 | 1 |
| China | 4 | 2 | 0 | 0 | 1 | 0 | 3 | 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 | 1 | 0 | 0 |
| Costa Rica | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 2 |
| Cote d'Ivoire | 2 | 3 | 0 | 0 | 0 | 0 | 2 | 3 |
| Croatia | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Cuba | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Czech Republic | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Dem. Rep. of the Congo | 2 | 0 | 0 | 1 | 0 | 0 | 2 | 1 |
| Denmark | 1 | 1 | 3 | 0 | 0 | 0 | 4 | 1 |
| 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 |

(a) Non-linguistic staff

| Nationality | (a) Staff on 31.12.01 | | (b) Recruited 01.01.02-31.12.02 | | (c) Departures 01.01.02-31.12.02 | | (d) Staff on 31.12.02 | |
|------------------------|--------------------------|----|---------------------------------------|---|--|---|--------------------------|----|
| | M | F | M | F | M | F | M | F |
| Ecuador | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Egypt | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 1 |
| Eritrea | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Ethiopia | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Finland | 5 | 0 | 0 | 0 | 0 | 0 | 5 | 0 |
| France | 25 | 12 | 1 | 3 | 0 | 1 | 26 | 14 |
| Germany | 28 | 11 | 0 | 0 | 2 | 1 | 26 | 10 |
| Ghana | 4 | 1 | 1 | 0 | 0 | 0 | 5 | 1 |
| Greece | 2 | 0 | 0 | 1 | 0 | 0 | 2 | 1 |
| Guatemala | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Guyana | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 0 |
| Haiti | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Honduras | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Hungary | 2 | 1 | 1 | 0 | 1 | 0 | 2 | 1 |
| India | 10 | 1 | 1 | 0 | 1 | 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 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 2 |
| Israel | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Italy | 14 | 7 | 4 | 0 | 1 | 0 | 17 | 7 |
| Jamaica | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Japan | 13 | 18 | 1 | 4 | 1 | 0 | 13 | 22 |
| Jordan | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Kenya | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 |
| Korea, Rep. of | 2 | 0 | 3 | 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 |
| Luxembourg | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Madagascar | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Malaysia | 6 | 2 | 0 | 0 | 1 | 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 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 |
| Mexico | 6 | 1 | 0 | 0 | 0 | 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 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Netherlands | 15 | 2 | 0 | 0 | 1 | 0 | 14 | 2 |
| New Zealand | 4 | 1 | 0 | 0 | 1 | 0 | 3 | 1 |
| Nicaragua | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Niger | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |

(a) Non-linguistic staff

| Nationality | (a) Staff on 31.12.01 | | (b) Recruited 01.01.02-31.12.02 | | (c) Departures 01.01.02-31.12.02 | | (d) Staff on 31.12.02 | |
|--|--------------------------|------------|---------------------------------------|-----------|--|-----------|--------------------------|------------|
| | M | F | M | F | M | F | M | F |
| | Nigeria | 4 | 2 | 0 | 0 | 0 | 0 | 4 |
| Norway | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 1 |
| Pakistan | 6 | 0 | 0 | 0 | 1 | 0 | 5 | 0 |
| Panama | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Peru | 4 | 1 | 1 | 0 | 0 | 0 | 5 | 1 |
| Philippines | 2 | 3 | 0 | 1 | 0 | 0 | 2 | 4 |
| Poland | 2 | 0 | 0 | 1 | 0 | 0 | 2 | 1 |
| Portugal | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Russian Federation | 19 | 3 | 1 | 0 | 2 | 0 | 18 | 3 |
| Rwanda | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 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 | 1 | 0 | 0 | 1 |
| Slovakia | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Somalia | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| South Africa | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Spain | 14 | 5 | 0 | 0 | 0 | 0 | 14 | 5 |
| Sri Lanka | 2 | 2 | 0 | 0 | 1 | 0 | 1 | 2 |
| Suriname | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Sweden | 2 | 2 | 0 | 0 | 1 | 0 | 1 | 2 |
| Switzerland | 6 | 3 | 1 | 0 | 0 | 0 | 7 | 3 |
| Tanzania, United Rep. of | 2 | 1 | 0 | 0 | 1 | 0 | 1 | 1 |
| Thailand | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 5 |
| The Former Yugoslav Republic of Macedonia | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Togo | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 |
| Trinidad and Tobago | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Tunisia | 2 | 1 | 1 | 0 | 0 | 0 | 3 | 1 |
| Turkey | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Uganda | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Ukraine | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 |
| United Kingdom | 14 | 11 | 0 | 2 | 1 | 0 | 13 | 13 |
| United States | 46 | 48 | 4 | 6 | 1 | 4 | 49 | 50 |
| Uruguay | 5 | 1 | 0 | 0 | 1 | 0 | 4 | 1 |
| Venezuela | 4 | 2 | 0 | 0 | 0 | 0 | 4 | 2 |
| Viet Nam | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Yemen | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Zambia | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Zimbabwe | 1 | 1 | 1 | 0 | 0 | 0 | 2 | 1 |
| Total by sex | 432 | 219 | 29 | 24 | 27 | 10 | 434 | 233 |
| Total (a) Non-linguistic staff | 651 | | 53 | | 37 | | 667 | |

