



## EIGHTH 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, effective 31 December 1999, or relating to the period 1 January-31 December 1999, 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 1999.
- Table II Composition of staff appointed between 1 January and 31 December 1999 in the Professional category and above.
- Table III Professional and higher category staff: Distribution by nationality (1 January-31 December 1999):
- (a) Non-linguistic staff;
  - (b) Linguistic staff.
- Table IV Number of Professional and higher category officials by region of origin and by sex, 31 December 1964-31 December 1999.
- Table V Breakdown by region of origin and by type of contract of Professional and higher category staff, effective 31 December 1999.
- Table VI Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 1999, with women percentages in 1998 and 1999.
- Table VII Distribution by grade, sex and type of contract of Professional and higher category staff, effective 31 December 1999.
- Table VIII Changes from fixed-term to without-limit-of-time (WLT) contracts and changes of grade between 1 January and 31 December 1999 – and 1 January and 31 December 1998.
- Table IX Professional and higher category staff: Distribution by nationality, type of contract and source of funds, effective 31 December 1999.

Table X Distribution of established officials (WLT) by major programme and by grade as at 31 December 1999.

Table XI Distribution of Professional and higher category staff by place of assignment, 31 December 1980-31 December 1999.

Table XII Distribution of General Service category staff by place of assignment, 31 December 1980-31 December 1999.

Geneva, 3 March 2000.

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**Table I. Distribution of staff according to place of assignment, category, type of contract and source of funds, effective 31 December 1999**

PLACE OF ASSIGNMENT AND CATEGORY OF STAFF	Officials Employed						TOTAL
	Regular Budget Resources			Extra-budgetary Resources			
	WLT*	FT**	Sub-total	WLT*	FT**	Sub-total	
<b>(a) HEADQUARTERS</b>							
Professional Category and above	271	189	460	20	12	32	492
General Service Category	285	219	504	42	54	96	600
Sub-total (a)	556	408	964	62	66	128	1092
TOTAL (a)	556	408	964	62	66	128	1092
<b>(b) FIELD OFFICES (Other than Branch and Correspondence Offices) AND MULTIDISCIPLINARY TEAMS</b>							
Professional Category and above	84	94	178	2	4	6	184
General Service Category	162	213	375	15	48	63	438
Sub-total (b)	246	307	553	17	52	69	622
TOTAL (a) + (b)	802	715	1517	79	118	197	1714
<b>(c) BRANCH AND CORRESPONDENCE OFFICES</b>							
Professional Category and above	3	13	16	1	0	1	17
General Service Category	13	29	42	1	18	19	61
Sub-total (c)	16	42	58	2	18	20	78
TOTAL (a) + (b) + (c)	818	757	1575	81	136	217	1792
<b>(d) TECHNICAL COOPERATION</b>							
Professional Category and above	0	10	10	0	232	232	242
General Service Category	0	7	7	1	177	178	185
Sub-total (d)	0	17	17	1	409	410	427
GRAND TOTAL	818	774	1592	82	545	627	2219

\*WLT = Without limit of time

\*\*FT = Fixed-term

**Table II. Composition of staff appointed between 1 January 1999 and 31 December 1999 in the Professional category and above**

**Recruitment, including linguistic and non-linguistic staff: 46**

*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
BRAZIL	0	2
JAPAN	0	1
SURINAME	1	0
UNITED STATES (1 off.* & 1 off.**)	3	4

**Total: 11 4 7**

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

Country	Number	
	M	F
CANADA	1	0
CHAD	1	0
GERMANY	0	1
ITALY (1 off.**)	2	1
MALI	2	0
NEPAL	0	1
SINGAPORE (1 off.**)	0	1
SPAIN	0	1
UGANDA	1	0
UNITED KINGDOM (1 off.**)	5	2

**Total: 19 12 7**

- (lii) Number of officials recruited from member States with more than an adequate number of nationals on the staff:

Country	Number	
	M	F
ALGERIA	1	0
AUSTRALIA	1	0
CHILE	1	1
COTE D'IVOIRE	1	0
FRANCE	1	0
IRAN, ISLAMIC REP. OF	1	0
NIGERIA	1	0
RUSSIAN FEDERATION	1	0
SENEGAL	1	0
TUNISIA	1	0
URUGUAY (1 off.*)	2	1
<b>Total:</b>	<b>14</b>	<b>2</b>
<b>Grand Total:</b>	<b>44</b>	<b>16</b>

**Notes:** \* Return from Leave without pay  
 \*\* Promotion from General Service category to Professional category

Part 1: (b) Linguistic staff not subject to geographical distribution:

Country	Number	
	M	F
SPAIN	0	1
SWEDEN	0	1
<b>Total:</b>	<b>2</b>	<b>2</b>

Part 2: Distribution by sex and grade

Total: 46

Grade	Male	Female
DG	1	0
D.2	1	0
D.1	1	1
P.5	11	5
P.4	9	3
P.3	4	5
P.2	1	4
<b>Total</b>	<b>28 = 60.87%</b>	<b>18 = 39.13%</b>

