

March 2005



منظمة الأغذية
والزراعة
للأمم المتحدة

联合国
粮食及
农业组织

Food
and
Agriculture
Organization
of
the
United
Nations

Organisation
des
Nations
Unies
pour
l'alimentation
et
l'agriculture

Organización
de las
Naciones
Unidas
para la
Agricultura
y la
Alimentación

FINANCE COMMITTEE

Hundred and ninth Session

Rome, 9 - 13 May 2005

Statistics on Human Resources

1. The Director-General, as in previous years, presents to the Finance Committee statistics on personnel services in graphs and corresponding tables 1 to 10.
2. The first three graphs/tables provide data on the evolution of posts, grouping them into three major groups, as follows: a) Posts approved by the Conference in the Programme of Work and Budget (PWB), b) Posts established outside the PWB with a duration of more than one year, and c) Temporary posts with a duration of less than one year.
3. Graphs/tables 4 to 9 provide statistics on demographics over the period 1996 to 2004. Data on staffing refer to staff holding fixed-term or continuing appointments.
4. Table 10 provides information on the number of contracts of short-term staff and non staff human resources during the past one year.
5. Table 11 provides a breakdown of professional and general service staff by region, nationality, gender and grade level.

For reasons of economy, this document is produced in a limited number of copies. Delegates and observers are kindly requested to bring it to the meetings and to refrain from asking for additional copies, unless strictly indispensable.
Most FAO meeting documents are available on Internet at www.fao.org

W0000

Posts section

Chart/Table 1: Evolution of Posts from PWB 2002/03 to PWB 2004/05

1. Chart/Table 1 compares the approved PWB 2004-05 posts with those established as at 31 December 2004. The grand total for posts established in 2004 shows a difference of 64 posts over the PWB 2004-05 total, mainly in the General Service category. The higher number of actual posts is due to the late implementation of decisions taken in the PWB 2004-05, mainly General Service abolitions in FAORs, and conversion of FAOR General Service posts to National Professional Officers. It is expected that such discrepancies will largely diminish in the second year of the biennium.

Chart/Table 2: Posts established outside the PWB for more than one year

2. Chart/table 2 provides information on posts with a duration of more than one year which have been established outside the PWB. The majority of these posts (85%) are project- and APO posts. The total number of field project posts continues to decline with a decrease of 43 professional and 15 general service positions from December 2001 until December 2004. During the same period the number of Headquarters project posts has increased by 36 in the professional and 51 in the general service category. The number of general service temporary assistance pool positions has remained constant at around 220 over the past three years.

Chart/Table 3: Temporary posts with a duration of less than one year

3. Chart/table 3 shows temporary posts with a duration of less than one year. These posts are used as buffers for temporarily locating staff that are being transferred or separated in order to allow their old posts to be filled again or abolished, and/or their new posts to be vacated or established. They are also used to temporarily assign specific tasks to staff members outside the scope of the actual post. Temporary posts filled with short-term staff have not been included in this chart/table, as they are shown in table 10.

Demographics section

Chart/Table 4: Evolution of staff

4. Chart/table 4 shows the evolution of staff across the Organization. Between 31/12/1996 and 31/12/2004, the total number of staff was reduced by 718 from 4520 to 3802 (16%), including 125 professional and above (7%) and 593 general service staff (21%). At FAO Headquarters the general service staff was reduced from 1538 to 1095 (29%). In the professional and higher categories staff increased by 92 (9%) at Headquarters and at the Regional and Sub-regional Offices by 35 (18%). Field project staff in the professional and higher categories decreased by 299 from 434 to 135 (69%) and general service staff from 485 to 269 (45%).

Chart/Table 5: Staff turnover - Appointments and Separations

5. Chart/table 5 provides information on the number of staff members on fixed-term or continuing contracts appointed to, or separated from posts in the professional and higher, APO and NPO categories. The table shows that from 1 January 1997 to 31 December 2004, 1446 staff members were appointed to such posts while 1660 separated. The apparent discrepancy between the turnover of -214 staff in this table and the net reduction of only 125 in table 4 is largely explained by conversion of short-term to fixed-term appointments that are not therefore included in the statistics on initial fixed-terms appointments.

Chart/Table 6: Number of staff by location and gender

6. One of the important human resources policy objectives of the Organization is to increase the number of female staff in the professional category. Chart/table 6 shows the evolution of staff by gender and location, grouping together professional and above, APO and NPO. Despite the overall reduction of 125 professional staff, the table shows a net increase of 119 female staff at all locations from 323 to 442, reflecting an increase from 19% to 27% of female staff across the Organization, and from 22% to 32% at Headquarters.

Charts/Tables 7 & 8: Average age and length of service, and average age -Trend

7. Chart/table 7 provides information on the average age of current staff and on the average age at the dates of appointment and separation, as well as the current average length of service and that at separation. The data relate to staff at Headquarters and Decentralized Offices in the professional and higher categories holding fixed-term or continuing appointments. APO, NPO and field project staff is excluded from this analysis. The difference between the average age at appointment and at separation is 7.3 years at senior level and 10.9 years at professional levels. (Senior levels 52.5 years on appointment and 59.8 years on separation, professionals 42.2 years on appointment and 53.2 years on separation.) The average length of service of senior level staff at the date of separation is 16.9 years, that of professional staff 14.9 years.

8. Chart/table 8 shows that the average age of staff has remained consistently at a high level over the period 1996 to 2004, but with a slight decrease by one year in the professional category (1.5 years at Headquarters).

Chart/Table 9: Projection of staff retirements and separations

9. Based on the staffing situation as at 31 December 2004, two scenarios are projected: (1) staff reaching the mandatory retirement age of 62 years; (2) staff reaching the age of mandatory retirement (62) or the age of 55 or more with 25 or more years of contribution in the UN pension plan (which is usually considered as a reasonable option for leaving the Organization on early retirement, having in mind the provisions of the UN Pension Plan). Chart/table 9 shows that 78% of the senior level staff (D-1 to DDG), 37% of the professional staff (P-1 to P-5) and 30 % of the general service staff on board as of 31 December 2004 will have reached the mandatory retirement age of 62 years by the year 2014. The high rate of projected retirements at the senior level is explained by the relatively high average age of staff in this category.

Table 10: Number of short-term staff- and non-staff human resources contracts issued by location

10. Table 10 reports on the number of short-term staff and non-staff human resources contracts issued during the periods from 1 January to 31 December 2003 and from 1 January to 31 December 2004. The figures are broken down by location (FAO Headquarters and Outside Headquarters) and staff category. The use of such resources is relatively high because it allows the Organization to quickly adapt to changing requirements.

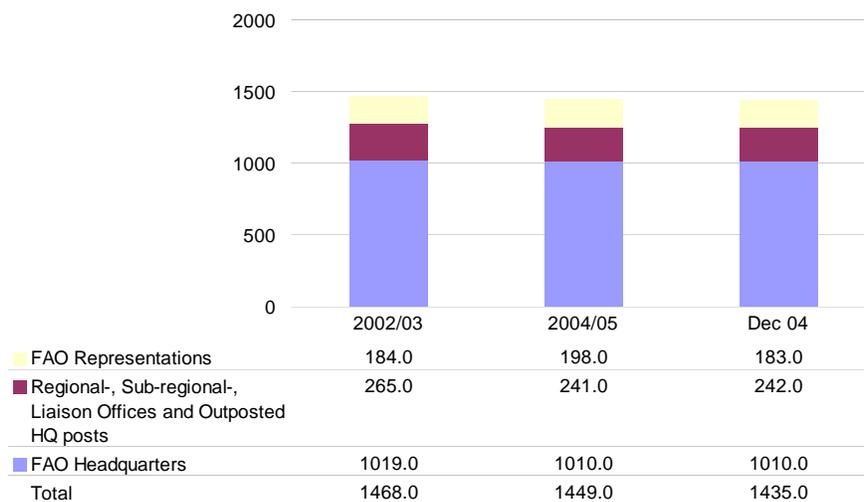
Table 11: Number of Staff at Headquarters and Established Offices by Region, Nationality, Grade and Gender

11. It is recalled that at its 107th session, the Committee requested the secretariat to provide more comprehensive statistics on the staff of the Organization. At its 108th session the Committee welcomed the presentation of information on the professional and general service staff broken down by region, nationality, grade and gender as at 31 December 2003. Table 11 provides an update to this information as at 31 December 2004.

Posts section

Chart 1 Evolution of Posts from PWB 2002/03 to PWB 2004/05 and implementation status as at 31 December 2004

Professional and above



General Service

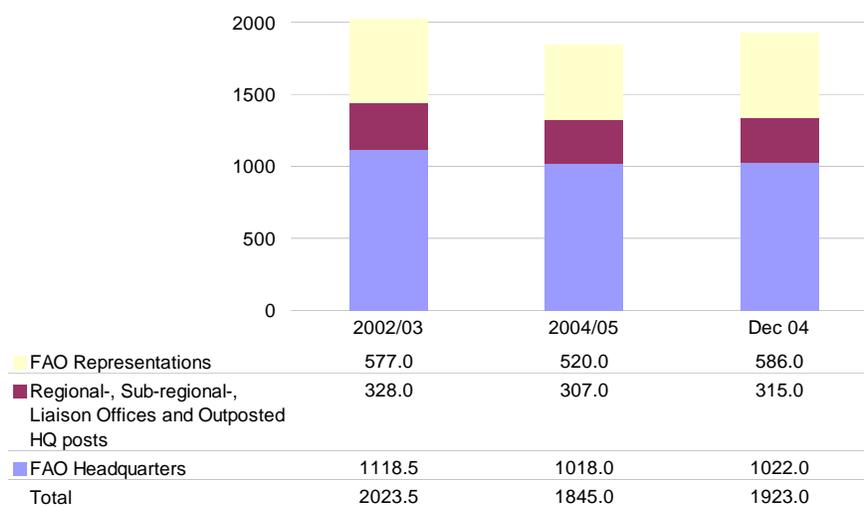
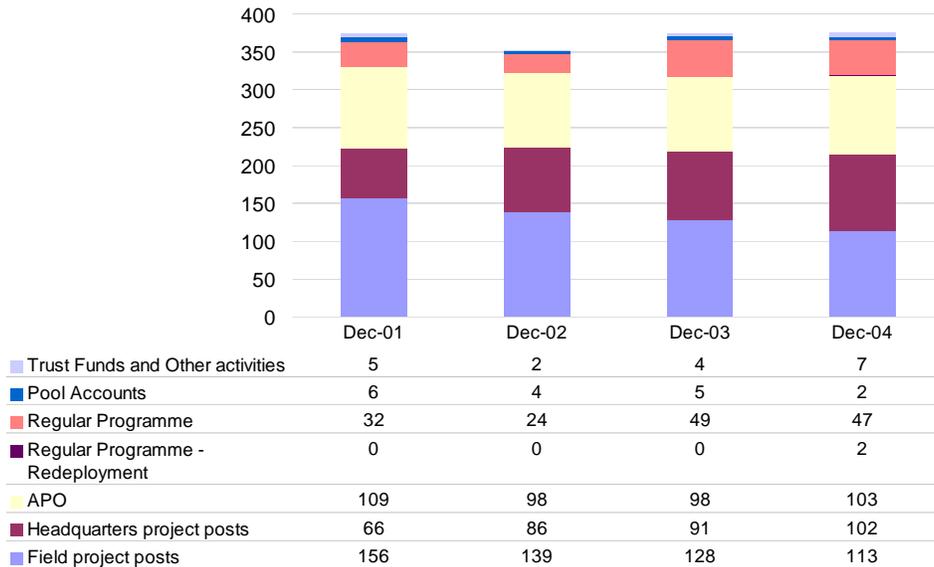


