

**FOR INFORMATION**

THIRTEENTH 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 presented as follows:

Table I	Distribution of staff according to category, place of assignment, type of contract and source of funds, on 31 December 2007
Table II	Changes from fixed-term to without-limit-of-time contracts and changes of grade between 1 January and 31 December 2007 compared with the period between 1 January and 31 December 2006 (regular staff)
Chart I	Distribution of staff according to place of assignment, category and type of contract, on 31 December 2007
Chart II	Number of Professional and higher category staff by type of contract from 31 December 1997 to 31 December 2007 (regular staff)
Chart III	Number of Professional, National Officer and General Service staff funded from regular budget and extra-budgetary resources in 2005, 2006 and 2007
Table III	Professional and higher category staff: Distribution by region, country of nationality and sex including staff movements (regular staff) (1 January–31 December 2007): (a) Non-linguistic staff (b) Linguistic staff
Table IV	Composition of staff newly appointed between 1 January and 31 December 2007 in the Professional category and above (regular staff)
Chart IV	Distribution by sex and grade of staff newly appointed between 1 January and 31 December 2007 in the Professional category and above (regular staff)
Chart V	Distribution by age and sex of staff newly appointed between 1 January and 31 December 2007 in the Professional category and above (regular staff)

Table V	(a) Distribution by age, sex and grade of Professional and higher category staff, on 31 December 2007, with percentages of women for 2006 and 2007 (regular staff)
	(b) Distribution by grade of Professional and higher category staff, on 31 December 2007 (regular staff)
Chart VI	Number of Professional and higher category staff, by sex, in service from 31 December 1997 to 31 December 2007 (regular staff)
Chart VII	Number of Professional and higher category staff by age from 31 December 1997 to 31 December 2007 (regular staff)
Table VI	Number of positions (P.2–P.5) by sector and region subject to ongoing competitions as at 31 December 2007
Table VII	Number of positions (P.2–P.5) by sector and region posted under RAPS, January 2008 exercise

3. Tables VI and VII have been produced for the first time. Table VI shows the number of positions (P.2–P.5) by region and sector for which competitions were ongoing at the end of 2007; and table VII presents the compendium of positions that were advertised in January 2008 under the new Resourcing, Assignment and Placement System (RAPS).¹ A compendium of positions will be produced twice per year under RAPS.
4. The Committee's attention is drawn to the fact that the information in this document for headquarters-based staff and international Professional staff based in the field is obtained from the Office's Integrated Information Resource System (IRIS). The data for field offices in the present document will continue to be derived in large measure from other systems until the IRIS roll-out to the field is completed.

Geneva, 18 February 2008.

Submitted for information.

¹ See GB.300/PFA/17, para. 14.

Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds, on 31 December 2007

Category of staff and place of assignment	Officials employed						Total
	Regular budget resources			Extra-budgetary resources			
	WLT*	FT**	Subtotal	WLT*	FT**	Subtotal	
REGULAR STAFF							
(a) Headquarters							
Professional category and above	272	188	460	8	2	10	470
General Service category	325	160	485	9	1	10	495
Subtotal (a)	597	348	945	17	3	20	965
(b) Field offices							
Professional category and above	93	128	221	0	2	2	223
National Professional category	51	41	92	1	4	5	97
General Service category	213	201	414	2	16	18	432
Subtotal (b)	357	370	727	3	22	25	752
Subtotal (a) + (b)	954	718	1 672	20	25	45	1 717
TECHNICAL COOPERATION STAFF							
Professional category and above	0	6	6	0	285	285	291
National Professional category	0	2	2	0	226	226	228
General Service category	0	17	17	0	412	412	429
Subtotal	0	25	25	0	923	923	948
Grand total	954	743	1 697	20	948	968	2 665

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

Table II. Changes from fixed-term to without-limit-of-time contracts and changes of grade between 1 January and 31 December 2007 compared with the period 1 January and 31 December 2006 (regular staff)

(a) Changes from FT to WLT contracts between 1 January and 31 December 2007 compared with the period between 1 January and 31 December 2006

Year	P*			G**		
	Male	Female	Total	Male	Female	Total
2007	24	25	49	13	29	42
2006	22	25	47	16	28	44

