

March 2006



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 Thirteenth Session

Rome, 8 – 12 May 2006

### 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 1997 to 2005. 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 shows the distribution of staff at headquarters and decentralized offices by nationality, gender and grade

## Posts section

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

1. Chart/Table 1 compares posts budgeted in the PWB 2004-05 with those established as at 31 December 2005. As previously anticipated<sup>1</sup> discrepancies between actual number of posts and the PWB have diminished in the second year of the biennium to a net difference of 22 posts over the PWB. The difference is due to a higher number of general service posts, mainly in the FAORs, and is largely attributable to the late implementation of decisions approved in the Programme of Work.

### **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 (67%) are project- and APO posts. The total number of field project posts continues to decline with a decrease of 10 professional and 28 general service positions from December 2002 until December 2005. During the same period the number of Headquarters project posts has increased by 41 in the professional category. The number of general service temporary assistance pool positions, which has remained constant at around 220 from December 2002 until December 2004, has been reduced to 163 as at December 2005.

### **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.

<sup>1</sup> FC 109/23, paragraph 1

## Demographics section

### Chart/Table 4: Evolution of staff

4. Chart/table 4 shows the evolution of staff across the Organization. Between 31/12/1997 and 31/12/2005, the total number of staff was reduced by 642 from 4419 to 3777 (15%), including 45 professional and above (3%) and 597 general service staff (22%). At FAO Headquarters the general service staff was reduced from 1538 to 1095 (29%). In the professional and higher categories staff increased by 132 (14%) at Headquarters and at the FAO Representations by 40 (29%). Field project staff in the professional and higher categories decreased by 216 from 365 to 149 (59%) and general service staff from 450 to 271 (40%).

### 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 1998 to 31 December 2005, 1426 staff members were appointed to such posts while 1576 separated. The apparent discrepancy between the turnover of -150 staff in this table and the net reduction of only 45 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 at Headquarters and Decentralized Offices. The table shows an increase of 170 female staff at all established offices from 241 to 411, reflecting an increase from 19% to 30% of female staff. At Headquarters, the number of female staff has increased from 211 to 356, reflecting an increase from 22% to 33%.

### 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 7.4 years at senior level and 10.5 years at professional levels. (Senior levels 52.6 years on appointment and 60 years on separation, professionals 42.3 years on appointment and 52.8 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 14.4 years.

8. Chart/table 8 shows that the average age of staff has remained consistently at a high level over the period 1997 to 2005, but with a slight decrease by one year in the professional category (1.3 years at Headquarters).

**Chart/Table 9: Projection of staff retirements and separations**

9. Based on the staffing situation as at 31 December 2005, 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 80% of the senior level staff (D-1 to DDG), 38% of the professional staff (P-1 to P-5) and 30 % of the general service staff on board as of 31 December 2005 will have reached the mandatory retirement age of 62 years by the year 2015. 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 2004 and from 1 January to 31 December 2005. 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.

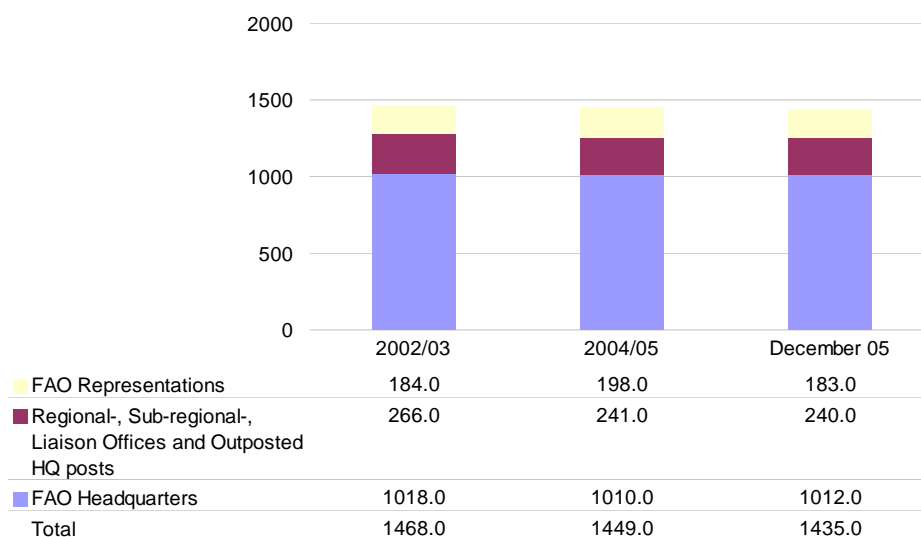
**Table 11: Number of Staff at Headquarters and Established Offices by Region, Nationality, Grade and Gender**

11. It is recalled that at its 107<sup>th</sup> session, the Committee requested the secretariat to provide more comprehensive statistics on the staff of the Organization. At its 108<sup>th</sup> 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 2005.

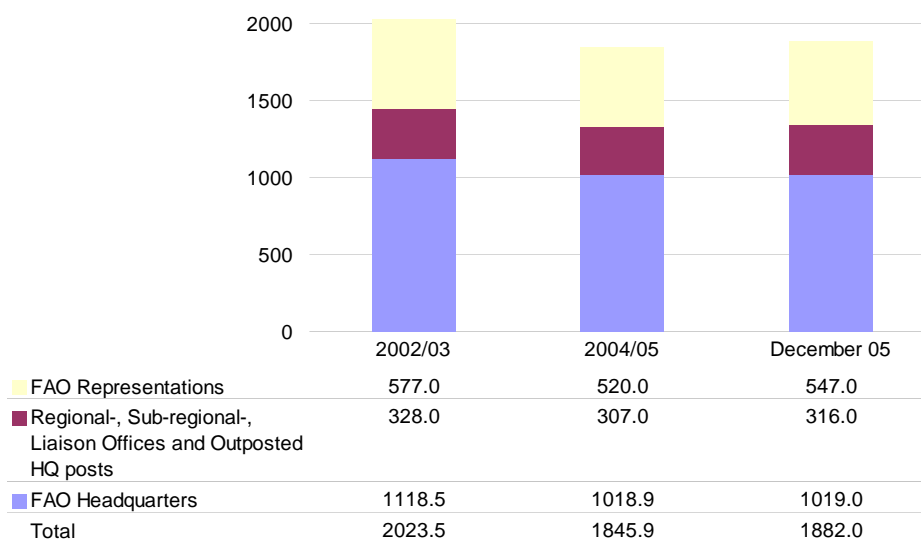
## Posts section

**Chart 1 Evolution of Posts from PWB 2002/03 to PWB 2004/05 and implementation status as at 31 December 2005**

### Professional and above



### General Service

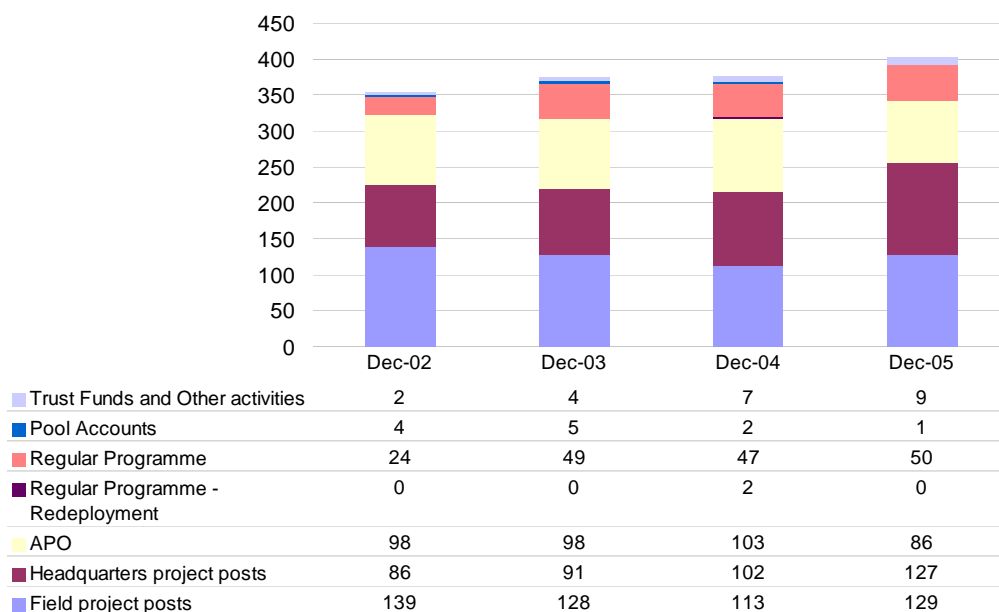


**Table 1**  
**Evolution of Posts from PWB 2002/03 to PWB 2004/05**  
**and implementation status as at 31 December 2005**  
**By location and type of funding**