Table 1
Evolution of Posts from PWB 2002/03 to PWB 2004/05
and implementation status as at 31 December 2004
By location and type of funding

| | PWB 2002/03 | PWB 2004/05 | Actual posts Dec 04 |
|---|----------------|----------------|---------------------------|
| Professional and above | | | |
| FAO Headquarters | | | |
| Regular Programme | 933 | 972 | 970 |
| Pool Accounts | 75 | 28 | 30 |
| Trust Funds and Other activities | 11 | 10 | 10 |
| Sub-total | 1,019 | 1,010 | 1,010 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | |
| Regular Programme | 265 | 241 | 242 |
| Sub-total | 265 | 241 | 242 |
| FAO Representations | | | |
| Regular Programme | 184 | 198 | 183 |
| Sub-total | 184 | 198 | 183 |
| Total Professional and above | 1,468 | 1,449 | 1,435 |
| General Service | | | |
| FAO Headquarters | | | |
| Regular Programme | 989 | 932 | 937 |
| Pool Accounts | 78 | 37 | 40 |
| Trust Funds and Other activities | 52 | 49 | 45 |
| Sub-total | 1,119 | 1,018 | 1,022 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | |
| Regular Programme | 320 | 299 | 307 |
| Trust Funds and Other activities | 8 | 8 | 8 |
| Sub-total | 328 | 307 | 315 |
| FAO Representations | | | |
| Regular Programme | 577 | 520 | 586 |
| Sub-total | 577 | 520 | 586 |
| Total General Service | 2,024 | 1,845 | 1,923 |
| General Service & Professional and above | | | |
| FAO Headquarters | | | |
| Regular Programme | 1,922 | 1,904 | 1,907 |
| Pool Accounts | 153 | 65 | 70 |
| Trust Funds and Other activities | 63 | 59 | 55 |
| Sub-total | 2,138 | 2,028 | 2,032 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | |
| Regular Programme | 585 | 540 | 549 |
| Trust Funds and Other activities | 8 | 8 | 8 |
| Sub-total | 593 | 548 | 557 |
| FAO Representations | | | |
| Regular Programme | 761 | 718 | 769 |
| Sub-total | 761 | 718 | 769 |
| Grand Total | 3,492 | 3,294 | 3,358 |

**Chart 2 Posts established outside the PWB for more than one year
Professional and above, APO, NPO**



General Service

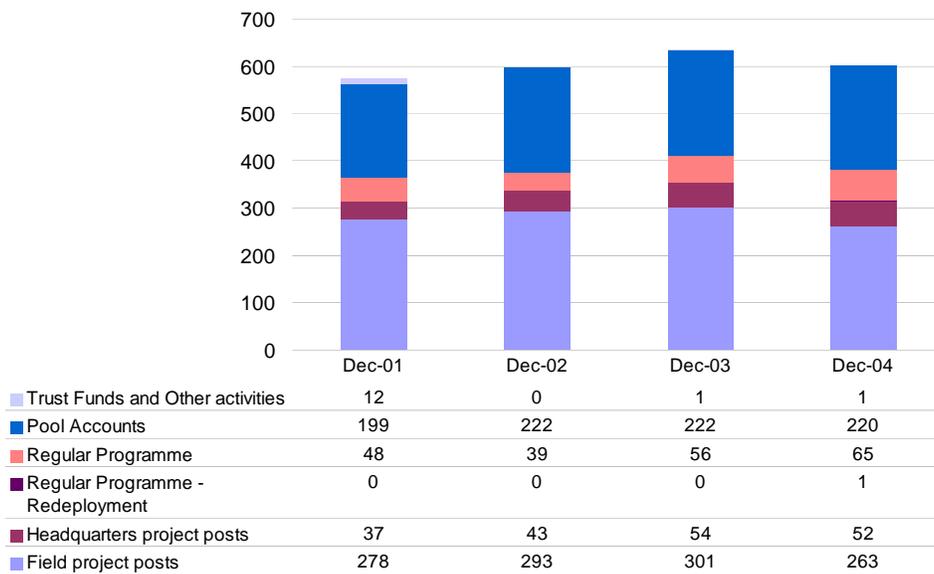
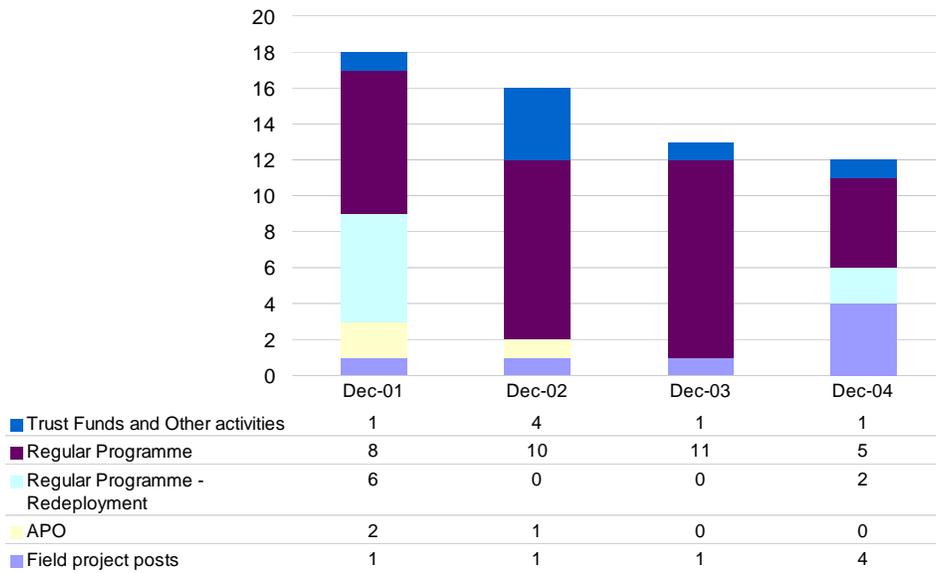


Table 2
Posts established outside the PWB for more than one
year
By type of funding

| Funding | Actual posts | | | |
|---|--------------|------------|-------------|------------|
| | Dec-01 | Dec-02 | Dec-03 | Dec-04 |
| Professional and above, APO, NPO | | | | |
| Field project posts | 156 | 139 | 128 | 113 |
| Headquarters project posts | 66 | 86 | 91 | 102 |
| APO | 109 | 98 | 98 | 103 |
| Regular Programme - Redeployment | 0 | 0 | 0 | 2 |
| Regular Programme | 32 | 24 | 49 | 47 |
| Pool Accounts | 6 | 4 | 5 | 2 |
| Trust Funds and Other activities | 5 | 2 | 4 | 7 |
| Total Professional | 374 | 353 | 375 | 376 |
| General Service | | | | |
| Field project posts | 278 | 293 | 301 | 263 |
| Headquarters project posts | 37 | 43 | 54 | 52 |
| Regular Programme - Redeployment | 0 | 0 | 0 | 1 |
| Regular Programme | 48 | 39 | 56 | 65 |
| Pool Accounts | 199 | 222 | 222 | 220 |
| Trust Funds and Other activities | 12 | 0 | 1 | 1 |
| Total General Service | 574 | 597 | 634 | 602 |
| General Service & Professional | | | | |
| Field project posts | 434 | 432 | 429 | 376 |
| Headquarters project posts | 103 | 129 | 145 | 154 |
| APO | 109 | 98 | 98 | 103 |
| Regular Programme - Redeployment | 0 | 0 | 0 | 3 |
| Regular Programme | 80 | 63 | 105 | 112 |
| Pool Accounts | 205 | 226 | 227 | 222 |
| Trust Funds and Other activities | 17 | 2 | 5 | 8 |
| Grand Total | 948 | 950 | 1009 | 978 |

**Chart 3 Temporary posts with a duration of less than one year
With staff on continuing or fixed-term appointments**

Professional and above, APO, NPO



General Service

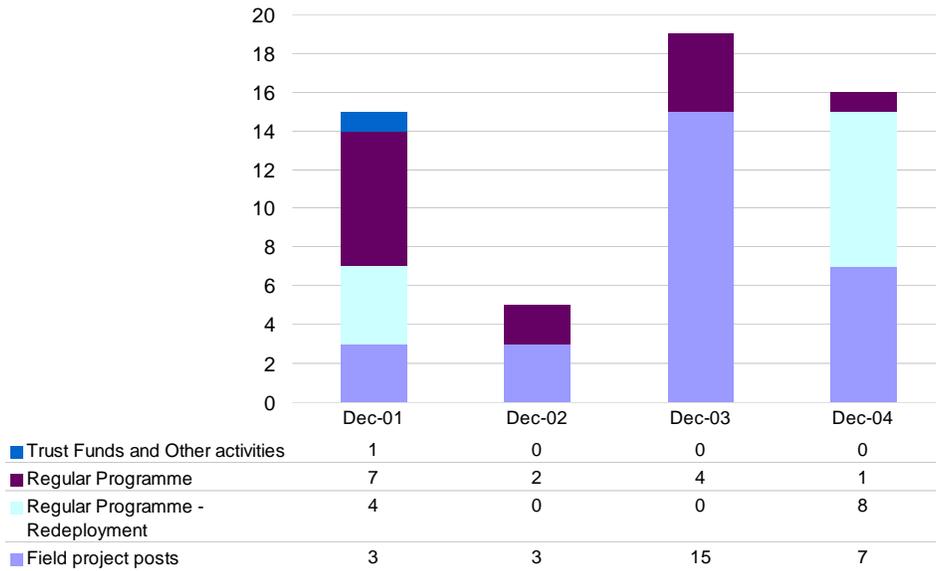


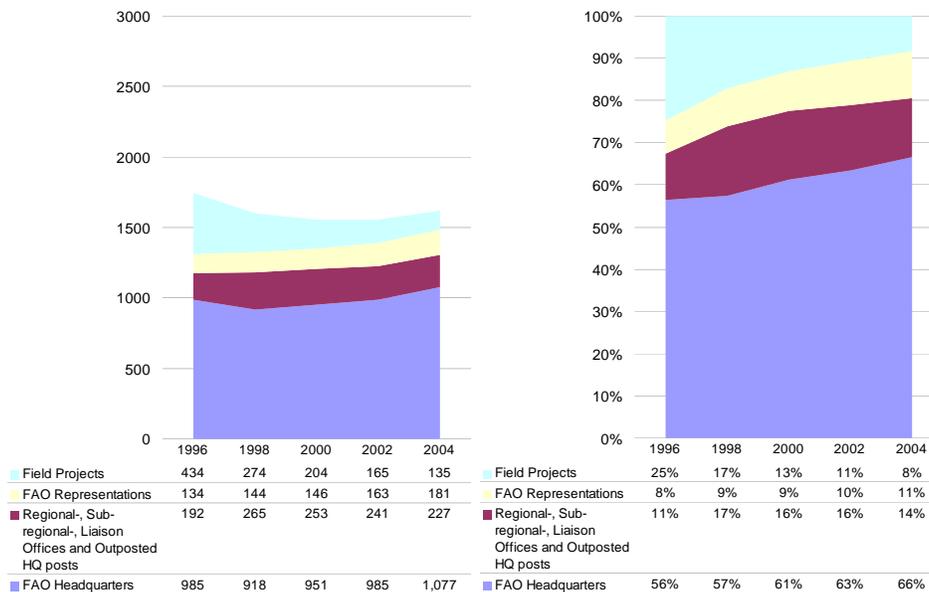
Table 3
Temporary posts with a duration of less than one year
With staff on continuing or fixed-term appointments
By type of funding

| Funding | Actual posts | | | |
|---|--------------|-----------|-----------|-----------|
| | Dec-01 | Dec-02 | Dec-03 | Dec-04 |
| Professional and above, APO, NPO | | | | |
| Field project posts | 1 | 1 | 1 | 4 |
| APO | 2 | 1 | 0 | 0 |
| Regular Programme - Redeployment | 6 | 0 | 0 | 2 |
| Regular Programme | 8 | 10 | 11 | 5 |
| Trust Funds and Other activities | 1 | 4 | 1 | 1 |
| Total Professional | 18 | 16 | 13 | 12 |
| General Service | | | | |
| Field project posts | 3 | 3 | 15 | 7 |
| Regular Programme - Redeployment | 4 | 0 | 0 | 8 |
| Regular Programme | 7 | 2 | 4 | 1 |
| Trust Funds and Other activities | 1 | 0 | 0 | 0 |
| Total General Service | 15 | 5 | 19 | 16 |
| General Service & Professional | | | | |
| Field project posts | 4 | 4 | 16 | 11 |
| APO | 2 | 1 | 0 | 0 |
| Regular Programme - Redeployment | 10 | 0 | 0 | 10 |
| Regular Programme | 15 | 12 | 15 | 6 |
| Trust Funds and Other activities | 2 | 4 | 1 | 1 |
| Grand Total | 33 | 21 | 32 | 28 |

Demographics section

Chart 4 Evolution of staff
Continuing or fixed-term appointments
as at 31 December