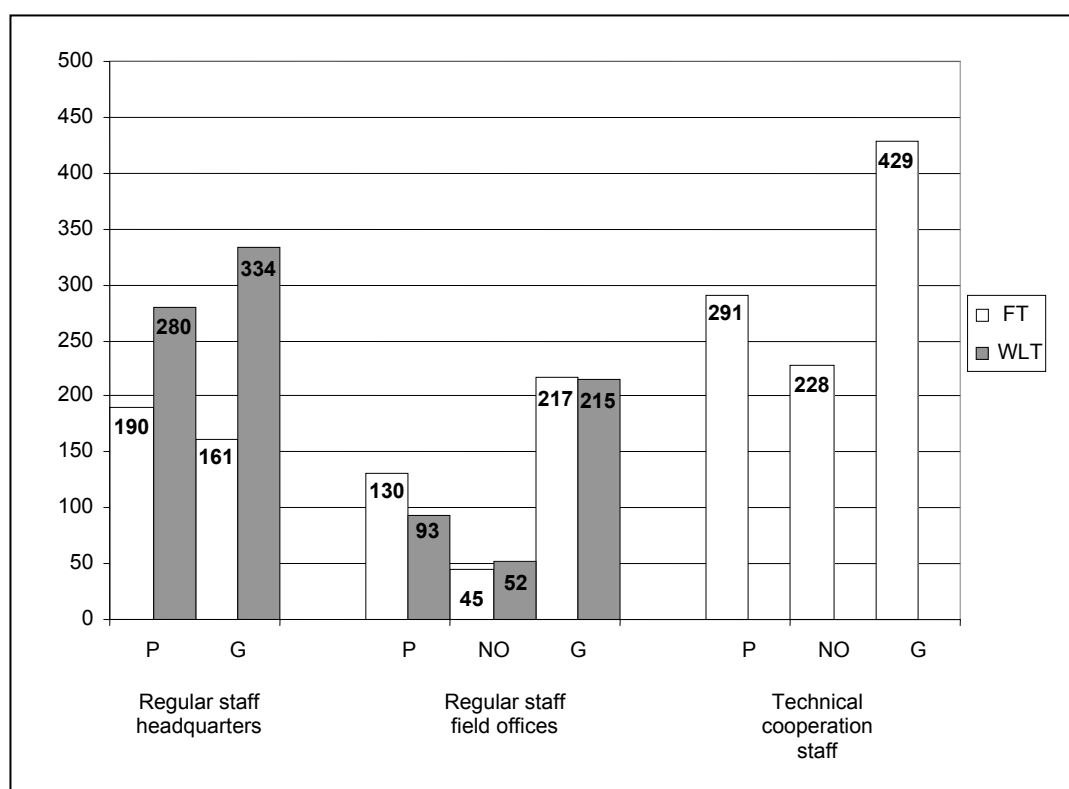
*P = Professional staff and national Professional staff. **G = General Service staff.

(b) Changes of grades of officials (including promotions of established officials) between 1 January and 31 December 2007 compared with the period between 1 January and 31 December 2006

Year	P*						G**					
	WLT			FT			WLT			FT		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2007	8	6	14	10	9	19	2	6	8	7	18	25
2006	12	5	17	8	8	16	2	3	5	5	17	22

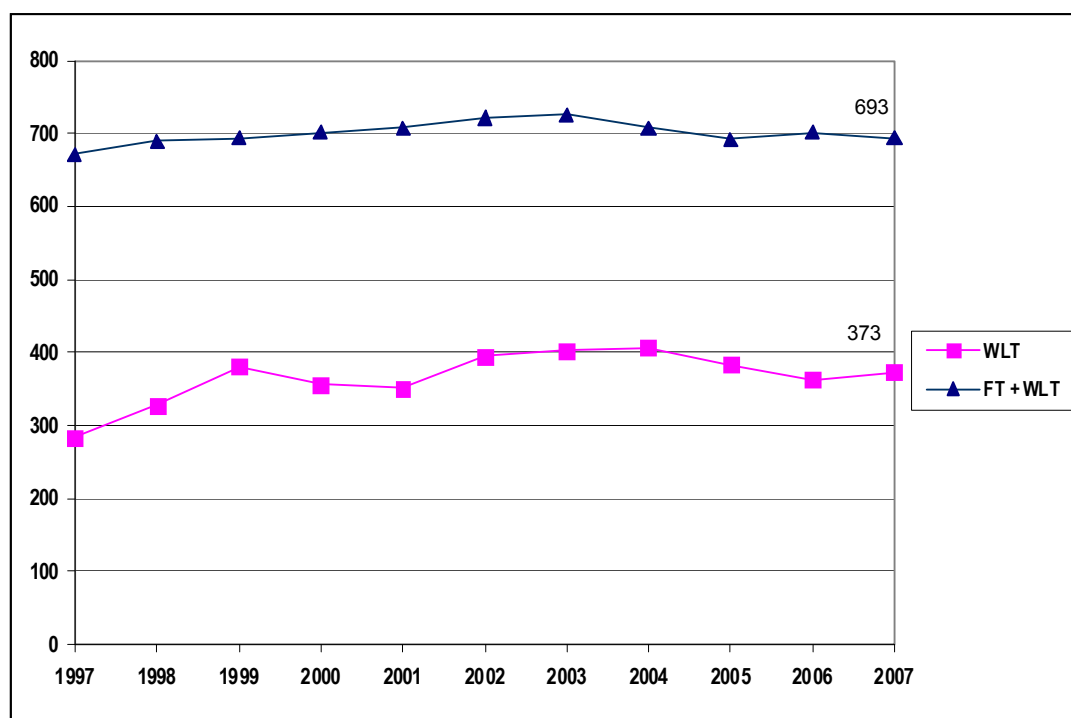
*P = Professional staff and national Professional staff. **G = General Service staff.