## Part 3: Distribution by age and sex

Total: 46

35 and under		36 to 45		46 to 55		Over 55	
M	F	M	F	M	F	M	F
1	5	9	2	13	11	5	0
<b>6 = 13.04%</b>		<b>11 = 23.91%</b>		<b>24 = 52.17%</b>		<b>5 = 10.87%</b>	

**Table III. 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 31/12/98		(b) Recruited 1/1/99 - 31/12/99		(c) Departures 1/1/99 - 31/12/99		(d) Staff on 31/12/99	
	M	F	M	F	M	F	M	F
ALGERIA	4	2	1	0	1	0	4	2
ANGOLA	1	0	0	0	0	0	1	0
ARGENTINA	7	1	0	0	2	0	5	1
AUSTRALIA	10	4	1	0	0	0	11	4
AUSTRIA	1	1	0	0	0	0	1	1
BAHRAIN	0	1	0	0	0	0	0	1
BANGLADESH	5	0	0	0	0	0	5	0
BARBADOS	3	0	0	0	1	0	2	0
BELGIUM	12	0	0	0	3	0	9	0
BENIN	4	0	0	0	0	0	4	0
BOLIVIA	1	1	0	0	0	0	1	1
BOTSWANA	1	0	0	0	0	0	1	0
BRAZIL	3	2	0	2	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	3	0	0	0	0	0	3	0
CANADA	11	9	1	0	0	0	12	9
CAPE VERDE	1	0	0	0	0	0	1	0
CHAD	1	0	1	0	0	0	2	0
CHILE	5	1	1	1	0	0	6	2

**(a) Non-linguistic staff**

Nationality	(a) Staff on 31/12/98		(b) Recruited 1/1/99 - 31/12/99		(c) Departures 1/1/99 - 31/12/99		(d) Staff on 31/12/99	
	M	F	M	F	M	F	M	F
CHINA	5	3	0	0	0	0	5	3
COLOMBIA	2	2	0	0	0	0	2	2
COMOROS	0	1	0	0	0	0	0	1
CONGO	0	1	0	0	0	0	0	1
COSTA RICA	1	2	0	0	0	0	1	2
COTE D'IVOIRE	0	3	1	0	0	0	1	3
CUBA	1	0	0	0	0	0	1	0
CZECH REP.	1	1	0	0	1	0	0	1
DEM. REP. OF THE CONGO	3	0	0	0	0	0	3	0
DENMARK	2	1	0	0	0	0	2	1
DJIBOUTI	0	1	0	0	0	0	0	1
DOMINICA	0	1	0	0	0	0	0	1
DOMINICAN REP.	1	0	0	0	0	0	1	0
ECUADOR	1	0	0	0	0	0	1	0
EGYPT	2	0	0	0	0	0	2	0
ETHIOPIA	4	0	0	0	0	0	4	0
FINLAND	5	0	0	0	0	0	5	0
FRANCE	25	17	1	0	0	2	26	15
GERMANY	30	10	0	1	1	1	29	10
GHANA	4	2	0	0	0	0	4	2
GREECE	2	0	0	0	0	0	2	0
GUATEMALA	1	0	0	0	0	0	1	0
GUINEA	2	0	0	0	0	0	2	0
GUYANA	1	0	0	0	0	0	1	0
HAITI	0	1	0	0	0	0	0	1



**(a) Non-linguistic staff**

Nationality	(a) Staff on 31/12/98		(b) Recruited 1/1/99 - 31/12/99		(c) Departures 1/1/99 - 31/12/99		(d) Staff on 31/12/99	
	M	F	M	F	M	F	M	F
HONDURAS	0	1	0	0	0	0	0	1
HUNGARY	3	1	0	0	0	0	3	1
INDIA	9	1	0	0	1	0	8	1
INDONESIA	1	0	0	0	0	0	1	0
IRAN, ISLAMIC REP. OF	3	1	1	0	0	0	4	1
IRELAND	2	1	0	0	0	0	2	1
ISRAEL	2	0	0	0	0	0	1	0
ITALY	12	8	2	1	0	1	14	8
JAMAICA	0	1	0	0	0	0	0	1
JAPAN	11	15	0	1	0	0	11	16
JORDAN	1	1	0	0	0	0	1	1
KENYA	6	0	0	0	1	0	5	0
KOREA, REP. OF	1	1	0	0	0	1	1	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	1	0	0	0	0	1	1
MALAYSIA	6	1	0	0	0	0	6	1
MALI	1	0	2	0	0	0	3	0
MALTA	1	0	0	0	0	0	1	0
MAURITANIA	1	1	0	0	0	0	1	1
MAURITIUS	2	0	0	0	0	0	2	0
MEXICO	6	1	0	0	0	0	6	1
MOROCCO	3	0	0	0	0	0	3	0
MYANMAR	0	1	0	0	0	0	0	1