Professional and above, APO, NPO



General Service

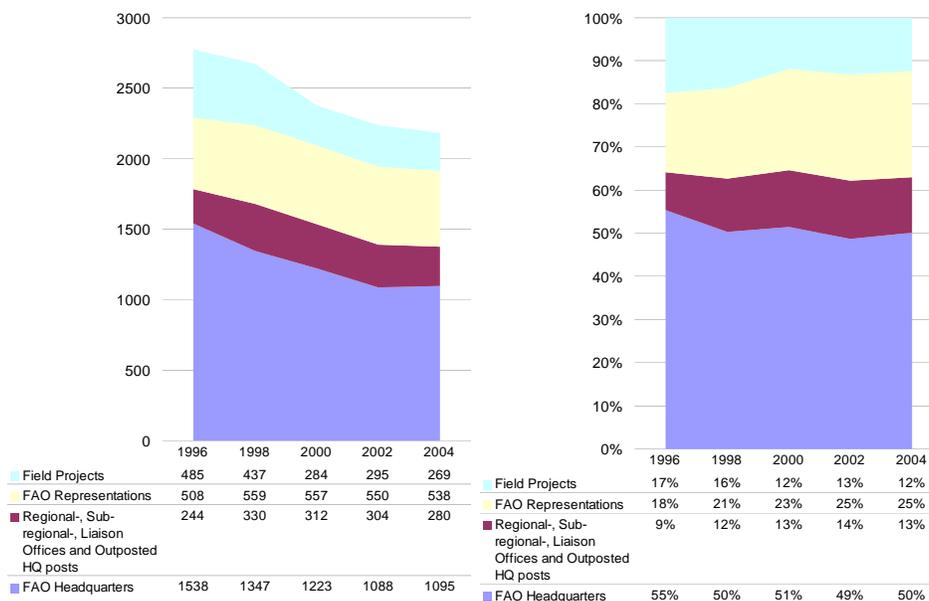


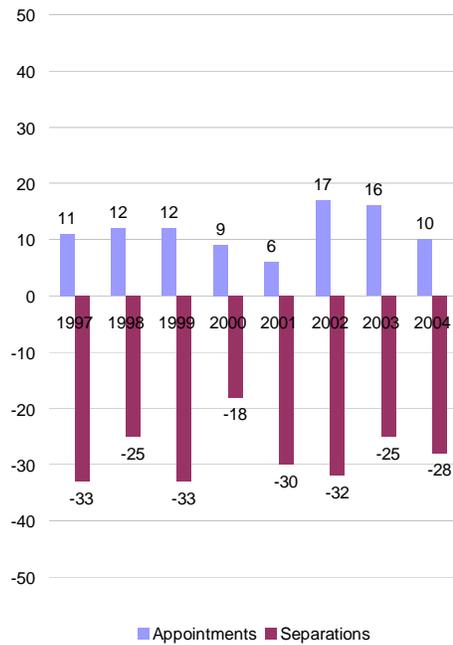
Table 4
Evolution of staff
Continuing or fixed-term appointments
as at 31 December

| | 1996 | 1998 | 2000 | 2002 | 2004 |
|---|--------------|--------------|--------------|--------------|--------------|
| FAO Headquarters | | | | | |
| Professional and above, APO, NPO | 985 | 918 | 951 | 985 | 1,077 |
| General Service | 1,538 | 1,347 | 1,223 | 1,088 | 1,095 |
| Sub-total | 2,523 | 2,265 | 2,174 | 2,073 | 2,172 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | |
| Professional and above, APO, NPO | 192 | 265 | 253 | 241 | 227 |
| General Service | 244 | 330 | 312 | 304 | 280 |
| Sub-total | 436 | 595 | 565 | 545 | 507 |
| FAO Representations | | | | | |
| Professional and above, APO, NPO | 134 | 144 | 146 | 163 | 181 |
| General Service | 508 | 559 | 557 | 550 | 538 |
| Sub-total | 642 | 703 | 703 | 713 | 719 |
| Field Projects | | | | | |
| Professional and above, APO, NPO | 434 | 274 | 204 | 165 | 135 |
| General Service | 485 | 437 | 284 | 295 | 269 |
| Sub-total | 919 | 711 | 488 | 460 | 404 |
| All Locations | | | | | |
| Professional and above, APO, NPO | 1,745 | 1,601 | 1,554 | 1,554 | 1,620 |
| General Service | 2,775 | 2,673 | 2,376 | 2,237 | 2,182 |
| Grand Total | 4,520 | 4,274 | 3,930 | 3,791 | 3,802 |
| Distribution of staff by location in % of total | | | | | |
| FAO Headquarters | | | | | |
| Professional and above, APO, NPO | 56.4% | 57.3% | 61.2% | 63.4% | 66.5% |
| General Service | 55.4% | 50.4% | 51.5% | 48.6% | 50.2% |
| Sub-total | 55.8% | 53.0% | 55.3% | 54.7% | 57.1% |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | |
| Professional and above, APO, NPO | 11.0% | 16.6% | 16.3% | 15.5% | 14.0% |
| General Service | 8.8% | 12.3% | 13.1% | 13.6% | 12.8% |
| Sub-total | 9.6% | 13.9% | 14.4% | 14.4% | 13.3% |
| FAO Representations | | | | | |
| Professional and above, APO, NPO | 7.7% | 9.0% | 9.4% | 10.5% | 11.2% |
| General Service | 18.3% | 20.9% | 23.4% | 24.6% | 24.7% |
| Sub-total | 14.2% | 16.4% | 17.9% | 18.8% | 18.9% |
| Field Projects | | | | | |
| Professional and above, APO, NPO | 24.9% | 17.1% | 13.1% | 10.6% | 8.3% |
| General Service | 17.5% | 16.3% | 12.0% | 13.2% | 12.3% |
| Sub-total | 20.3% | 16.6% | 12.4% | 12.1% | 10.6% |

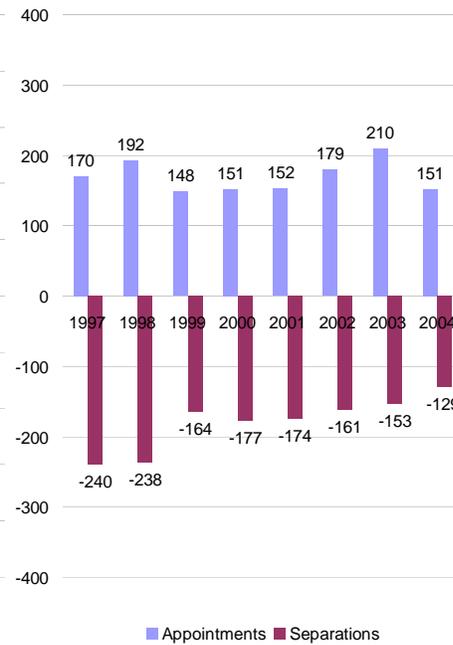
Chart 5 Staff turnover

All Locations

Senior Levels (D-1 to DDG)

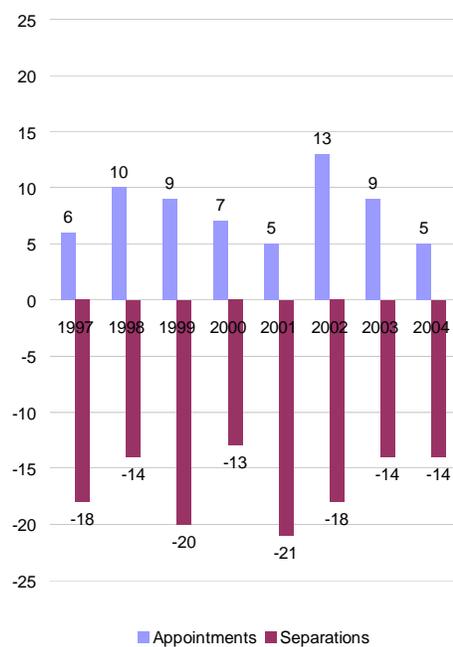


Professionals (P-1 to P-5, APO, NPO)



FAO Headquarters

Senior Levels (D-1 to DDG)



Professionals (P-1 to P-5, APO, NPO)

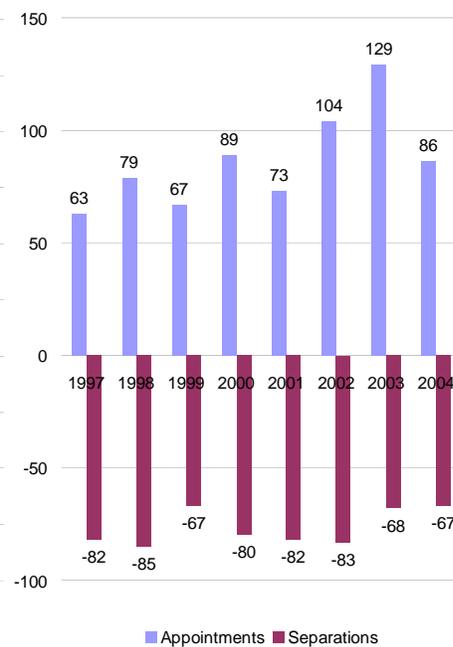


Table 5
Staff turnover

| Appointments | | | | | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------------|
| | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | Grand Total |
| FAO Headquarters | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 6 | 10 | 9 | 7 | 5 | 13 | 9 | 5 | 64 |
| Professionals (P-1 to P-5, APO, NPO) | 63 | 79 | 67 | 89 | 73 | 104 | 129 | 86 | 690 |
| Sub-total | 69 | 89 | 76 | 96 | 78 | 117 | 138 | 91 | 754 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 4 | 1 | 2 | 1 | 0 | 1 | 4 | 1 | 14 |
| Professionals (P-1 to P-5, APO, NPO) | 17 | 38 | 28 | 15 | 22 | 20 | 15 | 11 | 166 |
| Sub-total | 21 | 39 | 30 | 16 | 22 | 21 | 19 | 12 | 180 |
| FAO Representations | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 0 | 0 | 1 | 1 | 1 | 1 | 3 | 3 | 10 |
| Professionals (P-1 to P-5, APO, NPO) | 20 | 20 | 18 | 11 | 16 | 14 | 24 | 17 | 140 |
| Sub-total | 20 | 20 | 19 | 12 | 17 | 15 | 27 | 20 | 150 |
| Field Projects | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 1 | 5 |
| Professionals (P-1 to P-5, APO, NPO) | 70 | 55 | 35 | 36 | 41 | 41 | 42 | 37 | 357 |
| Sub-total | 71 | 56 | 35 | 36 | 41 | 43 | 42 | 38 | 362 |
| All Locations | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 11 | 12 | 12 | 9 | 6 | 17 | 16 | 10 | 93 |
| Professionals (P-1 to P-5, APO, NPO) | 170 | 192 | 148 | 151 | 152 | 179 | 210 | 151 | 1,353 |
| Grand Total | 181 | 204 | 160 | 160 | 158 | 196 | 226 | 161 | 1,446 |

Table 5
Staff turnover

| Separations | | | | | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------------|
| | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | Grand Total |
| FAO Headquarters | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 18 | 14 | 20 | 13 | 21 | 18 | 14 | 14 | 132 |
| Professionals (P-1 to P-5, APO, NPO) | 82 | 85 | 67 | 80 | 82 | 83 | 68 | 67 | 614 |
| Sub-total | 100 | 99 | 87 | 93 | 103 | 101 | 82 | 81 | 746 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 1 | 3 | 4 | 0 | 2 | 6 | 3 | 3 | 22 |
| Professionals (P-1 to P-5, APO, NPO) | 18 | 17 | 19 | 29 | 22 | 21 | 18 | 15 | 159 |
| Sub-total | 19 | 20 | 23 | 29 | 24 | 27 | 21 | 18 | 181 |
| FAO Representations | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 4 | 6 | 5 | 1 | 6 | 4 | 6 | 8 | 40 |
| Professionals (P-1 to P-5, APO, NPO) | 10 | 14 | 10 | 10 | 10 | 8 | 14 | 7 | 83 |
| Sub-total | 14 | 20 | 15 | 11 | 16 | 12 | 20 | 15 | 123 |
| Field Projects | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 10 | 2 | 4 | 4 | 1 | 4 | 2 | 3 | 30 |
| Professionals (P-1 to P-5, APO, NPO) | 130 | 122 | 68 | 58 | 60 | 49 | 53 | 40 | 580 |
| Sub-total | 140 | 124 | 72 | 62 | 61 | 53 | 55 | 43 | 610 |
| All Locations | | | | | | | | | |
| Senior Levels (D-1 to DDG) | 33 | 25 | 33 | 18 | 30 | 32 | 25 | 28 | 224 |
| Professionals (P-1 to P-5, APO, NPO) | 240 | 238 | 164 | 177 | 174 | 161 | 153 | 129 | 1,436 |
| Grand Total | 273 | 263 | 197 | 195 | 204 | 193 | 178 | 157 | 1,660 |

Chart 6a Number of staff by location and gender
as at 31 December
Professional and above, APO, NPO

