



## Governing Body

310th Session, Geneva, March 2011

GB.310/PFA/11

Programme, Financial and Administrative Committee

**PFA**

## FOR INFORMATION

### ELEVENTH 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 2010
Table II	Changes from fixed-term to without-limit-of-time contracts and changes of grade between 1 January and 31 December 2010 compared with the period between 1 January and 31 December 2009 (regular staff)
Chart I	Distribution of staff according to place of assignment, category and type of contract, on 31 December 2010
Chart II	Number of Professional and higher category staff by type of contract from 31 December 2000 to 31 December 2010 (regular staff)
Chart III	Number of Professional, National Officer and General Service staff funded from Regular budget and extra-budgetary resources in 2008, 2009 and 2010
Table III	Professional and higher category staff: Distribution by region, country of nationality and sex including staff movements (regular staff) (1 January–31 December 2010): (a) Non-linguistic staff (b) Linguistic staff
Table IV	Composition of staff newly appointed between 1 January and 31 December 2010 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 2010 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 2010 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 2010, with percentages of women for 2009 and 2010 (regular staff) (b) Distribution by grade of Professional and higher category staff, on 31 December 2010 (regular staff)

- Chart VI      Number of Professional and higher category staff, by sex, in service from 31 December 2000 to 31 December 2010 (regular staff)
- Chart VII      (a) Number of Professional and higher category staff by age from 31 December 2000 to 31 December 2010 (regular staff)
- (b) Number of Professional and higher category staff by age on 31 December 2010 (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 Resource Information 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, 9 February 2011

*Submitted for information*

**Table I. Distribution of staff according to category, place of assignment, type of contract and source of funds, on 31 December 2010**

Category of staff and place of assignment	Officials employed						
	Regular budget resources			Extra-budgetary resources			Total
	WLT *	FT **	Subtotal	WLT *	FT **	Subtotal	
<b>Regular staff</b>							
<b>(a) Headquarters</b>							
Professional category and above	265	238	503	1	1	2	505
General Service category	332	129	461	2	1	3	464
<b>Subtotal (a)</b>	<b>597</b>	<b>367</b>	<b>964</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>969</b>
<b>(b) Field offices</b>							
Professional category and above	98	153	251	2	2	4	255
National Professional category	53	44	97	0	7	7	104
General Service category	229	184	413	5	9	14	427
<b>Subtotal (b)</b>	<b>380</b>	<b>381</b>	<b>761</b>	<b>7</b>	<b>18</b>	<b>25</b>	<b>786</b>
<b>Total (a) + (b)</b>	<b>977</b>	<b>741</b>	<b>1 725</b>	<b>10</b>	<b>20</b>	<b>30</b>	<b>1 755</b>
<b>Technical cooperation staff</b>							
Professional category and above	0	0	0	0	364	364	364
National Professional category	0	4	4	0	350	350	354
General Service category	0	10	10	0	528	528	538
<b>Subtotal</b>	<b>0</b>	<b>14</b>	<b>14</b>	<b>0</b>	<b>1 242</b>	<b>1 242</b>	<b>1 256</b>
<b>Grand total</b>	<b>977</b>	<b>762</b>	<b>1 739</b>	<b>10</b>	<b>1 262</b>	<b>1 272</b>	<b>3 011</b>

\* 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 2010 compared with the period between 1 January and 31 December 2009 (regular staff)**

(a) Changes from FT to WLT contracts between 1 January and 31 December 2010 compared with the period between 1 January and 31 December 2009

Year	P*			G**		
	Male	Female	Total	Male	Female	Total
2010	25	19	44	6	9	15
2009	22	19	41	23	24	47