**(a) Non-linguistic staff**

Nationality	(a) Staff on 31/12/98		(b) Recruited 1/1/99 - 31/12/99		(c) Departures 1/1/99 - 31/12/99		(d) Staff on 31/12/99	
	M	F	M	F	M	F	M	F
NEPAL	1	0	0	1	0	0	1	1
NETHERLANDS	14	2	0	0	2	0	12	2
NEW ZEALAND	3	1	0	0	0	0	3	1
NICARAGUA	1	0	0	0	0	0	1	0
NIGER	2	0	0	0	0	0	2	0
NIGERIA	4	0	1	0	0	0	5	0
NORWAY	2	1	0	0	1	1	1	0
PAKISTAN	7	0	0	0	0	0	7	0
PANAMA	2	0	0	0	0	0	2	0
PERU	4	1	0	0	1	0	3	1
PHILIPPINES	3	1	0	0	0	0	3	1
POLAND	2	0	0	0	0	0	2	0
PORTUGAL	2	1	0	0	1	0	1	1
RUSSIAN FEDERATION	21	3	1	0	2	0	20	3
RWANDA	2	0	0	0	0	0	2	0
SAO TOME AND PRINCIPE	1	0	0	0	0	0	1	0
SENEGAL	5	0	1	0	0	0	6	0
SIERRA LEONE	3	0	0	0	0	0	3	0
SINGAPORE	1	0	0	1	0	0	1	1
SOMALIA	1	0	0	0	0	0	1	0
SOUTH AFRICA	1	0	0	0	0	0	1	0
SPAIN	10	4	0	1	1	0	9	5
SRI LANKA	2	2	0	0	0	0	2	2
SUDAN	1	0	0	0	1	0	0	0
SURINAME	0	0	1	0	0	0	1	0
SWEDEN	3	2	0	0	0	0	3	2

**(a) Non-linguistic staff**

Nationality	(a) Staff on 31/12/98		(b) Recruited 1/1/99 - 31/12/99		(c) Departures 1/1/99 - 31/12/99		(d) Staff on 31/12/99	
	M	F	M	F	M	F	M	F
SWITZERLAND	10	1	0	0	1	0	9	1
TANZANIA, UNITED REP. OF	3	2	0	0	0	0	3	1
THAILAND	0	3	0	0	0	2	0	1
THE FOR. YUG. REP., MAC.	0	1	0	0	0	0	0	1
TOGO	2	0	0	0	0	0	2	0
TRINIDAD AND TOBAGO	1	2	0	0	0	0	1	2
TUNISIA	2	1	1	0	1	0	2	1
TURKEY	1	2	0	0	0	0	1	2
UGANDA	1	0	1	0	0	0	2	0
UKRAINE	6	0	0	0	1	0	5	0
UNITED KINGDOM	18	5	5	2	4	0	20	8
UNITED STATES	39	38	3	4	2	3	40	39
URUGUAY	4	0	2	1	0	0	6	1
VENEZUELA	3	2	0	0	0	0	3	2
VIET NAM	0	1	0	0	0	0	0	1
YEMEN	1	0	0	0	0	0	1	0
ZAMBIA	0	1	0	0	0	0	0	1
ZIMBABWE	1	0	0	0	0	0	1	0
<b>Total by sex</b>	<b>437</b>	<b>188</b>	<b>28</b>	<b>16</b>	<b>29</b>	<b>11</b>	<b>436</b>	<b>193</b>
<b>TOTAL (a) Non-linguistic staff</b>	<b>625</b>		<b>44</b>		<b>40</b>		<b>629</b>	

**(b) Linguistic staff**

Nationality	(a) Staff on 31/12/98		(b) Recruited 1/1/99 - 31/12/99		(c) Departures 1/1/99 - 31/12/99		(d) Staff on 31/12/99	
	M	F	M	F	M	F	M	F
ALGERIA	0	1	0	0	0	0	0	1
ARGENTINA	2	0	0	0	0	0	2	0
BELGIUM	1	0	0	0	0	0	1	0
CANADA	1	1	0	0	0	0	1	1
CHILE	1	0	0	0	0	0	1	0
CHINA	2	2	0	0	0	0	2	2
EGYPT	1	0	0	0	0	0	1	0
FRANCE	4	9	0	0	0	0	4	9
GERMANY	2	1	0	0	0	0	2	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	0	0	1
MEXICO	1	0	0	0	0	0	1	0
PANAMA	1	0	0	0	0	0	1	0
RUSSIAN FEDERATION	4	0	0	0	0	0	4	0
SPAIN	3	3	0	1	0	0	3	4
SWEDEN	0	0	0	1	0	0	0	1
SWITZERLAND	0	2	0	0	0	0	0	2
SYRIAN ARAB REP.	1	0	0	0	1	0	0	0
THAILAND	1	0	0	0	0	0	1	0
TUNISIA	1	0	0	0	0	0	1	0
UNITED KINGDOM	8	3	0	0	2	0	6	3
UNITED STATES	1	1	0	0	0	0	1	1
URUGUAY	0	2	0	0	0	0	0	2

