

**FOR INFORMATION**

NINTH ITEM ON THE AGENDA

Composition and structure of the staff

1. This document provides information on the composition and structure of the staff of the Office. It 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 2009
Table II	Changes from fixed-term to without-limit-of-time contracts and changes of grade between 1 January and 31 December 2009 compared with the same period in 2008 (regular staff)
Chart I	Distribution of staff according to place of assignment, category and type of contract, on 31 December 2009
Chart II	Number of Professional and higher category staff by type of contract from 31 December 1999 to 31 December 2009 (regular staff)
Chart III	Number of staff funded from regular budget and extra-budgetary resources in 2007, 2008 and 2009
Table III	Professional and higher category staff: Distribution by region, country of nationality and sex including staff movements (regular staff) (1 January–31 December 2009): (a) Non-linguistic staff (b) Linguistic staff
Table IV	Composition of staff newly appointed between 1 January and 31 December 2009 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 2009 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 2009 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 2009, with percentages of women for 2008 and 2009 (regular staff) (b) Distribution by grade of Professional and higher category staff, on 31 December 2009 (regular staff)

- Chart VI Number of Professional and higher category staff, by sex, in service from 31 December 1999 to 31 December 2009 (regular staff)
- Chart VII (a) Number of Professional and higher category staff by age from 31 December 1999 to 31 December 2009 (regular staff)
- (b) Number of Professional and higher category staff by age on 31 December 2009 (regular staff)

2. 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, 11 February 2010.

Submitted for information.

Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds, on 31 December 2009

Category of staff and place of assignment	Officials employed						Total
	Regular budget resources			Extra-budgetary resources			
	WLT *	FT**	Subtotal	WLT *	FT**	Subtotal	
Regular staff							
<i>(a) Headquarters</i>							
Professional category and above	258	243	501	2	1	3	504
General Service category	351	120	471	2	2	4	475
Subtotal (a)	609	363	972	4	3	7	979
<i>(b) Field offices</i>							
Professional category and above	98	146	244	1	2	3	247
National Professional category	49	38	87	0	4	4	91
General Service category	239	176	415	4	9	13	428
Subtotal (b)	386	360	746	5	15	20	766
Total (a) + (b)	995	723	1 718	9	18	27	1 745
Technical cooperation staff							
Professional category and above	0	0	0	0	366	366	366
National Professional category	0	6	6	0	276	276	282
General Service category	0	12	12	0	436	436	448
Subtotal	0	18	18	0	1 078	1 078	1 096
Grand total	995	741	1 736	9	1 096	1 105	2 841

* 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 2009 compared with the same period in 2008 (regular staff)

(a) Changes from FT to WLT contracts between 1 January and 31 December 2009 compared with the same period in 2008

Year	P*			G**		
	Male	Female	Total	Male	Female	Total
2009	22	19	41	23	24	47
2008	28	15	43	26	40	66

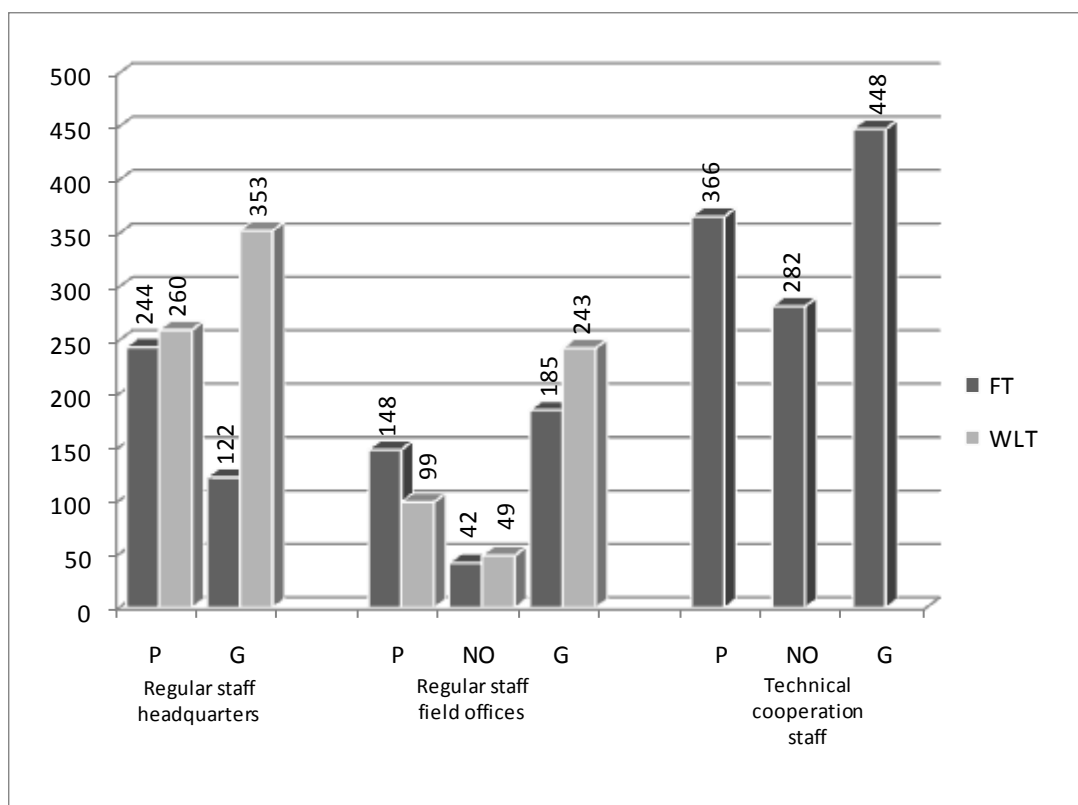
* P = Professional and national Professional staff. ** G = General Service staff.