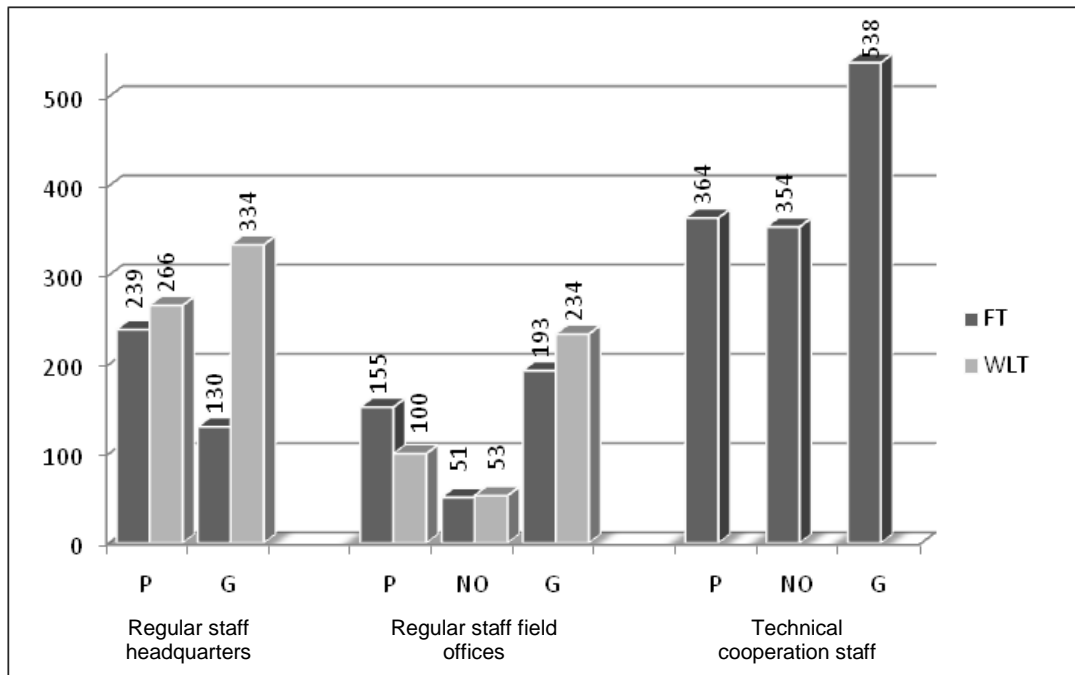
\* P = Professional and national Professional staff. \*\* G = General Service staff.

(b) Changes of grades of officials (including promotions of established officials) between 1 January and 31 December 2010 compared with the period between 1 January and 31 December 2009

Year	P*						G**					
	WLT			FT			WLT			FT		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2010	12	4	16	14	10	24	5	9	14	4	18	22
2009	9	9	18	26	16	42	2	11	13	5	19	24

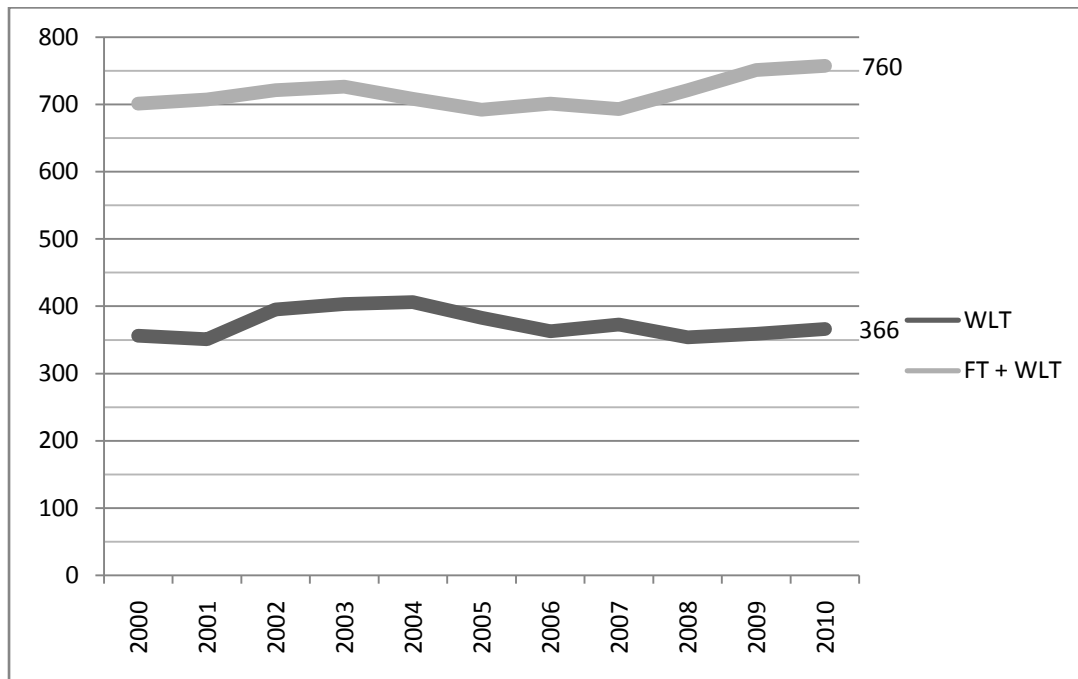
\* P = Professional and national Professional staff. \*\* G = General Service staff.

**Chart I. Distribution of staff according to place of assignment, category and type of contract, on 31 December 2010**



Source: Table I.

