

**FOR INFORMATION**

EIGHTEENTH 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 2006
Table II	Changes from fixed-term to without-limit-of-time contracts and changes of grade between 1 January and 31 December 2006 compared with the period between 1 January and 31 December 2005 (regular staff)
Chart I	Distribution of staff according to place of assignment, category and type of contract, on 31 December 2006
Chart II	Number of Professional and higher category staff by type of contract from 31 December 1996 to 31 December 2006 (regular staff)
Chart III	Number of Professional, National Officer and General Service staff funded from regular budget and extra-budgetary resources in 2004, 2005 and 2006
Table III	Professional and higher category staff: Distribution by region, country of nationality and sex including staff movements (regular staff) (1 January–31 December 2006): (a) Non-linguistic staff (b) Linguistic staff
Table IV	(a) Distribution by age, sex and grade of Professional and higher category staff, on 31 December 2006, with percentages of women for 2005 and 2006 (regular staff) (b) Distribution by grade of Professional and higher category staff, on 31 December 2006 (regular staff)
Chart IV	Number of Professional and higher category staff, by sex, in service from 31 December 1996 to 31 December 2006 (regular staff)

Chart V	Number of Professional and higher category staff by age from 31 December 1996 to 31 December 2006 (regular staff)
Table V	Composition of staff newly appointed between 1 January and 31 December 2006 in the Professional category and above (regular staff)
Chart VI	Distribution by sex and grade of staff newly appointed between 1 January and 31 December 2006 in the Professional category and above (regular staff)
Chart VII	Distribution by age and sex of staff newly appointed between 1 January and 31 December 2006 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 second time from the Office's Integrated Information Resource System (IRIS). This has resulted in greater precision in reporting for headquarters-based staff and international professional staff based in the field. The data for field offices in the present document continues to be derived in large measure from other systems. For this reason, the data for locally recruited field staff will only be reported with greater precision once the field offices can enter HR data directly into IRIS.

Geneva, 16 February 2007.

Submitted for information.

Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds, on 31 December 2006

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	263	199	462	12	4	16	478
General Service category	330	166	496	7	2	9	505
Subtotal (a)	593	365	958	19	6	25	983
(b) Field offices							
Professional category and above	88	133	221	0	2	2	223
National Professional category	46	43	89	1	4	5	94
General Service category	199	207	406	2	14	16	422
Subtotal (b)	333	383	716	3	20	23	739
Subtotal (a) + (b)	926	748	1 674	22	26	48	1 722
TECHNICAL COOPERATION STAFF							
Professional category and above	0	15	15	0	269	269	284
National Professional category	0	0	0	0	196	196	196
General Service category	1	16	17	0	430	430	447
Subtotal	1	31	32	0	895	895	927
Grand total	927	779	1 706	22	921	943	2 649

* 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 2006 compared with the period 1 January and 31 December 2005 (regular staff)

(a) Changes from FT to WLT contracts between 1 January and 31 December 2006 compared with the period between 1 January and 31 December 2005

Year	P			G		
	Male	Female	Total	Male	Female	Total
2006 *	22	25	47	16	28	44
2005	7	2	9	14	34	48

