

**Committee on Budget, Finance and Administration**

**REPORT ON DIVERSITY IN THE WTO SECRETARIAT**

**I. INTRODUCTION**

1. This document presents a first annual report on diversity across the WTO Secretariat as at the end of 2009. This is a complete report for 2009 following an initial document presented to the Committee on Budget, Finance and Administration (CRP(09)29/Rev.1 of 23 November 2009).

2. The report includes detailed data on the current composition of WTO staff on the basis of WTO membership and gender, as well as the evolution of staff diversity since 1995. The document also provides data on staff recruitment, including the overall number of applications received and candidates interviewed. Detailed data on representation in the various WTO internship programmes is also included.

3. It is proposed that in the future, the Secretariat continues the practice of providing the Committee on Budget, Finance and Administration with an annual report on the diversity of WTO staff and interns.

**II. WTO RECRUITMENT POLICY**

4. The WTO recruitment policy is set out in Staff Regulation 3.1. It states the following:

5. "The recruitment policy of the WTO shall be to seek to attract and retain staff members offering the highest standards of competence, efficiency and integrity. It shall be based on the principle of equal opportunity for all, regardless of gender, nationality, race or religion, with the objective of ensuring the broadest possible diversification of the Secretariat."

6. Recruitment in the Secretariat is firmly based on the principle set out above, with merit being the main criteria for selection of staff. Where merit is equal, diversity needs are taken into account and reflected in the final selection decision. The Director-General is a strong proponent of the principles of expertise, merit and diversity and will continue to adhere to these principles in the recruitment of staff.

**III. WTO RECRUITMENT PROCESS**

7. The WTO recruitment process comprises several steps designed to identify the most highly qualified candidates against the selection criteria for each position within the Secretariat.

8. The majority of vacant positions are advertised externally. Vacancies are advertised on the WTO website and external vacancy notices are also provided to all WTO Missions, International Organizations and Institutions for further distribution as appropriate. In general, the pool of suitable applicants for a position will increase with a wider distribution of vacancy notices. Members are therefore encouraged to distribute vacancy notices (for example in Ministries and Universities) to ensure a maximum spread.

9. Normally, between 5 and 10 candidates are short-listed for a position. Interviews are held in Geneva with the full cost of travel paid for by the WTO. Merit is the principal criteria for identifying the candidates to be short-listed. The fact that travel costs may vary between locations is, for example, not considered in determining the short-list.

10. The selection panel is normally composed of four staff members: two staff from the hiring Division, including the direct supervisor of the position. In addition, a third staff member, working in a different Division, is appointed to the panel as a "neutral party". A member of the Human Resources Division is the fourth member of the panel.

11. In addition to an interview, where all candidates are asked identical questions (with only the level of probing differing depending on the answers given by candidates), a written examination is carried out for all positions above grade three. Written tests are evaluated on an anonymous basis and only when the final scoring has been communicated to the Human Resources Division will the Selection Panel receive the key indicating which test belongs to which candidate. In terms of the overall scoring of the short-listed candidates, the weight of the written exam vis-à-vis the weight to be attributed to the interview is determined by the Selection Panel before the interviews commence. Numerical scores are given by each panel member for each candidate, both for the written exam and the interview.

12. Once the interviews have been finalized, the selection panel makes a recommendation to the Appointments and Promotions Board (APB). The APB is normally chaired by a Deputy Director-General and has an equal membership of representatives from the management and from the staff.

13. Suitable candidates are recommended to the APB in a ranked order. After consideration of the selection panel report, the APB will make a recommendation to the Director-General. In cases where the APB is not in agreement with the selection panel, the APB may also choose to send the report back to the panel for further consideration. The Director-General makes the final decision on all staff selections in the WTO.

#### **IV. INTERNATIONAL CIVIL SERVANTS**

14. It should be noted that WTO staff members are international civil servants. International Civil Service carries with it certain responsibilities and requirements including integrity, impartiality and independence.

15. Staff Regulation 1.4 states that: "Staff members shall discharge their duties solely with the interest and objectives of the WTO in view and, in so doing, shall be subject to the authority of, and responsible to, the Director-General. Pursuant to Article VI:4 of the WTO Agreement, staff members shall neither seek nor accept any instruction relating to the performance of their duties from any government or other entity or person external to the WTO, and shall at all times respect the exclusively international character of their positions and maintain their independence."

16. Annex A of the Staff Regulations (Standards of Conduct) contains additional information regarding the conduct required by WTO Staff members.

17. It should also be noted that new staff are required to sign the below oath when joining the WTO. The oath further highlights the importance of independence, integrity and objectivity when working for the WTO.

18. An extract of the oath or declaration to which all members of the WTO staff shall subscribe:

“I, the undersigned, solemnly undertake to exercise in all loyalty, discretion, and conscience the functions entrusted to me as an international civil servant of the World Trade Organization, to discharge these functions and regulate my conduct with the interests of the WTO only in view, and not to seek or accept instructions in regard to the performance of my duties from any Government or other authority external to the Organization, or to accept remuneration therefrom with respect to my service with the WTO either prior to, during or after such service, and not to divulge any confidential information to which I have access in the exercise of my functions.

I have duly been informed that this declaration will be inserted in my Personal File and that divulging confidential information to persons who are not authorized to receive it may amount to misconduct (WTO Staff Regulation 11.1).”

#### **V. WTO STAFF BY MEMBER – EVOLUTION SINCE 1995**

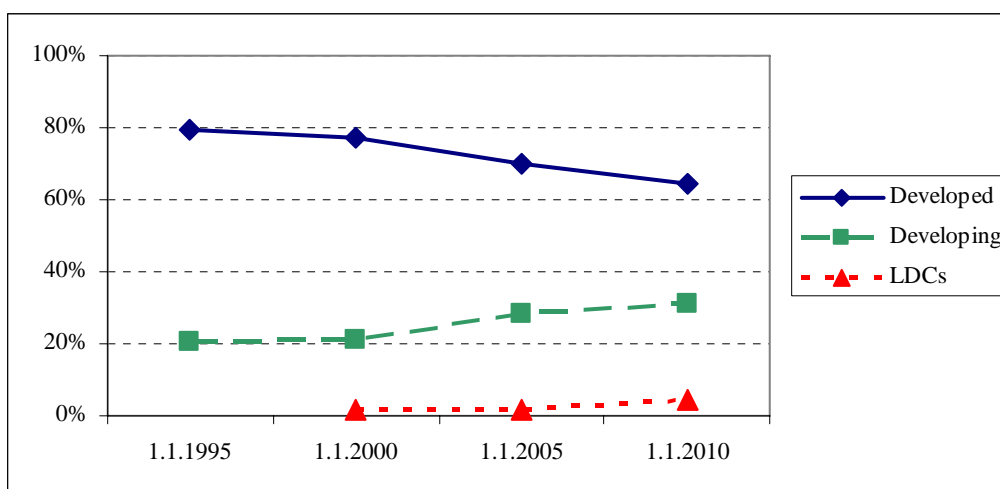
19. The staffing data (Annexes 1 to 3) has been separated into three main categories (all staff, professional staff and professional staff excluding linguistic staff) so as to account for the fact that a large percentage of support staff are hired in the local area and that staff in the language area (translators, interpreters etc.) are often drawn from Members with one of WTO's three official languages.

20. Since 1995, the number of Members represented in the Secretariat has increased from 49 to 75. Of course, this still means we have 78 Members that are not represented at present, but the trend is certainly in the right direction. Since 2005 alone, there has been a 8.7 percent increase (from 69 to 75).

21. The distribution of professional staff by Member reveals 16 Members with a share above 1.5% of the total. These are France, the UK, the United States, Spain, Switzerland, Canada, Germany, India, Italy, Australia, China, Colombia, Brazil, Philippines, Egypt and Netherlands. However, with the exception of France (which, along with Switzerland is part of the local employment market from which many qualified candidates apply for technical or linguistic positions) no single Member has a share over 7.1%. Broad distribution is shown further by the fact that there are 24 Members with a share greater than 1% of professional staff, and ten of these 24 are developing countries. There are 43 Members with a share of at least 0.5%, and half of these are developing countries.

22. Since 1995, the share of professional staff represented by developing and least developed countries has increased from 21.5% to 32.1% by 1 January 2010. Furthermore, as set out in Chart 1, if we look only at non-linguistic professional staff, the representation of developing and least developed country staff has increased from 20.7% in 1995 to 35.3% in January 2010.

Chart 1: WTO Professional Staff by Member Country Status  
(Linguistic Staff excluded)



23. From 2005 to 2009, 45.9% of non-linguistic professionals appointed have been from developing and least developed countries (Annex 6).

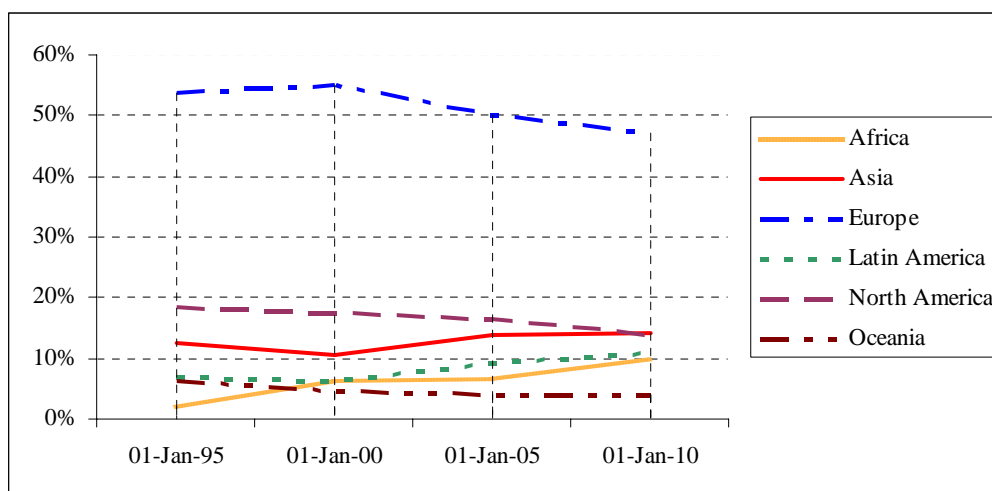
24. Out of 14 new professional staff members (language staff excluded) who have taken up their duties in 2009, 42.9 per cent are from developed countries, 35.7% from developing countries and 21.4% from LDCs.

25. In general, there is a higher rate of candidates from LDCs and developing countries selected for junior professional positions than for more senior positions. Given the Director-General's policy to recruit the majority of new staff at junior grade levels, the opportunities for candidates from developing countries and LDCs to successfully compete for WTO positions will likely be strengthened in the coming years.

26. It is also worthwhile to note the inflow of new staff from the various internship programmes. Since 2005, 40% of staff recruited to a junior professional position (linguistic staff excluded) were previous interns. Out of these, 58.3% are from developing countries and LDC's.

27. Looking at regional distribution (Chart 2 and Annex 5), the data indicates a steady increase in the percentage of staff from Asia, Latin America and Africa. While Europe continues to have the highest level of representation, Asia's percentage of professional staff (12.3%) is nearly that of North America (13.6%), and for non-linguistic professionals, Asia's share (14.2%) has surpassed North America (13.9%). Professional staff from Africa have increased from 1.7% in 1995 to 8.4% today.

Chart 2: WTO Professional Staff by Region  
(Linguistic Staff excluded)



## VI. APPLICATIONS FOR WTO VACANCY NOTICES

28. The data on number of applications from nationals of WTO Members (Annex 7) during 2008 and 2009 has a somewhat limited value as it does not take into account the extent to which candidates meet the minimum requirements of a position. The data does, however, indicate general interest in working for the WTO.

29. The number of short-listed candidates (Annex 8) gives a better indication of the number of highly qualified applicants from each Member. Given the generally low number of vacancy notices issued, and the fact that it is not uncommon for one highly qualified candidate to be short-listed for several vacancies, there is a certain level of variability in the data.

## VII. GENDER BALANCE – EVOLUTION SINCE 1995

30. The proportion of female professional staff (Annex 9) is significantly higher in 2009 than in 1995. There is still a higher percentage of male staff in the professional category (59.7% male compared to 40.3% female) but there is no reason for the trend of increasing number of professional female staff not to continue as new staff are recruited and as older staff retire.

31. It is also worth to note that while there were no female members of senior staff in 1995, the number of female Directors have increased from 2 in 2002 to 5 in 2009 and that one Deputy Director-General is now female.

32. In the support category, the ratio of female staff to male staff (70% female compared to 30% male) has not changed significantly since 1995.

33. Looking at total staff, 22.4% are female professionals whereas 33.2% are male professionals. In 1995, these percentages were 13% and 28.4% respectively. (Chart 3)