(b) Changes of grades of officials (including promotions of established officials) between 1 January and 31 December 2009 compared with the same period in 2008

Year	P*						G**					
	WLT			FT			WLT			FT		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2009	9	9	18	26	16	42	2	11	13	5	19	24
2008	12	17	29	21	15	36	0	4	4	22	3	25

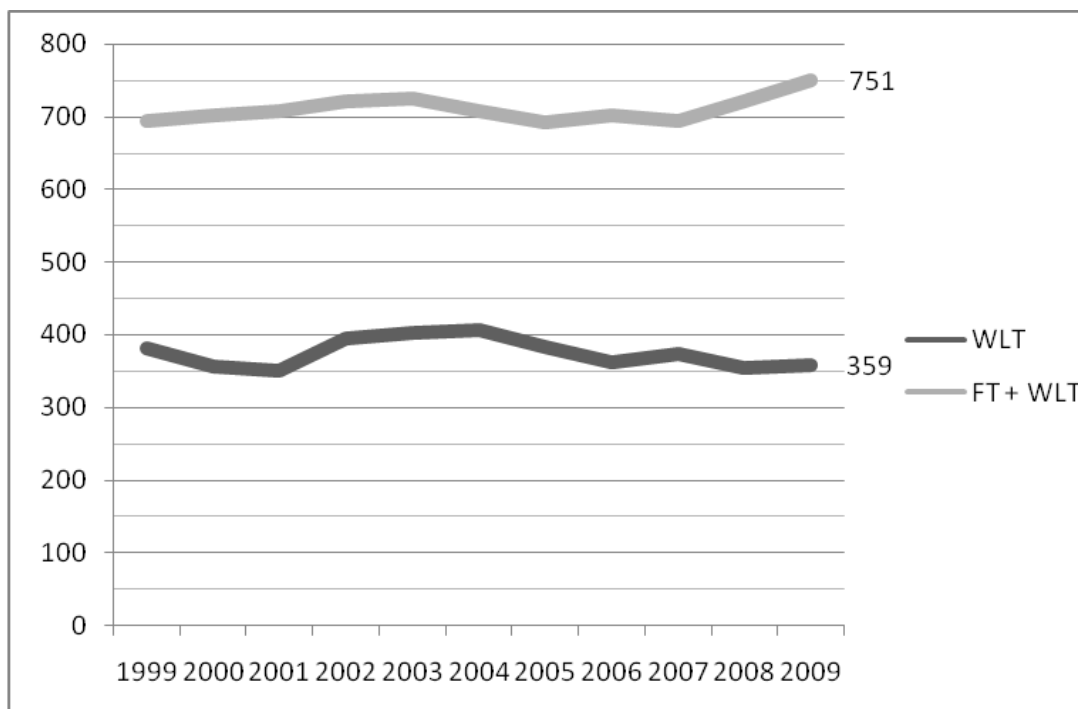
* P = Professional and national Professional staff. ** G = General Service staff.

Chart I. Distribution of staff according to place of assignment, category and type of contract, on 31 December 2009



Source: Table 1.