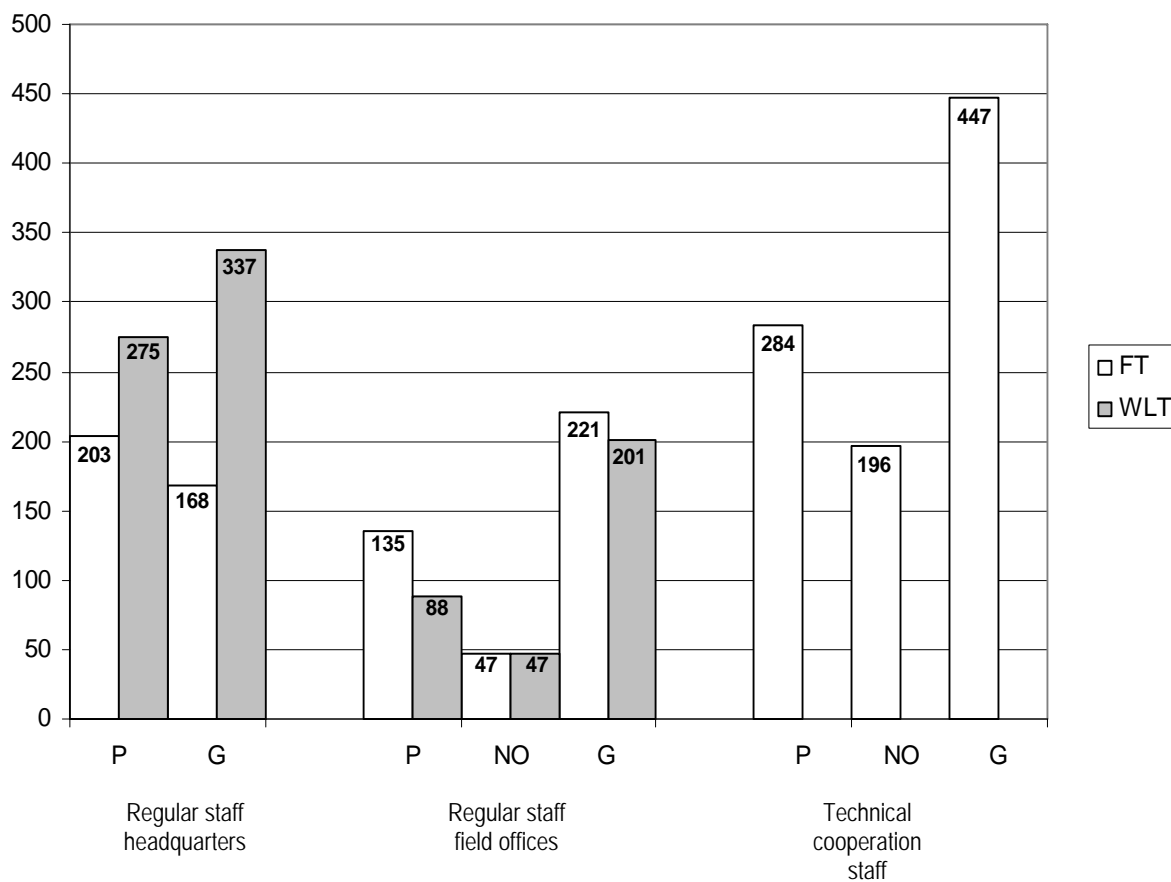
P = Professional staff and national Professional staff. G = General Service staff.

* The effective date of the changes of contracts resulting from the 2006 titularization exercise is 1 January 2007.

(b) Changes of grades of officials (including promotions of established officials) between 1 January and 31 December 2006 compared with the period between 1 January and 31 December 2005

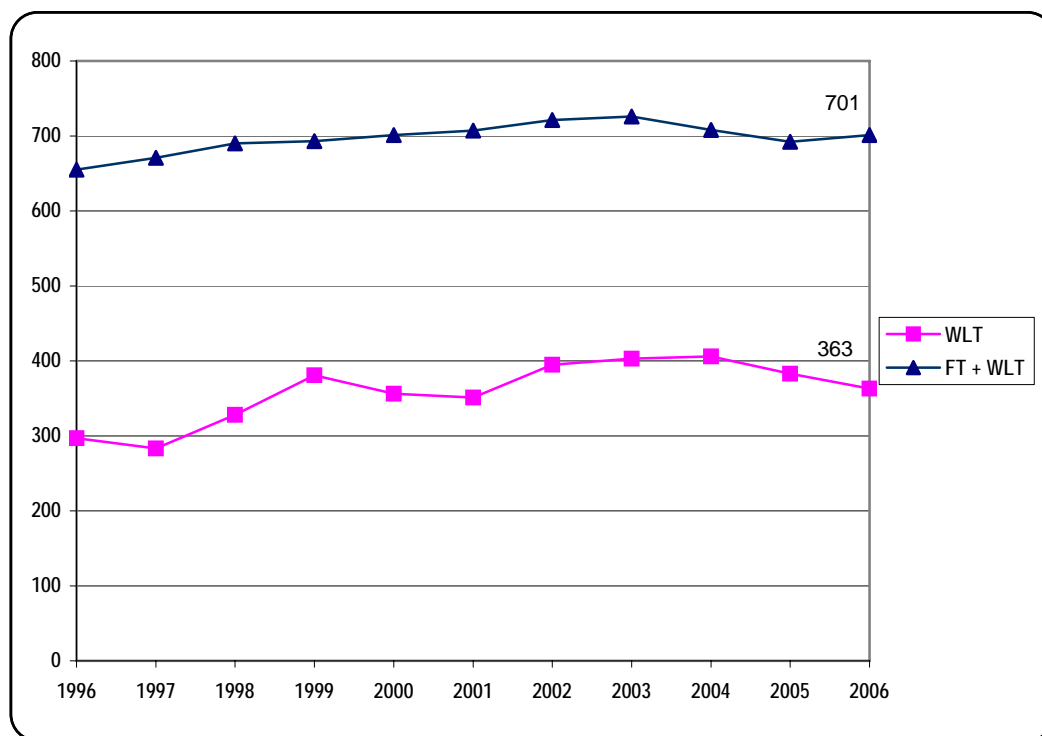
Year	P						G					
	WLT			FT			WLT			FT		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2006	12	5	17	8	8	16	2	3	5	5	17	22
2005	10	9	19	2	2	4	2	11	13	2	7	9