Chart 3: Percentage of WTO Staff by Occupational Grouping and Gender

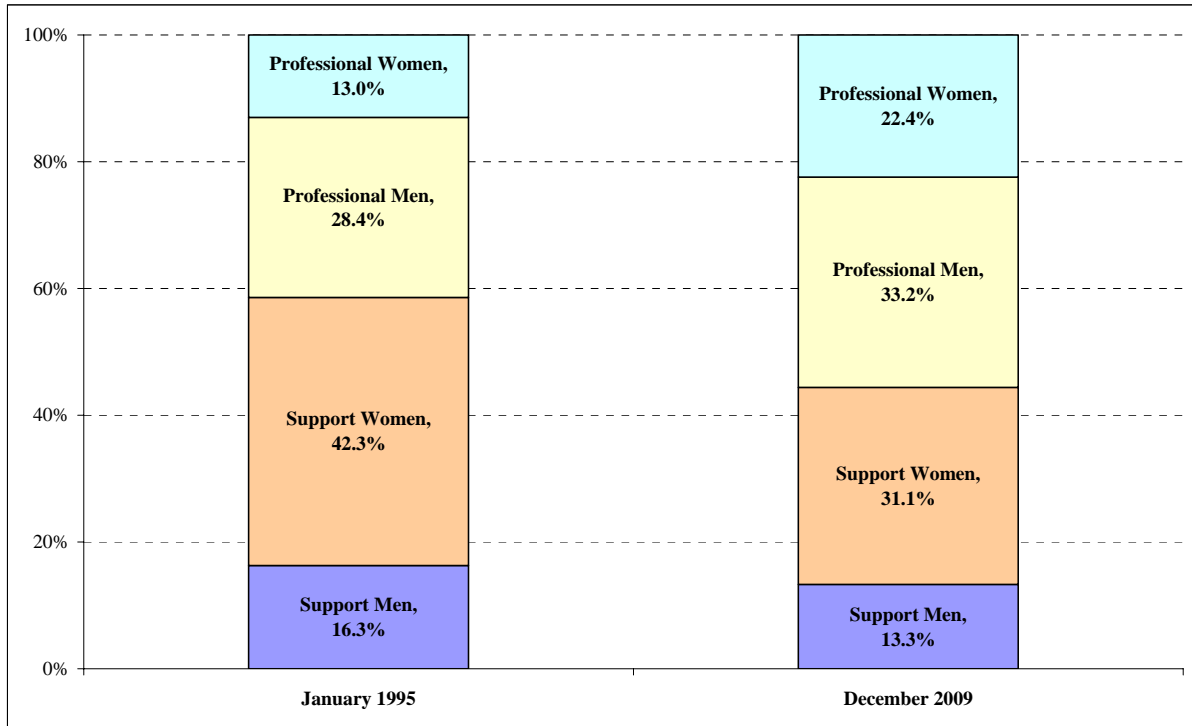
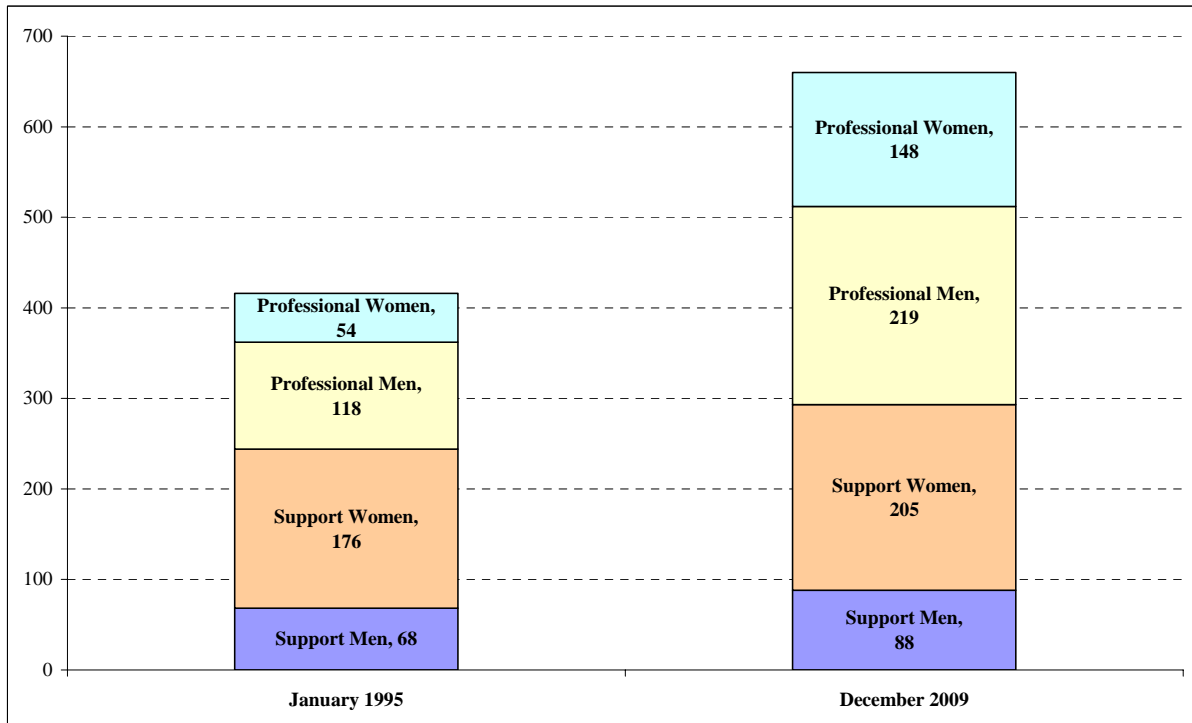


Chart 4: Number of WTO Staff by Occupational Group and Gender

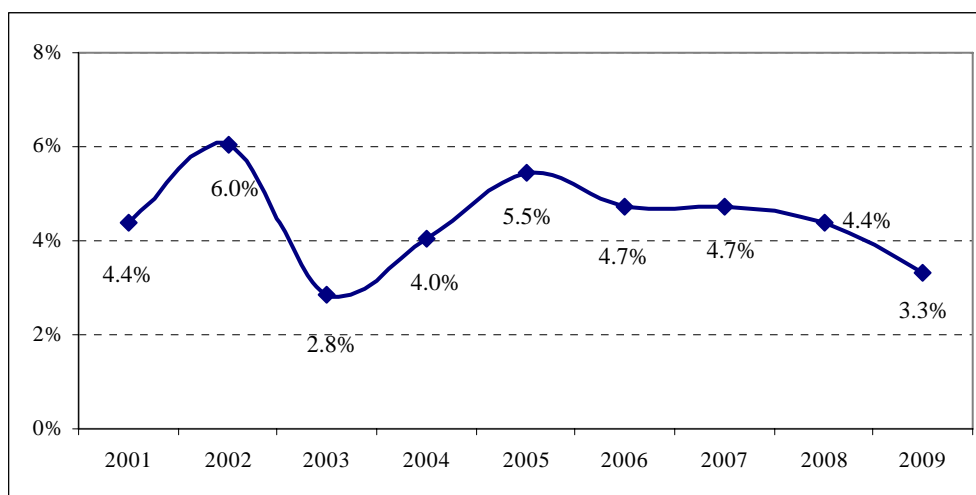


## VII. TURNOVER IN RELATION TO DIVERSITY

34. The overall turnover of staff in the WTO is traditionally low as illustrated in Chart 5. Over the last 5 years the average annual turnover has been 4.5%.

35. On average, between 20 and 30 vacancy notices are issued on an annual basis. The fact that there are relatively few positions advertised clearly does impact the pace at which diversity is evolving within the WTO Secretariat.

Chart 5: WTO Staff Turnover from 2001 to 2009



## IX. INTERNSHIP PROGRAMMES

36. The WTO currently has five internship programmes:

- (a) WTO internships
- (b) PhD internships
- (c) Netherlands Trainee Programme
- (d) Internships for Selected Missions
- (d) Regional Coordinator Internships.

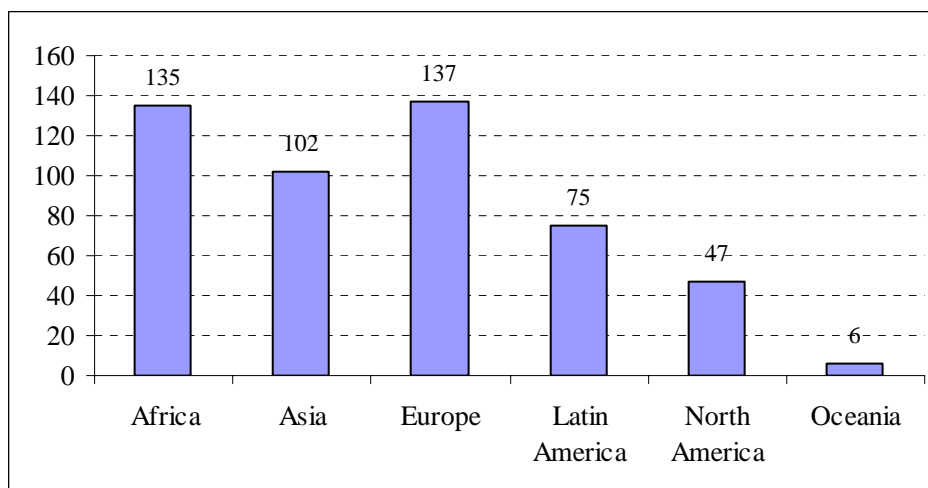
37. The WTO internship programme is designed for post-graduate university students from WTO Members and countries and customs territories engaged in accession negotiations who wish to gain practical experience and deeper knowledge of the multilateral trading system.

38. The other four programmes focus on building sustainable capacity in LDCs and developing countries by providing officials and students from these countries with an opportunity to directly participate in WTO's work in Geneva.

39. Interns are selected on the basis of merit, qualifications and expertise. Annex 10 provides further details on the above programmes, including each programme's purpose, eligibility and duration.

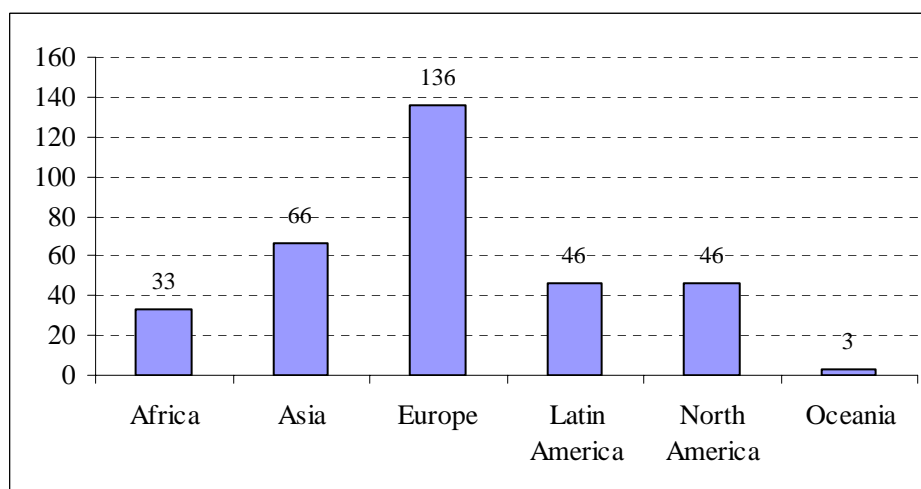
40. From 2005 to 2009, 502 interns from 127 countries participated in the five WTO internship programmes<sup>1</sup> (Annex 11). The 127 countries are composed of 109 WTO Members and 18 countries in accession negotiations. Out of the 502 interns, 65.9% were from developing countries and LDCs. Chart 6 provides that Europe (27.3%) and Africa (26.9%) had the highest level of representation, followed by Asia (20.3%), Latin America (14.9%), North America (9.4%) and Oceania (1.2%). The proportion of male interns (53.4%) was slightly higher than that of female interns (46.6%).

Chart 6: Total Number of Internships<sup>1</sup> by Region  
(2005 - 2009)



41. Looking at the WTO Internship Programme only, 330 interns from 81 countries participated in this programme from 2005 to 2009. The 81 countries are composed of 74 WTO Members and 7 countries in accession negotiations. Out of the 330 interns, 48.2% were from developing countries and LDCs. Chart 7 shows that Europe (41.2%) has the highest level of representation, followed by Asia (20%), Latin and North America (13.9% each), Africa (10%) and Oceania (0.9%). The proportion of female interns (53.3%) was slightly higher than that of male interns (46.7%).

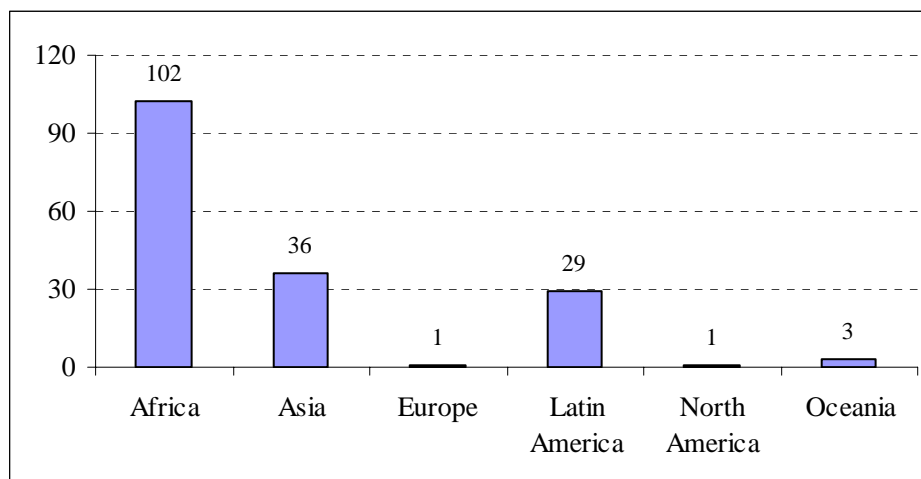
Chart 7: Number of Interns in WTO Internship Programme by Region (2005 - 2009)



<sup>1</sup> WTO internship programme, PhD internships, Netherlands Trainee Programme, Internships for Selected Missions, Regional Coordinator Internships.

42. From 2005 to 2009, 172 interns from 81 countries participated in the four developing country and LDC focused internship programmes.<sup>2</sup> The 81 countries represented are composed by 68 WTO Members and 13 countries in accession negotiations. Out of 172 interns, 52.9% were from developing countries and 47.1% from LDCs. Chart 8 shows that Africa (59.3%) has the highest level of representation, followed by Asia (20.9%), Latin America (16.9%), Oceania (1.7%), North America and Europe (0.6% each). The proportion of male interns (66.3%) in these programmes was higher than that of female interns (33.7%).

Chart 8: Developing Countries/LDCs Internships<sup>2</sup>  
by Region (2005 - 2009)



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<sup>2</sup> PhD internships, Netherlands Trainee Programme, Internships for Selected Missions, Regional Coordinator Internships.

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**ANNEX 1**  
**TOTAL WTO STAFF BY MEMBER**

| 1 January 1995 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 109    | 26.2%  |
| 2              | United Kingdom                   | 62     | 14.9%  |
| 3              | Switzerland                      | 38     | 9.1%   |
| 4              | Spain                            | 26     | 6.3%   |
| 5              | United States of America         | 18     | 4.3%   |
| 6              | Canada                           | 16     | 3.8%   |
| 7              | Ireland                          | 13     | 3.1%   |
| 7              | Italy                            | 13     | 3.1%   |
| 9              | Germany                          | 9      | 2.2%   |
| 9              | India                            | 9      | 2.2%   |
| 11             | Argentina                        | 8      | 1.9%   |
| 12             | Uruguay                          | 7      | 1.7%   |
| 13             | Australia                        | 5      | 1.2%   |
| 13             | Brazil                           | 5      | 1.2%   |
| 13             | Chile                            | 5      | 1.2%   |
| 13             | Greece                           | 5      | 1.2%   |
| 13             | Netherlands                      | 5      | 1.2%   |
| 13             | Peru                             | 5      | 1.2%   |
| 13             | Sri Lanka                        | 5      | 1.2%   |
| 13             | Sweden                           | 5      | 1.2%   |
| 21             | New Zealand                      | 4      | 1.0%   |
| 22             | Austria                          | 3      | 0.7%   |
| 22             | Colombia                         | 3      | 0.7%   |
| 22             | Norway                           | 3      | 0.7%   |
| 22             | Philippines                      | 3      | 0.7%   |
| 22             | Poland                           | 3      | 0.7%   |
| 27             | Bolivia                          | 2      | 0.5%   |
| 27             | Egypt                            | 2      | 0.5%   |
| 27             | Japan                            | 2      | 0.5%   |
| 27             | Mexico                           | 2      | 0.5%   |
| 27             | Portugal                         | 2      | 0.5%   |
| 27             | Turkey                           | 2      | 0.5%   |
| 33             | Belgium                          | 1      | 0.2%   |
| 33             | Benin                            | 1      | 0.2%   |
| 33             | Bolivarian Republic of Venezuela | 1      | 0.2%   |
| 33             | Cuba                             | 1      | 0.2%   |
| 33             | Czech Republic                   | 1      | 0.2%   |
| 33             | Finland                          | 1      | 0.2%   |
| 33             | Ghana                            | 1      | 0.2%   |
| 33             | Honduras                         | 1      | 0.2%   |
| 33             | Hong Kong, China                 | 1      | 0.2%   |
| 33             | Hungary                          | 1      | 0.2%   |
| 33             | Malaysia                         | 1      | 0.2%   |
| 33             | Morocco                          | 1      | 0.2%   |
| 33             | Pakistan                         | 1      | 0.2%   |
| 33             | Romania                          | 1      | 0.2%   |
| 33             | Senegal                          | 1      | 0.2%   |
| 33             | Thailand                         | 1      | 0.2%   |
| 33             | Tunisia                          | 1      | 0.2%   |
|                | Total                            | 416    | 100.0% |