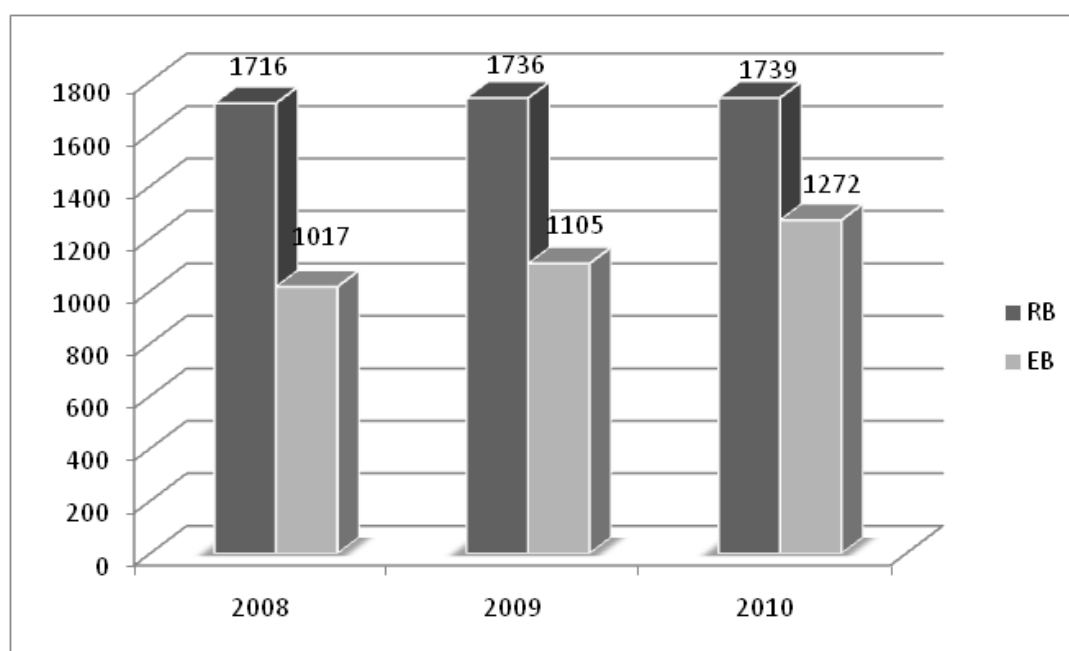
**Chart II. Number of Professional and higher category staff by type of contract from 31 December 2000 to 31 December 2010 (regular staff)**



Total 2009: 751. Total 2010: 760

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 2008, 2009 and 2010**



\* 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 2010)**

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 31.12.09		(b) Recruited 01.01.10–31.12.10		(c) Departures 01.01.10–31.12.10		(d) Staff on 31.12.10	
	M	F	M	F	M	F	M	F
<b>Africa</b>								
Algeria	3	1	0	0	0	0	3	1
Benin	2	0	1	0	1	0	2	0
Burkina Faso	2	2	0	1	0	0	2	3
Burundi	3	0	0	0	0	0	3	0
Cameroon	6	0	0	0	1	0	5	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	1	4	1
Congo, Dem. Rep. of the	1	1	0	0	0	0	1	1
Djibouti	0	1	0	0	0	0	0	1
Egypt	2	1	0	0	1	0	1	1
Eritrea	0	1	0	0	0	1	0	0
Ethiopia	2	0	0	0	0	0	2	0