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<b>Total by sex</b>	<b>36</b>	<b>29</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>33</b>	<b>31</b>
<b>TOTAL (b) Linguistic staff</b>	<b>65</b>		<b>2</b>		<b>3</b>		<b>64</b>	
<b>GRAND TOTAL Table III</b>	<b>690</b>		<b>46</b>		<b>43</b>		<b>693</b>	

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**Table IV: Number of Professional and higher category officials,  
31 December 1964 - 31 December 1999 by region of origin and sex**

	31.12.64		31.12.74		31.12.84		31.12.94		31/12/99	
	M	F	M	F	M	F	M	F	M	F
AFRICA	28	1	57	2	76	7	84	19	83	19
MIDDLE EAST	9	1	19	2	21	3	15	5	10	7
ASIA	53	9	71	9	81	21	68	34	69	36
EUROPE	291	68	376	71	322	67	240	85	200	86
LATIN AMERICA & THE CARIBBEAN	50	6	61	9	60	8	53	22	53	26
NORTH AMERICA (USA AND CANADA)	56	12	88	17	62	17	52	35	54	50
<b>TOTAL</b>	<b>487</b>	<b>97</b>	<b>672</b>	<b>110</b>	<b>622</b>	<b>123</b>	<b>512</b>	<b>200</b>	<b>469</b>	<b>224</b>
	<b>83.4%</b>	<b>16.6%</b>	<b>85.9%</b>	<b>14.1%</b>	<b>83.5%</b>	<b>16.5%</b>	<b>71.9%</b>	<b>28.1%</b>	<b>67.7%</b>	<b>32.3%</b>

**Table V: Breakdown by region of origin and by type of contract of Professional and higher category staff, effective 31 December 1999**

<b>REGION</b>	<b>WLT*</b>	<b>FT**</b>	<b>Total</b>	<b>Change as from 1 January 1999</b>
AFRICA	54	48	102	4
ASIA	45	60	105	0
EUROPE	174	112	286	-7
LATIN AMERICA & THE CARIBBEAN	46	33	79	4
MIDDLE EAST	9	8	17	-1
NORTH AMERICA (USA AND CANADA)	53	51	104	3
<b>TOTAL</b>	<b>381</b>	<b>312</b>	<b>693</b>	<b>3</b>

\*Without limit of Time

\*\*Fixed-term

**Table VI. Distribution by age, sex and grade of Professional and higher category staff, effective 31 December 1999, with percentages of women for 1998 and 1999.**

Grade	35 and under		36 to 45		46 to 55		Over 55		TOTAL		% of women 31.12.99	% of women 31.12.98
	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	3	0	7	3	10	3	23.1	23.1
D.2	0	0	1	0	4	3	16	1	21	4	16.0	9.1
D.1	0	0	0	2	32	7	25	3	57	12	17.4	11.7
P.5	0	0	14	4	100	32	67	10	181	46	20.3	18.7
P.4	2	2	35	24	64	38	27	7	128	71	35.7	34.0
P.3	6	10	21	27	20	22	5	2	52	61	54.0	52.5
P.2	3	14	7	3	0	1	0	0	10	18	64.3	68.8
P.1	0	0	1	0	0	0	0	0	1	0	0.0	0.0
<b>Sub-total</b>	<b>11</b>	<b>26</b>	<b>79</b>	<b>60</b>	<b>223</b>	<b>103</b>	<b>148</b>	<b>26</b>	<b>461</b>	<b>212</b>		
<b>Branch Offices:</b>												
Director (Branch Office)	0	0	0	0	1	1	5	0	6	1	14.3	12.5
Deputy Director (Branch Office)	0	0	0	0	0	0	1	0	1	0	0.0	0.0
Branch Officer	0	0	0	5	1	0	0	3	1	8	88.9	87.5
<b>Sub-total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>9</b>		
<b>Total by sex</b>	<b>11</b>	<b>26</b>	<b>79</b>	<b>65</b>	<b>225</b>	<b>104</b>	<b>154</b>	<b>29</b>	<b>469</b>	<b>224</b>		
<b>Percentage</b>	<b>29.7%</b>	<b>70.3%</b>	<b>54.9%</b>	<b>45.1%</b>	<b>68.4%</b>	<b>31.6%</b>	<b>84.2%</b>	<b>15.8%</b>	<b>67.7%</b>	<b>32.3%</b>		
<b>Total M &amp; F</b>	<b>37</b>		<b>144</b>		<b>329</b>		<b>183</b>		<b>693</b>			
<b>% of TOTAL</b>	<b>5.34%</b>		<b>20.78%</b>		<b>47.47%</b>		<b>26.41%</b>		<b>100.00%</b>			



**Table VII. Distribution by grade, sex and type of contract of Professional and higher category staff, effective 31 December 1999**