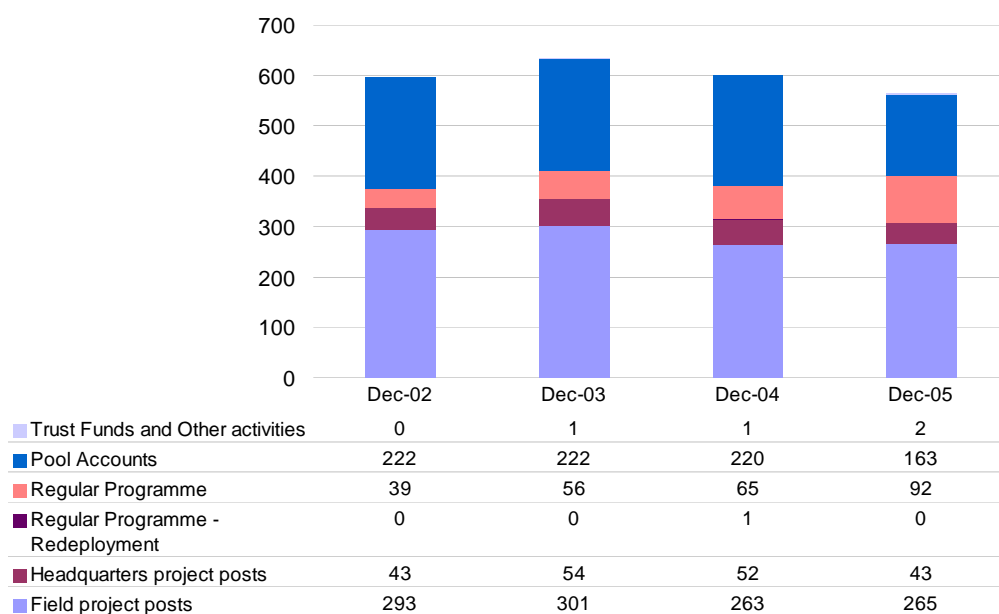
	PWB 2002/03	PWB 2004/05	Actual posts Dec 05
<b>Professional and above</b>			
<b>FAO Headquarters</b>			
Regular Programme	932	972	974
Pool Accounts	75	28	30
Trust Funds and Other activities	11	10	8
<b>Sub-total</b>	<b>1018</b>	<b>1010</b>	<b>1012</b>
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>			
Regular Programme	266	241	240
<b>Sub-total</b>	<b>266</b>	<b>241</b>	<b>240</b>
<b>FAO Representations</b>			
Regular Programme	184	198	183
<b>Sub-total</b>	<b>184</b>	<b>198</b>	<b>183</b>
<b>Total Professional and above</b>	<b>1468</b>	<b>1449</b>	<b>1435</b>
<b>General Service</b>			
<b>FAO Headquarters</b>			
Regular Programme	989	933	934
Pool Accounts	78	37	40
Trust Funds and Other activities	52	49	45
<b>Sub-total</b>	<b>1119</b>	<b>1019</b>	<b>1019</b>
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>			
Regular Programme	320	299	314
Trust Funds and Other activities	8	8	2
<b>Sub-total</b>	<b>328</b>	<b>307</b>	<b>316</b>
<b>FAO Representations</b>			
Regular Programme	577	520	547
<b>Sub-total</b>	<b>577</b>	<b>520</b>	<b>547</b>
<b>Total General Service</b>	<b>2024</b>	<b>1846</b>	<b>1882</b>
<b>General Service &amp; Professional and above</b>			
<b>FAO Headquarters</b>			
Regular Programme	1921	1905	1908
Pool Accounts	153	65	70
Trust Funds and Other activities	63	59	53
<b>Sub-total</b>	<b>2137</b>	<b>2029</b>	<b>2031</b>
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>			
Regular Programme	586	540	554
Trust Funds and Other activities	8	8	2
<b>Sub-total</b>	<b>594</b>	<b>548</b>	<b>556</b>
<b>FAO Representations</b>			
Regular Programme	761	718	730
<b>Sub-total</b>	<b>761</b>	<b>718</b>	<b>730</b>
<b>Grand Total</b>	<b>3492</b>	<b>3295</b>	<b>3317</b>

**Chart 2 Posts established outside the PWB for more than one year**

**Professional and above, APO, NPO**



**General Service**



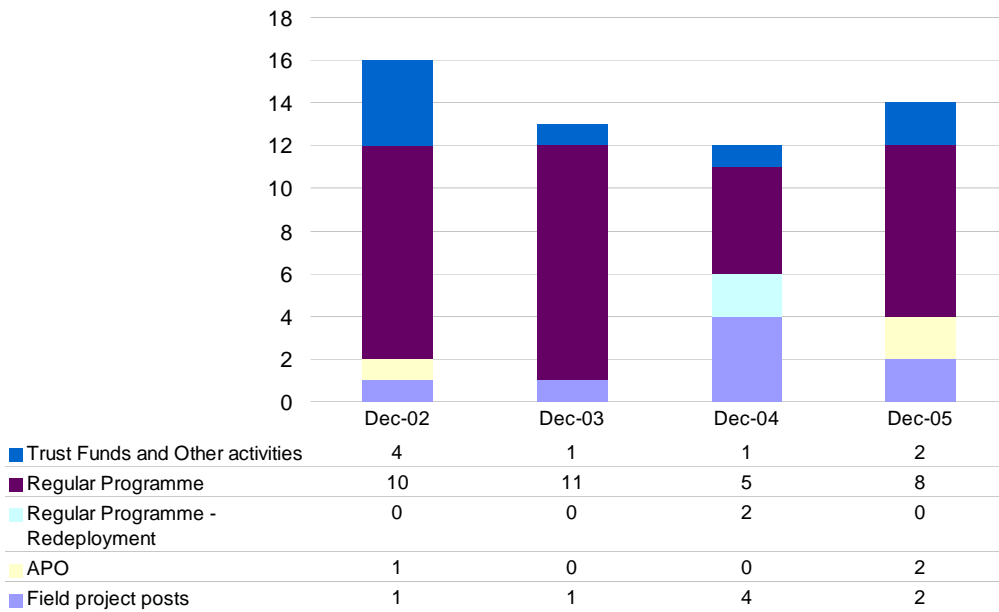
**Table 2**  
**Posts established outside the PWB for more than one year**  
**By type of funding**

Funding	Actual posts			
	Dec-02	Dec-03	Dec-04	Dec-05
<b>Professional and above, APO, NPO</b>				
Field project posts	139	128	113	129
Headquarters project posts	86	91	102	127
APO	98	98	103	86
Regular Programme - Redeployment	0	0	2	0
Regular Programme	24	49	47	50
Pool Accounts	4	5	2	1
Trust Funds and Other activities	2	4	7	9
<b>Total Professional</b>	<b>353</b>	<b>375</b>	<b>376</b>	<b>402</b>
<b>General Service</b>				
Field project posts	293	301	263	265
Headquarters project posts	43	54	52	43
Regular Programme - Redeployment	0	0	1	0
Regular Programme	39	56	65	92
Pool Accounts	222	222	220	163
Trust Funds and Other activities	0	1	1	2
<b>Total General Service</b>	<b>597</b>	<b>634</b>	<b>602</b>	<b>565</b>
<b>General Service &amp; Professional</b>				
Field project posts	432	429	376	394
Headquarters project posts	129	145	154	170
APO	98	98	103	86
Regular Programme - Redeployment	0	0	3	0
Regular Programme	63	105	112	142
Pool Accounts	226	227	222	164
Trust Funds and Other activities	2	5	8	11
<b>Grand Total</b>	<b>950</b>	<b>1009</b>	<b>978</b>	<b>967</b>