The following nationalities were unrepresented on non-linguistic posts as at 31 December 2002:

| | |
|--------------------------|----------------------------------|
| Albania | Lesotho |
| Angola | 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 |
| Congo | Paraguay |
| Cyprus | Qatar |
| Djibouti | Romania |
| El Salvador | Saint Kitts and Nevis |
| Equatorial Guinea | 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 |
| Kiribati | United Arab Emirates |
| Kuwait | Uzbekistan |
| Kyrgyzstan | Yemen |
| Latvia | Yugoslavia |

Table III. Number of Professional and higher category officials, by region of origin and sex, 31 December 1964-31 December 2002

| | 31.12.64 | | 31.12.74 | | 31.12.84 | | 31.12.94 | | 31.12.02 | |
|---------------------------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|
| | M | F | M | F | M | F | M | F | M | F |
| Africa | 28 | 1 | 57 | 2 | 76 | 7 | 84 | 19 | 75 | 21 |
| Middle East | 9 | 1 | 19 | 2 | 21 | 3 | 15 | 5 | 10 | 8 |
| Asia | 53 | 9 | 71 | 9 | 81 | 21 | 68 | 34 | 71 | 51 |
| Europe | 291 | 68 | 376 | 71 | 322 | 67 | 240 | 85 | 194 | 101 |
| Latin America and the Caribbean | 50 | 6 | 61 | 9 | 60 | 8 | 53 | 22 | 47 | 24 |
| North America (US and Canada) | 56 | 12 | 88 | 17 | 62 | 17 | 52 | 35 | 61 | 58 |
| Total | 487 | 97 | 672 | 110 | 622 | 123 | 512 | 200 | 458 | 263 |
| | 83.4% | 16.6% | 85.9% | 14.1% | 83.5% | 16.5% | 71.9% | 28.1% | 63.5% | 36.5% |

Table IV. Breakdown by region of origin and by type of contract of Professional and higher category staff, effective 31 December 2002

| Region | WLT* | FT ** | Total | Change as from 1 January 2002 |
|---------------------------------|------------|------------|------------|-------------------------------|
| Africa | 52 | 44 | 96 | -1 |
| Asia | 64 | 58 | 122 | 5 |
| Europe | 166 | 129 | 295 | 12 |
| Latin America and the Caribbean | 45 | 26 | 71 | -3 |
| Middle East | 12 | 6 | 18 | -1 |
| North America (US and Canada) | 56 | 63 | 119 | 2 |
| Total | 395 | 326 | 721 | 14 |

* Without limit of time. ** Fixed term.