| 1 January 2000 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 131    | 25.1%  |
| 2              | United Kingdom                   | 76     | 14.6%  |
| 3              | Spain                            | 35     | 6.7%   |
| 4              | Switzerland                      | 30     | 5.8%   |
| 5              | Canada                           | 24     | 4.6%   |
| 6              | United States of America         | 23     | 4.4%   |
| 7              | Ireland                          | 15     | 2.9%   |
| 7              | Italy                            | 15     | 2.9%   |
| 9              | Germany                          | 14     | 2.7%   |
| 10             | India                            | 11     | 2.1%   |
| 11             | Australia                        | 10     | 1.9%   |
| 12             | Netherlands                      | 8      | 1.5%   |
| 12             | Sweden                           | 8      | 1.5%   |
| 12             | Uruguay                          | 8      | 1.5%   |
| 15             | Peru                             | 7      | 1.3%   |
| 16             | Argentina                        | 6      | 1.2%   |
| 17             | Bolivarian Republic of Venezuela | 5      | 1.0%   |
| 17             | Chile                            | 5      | 1.0%   |
| 17             | Philippines                      | 5      | 1.0%   |
| 20             | Austria                          | 4      | 0.8%   |
| 20             | Belgium                          | 4      | 0.8%   |
| 20             | Colombia                         | 4      | 0.8%   |
| 20             | Greece                           | 4      | 0.8%   |
| 20             | New Zealand                      | 4      | 0.8%   |
| 20             | Poland                           | 4      | 0.8%   |
| 20             | Sri Lanka                        | 4      | 0.8%   |
| 27             | Bolivia                          | 3      | 0.6%   |
| 27             | Brazil                           | 3      | 0.6%   |
| 27             | Egypt                            | 3      | 0.6%   |
| 27             | Finland                          | 3      | 0.6%   |
| 27             | Japan                            | 3      | 0.6%   |
| 27             | Morocco                          | 3      | 0.6%   |
| 27             | Norway                           | 3      | 0.6%   |
| 27             | Tunisia                          | 3      | 0.6%   |
| 35             | Denmark                          | 2      | 0.4%   |
| 35             | Hungary                          | 2      | 0.4%   |
| 35             | Korea, Republic of               | 2      | 0.4%   |
| 35             | Malaysia                         | 2      | 0.4%   |
| 35             | Mexico                           | 2      | 0.4%   |
| 35             | Portugal                         | 2      | 0.4%   |
| 35             | Romania                          | 2      | 0.4%   |
| 35             | Thailand                         | 2      | 0.4%   |
| 35             | Turkey                           | 2      | 0.4%   |
| 44             | Benin                            | 1      | 0.2%   |
| 44             | Burkina Faso                     | 1      | 0.2%   |
| 44             | Côte d'Ivoire                    | 1      | 0.2%   |
| 44             | Costa Rica                       | 1      | 0.2%   |
| 44             | Cuba                             | 1      | 0.2%   |
| 44             | Democratic Republic of the Congo | 1      | 0.2%   |
| 44             | Ghana                            | 1      | 0.2%   |
| 44             | Honduras                         | 1      | 0.2%   |
| 44             | Hong Kong, China                 | 1      | 0.2%   |
| 44             | Malawi                           | 1      | 0.2%   |
| 44             | Mauritius                        | 1      | 0.2%   |
| 44             | Nigeria                          | 1      | 0.2%   |
| 44             | Paraguay                         | 1      | 0.2%   |
| 44             | Senegal                          | 1      | 0.2%   |
| 44             | Zimbabwe                         | 1      | 0.2%   |
|                | Total                            | 521    | 100.0% |

(cont'd)

| 1 January 2005 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 163    | 26.0%  |
| 2              | United Kingdom                   | 81     | 12.9%  |
| 3              | Spain                            | 49     | 7.8%   |
| 4              | Switzerland                      | 36     | 5.7%   |
| 5              | Canada                           | 28     | 4.5%   |
| 6              | United States of America         | 27     | 4.3%   |
| 7              | Germany                          | 17     | 2.7%   |
| 8              | Ireland                          | 12     | 1.9%   |
| 8              | Italy                            | 12     | 1.9%   |
| 10             | Australia                        | 11     | 1.8%   |
| 10             | India                            | 11     | 1.8%   |
| 12             | Uruguay                          | 9      | 1.4%   |
| 13             | Philippines                      | 8      | 1.3%   |
| 14             | Argentina                        | 7      | 1.1%   |
| 14             | China                            | 7      | 1.1%   |
| 14             | Colombia                         | 7      | 1.1%   |
| 14             | Netherlands                      | 7      | 1.1%   |
| 14             | Peru                             | 7      | 1.1%   |
| 19             | Belgium                          | 6      | 1.0%   |
| 19             | Brazil                           | 6      | 1.0%   |
| 19             | Chile                            | 6      | 1.0%   |
| 19             | Mexico                           | 6      | 1.0%   |
| 23             | Austria                          | 5      | 0.8%   |
| 23             | Egypt                            | 5      | 0.8%   |
| 23             | Poland                           | 5      | 0.8%   |
| 23             | Sweden                           | 5      | 0.8%   |
| 23             | Thailand                         | 5      | 0.8%   |
| 23             | Tunisia                          | 5      | 0.8%   |
| 29             | Bolivarian Republic of Venezuela | 4      | 0.6%   |
| 29             | Finland                          | 4      | 0.6%   |
| 29             | Greece                           | 4      | 0.6%   |
| 29             | Japan                            | 4      | 0.6%   |
| 29             | New Zealand                      | 4      | 0.6%   |
| 29             | Sri Lanka                        | 4      | 0.6%   |
| 35             | Bolivia                          | 3      | 0.5%   |
| 35             | Ghana                            | 3      | 0.5%   |
| 35             | Turkey                           | 3      | 0.5%   |
| 38             | Costa Rica                       | 2      | 0.3%   |
| 38             | Cuba                             | 2      | 0.3%   |
| 38             | Denmark                          | 2      | 0.3%   |
| 38             | Korea, Republic of               | 2      | 0.3%   |
| 38             | Malaysia                         | 2      | 0.3%   |
| 38             | Mauritius                        | 2      | 0.3%   |
| 38             | Morocco                          | 2      | 0.3%   |
| 38             | Norway                           | 2      | 0.3%   |
| 38             | Portugal                         | 2      | 0.3%   |
| 38             | Romania                          | 2      | 0.3%   |
| 48             | Bangladesh                       | 1      | 0.2%   |
| 48             | Benin                            | 1      | 0.2%   |
| 48             | Bulgaria                         | 1      | 0.2%   |
| 48             | Côte d'Ivoire                    | 1      | 0.2%   |
| 48             | Democratic Republic of the Congo | 1      | 0.2%   |
| 48             | Ecuador                          | 1      | 0.2%   |
| 48             | Estonia                          | 1      | 0.2%   |
| 48             | Fiji                             | 1      | 0.2%   |
| 48             | Guatemala                        | 1      | 0.2%   |
| 48             | Honduras                         | 1      | 0.2%   |
| 48             | Hong Kong, China                 | 1      | 0.2%   |
| 48             | Hungary                          | 1      | 0.2%   |
| 48             | Kenya                            | 1      | 0.2%   |
| 48             | Malawi                           | 1      | 0.2%   |
| 48             | Myanmar                          | 1      | 0.2%   |
| 48             | Nigeria                          | 1      | 0.2%   |
| 48             | Paraguay                         | 1      | 0.2%   |
| 48             | Rwanda                           | 1      | 0.2%   |
| 48             | Senegal                          | 1      | 0.2%   |
| 48             | Slovenia                         | 1      | 0.2%   |
| 48             | South Africa                     | 1      | 0.2%   |
| 48             | Zimbabwe                         | 1      | 0.2%   |
|                | Total                            | 628    | 100.0% |

| 1 January 2010 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 185    | 28.0%  |
| 2              | United Kingdom                   | 68     | 10.3%  |
| 3              | Spain                            | 46     | 7.0%   |
| 4              | Switzerland                      | 35     | 5.3%   |
| 5              | United States of America         | 29     | 4.4%   |
| 6              | Canada                           | 24     | 3.6%   |
| 7              | Germany                          | 21     | 3.2%   |
| 8              | Italy                            | 15     | 2.3%   |
| 9              | India                            | 14     | 2.1%   |
| 10             | Ireland                          | 12     | 1.8%   |
| 11             | Australia                        | 10     | 1.5%   |
| 11             | Brazil                           | 10     | 1.5%   |
| 11             | Colombia                         | 10     | 1.5%   |
| 14             | China                            | 9      | 1.4%   |
| 14             | Philippines                      | 9      | 1.4%   |
| 16             | Argentina                        | 8      | 1.2%   |
| 17             | Netherlands                      | 7      | 1.1%   |
| 17             | Peru                             | 7      | 1.1%   |
| 17             | Uruguay                          | 7      | 1.1%   |
| 20             | Egypt                            | 6      | 0.9%   |
| 20             | Finland                          | 6      | 0.9%   |
| 20             | Greece                           | 6      | 0.9%   |
| 20             | Tunisia                          | 6      | 0.9%   |
| 24             | Austria                          | 5      | 0.8%   |
| 24             | Belgium                          | 5      | 0.8%   |
| 24             | Mexico                           | 5      | 0.8%   |
| 24             | New Zealand                      | 5      | 0.8%   |
| 28             | Bolivarian Republic of Venezuela | 4      | 0.6%   |
| 28             | Chile                            | 4      | 0.6%   |
| 28             | Korea, Republic of               | 4      | 0.6%   |
| 28             | Poland                           | 4      | 0.6%   |
| 28             | Sweden                           | 4      | 0.6%   |
| 33             | Bolivia                          | 3      | 0.5%   |
| 33             | Bulgaria                         | 3      | 0.5%   |
| 33             | Japan                            | 3      | 0.5%   |
| 33             | Malaysia                         | 3      | 0.5%   |
| 33             | Morocco                          | 3      | 0.5%   |
| 33             | Romania                          | 3      | 0.5%   |
| 33             | Sri Lanka                        | 3      | 0.5%   |
| 33             | Turkey                           | 3      | 0.5%   |
| 41             | Costa Rica                       | 2      | 0.3%   |
| 41             | Denmark                          | 2      | 0.3%   |
| 41             | Ecuador                          | 2      | 0.3%   |
| 41             | Ghana                            | 2      | 0.3%   |
| 41             | Mauritius                        | 2      | 0.3%   |
| 41             | Norway                           | 2      | 0.3%   |
| 41             | Pakistan                         | 2      | 0.3%   |
| 41             | Rwanda                           | 2      | 0.3%   |
| 41             | Senegal                          | 2      | 0.3%   |
| 41             | Uganda                           | 2      | 0.3%   |
| 41             | Zimbabwe                         | 2      | 0.3%   |
| 52             | Bangladesh                       | 1      | 0.2%   |
| 52             | Barbados                         | 1      | 0.2%   |
| 52             | Benin                            | 1      | 0.2%   |
| 52             | Burundi                          | 1      | 0.2%   |
| 52             | Côte d'Ivoire                    | 1      | 0.2%   |
| 52             | Cuba                             | 1      | 0.2%   |
| 52             | Democratic Republic of the Congo | 1      | 0.2%   |
| 52             | Estonia                          | 1      | 0.2%   |
| 52             | Guatemala                        | 1      | 0.2%   |
| 52             | Guinea                           | 1      | 0.2%   |
| 52             | Honduras                         | 1      | 0.2%   |
| 52             | Hong Kong, China                 | 1      | 0.2%   |
| 52             | Hungary                          | 1      | 0.2%   |
| 52             | Lesotho                          | 1      | 0.2%   |
| 52             | Malawi                           | 1      | 0.2%   |
| 52             | Nigeria                          | 1      | 0.2%   |
| 52             | Paraguay                         | 1      | 0.2%   |
| 52             | Portugal                         | 1      | 0.2%   |
| 52             | Saint Lucia                      | 1      | 0.2%   |
| 52             | South Africa                     | 1      | 0.2%   |
| 52             | Tanzania                         | 1      | 0.2%   |
| 52             | Thailand                         | 1      | 0.2%   |
| 52             | Trinidad and Tobago              | 1      | 0.2%   |
| 52             | Zambia                           | 1      | 0.2%   |
|                | Total                            | 660    | 100.0% |

ANNEX 2

WTO PROFESSIONAL STAFF BY MEMBER

| 1 January 1995 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 28     | 16.3%  |
| 2              | United Kingdom                   | 16     | 9.3%   |
| 3              | United States of America         | 15     | 8.7%   |
| 4              | Canada                           | 14     | 8.1%   |
| 5              | Switzerland                      | 13     | 7.6%   |
| 6              | Germany                          | 6      | 3.5%   |
| 6              | India                            | 6      | 3.5%   |
| 6              | Spain                            | 6      | 3.5%   |
| 9              | Australia                        | 5      | 2.9%   |
| 10             | Argentina                        | 4      | 2.3%   |
| 10             | Brazil                           | 4      | 2.3%   |
| 10             | Greece                           | 4      | 2.3%   |
| 10             | Italy                            | 4      | 2.3%   |
| 10             | Netherlands                      | 4      | 2.3%   |
| 10             | New Zealand                      | 4      | 2.3%   |
| 10             | Uruguay                          | 4      | 2.3%   |
| 17             | Sri Lanka                        | 3      | 1.7%   |
| 17             | Sweden                           | 3      | 1.7%   |
| 19             | Egypt                            | 2      | 1.2%   |
| 19             | Ireland                          | 2      | 1.2%   |
| 19             | Japan                            | 2      | 1.2%   |
| 19             | Norway                           | 2      | 1.2%   |
| 19             | Philippines                      | 2      | 1.2%   |
| 19             | Turkey                           | 2      | 1.2%   |
| 25             | Austria                          | 1      | 0.6%   |
| 25             | Belgium                          | 1      | 0.6%   |
| 25             | Bolivarian Republic of Venezuela | 1      | 0.6%   |
| 25             | Bolivia                          | 1      | 0.6%   |
| 25             | Chile                            | 1      | 0.6%   |
| 25             | Colombia                         | 1      | 0.6%   |
| 25             | Czech Republic                   | 1      | 0.6%   |
| 25             | Ghana                            | 1      | 0.6%   |
| 25             | Hong Kong, China                 | 1      | 0.6%   |
| 25             | Hungary                          | 1      | 0.6%   |
| 25             | Mexico                           | 1      | 0.6%   |
| 25             | Pakistan                         | 1      | 0.6%   |
| 25             | Peru                             | 1      | 0.6%   |
| 25             | Poland                           | 1      | 0.6%   |
| 25             | Portugal                         | 1      | 0.6%   |
| 25             | Romania                          | 1      | 0.6%   |
| 25             | Thailand                         | 1      | 0.6%   |
|                | Total                            | 172    | 100.0% |