Chart II. Number of Professional and higher category staff by type of contract from 31 December 1999 to 31 December 2009 (regular staff)

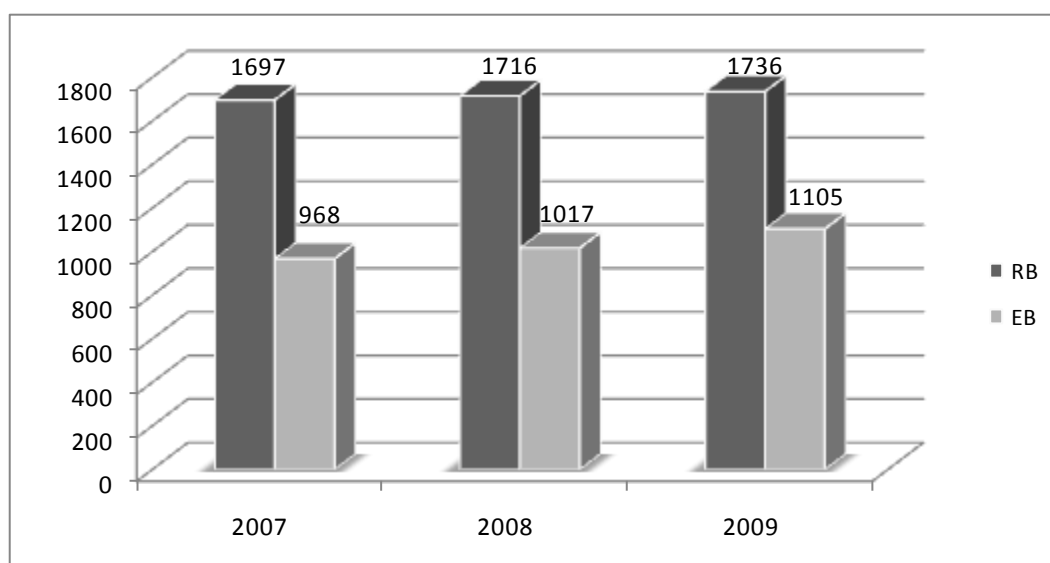


Total 2008: 721

Total 2009: 751

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

Chart III. Number of staff funded from regular budget (RB) and extra-budgetary (EB) resources in 2007, 2008 and 2009



Source: Table I above and data from previous 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 2009)

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 31.12.08		(b) Recruited 01.01.09–31.12.09		(c) Departures 01.01.09–31.12.09		(d) Staff on 31.12.09	
	M	F	M	F	M	F	M	F
AFRICA								
Algeria	2	1	1	0	0	0	3	1
Benin	3	0	0	0	1	0	2	0
Burkina Faso	2	2	0	0	0	0	2	2
Burundi	3	0	0	0	0	0	3	0
Cameroon	6	0	0	0	0	0	6	0
Cape Verde	1	0	0	0	1	0	0	0
Chad	1	0	0	0	0	0	1	0
Comoros	0	1	0	0	0	0	0	1
Côte d'Ivoire	4	2	0	0	0	0	4	2
Congo, Dem. Rep. of the	2	1	0	0	1	0	1	1
Djibouti	0	1	0	0	0	0	0	1
Egypt	1	1	1	0	0	0	2	1
Eritrea	0	1	0	0	0	0	0	1
Ethiopia	2	0	0	0	0	0	2	0

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.08		(b) Recruited 01.01.09–31.12.09		(c) Departures 01.01.09–31.12.09		(d) Staff on 31.12.09	
	M	F	M	F	M	F	M	F
Ghana	4	1	0	0	0	0	4	1
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	0	1	1	0	0	0	1	1
Mauritius	4	0	0	0	0	0	4	0
Morocco	4	0	0	0	0	0	4	0
Niger	1	0	0	0	0	0	1	0
Nigeria	2	1	0	0	0	0	2	1
Rwanda	3	1	1	0	0	0	4	1
Sao Tome and Principe	1	0	0	0	0	0	1	0
Senegal	6	1	0	0	0	0	6	1
Sierra Leone	2	0	0	0	0	0	2	0
South Africa	1	2	1	0	1	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
Tunisia	1	1	0	1	0	0	1	2
Uganda	3	0	0	0	0	0	3	0
Zambia	0	2	0	0	0	0	0	2
Zimbabwe	2	0	0	1	0	0	2	1
Subtotal	70	24	5	2	4	0	71	26

AMERICAS

Argentina	4	4	1	0	0	0	5	4
Bolivia, Plurinational State of	2	0	0	0	0	0	2	0
Brazil	5	4	1	0	1	0	5	4
Canada	7	10	2	0	0	1	9	9
Chile	4	2	0	0	3	0	1	2
Colombia	2	3	1	0	1	0	2	3
Costa Rica	3	2	1	0	0	0	4	2
Cuba	1	1	0	0	0	0	1	1
Dominica	0	1	0	0	0	0	0	1