Table V. Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 2002, with percentages of women for 2001 and 2002

| Grade | 35 and under | | 36 to 45 | | 46 to 55 | | Over 55 | | TOTAL | | % of women 31.12.02 | % of women 31.12.01 |
|-------------------------------------|--------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|----------------|--------------|------------------------|------------------------|
| | 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 | 5 | 1 | 7 | 2 | 22.2 | 20.0 |
| D.2 | 0 | 0 | 0 | 0 | 4 | 1 | 17 | 3 | 21 | 4 | 16.0 | 19.0 |
| D.1 | 0 | 0 | 3 | 2 | 20 | 8 | 30 | 9 | 53 | 19 | 26.4 | 24.7 |
| P.5 | 1 | 0 | 17 | 7 | 101 | 41 | 91 | 21 | 210 | 69 | 24.7 | 23.1 |
| P.4 | 3 | 1 | 36 | 41 | 52 | 30 | 13 | 10 | 104 | 82 | 44.1 | 44.3 |
| P.3 | 9 | 20 | 22 | 22 | 12 | 17 | 1 | 1 | 44 | 60 | 57.7 | 55.0 |
| P.2 | 8 | 14 | 1 | 4 | 0 | 1 | 0 | 0 | 9 | 19 | 67.9 | 63.2 |
| Subtotal | 21 | 35 | 79 | 76 | 191 | 99 | 158 | 45 | 449 | 255 | 36.2 | 34.9 |
| Branch Offices: | | | | | | | | | | | | |
| Director (Branch Office) | 0 | 0 | 1 | 0 | 1 | 1 | 5 | 1 | 7 | 2 | 22.2 | 25.0 |
| Deputy Director (Branch Office) | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0.0 |
| Branch Officer | 0 | 0 | 0 | 1 | 0 | 2 | 1 | 3 | 1 | 6 | 85.7 | 85.7 |
| Subtotal | 0 | 0 | 1 | 1 | 2 | 3 | 6 | 4 | 9 | 8 | 47.1 | 50.0 |
| Total by sex | 21 | 35 | 80 | 77 | 193 | 102 | 164 | 49 | 458 | 263 | | |
| Percentage | 37.5% | 62.5% | 51.0% | 49.0% | 65.4% | 34.6% | 77.0% | 23.0% | 63.5% | 36.5% | | |
| Total M and F | 56 | | 157 | | 295 | | 213 | | 721 | | | |
| % of Total | 7.77% | | 21.78% | | 40.92% | | 29.54% | | 100.00% | | | |

Table VI. Distribution by grade, sex and type of contract of Professional and higher category staff, effective 31 December 2002

| 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 | 6 | 2 | 8 | 9 | 1.3% |
| D.2 | 11 | 1 | 12 | 10 | 3 | 13 | 25 | 3.6% |
| D.1 | 28 | 5 | 33 | 25 | 14 | 39 | 72 | 10.2% |
| P.5 | 149 | 52 | 201 | 61 | 17 | 78 | 279 | 39.6% |
| P.4 | 52 | 50 | 102 | 52 | 32 | 84 | 186 | 26.4% |
| P.3 | 17 | 22 | 39 | 27 | 38 | 65 | 104 | 14.8% |
| P.2 | 1 | 2 | 3 | 8 | 17 | 25 | 28 | 4.0% |
| Subtotal | 259 | 132 | 391 | 190 | 123 | 313 | 704 | |
| Branch Offices | | | | | | | | |
| Director (Branch Office) | 0 | 0 | 0 | 7 | 2 | 9 | 9 | 52.9% |
| Deputy Director (Branch Office) | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 5.9% |
| Branch Officer | 1 | 3 | 4 | 0 | 3 | 3 | 7 | 41.2% |
| Subtotal | 1 | 3 | 4 | 8 | 5 | 13 | 17 | |
| Total | 260 | 135 | 395 | 198 | 128 | 326 | 721 | |
| | 65.8% | 34.2% | | 60.7% | 39.3% | | | |

Table VII. Changes from fixed-term to without-limit-of-time (WLT) contracts and changes of grade between 1 January 2002 and 31 December 2002 – and 1 January 2001 and 31 December 2001

(a) Changes from fixed-term to without-limit-of-time (WLT) contracts between 1 January 2002 and 31 December 2002 – and 1 January 2001 and 31 December 2001

| Year | Professional category and above | | General Service category | |
|------|---------------------------------|--------|--------------------------|--------|
| | Male | Female | Male | Female |
| 2002 | 51 | 24 | 31 | 56 |
| 2001 | 27 | 18 | 22 | 55 |