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	9	3	12	13	2.1%
D.2	11	3	14	10	1	11	25	3.7%
D.1	37	6	43	20	6	26	69	10.2%
P.5	117	30	147	64	16	80	227	33.6%
P.4	77	47	124	51	24	75	199	29.4%
P.3	22	25	47	30	36	66	113	16.7%
P.2	1	0	1	9	18	27	28	4.1%
P.1	0	0	0	1	0	1	1	0.1%
<b>Sub-total</b>	<b>266</b>	<b>111</b>	<b>377</b>	<b>195</b>	<b>104</b>	<b>299</b>	<b>676</b>	
<b>Branch Offices:</b>								
Director (Branch Office)	0	0	0	6	1	7	7	41.2%
Deputy Director (Branch Office)	0	0	0	1	0	1	1	5.9%
Branch Officer	1	3	4	0	5	5	9	52.9%
<b>Sub-total</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>6</b>	<b>13</b>	<b>17</b>	
<b>Total</b>	<b>267</b>	<b>114</b>	<b>381</b>	<b>202</b>	<b>110</b>	<b>312</b>	<b>693</b>	
	<b>70.1%</b>	<b>29.9%</b>		<b>64.7%</b>	<b>35.3%</b>			

**Table VIII. Changes from fixed-term to without limit of time contracts and changes of grade between 1 January 1999 and 31 December 1999 - and 1 January 1998 and 31 December 1998**

a) Changes from fixed-term to without limit of time contracts between 1 January 1999 and 31 December 1999 - and 1 January 1998 and 31 December 1998

Year	Professional category and above		General Service category	
	Male	Female	Male	Female
1999	54	30	33	49
1998	44	15	31	51

b) Changes of grade (including promotions of established officials) between 1 January 1999 and 31 December 1999 - and 1 January 1998 and 31 December 1998

Year	Professional category and above				General Service category			
	Without limit of time contracts		Fixed-term contracts		Without limit of time contract		Fixed-term contracts	
	Male	Female	Male	Female	Male	Female	Male	Female
1999	22	18	24	16	14	25	14	38
1998	16	0	12	10	3	1	8	17

**Table IX. Professional and higher category staff: Distribution by nationality, type of contract and source of funds, effective 31 December 1999**

NATIONALITY	REGULAR BUDGET						EXTRA-BUDGETARY RESOURCES			GRAND TOTAL
	Non-linguistic positions			Linguistic positions			WLT*	FT*	Total	
	WLT*	FT*	Total	WLT*	FT*	Total				
ALGERIA	1	4	5	0	1	1	1	0	1	7
ANGOLA	1	0	1	0	0	0	0	0	0	1
ARGENTINA	3	2	5	2	0	2	0	1	1	8
AUSTRALIA	9	5	14	0	0	0	1	0	1	15
AUSTRIA	1	1	2	0	0	0	0	0	0	2
BAHRAIN	0	1	1	0	0	0	0	0	0	1
BANGLADESH	5	0	5	0	0	0	0	0	0	5
BARBADOS	0	2	2	0	0	0	0	0	0	2
BELGIUM	6	2	8	1	0	1	1	0	1	10
BENIN	2	2	4	0	0	0	0	0	0	4
BOLIVIA	2	0	2	0	0	0	0	0	0	2
BOTSWANA	0	1	1	0	0	0	0	0	0	1
BRAZIL	4	3	7	0	0	0	0	0	0	7
BULGARIA	1	2	3	0	0	0	0	0	0	3
BURKINA FASO	1	2	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	9	9	18	1	1	2	3	0	3	23
CAPE VERDE	0	1	1	0	0	0	0	0	0	1
CHAD	1	0	1	0	0	0	0	1	1	2
CHILE	4	4	8	0	1	1	0	0	0	9
CHINA	1	7	8	4	0	4	0	0	0	12
COLOMBIA	4	0	4	0	0	0	0	0	0	4
COMOROS	0	0	0	0	0	0	0	1	1	1
CONGO	0	1	1	0	0	0	0	0	0	1

NATIONALITY	REGULAR BUDGET						EXTRA-BUDGETARY RESOURCES			GRAND TOTAL
	Non-linguistic positions			Linguistic positions			WLT*	FT*	Total	
	WLT*	FT*	Total	WLT*	FT*	Total				
COSTA RICA	1	2	3	0	0	0	0	0	0	3
COTE D'IVOIRE	2	2	4	0	0	0	0	0	0	4
CUBA	1	0	1	0	0	0	0	0	0	1
CZECH REP.	0	1	1	0	0	0	0	0	0	1
DEM. REP. OF THE CONGO	2	1	3	0	0	0	0	0	0	3
DENMARK	1	2	3	0	0	0	0	0	0	3
DJIBOUTI	0	0	0	0	0	0	1	0	1	1
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	2	0	2	1	0	1	0	0	0	3
ETHIOPIA	4	0	4	0	0	0	0	0	0	4
FINLAND	1	4	5	0	0	0	0	0	0	5
FRANCE	29	10	39	7	5	12	1	2	3	54
GERMANY	24	11	35	3	0	3	2	2	4	42
GHANA	4	2	6	0	0	0	0	0	0	6
GREECE	0	2	2	1	0	1	0	0	0	3
GUATEMALA	0	1	1	0	0	0	0	0	0	1
GUINEA	2	0	2	0	0	0	0	0	0	2
GUYANA	0	1	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	2	4	0	0	0	0	0	0	4
INDIA	2	6	8	0	0	0	1	0	1	9
INDONESIA	1	0	1	0	0	0	0	0	0	1
IRAN, ISLAMIC REP. OF	4	1	5	0	0	0	0	0	0	5
IRELAND	0	3	3	0	0	0	0	0	0	3