Chart I. Distribution of staff according to place of assignment, category and type of contract, on 31 December 2006



Source: Table I.

Chart II. Number of Professional and higher category staff by type of contract from 31 December 1996 to 31 December 2006 (regular staff)

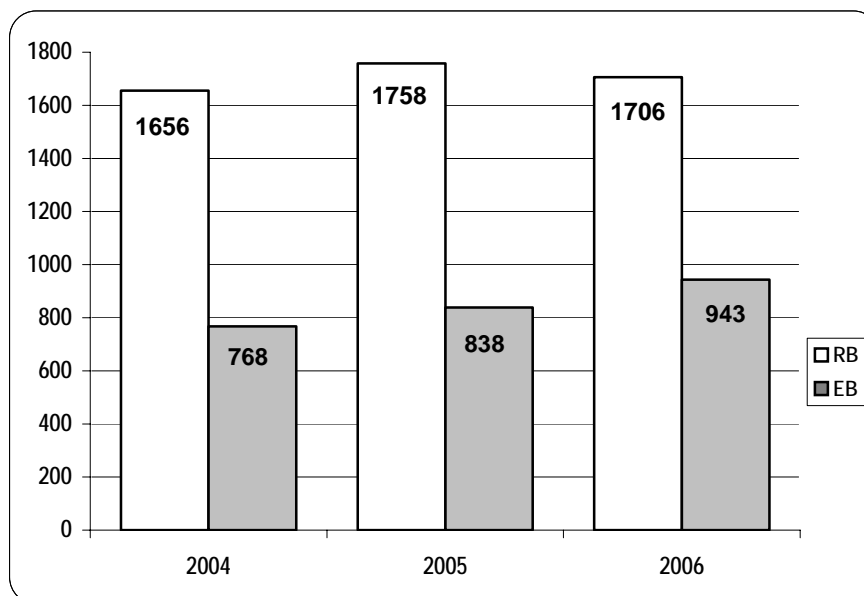


Total 2005: 692

Total 2006: 701

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 2004, 2005 and 2006



* 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 2006)

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

Country of nationality by region	(a) Staff on 31.12.05		(b) Recruited 01.01.06–31.12.06		(c) Departures 01.01.06–31.12.06		(d) Staff on 31.12.06	
	M	F	M	F	M	F	M	F
AFRICA								
Algeria	3	1	0	0	0	0	3	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	5	0	2	0	0	0	7	0
Cape Verde	1	0	0	0	0	0	1	0
Chad	2	0	0	0	0	0	2	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	0	0	1	1
Mauritius	5	0	0	0	1	0	4	0
Morocco	3	0	1	0	0	0	4	0
Niger	1	0	1	0	0	0	2	0
Nigeria	4	2	0	0	1	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	0	0	3	0
Somalia	1	0	0	0	1	0	0	0
South Africa	2	2	0	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	3	1	0	0	0	0	3	1