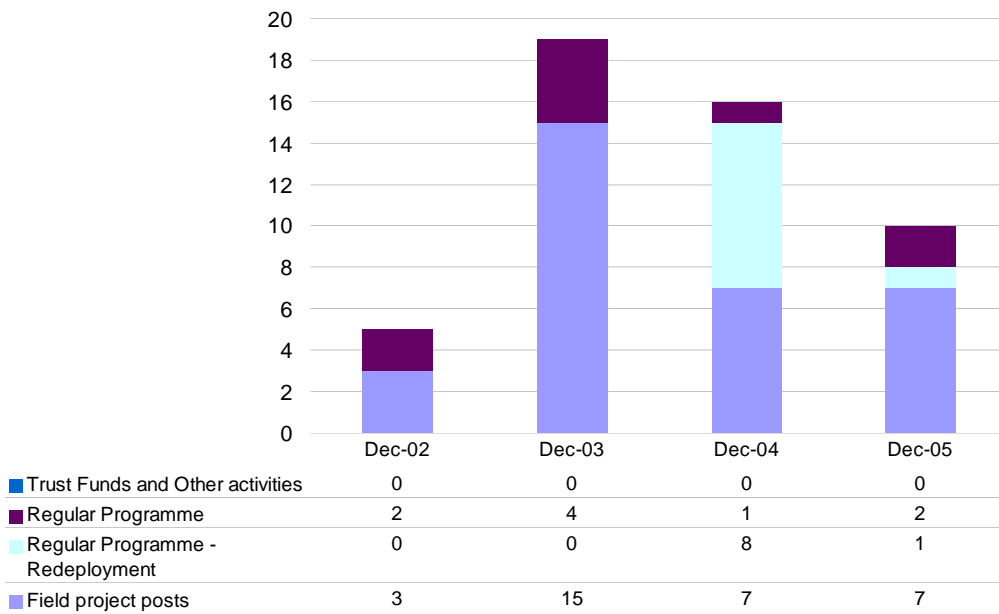


**Chart 3 Temporary posts with a duration of less than one year  
With staff on continuing or fixed-term appointments**

**Professional and above, APO, NPO**



**General Service**



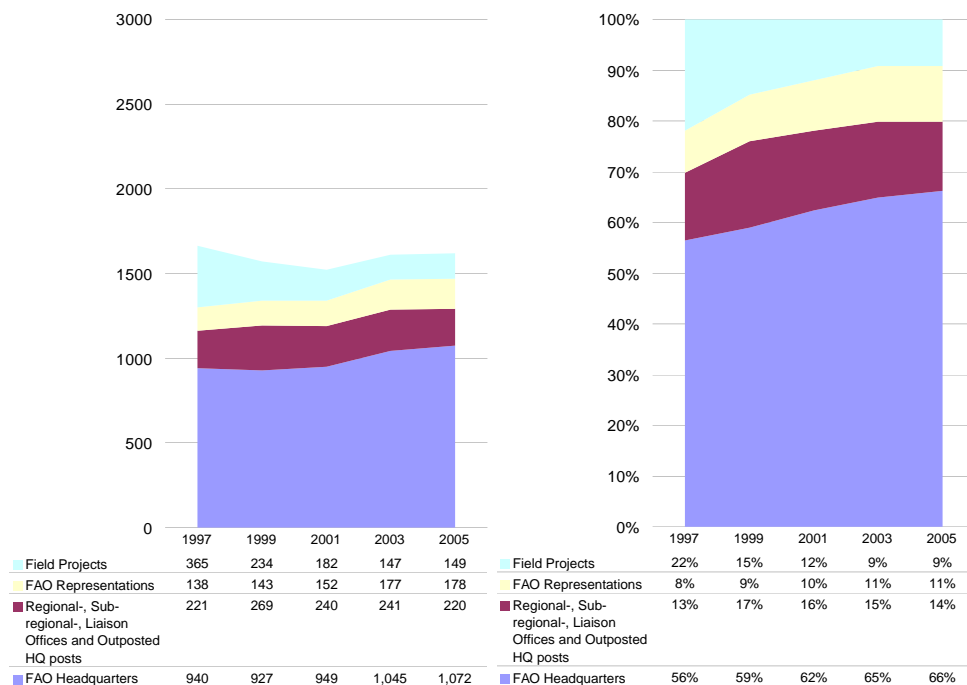
**Table 3**  
**Temporary posts with a duration of less than one year**  
**With staff on continuing or fixed-term appointments**  
**By type of funding**

Funding	Actual posts			
	Dec-02	Dec-03	Dec-04	Dec-05
<b>Professional and above, APO, NPO</b>				
Field project posts	1	1	4	2
APO	1	0	0	2
Regular Programme - Redeployment	0	0	2	0
Regular Programme	10	11	5	8
Trust Funds and Other activities	4	1	1	2
<b>Total Professional</b>	16	13	12	14
<b>General Service</b>				
Field project posts	3	15	7	7
Regular Programme - Redeployment	0	0	8	1
Regular Programme	2	4	1	2
Trust Funds and Other activities	0	0	0	0
<b>Total General Service</b>	5	19	16	10
<b>General Service &amp; Professional</b>				
Field project posts	4	16	11	9
APO	1	0	0	2
Regular Programme - Redeployment	0	0	10	1
Regular Programme	12	15	6	10
Trust Funds and Other activities	4	1	1	2
<b>Grand Total</b>	21	32	28	24

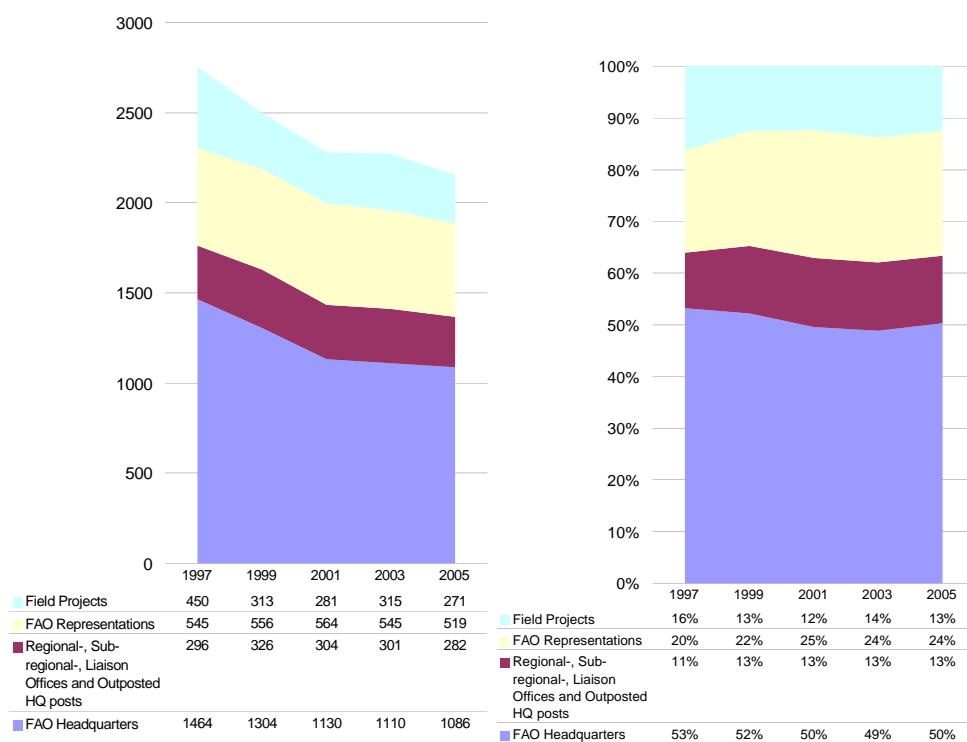
## Demographics section

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

### Professional and above, APO, NPO



### General Service



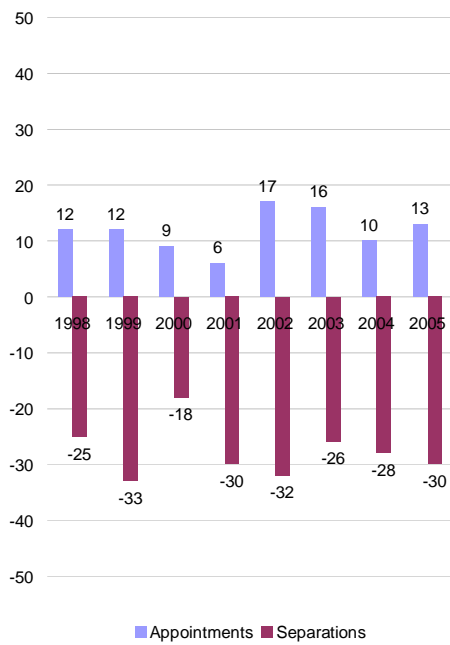
**Table 4**  
**Evolution of staff**  
**Continuing or fixed-term appointments**  
**as at 31 December**

	1997	1999	2001	2003	2005
<b>FAO Headquarters</b>					
Professional and above, APO, NPO	940	927	949	1,045	1,072
General Service	1,464	1,304	1,130	1,110	1,086
<b>Sub-total</b>	<b>2,404</b>	<b>2,231</b>	<b>2,079</b>	<b>2,155</b>	<b>2,158</b>
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>					
Professional and above, APO, NPO	221	269	240	241	220
General Service	296	326	304	301	282
<b>Sub-total</b>	<b>517</b>	<b>595</b>	<b>544</b>	<b>542</b>	<b>502</b>
<b>FAO Representations</b>					
Professional and above, APO, NPO	138	143	152	177	178
General Service	545	556	564	545	519
<b>Sub-total</b>	<b>683</b>	<b>699</b>	<b>716</b>	<b>722</b>	<b>697</b>
<b>Field Projects</b>					
Professional and above, APO, NPO	365	234	182	147	149
General Service	450	313	281	315	271
<b>Sub-total</b>	<b>815</b>	<b>547</b>	<b>463</b>	<b>462</b>	<b>420</b>
<b>All Locations</b>					
Professional and above, APO, NPO	1,664	1,573	1,523	1,610	1,619
General Service	2,755	2,499	2,279	2,271	2,158
<b>Grand Total</b>	<b>4,419</b>	<b>4,072</b>	<b>3,802</b>	<b>3,881</b>	<b>3,777</b>
<b>Distribution of staff by location in % of total</b>					
<b>FAO Headquarters</b>					
Professional and above, APO, NPO	56.5%	58.9%	62.3%	64.9%	66.2%
General Service	53.1%	52.2%	49.6%	48.9%	50.3%
<b>Sub-total</b>	<b>54.4%</b>	<b>54.8%</b>	<b>54.7%</b>	<b>55.5%</b>	<b>57.1%</b>
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>					
Professional and above, APO, NPO	13.3%	17.1%	15.8%	15.0%	13.6%
General Service	10.7%	13.0%	13.3%	13.3%	13.1%
<b>Sub-total</b>	<b>11.7%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>14.0%</b>	<b>13.3%</b>
<b>FAO Representations</b>					
Professional and above, APO, NPO	8.3%	9.1%	10.0%	11.0%	11.0%
General Service	19.8%	22.2%	24.7%	24.0%	24.1%
<b>Sub-total</b>	<b>15.5%</b>	<b>17.2%</b>	<b>18.8%</b>	<b>18.6%</b>	<b>18.5%</b>
<b>Field Projects</b>					
Professional and above, APO, NPO	21.9%	14.9%	12.0%	9.1%	9.2%
General Service	16.3%	12.5%	12.3%	13.9%	12.6%
<b>Sub-total</b>	<b>18.4%</b>	<b>13.4%</b>	<b>12.2%</b>	<b>11.9%</b>	<b>11.1%</b>