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.08		(b) Recruited 01.01.09–31.12.09		(c) Departures 01.01.09–31.12.09		(d) Staff on 31.12.09	
	M	F	M	F	M	F	M	F
Dominican Republic	1	0	0	0	0	0	1	0
Ecuador	2	0	0	0	0	0	2	0
El Salvador	0	1	1	0	0	0	1	1
Guatemala	1	0	0	0	0	0	1	0
Guyana	0	1	0	0	0	1	0	0
Haiti	0	1	0	0	0	0	0	1
Jamaica	0	3	0	0	0	0	0	3
Mexico	7	2	0	2	1	0	6	4
Nicaragua	0	0	1	0	0	0	1	0
Panama	1	0	0	0	0	0	1	0
Peru	7	2	0	0	0	0	7	2
Suriname	1	0	0	0	0	0	1	0
Trinidad and Tobago	0	1	0	1	0	0	0	2
United States	39	44	2	5	1	3	40	46
Uruguay	1	1	0	1	0	1	1	1
Venezuela, Bolivarian Rep. of	2	2	1	0	0	0	3	2
Subtotal	90	85	11	9	7	6	94	88
ARAB STATES								
Bahrain	0	1	0	0	0	0	0	1
Jordan	2	2	0	0	0	0	2	2
Lebanon	2	3	0	0	0	0	2	3
Saudi Arabia	0	1	0	0	0	0	0	1
Subtotal	4	7	0	0	0	0	4	7
ASIA AND THE PACIFIC								
Afghanistan	1	0	0	0	0	0	1	0
Australia	10	4	2	0	2	0	10	4
Bangladesh	2	0	0	0	1	0	1	0
China	6	2	0	2	0	0	6	4
Fiji	1	0	0	1	0	0	1	1
India	7	2	1	1	1	0	7	3
Indonesia	1	0	0	0	0	0	1	0
Iran, Islamic Rep. of	2	2	0	0	0	0	2	2
Japan	17	22	2	1	3	1	16	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	0	2	0	0	0	1	0	1

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.08		(b) Recruited 01.01.09–31.12.09		(c) Departures 01.01.09–31.12.09		(d) Staff on 31.12.09	
	M	F	M	F	M	F	M	F
Mongolia	0	2	0	0	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	1	0	0	2	3
Pakistan	4	1	1	0	1	0	4	1
Philippines	1	5	1	1	0	2	2	4
Singapore	1	0	0	0	0	0	1	0
Sri Lanka	1	2	0	0	0	0	1	2
Thailand	0	3	0	0	0	0	0	3
Subtotal	64	52	7	7	8	4	63	55

EUROPE AND CENTRAL ASIA

Austria	2	0	0	0	1	0	1	0
Belarus	0	1	0	0	0	0	0	1
Belgium	6	5	0	0	0	1	6	4
Bosnia and Herzegovina	1	0	0	0	0	0	1	0
Bulgaria	2	2	0	1	0	0	2	3
Croatia	2	1	0	0	0	0	2	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	4	0	0	1	0	0	4	1
France	28	16	2	2	2	1	28	17
Germany	25	13	2	6	1	0	26	19
Greece	3	1	0	0	0	0	3	1
Hungary	2	1	0	0	0	0	2	1
Ireland	1	2	0	1	0	0	1	3
Israel	2	1	0	0	0	0	2	1
Italy	20	8	1	1	1	0	20	9
Luxembourg	1	0	0	0	0	0	1	0
Netherlands	8	5	0	1	0	0	8	6
Norway	3	2	0	0	0	1	3	1
Poland	2	0	0	0	0	0	2	0
Portugal	2	1	0	1	0	0	2	2
Romania	0	1	0	1	0	0	0	2
Russian Federation	8	2	0	1	0	0	8	3
Serbia	2	0	0	0	0	0	2	0
Slovakia	0	1	0	0	0	0	0	1

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.08		(b) Recruited 01.01.09–31.12.09		(c) Departures 01.01.09–31.12.09		(d) Staff on 31.12.09	
	M	F	M	F	M	F	M	F
Slovenia	0	0	0	1	0	0	0	1
Spain	12	8	0	2	1	0	11	10
Sweden	2	3	0	1	1	0	1	4
Switzerland	7	2	1	2	0	0	8	4
The former Yugoslav Republic of Macedonia	0	1	0	0	0	0	0	1
Turkey	1	3	1	0	0	0	2	3
Ukraine	4	0	0	0	0	0	4	0
United Kingdom	15	14	1	2	0	1	16	15
Subtotal	171	98	8	24	7	4	172	118
Total by sex	399	266	31	42	26	14	404	294
Total (a): Non-linguistic staff		665		73		40		698