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.05		(b) Recruited 01.01.06-31.12.06		(c) Departures 01.01.06-31.12.06		(d) Staff on 31.12.06	
	M	F	M	F	M	F	M	F
Uganda	3	0	0	0	0	0	3	0
Zambia	0	1		1			0	2
Zimbabwe	2	0	0	0	0	0	2	0
Subtotal	75	21	4	1	4	0	75	22
AMERICAS								
Argentina	3	2	0	1	1	0	2	3
Bolivia	1	0	0	0	0	0	1	0
Brazil	4	3	2	0	0	0	6	3
Canada	9	10	0	0	2	1	7	9
Chile	4	1	0	1	0	0	4	2
Colombia	2	2	0	0	1	0	1	2
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	0	0	0	0	1	0
El Salvador	0	1	0	0	0	0	0	1
Guatemala	2	0	0	0	1	0	1	0
Guyana	1	1	0	0	1	0	0	1
Haiti	0	1	0	0	0	0	0	1
Jamaica	0	2	0	0	0	0	0	2
Mexico	6	1	1	0	0	0	7	1
Panama	1	0	0	0	0	0	1	0
Peru	6	1	0	0	0	0	6	1
Suriname	1	0	0	0	0	0	1	0
Trinidad and Tobago	0	2	0	0	0	0	0	2
United States	42	44	3	3	3	3	42	44
Uruguay	2	1	0	0	1	0	1	1
Venezuela, Bolivarian Rep. of	3	2	0	0	1	0	2	2
Subtotal	94	77	6	5	11	4	89	78
ARAB STATES								
Bahrain	0	1	0	0	0	0	0	1
Jordan	2	1	0	0	1	0	1	1
Lebanon	1	3	0	0	0	0	1	3
Subtotal	3	5	0	0	1	0	2	5
ASIA AND THE PACIFIC								
Afghanistan	1	0	0	0	0	0	1	0
Australia	11	2	0	1	1	0	10	3
Bangladesh	4	0	0	0	0	0	4	0
China	6	1	0	0	1	0	5	1
India	7	1	3	1	0	0	10	2
Indonesia	1	0	0	0	0	0	1	0

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.05		(b) Recruited 01.01.06–31.12.06		(c) Departures 01.01.06–31.12.06		(d) Staff on 31.12.06	
	M	F	M	F	M	F	M	F
	Iran, Islamic Rep. of	2	2	0	0	0	0	2
Japan	15	22	2	2	1	1	16	23
Korea, Rep. of	5	0	0	1	0	0	5	1
Lao People's Dem. Rep.	1	0	0	0	0	0	1	0
Malaysia	3	2	0	0	1	0	2	2
Mongolia	0	1	0	0	0	0	0	1
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	0	0	5	1
Philippines	0	5	1	1	0	0	1	6
Singapore	1	0	0	0	0	0	1	0
Sri Lanka	1	2	0	0	1	0	0	2
Thailand	0	4	0	0	0	0	0	4
Viet Nam	0	1	0	0	0	0	0	1
Subtotal	67	48	6	6	5	1	68	53

EUROPE AND CENTRAL ASIA

Armenia	0	1	0	0	0	0	0	1
Austria	2	1	0	0	0	0	2	1
Belarus	0	1	0	0	0	0	0	1
Belgium	8	5	1	0	1	0	8	5
Bosnia and Herzegovina	1	0	0	0	0	0	1	0
Bulgaria	3	1	0	1	0	0	3	2
Croatia	0	1	1	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	2	0	1	0	0	4	3
Finland	3	0	0	0	1	0	2	0
France	24	16	3	0	2	1	25	15
Germany	23	11	2	0	2	1	23	10
Greece	3	1	0	0	0	0	3	1
Hungary	2	1	0	0	0	0	2	1
Ireland	1	2	0	0	0	0	1	2
Israel	1	0	1	0	0	0	2	0
Italy	20	7	0	0	0	0	20	7
Malta	1	0	0	0	1	0	0	0
Netherlands	11	2	1	0	2	0	10	2
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
Russian Federation	14	2	0	0	1	0	13	2
Slovakia	0	1	0	0	0	0	0	1
Spain	12	7	0	0	2	0	10	7
Sweden	1	3	1	0	0	0	2	3

(a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.05		(b) Recruited 01.01.06-31.12.06		(c) Departures 01.01.06-31.12.06		(d) Staff on 31.12.06	
	M	F	M	F	M	F	M	F
Switzerland	7	3	0	0	2	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	12	12	5	1	1	0	16	13
Subtotal	166	89	15	3	15	2	166	90
Total by sex	405	240	31	15	36	7	400	248
Total (a): Non-linguistic staff	645		46		43		648	