## (a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.09		(b) Recruited 01.01.10–31.12.10		(c) Departures 01.01.10–31.12.10		(d) Staff on 31.12.10	
	M	F	M	F	M	F	M	F
Ghana	4	1	0	0	0	0	4	1
Guinea	0	0	0	1	0	0	0	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	1	1	0	0	0	0	1	1
Mauritius	4	0	0	0	0	0	4	0
Morocco	4	0	0	0	1	0	3	0
Niger	1	0	0	0	0	0	1	0
Nigeria	2	1	0	0	0	0	2	1
Rwanda	4	1	0	0	0	0	4	1
Sao Tome and Principe	1	0	0	0	0	0	1	0
Senegal	6	1	1	0	1	0	6	1
Sierra Leone	2	0	0	0	1	0	1	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	1	0	0	0	1	1
Togo	2	0	0	0	1	0	1	0
Tunisia	1	2	0	0	0	0	1	2
Uganda	3	0	0	0	0	0	3	0
Zambia	0	2	1	0	0	0	1	2
Zimbabwe	2	1	0	0	0	0	2	1
<b>Subtotal</b>	<b>71</b>	<b>26</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>68</b>	<b>26</b>
<b>Americas</b>								
Argentina	5	4	1	0	0	0	6	4
Bolivia, Plurinational State of	2	0	0	0	0	0	2	0
Brazil	5	4	0	0	0	0	5	4
Canada	9	9	1	2	1	1	9	10
Chile	1	2	0	1	0	0	1	3
Colombia	2	3	0	0	0	1	2	2
Costa Rica	4	2	0	1	0	0	4	3
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 31.12.09		(b) Recruited 01.01.10–31.12.10		(c) Departures 01.01.10–31.12.10		(d) Staff on 31.12.10	
	M	F	M	F	M	F	M	F
Dominican Republic	1	0	0	0	0	0	1	0
Ecuador	2	0	0	0	1	0	1	0
El Salvador	1	1	0	0	0	0	1	1
Guatemala	1	0	0	0	0	0	1	0
Haiti	0	1	0	0	0	0	0	1
Honduras	0	0	0	1	0	0	0	1
Jamaica	0	3	0	0	0	1	0	2
Mexico	6	4	0	0	0	0	6	4
Nicaragua	1	0	0	0	1	0	0	0
Panama	1	0	0	0	0	0	1	0
Peru	7	2	1	0	1	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	40	46	0	2	2	4	38	44
Uruguay	1	1	0	0	0	0	1	1
Venezuela, Bolivarian Rep. of	3	2	0	0	0	0	3	2
<b>Subtotal</b>	<b>94</b>	<b>88</b>	<b>3</b>	<b>7</b>	<b>6</b>	<b>7</b>	<b>91</b>	<b>88</b>
<b>Arab States</b>								
Bahrain	0	1	0	0	0	1	0	0
Jordan	2	2	0	0	0	0	2	2
Lebanon	2	3	0	0	1	0	1	3
Saudi Arabia	0	1	0	0	0	1	0	0
<b>Subtotal</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>5</b>
<b>Asia and the Pacific</b>								
Afghanistan	1	0	0	0	0	0	1	0
Australia	10	4	0	0	1	1	9	3
Bangladesh	1	0	0	0	1	0	0	0
China	6	4	0	1	1	0	5	5
Fiji	1	1	0	0	0	0	1	1
India	7	3	0	0	0	0	7	3
Indonesia	1	0	0	0	0	0	1	0
Iran, Islamic Rep. of	2	2	0	0	1	1	1	1
Japan	16	22	0	0	0	0	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	1	0	1	0	0	0	2

## (a) Non-linguistic staff

Country of nationality by region	(a) Staff on 31.12.09		(b) Recruited 01.01.10–31.12.10		(c) Departures 01.01.10–31.12.10		(d) Staff on 31.12.10	
	M	F	M	F	M	F	M	F
Mongolia	0	2	0	0	0	0	0	2
Myanmar	0	1	0	0	0	1	0	0
Nepal	2	1	0	0	0	1	2	0
New Zealand	2	3	0	1	0	0	2	4
Pakistan	4	1	0	0	1	0	3	1
Philippines	2	4	0	1	0	0	2	5
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
<b>Subtotal</b>	<b>63</b>	<b>55</b>	<b>0</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>58</b>	<b>55</b>

**Europe and Central Asia**

Austria	1	0	0	0	0	0	1	0
Belarus	0	1	0	0	0	0	0	1
Belgium	6	4	0	0	0	0	6	4
Bosnia and Herzegovina	1	0	0	0	0	0	1	0
Bulgaria	2	3	0	0	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	1	2	0	2	4
Estonia	0	0	0	1	0	0	0	1
Finland	4	1	1	0	1	0	4	1
France	28	17	4	2	0	1	32	18
Germany	26	19	4	3	2	1	28	21
Greece	3	1	0	0	0	0	3	1
Hungary	2	1	0	0	1	0	1	1
Ireland	1	3	0	0	1	0	0	3
Israel	2	1	0	0	0	0	2	1
Italy	20	9	1	2	1	0	20	11
Lithuania	0	0	1	0	0	0	1	0
Luxembourg	1	0	0	0	0	0	1	0
Moldova, Rep. of	0	0	1	0	0	0	1	0
Netherlands	8	6	2	0	0	0	10	6
Norway	3	1	1	0	0	0	4	1
Poland	2	0	0	0	0	0	2	0
Portugal	2	2	0	0	0	0	2	2
Romania	0	2	0	0	0	0	0	2



**(a) Non-linguistic staff**

Country of nationality by region	(a) Staff on 31.12.09		(b) Recruited 01.01.10–31.12.10		(c) Departures 01.01.10–31.12.10		(d) Staff on 31.12.10	
	M	F	M	F	M	F	M	F
Russian Federation	8	3	0	0	1	1	7	2
Serbia	2	0	0	0	0	0	2	0
Slovakia	0	1	0	0	0	1	0	0
Slovenia	0	1	0	0	0	0	0	1
Spain	11	10	0	1	0	0	11	11
Sweden	1	4	0	1	0	0	1	5
Switzerland	8	4	1	0	1	0	8	4
The former Yugoslav Republic of Macedonia	0	1	0	0	0	0	0	1
Turkey	2	3	0	0	0	0	2	3
Ukraine	4	0	0	0	1	0	3	0
United Kingdom	16	15	4	0	2	2	18	13
<b>Subtotal</b>	<b>172</b>	<b>118</b>	<b>20</b>	<b>11</b>	<b>13</b>	<b>6</b>	<b>179</b>	<b>123</b>
<b>Total by sex</b>	<b>404</b>	<b>294</b>	<b>27</b>	<b>24</b>	<b>32</b>	<b>21</b>	<b>399</b>	<b>297</b>
<b>Total (a): Non-linguistic staff</b>	<b>698</b>		<b>51</b>		<b>53</b>		<b>696</b>	