Chart I. Distribution of staff according to place of assignment, category and type of contract, on 31 December 2007



Source: Table I.

Chart II. Number of Professional and higher category staff by type of contract from 31 December 1997 to 31 December 2007 (regular staff)

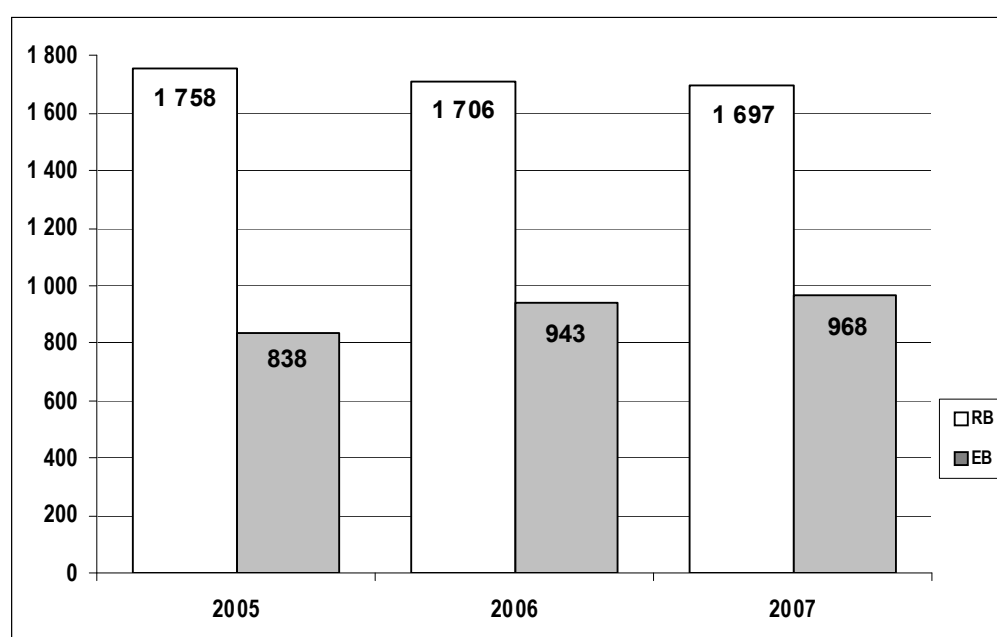


Total 2006: 701

Total 2007: 693

Source: Table I above and data 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 2005, 2006 and 2007**



* RB – Regular budget

** EB – Extra-budgetary

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

Table III. Professional and higher category staff: Distribution by region, country of nationality and sex including staff movements (regular staff) (1 January–31 December 2007)

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.

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.06		(b) Recruited 01.01.07–31.12.07		(c) Departures 01.01.07–31.12.07		(d) Staff on 31.12.07	
	M	F	M	F	M	F	M	F
AFRICA								
Algeria	3	1	0	0	1	0	2	1
Benin	3	0	0	0	0	0	3	0
Burkina Faso	2	2	0	0	0	0	2	2
Burundi	1	0	0	0	0	0	1	0
Cameroon	7	0	0	0	0	0	7	0
Cape Verde	1	0	0	0	0	0	1	0
Chad	2	0	0	0	1	0	1	0
Comoros	0	1	0	0	0	0	0	1
Côte d'Ivoire	2	2	0	0	0	0	2	2
Dem. Rep. of the Congo	2	1	0	0	0	0	2	1
Djibouti	0	1	0	0	0	0	0	1
Egypt	1	1	0	0	0	0	1	1
Eritrea	0	1	0	0	0	0	0	1
Ethiopia	2	0	0	0	0	0	2	0
Ghana	4	0	0	0	0	0	4	0
Guinea-Bissau	0	1	0	0	0	0	0	1
Kenya	3	0	0	0	0	0	3	0
Lesotho	1	1	0	0	0	0	1	1
Madagascar	1	0	0	0	0	0	1	0
Mali	2	0	0	0	0	0	2	0
Mauritania	1	1	0	0	1	0	0	1
Mauritius	4	0	0	0	0	0	4	0
Morocco	4	0	0	0	0	0	4	0
Niger	2	0	0	0	0	0	2	0
Nigeria	3	2	0	0	0	0	3	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	0	0	1	0	2	0
South Africa	1	2	0	0	0	0	1	2
Sudan	0	1	0	0	0	0	0	1
Tanzania, United Rep. of	0	1	0	0	0	0	0	1
Togo	2	0	0	0	0	0	2	0