(b) Linguistic staff

Country of nationality	(a) Staff on 31.12.05		(b) Recruited 01.01.06-31.12.06		(c) Departures 01.01.06-31.12.06		(d) Staff on 31.12.06	
	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	0	0	3	7
Germany	1	1	0	0	0	0	1	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
New Zealand	0	1	0	0	0	1	0	0
Panama	1	0	0	0	0	0	1	0
Russian Federation	2	0	0	0	1	0	1	0
Spain	2	4	0	0	0	1	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	6	0	1	0	2	5	4
United States	0	1	0	0	0	0	0	1
Uruguay	0	2	0	0	0	0	0	2
Total by sex	17	29	0	1	1	4	17	25
Total (b): Linguistic staff	46		1		5		42	
Grand total: Table III	691		47		48		690	

Unrepresented nationalities on non-linguistic posts

The following 61 nationalities were unrepresented on non-linguistic posts on 31 December 2006:

Albania	Malawi
Angola	Moldova, Republic of
Antigua and Barbuda	Montenegro
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, Republic of
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
Luxembourg	

Table IV. (a) Distribution by age, sex and grade of Professional and higher category staff, on 31 December 2006, with percentages of women for 2005 and 2006 (regular staff)

Grade	35 and under		36 to 45		46 to 55		Over 55		Total		% of women 31.12.06	% of women 31.12.05
	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	1	1	5	2	6	3	33.3	40.0

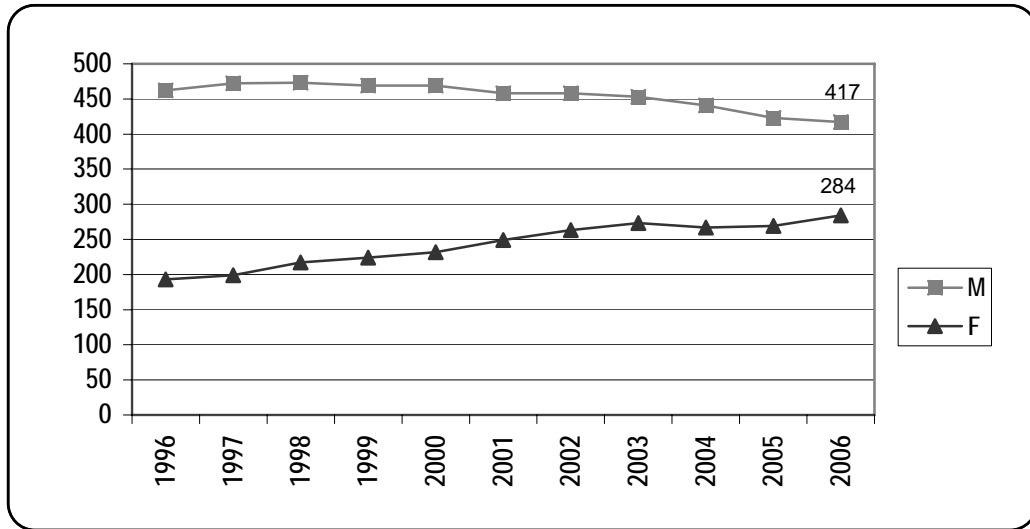
Grade	35 and under		36 to 45		46 to 55		Over 55		Total		% of women 31.12.06	% of women 31.12.05
	M	F	M	F	M	F	M	F	M	F		
D.2	0	0	0	0	6	1	6	4	12	5	29.4	26.3
D.1	0	0	1	2	20	14	17	8	38	24	38.7	30.9
P.5	0	0	18	10	91	38	63	29	172	77	30.9	28.8
P.4	7	3	41	40	49	42	24	5	121	90	42.6	42.2
P.3	17	17	20	29	13	15	1	5	51	66	55.3	61.7
P.2	2	5	2	4	0	1	0	0	4	10	71.4	60.0
Director (DIR) *	0	0	0	0	3	0	4	1	7	1	12.5	25.0
Deputy Director (DEPD) **	0	0	0	0	0	1	0	0	0	1	100.0	100.0
Others ***	0	0	1	3	2	3	2	1	5	7		
Total by sex	26	25	83	88	185	116	123	55	417	284	40.5	38.9
Percentage	51.0	49.0	48.5	51.5	61.5	38.5	69.1	30.9	59.5	40.5		
Total M and F	51		171		301		178		701			
% of total	7.3		24.4		42.9		25.4		100			
									M	F		
									Average age of staff at 31.12.06 (years)		50.2	47.5

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

Table IV. (b) Distribution by grade of Professional and higher category staff, on 31 December 2006 (regular staff)