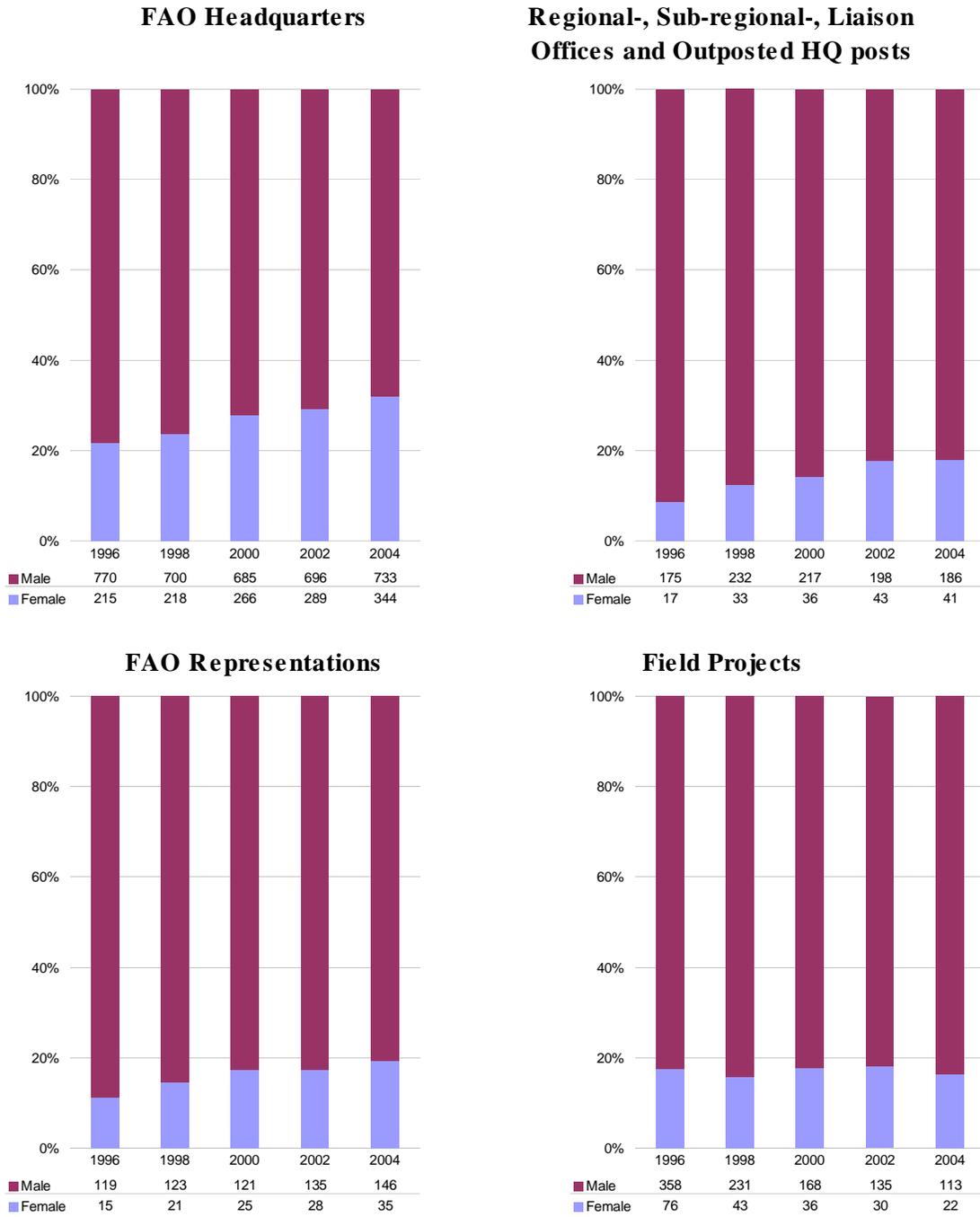
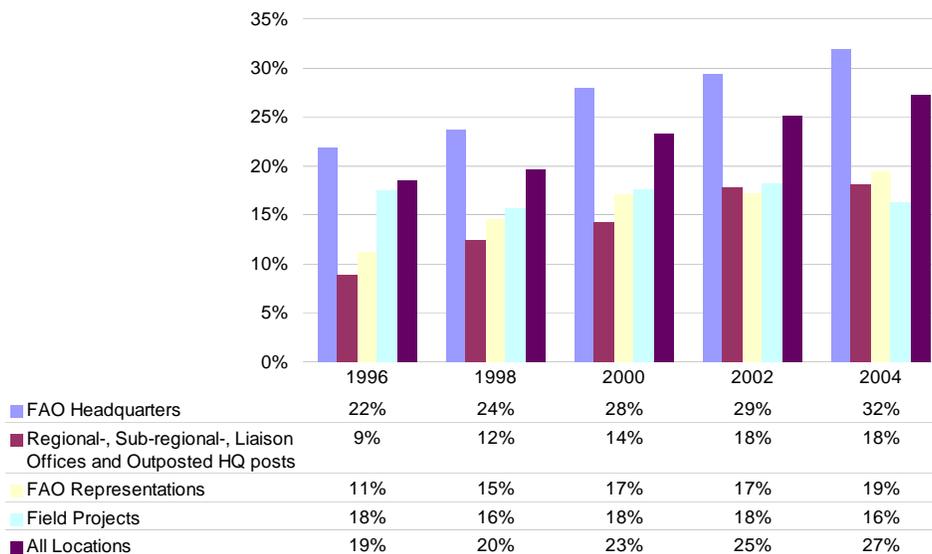


Chart 6b Percentage of Female staff by location as at 31 December

Professional and above, APO, NPO



General Service

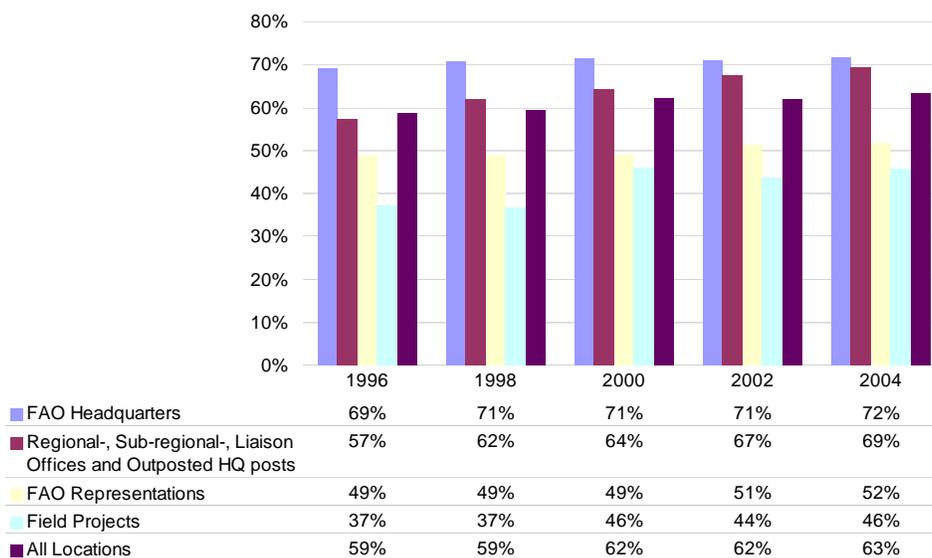


Table 6
Number of staff by location and gender
Continuing or Fixed-term appointments
as at 31 December

| Professional and above, APO, NPO | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|
| | 1996 | 1998 | 2000 | 2002 | 2004 |
| FAO Headquarters | | | | | |
| Female | 215 | 218 | 266 | 289 | 344 |
| Male | 770 | 700 | 685 | 696 | 733 |
| Sub-total | 985 | 918 | 951 | 985 | 1,077 |
| % Female | 22% | 24% | 28% | 29% | 32% |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | |
| Female | 17 | 33 | 36 | 43 | 41 |
| Male | 175 | 232 | 217 | 198 | 186 |
| Sub-total | 192 | 265 | 253 | 241 | 227 |
| % Female | 9% | 12% | 14% | 18% | 18% |
| FAO Representations | | | | | |
| Female | 15 | 21 | 25 | 28 | 35 |
| Male | 119 | 123 | 121 | 135 | 146 |
| Sub-total | 134 | 144 | 146 | 163 | 181 |
| % Female | 11% | 15% | 17% | 17% | 19% |
| Field Projects | | | | | |
| Female | 76 | 43 | 36 | 30 | 22 |
| Male | 358 | 231 | 168 | 135 | 113 |
| Sub-total | 434 | 274 | 204 | 165 | 135 |
| % Female | 18% | 16% | 18% | 18% | 16% |
| All Locations | | | | | |
| Female | 323 | 315 | 363 | 390 | 442 |
| Male | 1,422 | 1,286 | 1,191 | 1,164 | 1,178 |
| Sub-total | 1,745 | 1,601 | 1,554 | 1,554 | 1,620 |
| % Female | 19% | 20% | 23% | 25% | 27% |
| General Service | | | | | |
| All Locations | | | | | |
| Female | 1,633 | 1,590 | 1,476 | 1,387 | 1,381 |
| Male | 1,142 | 1,083 | 900 | 850 | 801 |
| Sub-total | 2,775 | 2,673 | 2,376 | 2,237 | 2,182 |
| % Female | 59% | 59% | 62% | 62% | 63% |

**Chart 7 Average Age and Length of service
Professional & above, excluding APO and NPO
Headquarters and Decentralised Offices**

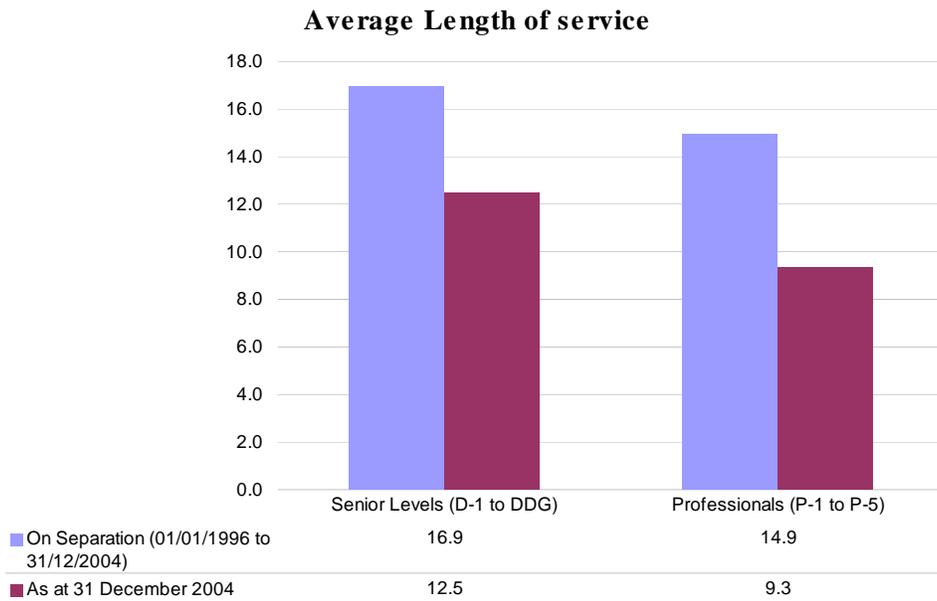
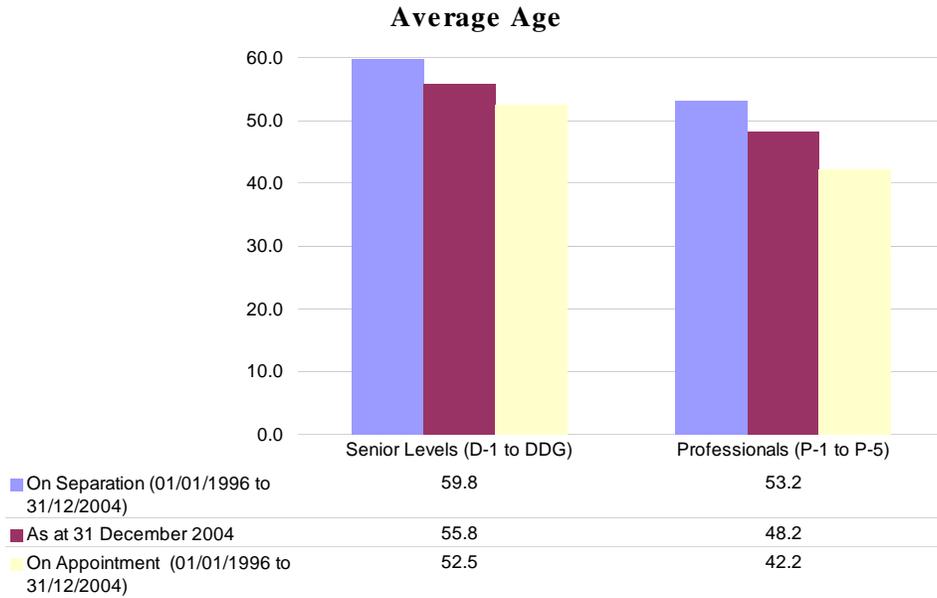
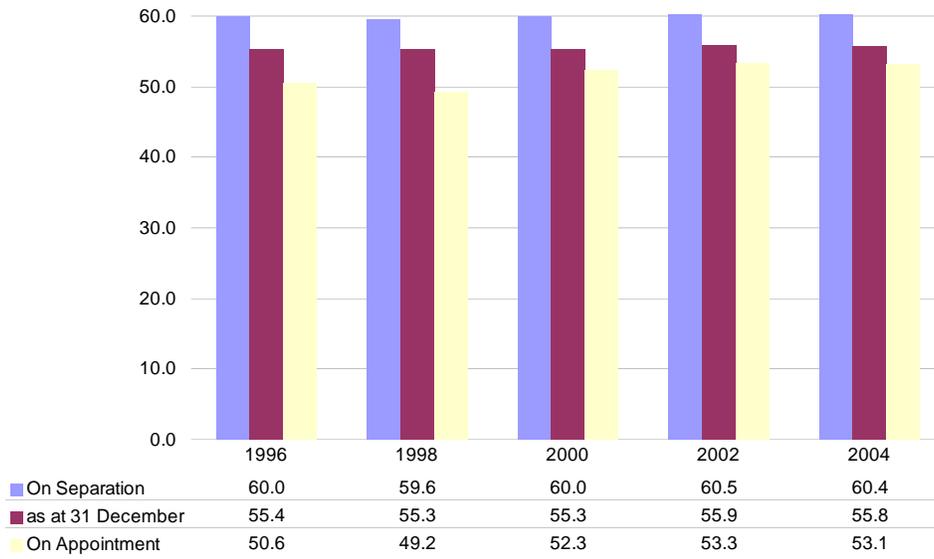