**(b) Linguistic staff**

Country of nationality	(a) Staff on 31.12.09		(b) Recruited 01.01.10–31.12.10		(c) Departures 01.01.10–31.12.10		(d) Staff on 31.12.10	
	M	F	M	F	M	F	M	F
Argentina	0	1	0	0	0	0	0	1
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	0	0	0	1	7
Germany	1	0	0	0	0	0	1	0
Italy	0	1	0	0	0	0	0	1
Jordan	1	0	0	0	0	0	1	0
Lebanon	1	1	0	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	1	0	1	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	1	0	0	1	4	3

## (b) Linguistic staff

Country of nationality	(a) Staff on 31.12.09		(b) Recruited 01.01.10–31.12.10		(c) Departures 01.01.10–31.12.10		(d) Staff on 31.12.10	
	M	F	M	F	M	F	M	F
United States	2	2	1	0	1	0	2	2
Uruguay	0	2	0	0	0	0	0	2
<b>Total by sex</b>	<b>17</b>	<b>24</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>18</b>	<b>23</b>
<b>Total (b): Linguistic staff</b>	<b>41</b>		<b>3</b>		<b>3</b>		<b>41</b>	
<b>Grand total: Table III</b>	<b>739</b>		<b>54</b>		<b>56</b>		<b>737</b>	

## Unrepresented nationalities on non-linguistic posts

The following 66 nationalities were unrepresented on non-linguistic posts on 31 December 2010:

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

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

**Table IV. Composition of staff newly appointed between 1 January and 31 December 2010 in the Professional category and above (regular staff)**

**Total recruitment, including linguistic and non-linguistic staff: 54**

**(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 2010

Country	Number	
	M	F
China	0	1
Estonia	0	1
Guinea	0	1
Honduras	0	1
Lithuania	1	0
Moldova, Rep. of	1	0
United States	0	2
<b>Total: 8</b>	<b>2</b>	<b>6</b>

(ii) Number of officials recruited from member States with an adequate number of nationals on the staff at the end of 2010

Country	Number	
	M	F
Benin	1	0
Canada	1	2
Germany	4	3
Italy	1	2
Malaysia	0	1
Norway	1	0
Sweden	0	1
Tanzania, United Rep. of	1	0
United Kingdom	4	0
<b>Total: 22</b>	<b>13</b>	<b>9</b>

(iii) Number of officials recruited from member States with more than an adequate number of nationals on the staff at the end of 2010

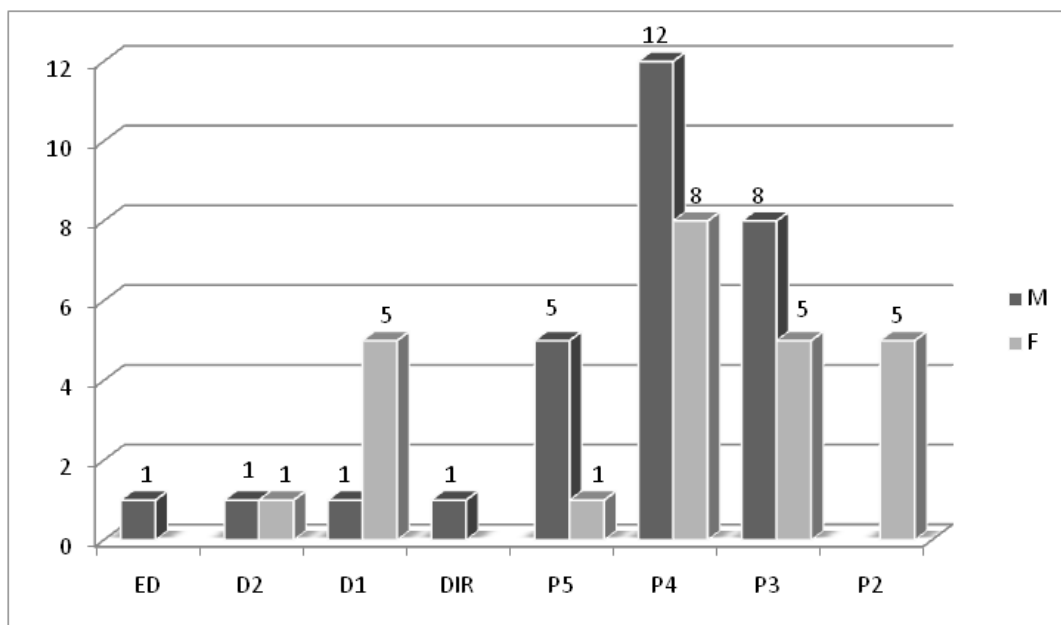
Country	Number	
	M	F
Argentina	1	0
Burkina Faso	0	1
Chile	0	1
Costa Rica*	0	1
Denmark	0	1
Finland	1	0
France	4	2
Netherlands	2	0
New Zealand	0	1
Peru**	1	0
Philippines	0	1
Senegal	1	0
Spain	0	1
Switzerland	1	0
Zambia	1	0
<b>Total: 21</b>	<b>12</b>	<b>9</b>
<b>Grand total: 51</b>	<b>27</b>	<b>24</b>