NATIONALITY	REGULAR BUDGET						EXTRA-BUDGETARY RESOURCES			GRAND TOTAL
	Non-linguistic positions			Linguistic positions			WLT*	FT*	Total	
	WLT*	FT*	Total	WLT*	FT*	Total				
ISRAEL	1	0	1	0	0	0	0	0	0	1
ITALY	9	11	20	0	0	0	0	2	2	22
JAMAICA	1	0	1	1	0	1	0	0	0	2
JAPAN	4	21	25	0	0	0	1	1	2	27
JORDAN	0	2	2	1	0	1	0	0	0	3
KENYA	3	2	5	0	0	0	0	0	0	5
KOREA, REP. OF	0	0	0	0	0	0	0	1	1	1
LAO PEOPLE'S DEM. REP.	0	1	1	0	0	0	0	0	0	1
LEBANON	3	2	5	0	1	1	0	0	0	6
LUXEMBOURG	2	0	2	0	0	0	0	0	0	2
MADAGASCAR	2	0	2	1	0	1	0	0	0	3
MALAYSIA	4	3	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	1	1	2	0	0	0	0	0	0	2
MEXICO	4	3	7	1	0	1	0	0	0	8
MOROCCO	2	1	3	0	0	0	0	0	0	3
MYANMAR	1	0	1	0	0	0	0	0	0	1
NEPAL	0	2	2	0	0	0	0	0	0	2
NETHERLANDS	11	2	13	0	0	0	1	0	1	14
NEW ZEALAND	1	3	4	0	0	0	0	0	0	4
NICARAGUA	0	0	0	0	0	0	1	0	1	1
NIGER	1	1	2	0	0	0	0	0	0	2
NIGERIA	0	5	5	0	0	0	0	0	0	5
NORWAY	1	0	1	0	0	0	0	0	0	1
PAKISTAN	1	5	6	0	0	0	0	1	1	7

NATIONALITY	REGULAR BUDGET						EXTRA-BUDGETARY RESOURCES			GRAND TOTAL
	Non-linguistic positions			Linguistic positions			WLT*	FT*	Total	
	WLT*	FT*	Total	WLT*	FT*	Total				
PANAMA	1	1	2	0	1	1	0	0	0	3
PERU	2	2	4	0	0	0	0	0	0	4
PHILIPPINES	4	0	4	0	0	0	0	0	0	4
POLAND	1	1	2	0	0	0	0	0	0	2
PORTUGAL	1	1	2	0	0	0	0	0	0	2
RUSSIAN FEDERATION	14	7	21	4	0	4	2	0	2	27
RWANDA	1	0	1	0	0	0	0	1	1	2
SAO TOME AND PRINCIPE	1	0	1	0	0	0	0	0	0	1
SENEGAL	2	4	6	0	0	0	0	0	0	6
SIERRA LEONE	1	2	3	0	0	0	0	0	0	3
SINGAPORE	0	2	2	0	0	0	0	0	0	2
SOMALIA	1	0	1	0	0	0	0	0	0	1
SOUTH AFRICA	0	1	1	0	0	0	0	0	0	1
SPAIN	6	8	14	4	3	7	0	0	0	21
SRI LANKA	2	1	3	0	0	0	1	0	1	4
SURINAME	0	1	1	0	0	0	0	0	0	1
SWEDEN	1	3	4	0	1	1	1	0	1	6
SWITZERLAND	7	1	8	0	2	2	2	0	2	12
TANZANIA, UNITED REP. OF	3	1	4	0	0	0	0	0	0	4
THAILAND	1	0	1	0	1	1	0	0	0	2
THE FOR. YUG. REP., MAC.	0	1	1	0	0	0	0	0	0	1
TOGO	1	1	2	0	0	0	0	0	0	2
TRINIDAD AND TOBAGO	2	1	3	0	0	0	0	0	0	3
TUNISIA	1	2	3	1	0	1	0	0	0	4
TURKEY	1	2	3	0	0	0	0	0	0	3

NATIONALITY	REGULAR BUDGET						EXTRA-BUDGETARY RESOURCES			GRAND TOTAL
	Non-linguistic positions			Linguistic positions			WLT*	FT*	Total	
	WLT*	FT*	Total	WLT*	FT*	Total				
UGANDA	0	2	2	0	0	0	0	0	0	2
UKRAINE	3	2	5	0	0	0	0	0	0	5
UNITED KINGDOM	15	13	28	6	2	8	0	1	1	37
UNITED STATES	36	39	75	2	0	2	2	2	4	81
URUGUAY	2	4	6	1	1	2	1	0	1	9
VENEZUELA	3	2	5	0	0	0	0	0	0	5
VIET NAM	1	0	1	0	0	0	0	0	0	1
YEMEN	0	1	1	0	0	0	0	0	0	1
ZAMBIA	1	0	1	0	0	0	0	0	0	1
ZIMBABWE	0	1	1	0	0	0	0	0	0	1
<b>TOTAL</b>	<b>316</b>	<b>276</b>	<b>592</b>	<b>42</b>	<b>20</b>	<b>62</b>	<b>23</b>	<b>16</b>	<b>39</b>	<b>693</b>