(b) Changes of grade (including promotions of established officials) between 1 January 2002 and 31 December 2002 - and 1 January 2001 and 31 December 2001

| 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 |
| 2002 | 24 | 13 | 24 | 10 | 18 | 65 | 32 | 78 |
| 2001 | 37 | 28 | 38 | 29 | 21 | 52 | 28 | 60 |

Table VIII. Professional and higher category staff: Distribution by nationality, type of contract and source of funds, effective 31 December 2002

| Nationality | Regular budget | | | | | | Extra-budgetary resources | | | Grand total |
|------------------------|--------------------------|------|-------|----------------------|------|-------|---------------------------|------|-------|-------------|
| | Non-linguistic positions | | | Linguistic positions | | | WLT* | FT** | Total | |
| | WLT* | FT** | Total | WLT* | FT** | Total | | | | |
| Afghanistan | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Algeria | 3 | 2 | 5 | 0 | 1 | 1 | 0 | 0 | 0 | 6 |
| Argentina | 3 | 1 | 4 | 1 | 0 | 1 | 0 | 1 | 1 | 6 |
| Armenia | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Australia | 9 | 7 | 16 | 0 | 0 | 0 | 1 | 1 | 2 | 18 |
| Austria | 1 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Bahrain | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Bangladesh | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Barbados | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Belgium | 4 | 8 | 12 | 1 | 0 | 1 | 1 | 0 | 1 | 14 |
| Benin | 2 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Bosnia and Herzegovina | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Botswana | 1 | 0 | 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 | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Canada | 11 | 6 | 17 | 0 | 0 | 0 | 1 | 0 | 1 | 18 |
| Cape Verde | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Chad | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Chile | 3 | 4 | 7 | 0 | 1 | 1 | 0 | 0 | 0 | 8 |
| China | 3 | 2 | 5 | 3 | 0 | 3 | 0 | 0 | 0 | 8 |
| Colombia | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Comoros | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Costa Rica | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Cote d'Ivoire | 2 | 2 | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 5 |
| Croatia | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 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 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Denmark | 2 | 2 | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 5 |
| 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 |
| Egypt | 1 | 3 | 4 | 0 | 1 | 1 | 0 | 0 | 0 | 5 |
| Eritrea | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Ethiopia | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Finland | 1 | 4 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |

| Nationality | Regular budget | | | | | | Extra-budgetary resources | | | Grand total |
|------------------------|--------------------------|------|-------|----------------------|------|-------|---------------------------|------|-------|-------------|
| | Non-linguistic positions | | | Linguistic positions | | | WLT* | FT** | Total | |
| | WLT* | FT** | Total | WLT* | FT** | Total | | | | |
| France | 21 | 15 | 36 | 11 | 0 | 11 | 2 | 3 | 5 | 52 |
| Germany | 16 | 14 | 30 | 2 | 0 | 2 | 1 | 5 | 6 | 38 |
| Ghana | 5 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Greece | 1 | 2 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 4 |
| Guatemala | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Guyana | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Haiti | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Honduras | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Hungary | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| India | 3 | 6 | 9 | 0 | 0 | 0 | 1 | 1 | 2 | 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 | 1 | 0 | 1 | 3 |
| Israel | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Italy | 9 | 11 | 20 | 0 | 0 | 0 | 2 | 2 | 4 | 24 |
| Jamaica | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 2 |
| Japan | 11 | 23 | 34 | 0 | 0 | 0 | 0 | 1 | 1 | 35 |
| Jordan | 1 | 1 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 3 |
| Kenya | 3 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Korea, Rep. of | 0 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Lao People's Dem. Rep. | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Lebanon | 4 | 1 | 5 | 1 | 0 | 1 | 0 | 0 | 0 | 6 |
| Luxembourg | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Madagascar | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Malaysia | 5 | 2 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| 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 | 3 | 4 | 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 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Netherlands | 9 | 6 | 15 | 0 | 0 | 0 | 1 | 0 | 1 | 16 |
| New Zealand | 1 | 3 | 4 | 0 | 0 | 0 | 0 | 1 | 1 | 5 |
| Nicaragua | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 |
| Niger | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Nigeria | 2 | 3 | 5 | 0 | 0 | 0 | 1 | 0 | 1 | 6 |
| Norway | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 4 |
| Pakistan | 4 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |

| Nationality | Regular budget | | | | | | Extra-budgetary resources | | | Grand total |
|--|--------------------------|------------|------------|----------------------|-----------|-----------|---------------------------|-----------|-----------|-------------|
| | Non-linguistic positions | | | Linguistic positions | | | WLT* | FT** | Total | |
| | WLT* | FT** | Total | WLT* | FT** | Total | | | | |
| Panama | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 2 |
| Peru | 2 | 3 | 5 | 0 | 0 | 0 | 0 | 1 | 1 | 6 |
| Philippines | 4 | 2 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Poland | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 3 |
| Portugal | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Russian Federation | 14 | 5 | 19 | 2 | 0 | 2 | 2 | 0 | 2 | 23 |
| Rwanda | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 3 |
| Sao Tome and Principe | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 |
| Senegal | 2 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Sierra Leone | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Singapore | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 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 | 2 | 6 | 1 | 0 | 1 | 25 |
| Sri Lanka | 2 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 3 |
| Suriname | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Sweden | 2 | 1 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 4 |
| Switzerland | 7 | 1 | 8 | 1 | 1 | 2 | 2 | 0 | 2 | 12 |
| Tanzania, United Rep. of | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 2 |
| Thailand | 5 | 0 | 5 | 1 | 0 | 1 | 0 | 0 | 0 | 6 |
| The Former Yugoslav Republic of Macedonia. | 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 | 3 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Turkey | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Uganda | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Ukraine | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| United Kingdom | 11 | 13 | 24 | 5 | 3 | 8 | 2 | 2 | 4 | 36 |
| United States | 40 | 51 | 91 | 2 | 0 | 2 | 2 | 6 | 8 | 101 |
| Uruguay | 1 | 3 | 4 | 2 | 0 | 2 | 1 | 0 | 1 | 7 |
| Venezuela | 5 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Viet Nam | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 |
| Zambia | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Zimbabwe | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Total | 323 | 287 | 610 | 40 | 10 | 50 | 32 | 29 | 61 | 721 |

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

Table IX. Distribution of established officials (WLT) by sector and by grade as at 31 December 2002*

| 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 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 7 | 1 | 1 | 2 | 2 | 0 | 0 | 0 | 6 | 0 | 6 |
| 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 | 10 | 4 | 3 | 0 | 0 | 0 | 19 | 1 | 4 | 3 | 4 | 0 | 0 | 0 | 12 | 0 | 12 |
| Infocus Programme on Promoting The Declaration | 0 | 0 | 1 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 5 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 3 |
| Infocus Programme on Child Labour | 0 | 0 | 1 | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 7 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 1 | 4 |
| Relations, Meetings And Document Services Department | 0 | 0 | 0 | 0 | 9 | 19 | 11 | 1 | 0 | 0 | 40 | 7 | 14 | 26 | 17 | 0 | 0 | 0 | 64 | 0 | 64 |
| Executive Director: Employment | 0 | 1 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 4 | 1 | 5 | 1 | 0 | 0 | 0 | 0 | 7 | 0 | 7 |
| Employment Strategy Department | 0 | 0 | 0 | 2 | 8 | 1 | 1 | 0 | 0 | 0 | 12 | 0 | 2 | 3 | 0 | 0 | 0 | 0 | 5 | 0 | 5 |
| Recovery and Reconstruction Department | 0 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 4 | 0 | 4 |
| Infocus Programme on Skills, Knowledge and Employability | 0 | 0 | 0 | 0 | 8 | 2 | 0 | 0 | 0 | 0 | 10 | 0 | 1 | 5 | 6 | 0 | 0 | 0 | 12 | 0 | 12 |
| Job Creation and Enterprise Development Department | 0 | 0 | 0 | 1 | 6 | 6 | 0 | 0 | 0 | 0 | 13 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 3 | 0 | 3 |
| Multinational Enterprises Department | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Gender Promotion Department | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Executive Director: Social Protection | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Infocus Programme on Socio-Economic Security | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 4 | 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 | 11 | 2 | 0 | 0 | 0 | 0 | 13 | 1 | 1 | 3 | 1 | 0 | 0 | 0 | 6 | 0 | 6 |