| 1 January 2000 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 38     | 14.5%  |
| 2              | United States of America         | 21     | 8.0%   |
| 3              | Canada                           | 20     | 7.6%   |
| 3              | United Kingdom                   | 20     | 7.6%   |
| 5              | Spain                            | 19     | 7.3%   |
| 6              | Switzerland                      | 16     | 6.1%   |
| 7              | Italy                            | 11     | 4.2%   |
| 8              | Germany                          | 10     | 3.8%   |
| 9              | Australia                        | 7      | 2.7%   |
| 9              | India                            | 7      | 2.7%   |
| 9              | Netherlands                      | 7      | 2.7%   |
| 12             | Sweden                           | 6      | 2.3%   |
| 13             | Bolivarian Republic of Venezuela | 5      | 1.9%   |
| 14             | Belgium                          | 4      | 1.5%   |
| 14             | Philippines                      | 4      | 1.5%   |
| 14             | Uruguay                          | 4      | 1.5%   |
| 17             | Argentina                        | 3      | 1.1%   |
| 17             | Egypt                            | 3      | 1.1%   |
| 17             | Greece                           | 3      | 1.1%   |
| 17             | Ireland                          | 3      | 1.1%   |
| 17             | Japan                            | 3      | 1.1%   |
| 17             | New Zealand                      | 3      | 1.1%   |
| 23             | Austria                          | 2      | 0.8%   |
| 23             | Bolivia                          | 2      | 0.8%   |
| 23             | Brazil                           | 2      | 0.8%   |
| 23             | Colombia                         | 2      | 0.8%   |
| 23             | Hungary                          | 2      | 0.8%   |
| 23             | Korea, Republic of               | 2      | 0.8%   |
| 23             | Mexico                           | 2      | 0.8%   |
| 23             | Morocco                          | 2      | 0.8%   |
| 23             | Norway                           | 2      | 0.8%   |
| 23             | Poland                           | 2      | 0.8%   |
| 23             | Romania                          | 2      | 0.8%   |
| 23             | Sri Lanka                        | 2      | 0.8%   |
| 23             | Thailand                         | 2      | 0.8%   |
| 23             | Tunisia                          | 2      | 0.8%   |
| 23             | Turkey                           | 2      | 0.8%   |
| 38             | Benin                            | 1      | 0.4%   |
| 38             | Burkina Faso                     | 1      | 0.4%   |
| 38             | Chile                            | 1      | 0.4%   |
| 38             | Costa Rica                       | 1      | 0.4%   |
| 38             | Democratic Republic of the Congo | 1      | 0.4%   |
| 38             | Denmark                          | 1      | 0.4%   |
| 38             | Finland                          | 1      | 0.4%   |
| 38             | Ghana                            | 1      | 0.4%   |
| 38             | Hong Kong, China                 | 1      | 0.4%   |
| 38             | Malawi                           | 1      | 0.4%   |
| 38             | Malaysia                         | 1      | 0.4%   |
| 38             | Nigeria                          | 1      | 0.4%   |
| 38             | Peru                             | 1      | 0.4%   |
| 38             | Portugal                         | 1      | 0.4%   |
| 38             | Zimbabwe                         | 1      | 0.4%   |
|                | Total                            | 262    | 100.0% |

(cont'd)

| 1 January 2005 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 48     | 13.8%  |
| 2              | United Kingdom                   | 27     | 7.8%   |
| 3              | Spain                            | 26     | 7.5%   |
| 4              | Canada                           | 25     | 7.2%   |
| 5              | Switzerland                      | 23     | 6.6%   |
| 5              | United States of America         | 23     | 6.6%   |
| 7              | Germany                          | 15     | 4.3%   |
| 8              | Italy                            | 10     | 2.9%   |
| 9              | Australia                        | 8      | 2.3%   |
| 9              | India                            | 8      | 2.3%   |
| 11             | Philippines                      | 7      | 2.0%   |
| 12             | China                            | 6      | 1.7%   |
| 12             | Colombia                         | 6      | 1.7%   |
| 12             | Mexico                           | 6      | 1.7%   |
| 12             | Netherlands                      | 6      | 1.7%   |
| 12             | Uruguay                          | 6      | 1.7%   |
| 17             | Egypt                            | 5      | 1.4%   |
| 17             | Thailand                         | 5      | 1.4%   |
| 19             | Argentina                        | 4      | 1.2%   |
| 19             | Austria                          | 4      | 1.2%   |
| 19             | Bolivarian Republic of Venezuela | 4      | 1.2%   |
| 19             | Brazil                           | 4      | 1.2%   |
| 19             | Greece                           | 4      | 1.2%   |
| 19             | Ireland                          | 4      | 1.2%   |
| 19             | Japan                            | 4      | 1.2%   |
| 26             | Belgium                          | 3      | 0.9%   |
| 26             | Ghana                            | 3      | 0.9%   |
| 26             | New Zealand                      | 3      | 0.9%   |
| 26             | Poland                           | 3      | 0.9%   |
| 26             | Sweden                           | 3      | 0.9%   |
| 26             | Tunisia                          | 3      | 0.9%   |
| 26             | Turkey                           | 3      | 0.9%   |
| 33             | Bolivia                          | 2      | 0.6%   |
| 33             | Chile                            | 2      | 0.6%   |
| 33             | Costa Rica                       | 2      | 0.6%   |
| 33             | Finland                          | 2      | 0.6%   |
| 33             | Korea, Republic of               | 2      | 0.6%   |
| 33             | Morocco                          | 2      | 0.6%   |
| 33             | Sri Lanka                        | 2      | 0.6%   |
| 40             | Bangladesh                       | 1      | 0.3%   |
| 40             | Benin                            | 1      | 0.3%   |
| 40             | Bulgaria                         | 1      | 0.3%   |
| 40             | Cuba                             | 1      | 0.3%   |
| 40             | Democratic Republic of the Congo | 1      | 0.3%   |
| 40             | Denmark                          | 1      | 0.3%   |
| 40             | Ecuador                          | 1      | 0.3%   |
| 40             | Estonia                          | 1      | 0.3%   |
| 40             | Fiji                             | 1      | 0.3%   |
| 40             | Guatemala                        | 1      | 0.3%   |
| 40             | Hong Kong, China                 | 1      | 0.3%   |
| 40             | Hungary                          | 1      | 0.3%   |
| 40             | Kenya                            | 1      | 0.3%   |
| 40             | Malawi                           | 1      | 0.3%   |
| 40             | Malaysia                         | 1      | 0.3%   |
| 40             | Mauritius                        | 1      | 0.3%   |
| 40             | Myanmar                          | 1      | 0.3%   |
| 40             | Nigeria                          | 1      | 0.3%   |
| 40             | Norway                           | 1      | 0.3%   |
| 40             | Peru                             | 1      | 0.3%   |
| 40             | Portugal                         | 1      | 0.3%   |
| 40             | Romania                          | 1      | 0.3%   |
| 40             | Slovenia                         | 1      | 0.3%   |
| 40             | South Africa                     | 1      | 0.3%   |
|                | Total                            | 347    | 100.0% |

| 1 January 2010 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 54     | 14.7%  |
| 2              | United Kingdom                   | 26     | 7.1%   |
| 3              | Spain                            | 24     | 6.5%   |
| 3              | United States of America         | 24     | 6.5%   |
| 5              | Canada                           | 21     | 5.7%   |
| 6              | Germany                          | 18     | 4.9%   |
| 7              | Switzerland                      | 17     | 4.6%   |
| 8              | India                            | 12     | 3.3%   |
| 8              | Italy                            | 12     | 3.3%   |
| 10             | Australia                        | 8      | 2.2%   |
| 10             | Brazil                           | 8      | 2.2%   |
| 10             | China                            | 8      | 2.2%   |
| 10             | Colombia                         | 8      | 2.2%   |
| 14             | Philippines                      | 7      | 1.9%   |
| 15             | Egypt                            | 6      | 1.6%   |
| 15             | Netherlands                      | 6      | 1.6%   |
| 17             | Austria                          | 5      | 1.4%   |
| 17             | Ireland                          | 5      | 1.4%   |
| 17             | Mexico                           | 5      | 1.4%   |
| 20             | Bolivarian Republic of Venezuela | 4      | 1.1%   |
| 20             | Greece                           | 4      | 1.1%   |
| 20             | Korea, Republic of               | 4      | 1.1%   |
| 20             | New Zealand                      | 4      | 1.1%   |
| 20             | Tunisia                          | 4      | 1.1%   |
| 25             | Argentina                        | 3      | 0.8%   |
| 25             | Bolivia                          | 3      | 0.8%   |
| 25             | Bulgaria                         | 3      | 0.8%   |
| 25             | Finland                          | 3      | 0.8%   |
| 25             | Japan                            | 3      | 0.8%   |
| 25             | Sweden                           | 3      | 0.8%   |
| 25             | Turkey                           | 3      | 0.8%   |
| 25             | Uruguay                          | 3      | 0.8%   |
| 33             | Belgium                          | 2      | 0.5%   |
| 33             | Chile                            | 2      | 0.5%   |
| 33             | Costa Rica                       | 2      | 0.5%   |
| 33             | Ecuador                          | 2      | 0.5%   |
| 33             | Ghana                            | 2      | 0.5%   |
| 33             | Malaysia                         | 2      | 0.5%   |
| 33             | Morocco                          | 2      | 0.5%   |
| 33             | Pakistan                         | 2      | 0.5%   |
| 33             | Poland                           | 2      | 0.5%   |
| 33             | Rwanda                           | 2      | 0.5%   |
| 33             | Uganda                           | 2      | 0.5%   |
| 44             | Bangladesh                       | 1      | 0.3%   |
| 44             | Barbados                         | 1      | 0.3%   |
| 44             | Benin                            | 1      | 0.3%   |
| 44             | Burundi                          | 1      | 0.3%   |
| 44             | Democratic Republic of the Congo | 1      | 0.3%   |
| 44             | Denmark                          | 1      | 0.3%   |
| 44             | Estonia                          | 1      | 0.3%   |
| 44             | Guatemala                        | 1      | 0.3%   |
| 44             | Guinea                           | 1      | 0.3%   |
| 44             | Hong Kong, China                 | 1      | 0.3%   |
| 44             | Hungary                          | 1      | 0.3%   |
| 44             | Lesotho                          | 1      | 0.3%   |
| 44             | Malawi                           | 1      | 0.3%   |
| 44             | Mauritius                        | 1      | 0.3%   |
| 44             | Nigeria                          | 1      | 0.3%   |
| 44             | Norway                           | 1      | 0.3%   |
| 44             | Peru                             | 1      | 0.3%   |
| 44             | Romania                          | 1      | 0.3%   |
| 44             | Saint Lucia                      | 1      | 0.3%   |
| 44             | Senegal                          | 1      | 0.3%   |
| 44             | South Africa                     | 1      | 0.3%   |
| 44             | Sri Lanka                        | 1      | 0.3%   |
| 44             | Tanzania                         | 1      | 0.3%   |
| 44             | Thailand                         | 1      | 0.3%   |
| 44             | Trinidad and Tobago              | 1      | 0.3%   |
| 44             | Zambia                           | 1      | 0.3%   |
| 44             | Zimbabwe                         | 1      | 0.3%   |
|                | Total                            | 367    | 100.0% |

ANNEX 3

WTO PROFESSIONAL STAFF (LINGUISTIC STAFF EXCLUDED) BY MEMBER

| 1 January 1995 |                          |        |        |
|----------------|--------------------------|--------|--------|
|                | Member                   | Number | %      |
| 1              | France                   | 18     | 12.4%  |
| 2              | United Kingdom           | 15     | 10.3%  |
| 3              | United States of America | 14     | 9.7%   |
| 4              | Canada                   | 12     | 8.3%   |
| 5              | Switzerland              | 11     | 7.6%   |
| 6              | Germany                  | 6      | 4.1%   |
| 6              | India                    | 6      | 4.1%   |
| 8              | Australia                | 5      | 3.4%   |
| 9              | Brazil                   | 4      | 2.8%   |
| 9              | Greece                   | 4      | 2.8%   |
| 9              | Italy                    | 4      | 2.8%   |
| 9              | Netherlands              | 4      | 2.8%   |
| 9              | New Zealand              | 4      | 2.8%   |
| 14             | Sri Lanka                | 3      | 2.1%   |
| 14             | Sweden                   | 3      | 2.1%   |
| 16             | Egypt                    | 2      | 1.4%   |
| 16             | Ireland                  | 2      | 1.4%   |
| 16             | Japan                    | 2      | 1.4%   |
| 16             | Norway                   | 2      | 1.4%   |
| 16             | Philippines              | 2      | 1.4%   |
| 16             | Spain                    | 2      | 1.4%   |
| 16             | Turkey                   | 2      | 1.4%   |
| 16             | Uruguay                  | 2      | 1.4%   |
| 24             | Argentina                | 1      | 0.7%   |
| 24             | Austria                  | 1      | 0.7%   |
| 24             | Belgium                  | 1      | 0.7%   |
| 24             | Bolivia                  | 1      | 0.7%   |
| 24             | Chile                    | 1      | 0.7%   |
| 24             | Colombia                 | 1      | 0.7%   |
| 24             | Czech Republic           | 1      | 0.7%   |
| 24             | Ghana                    | 1      | 0.7%   |
| 24             | Hong Kong, China         | 1      | 0.7%   |
| 24             | Hungary                  | 1      | 0.7%   |
| 24             | Mexico                   | 1      | 0.7%   |
| 24             | Pakistan                 | 1      | 0.7%   |
| 24             | Poland                   | 1      | 0.7%   |
| 24             | Portugal                 | 1      | 0.7%   |
| 24             | Romania                  | 1      | 0.7%   |
| 24             | Thailand                 | 1      | 0.7%   |
|                | Total                    | 145    | 100.0% |

| 1 January 2000 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 24     | 10.7%  |
| 2              | United States of America         | 19     | 8.5%   |
| 2              | United Kingdom                   | 19     | 8.5%   |
| 4              | Canada                           | 18     | 8.0%   |
| 5              | Switzerland                      | 14     | 6.3%   |
| 6              | Italy                            | 11     | 4.9%   |
| 7              | Germany                          | 10     | 4.5%   |
| 8              | Spain                            | 9      | 4.0%   |
| 9              | Australia                        | 7      | 3.1%   |
| 9              | India                            | 7      | 3.1%   |
| 9              | Netherlands                      | 7      | 3.1%   |
| 12             | Sweden                           | 6      | 2.7%   |
| 13             | Belgium                          | 4      | 1.8%   |
| 13             | Bolivarian Republic of Venezuela | 4      | 1.8%   |
| 13             | Philippines                      | 4      | 1.8%   |
| 16             | Egypt                            | 3      | 1.3%   |
| 16             | Greece                           | 3      | 1.3%   |
| 16             | Ireland                          | 3      | 1.3%   |
| 16             | Japan                            | 3      | 1.3%   |
| 16             | New Zealand                      | 3      | 1.3%   |
| 21             | Austria                          | 2      | 0.9%   |
| 21             | Bolivia                          | 2      | 0.9%   |
| 21             | Brazil                           | 2      | 0.9%   |
| 21             | Colombia                         | 2      | 0.9%   |
| 21             | Hungary                          | 2      | 0.9%   |
| 21             | Mexico                           | 2      | 0.9%   |
| 21             | Morocco                          | 2      | 0.9%   |
| 21             | Norway                           | 2      | 0.9%   |
| 21             | Korea, Republic of               | 2      | 0.9%   |
| 21             | Poland                           | 2      | 0.9%   |
| 21             | Romania                          | 2      | 0.9%   |
| 21             | Sri Lanka                        | 2      | 0.9%   |
| 21             | Thailand                         | 2      | 0.9%   |
| 21             | Tunisia                          | 2      | 0.9%   |
| 21             | Turkey                           | 2      | 0.9%   |
| 36             | Argentina                        | 1      | 0.4%   |
| 36             | Benin                            | 1      | 0.4%   |
| 36             | Burkina Faso                     | 1      | 0.4%   |
| 36             | Chile                            | 1      | 0.4%   |
| 36             | Costa Rica                       | 1      | 0.4%   |
| 36             | Democratic Republic of the Congo | 1      | 0.4%   |
| 36             | Denmark                          | 1      | 0.4%   |
| 36             | Finland                          | 1      | 0.4%   |
| 36             | Ghana                            | 1      | 0.4%   |
| 36             | Hong Kong, China                 | 1      | 0.4%   |
| 36             | Malawi                           | 1      | 0.4%   |
| 36             | Malaysia                         | 1      | 0.4%   |
| 36             | Nigeria                          | 1      | 0.4%   |
| 36             | Portugal                         | 1      | 0.4%   |
| 36             | Uruguay                          | 1      | 0.4%   |
| 36             | Zimbabwe                         | 1      | 0.4%   |
|                | Total                            | 224    | 100.0% |