\*WLT = Without limit of time

\*\*FT = Fixed-term

**Table X. Distribution of established officials (WLT) by sector and by grade as at 31 December 1999\***

Org. Description	Exc/Rg											Other										
	DG*	Dir*	D2	D1	P5	P4	P3	P2	P1	P	Total	G7	G6	G5	G4	G3	G2	G1	Sub total	Other G	Total	
DIRECTOR-GENERAL'S OFFICE	1	2	0	1	0	1	1	0	0	0	6	1	2	2	0	0	0	0	5	0	5	
STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK	0	1	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0	1	
EXECUTIVE DIRECTOR - STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1	
INTERNATIONAL LABOUR STANDARDS DEPARTMENT	0	0	1	3	10	8	2	0	0	0	24	1	6	1	3	0	0	0	11	0	11	
IFP ON PROMOTING THE DECLARATION	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
IFP ON CHILD LABOUR: IPEC RELATIONS, MEETINGS AND DOCUMENT SERVICES	0	0	1	1	0	0	0	0	0	0	2	1	0	1	0	0	0	0	2	0	2	
DEPARTMENT	0	0	1	3	7	19	14	0	0	0	44	6	15	27	18	0	0	0	66	0	66	
EMPLOYMENT	0	1	1	0	0	1	0	0	0	0	3	0	4	0	1	0	0	0	5	0	5	
EXECUTIVE DIRECTOR - EMPLOYMENT	0	0	0	0	1	0	0	0	0	0	1	2	5	2	0	0	0	0	9	0	9	
EMPLOYMENT STRATEGY DEPARTMENT	0	0	1	1	5	1	0	0	0	0	8	0	2	3	1	0	0	0	6	0	6	
RECOVERY AND RECONSTRUCTION DEPARTMENT	0	0	0	2	4	3	0	0	0	0	9	0	0	2	0	0	0	0	2	0	2	
INFOCUS PROGRAMME ON SKILLS, KNOWLEDGE AND EMPLOYABILITY	0	0	0	0	5	5	2	0	0	0	12	0	1	1	3	0	0	0	5	0	5	
JOB CREATION AND ENTERPRISE DEVELOPMENT DEPARTMENT	0	0	0	1	5	5	1	0	0	0	12	0	1	0	2	0	0	0	3	0	3	
MULTINATIONAL ENTERPRISES DEPARTMENT	0	0	0	1	0	1	0	0	0	0	2	0	0	1	0	0	0	0	1	0	1	
GENDER PROMOTION DEPARTMENT	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
SOCIAL PROTECTION	0	1	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	
IFP ON SOCIO-ECONOMIC SECURITY	0	0	0	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	0	1	
LABOUR PROTECTION DEPARTMENT	0	0	1	1	8	5	1	0	0	0	16	2	3	8	1	0	0	0	14	0	14	
SOCIAL SECURITY DEPARTMENT	0	0	0	1	5	3	0	0	0	0	9	0	2	3	0	0	0	0	5	0	5	