(b) Linguistic staff

Country of nationality	(a) Staff on 31.12.08		(b) Recruited 01.01.09–31.12.09		(c) Departures 01.01.09–31.12.09		(d) Staff on 31.12.09	
	M	F	M	F	M	F	M	F
Algeria	0	1	0	0	0	1	0	0
Argentina	0	0	0	1	0	0	0	1
Canada	1	0	0	0	1	0	0	0
Chile	1	0	0	0	0	0	1	0
China	2	1	0	0	0	0	2	1
Ecuador	0	1	0	0	0	0	0	1
France	1	7	0	1	0	1	1	7
Germany	1	1	0	0	0	1	1	0
Italy	0	1	0	0	0	0	0	1
Jordan	1	0	0	0	0	0	1	0
Lebanon	0	1	1	0	0	0	1	1
Panama	1	0	0	0	0	0	1	0
Russian Federation	1	0	0	0	0	0	1	0
Spain	1	3	0	0	0	0	1	3
Switzerland	0	2	0	0	0	1	0	1
Thailand	1	0	0	0	0	0	1	0
Ukraine	1	0	0	0	0	0	1	0
United Kingdom	3	4	0	1	0	1	3	4

(b) Linguistic staff

Country of nationality	(a) Staff on 31.12.08		(b) Recruited 01.01.09–31.12.09		(c) Departures 01.01.09–31.12.09		(d) Staff on 31.12.09	
	M	F	M	F	M	F	M	F
United States	2	2	0	0	0	0	2	2
Uruguay	0	2	0	0	0	0	0	2
Total by sex	17	26	1	3	1	5	17	24
Total (b): Linguistic staff	43		4		6		41	
Grand total: Table III	708		77		46		739	

Unrepresented nationalities on non-linguistic posts

The following 64 nationalities were unrepresented on non-linguistic posts on 31 December 2009:

Albania	Lithuania
Angola	Malawi
Antigua and Barbuda	Malta
Armenia	Maldives
Azerbaijan	Marshall Islands
Bahamas	Moldova, Republic of
Barbados	Montenegro
Belize	Mozambique
Botswana	Namibia
Brunei Darussalam	Oman
Cambodia	Papua New Guinea
Cape Verde	Paraguay
Central African Republic	Qatar
Congo	Saint Kitts and Nevis
Equatorial Guinea	Saint Lucia
Estonia	Saint Vincent and the Grenadines
Gabon	Samoa
Gambia	San Marino
Georgia	Seychelles
Grenada	Solomon Islands
Guinea	Somalia
Guyana	Swaziland
Honduras	Syrian Arab Republic
Iceland	Tajikistan
Iraq	Timor-Leste
Kazakhstan	Turkmenistan
Kiribati	Tuvalu

Kuwait	United Arab Emirates
Kyrgyzstan	Uzbekistan
Latvia	Vanuatu
Liberia	Viet Nam
Libyan Arab Jamahiriya	Yemen

Table IV. Composition of staff newly appointed between 1 January and 31 December 2009 in the Professional category and above (regular staff)

Total recruitment, including linguistic and non-linguistic staff: 77

(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 2009

Country	Number	
	M	F
China	0	2
Japan	2	1
United States	2	5
Total: 12	4	8

- (ii) Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2009

Country	Number	
	M	F
Canada	2	0
El Salvador *	1	0
Fiji	0	1
France	2	2
Germany *	2	6
Italy	1	1
Mauritania	1	0
Mexico	0	2
Nicaragua	1	0
Portugal	0	1
Romania	0	1
Slovenia	0	1
Spain	0	2
Sweden	0	1
Trinidad and Tobago	0	1
United Kingdom **	1	2
Uruguay	0	1
Total: 33	11	22