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

**(b) Linguistic staff not subject to geographical distribution**

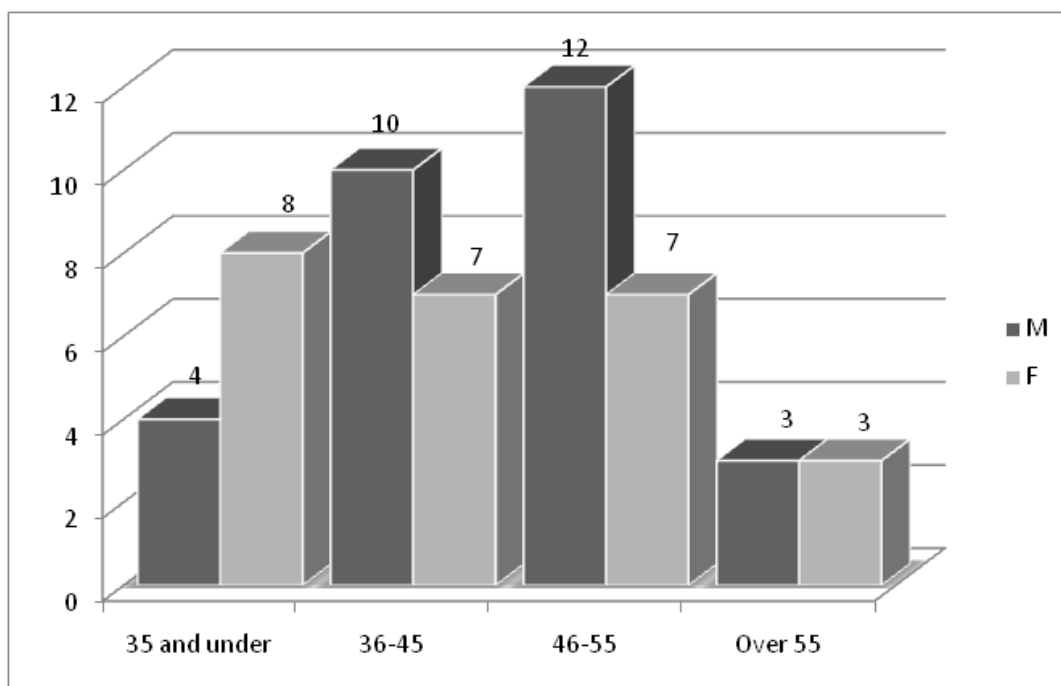
Country	Number	
	M	F
Switzerland	0	1
United Kingdom	1	0
United States	1	0
<b>Total: 3</b>	<b>2</b>	<b>1</b>

**Chart IV. Distribution by sex and grade of staff newly appointed between 1 January and 31 December 2010 in the Professional category and above (regular staff)**



Total recruitment: 54.

**Chart V. Distribution by age and sex of staff newly appointed between 1 January and 31 December 2010 in the Professional category and above (regular staff)**



Total recruitment: 54.

**Table V(a). Distribution by age, sex and grade of Professional and higher category staff, on 31 December 2010, with percentages of women for 2009 and 2010 (regular staff)**