(cont'd)

| 1 January 2005 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 31     | 10.4%  |
| 2              | United Kingdom                   | 26     | 8.7%   |
| 3              | Canada                           | 24     | 8.1%   |
| 4              | United States of America         | 20     | 6.7%   |
| 5              | Switzerland                      | 18     | 6.0%   |
| 6              | Germany                          | 15     | 5.0%   |
| 7              | Spain                            | 12     | 4.0%   |
| 8              | Italy                            | 10     | 3.4%   |
| 9              | Australia                        | 8      | 2.7%   |
| 9              | India                            | 8      | 2.7%   |
| 11             | Philippines                      | 7      | 2.3%   |
| 12             | China                            | 6      | 2.0%   |
| 12             | Colombia                         | 6      | 2.0%   |
| 12             | Netherlands                      | 6      | 2.0%   |
| 15             | Egypt                            | 5      | 1.7%   |
| 15             | Mexico                           | 5      | 1.7%   |
| 15             | Thailand                         | 5      | 1.7%   |
| 18             | Austria                          | 4      | 1.3%   |
| 18             | Brazil                           | 4      | 1.3%   |
| 18             | Greece                           | 4      | 1.3%   |
| 18             | Ireland                          | 4      | 1.3%   |
| 18             | Japan                            | 4      | 1.3%   |
| 23             | Argentina                        | 3      | 1.0%   |
| 23             | Belgium                          | 3      | 1.0%   |
| 23             | Bolivarian Republic of Venezuela | 3      | 1.0%   |
| 23             | Ghana                            | 3      | 1.0%   |
| 23             | New Zealand                      | 3      | 1.0%   |
| 23             | Poland                           | 3      | 1.0%   |
| 23             | Sweden                           | 3      | 1.0%   |
| 23             | Tunisia                          | 3      | 1.0%   |
| 23             | Turkey                           | 3      | 1.0%   |
| 23             | Uruguay                          | 3      | 1.0%   |
| 33             | Chile                            | 2      | 0.7%   |
| 33             | Costa Rica                       | 2      | 0.7%   |
| 33             | Finland                          | 2      | 0.7%   |
| 33             | Korea, Republic of               | 2      | 0.7%   |
| 33             | Morocco                          | 2      | 0.7%   |
| 33             | Sri Lanka                        | 2      | 0.7%   |
| 39             | Bangladesh                       | 1      | 0.3%   |
| 39             | Benin                            | 1      | 0.3%   |
| 39             | Bolivia                          | 1      | 0.3%   |
| 39             | Bulgaria                         | 1      | 0.3%   |
| 39             | Cuba                             | 1      | 0.3%   |
| 39             | Democratic Republic of the Congo | 1      | 0.3%   |
| 39             | Denmark                          | 1      | 0.3%   |
| 39             | Estonia                          | 1      | 0.3%   |
| 39             | Fiji                             | 1      | 0.3%   |
| 39             | Guatemala                        | 1      | 0.3%   |
| 39             | Hong Kong, China                 | 1      | 0.3%   |
| 39             | Hungary                          | 1      | 0.3%   |
| 39             | Kenya                            | 1      | 0.3%   |
| 39             | Malawi                           | 1      | 0.3%   |
| 39             | Malaysia                         | 1      | 0.3%   |
| 39             | Mauritius                        | 1      | 0.3%   |
| 39             | Myanmar                          | 1      | 0.3%   |
| 39             | Nigeria                          | 1      | 0.3%   |
| 39             | Norway                           | 1      | 0.3%   |
| 39             | Peru                             | 1      | 0.3%   |
| 39             | Portugal                         | 1      | 0.3%   |
| 39             | Romania                          | 1      | 0.3%   |
| 39             | Slovenia                         | 1      | 0.3%   |
| 39             | South Africa                     | 1      | 0.3%   |
|                | Total                            | 298    | 100.0% |

| 1 January 2010 |                                  |        |        |
|----------------|----------------------------------|--------|--------|
|                | Member                           | Number | %      |
| 1              | France                           | 35     | 11.0%  |
| 2              | United Kingdom                   | 25     | 7.9%   |
| 3              | Canada                           | 20     | 6.3%   |
| 3              | United States of America         | 20     | 6.3%   |
| 5              | Germany                          | 18     | 5.7%   |
| 6              | Switzerland                      | 13     | 4.1%   |
| 7              | India                            | 12     | 3.8%   |
| 7              | Italy                            | 12     | 3.8%   |
| 9              | Spain                            | 9      | 2.8%   |
| 10             | Australia                        | 8      | 2.5%   |
| 10             | Brazil                           | 8      | 2.5%   |
| 10             | China                            | 8      | 2.5%   |
| 13             | Colombia                         | 7      | 2.2%   |
| 13             | Philippines                      | 7      | 2.2%   |
| 15             | Egypt                            | 6      | 1.9%   |
| 15             | Netherlands                      | 6      | 1.9%   |
| 17             | Austria                          | 5      | 1.6%   |
| 17             | Ireland                          | 5      | 1.6%   |
| 19             | Greece                           | 4      | 1.3%   |
| 19             | Korea, Republic of               | 4      | 1.3%   |
| 19             | Mexico                           | 4      | 1.3%   |
| 19             | New Zealand                      | 4      | 1.3%   |
| 19             | Tunisia                          | 4      | 1.3%   |
| 24             | Argentina                        | 3      | 0.9%   |
| 24             | Bolivarian Republic of Venezuela | 3      | 0.9%   |
| 24             | Bulgaria                         | 3      | 0.9%   |
| 24             | Finland                          | 3      | 0.9%   |
| 24             | Japan                            | 3      | 0.9%   |
| 24             | Sweden                           | 3      | 0.9%   |
| 24             | Turkey                           | 3      | 0.9%   |
| 31             | Belgium                          | 2      | 0.6%   |
| 31             | Bolivia                          | 2      | 0.6%   |
| 31             | Chile                            | 2      | 0.6%   |
| 31             | Costa Rica                       | 2      | 0.6%   |
| 31             | Ghana                            | 2      | 0.6%   |
| 31             | Malaysia                         | 2      | 0.6%   |
| 31             | Morocco                          | 2      | 0.6%   |
| 31             | Pakistan                         | 2      | 0.6%   |
| 31             | Poland                           | 2      | 0.6%   |
| 31             | Rwanda                           | 2      | 0.6%   |
| 31             | Uganda                           | 2      | 0.6%   |
| 31             | Uruguay                          | 2      | 0.6%   |
| 43             | Bangladesh                       | 1      | 0.3%   |
| 43             | Barbados                         | 1      | 0.3%   |
| 43             | Benin                            | 1      | 0.3%   |
| 43             | Burundi                          | 1      | 0.3%   |
| 43             | Democratic Republic of the Congo | 1      | 0.3%   |
| 43             | Denmark                          | 1      | 0.3%   |
| 43             | Ecuador                          | 1      | 0.3%   |
| 43             | Estonia                          | 1      | 0.3%   |
| 43             | Guatemala                        | 1      | 0.3%   |
| 43             | Guinea                           | 1      | 0.3%   |
| 43             | Hong Kong, China                 | 1      | 0.3%   |
| 43             | Hungary                          | 1      | 0.3%   |
| 43             | Lesotho                          | 1      | 0.3%   |
| 43             | Malawi                           | 1      | 0.3%   |
| 43             | Mauritius                        | 1      | 0.3%   |
| 43             | Nigeria                          | 1      | 0.3%   |
| 43             | Norway                           | 1      | 0.3%   |
| 43             | Peru                             | 1      | 0.3%   |
| 43             | Romania                          | 1      | 0.3%   |
| 43             | Saint Lucia                      | 1      | 0.3%   |
| 43             | Senegal                          | 1      | 0.3%   |
| 43             | South Africa                     | 1      | 0.3%   |
| 43             | Sri Lanka                        | 1      | 0.3%   |
| 43             | Tanzania                         | 1      | 0.3%   |
| 43             | Thailand                         | 1      | 0.3%   |
| 43             | Trinidad and Tobago              | 1      | 0.3%   |
| 43             | Zambia                           | 1      | 0.3%   |
| 43             | Zimbabwe                         | 1      | 0.3%   |
|                | Total                            | 317    | 100.0% |

**ANNEX 4**

**TOTAL WTO STAFF BY MEMBER COUNTRY STATUS**

| <b>TOTAL WTO STAFF BY MEMBER COUNTRY STATUS</b> |                |        |                |        |                |        |                |        |
|---|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| Category  | 1 January 1995 |        | 1 January 2000 |        | 1 January 2005 |        | 1 January 2010 |        |
|   | Number         | %      | Number         | %      | Number         | %      | Number         | %      |
| Developed                                       | 346            | 83.2%  | 426            | 81.8%  | 492            | 78.3%  | 503            | 76.2%  |
| Developing                                      | 68             | 16.3%  | 90             | 17.3%  | 129            | 20.5%  | 142            | 21.5%  |
| LDC   | 2              | 0.5%   | 5              | 1.0%   | 7              | 1.1%   | 15             | 2.3%   |
| Total   | 416            | 100.0% | 521            | 100.0% | 628            | 100.0% | 660            | 100.0% |

| <b>WTO PROFESSIONAL STAFF BY MEMBER COUNTRY STATUS</b> |                |        |                |        |                |        |                |        |
|--|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| Category   | 1 January 1995 |        | 1 January 2000 |        | 1 January 2005 |        | 1 January 2010 |        |
|  | Number         | %      | Number         | %      | Number         | %      | Number         | %      |
| Developed  | 135            | 78.5%  | 204            | 77.9%  | 249            | 71.8%  | 249            | 67.8%  |
| Developing   | 37             | 21.5%  | 54             | 20.6%  | 93             | 26.8%  | 104            | 28.3%  |
| LDC  |                |        | 4              | 1.5%   | 5              | 1.4%   | 14             | 3.8%   |
| Total  | 172            | 100.0% | 262            | 100.0% | 347            | 100.0% | 367            | 100.0% |

| <b>WTO PROFESSIONAL STAFF (LINGUISTIC STAFF EXCLUDED)<br/>BY MEMBER COUNTRY STATUS</b> |                |        |                |        |                |        |                |        |
|--|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| Category   | 1 January 1995 |        | 1 January 2000 |        | 1 January 2005 |        | 1 January 2010 |        |
|  | Number         | %      | Number         | %      | Number         | %      | Number         | %      |
| Developed  | 115            | 79.3%  | 173            | 77.2%  | 208            | 69.8%  | 205            | 64.7%  |
| Developing   | 30             | 20.7%  | 47             | 21.0%  | 85             | 28.5%  | 98             | 30.9%  |
| LDC  |                |        | 4              | 1.8%   | 5              | 1.7%   | 14             | 4.4%   |
| Total  | 145            | 100.0% | 224            | 100.0% | 298            | 100.0% | 317            | 100.0% |

**ANNEX 5**

**WTO STAFF BY REGION**

| <b>TOTAL WTO STAFF BY REGION</b> |                       |               |                       |               |                       |               |                       |               |
|----------------------------------|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|
|                                  | <b>1 January 1995</b> |               | <b>1 January 2000</b> |               | <b>1 January 2005</b> |               | <b>1 January 2010</b> |               |
| Region                           | Number                | %             | Number                | %             | Number                | %             | Number                | %             |
| Africa                           | 7                     | 1.7%          | 19                    | 3.6%          | 27                    | 4.3%          | 38                    | 5.8%          |
| Asia                             | 25                    | 6.0%          | 32                    | 6.1%          | 49                    | 7.8%          | 53                    | 8.0%          |
| Europe                           | 302                   | 72.6%         | 362                   | 69.5%         | 418                   | 66.6%         | 432                   | 65.5%         |
| Latin America                    | 37                    | 8.9%          | 45                    | 8.6%          | 57                    | 9.1%          | 64                    | 9.7%          |
| North America                    | 36                    | 8.7%          | 49                    | 9.4%          | 61                    | 9.7%          | 58                    | 8.8%          |
| Oceania                          | 9                     | 2.2%          | 14                    | 2.7%          | 16                    | 2.5%          | 15                    | 2.3%          |
| <b>Total</b>                     | <b>416</b>            | <b>100.0%</b> | <b>521</b>            | <b>100.0%</b> | <b>628</b>            | <b>100.0%</b> | <b>660</b>            | <b>100.0%</b> |

| <b>WTO PROFESSIONAL STAFF BY REGION</b> |                       |               |                       |               |                       |               |                       |               |
|---|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|
|   | <b>1 January 1995</b> |               | <b>1 January 2000</b> |               | <b>1 January 2005</b> |               | <b>1 January 2010</b> |               |
| Region                                  | Number                | %             | Number                | %             | Number                | %             | Number                | %             |
| Africa                                  | 3                     | 1.7%          | 14                    | 5.3%          | 20                    | 5.8%          | 31                    | 8.4%          |
| Asia                                    | 18                    | 10.5%         | 24                    | 9.2%          | 41                    | 11.8%         | 45                    | 12.3%         |
| Europe                                  | 95                    | 55.2%         | 150                   | 57.3%         | 186                   | 53.6%         | 189                   | 51.5%         |
| Latin America                           | 17                    | 9.9%          | 21                    | 8.0%          | 34                    | 9.8%          | 40                    | 10.9%         |
| North America                           | 30                    | 17.4%         | 43                    | 16.4%         | 54                    | 15.6%         | 50                    | 13.6%         |
| Oceania                                 | 9                     | 5.2%          | 10                    | 3.8%          | 12                    | 3.5%          | 12                    | 3.3%          |
| <b>Total</b>                            | <b>172</b>            | <b>100.0%</b> | <b>262</b>            | <b>100.0%</b> | <b>347</b>            | <b>100.0%</b> | <b>367</b>            | <b>100.0%</b> |

| <b>WTO PROFESSIONAL STAFF (LINGUISTIC STAFF EXCLUDED) BY REGION</b> |                       |               |                       |               |                       |               |                       |               |
|---|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|
|   | <b>1 January 1995</b> |               | <b>1 January 2000</b> |               | <b>1 January 2005</b> |               | <b>1 January 2010</b> |               |
| Region  | Number                | %             | Number                | %             | Number                | %             | Number                | %             |
| Africa  | 3                     | 2.1%          | 14                    | 6.3%          | 20                    | 6.7%          | 31                    | 9.8%          |
| Asia  | 18                    | 12.4%         | 24                    | 10.7%         | 41                    | 13.8%         | 45                    | 14.2%         |
| Europe  | 78                    | 53.8%         | 123                   | 54.9%         | 149                   | 50.0%         | 150                   | 47.3%         |
| Latin America   | 10                    | 6.9%          | 14                    | 6.3%          | 27                    | 9.1%          | 35                    | 11.0%         |
| North America   | 27                    | 18.6%         | 39                    | 17.4%         | 49                    | 16.4%         | 44                    | 13.9%         |
| Oceania   | 9                     | 6.2%          | 10                    | 4.5%          | 12                    | 4.0%          | 12                    | 3.8%          |
| <b>Total</b>  | <b>145</b>            | <b>100.0%</b> | <b>224</b>            | <b>100.0%</b> | <b>298</b>            | <b>100.0%</b> | <b>317</b>            | <b>100.0%</b> |