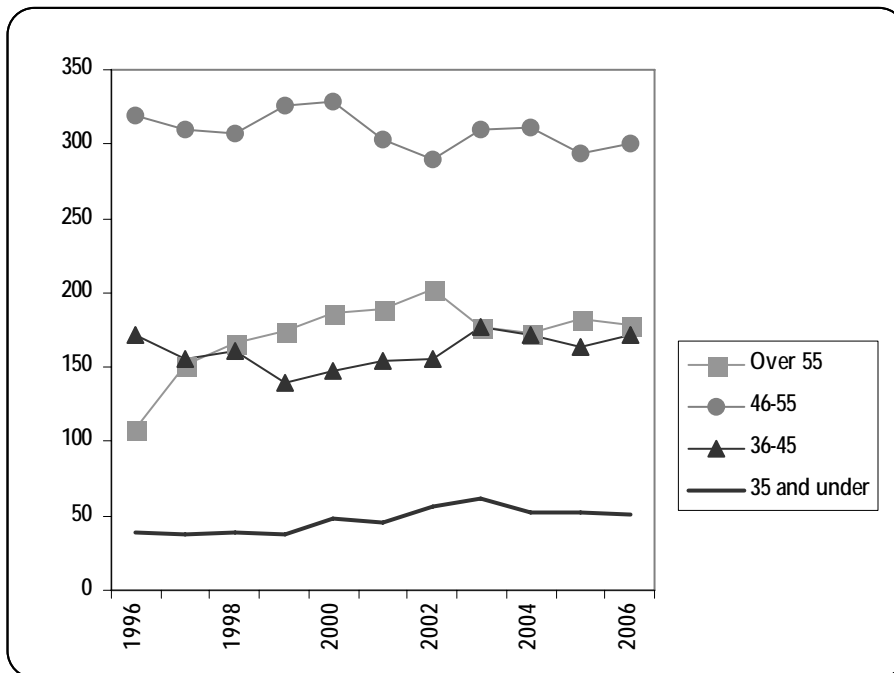
Grade	31.12.04	31.12.05	31.12.06
DG	1	1	1
Executive and Regional Director	9	10	9
D.2	18	19	17
D.1	65	68	62
P.5	277	257	249
P.4	206	206	211
P.3	111	107	117
P.2	12	15	14
Others	9	9	21
Total	708	692	701

Chart IV. Number of Professional and higher category staff, by sex, in service from 31 December 1996 to 31 December 2006 (regular staff)



Source: Table IV above and data 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 1996 to 31 December 2006 (regular staff)



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

Table V. Composition of staff newly appointed between 1 January and 31 December 2006 in the Professional category and above (regular staff)

Total recruitment, including linguistic and non-linguistic staff: 47

(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 2005)

Country	Number	
	M	F
Israel	1	0
Japan	2	2
Republic of Korea	0	1
Total: 6	3	3

(ii) Number of officials recruited from member States with an adequate number of nationals on the staff (at the end of 2005)

Country	Number	
	M	F
Argentina	0	1
Brazil	2	0
Croatia	1	0
France	3	0
Germany	2	0
Mexico	1	0
Niger	1	0
Sweden	1	0
United Kingdom	5	1
United States	3	3
Zambia	0	1
Total: 25	19	6

(iii) Number of officials recruited from member States with more than adequate number of nationals on the staff (at the end of 2005)

Country	Number	
	M	F
Australia	0	1
Belgium	1	0
Bulgaria	0	1
Cameroon *	2	0
Chile	0	1
Denmark	0	1

India	3	1
Morocco	1	0
Netherlands	1	0
Philippines	1	1
Total: 15	9	6
Grand total: 46	31	15