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

(iii) Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2009

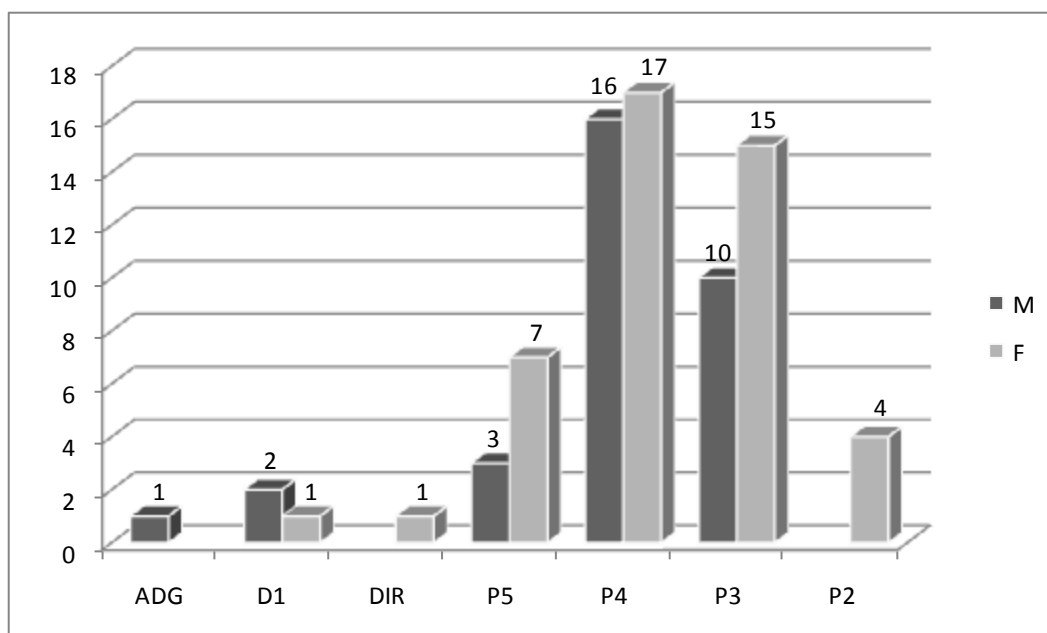
Country	Number	
	M	F
Algeria *	1	0
Argentina	1	0
Australia	2	0
Brazil	1	0
Bulgaria	0	1
Colombia	1	0
Costa Rica	1	0
Egypt	1	0
Finland	0	1
India	1	1
Ireland	0	1
Netherlands	0	1
New Zealand	0	1
Pakistan	1	0
Philippines	1	1
Russian Federation **	0	1
Rwanda	1	0
South Africa	1	0
Switzerland **	1	2
Tunisia	0	1
Turkey	1	0
Venezuela	1	0
Zimbabwe	0	1
Total: 28	16	12
Grand total: 73	31	42

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

(b) Linguistic staff not subject to geographical distribution

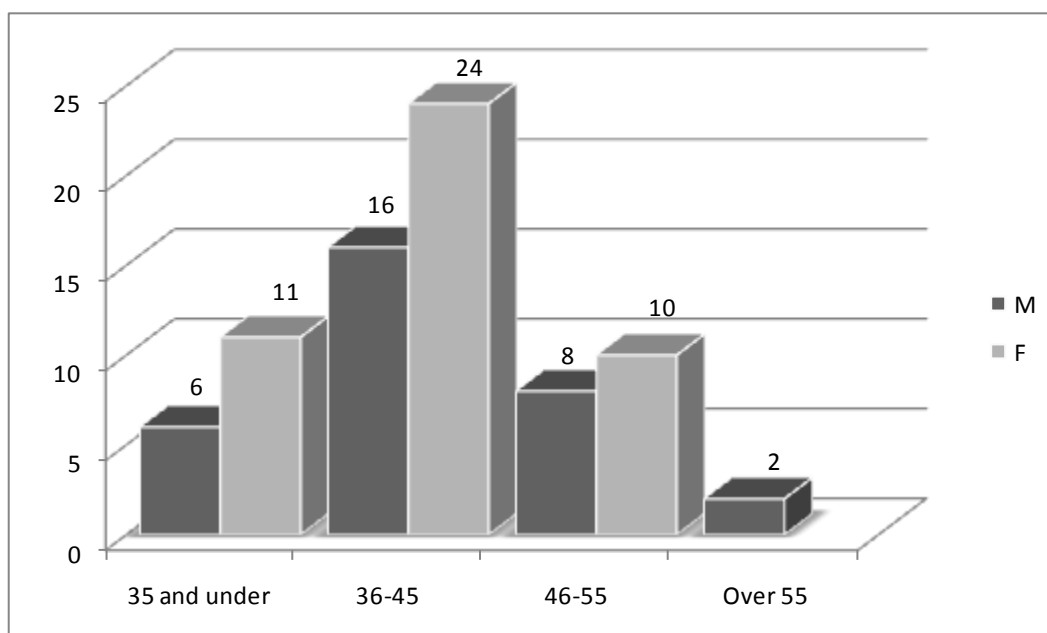
Country	Number	
	M	F
Argentina	0	1
France	0	1
Lebanon	1	0
United Kingdom	0	1
Total: 4	1	3

Chart IV. Distribution by sex and grade of staff newly appointed between 1 January and 31 December 2009 in the Professional category and above (regular staff)



Total recruitment: 77.

Chart V. Distribution by age and sex of staff newly appointed between 1 January and 31 December 2009 in the Professional category and above (regular staff)



Total recruitment: 77.