Table 7
Average Age and Length of service
Professional & above, excluding APO and NPO
Headquarters and Decentralised Offices

| | Count | Age | | | Length of service | | |
|---|-------|---------|------|------|-------------------|------|-----|
| | | Average | Max | Min | Average | Max | Min |
| As at 31 December 2004 | | | | | | | |
| FAO Headquarters | | | | | | | |
| Senior Levels (D-1 to DDG) | 143 | 55.5 | 70.3 | 42.1 | 12.9 | 35.4 | 0.0 |
| Professionals (P-1 to P-5) | 870 | 47.1 | 63.1 | 27.9 | 9.4 | 38.8 | 0.0 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | | | |
| Senior Levels (D-1 to DDG) | 17 | 55.0 | 59.7 | 50.4 | 8.8 | 26.6 | 0.9 |
| Professionals (P-1 to P-5) | 202 | 51.7 | 62.0 | 34.0 | 9.9 | 39.1 | 0.0 |
| FAO Representations | | | | | | | |
| Senior Levels (D-1 to DDG) | 27 | 57.6 | 62.0 | 49.8 | 12.6 | 31.7 | 0.2 |
| Professionals (P-1 to P-5) | 51 | 53.5 | 61.3 | 38.8 | 7.1 | 25.8 | 0.6 |
| Headquarters and Decentralised Offices | | | | | | | |
| Senior Levels (D-1 to DDG) | 187 | 55.8 | 70.3 | 42.1 | 12.5 | 35.4 | 0.0 |
| Professionals (P-1 to P-5) | 1123 | 48.2 | 63.1 | 27.9 | 9.3 | 39.1 | 0.0 |
| On Separation (01/01/1996 to 31/12/2004) | | | | | | | |
| FAO Headquarters | | | | | | | |
| Senior Levels (D-1 to DDG) | 134 | 59.3 | 68.1 | 45.7 | 18.1 | 40.0 | 1.9 |
| Professionals (P-1 to P-5) | 486 | 52.0 | 62.5 | 28.4 | 14.7 | 43.3 | 0.5 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | | | |
| Senior Levels (D-1 to DDG) | 23 | 60.0 | 62.6 | 44.8 | 13.6 | 35.6 | 1.0 |
| Professionals (P-1 to P-5) | 122 | 56.6 | 62.8 | 32.5 | 16.0 | 40.7 | 0.3 |
| FAO Representations | | | | | | | |
| Senior Levels (D-1 to DDG) | 40 | 61.2 | 62.1 | 54.4 | 14.9 | 32.8 | 1.4 |
| Professionals (P-1 to P-5) | 25 | 58.1 | 62.0 | 43.8 | 13.7 | 35.7 | 2.0 |
| Headquarters and Decentralised Offices | | | | | | | |
| Senior Levels (D-1 to DDG) | 197 | 59.8 | 68.1 | 44.8 | 16.9 | 40.0 | 1.0 |
| Professionals (P-1 to P-5) | 633 | 53.2 | 62.8 | 28.4 | 14.9 | 43.3 | 0.3 |
| On Appointment (01/01/1996 to 31/12/2004) | | | | | | | |
| FAO Headquarters | | | | | | | |
| Senior Levels (D-1 to DDG) | 64 | 51.9 | 68.5 | 41.0 | | | |
| Professionals (P-1 to P-5) | 514 | 40.8 | 61.3 | 26.6 | | | |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | | | |
| Senior Levels (D-1 to DDG) | 14 | 53.3 | 60.5 | 42.6 | | | |
| Professionals (P-1 to P-5) | 120 | 45.4 | 58.9 | 27.2 | | | |
| FAO Representations | | | | | | | |
| Senior Levels (D-1 to DDG) | 10 | 54.7 | 60.6 | 48.3 | | | |
| Professionals (P-1 to P-5) | 45 | 49.5 | 59.9 | 31.3 | | | |
| Headquarters and Decentralised Offices | | | | | | | |
| Senior Levels (D-1 to DDG) | 88 | 52.5 | 68.5 | 41.0 | | | |
| Professionals (P-1 to P-5) | 679 | 42.2 | 61.3 | 26.6 | | | |

Chart 8 Average Age - Trend
Headquarters and Decentralized Offices

Senior Levels (D-1 to DDG)



Professionals (P-1 to P-5)

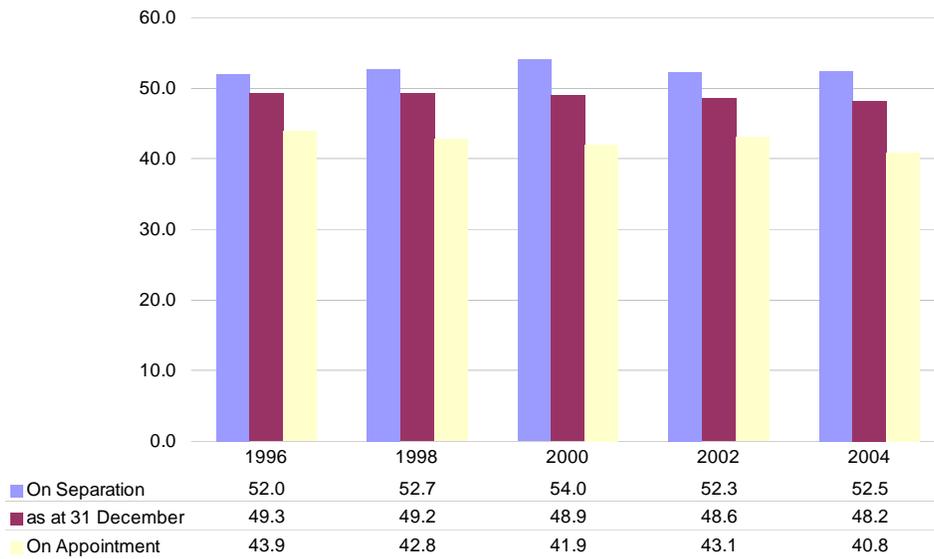
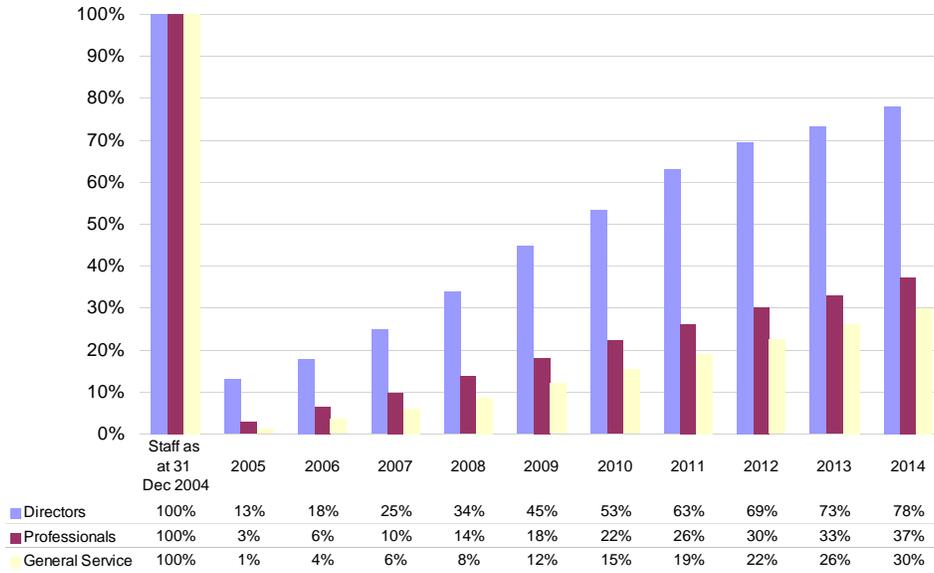


Table 8
Average Age - Trend
Professional & above, excluding APO
Headquarters and Decentralised Offices
Continuing or fixed-term appointments

| | 1996 | 1998 | 2000 | 2002 | 2004 |
|---|------|------|------|------|------|
| as at 31 December | | | | | |
| FAO Headquarters | | | | | |
| Senior Levels (D-1 to DDG) | 55.5 | 55.3 | 55.0 | 55.4 | 55.5 |
| Professionals (P-1 to P-5) | 48.6 | 48.6 | 48.1 | 47.7 | 47.1 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | |
| Senior Levels (D-1 to DDG) | 54.6 | 55.4 | 55.4 | 56.1 | 55.0 |
| Professionals (P-1 to P-5) | 52.4 | 50.7 | 51.2 | 51.0 | 51.7 |
| FAO Representations | | | | | |
| Senior Levels (D-1 to DDG) | 55.3 | 55.6 | 56.7 | 57.5 | 57.6 |
| Professionals (P-1 to P-5) | 51.0 | 52.3 | 52.0 | 53.5 | 53.5 |
| Headquarters and Decentralized Offices | | | | | |
| Senior Levels (D-1 to DDG) | 55.4 | 55.3 | 55.3 | 55.9 | 55.8 |
| Professionals (P-1 to P-5) | 49.3 | 49.2 | 48.9 | 48.6 | 48.2 |
| On Separation | | | | | |
| FAO Headquarters | | | | | |
| Senior Levels (D-1 to DDG) | 59.2 | 59.2 | 59.9 | 59.7 | 60.0 |
| Professionals (P-1 to P-5) | 51.6 | 51.5 | 53.4 | 51.2 | 52.4 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | |
| Senior Levels (D-1 to DDG) | 62.2 | 57.4 | 0.0 | 61.7 | 62.0 |
| Professionals (P-1 to P-5) | 56.5 | 58.0 | 56.0 | 55.5 | 51.7 |
| FAO Representations | | | | | |
| Senior Levels (D-1 to DDG) | 61.5 | 61.8 | 60.8 | 62.0 | 60.7 |
| Professionals (P-1 to P-5) | 55.9 | 52.7 | 56.8 | 61.3 | 58.6 |
| Headquarters and Decentralized Offices | | | | | |
| Senior Levels (D-1 to DDG) | 60.0 | 59.6 | 60.0 | 60.5 | 60.4 |
| Professionals (P-1 to P-5) | 52.0 | 52.7 | 54.0 | 52.3 | 52.5 |
| On Appointment | | | | | |
| FAO Headquarters | | | | | |
| Senior Levels (D-1 to DDG) | 51.2 | 49.3 | 51.0 | 53.3 | 51.1 |
| Professionals (P-1 to P-5) | 43.0 | 42.3 | 40.4 | 41.8 | 39.7 |
| Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts | | | | | |
| Senior Levels (D-1 to DDG) | 50.1 | 48.3 | 59.6 | 54.6 | 56.8 |
| Professionals (P-1 to P-5) | 47.5 | 43.1 | 47.9 | 46.7 | 47.0 |
| FAO Representations | | | | | |
| Senior Levels (D-1 to DDG) | 47.7 | 0.0 | 54.4 | 52.2 | 55.3 |
| Professionals (P-1 to P-5) | 52.6 | 45.3 | 49.9 | 53.6 | 51.9 |
| Headquarters and Decentralized Offices | | | | | |
| Senior Levels (D-1 to DDG) | 50.6 | 49.2 | 52.3 | 53.3 | 53.1 |
| Professionals (P-1 to P-5) | 43.9 | 42.8 | 41.9 | 43.1 | 40.8 |