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.06		(b) Recruited 01.01.07–31.12.07		(c) Departures 01.01.07–31.12.07		(d) Staff on 31.12.07	
	M	F	M	F	M	F	M	F
Tunisia	3	1	0	0	1	0	2	1
Uganda	3	0	1	0	1	0	3	0
Zambia	0	2	0	0	0	0	0	2
Zimbabwe	2	0	0	0	0	0	2	0
Subtotal	75	22	1	0	6	0	70	22

AMERICAS

Argentina	2	3	0	0	0	0	2	3
Bolivia	1	0	0	0	0	0	1	0
Brazil	6	3	0	0	0	0	6	3
Canada	7	9	0	0	1	1	6	8
Chile	4	2	0	0	0	0	4	2
Colombia	1	2	1	1	0	0	2	3
Costa Rica	4	2	0	0	0	0	4	2
Cuba	1	0	0	0	0	0	1	0
Dominica	0	1	0	0	0	0	0	1
Dominican Republic	1	0	0	0	0	0	1	0
Ecuador	1	0	1	0	0	0	2	0
El Salvador	0	1	0	0	0	0	0	1
Guatemala	1	0	0	0	0	0	1	0
Guyana	0	1	0	0	0	0	0	1
Haiti	0	1	0	0	0	0	0	1
Jamaica	0	2	0	1	0	0	0	3
Mexico	7	1	0	0	0	0	7	1
Panama	1	0	0	0	0	0	1	0
Peru	6	1	1	1	0	0	7	2
Suriname	1	0	0	0	0	0	1	0
Trinidad and Tobago	0	2	0	0	0	0	0	2
United States	42	44	2	1	4	2	40	43
Uruguay	1	1	0	0	0	0	1	1
Venezuela, Bolivarian Rep. of	2	2	0	0	0	0	2	2
Subtotal	89	78	5	4	5	3	89	79

ARAB STATES

Bahrain	0	1	0	0	0	0	0	1
Jordan	1	1	0	1	0	0	1	2
Lebanon	1	3	0	0	0	1	1	2
Saudi Arabia	0	0	0	1	0	0	0	1
Subtotal	2	5	0	2	0	1	2	6

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.06		(b) Recruited 01.01.07–31.12.07		(c) Departures 01.01.07–31.12.07		(d) Staff on 31.12.07	
	M	F	M	F	M	F	M	F
ASIA AND THE PACIFIC								
Afghanistan	1	0	0	0	0	0	1	0
Australia	10	3	0	0	2	0	8	3
Bangladesh	4	0	0	0	1	0	3	0
China	5	1	1	0	0	0	6	1
India	10	2	0	0	2	0	8	2
Indonesia	1	0	0	0	0	0	1	0
Iran, Islamic Rep. of	2	2	0	0	0	0	2	2
Japan	16	23	1	1	0	2	17	22
Korea, Rep. of	5	1	0	0	0	0	5	1
Lao People's Dem. Rep.	1	0	0	0	0	0	1	0
Malaysia	2	2	0	0	2	0	0	2
Mongolia	0	1	0	1	0	0	0	2
Myanmar	0	1	0	0	0	0	0	1
Nepal	2	1	0	0	0	0	2	1
New Zealand	2	2	0	0	0	0	2	2
Pakistan	5	1	0	0	1	0	4	1
Philippines	1	6	0	0	0	1	1	5
Singapore	1	0	0	0	0	0	1	0
Sri Lanka	0	2	1	0	0	0	1	2
Thailand	0	4	0	0	0	0	0	4
Viet Nam	0	1	0	0	0	0	0	1
Subtotal	68	53	3	2	8	3	63	52
EUROPE AND CENTRAL ASIA								
Armenia	0	1	0	0	0	0	0	1
Austria	2	1	0	0	0	1	2	0
Belarus	0	1	0	0	0	0	0	1
Belgium	8	5	0	0	0	0	8	5
Bosnia and Herzegovina	1	0	0	0	0	0	1	0
Bulgaria	3	2	0	0	0	0	3	2
Croatia	1	1	0	0	0	0	1	1
Cyprus	1	0	0	0	0	0	1	0
Czech Republic	1	1	0	0	0	0	1	1
Denmark	4	3	0	0	0	0	4	3
Finland	2	0	1	0	0	0	3	0
France	25	15	4	3	2	2	27	16
Germany	23	10	2	2	2	0	23	12
Greece	3	1	0	0	0	0	3	1