Table V(a). Distribution by age, sex and grade of Professional and higher category staff, on 31 December 2009, with percentages of women for 2008 and 2009 (regular staff)

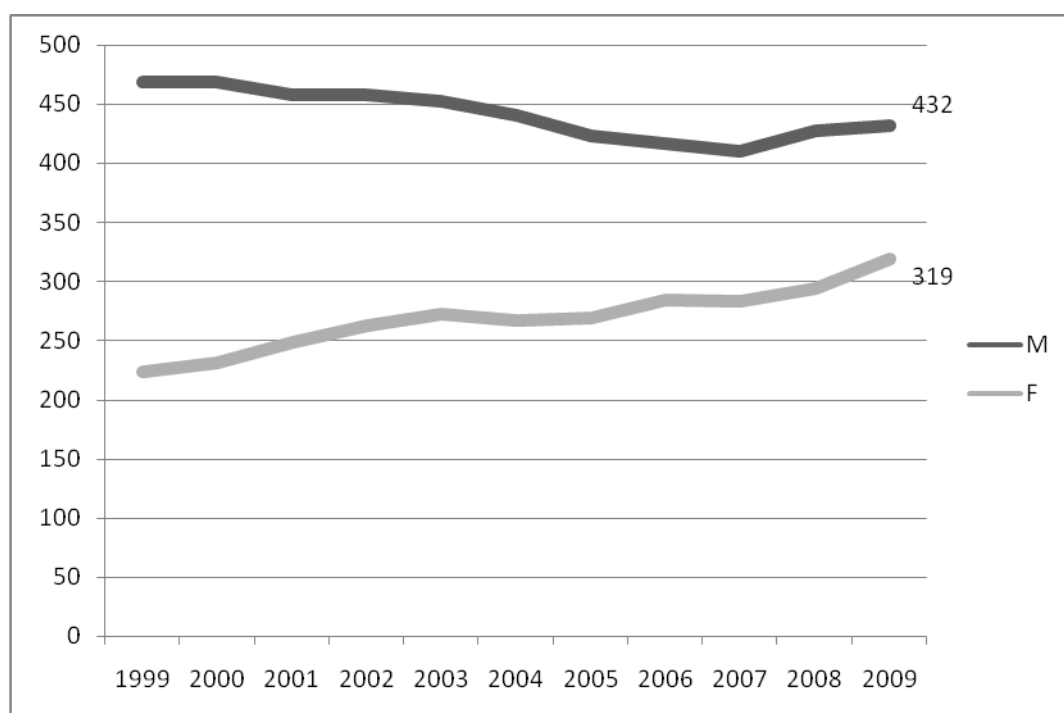
Grade	35 and under		36–45		46–55		Over 55		Total		% of women 31.12.09	% of women 31.12.08
	M	F	M	F	M	F	M	F	M	F		
Director-General							1		1	0	0.0	0.0
Deputy and Assistant Directors-General				1	1		5	4	6	5	45.5	50.0
D.2					2	3	13	4	15	7	31.8	27.3
D.1			2	1	16	19	17	9	35	29	45.3	48.5
P.5	1	1	20	14	90	46	52	24	163	85	34.3	32.6
P.4	3	5	61	49	55	43	22	9	141	106	42.9	41.5
P.3	13	13	25	36	8	12	2	4	48	65	57.5	53.7
P.2	5	9	2	7	1				8	16	66.7	60.0
Director (DIR) *				1	2		3	1	5	2	28.6	14.3
Deputy Director (DEPD) **					1				1	0	0.0	0.0
Others ***	3		2	2	2	2	2		9	4	30.8	36.4
Total by sex	25	28	112	111	178	125	117	55	432	319	42.5	40.8
Percentage	47.2	52.8	50.2	49.8	58.7	41.3	68	32	57.5	42.5		
Total M and F	53		223		303		172		751			
% of total	7.1		29.7		40.3		22.9		100			
									M	F		
Average age of staff at 31.12.09 (years)									49.8	46.7		

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

Table V(b). Distribution by grade of Professional and higher category staff, on 31 December 2009 (regular staff)