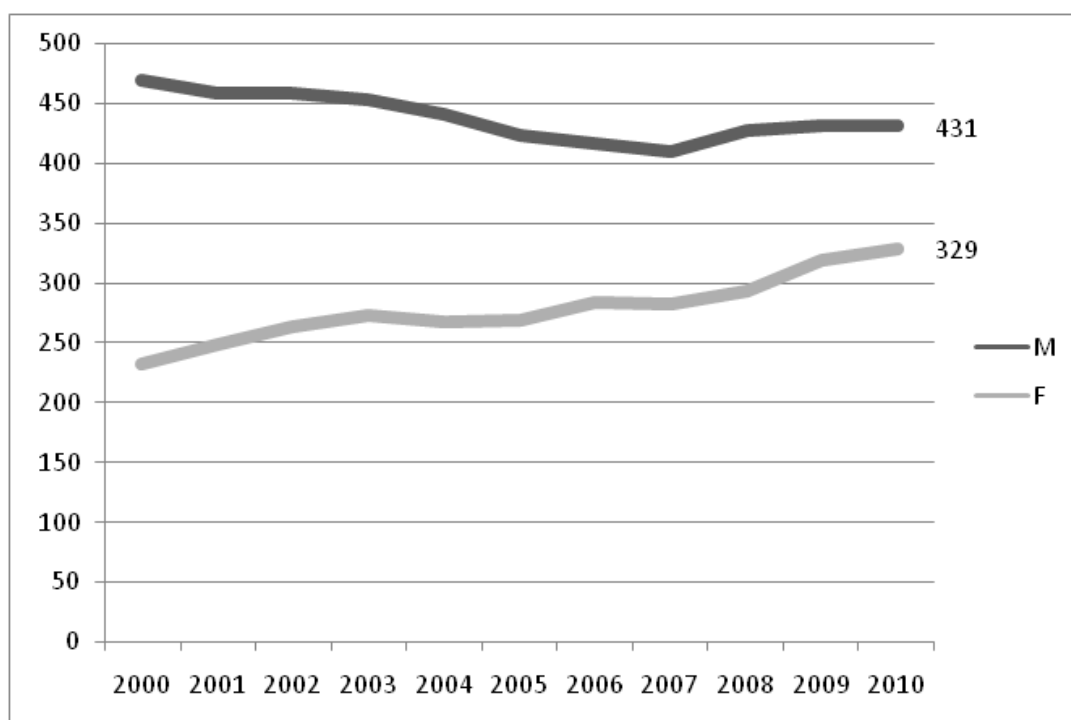
Grade	35 and under		36–45		46–55		Over 55		Total		% of women 31.12.10	% of women 31.12.09
	M	F	M	F	M	F	M	F	M	F		
Director-General	–	–	–	–	–	–	1	–	1	–	0.0	0.0
Executive and Regional Directors	–	–	–	1	2	–	4	3	6	4	40.0	45.5
D.2	–	–	1	–	2	4	13	2	16	6	27.3	31.8
D.1	–	–	3	1	12	18	19	15	34	34	50.0	45.3
P.5	–	–	19	12	85	41	61	24	165	77	31.8	34.3
P.4	4	5	57	54	56	43	19	12	136	114	45.6	42.9
P.3	14	13	27	36	10	12	3	6	54	67	55.4	57.5
P.2	1	15	2	5	1	1	–	–	4	21	84.0	66.7
Director (DIR) *	–	–	1	1	1	–	3	1	5	2	28.6	28.6
Deputy Director (DEPD) **	–	–	–	–	1	–	–	–	1	–	0.0	0.0
Others ***	3	–	1	2	2	2	3	–	9	4	30.8	30.8
<b>Total by sex</b>	<b>22</b>	<b>33</b>	<b>111</b>	<b>112</b>	<b>172</b>	<b>121</b>	<b>126</b>	<b>63</b>	<b>431</b>	<b>329</b>	<b>43.3</b>	<b>42.5</b>
<b>Percentage</b>	<b>40.0</b>	<b>60.0</b>	<b>49.8</b>	<b>50.2</b>	<b>58.7</b>	<b>41.3</b>	<b>66.7</b>	<b>33.3</b>	<b>56.7</b>	<b>43.3</b>		
<b>Total M and F</b>	<b>55</b>		<b>223</b>		<b>293</b>		<b>189</b>		<b>760</b>			
<b>% of total</b>	<b>7.2</b>		<b>29.3</b>		<b>38.6</b>		<b>24.9</b>		<b>100</b>			
									<b>M</b>	<b>F</b>		
									<b>49.7</b>	<b>47.0</b>		