**ANNEX 6**

**NUMBER OF STAFF APPOINTED (1995 - 2009)**

| <b>Total Number of Staff appointed from 1995 to 2009</b> |           |        |           |        |           |        |        |        |
|--|-----------|--------|-----------|--------|-----------|--------|--------|--------|
| Country Status   | 1995-1999 |        | 2000-2004 |        | 2005-2009 |        | Total  |        |
|  | Number    | %      | Number    | %      | Number    | %      | Number | %      |
| Developed  | 170       | 82.5%  | 166       | 71.9%  | 132       | 72.5%  | 468    | 75.6%  |
| Developing   | 32        | 15.5%  | 63        | 27.3%  | 40        | 22.0%  | 135    | 21.8%  |
| LDC  | 4         | 1.9%   | 2         | 0.9%   | 10        | 5.5%   | 16     | 2.6%   |
| Grand Total  | 206       | 100.0% | 231       | 100.0% | 182       | 100.0% | 619    | 100.0% |

| <b>Number of Professional Staff appointed from 1995 to 2009</b> |           |        |           |        |           |        |        |        |
|---|-----------|--------|-----------|--------|-----------|--------|--------|--------|
| Country Status  | 1995-1999 |        | 2000-2004 |        | 2005-2009 |        | Total  |        |
|   | Number    | %      | Number    | %      | Number    | %      | Number | %      |
| Developed   | 89        | 77.4%  | 83        | 60.1%  | 56        | 58.3%  | 228    | 65.3%  |
| Developing  | 22        | 19.1%  | 54        | 39.1%  | 31        | 32.3%  | 107    | 30.7%  |
| LDC   | 4         | 3.5%   | 1         | 0.7%   | 9         | 9.4%   | 14     | 4.0%   |
| Grand Total   | 115       | 100.0% | 138       | 100.0% | 96        | 100.0% | 349    | 100.0% |

| <b>Number of Professional Staff (Linguistic Staff excluded) appointed from 1995 to 2009</b> |           |        |           |        |           |        |        |        |
|---|-----------|--------|-----------|--------|-----------|--------|--------|--------|
| Country Status  | 1995-1999 |        | 2000-2004 |        | 2005-2009 |        | Total  |        |
|   | Number    | %      | Number    | %      | Number    | %      | Number | %      |
| Developed   | 73        | 74.5%  | 65        | 56.0%  | 46        | 54.1%  | 184    | 61.5%  |
| Developing  | 21        | 21.4%  | 50        | 43.1%  | 30        | 35.3%  | 101    | 33.8%  |
| LDC   | 4         | 4.1%   | 1         | 0.9%   | 9         | 10.6%  | 14     | 4.7%   |
| Grand Total   | 98        | 100.0% | 116       | 100.0% | 85        | 100.0% | 299    | 100.0% |

**ANNEX 7**  
**APPLICATIONS RECEIVED FOR POSITIONS**  
**ADVERTISED EXTERNALLY IN 2008 AND 2009**  
**All vacancies (46 posts)**

|    | Country / Cust. Territ.          | Number | %    |
|----|----------------------------------|--------|------|
| 1  | France                           | 629    | 8.6% |
| 2  | United States of America         | 397    | 5.4% |
| 3  | Spain                            | 361    | 4.9% |
| 4  | Italy                            | 290    | 4.0% |
| 5  | India                            | 289    | 4.0% |
| 6  | Canada                           | 217    | 3.0% |
| 7  | Switzerland                      | 207    | 2.8% |
| 8  | Mexico                           | 199    | 2.7% |
| 9  | Brazil                           | 170    | 2.3% |
| 9  | Germany                          | 170    | 2.3% |
| 11 | Cameroon                         | 153    | 2.1% |
| 12 | United Kingdom                   | 152    | 2.1% |
| 13 | South Africa                     | 138    | 1.9% |
| 14 | Argentina                        | 130    | 1.8% |
| 15 | Colombia                         | 119    | 1.6% |
| 16 | China                            | 117    | 1.6% |
| 17 | Philippines                      | 109    | 1.5% |
| 18 | Senegal                          | 108    | 1.5% |
| 19 | Kenya                            | 103    | 1.4% |
| 20 | Pakistan                         | 102    | 1.4% |
| 21 | Bulgaria                         | 85     | 1.2% |
| 22 | Belgium                          | 84     | 1.1% |
| 23 | Tunisia                          | 83     | 1.1% |
| 24 | Romania                          | 82     | 1.1% |
| 25 | Egypt                            | 81     | 1.1% |
| 25 | Morocco                          | 81     | 1.1% |
| 27 | Uganda                           | 80     | 1.1% |
| 28 | Nigeria                          | 78     | 1.1% |
| 29 | Ukraine                          | 76     | 1.0% |
| 30 | Korea, Republic of               | 71     | 1.0% |
| 31 | Turkey                           | 68     | 0.9% |
| 32 | Peru                             | 66     | 0.9% |
| 33 | Venezuela                        | 64     | 0.9% |
| 34 | Greece                           | 59     | 0.8% |
| 34 | Portugal                         | 59     | 0.8% |
| 36 | Japan                            | 58     | 0.8% |
| 37 | Democratic Republic of the Congo | 56     | 0.8% |
| 38 | Burkina Faso                     | 55     | 0.8% |
| 39 | Côte d'Ivoire                    | 54     | 0.7% |
| 39 | Ecuador                          | 54     | 0.7% |
| 41 | Zambia                           | 53     | 0.7% |
| 42 | Netherlands                      | 50     | 0.7% |
| 43 | Australia                        | 46     | 0.6% |
| 44 | Mauritius                        | 43     | 0.6% |
| 45 | Bolivia                          | 42     | 0.6% |
| 46 | Poland                           | 41     | 0.6% |
| 46 | Sweden                           | 41     | 0.6% |
| 48 | Benin                            | 39     | 0.5% |
| 48 | Indonesia                        | 39     | 0.5% |
| 50 | Not Specified                    | 38     | 0.5% |
| 51 | Zimbabwe                         | 37     | 0.5% |
| 52 | Hungary                          | 34     | 0.5% |
| 53 | Chile                            | 33     | 0.5% |
| 54 | Austria                          | 32     | 0.4% |
| 54 | Bangladesh                       | 32     | 0.4% |
| 54 | Czech Republic                   | 32     | 0.4% |
| 54 | Rwanda                           | 32     | 0.4% |
| 58 | Madagascar                       | 30     | 0.4% |
| 59 | Jamaica                          | 29     | 0.4% |
| 60 | Uruguay                          | 28     | 0.4% |

|     | Country / Cust. Territ.                    | Number | %    |
|-----|--|--------|------|
| 61  | Sri Lanka                                  | 26     | 0.4% |
| 61  | Togo                                       | 26     | 0.4% |
| 63  | Dominican Republic                         | 25     | 0.3% |
| 63  | Trinidad and Tobago                        | 25     | 0.3% |
| 65  | Congo, Republic of                         | 23     | 0.3% |
| 65  | Finland                                    | 23     | 0.3% |
| 65  | Ghana                                      | 23     | 0.3% |
| 65  | Moldova                                    | 23     | 0.3% |
| 65  | Nepal                                      | 23     | 0.3% |
| 65  | Slovak Republic                            | 23     | 0.3% |
| 71  | Guinea                                     | 22     | 0.3% |
| 71  | Ireland                                    | 22     | 0.3% |
| 71  | Malawi                                     | 22     | 0.3% |
| 74  | Mali                                       | 21     | 0.3% |
| 74  | Tanzania                                   | 21     | 0.3% |
| 76  | Malaysia                                   | 20     | 0.3% |
| 76  | Viet Nam                                   | 20     | 0.3% |
| 78  | Honduras                                   | 19     | 0.3% |
| 78  | Jordan                                     | 19     | 0.3% |
| 80  | Namibia                                    | 18     | 0.2% |
| 81  | Armenia                                    | 17     | 0.2% |
| 81  | Denmark                                    | 17     | 0.2% |
| 81  | El Salvador                                | 17     | 0.2% |
| 81  | Thailand                                   | 17     | 0.2% |
| 85  | Botswana                                   | 16     | 0.2% |
| 85  | Cuba                                       | 16     | 0.2% |
| 85  | New Zealand                                | 16     | 0.2% |
| 88  | Latvia                                     | 15     | 0.2% |
| 88  | Chinese Taipei                             | 15     | 0.2% |
| 90  | Costa Rica                                 | 14     | 0.2% |
| 90  | Macedonia, The Former Yugoslav Republic of | 14     | 0.2% |
| 92  | Guatemala                                  | 13     | 0.2% |
| 93  | Croatia                                    | 12     | 0.2% |
| 93  | Haiti                                      | 12     | 0.2% |
| 93  | Israel                                     | 12     | 0.2% |
| 93  | Singapore                                  | 12     | 0.2% |
| 97  | Barbados                                   | 11     | 0.2% |
| 97  | Guyana                                     | 11     | 0.2% |
| 97  | Saint Lucia                                | 11     | 0.2% |
| 100 | Albania                                    | 10     | 0.1% |
| 100 | Chad                                       | 10     | 0.1% |
| 100 | Gabon                                      | 10     | 0.1% |
| 100 | Hong Kong, China                           | 10     | 0.1% |
| 100 | Kyrgyz Republic                            | 10     | 0.1% |
| 100 | Mongolia                                   | 10     | 0.1% |
| 106 | Gambia                                     | 9      | 0.1% |
| 106 | Nicaragua                                  | 9      | 0.1% |
| 106 | Sierra Leone                               | 9      | 0.1% |
| 109 | Djibouti                                   | 8      | 0.1% |
| 109 | Grenada                                    | 8      | 0.1% |
| 109 | Myanmar                                    | 8      | 0.1% |
| 109 | Norway                                     | 8      | 0.1% |
| 109 | Paraguay                                   | 8      | 0.1% |
| 114 | Cambodia                                   | 7      | 0.1% |
| 114 | Central African Republic                   | 7      | 0.1% |
| 114 | Georgia                                    | 7      | 0.1% |
| 114 | Panama                                     | 7      | 0.1% |

|     | Country / Cust. Territ.          | Number | %    |
|-----|----------------------------------|--------|------|
| 118 | Lithuania                        | 6      | 0.1% |
| 118 | Luxembourg                       | 6      | 0.1% |
| 118 | Mozambique                       | 6      | 0.1% |
| 118 | Niger                            | 6      | 0.1% |
| 122 | Burundi                          | 5      | 0.1% |
| 122 | Fiji                             | 5      | 0.1% |
| 122 | Lebanon                          | 5      | 0.1% |
| 122 | Russia                           | 5      | 0.1% |
| 122 | Saudi Arabia                     | 5      | 0.1% |
| 122 | Serbia and Montenegro            | 5      | 0.1% |
| 122 | Slovenia                         | 5      | 0.1% |
| 129 | Antigua and Barbuda              | 4      | 0.1% |
| 129 | Azerbaijan                       | 4      | 0.1% |
| 129 | Dominica                         | 4      | 0.1% |
| 129 | Estonia                          | 4      | 0.1% |
| 129 | Lesotho                          | 4      | 0.1% |
| 129 | Papua New Guinea                 | 4      | 0.1% |
| 129 | Sudan                            | 4      | 0.1% |
| 136 | Angola                           | 3      | 0.0% |
| 136 | Iceland                          | 3      | 0.0% |
| 136 | Mauritania                       | 3      | 0.0% |
| 136 | Saint Kitts and Nevis            | 3      | 0.0% |
| 136 | Swaziland                        | 3      | 0.0% |
| 136 | Syrian Arab Republic             | 3      | 0.0% |
| 142 | Algeria                          | 2      | 0.0% |
| 142 | Belize                           | 2      | 0.0% |
| 142 | Cyprus                           | 2      | 0.0% |
| 142 | Eritrea                          | 2      | 0.0% |
| 142 | Ethiopia                         | 2      | 0.0% |
| 142 | Guinea-Bissau                    | 2      | 0.0% |
| 142 | Iran                             | 2      | 0.0% |
| 142 | Malta                            | 2      | 0.0% |
| 142 | Saint Vincent and the Grenadines | 2      | 0.0% |
| 142 | Tonga                            | 2      | 0.0% |
| 152 | Bahamas                          | 1      | 0.0% |
| 152 | Bhutan                           | 1      | 0.0% |
| 152 | Brunei Darussalam                | 1      | 0.0% |
| 152 | Cape Verde                       | 1      | 0.0% |
| 152 | Kazakhstan                       | 1      | 0.0% |
| 152 | Lao People's Democratic Republic | 1      | 0.0% |
| 152 | Liberia                          | 1      | 0.0% |
| 152 | Maldives                         | 1      | 0.0% |
| 152 | Oman                             | 1      | 0.0% |
| 152 | Seychelles                       | 1      | 0.0% |
| 152 | Solomon Islands                  | 1      | 0.0% |
| 152 | Suriname                         | 1      | 0.0% |
| 152 | Tajikistan                       | 1      | 0.0% |
| 152 | United Arab Emirates             | 1      | 0.0% |
| 152 | Uzbekistan                       | 1      | 0.0% |
|     | Grand Total                      | 7,312  |      |