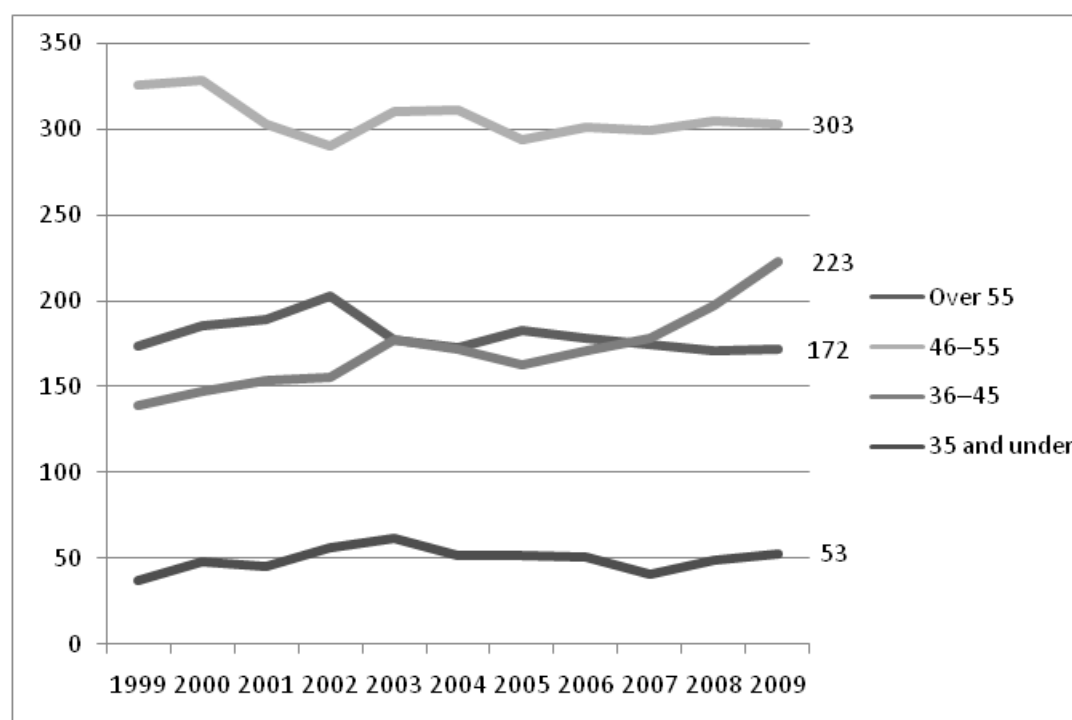
Grade	31.12.07	31.12.08	31.12.09
Director-General	1	1	1
Deputy and Assistant Directors-General	8	10	11
D.2	21	22	22
D.1	64	66	64
P.5	239	239	248
P.4	207	236	247
P.3	115	108	113
P.2	17	20	24
Others	21	19	21
Total	693	721	751

Chart VI. Number of Professional and higher category staff, by sex, in service from 31 December 1999 to 31 December 2009 (regular staff)



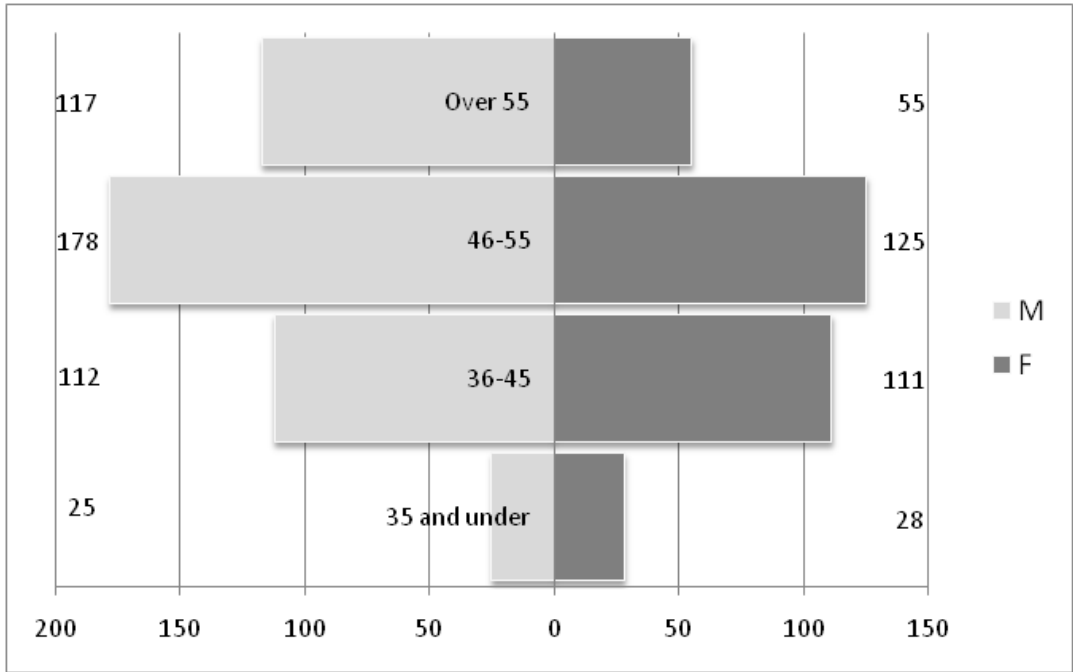
Source: Table V above and data from previous documents on composition and structure of the staff.

Chart VII(a). Number of Professional and higher category staff by age from 31 December 1999 to 31 December 2009 (regular staff)



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

Chart VII(b). Number of Professional and higher category staff by age on 31 December 2009 (regular staff)



Source: Table V.