| 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 |
| Programme on Conditions of Work | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Programme on International Migration | 0 | 0 | 0 | 0 | 2 | 0 | 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 | 1 | 1 | 0 | 1 | 0 | 0 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Programme on Planning, Development and Standards | 0 | 0 | 0 | 0 | 5 | 2 | 0 | 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 | 1 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Executive Director: Social Dialogue | 0 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Bureau for Employers' Activities | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 3 |
| Bureau for Workers' Activities | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 5 | 0 | 5 |
| Infocus Programme on Social Dialogue, Labour Law and Labour Administration | 0 | 0 | 0 | 1 | 3 | 2 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 4 | 0 | 4 |
| Sectoral Activities Department | 0 | 0 | 1 | 1 | 7 | 4 | 0 | 0 | 0 | 0 | 13 | 2 | 2 | 3 | 0 | 0 | 0 | 0 | 7 | 0 | 7 |
| 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 | 0 | 1 | 3 | 1 | 1 | 0 | 0 | 0 | 6 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 5 | 0 | 5 |
| Field Programmes in Africa | 0 | 1 | 0 | 3 | 20 | 7 | 4 | 0 | 0 | 0 | 35 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 60 | 61 |
| Field Programmes in the Americas | 0 | 0 | 0 | 3 | 9 | 4 | 0 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 60 | 60 |
| Field Programmes in Arab States | 0 | 0 | 1 | 2 | 5 | 1 | 1 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Field Programmes in Asia and the Pacific | 0 | 1 | 0 | 2 | 17 | 1 | 3 | 0 | 0 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 80 | 80 |
| Field Programmes in Europe and Central Asia | 0 | 1 | 0 | 3 | 4 | 2 | 0 | 0 | 0 | 1 | 11 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 5 | 8 | 13 |
| Executive Director: Support Services | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Financial Services Department | 0 | 0 | 0 | 0 | 4 | 3 | 2 | 0 | 0 | 0 | 9 | 4 | 10 | 2 | 1 | 0 | 0 | 0 | 17 | 1 | 18 |
| Bureau of Library and Information Services | 0 | 0 | 0 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 5 | 2 | 4 | 2 | 1 | 0 | 0 | 0 | 9 | 0 | 9 |

| 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 Information Technology and Communications | 0 | 0 | 0 | 0 | 4 | 4 | 3 | 0 | 0 | 0 | 11 | 0 | 2 | 5 | 0 | 0 | 0 | 0 | 7 | 0 | 7 |
| Bureau of Internal Administration | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 0 | 0 | 5 | 4 | 7 | 12 | 14 | 5 | 0 | 0 | 42 | 2 | 44 |
| Bureau of Publications | 0 | 0 | 0 | 1 | 2 | 5 | 0 | 0 | 0 | 1 | 9 | 0 | 2 | 6 | 0 | 0 | 0 | 0 | 8 | 0 | 8 |
| Bureau of External Relations and Partnerships | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | 4 |
| Bureau of Gender Equality | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 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 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Human Resources Development Department | 0 | 0 | 1 | 0 | 5 | 4 | 1 | 0 | 0 | 0 | 11 | 3 | 16 | 6 | 2 | 0 | 0 | 0 | 27 | 0 | 27 |
| Bureau of Programming and Management | 0 | 0 | 1 | 1 | 2 | 3 | 0 | 0 | 0 | 0 | 7 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Department of Communications | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Policy Integration Department | 0 | 0 | 2 | 2 | 7 | 5 | 2 | 0 | 0 | 0 | 18 | 2 | 6 | 2 | 3 | 0 | 0 | 0 | 13 | 0 | 13 |
| Washington DC Branch Office | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| International Social Security Association | 0 | 0 | 0 | 0 | 5 | 2 | 0 | 0 | 0 | 0 | 7 | 0 | 3 | 1 | 1 | 0 | 0 | 0 | 5 | 0 | 5 |
| Total | 1 | 9 | 12 | 35 | 195 | 99 | 39 | 3 | 0 | 2 | 395 | 32 | 114 | 103 | 60 | 5 | 0 | 0 | 314 | 219 | 533 |

*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 2002

| 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 |
| 2002 | 516 | 71.6 | 205 | 28.4 | 721 |

* Including Branch Offices.