**Chart 9 Projection of staff retirements and separations
Headquarters and Decentralized Offices**

**Staff reaching the mandatory retirement age of 62 years
during the year**



**Staff reaching mandatory retirement or 55 or more years
of age with 25 or more years of service during the year**

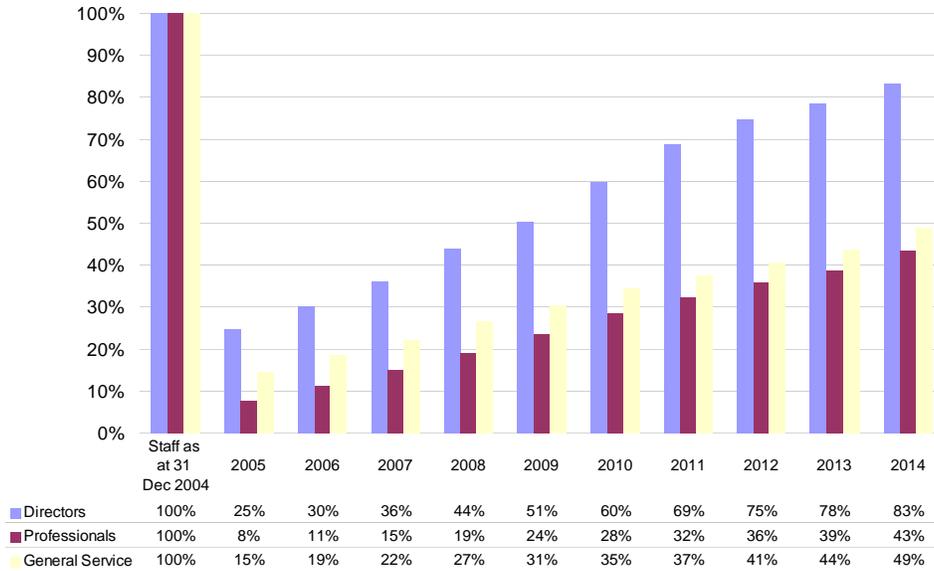


Table 9
Projection of staff retirements and separations
Headquarters and Decentralized Offices
Continuing or fixed-term appointments

| | Staff as at 31 Dec 2004 | Staff reaching the mandatory retirement age of 62 years during the year | | | | | | | | | |
|-----------------|-------------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
| Directors | 186 | 24 | 9 | 13 | 17 | 20 | 16 | 18 | 12 | 7 | 9 |
| Professionals | 1123 | 30 | 42 | 38 | 44 | 50 | 45 | 45 | 43 | 33 | 48 |
| General Service | 1913 | 24 | 43 | 46 | 49 | 70 | 60 | 73 | 65 | 69 | 71 |
| | | Cumulative | | | | | | | | | |
| Directors | | 24 | 33 | 46 | 63 | 83 | 99 | 117 | 129 | 136 | 145 |
| Professionals | | 30 | 72 | 110 | 154 | 204 | 249 | 294 | 337 | 370 | 418 |
| General Service | | 24 | 67 | 113 | 162 | 232 | 292 | 365 | 430 | 499 | 570 |
| | | Cumulative % from current number of staff | | | | | | | | | |
| Directors | | 12.9% | 17.7% | 24.7% | 33.9% | 44.6% | 53.2% | 62.9% | 69.4% | 73.1% | 78.0% |
| Professionals | | 2.7% | 6.4% | 9.8% | 13.7% | 18.2% | 22.2% | 26.2% | 30.0% | 32.9% | 37.2% |
| General Service | | 1.3% | 3.5% | 5.9% | 8.5% | 12.1% | 15.3% | 19.1% | 22.5% | 26.1% | 29.8% |

| | Staff as at 31 Dec 2004 | Staff reaching mandatory retirement or 55 or more years of age with 25 or more years of service during the year | | | | | | | | | |
|-----------------|-------------------------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
| Directors | 186 | 46 | 10 | 11 | 15 | 12 | 17 | 17 | 11 | 7 | 9 |
| Professionals | 1123 | 86 | 39 | 43 | 45 | 53 | 54 | 43 | 41 | 31 | 53 |
| General Service | 1913 | 281 | 74 | 70 | 86 | 75 | 74 | 56 | 61 | 60 | 97 |
| | | Cumulative | | | | | | | | | |
| Directors | | 46 | 56 | 67 | 82 | 94 | 111 | 128 | 139 | 146 | 155 |
| Professionals | | 86 | 125 | 168 | 213 | 266 | 320 | 363 | 404 | 435 | 488 |
| General Service | | 281 | 355 | 425 | 511 | 586 | 660 | 716 | 777 | 837 | 934 |
| | | Cumulative % from current number of staff | | | | | | | | | |
| Directors | | 24.7% | 30.1% | 36.0% | 44.1% | 50.5% | 59.7% | 68.8% | 74.7% | 78.5% | 83.3% |
| Professionals | | 7.7% | 11.1% | 15.0% | 19.0% | 23.7% | 28.5% | 32.3% | 36.0% | 38.7% | 43.5% |
| General Service | | 14.7% | 18.6% | 22.2% | 26.7% | 30.6% | 34.5% | 37.4% | 40.6% | 43.8% | 48.8% |

Table 10
Number of Short-term staff- and Non-staff Human Resources contracts issued, by location

| Category | 1 Jan to 31 December 2003 | | 1 Jan to 31 December 2004 | |
|--|---------------------------|----------------|---------------------------|----------------|
| | Number of contracts | Person years | Number of contracts | Person years |
| FAO Headquarters | | | | |
| Temporary Assistance Pool | 408 | 12.4 | 757 | 6.8 |
| Professional Conference staff | 1,002 | 9.2 | 790 | 5.8 |
| General Service Conference staff | 705 | 10.5 | 482 | 7.8 |
| Professional & above | 65 | 40.6 | 36 | 17.8 |
| Consultant Without Compensation | 26 | 12.2 | 22 | 8.3 |
| Regular Consultant | 436 | 121.1 | 429 | 128.3 |
| Editorial Services Subscriber | 680 | 61.1 | 578 | 48.2 |
| National Subscriber | 10 | 5.0 | 10 | 3.0 |
| Subscriber | 971 | 300.7 | 789 | 273.6 |
| Subscriber with Lending Employer | 48 | 13.0 | 32 | 11.3 |
| Translation Services Subscriber | 453 | 16.6 | 453 | 13.7 |
| Sub-total HQ | 4,804 | 602.4 | 4,378 | 524.5 |
| Outside Headquarters (including Field Projects) | | | | |
| Professional & above | 8 | 4.4 | 6 | 2.7 |
| General Service | 51 | 29.1 | 39 | 21.7 |
| Consultant When Actually Employed | 1 | 0.1 | 0 | 0.0 |
| Consultant Without Compensation | 26 | 3.6 | 9 | 1.7 |
| Regular Consultant | 1,805 | 275.9 | 1,699 | 242.2 |
| Author's Contract | 1 | 0.1 | 0 | 0.0 |
| Special Service Agreement | 2 | 0.3 | 0 | 0.0 |
| Editorial Services Subscriber | 992 | 146.0 | 781 | 115.9 |
| National Subscriber | 1,144 | 478.4 | 1,229 | 469.2 |
| Subscriber | 990 | 313.5 | 998 | 248.8 |
| Subscriber with Lending Employer | 114 | 13.9 | 129 | 15.8 |
| Translation Services Subscriber | 391 | 25.5 | 381 | 20.5 |
| Sub-total Outside Headquarters | 5,525 | 1,290.7 | 5,271 | 1,138.5 |
| Grand total | 10,329 | 1,893.1 | 9,649 | 1,663.0 |