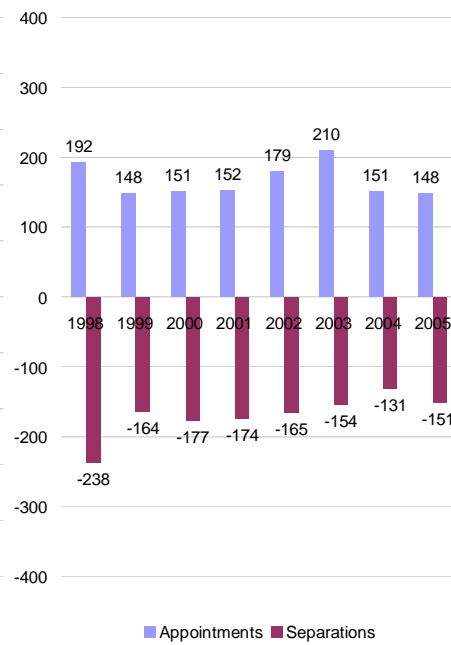
### Chart 5 Staff turnover

#### All Locations

##### Senior Levels (D-1 to DDG)

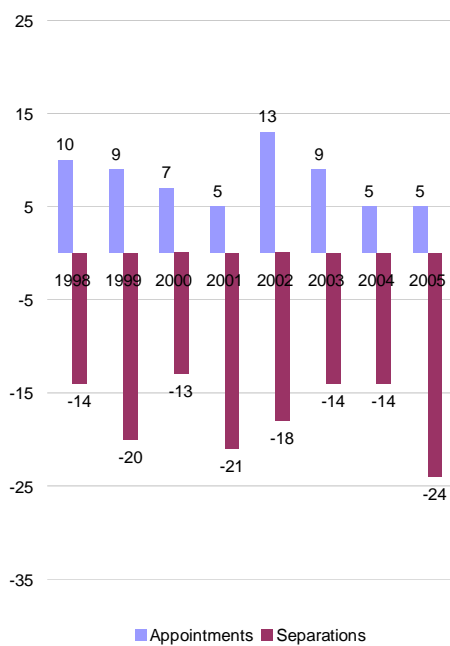


##### Professionals (P-1 to P-5, APO, NPO)

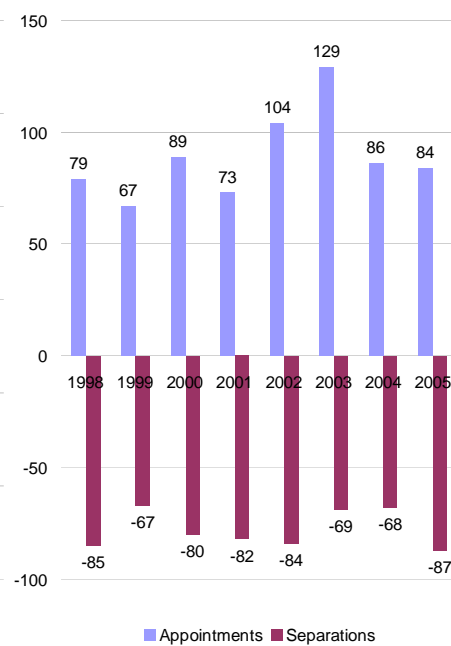


#### FAO Headquarters

##### Senior Levels (D-1 to DDG)



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



**Table 5**  
**Staff turnover**

<b>Appointments</b>									
	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>Grand Total</b>
<b>FAO Headquarters</b>									
Senior Levels (D-1 to DDG)	10	9	7	5	13	9	5	5	63
Professionals (P-1 to P-5, APO, NPO)	79	67	89	73	104	129	86	84	711
<b>Sub-total</b>	<b>89</b>	<b>76</b>	<b>96</b>	<b>78</b>	<b>117</b>	<b>138</b>	<b>91</b>	<b>89</b>	<b>774</b>
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>									
Senior Levels (D-1 to DDG)	1	2	1		1	4	1	2	12
Professionals (P-1 to P-5, APO, NPO)	38	28	15	22	20	15	11	10	159
<b>Sub-total</b>	<b>39</b>	<b>30</b>	<b>16</b>	<b>22</b>	<b>21</b>	<b>19</b>	<b>12</b>	<b>12</b>	<b>171</b>
<b>FAO Representations</b>									
Senior Levels (D-1 to DDG)		1	1	1	1	3	3	5	15
Professionals (P-1 to P-5, APO, NPO)	20	18	11	16	14	24	17	14	134
<b>Sub-total</b>	<b>20</b>	<b>19</b>	<b>12</b>	<b>17</b>	<b>15</b>	<b>27</b>	<b>20</b>	<b>19</b>	<b>149</b>
<b>Field Projects</b>									
Senior Levels (D-1 to DDG)	1				2		1	1	5
Professionals (P-1 to P-5, APO, NPO)	55	35	36	41	41	42	37	40	327
<b>Sub-total</b>	<b>56</b>	<b>35</b>	<b>36</b>	<b>41</b>	<b>43</b>	<b>42</b>	<b>38</b>	<b>41</b>	<b>332</b>
<b>All Locations</b>									
Senior Levels (D-1 to DDG)	12	12	9	6	17	16	10	13	95
Professionals (P-1 to P-5, APO, NPO)	192	148	151	152	179	210	151	148	1,331
<b>Grand Total</b>	<b>204</b>	<b>160</b>	<b>160</b>	<b>158</b>	<b>196</b>	<b>226</b>	<b>161</b>	<b>161</b>	<b>1,426</b>

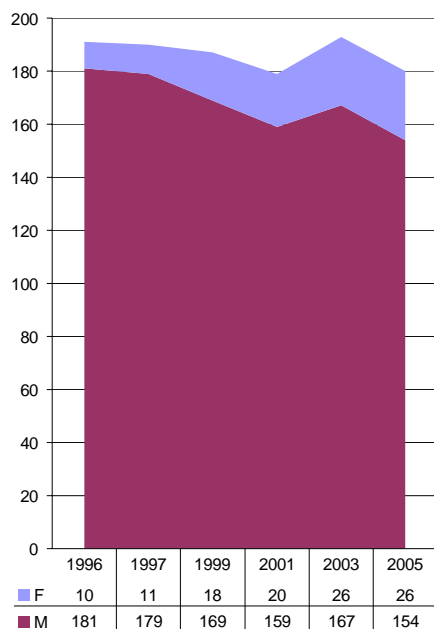
**Table 5**  
**Staff turnover**

<b>Separations</b>									
	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>Grand Total</b>
<b>FAO Headquarters</b>									
Senior Levels (D-1 to DDG)	14	20	13	21	18	14	14	24	138
Professionals (P-1 to P-5, APO, NPO)	85	67	80	82	84	69	68	87	622
<b>Sub-total</b>	<b>99</b>	<b>87</b>	<b>93</b>	<b>103</b>	<b>102</b>	<b>83</b>	<b>82</b>	<b>111</b>	<b>760</b>
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>									
Senior Levels (D-1 to DDG)	3	4		2	6	3	3	1	22
Professionals (P-1 to P-5, APO, NPO)	17	19	29	22	22	18	15	13	155
<b>Sub-total</b>	<b>20</b>	<b>23</b>	<b>29</b>	<b>24</b>	<b>28</b>	<b>21</b>	<b>18</b>	<b>14</b>	<b>177</b>
<b>FAO Representations</b>									
Senior Levels (D-1 to DDG)	6	5	1	6	4	7	8	4	41
Professionals (P-1 to P-5, APO, NPO)	14	10	10	10	8	14	7	20	93
<b>Sub-total</b>	<b>20</b>	<b>15</b>	<b>11</b>	<b>16</b>	<b>12</b>	<b>21</b>	<b>15</b>	<b>24</b>	<b>134</b>
<b>Field Projects</b>									
Senior Levels (D-1 to DDG)	2	4	4	1	4	2	3	1	21
Professionals (P-1 to P-5, APO, NPO)	122	68	58	60	51	53	41	31	484
<b>Sub-total</b>	<b>124</b>	<b>72</b>	<b>62</b>	<b>61</b>	<b>55</b>	<b>55</b>	<b>44</b>	<b>32</b>	<b>505</b>
<b>All Locations</b>									
Senior Levels (D-1 to DDG)	25	33	18	30	32	26	28	30	222
Professionals (P-1 to P-5, APO, NPO)	238	164	177	174	165	154	131	151	1,354
<b>Grand Total</b>	<b>263</b>	<b>197</b>	<b>195</b>	<b>204</b>	<b>197</b>	<b>180</b>	<b>159</b>	<b>181</b>	<b>1,576</b>