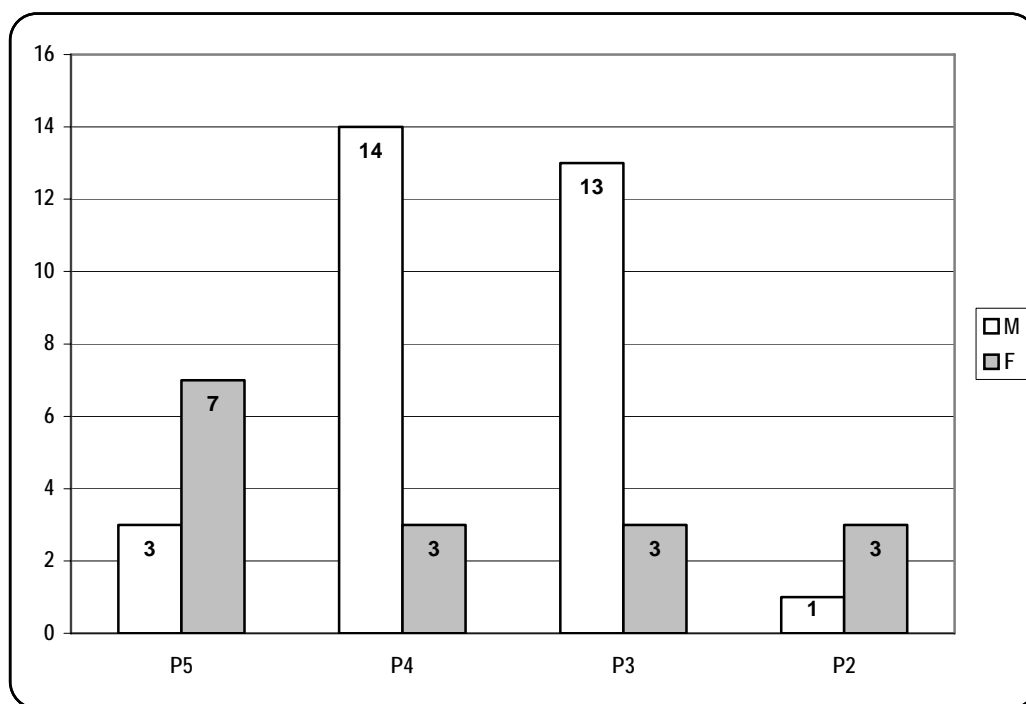
* Including one promotion from General Service category to Professional category.

(b) Linguistic staff not subject to geographical distribution

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

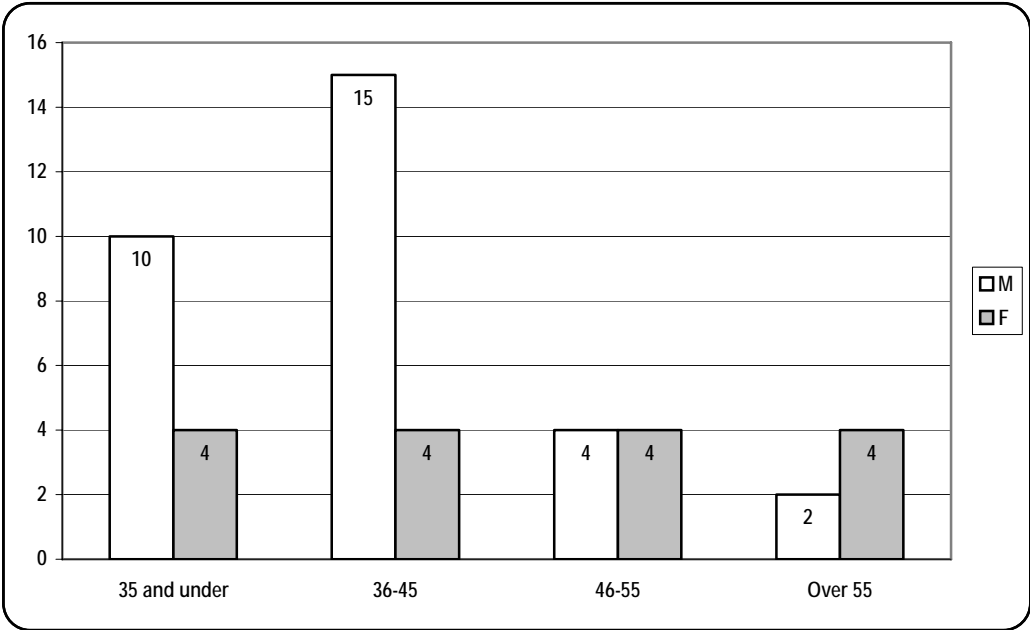
* Promotion from General Service category to Professional category.

Chart VI. Distribution by sex and grade of staff newly appointed between 1 January and 31 December 2006 in the Professional category and above (regular staff)



Total recruitment: 47.

Chart VII. Distribution by age and sex of staff newly appointed between 1 January and 31 December 2006 in the Professional category and above (regular staff)



Total recruitment: 47.