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.06		(b) Recruited 01.01.07–31.12.07		(c) Departures 01.01.07–31.12.07		(d) Staff on 31.12.07	
	M	F	M	F	M	F	M	F
Hungary	2	1	0	0	0	0	2	1
Ireland	1	2	0	0	0	0	1	2
Israel	2	0	0	1	0	0	2	1
Italy	20	7	1	0	1	1	20	6
Luxembourg	0	0	1	0	0	0	1	0
Netherlands	10	2	2	1	3	0	9	3
Norway	3	2	0	0	0	0	3	2
Poland	2	1	0	0	0	0	2	1
Portugal	1	1	0	0	0	0	1	1
Romania	0	0	0	1	0	0	0	1
Russian Federation	13	2	0	0	2	1	11	1
Serbia	0	0	2	0	0	0	2	0
Slovakia	0	1	0	0	0	0	0	1
Spain	10	7	0	0	0	0	10	7
Sweden	2	3	0	0	0	0	2	3
Switzerland	5	3	0	0	0	0	5	3
The former Yugoslav Republic of Macedonia	0	1	0	0	0	0	0	1
Turkey	1	3	0	0	0	0	1	3
Ukraine	4	0	0	0	0	0	4	0
United Kingdom	16	13	0	2	0	1	16	14
Subtotal	166	90	13	10	10	6	169	94
Total by sex	400	248	22	18	29	13	393	253
Total (a): Non-linguistic staff	648		40		42		646	

(b) Linguistic staff

Country of nationality	(a) Staff on 31.12.06		(b) Recruited 01.01.07–31.12.07		(c) Departures 01.01.07–31.12.07		(d) Staff on 31.12.07	
	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	1	0	0	0	0	1	1
France	3	7	0	0	1	1	2	6
Germany	1	1	0	0	0	0	1	1
Jamaica	0	1	0	0	0	1	0	0
Italy	0	0	0	1	0	0	0	1
Jordan	1	0	0	0	0	0	1	0
Lebanon	0	1	0	0	0	0	0	1

(b) Linguistic staff

Country of nationality	(a) Staff on 31.12.06		(b) Recruited 01.01.07–31.12.07		(c) Departures 01.01.07–31.12.07		(d) Staff on 31.12.07	
	M	F	M	F	M	F	M	F
Panama	1	0	0	0	0	0	1	0
Russian Federation	1	0	0	0	0	0	1	0
Spain	2	3	0	0	0	0	2	3
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	2	4	4
United States	0	1	0	0	0	0	0	1
Uruguay	0	2	0	0	0	0	0	2
Total by sex	16	26	0	2	1	4	15	24
Total (b): Linguistic staff	42		2		5		39	
Grand total: Table III	690		42		47		685	

Unrepresented nationalities on non-linguistic posts

The following 61 nationalities were unrepresented on non-linguistic posts on 31 December 2007:

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

Table IV. Composition of staff newly appointed between 1 January and 31 December 2007 in the Professional category and above (regular staff)

Total recruitment, including linguistic and non-linguistic staff: 42

(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 at the end of 2006

Country	Number	
	M	F
China	1	0
Germany	2	2
Japan	1	1
Luxembourg	1	0
Romania	0	1
Saudi Arabia	0	1
Serbia	2	0
Total: 12	7	5

(ii) Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2006

Country	Number	
	M	F
Ecuador	1	0
Finland	1	0
Israel	0	1
Italy	1	0
Jamaica	0	1
Mongolia	0	1
Jordan	0	1
Netherlands	2	1
Sri Lanka	1	0
United Kingdom	0	2
United States	2	1
Total: 16	8	8