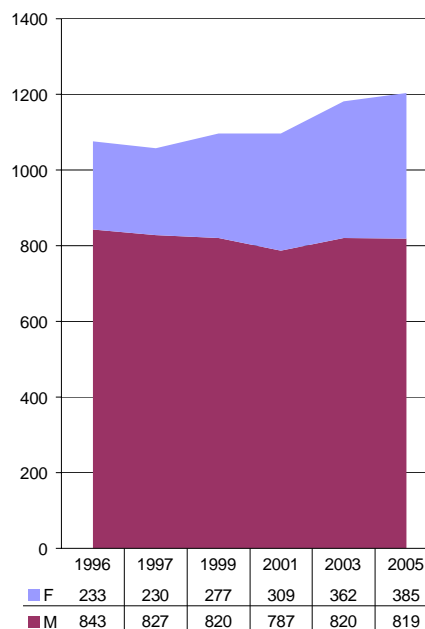
**Chart 6: Evolution of staff by location and gender**  
As at 31 December

### All Established Offices

#### D-1 and above

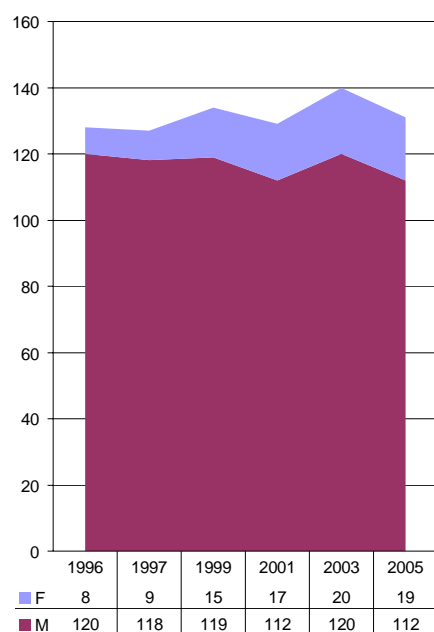


#### Professionals, NPO, APO

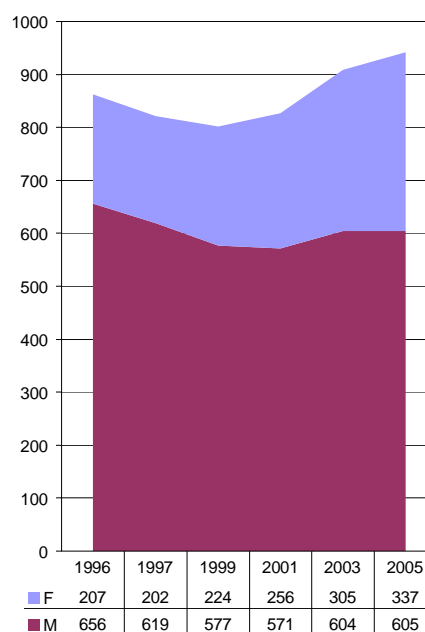


### FAO Headquarters

#### D-1 and above



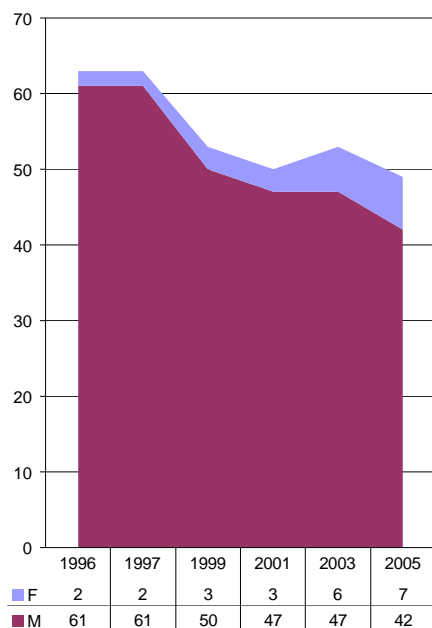
#### Professionals, NPO, APO



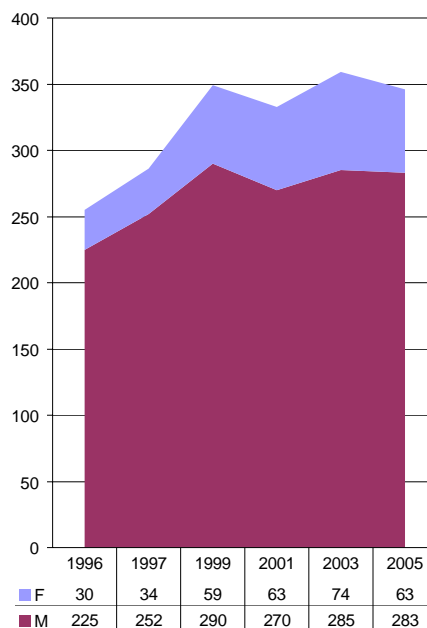


### Decentralized Offices

**D-1 and above**

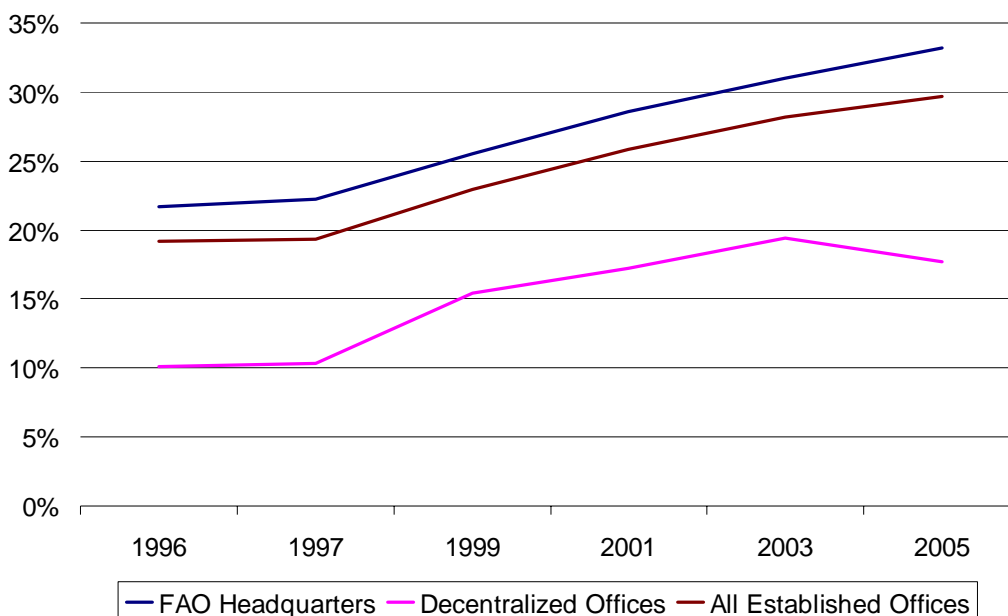


**Professionals, NPO, APO**



### Evolution of female staff in percent

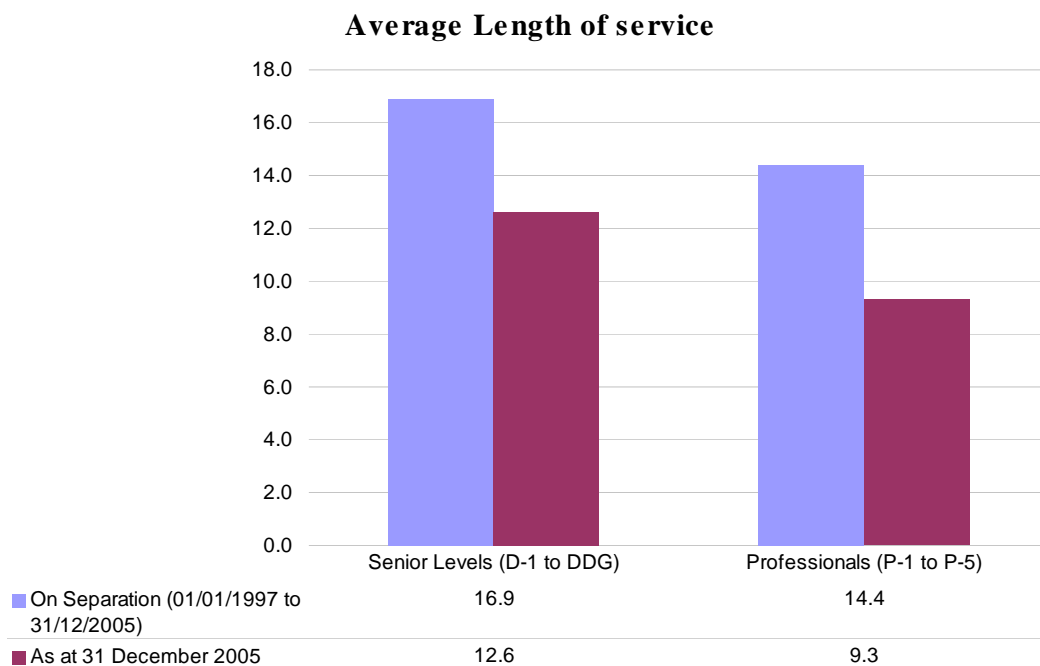
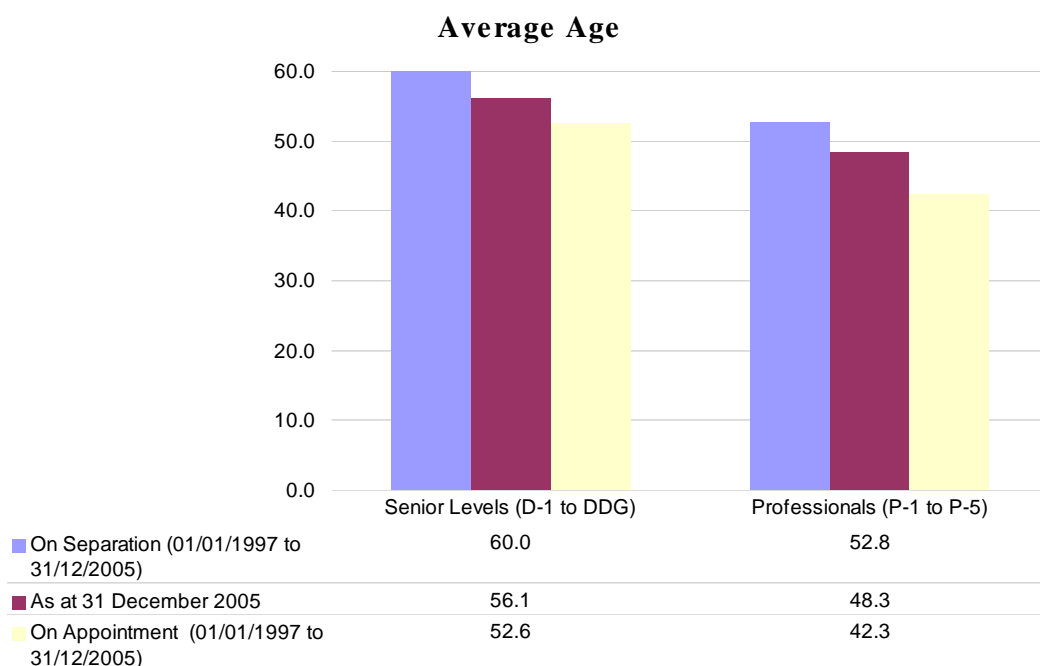
**All Professionals and above**



**Table 6:  
Evolution of staff by location and gender**

as at 31/12:	1997			1999			2001			2003			2005		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>FAO Headquarters</b>															
ADG	0	9	9	0	8	8	3	8	11	3	8	11	2	6	8
D-2	3	28	31	5	27	32	4	24	28	5	28	33	4	32	36
D-1	6	81	87	10	84	94	10	80	90	12	84	96	13	74	87
<b>D-1 and above</b>	9	118	127	15	119	134	17	112	129	20	120	140	19	112	131
P-5	17	217	234	30	187	217	29	199	228	36	195	231	42	175	217
P-4	61	214	275	65	215	280	76	211	287	91	232	323	94	242	336
P-3	76	107	183	78	106	184	81	102	183	92	110	202	115	116	231
P-2	46	75	121	46	66	112	70	56	126	78	56	134	81	66	147
P-1	2	4	6	5	2	7	0	2	2	8	10	18	5	5	10
NPO	0	2	2	0	1	1	0	1	1	0	1	1	0	1	1
<b>Professionals, NPO, APO</b>	202	619	821	224	577	801	256	571	827	305	604	909	337	605	942
<b>Headquarters Total</b>	211	737	948	239	696	935	273	683	956	325	724	1049	356	717	1073
<b>Decentralized Offices</b>															
ADG	0	4	4	0	4	4	0	4	4	0	4	4	0	4	4
D-2	1	14	15	1	11	12	2	5	7	3	6	9	3	7	10
D-1	1	43	44	2	35	37	1	38	39	3	37	40	4	31	35
<b>D-1 and above</b>	2	61	63	3	50	53	3	47	50	6	47	53	7	42	49
P-5	4	82	86	10	78	88	15	74	89	20	81	101	20	86	106
P-4	7	85	92	11	87	98	13	81	94	12	75	87	10	78	88
P-3	3	21	24	11	44	55	12	39	51	12	37	49	8	27	35
P-2	11	17	28	20	31	51	13	23	36	10	22	32	8	22	30
P-1	3	5	8	1	4	5	0	0	0	3	2	5	2	2	4
NPO	6	42	48	6	46	52	10	53	63	17	68	85	15	68	83