| National of | DDG | | ADG | | D-2 | | D-1 | | DIR | | | P-5 | | P-4 | | P-3 | | P-2 | | P-1 | | PROF | | | NPO | | APO | | G-7 | | G-6 | | G-5 | | G-4 | | G-3 | | G-2 | | G-1 | | GS | | | Total | | |
|----------------------|-----|---|-----|---|-----|---|-----|----|-----|----|----|-----|----|-----|----|-----|----|-----|----|-----|----|------|----|-----|-----|----|-----|---|-----|----|-----|----|-----|----|-----|----|-----|----|-----|-----|-----|-----|-----|-----|-----|-------|-----|-----|
| | F | M | F | M | F | M | F | M | F | M | T | F | M | F | M | F | M | F | M | F | M | F | M | F | M | T | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | T | F | M | T |
| AFRICA Total | 0 | 0 | 0 | 1 | 2 | 6 | 0 | 19 | 2 | 26 | 28 | 7 | 41 | 1 | 31 | 6 | 17 | 4 | 5 | 0 | 0 | 18 | 94 | 112 | 7 | 36 | 2 | 5 | 5 | 4 | 27 | 22 | 56 | 11 | 71 | 18 | 32 | 36 | 9 | 67 | 1 | 7 | 201 | 165 | 366 | 230 | 326 | 556 |
| ASIA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| BANGLADESH | | | | | 1 | | | | 0 | 1 | 1 | 1 | | 1 | | | | | | | | 0 | 2 | 2 | 1 | | | | | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 3 | | | 4 | 9 | 13 | 4 | 13 | 17 | | | |
| BHUTAN | | | | | | | | | 0 | 0 | 0 | | | 1 | | | | | | | | 0 | 1 | 1 | 1 | | | | | | 1 | | | | | 1 | | | 2 | 1 | 3 | 2 | 3 | 5 | | | | |
| CAMBODIA | | | | | 1 | 1 | | | 1 | 1 | 2 | | | | | | | | | | | 0 | 0 | 0 | 2 | | | | | | | 1 | 1 | 2 | | | 2 | 2 | | | 3 | 5 | 8 | 4 | 8 | 12 | | |
| CHINA | | | 1 | | 1 | | 2 | | 0 | 4 | 4 | 1 | | 5 | 3 | 4 | 1 | | | | | 4 | 10 | 14 | 1 | | | | | | 1 | 1 | 3 | | | 1 | | | | 4 | 2 | 6 | 8 | 17 | 25 | | | |
| DEMOCRATIC P R KOREA | | | | | | | | | 0 | 0 | 0 | | | 1 | | | | | | | | 0 | 1 | 1 | 1 | | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 2 | 2 | | | | |
| INDIA | | | | | 2 | 1 | 2 | | 1 | 4 | 5 | 3 | | 3 | | | 1 | 2 | | | | 3 | 6 | 9 | 1 | | | | 2 | 1 | 1 | 2 | 3 | | 4 | | 2 | | 3 | 12 | 15 | 7 | 23 | 30 | | | | |
| INDONESIA | | | | | | | 1 | | 0 | 1 | 1 | | | | | | | | | | | 0 | 0 | 0 | 1 | | | | 1 | 2 | 3 | | | | 1 | | | | 6 | 1 | 7 | 6 | 3 | 9 | | | | |
| JAPAN | | | 1 | | 2 | 1 | 4 | | 1 | 7 | 8 | 1 | 1 | 14 | 3 | 4 | 4 | 2 | | | | 8 | 21 | 29 | 6 | 5 | | | | | 1 | | | | 1 | | | | 2 | 0 | 2 | 17 | 33 | 50 | | | | |
| KAZAKHSTAN | | | | | | | | | 0 | 0 | 0 | | | 1 | | | | | | | | 1 | 0 | 1 | | | | | | | | | | | | | | | 0 | 0 | 0 | 1 | 0 | 1 | | | | |
| KOREA REPUBLIC OF | | | | | | | | | 0 | 0 | 0 | 1 | | 1 | | | 1 | | | | | 1 | 3 | 4 | | | 2 | | | | | | | | | | | | 0 | 0 | 0 | 1 | 5 | 6 | | | | |
| LAOS | | | | | | | | | 0 | 0 | 0 | | | | | | | | | | | 0 | 0 | 0 | 1 | | | | | | 1 | | 1 | | | | 3 | 1 | | | 2 | 6 | 8 | 3 | 6 | 9 | | |
| MALAYSIA | | | | | 1 | | | | 0 | 1 | 1 | | | 2 | | | | | | | | 0 | 2 | 2 | | | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 3 | 3 | | | | |
| MYANMAR | | | | | 1 | | | | 0 | 1 | 1 | | | | | | | | | | | 0 | 0 | 0 | 1 | | | | | | 1 | | 1 | | 1 | 2 | | 2 | 4 | 5 | 9 | 4 | 7 | 11 | | | | |
| NEPAL | | | | | | | | | 0 | 0 | 0 | 1 | | 1 | | | | | | | | 0 | 2 | 2 | 1 | | | | | | 1 | | 1 | 1 | 1 | 1 | 2 | | 4 | 4 | 8 | 4 | 7 | 11 | | | | |
| PAKISTAN | | | 1 | | | | 2 | | 0 | 3 | 3 | | | | | | | | | | | 0 | 0 | 0 | 1 | | | | | | 1 | | 2 | | 1 | 2 | | | 1 | 8 | 9 | 1 | 12 | 13 | | | | |
| PHILIPPINES | | | | | | | | | 0 | 0 | 0 | 1 | 3 | 3 | 1 | | 1 | | | | | 5 | 4 | 9 | 1 | | | | 2 | 5 | 4 | | 3 | | 3 | 2 | 1 | 2 | 18 | 4 | 22 | 23 | 9 | 32 | | | | |
| SRI LANKA | | | | | | | | | 0 | 0 | 0 | | | 2 | | | | | | | | 0 | 2 | 2 | 1 | | | | | | | | | | | | | | 5 | 8 | 13 | 5 | 11 | 16 | | | | |
| THAILAND | | | | | 1 | | | | 0 | 1 | 1 | | | | | | | | | | | 0 | 0 | 0 | | | | | 2 | 5 | 7 | 2 | 15 | 1 | 15 | 1 | 6 | 5 | 2 | 5 | 5 | 47 | 24 | 71 | 47 | 25 | | |
| VIET NAM | | | | | | | | | 0 | 0 | 0 | 1 | | 1 | | | | | | | | 1 | 1 | 2 | 1 | | 1 | | 1 | | 2 | 1 | 4 | 1 | 1 | 1 | | | 5 | 6 | 11 | 7 | 7 | 14 | | | | |
| ASIA Total | 0 | 0 | 0 | 3 | 0 | 7 | 3 | 14 | 3 | 24 | 27 | 1 | 11 | 4 | 32 | 9 | 9 | 7 | 3 | 2 | 0 | 23 | 55 | 78 | 1 | 13 | 7 | 7 | 4 | 7 | 20 | 8 | 31 | 11 | 35 | 15 | 13 | 21 | 6 | 26 | 1 | 7 | 110 | 95 | 205 | 144 | 194 | 338 |
| EUROPE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ALBANIA | | | | | | | | | 0 | 0 | 0 | | | 2 | | | | | | | | 2 | 0 | 2 | | | | | | | 1 | | | | | | 0 | 1 | 1 | 2 | 1 | 3 | | | | | | |
| ARMENIA | | | | | | | | | 0 | 0 | 0 | | | | | | | | | | | 0 | 0 | 0 | 1 | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| AUSTRIA | | | | | | | | | 0 | 0 | 0 | 1 | | 2 | | 1 | | 1 | | | | 1 | 4 | 5 | | | | | | | | | 1 | | | | 1 | 0 | 1 | 2 | 4 | 6 | | | | | | |
| AZERBAIJAN | | | | | | | | | 0 | 0 | 0 | | | | | 1 | | | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| BELGIUM | | | | | 1 | | 1 | | 0 | 2 | 2 | 9 | 3 | 9 | 4 | 1 | | 1 | | | | 7 | 20 | 27 | | | | | 1 | | 1 | | 3 | | 2 | | 6 | 1 | 7 | 13 | 23 | 36 | | | | | | |
| BOSNIA/HERZEGOVINA | | | | | | | | | 0 | 0 | 0 | | | | | 1 | | | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| BULGARIA | | | | | | | | | 0 | 0 | 0 | | | | | 1 | 1 | | | | | 1 | 1 | 2 | | | | | | | | | | | | | 0 | 0 | 0 | 1 | 1 | 2 | | | | | | |
| CROATIA | | | | | | | | | 0 | 0 | 0 | | | 1 | | 1 | | | | | | 0 | 2 | 2 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 2 | 2 | | | | | | |
| CYPRUS | | | | | | | | | 0 | 0 | 0 | | | | | | | | | | | 0 | 0 | 0 | | | | | | | | | 1 | | | | 1 | 0 | 1 | 1 | 0 | 1 | | | | | | |
| CZECH REPUBLIC THE | | | | | | | | | 0 | 0 | 0 | | | | | 1 | 1 | | 2 | | | 1 | 3 | 4 | | | | | | | | | 1 | | | | 1 | 0 | 1 | 2 | 3 | 5 | | | | | | |
| DENMARK | | | | | 1 | | | | 0 | 1 | 1 | 1 | 1 | 3 | 2 | | 2 | | | | | 4 | 5 | 9 | | | | | | | | | | | | | 0 | 0 | 0 | 4 | 6 | 10 | | | | | | |
| FINLAND | | | | | | | 1 | 1 | 1 | 1 | 2 | 1 | | 1 | | 1 | 2 | | 1 | | | 3 | 3 | 6 | 3 | | | | 1 | 1 | | | | | 1 | | 1 | 2 | 3 | 8 | 6 | 14 | | | | | | |
| FRANCE | | | 2 | | 2 | | 7 | | 0 | 11 | 11 | 6 | 17 | 15 | 30 | 11 | 12 | 4 | 2 | | | 36 | 61 | 97 | 3 | 3 | 3 | | 8 | 1 | 28 | 1 | 31 | | 12 | 1 | 1 | 1 | 83 | 4 | 87 | 122 | 79 | 201 | | | | |
| GEORGIA | | | | | | | | | 0 | 0 | 0 | | | | | 1 | | | | | | 1 | 0 | 1 | 1 | | | | | | | | | | | | 0 | 0 | 0 | 1 | 1 | 2 | | | | | | |
| GERMANY | | | 1 | 1 | 3 | 2 | 5 | | 3 | 9 | 12 | 4 | 10 | 6 | 25 | 9 | 18 | 3 | | | 22 | 53 | 75 | 7 | 3 | | | 3 | | 1 | | | | 1 | | 5 | 0 | 5 | 37 | 65 | 102 | | | | | | | |
| GREECE | | | | | 1 | | 1 | | 0 | 2 | 2 | 3 | | 1 | | 1 | | | | | | 0 | 5 | 5 | | | | | | | 1 | | 1 | | | | 2 | 1 | 3 | 2 | 8 | 10 | | | | | | |
| HUNGARY | | | | | | | 1 | | 0 | 1 | 1 | | | 1 | | 1 | | | | | | 0 | 2 | 2 | | | | | | | | | 1 | | 1 | 2 | 1 | | 3 | 2 | 5 | 3 | 5 | 8 | | | | |
| ICELAND | | | | | 1 | | | | 0 | 1 | 1 | | | 1 | | 1 | | | | | | 1 | 1 | 2 | | | | | | | | | | | | | 0 | 0 | 0 | 1 | 2 | 3 | | | | | | |
| IRELAND | | | | | | | 1 | | 0 | 1 | 1 | 1 | 1 | 3 | 3 | | 1 | | | | | 4 | 5 | 9 | | | 1 | 1 | 1 | | 4 | | 2 | | 4 | 1 | 1 | 13 | 1 | 14 | 17 | 8 | 25 | | | | | |
| ISRAEL | | | | | | | | | 0 | 0 | 0 | | | | | 1 | | | | | | 0 | 1 | 1 | | | | | | | | | 1 | | 1 | | 2 | 0 | 2 | 2 | 1 | 3 | | | | | | |
| ITALY | | | 1 | | 1 | 2 | 4 | | 2 | 6 | 8 | 8 | 20 | 7 | 23 | 19 | 23 | 14 | 13 | 1 | 2 | 49 | 81 | 130 | 2 | 7 | 11 | 4 | 40 | 22 | 108 | 42 | 126 | 66 | 66 | 61 | 21 | 36 | 372 | 231 | 603 | 425 | 325 | 750 | | | | |
| LITHUANIA | | | | | | | | | 0 | 0 | 0 | | | | | 1 | | | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| LUXEMBOURG | | | | | | | | | 0 | 0 | 0 | | | | | 1 | 1 | | | | | 1 | 1 | 2 | | | | | | | | | | | | | 0 | 0 | 0 | 1 | 1 | 2 | | | | | | |
| MAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| National of | DDG | | ADG | | D-2 | | D-1 | | DIR | | | P-5 | | P-4 | | P-3 | | P-2 | | P-1 | | PROF | | | NPO | | APO | | G-7 | | G-6 | | G-5 | | G-4 | | G-3 | | G-2 | | G-1 | | GS | | | Total | | | | |
|--|-----|---|-----|---|-----|----|-----|----|-----|----|----|-----|-----|-----|-----|-----|----|-----|----|-----|---|------|---|-----|-----|-----|-----|----|-----|----|-----|---|-----|----|-----|----|-----|----|-----|----|-----|----|-----|-----|-----|-------|-----|-----|-----|------|
| | F | M | F | M | F | M | F | M | F | M | T | F | M | F | M | F | M | F | M | F | M | F | M | F | M | T | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | T | F | M | T | | |
| SWEDEN | | | | | 1 | | | 2 | 1 | 2 | 3 | 1 | 1 | 2 | 5 | | 2 | | | | | | | 3 | 8 | 11 | | | 3 | 1 | | | | | 1 | | | | | | | | 1 | 0 | 1 | 8 | 11 | 19 | | |
| SWITZERLAND | | | | | 1 | | | | 0 | 1 | 1 | 2 | 3 | 4 | | | | 1 | | | | | | | 4 | 6 | 10 | | | | | | | 1 | 1 | 1 | | | | | | 1 | 2 | 3 | 5 | 9 | 14 | | | |
| TURKEY | | | | | 1 | | 1 | | 0 | 2 | 2 | 1 | | | | | | | | | | | | 0 | 1 | 1 | 1 | | | | 2 | 1 | | | 1 | 1 | 1 | | | | 4 | 2 | 6 | 5 | 5 | 10 | | | | |
| UNITED KINGDOM | | | | | 3 | 1 | 12 | 1 | 15 | 16 | | 4 | 30 | 11 | 29 | 5 | 6 | 6 | 5 | | | | | 26 | 70 | 96 | | | 5 | | 20 | 1 | 35 | 3 | 31 | 3 | 21 | 3 | 5 | 2 | 117 | 12 | 129 | 144 | 97 | 241 | | | | |
| EUROPE Total | 0 | 0 | 1 | 4 | 4 | 15 | 8 | 42 | 13 | 61 | 74 | 30 | 111 | 62 | 158 | 70 | 90 | 31 | 31 | 1 | 2 | | | 194 | 392 | 586 | 1 | 2 | 32 | 26 | 21 | 5 | 80 | 25 | 190 | 48 | 207 | 73 | 120 | 68 | 29 | 42 | 0 | 0 | 647 | 261 | 908 | 887 | 742 | 1629 |