(iii) Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2006

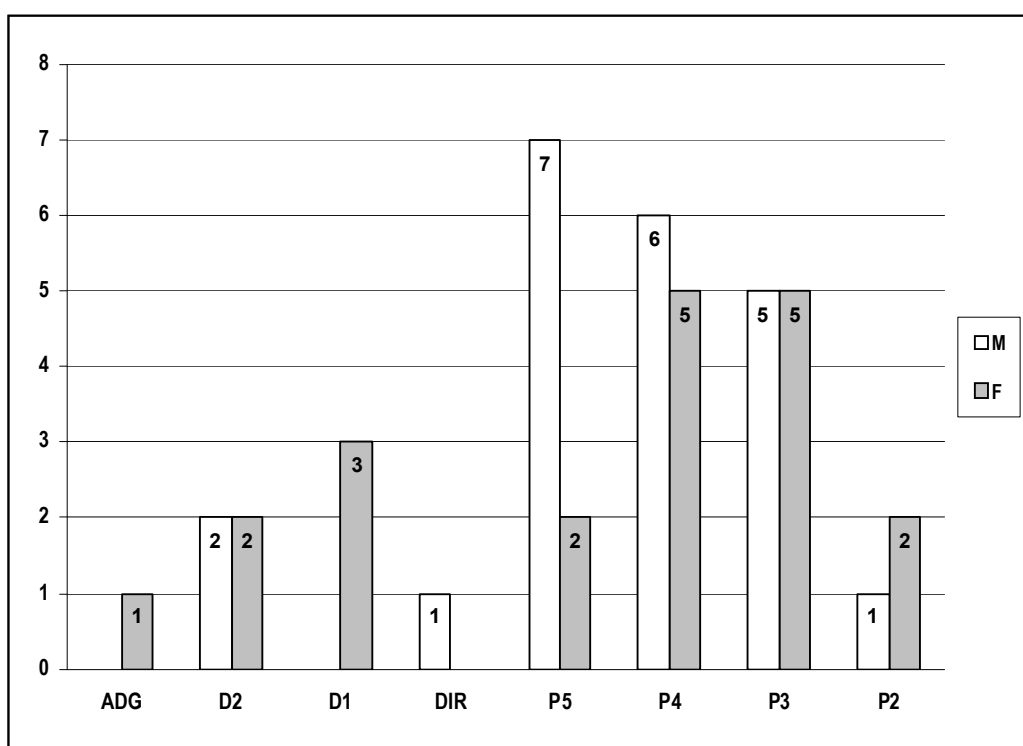
Country	Number	
	M	F
Colombia	1	1
France	4	3
Peru*	1	1
Uganda	1	0
Total: 12	7	5
Grand total: 40	22	18

* Two promotions from General Service category to Professional category.

(b) Linguistic staff not subject to geographical distribution

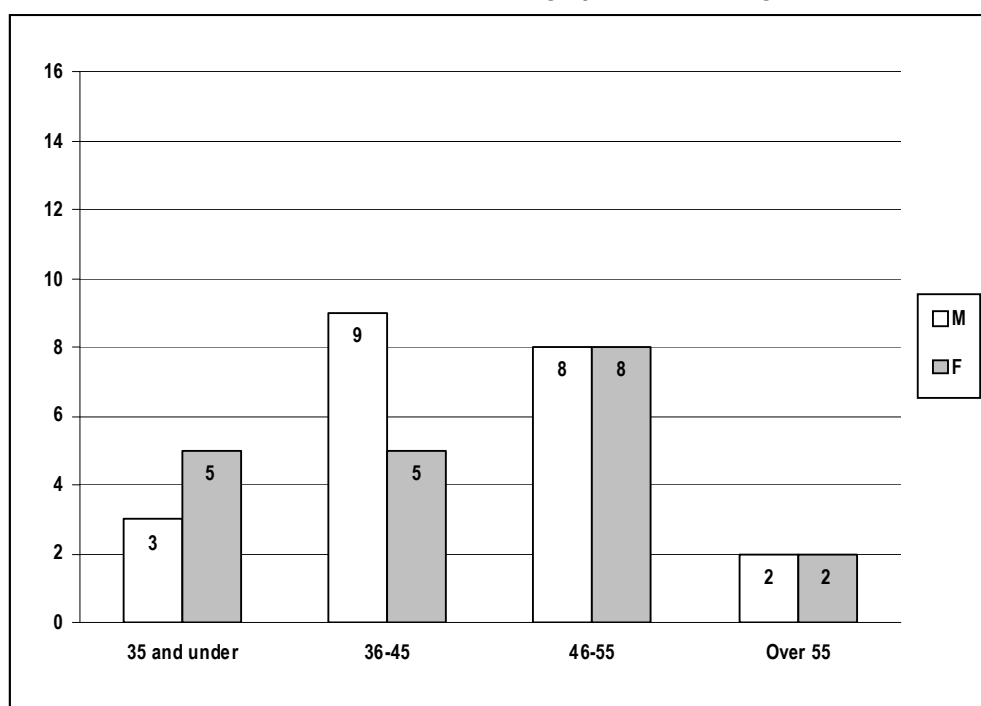
Country	Number	
	M	F
Italy	0	1
United Kingdom	0	1
Total: 2	0	2

Chart IV. Distribution by sex and grade of staff newly appointed between 1 January and 31 December 2007 in the Professional category and above (regular staff)



Total recruitment: 42.