Org. Description	Exc/Rg		Other									Sub Other									
	DG*	Dir*	D2	D1	P5	P4	P3	P2	P1	P Total	G7	G6	G5	G4	G3	G2	G1	total	Other	G Total	
SOCIAL DIALOGUE	0	1	0	0	1	0	1	0	0	0	3	0	1	0	0	0	0	1	0	1	
EXECUTIVE DIRECTOR - SOCIAL DIALOGUE	0	0	0	0	2	1	0	0	0	0	3	0	1	3	0	0	0	4	0	4	
BUREAU FOR EMPLOYERS' ACTIVITIES	0	0	1	0	0	0	0	0	0	0	1	0	1	1	0	0	0	3	0	3	
BUREAU FOR WORKERS' ACTIVITIES	0	0	0	0	4	2	1	0	0	0	7	0	1	1	0	0	0	2	0	2	
IFP ON STRENGTHENING SOCIAL DIALOGUE	0	0	0	1	1	1	0	0	0	0	3	0	2	0	1	0	0	3	0	3	
SECTORAL ACTIVITIES DEPARTMENT	0	0	1	2	7	5	1	0	0	0	16	1	2	1	1	0	0	5	0	5	
GOVERNMENT AND LABOUR LAW AND ADMINISTRATION DEPARTMENT	0	0	0	0	1	0	0	0	0	0	1	0	1	0	1	0	0	2	0	2	
REGIONS AND TECHNICAL COOPERATION	0	2	0	0	0	0	0	0	0	0	2	0	1	0	0	0	0	1	0	1	
DEVELOPMENT COOPERATION DEPARTMENT	0	0	0	2	5	2	0	0	0	0	9	0	0	3	1	0	0	4	0	4	
FIELD PROGRAMMES IN AFRICA	0	1	0	3	18	6	4	0	0	0	32	1	1	0	0	0	0	2	56	58	
FIELD PROGRAMMES IN THE AMERICAS	0	1	0	3	13	8	0	0	0	0	25	0	0	0	0	0	0	0	45	45	
FIELD PROGRAMS IN ARAB STATES	0	1	0	1	2	2	0	0	0	0	6	0	0	0	0	0	0	0	2	2	
FIELD PROGRAMMES IN ASIA AND THE PACIFIC	0	1	0	3	15	5	1	0	0	0	25	0	0	0	0	0	0	0	73	73	
FIELD PROGRAMMES IN EUROPE AND CENTRAL ASIA	0	1	0	2	3	2	0	0	0	1	9	1	0	2	0	0	0	3	10	13	
EXECUTIVE DIRECTOR COMMON SERVICES - SUPPORT SERVICES FINANCIAL SERVICES DEPARTMENT	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	0	1	
BUREAU OF LIBRARY AND INFORMATION SERVICES	0	0	0	1	0	3	1	0	0	0	5	8	11	3	4	0	0	0	26	0	26
BUREAU OF INFORMATION TECHNOLOGY AND COMMUNICATIONS	0	0	0	0	1	4	4	0	0	0	9	0	2	4	2	0	0	0	8	0	8
BUREAU OF INTERNAL ADMINISTRATION	0	0	0	0	3	8	4	1	0	0	16	2	0	5	1	0	0	0	8	0	8
	0	0	0	1	4	3	1	0	0	0	9	8	8	11	12	6	0	0	45	0	45

Org. Description	Exc/Rg											Other							Sub Other		
	DG*	Dir*	D2	D1	P5	P4	P3	P2	P1	P	Total	G7	G6	G5	G4	G3	G2	G1	total	G Total	
BUREAU OF PUBLICATIONS	0	0	0	1	2	4	3	0	0	0	10	1	2	3	1	0	0	0	7	0	7
BUREAU OF EXTERNAL RELATIONS AND PARTNERSHIPS	0	0	2	1	3	0	0	0	0	0	6	1	2	0	1	0	0	0	4	3	7
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	1	1	1	1	0	0	0	0	4	1	0	3	1	0	0	0	5	0	5
OFFICE OF LEGAL SERVICES	0	0	1	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0
HUMAN RESOURCES DEVELOPMENT DEPARTMENT	0	0	1	2	3	3	0	0	0	0	9	5	20	5	3	0	0	0	33	0	33
BUREAU OF PROGRAMMING AND MANAGEMENT	0	0	0	2	1	3	0	0	0	0	6	1	1	1	1	0	0	0	4	0	4
BUREAU OF PUBLIC INFORMATION	0	0	0	0	0	2	1	0	0	0	3	0	1	0	0	0	0	0	1	0	1
BUREAU OF STATISTICS	0	0	0	0	3	4	3	0	0	0	10	3	2	2	0	0	0	0	7	0	7
TURIN CENTRE	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
WASHINGTON BRANCH OFFICE	0	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	0
REGISTRAR OF THE ADMINISTRATIVE TRIBUNAL	0	0	0	0	1	1	0	0	0	0	2	0	1	0	0	0	0	0	1	0	1
INTERNATIONAL SOCIAL SECURITY ASSOCIATION	0	0	0	1	4	1	0	0	0	0	6	0	3	0	4	0	0	0	7	0	7
<b>TOTAL</b>	<b>1</b>	<b>14</b>	<b>14</b>	<b>43</b>	<b>152</b>	<b>124</b>	<b>47</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>400</b>	<b>47</b>	<b>106</b>	<b>100</b>	<b>65</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>324</b>	<b>189</b>	<b>513</b>

\* These positions are shown for information although the incumbents are not established officials

**Table XI. Distribution of Professional and higher category of staff by place of assignment, 31 Decembre 1980 - 31 December 1999**

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

\*Including Branch Offices.

**Table XII. Distribution of General Service category of staff by place of assignment, 31 December 1980 - 31 December 1999**

Year	HQ		Field*		Total
		%		%	
1980	712	72.7%	268	27.3%	980
1985	717	69.1%	320	30.9%	1037
1990	747	70.5%	312	29.5%	1059
1991	729	67.9%	344	32.1%	1073
1992	739	68.6%	338	31.4%	1077
1993	714	66.4%	361	33.6%	1075
1994	695	63.5%	399	36.5%	1094
1995	662	59.2%	456	40.8%	1118
1996	623	57.8%	455	42.2%	1078
1997	618	56.4%	478	43.6%	1096
1998	607	55.3%	491	44.7%	1098
1999	600	54.6%	499	45.4%	1099

\*Including Branch Offices.