| LATIN AMERICA & CARIBBEAN | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ARGENTINA | | | | | 1 | 2 | 3 | | 1 | 2 | 3 | 8 | | | 1 | 2 | | | | | | | 2 | 9 | 11 | | | | | | | 3 | 1 | 1 | 2 | 2 | 1 | | | | | 8 | 2 | 10 | 11 | 13 | 24 | | | |
| BAHAMAS | | | | | | | | | 0 | 0 | 0 | 1 | | | | 1 | 2 | | | | | | | 1 | 0 | 1 | | | | | | | | | | | | | | | 0 | 0 | 0 | 1 | 0 | 1 | | | | |
| BARBADOS | | | | | | | 1 | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 1 | | 1 | | 1 | | 2 | 3 | 3 | | 1 | 2 | | | 11 | 2 | 13 | 11 | 4 | 15 | | | | |
| BELIZE | | | | | | | | | 0 | 0 | 0 | 1 | 1 | 1 | | 1 | | | | | | | | 0 | 3 | 3 | | | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 3 | 3 | | | | |
| BOLIVIA | | | | | | | | | 0 | 0 | 0 | | | | | | | | 1 | | | | | 0 | 1 | 1 | 1 | 1 | 1 | | | | 1 | | 2 | | 1 | | | | 6 | 2 | 8 | 7 | 5 | 12 | | | | |
| BRAZIL | | | | | 2 | | 2 | | 2 | 6 | | 2 | 6 | 7 | 1 | 1 | | 1 | | | | | | 4 | 14 | 18 | 2 | | | | 2 | 4 | 1 | 2 | 1 | | | | 8 | 2 | 10 | 14 | 18 | 32 | | | | | | |
| CHILE | | | | | 1 | | 2 | | 0 | 3 | 3 | 1 | | | 1 | | | | | | | | | 0 | 2 | 2 | | | | | 2 | 2 | 12 | 10 | 3 | 8 | 6 | 3 | 2 | 32 | 16 | 48 | 32 | 21 | 53 | | | | | |
| COLOMBIA | | | 1 | | | | | | 1 | 0 | 1 | | | 3 | 1 | | | | | | | | | 1 | 3 | 4 | | | | | 2 | | 6 | 2 | 2 | | | | 8 | 4 | 12 | 10 | 8 | 18 | | | | | | |
| COSTA RICA | | | | | | | 1 | | 0 | 2 | 1 | 1 | | | | | 1 | | | | | | | 0 | 2 | 2 | 1 | | 1 | | | | | | | | 1 | 1 | 1 | | 1 | 2 | 3 | 1 | 6 | 7 | | | | |
| CUBA | | | | | | | | | 0 | 0 | 0 | 1 | 1 | 1 | | | | | | | | | | 2 | 1 | 3 | 1 | | | | 1 | | | | | | | | 0 | 1 | 1 | 3 | 2 | 5 | | | | | | |
| DOMINICA | | | | | | | | | 0 | 0 | 0 | 1 | 1 | | | | | | | | | | | 2 | 0 | 2 | | | | | | | | | | | | | 0 | 0 | 0 | 2 | 0 | 2 | | | | | | |
| DOMINICAN REPUBLIC | | | | | | | | | 0 | 0 | 0 | | 1 | 2 | | | | | | | | | | 1 | 2 | 3 | 1 | | 1 | | 1 | | | | 1 | | | | 2 | 1 | 3 | 3 | 4 | 7 | | | | | | |
| ECUADOR | | | | | | | | | 0 | 0 | 0 | 1 | | | | | | | | | | | | 0 | 1 | 1 | 1 | | | | | | 1 | | 1 | | 2 | | 1 | | 1 | 3 | 4 | 1 | 5 | 6 | | | | |
| EL SALVADOR | | | | | | | | | 0 | 0 | 0 | 2 | | | | | | | | | | | | 0 | 2 | 2 | 1 | | | | 1 | 1 | | | 1 | 1 | 1 | 1 | 1 | | 4 | 1 | 5 | 5 | 3 | 8 | | | | |
| GUATEMALA | | | | | | | | | 0 | 0 | 0 | | 2 | 2 | | | | | | | | | | 2 | 2 | 4 | | | | | | | 1 | | | | 1 | | 1 | 1 | 2 | 3 | 4 | 7 | | | | | | |
| GUYANA | | | | | | | | | 0 | 0 | 0 | 5 | | | 1 | | | | | | | | | 1 | 5 | 6 | | | | | | | | | | | | | 0 | 0 | 0 | 1 | 5 | 6 | | | | | | |
| HAITI | | | | | | | | | 0 | 0 | 0 | 1 | | | | | | | | | | | | 0 | 1 | 1 | 1 | | | | 2 | 1 | 2 | | 1 | 2 | 1 | | 6 | 3 | 9 | 6 | 5 | 11 | | | | | | |
| HONDURAS | | | | | | | | | 0 | 0 | 0 | 1 | 1 | | | | | | | | | | | 0 | 2 | 2 | 1 | | | | 1 | | 1 | | | | 1 | | 4 | 1 | 5 | 4 | 8 | 8 | | | | | | |
| JAMAICA | | | | | | | | | 0 | 0 | 0 | | 1 | | | | | | | | | | | 1 | 0 | 1 | 1 | | | | 2 | | 2 | | 1 | 1 | 1 | 1 | 5 | 2 | 7 | 6 | 3 | 9 | | | | | | |
| MEXICO | | | 1 | | 1 | | | | 1 | 1 | 2 | 1 | 4 | 1 | 5 | 1 | 1 | | | | | | | 3 | 10 | 13 | 2 | 1 | | | 1 | 1 | 1 | 3 | 2 | 1 | 2 | | 7 | 4 | 11 | 14 | 15 | 29 | | | | | | |
| NICARAGUA | | | | | | | | | 0 | 0 | 0 | | | | 3 | | | | | | | | | 0 | 3 | 3 | | | | | 1 | | 2 | | 1 | | 2 | | 3 | 1 | 4 | 3 | 5 | 8 | | | | | | |
| PANAMA | | | | | 1 | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| PARAGUAY | | | | | | | | | 0 | 0 | 0 | | | 1 | | | | | | | | | | 1 | 0 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 1 | 0 | 1 | | | | | | |
| PERU | | | | | 1 | | | | 0 | 1 | 1 | 1 | | 3 | 1 | 1 | | | | | | | | 1 | 5 | 6 | 1 | | 1 | | 2 | 2 | 8 | 2 | 2 | 1 | 1 | 14 | 4 | 18 | 15 | 12 | 27 | | | | | | | |
| SAINT KITTS & NEVIS | | | | | | | | | 0 | 0 | 0 | | | | 1 | | | | | | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| SAINT LUCIA | | | | | | | | | 0 | 0 | 0 | | | 1 | | | | | | | | | | 1 | 0 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 1 | 0 | 1 | | | | | | |
| SAINT VINC. & GRENA. | | | | | | | | | 0 | 0 | 0 | | | 1 | | | | | | | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| SURINAME | | | | | | | | | 0 | 0 | 0 | | | 1 | | | | | | | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| TRINIDAD AND TOBAGO | | | | | | | | | 0 | 0 | 0 | | | 1 | | | | | | | | | | 0 | 1 | 1 | 1 | | | | 1 | 1 | 1 | 2 | | 1 | 1 | 2 | 5 | 4 | 9 | 6 | 5 | 11 | | | | | | |
| URUGUAY | | | | | 1 | | | | 0 | 1 | 1 | 4 | 1 | 2 | 1 | | | | | | | | | 1 | 7 | 8 | 1 | | 1 | | 1 | 1 | 3 | 1 | 2 | | 6 | 3 | 9 | 7 | 12 | 19 | | | | | | | | |
| VENEZUELA | | | | | 1 | | 1 | | 0 | 2 | 2 | 1 | 1 | | | | | | | | | | | 1 | 1 | 2 | 1 | | | | 1 | 1 | 1 | 2 | 1 | | 4 | 2 | 6 | 5 | 6 | 11 | | | | | | | | |
| LATIN AMERICA & CARIBBEAN Total | 0 | 0 | 0 | 1 | 1 | 3 | 2 | 11 | 3 | 15 | 18 | 7 | 36 | 7 | 30 | 7 | 11 | 3 | 3 | 1 | 0 | | | 25 | 80 | 105 | 8 | 14 | 1 | 2 | 4 | 1 | 20 | 9 | 36 | 2 | 50 | 6 | 21 | 17 | 4 | 21 | 1 | 5 | 136 | 61 | 197 | 173 | 172 | 345 |
| NEAR EAST | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| AFGHANISTAN | | | | | 1 | | | | 0 | 1 | 1 | | | | 1 | | | | | | | | | 0 | 1 | 1 | 1 | | | | | | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 5 | 7 | 2 | 8 | 10 | | | | | | |
| DJIBOUTI | | | | | 1 | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| EGYPT | | | 1 | | | | | | 0 | 1 | 1 | | 1 | 1 | 1 | 1 | 1 | | | | | | | 2 | 3 | 5 | 1 | | 2 | | 4 | 1 | 8 | 2 | 16 | 4 | 3 | 2 | 6 | 5 | 33 | 20 | 53 | 35 | 25 | 60 | | | | |
| IRAN | | | | | 1 | | | | 0 | 1 | 1 | | 1 | | | | | | | | | | 0 | 1 | 1 | 1 | | | | | | 1 | | 1 | | 1 | | 4 | 3 | 7 | 4 | 6 | 10 | | | | | | | |
| IRAQ | | | | | | | | | 0 | 0 | 0 | | 1 | | 2 | | | | | | | | | 1 | 2 | 3 | 1 | | | | 1 | | 1 | | 1 | | 2 | 1 | 4 | 3 | 7 | 5 | 6 | 11 | | | | | | |
| JORDAN | | | | | | | | | 0 | 0 | 0 | 1 | | | | | | | | | | | | 0 | 1 | 1 | | | | | | | | | | | 1 | | 0 | 1 | 1 | 0 | 2 | 2 | | | | | | |
| KUWAIT | | | | | | | | | 0 | 0 | 0 | 1 | | | | | | | | | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | |
| LEBANON | | | | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| National of | DDG | | ADG | | D-2 | | D-1 | | DIR | | | P-5 | | P-4 | | P-3 | | P-2 | | P-1 | | PROF | | | NPO | | APO | | G-7 | | G-6 | | G-5 | | G-4 | | G-3 | | G-2 | | G-1 | | GS | | | Total | | |
|--------------------------------|-----|---|-----|----|-----|----|-----|----|-----|----|----|-----|----|-----|----|-----|----|-----|----|-----|-----|------|----|----|-----|----|-----|----|-----|----|-----|----|-----|----|-----|----|-----|----|-----|-----|-----|-----|------|------|------|-------|--|--|
| | F | M | F | M | F | M | F | M | F | M | T | F | M | F | M | F | M | F | M | F | M | F | M | F | M | T | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | T | F | M | T | | |
| NORTH AMERICA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CANADA | | | | | | 4 | 0 | 4 | 4 | 6 | 12 | 2 | 15 | 5 | 3 | 1 | 3 | | | 14 | 33 | 47 | | | 1 | 4 | 1 | 4 | 1 | 5 | 11 | 2 | 2 | | | 27 | 4 | 31 | 41 | 41 | 82 | | | | | | | |
| UNITED STATES | 1 | 1 | 1 | 4 | 2 | 12 | 4 | 17 | 21 | 11 | 34 | 20 | 39 | 13 | 8 | 6 | 5 | | 1 | 50 | 87 | 137 | | 1 | 1 | 6 | 15 | 9 | 4 | 7 | 2 | 5 | 1 | 1 | | | 43 | 7 | 50 | 98 | 112 | 210 | | | | | | |
| NORTH AMERICA Total | 0 | 1 | 1 | 0 | 1 | 4 | 2 | 16 | 4 | 21 | 25 | 17 | 46 | 22 | 54 | 18 | 11 | 7 | 8 | 64 | 120 | 184 | 0 | 0 | 1 | 1 | 1 | 0 | 10 | 1 | 19 | 1 | 14 | 4 | 18 | 4 | 7 | 1 | 1 | 0 | 70 | 11 | 81 | 139 | 153 | 292 | | |
| SOUTHWEST PACIFIC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| AUSTRALIA | | | | 1 | 2 | 0 | 3 | 3 | 7 | 2 | 4 | 1 | | | | | | | 3 | 11 | 14 | | | | 1 | 5 | 1 | 6 | 1 | 3 | 2 | 2 | | | 17 | 4 | 21 | 20 | 18 | 38 | | | | | | | | |
| COOK ISLANDS | | | | | | 0 | 0 | 0 | | | | 1 | | 1 | | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | | | | |
| FIJI | | | | | | 0 | 0 | 0 | 1 | | | | | | | | | 0 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | | | | | |
| NEW ZEALAND | | | | 1 | 0 | 1 | 1 | 3 | 1 | 1 | 1 | | | | | | | 2 | 3 | 5 | | | | 2 | | 1 | | | | | | | 3 | 0 | 3 | 5 | 4 | 9 | | | | | | | | | | |
| PAPUA NEW GUINEA | | | | | | 0 | 0 | 0 | | | 1 | 1 | | | | | | | 0 | 2 | 2 | | | | | | | | | | | | | 0 | 0 | 0 | 0 | 2 | 2 | | | | | | | | | |
| SAMOA | | | | | | 0 | 0 | 0 | 1 | | | | | | | | | 0 | 1 | 1 | | | | 1 | 3 | 2 | 1 | | 1 | 2 | | | 6 | 4 | 10 | 6 | 6 | 12 | | | | | | | | | | |
| TONGA | | | | 1 | 0 | 1 | 1 | | | | 1 | | | 1 | | | | | 0 | 1 | 1 | | | | | | | | | | | 0 | 0 | 0 | 0 | 2 | 2 | | | | | | | | | | | |
| VANUATU | | | | | | 0 | 0 | 0 | | | | 1 | | | | | | | 0 | 1 | 1 | | | | | | | | | | | 0 | 0 | 0 | 0 | 1 | 1 | | | | | | | | | | | |
| SOUTHWEST PACIFIC Total | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 0 | 5 | 5 | 0 | 12 | 3 | 5 | 2 | 4 | 0 | 0 | 5 | 21 | 26 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 1 | 8 | 1 | 9 | 2 | 3 | 2 | 3 | 2 | 0 | 0 | 26 | 8 | 34 | 31 | 35 | 66 | | |
| Grand Total | 0 | 1 | 2 | 11 | 8 | 37 | 15 | 11 | 2 | 25 | 16 | 18 | 62 | 26 | 10 | 32 | 11 | 14 | 54 | 78 | 11 | 18 | 73 | 43 | 41 | 38 | 17 | 17 | 72 | 36 | 78 | 41 | 12 | 21 | 15 | 60 | 17 | 4 | 26 | 125 | 655 | 191 | 1678 | 1719 | 3397 | | | |