<b>Professionals, NPO, APO</b>	34	252	286	59	290	349	63	270	333	74	285	359	63	283	346
<b>Decentralized Offices Total</b>	36	313	349	62	340	402	66	317	383	80	332	412	70	325	395
<b>All Established Offices</b>															
ADG	0	13	13	0	12	12	3	12	15	3	12	15	2	10	12
D-2	4	42	46	6	38	44	6	29	35	8	34	42	7	39	46
D-1	7	124	131	12	119	131	11	118	129	15	121	136	17	105	122
<b>D-1 and above</b>	11	179	190	18	169	187	20	159	179	26	167	193	26	154	180
P-5	21	299	320	40	265	305	44	273	317	56	276	332	62	261	323
P-4	68	299	367	76	302	378	89	292	381	103	307	410	104	320	424
P-3	79	128	207	89	150	239	93	141	234	104	147	251	123	143	266
P-2	57	92	149	66	97	163	83	79	162	88	78	166	89	88	177
P-1	5	9	14	6	6	12	0	2	2	11	12	23	7	7	14
NPO	6	44	50	6	47	53	10	54	64	17	69	86	15	69	84
<b>Professionals, NPO, APO</b>	230	827	1057	277	820	1097	309	787	1096	362	820	1182	385	819	1204
<b>Established Offices Total</b>	241	1006	1247	295	989	1284	329	946	1275	388	987	1375	411	973	1384
<b>Field Projects</b>															
D-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D-1	0	21	21	0	17	17	0	10	10	0	9	9	0	8	8
<b>D-1 and above</b>	0	21	21	0	17	17	0	10	10	0	9	9	0	8	8
P-5	4	142	146	6	99	105	5	70	75	1	47	48	3	60	63
P-4	9	50	59	5	39	44	6	45	51	5	38	43	7	33	40
P-3	4	25	29	2	15	17	3	13	16	3	10	13	1	11	12
P-2	27	49	76	18	23	41	15	11	26	9	9	18	10	9	19
P-1	19	15	34	7	2	9	1	2	3	4	2	6	1	3	4
NPO	0	0	0	0	1	1	0	1	1	3	7	10	1	2	3
<b>Professionals, NPO, APO</b>	63	281	344	38	179	217	30	142	172	25	113	138	23	118	141
<b>Field Projects Total</b>	63	302	365	38	196	234	30	152	182	25	122	147	23	126	149
<b>All Locations</b>															
<b>D-1 and above</b>	11	200	211	18	186	204	20	169	189	26	176	202	26	162	188
<b>Professionals, NPO, APO</b>	293	1108	1401	315	999	1314	339	929	1268	387	933	1320	408	937	1345
<b>Grand Total</b>	304	1308	1612	333	1185	1518	359	1098	1457	413	1109	1522	434	1099	1533

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

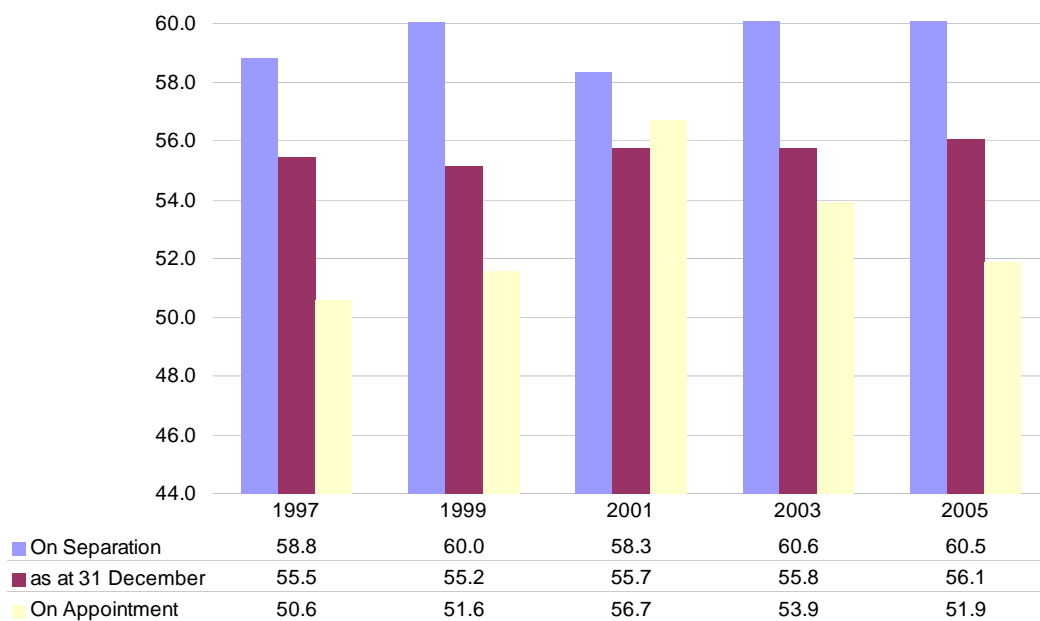


**Table 7**  
**Average Age and Length of service**  
**Professional & above, excluding APO and NPO**  
**Headquarters and Decentralised Offices**