**Professional vacancies  
(32 posts)**

|    | Country / Cust. Territ.          | Number | %    |
|----|----------------------------------|--------|------|
| 1  | France                           | 380    | 7.3% |
| 2  | Spain                            | 298    | 5.7% |
| 3  | United States of America         | 272    | 5.2% |
| 4  | India                            | 239    | 4.6% |
| 5  | Italy                            | 215    | 4.1% |
| 6  | Canada                           | 164    | 3.2% |
| 7  | Germany                          | 152    | 2.9% |
| 8  | Mexico                           | 140    | 2.7% |
| 9  | Brazil                           | 136    | 2.6% |
| 10 | Cameroon                         | 109    | 2.1% |
| 11 | Colombia                         | 99     | 1.9% |
| 12 | Argentina                        | 97     | 1.9% |
| 13 | Switzerland                      | 95     | 1.8% |
| 14 | China                            | 87     | 1.7% |
| 15 | United Kingdom                   | 86     | 1.7% |
| 16 | Senegal                          | 81     | 1.6% |
| 17 | South Africa                     | 74     | 1.4% |
| 18 | Bulgaria                         | 71     | 1.4% |
| 19 | Tunisia                          | 69     | 1.3% |
| 20 | Egypt                            | 68     | 1.3% |
| 21 | Pakistan                         | 67     | 1.3% |
| 22 | Turkey                           | 62     | 1.2% |
| 23 | Ukraine                          | 58     | 1.1% |
| 24 | Morocco                          | 56     | 1.1% |
| 25 | Belgium                          | 55     | 1.1% |
| 25 | Kenya                            | 55     | 1.1% |
| 27 | Japan                            | 52     | 1.0% |
| 27 | Romania                          | 52     | 1.0% |
| 27 | Venezuela                        | 52     | 1.0% |
| 30 | Uganda                           | 50     | 1.0% |
| 31 | Korea, Republic of               | 49     | 0.9% |
| 32 | Netherlands                      | 48     | 0.9% |
| 33 | Nigeria                          | 47     | 0.9% |
| 34 | Philippines                      | 46     | 0.9% |
| 35 | Ecuador                          | 44     | 0.8% |
| 35 | Peru                             | 44     | 0.8% |
| 37 | Burkina Faso                     | 43     | 0.8% |
| 38 | Côte d'Ivoire                    | 41     | 0.8% |
| 39 | Australia                        | 38     | 0.7% |
| 39 | Democratic Republic of the Congo | 38     | 0.7% |
| 41 | Greece                           | 37     | 0.7% |
| 42 | Zambia                           | 35     | 0.7% |
| 43 | Benin                            | 33     | 0.6% |
| 43 | Sweden                           | 33     | 0.6% |
| 45 | Not Specified                    | 32     | 0.6% |
| 46 | Bolivia                          | 31     | 0.6% |
| 46 | Hungary                          | 31     | 0.6% |
| 46 | Portugal                         | 31     | 0.6% |
| 49 | Zimbabwe                         | 28     | 0.5% |
| 50 | Czech Republic                   | 26     | 0.5% |
| 51 | Austria                          | 25     | 0.5% |
| 51 | Poland                           | 25     | 0.5% |
| 53 | Mauritius                        | 24     | 0.5% |
| 53 | Uruguay                          | 24     | 0.5% |
| 55 | Chile                            | 23     | 0.4% |
| 56 | Jamaica                          | 21     | 0.4% |
| 56 | Rwanda                           | 21     | 0.4% |
| 58 | Indonesia                        | 20     | 0.4% |
| 59 | Finland                          | 19     | 0.4% |
| 59 | Guinea                           | 19     | 0.4% |

|     | Country / Cust. Territ.                    | Number | %    |
|-----|--|--------|------|
| 59  | Malawi                                     | 19     | 0.4% |
| 62  | Bangladesh                                 | 18     | 0.3% |
| 62  | Togo                                       | 18     | 0.3% |
| 62  | Trinidad and Tobago                        | 18     | 0.3% |
| 65  | Malaysia                                   | 17     | 0.3% |
| 65  | Mali                                       | 17     | 0.3% |
| 65  | Namibia                                    | 17     | 0.3% |
| 65  | Slovak Republic                            | 17     | 0.3% |
| 69  | Botswana                                   | 15     | 0.3% |
| 69  | Madagascar                                 | 15     | 0.3% |
| 71  | Moldova                                    | 14     | 0.3% |
| 71  | Thailand                                   | 14     | 0.3% |
| 73  | Armenia                                    | 13     | 0.3% |
| 73  | Congo, Republic of                         | 13     | 0.3% |
| 73  | Denmark                                    | 13     | 0.3% |
| 73  | Dominican Republic                         | 13     | 0.3% |
| 73  | Ghana                                      | 13     | 0.3% |
| 73  | Honduras                                   | 13     | 0.3% |
| 73  | Macedonia, The Former Yugoslav Republic of | 13     | 0.3% |
| 73  | New Zealand                                | 13     | 0.3% |
| 73  | Viet Nam                                   | 13     | 0.3% |
| 82  | Israel                                     | 12     | 0.2% |
| 82  | Jordan                                     | 12     | 0.2% |
| 84  | Ireland                                    | 11     | 0.2% |
| 84  | Nepal                                      | 11     | 0.2% |
| 84  | Singapore                                  | 11     | 0.2% |
| 84  | Sri Lanka                                  | 11     | 0.2% |
| 84  | Chinese Taipei                             | 11     | 0.2% |
| 89  | Guatemala                                  | 10     | 0.2% |
| 89  | Guyana                                     | 10     | 0.2% |
| 89  | Saint Lucia                                | 10     | 0.2% |
| 89  | Tanzania                                   | 10     | 0.2% |
| 93  | Barbados                                   | 9      | 0.2% |
| 93  | Costa Rica                                 | 9      | 0.2% |
| 93  | Cuba                                       | 9      | 0.2% |
| 93  | Haiti                                      | 9      | 0.2% |
| 97  | Albania                                    | 8      | 0.2% |
| 97  | Chad                                       | 8      | 0.2% |
| 97  | El Salvador                                | 8      | 0.2% |
| 97  | Gabon                                      | 8      | 0.2% |
| 97  | Gambia                                     | 8      | 0.2% |
| 97  | Kyrgyz Republic                            | 8      | 0.2% |
| 97  | Mongolia                                   | 8      | 0.2% |
| 97  | Norway                                     | 8      | 0.2% |
| 105 | Croatia                                    | 7      | 0.1% |
| 105 | Djibouti                                   | 7      | 0.1% |
| 105 | Georgia                                    | 7      | 0.1% |
| 105 | Latvia                                     | 7      | 0.1% |
| 105 | Panama                                     | 7      | 0.1% |
| 110 | Luxembourg                                 | 6      | 0.1% |
| 110 | Nicaragua                                  | 6      | 0.1% |
| 110 | Paraguay                                   | 6      | 0.1% |
| 113 | Cambodia                                   | 5      | 0.1% |
| 113 | Central African Republic                   | 5      | 0.1% |
| 113 | Fiji                                       | 5      | 0.1% |
| 113 | Grenada                                    | 5      | 0.1% |
| 113 | Hong Kong, China                           | 5      | 0.1% |

|     | Country / Cust. Territ.          | Number | %    |
|-----|----------------------------------|--------|------|
| 113 | Lebanon                          | 5      | 0.1% |
| 113 | Mozambique                       | 5      | 0.1% |
| 113 | Russia                           | 5      | 0.1% |
| 121 | Antigua and Barbuda              | 4      | 0.1% |
| 121 | Azerbaijan                       | 4      | 0.1% |
| 121 | Burundi                          | 4      | 0.1% |
| 121 | Lesotho                          | 4      | 0.1% |
| 121 | Lithuania                        | 4      | 0.1% |
| 121 | Papua New Guinea                 | 4      | 0.1% |
| 121 | Serbia and Montenegro            | 4      | 0.1% |
| 121 | Sudan                            | 4      | 0.1% |
| 129 | Angola                           | 3      | 0.1% |
| 129 | Iceland                          | 3      | 0.1% |
| 129 | Myanmar                          | 3      | 0.1% |
| 129 | Saudi Arabia                     | 3      | 0.1% |
| 129 | Slovenia                         | 3      | 0.1% |
| 129 | Syrian Arab Republic             | 3      | 0.1% |
| 135 | Belize                           | 2      | 0.0% |
| 135 | Cyprus                           | 2      | 0.0% |
| 135 | Dominica                         | 2      | 0.0% |
| 135 | Eritrea                          | 2      | 0.0% |
| 135 | Estonia                          | 2      | 0.0% |
| 135 | Guinea-Bissau                    | 2      | 0.0% |
| 135 | Iran                             | 2      | 0.0% |
| 135 | Malta                            | 2      | 0.0% |
| 135 | Mauritania                       | 2      | 0.0% |
| 135 | Saint Kitts and Nevis            | 2      | 0.0% |
| 135 | Saint Vincent and the Grenadines | 2      | 0.0% |
| 135 | Sierra Leone                     | 2      | 0.0% |
| 135 | Swaziland                        | 2      | 0.0% |
| 135 | Tonga                            | 2      | 0.0% |
| 149 | Algeria                          | 1      | 0.0% |
| 149 | Bahamas                          | 1      | 0.0% |
| 149 | Bhutan                           | 1      | 0.0% |
| 149 | Brunei                           | 1      | 0.0% |
| 149 | Darussalam                       | 1      | 0.0% |
| 149 | Cape Verde                       | 1      | 0.0% |
| 149 | Ethiopia                         | 1      | 0.0% |
| 149 | Kazakhstan                       | 1      | 0.0% |
| 149 | Lao People's Democratic Republic | 1      | 0.0% |
| 149 | Maldives                         | 1      | 0.0% |
| 149 | Niger                            | 1      | 0.0% |
| 149 | Seychelles                       | 1      | 0.0% |
| 149 | Solomon Islands                  | 1      | 0.0% |
| 149 | Suriname                         | 1      | 0.0% |
| 149 | Tajikistan                       | 1      | 0.0% |
| 149 | United Arab Emirates             | 1      | 0.0% |
| 149 | Uzbekistan                       | 1      | 0.0% |
|     | Grand Total                      | 5,189  |      |

**Professional vacancies excl. linguistic staff  
(28 posts)**

|    | Country / Cust. Territ.          | Number | %    |
|----|----------------------------------|--------|------|
| 1  | France                           | 331    | 6.8% |
| 2  | United States of America         | 271    | 5.6% |
| 3  | India                            | 238    | 4.9% |
| 4  | Italy                            | 207    | 4.3% |
| 5  | Canada                           | 160    | 3.3% |
| 6  | Germany                          | 152    | 3.1% |
| 7  | Spain                            | 144    | 3.0% |
| 8  | Brazil                           | 134    | 2.8% |
| 9  | Mexico                           | 128    | 2.6% |
| 10 | Cameroon                         | 109    | 2.3% |
| 11 | Switzerland                      | 90     | 1.9% |
| 12 | China                            | 87     | 1.8% |
| 13 | United Kingdom                   | 86     | 1.8% |
| 14 | Colombia                         | 79     | 1.6% |
| 14 | Senegal                          | 79     | 1.6% |
| 16 | South Africa                     | 74     | 1.5% |
| 17 | Tunisia                          | 69     | 1.4% |
| 18 | Egypt                            | 68     | 1.4% |
| 19 | Bulgaria                         | 67     | 1.4% |
| 19 | Pakistan                         | 67     | 1.4% |
| 21 | Turkey                           | 62     | 1.3% |
| 22 | Argentina                        | 58     | 1.2% |
| 22 | Ukraine                          | 58     | 1.2% |
| 24 | Kenya                            | 55     | 1.1% |
| 24 | Morocco                          | 55     | 1.1% |
| 26 | Japan                            | 52     | 1.1% |
| 27 | Romania                          | 51     | 1.1% |
| 28 | Uganda                           | 50     | 1.0% |
| 29 | Belgium                          | 49     | 1.0% |
| 29 | Korea, Republic of               | 49     | 1.0% |
| 31 | Netherlands                      | 48     | 1.0% |
| 32 | Nigeria                          | 47     | 1.0% |
| 33 | Philippines                      | 46     | 1.0% |
| 34 | Venezuela                        | 44     | 0.9% |
| 35 | Burkina Faso                     | 43     | 0.9% |
| 36 | Ecuador                          | 42     | 0.9% |
| 37 | Côte d'Ivoire                    | 41     | 0.8% |
| 38 | Australia                        | 38     | 0.8% |
| 38 | Peru                             | 38     | 0.8% |
| 40 | Democratic Republic of the Congo | 37     | 0.8% |
| 40 | Greece                           | 37     | 0.8% |
| 42 | Zambia                           | 35     | 0.7% |
| 43 | Sweden                           | 33     | 0.7% |
| 44 | Benin                            | 32     | 0.7% |
| 44 | Not Specified                    | 32     | 0.7% |
| 46 | Hungary                          | 31     | 0.6% |
| 46 | Portugal                         | 31     | 0.6% |
| 48 | Bolivia                          | 30     | 0.6% |
| 49 | Zimbabwe                         | 28     | 0.6% |
| 50 | Czech Republic                   | 26     | 0.5% |
| 51 | Austria                          | 25     | 0.5% |
| 51 | Poland                           | 25     | 0.5% |
| 53 | Mauritius                        | 24     | 0.5% |
| 54 | Chile                            | 21     | 0.4% |
| 54 | Jamaica                          | 21     | 0.4% |
| 54 | Rwanda                           | 21     | 0.4% |
| 57 | Indonesia                        | 20     | 0.4% |
| 58 | Finland                          | 19     | 0.4% |
| 58 | Guinea                           | 19     | 0.4% |
| 58 | Malawi                           | 19     | 0.4% |
| 58 | Uruguay                          | 19     | 0.4% |
| 62 | Bangladesh                       | 18     | 0.4% |

|     | Country / Cust. Territ.               | Number | %    |
|-----|---------------------------------------|--------|------|
| 62  | Trinidad and Tobago                   | 18     | 0.4% |
| 64  | Malaysia                              | 17     | 0.4% |
| 64  | Mali                                  | 17     | 0.4% |
| 64  | Namibia                               | 17     | 0.4% |
| 64  | Slovak Republic                       | 17     | 0.4% |
| 64  | Togo                                  | 17     | 0.4% |
| 69  | Botswana                              | 15     | 0.3% |
| 69  | Madagascar                            | 15     | 0.3% |
| 71  | Moldova                               | 14     | 0.3% |
| 71  | Thailand                              | 14     | 0.3% |
| 73  | Armenia                               | 13     | 0.3% |
| 73  | Dominican Republic                    | 13     | 0.3% |
| 73  | Former Yugoslav Republic of Macedonia | 13     | 0.3% |
| 73  | Ghana                                 | 13     | 0.3% |
| 73  | New Zealand                           | 13     | 0.3% |
| 73  | Viet Nam                              | 13     | 0.3% |
| 79  | Congo, Republic of                    | 12     | 0.2% |
| 79  | Israel                                | 12     | 0.2% |
| 79  | Jordan                                | 12     | 0.2% |
| 82  | Denmark                               | 11     | 0.2% |
| 82  | Nepal                                 | 11     | 0.2% |
| 82  | Singapore                             | 11     | 0.2% |
| 82  | Sri Lanka                             | 11     | 0.2% |
| 82  | Chinese Taipei                        | 11     | 0.2% |
| 87  | Guyana                                | 10     | 0.2% |
| 87  | Honduras                              | 10     | 0.2% |
| 87  | Ireland                               | 10     | 0.2% |
| 87  | Saint Lucia                           | 10     | 0.2% |
| 87  | Tanzania                              | 10     | 0.2% |
| 92  | Barbados                              | 9      | 0.2% |
| 92  | Costa Rica                            | 9      | 0.2% |
| 94  | Albania                               | 8      | 0.2% |
| 94  | Chad                                  | 8      | 0.2% |
| 94  | El Salvador                           | 8      | 0.2% |
| 94  | Gabon                                 | 8      | 0.2% |
| 94  | Gambia                                | 8      | 0.2% |
| 94  | Guatemala                             | 8      | 0.2% |
| 94  | Haiti                                 | 8      | 0.2% |
| 94  | Kyrgyz Republic                       | 8      | 0.2% |
| 94  | Mongolia                              | 8      | 0.2% |
| 94  | Norway                                | 8      | 0.2% |
| 104 | Croatia                               | 7      | 0.1% |
| 104 | Djibouti                              | 7      | 0.1% |
| 104 | Georgia                               | 7      | 0.1% |
| 104 | Latvia                                | 7      | 0.1% |
| 104 | Panama                                | 7      | 0.1% |
| 109 | Cuba                                  | 6      | 0.1% |
| 109 | Luxembourg                            | 6      | 0.1% |
| 109 | Nicaragua                             | 6      | 0.1% |
| 112 | Cambodia                              | 5      | 0.1% |
| 112 | Central African Republic              | 5      | 0.1% |
| 112 | Fiji                                  | 5      | 0.1% |
| 112 | Grenada                               | 5      | 0.1% |
| 112 | Hong Kong, China                      | 5      | 0.1% |
| 112 | Mozambique                            | 5      | 0.1% |
| 112 | Paraguay                              | 5      | 0.1% |
| 112 | Russia                                | 5      | 0.1% |