Chart V. Distribution by age and sex of staff newly appointed between 1 January and 31 December 2007 in the Professional category and above (regular staff)



Total recruitment: 42.

Table V. (a) Distribution by age, sex and grade of Professional and higher category staff, on 31 December 2007, with percentages of women for 2006 and 2007 (regular staff)

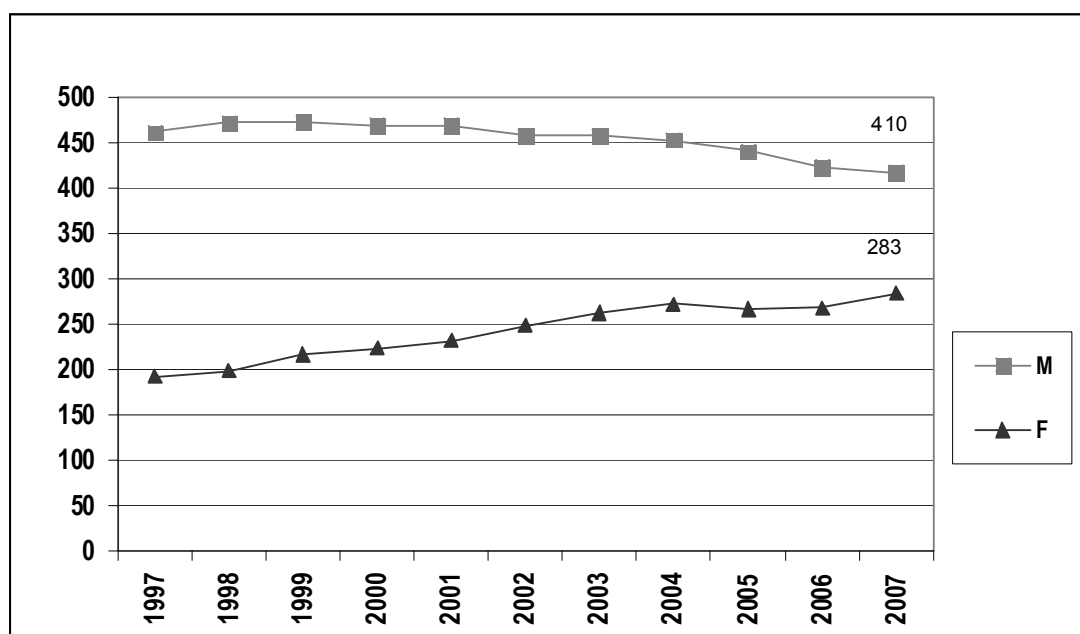
Grade	35 and under		36 to 45		46 to 55		Over 55		Total		% of women 31.12.07	% of women 31.12.06
	M	F	M	F	M	F	M	F	M	F		
DG	–	–	–	–	–	–	1	–	1	0	0.0	0.0
Executive and Regional Directors	–	–	–	–	1	1	3	3	4	4	50.0	33.3
D.2	–	–	–	1	7	2	7	4	14	7	33.3	29.4
D.1	–	–	1	2	15	19	17	10	33	31	48.4	38.7
P.5	–	–	16	11	91	33	61	27	168	71	29.7	30.9
P.4	3	2	43	35	50	45	23	6	119	88	42.5	42.6
P.3	17	9	25	35	11	13	1	4	54	61	53.0	55.3
P.2	3	7	2	4	–	1	–	–	5	12	70.6	71.4
Director (DIR) *	–	–	–	–	3	–	4	1	7	1	12.5	12.5
Deputy Director (DEPD) **	–	–	–	–	–	1	–	–	0	1	100.0	100.0
Others ***	–	–	1	2	2	4	2	1	5	7	–	–
Total by sex	23	18	88	90	180	119	119	56	410	283	40.8	40.5
Percentage	56.1	43.9	49.4	50.6	60.2	39.8	68.0	32.0	59.2	40.8	–	–
Total M and F	41		178		299		175		693			
% of total	5.9		25.7		43.1		25.3		100			
									M	F		
Average age of staff at 31.12.07 (years)									50.2	47.9		

* Director of ex-Branch Office. ** Deputy Director of ex-Branch Office. *** National Correspondents and Professional staff in Tokyo and Washington Offices.