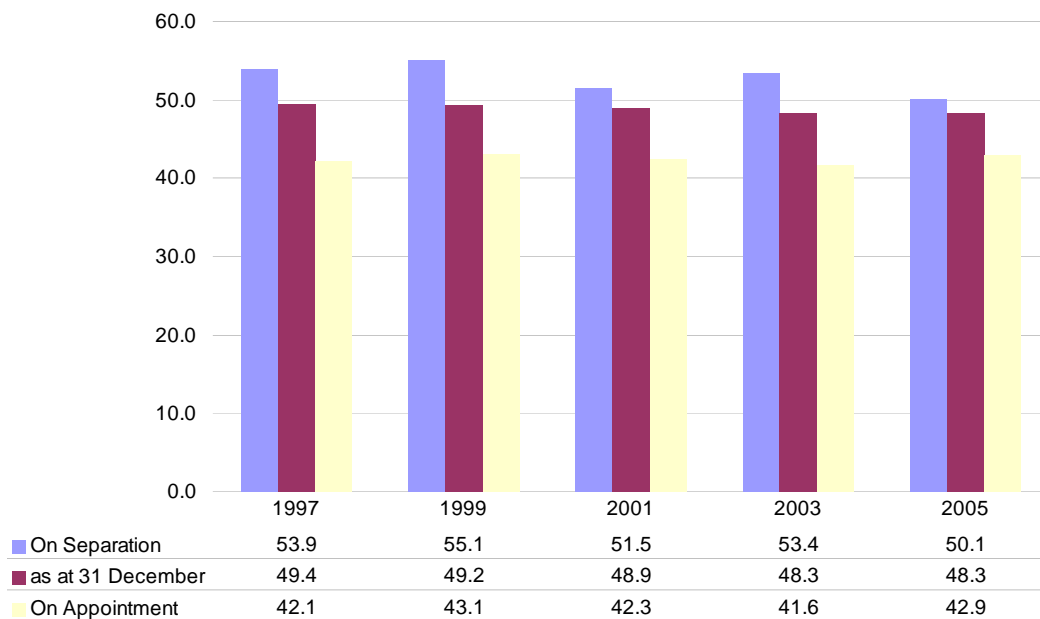
	Count	Age			Length of service		
		Average	Max	Min	Average	Max	Min
<b>As at 31 December 2005</b>							
<b>FAO Headquarters</b>							
Senior Levels (D-1 to DDG)	133	55.8	71.3	40.8	13.5	36.4	0.3
Professionals (P-1 to P-5)	890	47.2	64.1	27.0	9.3	38.5	0.0
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>							
Senior Levels (D-1 to DDG)	21	56.3	61.0	51.3	9.1	27.6	0.8
Professionals (P-1 to P-5)	189	52.3	61.9	35.0	10.2	40.1	0.1
<b>FAO Representations</b>							
Senior Levels (D-1 to DDG)	28	57.4	61.8	45.3	11.2	32.7	0.2
Professionals (P-1 to P-5)	55	54.0	61.5	39.8	6.9	26.8	0.1
<b>Headquarters and Decentralised Offices</b>							
Senior Levels (D-1 to DDG)	182	56.1	71.3	40.8	12.6	36.4	0.2
Professionals (P-1 to P-5)	1134	48.3	64.1	27.0	9.3	40.1	0.0
<b>On Separation (01/01/1997 to 31/12/2005)</b>							
<b>FAO Headquarters</b>							
Senior Levels (D-1 to DDG)	141	59.8	69.6	42.9	18.1	40.0	1.7
Professionals (P-1 to P-5)	488	51.5	62.5	28.4	14.1	43.3	0.5
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>							
Senior Levels (D-1 to DDG)	22	59.8	62.1	44.8	13.9	35.6	1.0
Professionals (P-1 to P-5)	121	56.5	62.8	32.5	15.8	40.7	0.3
<b>FAO Representations</b>							
Senior Levels (D-1 to DDG)	41	60.8	62.1	50.8	14.4	32.8	1.3
Professionals (P-1 to P-5)	30	58.6	62.0	43.8	13.3	35.7	2.0
<b>Headquarters and Decentralised Offices</b>							
Senior Levels (D-1 to DDG)	204	60.0	69.6	42.9	16.9	40.0	1.0
Professionals (P-1 to P-5)	639	52.8	62.8	28.4	14.4	43.3	0.3
<b>On Appointment (01/01/1997 to 31/12/2005)</b>							
<b>FAO Headquarters</b>							
Senior Levels (D-1 to DDG)	63	52.1	68.5	40.4			
Professionals (P-1 to P-5)	538	41.0	61.3	26.1			
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>							
Senior Levels (D-1 to DDG)	12	53.8	60.1	42.6			
Professionals (P-1 to P-5)	116	45.5	58.9	27.2			
<b>FAO Representations</b>							
Senior Levels (D-1 to DDG)	15	53.9	60.6	45.1			
Professionals (P-1 to P-5)	46	49.6	59.9	31.3			
<b>Headquarters and Decentralised Offices</b>							
Senior Levels (D-1 to DDG)	90	52.6	68.5	40.4			
Professionals (P-1 to P-5)	700	42.3	61.3	26.1			

**Chart 8 Average Age - Trend  
Headquarters and Decentralized Offices**

**Senior Levels (D-1 to DDG)**



**Professionals (P-1 to P-5)**

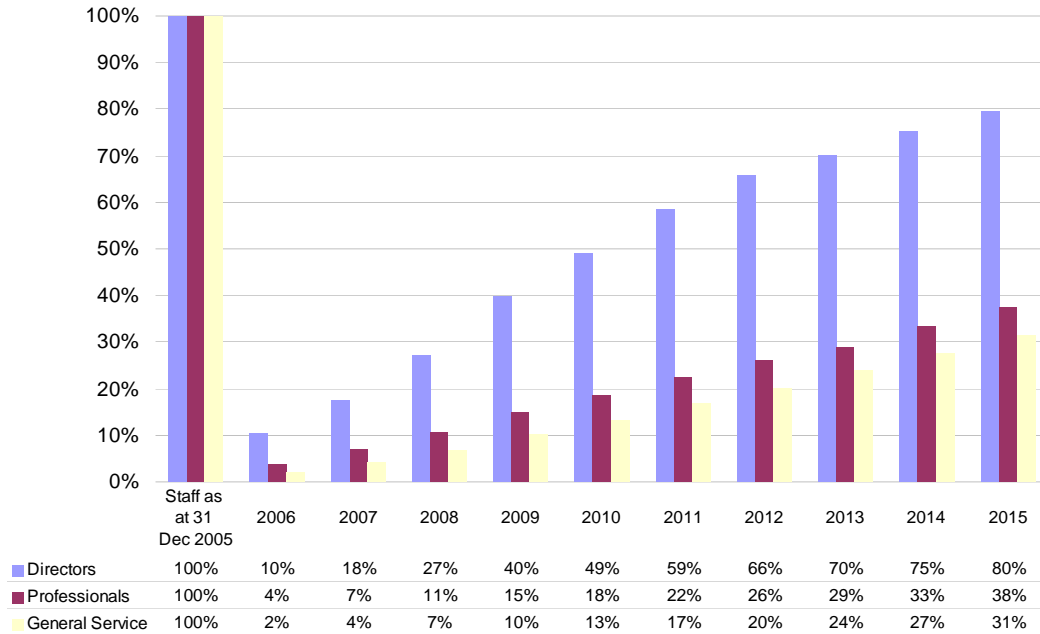


**Table 8**  
**Average Age - Trend**  
**Professional & above, excluding APO**  
**Headquarters and Decentralised Offices**  
**Continuing or fixed-term appointments**