\* 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 2010 (regular staff)**

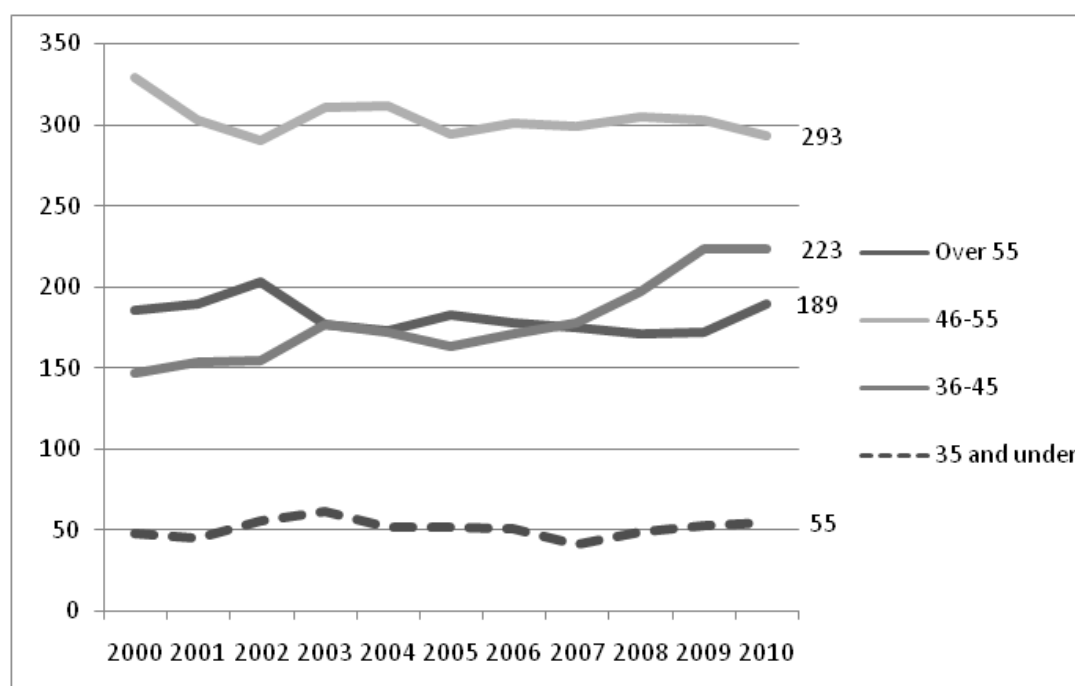
Grade	31.12.08	31.12.09	31.12.10
Director-General	1	1	1
Executive and Regional Directors	10	11	10
D.2	22	22	22
D.1	66	64	68
P.5	239	248	242
P.4	236	247	250
P.3	108	113	121
P.2	20	24	25
Others	19	21	21
<b>Total</b>	<b>721</b>	<b>751</b>	<b>760</b>

**Chart VI. Number of Professional and higher category staff, by sex, in service from 31 December 2000 to 31 December 2010 (regular staff)**



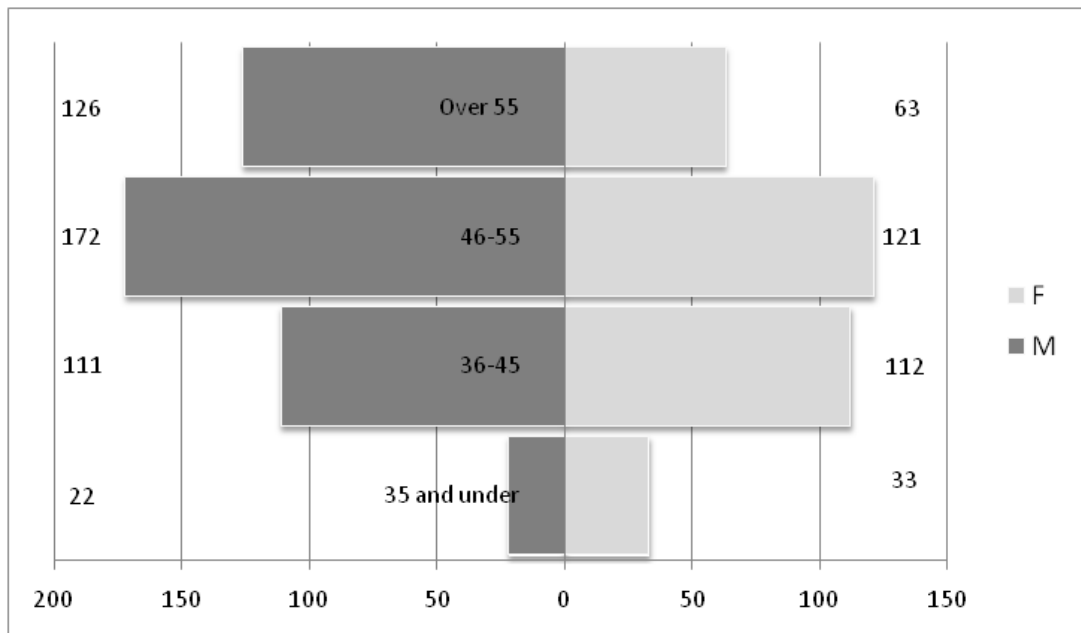
Source: Table V above and data from previous PFAC documents on composition and structure of the staff.

**Chart VII(a). Number of Professional and higher category staff by age from 31 December 2000 to 31 December 2010 (regular staff)**



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

Chart VII(b). Number of Professional and higher category staff by age on 31 December 2010 (regular staff)



Source: Table V.