Table XI. Distribution of General Service category of staff by place of assignment, 31 December 1980-31 December 2002

| 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 |
| 2002 | 578 | 51.9 | 536 | 48.1 | 1 114 |

* Including Branch Offices.

Table XII. Composition of staff appointed between 1 January 2002 and 31 December 2002 in the Professional category and above

Recruitment, including linguistic and non-linguistic staff: 56

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 |
| Austria | 0 | 1 |
| Croatia | 0 | 1 |
| Eritrea | 0 | 1 |
| Japan (1 off.*) | 1 | 4 |
| Korea, Rep. of | 3 | 0 |
| United States (1 Off.*) | 4 | 6 |
| Total: 21 | 8 | 13 |

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

| Country | Number | |
|----------------------------------|-----------|----------|
| | M | F |
| Democratic Republic of the Congo | 0 | 1 |
| Denmark (1 off.*) | 3 | 0 |
| France (2 offs.**) | 1 | 3 |
| Greece | 0 | 1 |
| Italy | 4 | 0 |
| Poland | 0 | 1 |
| Rwanda | 1 | 0 |
| United Kingdom | 0 | 2 |
| Zimbabwe | 1 | 0 |
| Total: 18 | 10 | 8 |

(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 | 0 |
| Belgium | 2 | 1 |
| Ghana | 1 | 0 |
| Hungary | 1 | 0 |
| India | 1 | 0 |
| Peru (1 off.**) | 1 | 0 |
| Philippines | 0 | 1 |
| Russian Federation (1 off.**) | 1 | 0 |
| Switzerland | 1 | 0 |
| Thailand (1 off.**) | 0 | 1 |
| Tunisia (1 off.**) | 1 | 0 |
| Total: 14 | 11 | 3 |
| Grand total: 53 | 29 | 24 |

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:

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

| Country | Number | |
|-----------------|----------|----------|
| | M | F |
| New Zealand | 0 | 1 |
| United Kingdom | 1 | 1 |
| Total: 3 | 1 | 2 |

Part 2: Distribution by sex and grade: Total: 56

| Grade | Male | Female |
|--------------------------|--------------------|--------------------|
| D.2 | 1 | 0 |
| D.1 | 1 | 1 |
| Director (Branch Office) | 1 | 0 |
| P.5 | 5 | 3 |
| P.4 | 11 | 4 |
| P.3 | 7 | 9 |
| P.2 | 4 | 9 |
| Total | 30 = 53.57% | 26 = 46.43% |

Part 3: Distribution by age and sex: Total: 56

| 35 and under | | 36 to 45 | | 46 to 55 | | Over 55 | |
|--------------------|----|--------------------|---|-------------------|---|------------------|---|
| M | F | M | F | M | F | M | F |
| 7 | 16 | 13 | 6 | 7 | 2 | 3 | 2 |
| 23 = 41.07% | | 19 = 33.93% | | 9 = 16.07% | | 5 = 8.93% | |

(b) Linguistic staff

| Nationality | (a) Staff on 31.12.01 | | (b) Recruited 01.01.02-31.12.02 | | (c) Departures 01.01.02-31.12.02 | | (d) Staff on 31.12.02 | |
|-----------------------------------|--------------------------|-----------|---------------------------------------|----------|--|----------|--------------------------|-----------|
| | M | F | M | F | M | F | M | F |
| Algeria | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Argentina | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Belgium | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Canada | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Chile | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| China | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 2 |
| Egypt | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| France | 4 | 8 | 0 | 0 | 0 | 0 | 4 | 8 |
| Germany | 2 | 1 | 0 | 0 | 1 | 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 | 0 | 0 | 1 | 0 |
| Lebanon | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Madagascar | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| New Zealand | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Panama | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Russian Federation | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| Spain | 3 | 4 | 0 | 0 | 1 | 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 | 5 | 4 | 1 | 1 | 0 | 1 | 6 | 4 |
| United States | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Uruguay | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Total by sex | 26 | 30 | 1 | 2 | 3 | 2 | 24 | 30 |
| Total (b) Linguistic staff | 56 | | 3 | | 5 | | 54 | |
| Grand total Table II | 707 | | 56 | | 42 | | 721 | |