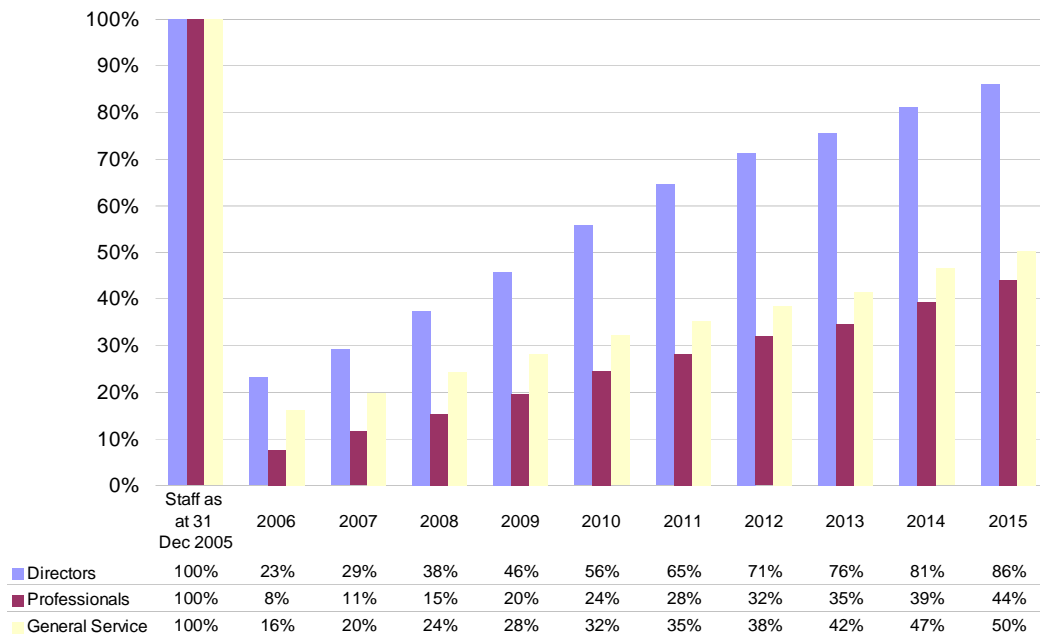
	1997	1999	2001	2003	2005
<b>as at 31 December</b>					
<b>FAO Headquarters</b>					
Senior Levels (D-1 to DDG)	55.5	55.2	55.3	55.4	55.8
Professionals (P-1 to P-5)	48.5	48.6	48.1	47.4	47.2
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>					
Senior Levels (D-1 to DDG)	54.5	54.7	56.8	55.6	56.3
Professionals (P-1 to P-5)	52.2	50.8	51.2	50.9	52.3
<b>FAO Representations</b>					
Senior Levels (D-1 to DDG)	55.8	55.5	56.8	57.6	57.4
Professionals (P-1 to P-5)	52.9	51.6	52.5	53.1	54.0
<b>Headquarters and Decentralized Offices</b>					
Senior Levels (D-1 to DDG)	55.5	55.2	55.7	55.8	56.1
Professionals (P-1 to P-5)	49.4	49.2	48.9	48.3	48.3
<b>On Separation</b>					
<b>FAO Headquarters</b>					
Senior Levels (D-1 to DDG)	58.0	59.8	58.0	60.7	61.0
Professionals (P-1 to P-5)	52.8	53.5	49.7	51.8	48.1
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>					
Senior Levels (D-1 to DDG)	62.0	60.9	51.2	60.7	58.7
Professionals (P-1 to P-5)	59.0	57.9	57.4	56.4	57.4
<b>FAO Representations</b>					
Senior Levels (D-1 to DDG)	61.9	60.4	61.9	60.3	57.8
Professionals (P-1 to P-5)	52.2	61.8	54.6	61.2	58.3
<b>Headquarters and Decentralized Offices</b>					
Senior Levels (D-1 to DDG)	58.8	60.0	58.3	60.6	60.5
Professionals (P-1 to P-5)	53.9	55.1	51.5	53.4	50.1
<b>On Appointment</b>					
<b>FAO Headquarters</b>					
Senior Levels (D-1 to DDG)	47.9	52.2	55.9	54.4	48.9
Professionals (P-1 to P-5)	39.9	40.9	40.6	40.8	41.6
<b>Regional-, Sub-regional-, Liaison Offices and Outposted HQ posts</b>					
Senior Levels (D-1 to DDG)	54.6	49.8		52.4	58.8
Professionals (P-1 to P-5)	44.6	46.6	45.7	44.3	46.1
<b>FAO Representations</b>					
Senior Levels (D-1 to DDG)		50.0	60.6	54.7	52.1
Professionals (P-1 to P-5)	53.7	47.4	50.4	49.0	53.5
<b>Headquarters and Decentralized Offices</b>					
Senior Levels (D-1 to DDG)	50.6	51.6	56.7	53.9	51.9
Professionals (P-1 to P-5)	42.1	43.1	42.3	41.6	42.9

### 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 2005	Staff reaching the mandatory retirement age of 62 years during the year									
		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Directors	181	19	13	17	23	17	17	13	8	9	8
Professionals	1134	42	37	42	46	42	45	42	33	49	48
General Service	1887	38	42	46	66	55	71	63	67	70	75
		Cumulative									
Directors		19	32	49	72	89	106	119	127	136	144
Professionals		42	79	121	167	209	254	296	329	378	426
General Service		38	80	126	192	247	318	381	448	518	593
		Cumulative % from current number of staff									
Directors		10.5%	17.7%	27.1%	39.8%	49.2%	58.6%	65.7%	70.2%	75.1%	79.6%
Professionals		3.7%	7.0%	10.7%	14.7%	18.4%	22.4%	26.1%	29.0%	33.3%	37.6%
General Service		2.0%	4.2%	6.7%	10.2%	13.1%	16.9%	20.2%	23.7%	27.5%	31.4%

	Staff as at 31 Dec 2005	Staff reaching mandatory retirement or 55 or more years of age with 25 or more years of service during the year									
		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Directors	181	42	11	15	15	18	16	12	8	10	9
Professionals	1134	87	43	44	50	53	44	41	32	52	52
General Service	1887	306	68	85	74	74	56	61	60	94	69
		Cumulative									
Directors		42	53	68	83	101	117	129	137	147	156
Professionals		87	130	174	224	277	321	362	394	446	498
General Service		306	374	459	533	607	663	724	784	878	947
		Cumulative % from current number of staff									
Directors		23.2%	29.3%	37.6%	45.9%	55.8%	64.6%	71.3%	75.7%	81.2%	86.2%
Professionals		7.7%	11.5%	15.3%	19.8%	24.4%	28.3%	31.9%	34.7%	39.3%	43.9%
General Service		16.2%	19.8%	24.3%	28.2%	32.2%	35.1%	38.4%	41.5%	46.5%	50.2%



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

Category	1 Jan to 31 December 2004		1 Jan to 31 December 2005	
	Number of contracts	Person years	Number of contracts	Person years
<b>FAO Headquarters</b>				
Temporary Assistance Pool	757	6.8	1,017	7.1
Professional Conference staff	790	5.8	1,036	8.2
General Service Conference staff	482	7.8	756	11.0
Professional & above	36	17.8	29	17.8
General Service	0	0.0	1	0.1
COF Regular Consultant	429	141.7	277	79.5
COF Consultant Without Compensation	22	8.8	24	10.8
PSA Editorial Service Subscriber	584	53.8	651	69.2
PSA Subscriber with Lending Employer	33	12.0	31	4.1
PSA National Subscriber	10	2.2	3	1.2
PSA Subscriber	809	309.6	1,091	395.5
PSA Translation Service Subscriber	454	14.5	398	15.9
<b>Sub-total HQ</b>	<b>4,406</b>	<b>580.8</b>	<b>5,314</b>	<b>620.5</b>
<b>Outside Headquarters (including Field Projects)</b>				
Professional & above	7	2.7	29	15.3
General Service	40	22.3	39	21.0
COF Regular Consultant	1,750	268.4	950	148.3
COF Consultant Without Compensation	9	1.7	4	0.6
PSA Editorial Service Subscriber	780	123.4	938	140.2
PSA Subscriber with Lending Employer	132	16.5	124	19.6
PSA National Subscriber	1,236	488.8	1,006	373.8
PSA Subscriber	1,043	283.8	1,637	327.3
PSA Translation Service Subscriber	381	20.7	503	29.9
<b>Sub-total Outside Headquarters</b>	<b>5,378</b>	<b>1,228.2</b>	<b>5,230</b>	<b>1,076.0</b>
<b>Grand total</b>	<b>9,784</b>	<b>1,809.0</b>	<b>10,544</b>	<b>1,696.5</b>







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	
<b>SOUTHWEST PACIFIC</b>																																																	
AUSTRALIA					1		2			3	3		6	2	4	1							3	10	13				1				5	1	7	1	1	2	3			17	4	21	20	17	37		
COOK ISLANDS																1							1	1	1																					1	1		
FUJI													1										1	1																						1	1		
KIRIBATI																																																	
MARSHALL ISLANDS																																																	
MICRONESIA																																																	
NAURU																																																	
NEW ZEALAND							1			1	1		4	1		1							2	4	6					2		1												3	3	5	5	10	
NIUE ISLAND																																																	
PALAU																																																	
PAPUA NEW GUINEA																1		1						2	2																					2	2		
SAMOA													1										1	1		1				1	3		2	1			1	2						6	4	10	6	6	12
SOLOMON ISLANDS																																																	
TONGA							1																	1	1																						2	2	
TUVALU																																																	
VANUATU																								1	1																						1	1	
<b>SOUTHWEST PACIFIC Total</b>					1		4			5	5		12	3	5	2	4						5	21	26		1		1	2	1	9	1	9	2	1	2	4	2				26	8	34	31	35	66	
<b>Grand Total</b>	1	2	10	7	39	17	105	26	155	181	62	261	104	320	123	143	58	54	4	5	351	783	1134	15	69	34	36	38	18	170	65	354	77	418	132	212	149	57	170	4	23	1253	634	1887	1679	1677	3356		