Table V. (b) Distribution by grade of Professional and higher category staff, on 31 December 2007 (regular staff)

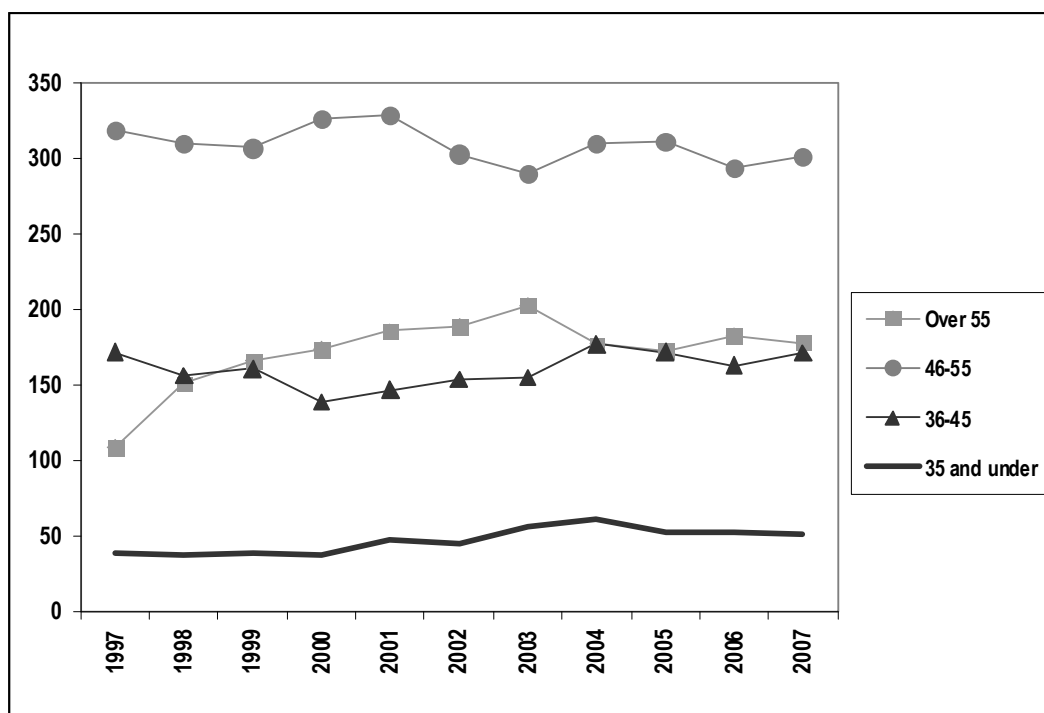
Grade	31.12.05	31.12.06	31.12.07
DG	1	1	1
Executive and Regional Director	10	9	8
D.2	19	17	21
D.1	68	62	64
P.5	257	249	239
P.4	206	211	207
P.3	107	117	115
P.2	15	14	17
Others	9	21	21
Total	692	701	693

Chart VI. Number of Professional and higher category staff, by sex, in service from 31 December 1997 to 31 December 2007 (regular staff)



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

Chart VII. Number of Professional and higher category staff by age from 31 December 1997 to 31 December 2007 (regular staff)



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

Table VI. Number of positions (P.2–P.5) by sector and region subject to ongoing competitions as at 31 December 2007*

	Open to applications	Selection process in progress
Standards and Fundamental Principles and Rights at Work Sector	1	8
Employment Sector	–	4
Social Protection Sector	2	4
Social Dialogue Sector	2	–
DG Reports	3	10
Management and Administration Sector	–	6
Field programmes in Africa	–	4
Field programmes in Americas	–	1
Field programmes in Arab States	–	2
Field programmes in Asia and the Pacific	–	3
Field programmes in Europe and Central Asia	–	3
Total	8	45

* Since 31 December 2007 and at the time of writing, two competitions have been completed.

Table VII. Number of positions (P.2–P.5) by sector and region posted under RAPS, January 2008 exercise

	Open to applications*
Standards and Fundamental Principles and Rights at Work Sector	7
Employment Sector	8
Social Protection Sector	4
Social Dialogue Sector	3
DG Reports	3
Management and Administration Sector	3
Field programmes in Africa	8
Field programmes in Americas	5
Field programmes in Arab States	0
Field programmes in Asia and the Pacific	3
Field programmes in Europe and Central Asia	0
Total	44
* At the time of writing.	