|     | Country / Cust. Territ.          | Number | %    |
|-----|----------------------------------|--------|------|
| 120 | Antigua and Barbuda              | 4      | 0.1% |
| 120 | Azerbaijan                       | 4      | 0.1% |
| 120 | Burundi                          | 4      | 0.1% |
| 120 | Lebanon                          | 4      | 0.1% |
| 120 | Lesotho                          | 4      | 0.1% |
| 120 | Lithuania                        | 4      | 0.1% |
| 120 | Papua New Guinea                 | 4      | 0.1% |
| 120 | Serbia and Montenegro            | 4      | 0.1% |
| 120 | Sudan                            | 4      | 0.1% |
| 129 | Angola                           | 3      | 0.1% |
| 129 | Iceland                          | 3      | 0.1% |
| 129 | Myanmar                          | 3      | 0.1% |
| 129 | Saudi Arabia                     | 3      | 0.1% |
| 129 | Slovenia                         | 3      | 0.1% |
| 129 | Syrian Arab Republic             | 3      | 0.1% |
| 135 | Belize                           | 2      | 0.0% |
| 135 | Cyprus                           | 2      | 0.0% |
| 135 | Dominica                         | 2      | 0.0% |
| 135 | Eritrea                          | 2      | 0.0% |
| 135 | Estonia                          | 2      | 0.0% |
| 135 | Guinea-Bissau                    | 2      | 0.0% |
| 135 | Iran                             | 2      | 0.0% |
| 135 | Malta                            | 2      | 0.0% |
| 135 | Mauritania                       | 2      | 0.0% |
| 135 | Saint Kitts and Nevis            | 2      | 0.0% |
| 135 | Saint Vincent and the Grenadines | 2      | 0.0% |
| 135 | Sierra Leone                     | 2      | 0.0% |
| 135 | Swaziland                        | 2      | 0.0% |
| 135 | Tonga                            | 2      | 0.0% |
| 149 | Algeria                          | 1      | 0.0% |
| 149 | Bahamas                          | 1      | 0.0% |
| 149 | Bhutan                           | 1      | 0.0% |
| 149 | Brunei                           | 1      | 0.0% |
| 149 | Darussalam                       | 1      | 0.0% |
| 149 | Cape Verde                       | 1      | 0.0% |
| 149 | Ethiopia                         | 1      | 0.0% |
| 149 | Kazakhstan                       | 1      | 0.0% |
| 149 | Lao People's Democratic Republic | 1      | 0.0% |
| 149 | Maldives                         | 1      | 0.0% |
| 149 | Niger                            | 1      | 0.0% |
| 149 | Seychelles                       | 1      | 0.0% |
| 149 | Solomon Islands                  | 1      | 0.0% |
| 149 | Suriname                         | 1      | 0.0% |
| 149 | Tajikistan                       | 1      | 0.0% |
| 149 | United Arab Emirates             | 1      | 0.0% |
| 149 | Uzbekistan                       | 1      | 0.0% |
|     | Grand Total                      | 4,838  |      |

**ANNEX 8**  
SHORT-LISTED CANDIDATES FOR POSITIONS ADVERTISED EXTERNALLY IN 2008 AND 2009

| All vacancies (40 posts) |                     |        |       |
|--------------------------|---------------------|--------|-------|
|                          | Member              | Number | %     |
| 1                        | France              | 43     | 15.2% |
| 2                        | Canada              | 13     | 4.6%  |
| 2                        | Germany             | 13     | 4.6%  |
| 2                        | Spain               | 13     | 4.6%  |
| 2                        | United Kingdom      | 13     | 4.6%  |
| 6                        | Italy               | 12     | 4.2%  |
| 7                        | Switzerland         | 11     | 3.9%  |
| 8                        | India               | 10     | 3.5%  |
| 9                        | United States       | 8      | 2.8%  |
| 10                       | Argentina           | 7      | 2.5%  |
| 11                       | Brazil              | 6      | 2.1%  |
| 11                       | Morocco             | 6      | 2.1%  |
| 13                       | China               | 5      | 1.8%  |
| 13                       | Guinea              | 5      | 1.8%  |
| 13                       | Mauritius           | 5      | 1.8%  |
| 13                       | Senegal             | 5      | 1.8%  |
| 13                       | Uganda              | 5      | 1.8%  |
| 18                       | Antigua and Barbuda | 4      | 1.4%  |
| 18                       | Belgium             | 4      | 1.4%  |
| 18                       | Cameroon            | 4      | 1.4%  |
| 18                       | Colombia            | 4      | 1.4%  |
| 18                       | Mexico              | 4      | 1.4%  |
| 18                       | Tunisia             | 4      | 1.4%  |
| 24                       | Australia           | 3      | 1.1%  |
| 24                       | Benin               | 3      | 1.1%  |
| 24                       | Czech Republic      | 3      | 1.1%  |
| 24                       | Egypt               | 3      | 1.1%  |
| 24                       | Greece              | 3      | 1.1%  |
| 24                       | Korea               | 3      | 1.1%  |
| 24                       | Netherlands         | 3      | 1.1%  |
| 24                       | Uruguay             | 3      | 1.1%  |
| 32                       | Bolivia             | 2      | 0.7%  |
| 32                       | Bulgaria            | 2      | 0.7%  |
| 32                       | Chile               | 2      | 0.7%  |
| 32                       | Cote d'Ivoire       | 2      | 0.7%  |
| 32                       | Japan               | 2      | 0.7%  |
| 32                       | Kenya               | 2      | 0.7%  |
| 32                       | New Zealand         | 2      | 0.7%  |
| 32                       | Nigeria             | 2      | 0.7%  |
| 32                       | Norway              | 2      | 0.7%  |
| 32                       | Peru                | 2      | 0.7%  |
| 32                       | Portugal            | 2      | 0.7%  |
| 32                       | Romania             | 2      | 0.7%  |
| 32                       | South Africa        | 2      | 0.7%  |
| 32                       | Sweden              | 2      | 0.7%  |
| 32                       | Turkey              | 2      | 0.7%  |
| 32                       | Venezuela           | 2      | 0.7%  |
| 32                       | Zambia              | 2      | 0.7%  |
| 32                       | Zimbabwe            | 2      | 0.7%  |
| 50                       | Barbados            | 1      | 0.4%  |
| 50                       | Costa Rica          | 1      | 0.4%  |
| 50                       | Croatia             | 1      | 0.4%  |
| 50                       | Ecuador             | 1      | 0.4%  |
| 50                       | Finland             | 1      | 0.4%  |
| 50                       | Gabon               | 1      | 0.4%  |
| 50                       | Gambia              | 1      | 0.4%  |
| 50                       | Guatemala           | 1      | 0.4%  |
| 50                       | Ireland             | 1      | 0.4%  |
| 50                       | Jamaica             | 1      | 0.4%  |
| 50                       | Malawi              | 1      | 0.4%  |
| 50                       | Malaysia            | 1      | 0.4%  |
| 50                       | Mali                | 1      | 0.4%  |
| 50                       | Mongolia            | 1      | 0.4%  |
| 50                       | Mozambique          | 1      | 0.4%  |
| 50                       | Panama              | 1      | 0.4%  |
| 50                       | Singapore           | 1      | 0.4%  |
| 50                       | Sri Lanka           | 1      | 0.4%  |
| 50                       | Ukraine             | 1      | 0.4%  |
|                          | Grand Total         | 283    |       |

| Professional vacancies (31 posts) |                     |        |       |
|-----------------------------------|---------------------|--------|-------|
|                                   | Member              | Number | %     |
| 1                                 | France              | 27     | 11.9% |
| 2                                 | Canada              | 13     | 5.7%  |
| 2                                 | Germany             | 13     | 5.7%  |
| 4                                 | Italy               | 12     | 5.3%  |
| 5                                 | India               | 10     | 4.4%  |
| 5                                 | Spain               | 10     | 4.4%  |
| 7                                 | Argentina           | 7      | 3.1%  |
| 8                                 | Brazil              | 6      | 2.6%  |
| 8                                 | Morocco             | 6      | 2.6%  |
| 8                                 | United States       | 6      | 2.6%  |
| 11                                | China               | 5      | 2.2%  |
| 11                                | Guinea              | 5      | 2.2%  |
| 11                                | Switzerland         | 5      | 2.2%  |
| 14                                | Antigua and Barbuda | 4      | 1.8%  |
| 14                                | Colombia            | 4      | 1.8%  |
| 14                                | Senegal             | 4      | 1.8%  |
| 14                                | Tunisia             | 4      | 1.8%  |
| 14                                | Uganda              | 4      | 1.8%  |
| 19                                | Australia           | 3      | 1.3%  |
| 19                                | Benin               | 3      | 1.3%  |
| 19                                | Cameroon            | 3      | 1.3%  |
| 19                                | Czech Republic      | 3      | 1.3%  |
| 19                                | Egypt               | 3      | 1.3%  |
| 19                                | Greece              | 3      | 1.3%  |
| 19                                | Korea               | 3      | 1.3%  |
| 19                                | Mexico              | 3      | 1.3%  |
| 19                                | Netherlands         | 3      | 1.3%  |
| 19                                | Uruguay             | 3      | 1.3%  |
| 29                                | Belgium             | 2      | 0.9%  |
| 29                                | Bolivia             | 2      | 0.9%  |
| 29                                | Bulgaria            | 2      | 0.9%  |
| 29                                | Cote d'Ivoire       | 2      | 0.9%  |
| 29                                | Japan               | 2      | 0.9%  |
| 29                                | Mauritius           | 2      | 0.9%  |
| 29                                | New Zealand         | 2      | 0.9%  |
| 29                                | Nigeria             | 2      | 0.9%  |
| 29                                | Norway              | 2      | 0.9%  |
| 29                                | Peru                | 2      | 0.9%  |
| 29                                | Portugal            | 2      | 0.9%  |
| 29                                | Turkey              | 2      | 0.9%  |
| 29                                | United Kingdom      | 2      | 0.9%  |
| 29                                | Venezuela           | 2      | 0.9%  |
| 29                                | Zimbabwe            | 2      | 0.9%  |
| 44                                | Barbados            | 1      | 0.4%  |
| 44                                | Chile               | 1      | 0.4%  |
| 44                                | Costa Rica          | 1      | 0.4%  |
| 44                                | Croatia             | 1      | 0.4%  |
| 44                                | Ecuador             | 1      | 0.4%  |
| 44                                | Finland             | 1      | 0.4%  |
| 44                                | Gabon               | 1      | 0.4%  |
| 44                                | Gambia              | 1      | 0.4%  |
| 44                                | Guatemala           | 1      | 0.4%  |
| 44                                | Ireland             | 1      | 0.4%  |
| 44                                | Jamaica             | 1      | 0.4%  |
| 44                                | Kenya               | 1      | 0.4%  |
| 44                                | Malawi              | 1      | 0.4%  |
| 44                                | Malaysia            | 1      | 0.4%  |
| 44                                | Mali                | 1      | 0.4%  |
| 44                                | Mongolia            | 1      | 0.4%  |
| 44                                | Mozambique          | 1      | 0.4%  |
| 44                                | Panama              | 1      | 0.4%  |
| 44                                | Singapore           | 1      | 0.4%  |
| 44                                | Sweden              | 1      | 0.4%  |
| 44                                | Ukraine             | 1      | 0.4%  |
| 44                                | Zambia              | 1      | 0.4%  |
|                                   | Grand Total         | 227    |       |

| Professional vacancies excl. linguistic staff (27 posts) |                     |        |      |
|--|---------------------|--------|------|
|  | Member              | Number | %    |
| 1  | France              | 15     | 7.7% |
| 2  | Germany             | 13     | 6.7% |
| 3  | Canada              | 12     | 6.2% |
| 3  | Italy               | 12     | 6.2% |
| 5  | India               | 10     | 5.1% |
| 6  | Brazil              | 6      | 3.1% |
| 6  | Morocco             | 6      | 3.1% |
| 6  | United States       | 6      | 3.1% |
| 9  | China               | 5      | 2.6% |
| 9  | Guinea              | 5      | 2.6% |
| 11   | Antigua and Barbuda | 4      | 2.1% |
| 11   | Senegal             | 4      | 2.1% |
| 11   | Switzerland         | 4      | 2.1% |
| 11   | Tunisia             | 4      | 2.1% |
| 11   | Uganda              | 4      | 2.1% |
| 16   | Argentina           | 3      | 1.5% |
| 16   | Australia           | 3      | 1.5% |
| 16   | Benin               | 3      | 1.5% |
| 16   | Cameroon            | 3      | 1.5% |
| 16   | Colombia            | 3      | 1.5% |
| 16   | Czech Republic      | 3      | 1.5% |
| 16   | Egypt               | 3      | 1.5% |
| 16   | Greece              | 3      | 1.5% |
| 16   | Korea               | 3      | 1.5% |
| 16   | Netherlands         | 3      | 1.5% |
| 26   | Belgium             | 2      | 1.0% |
| 26   | Bolivia             | 2      | 1.0% |
| 26   | Bulgaria            | 2      | 1.0% |
| 26   | Cote d'Ivoire       | 2      | 1.0% |
| 26   | Japan               | 2      | 1.0% |
| 26   | Mauritius           | 2      | 1.0% |
| 26   | Mexico              | 2      | 1.0% |
| 26   | New Zealand         | 2      | 1.0% |
| 26   | Nigeria             | 2      | 1.0% |
| 26   | Norway              | 2      | 1.0% |
| 26   | Peru                | 2      | 1.0% |
| 26   | Portugal            | 2      | 1.0% |
| 26   | Spain               | 2      | 1.0% |
| 26   | Turkey              | 2      | 1.0% |
| 26   | United Kingdom      | 2      | 1.0% |
| 26   | Zimbabwe            | 2      | 1.0% |
| 42   | Barbados            | 1      | 0.5% |
| 42   | Chile               | 1      | 0.5% |
| 42   | Costa Rica          | 1      | 0.5% |
| 42   | Croatia             | 1      | 0.5% |
| 42   | Ecuador             | 1      | 0.5% |
| 42   | Finland             | 1      | 0.5% |
| 42   | Gabon               | 1      | 0.5% |
| 42   | Gambia              | 1      | 0.5% |
| 42   | Ireland             | 1      | 0.5% |
| 42   | Jamaica             | 1      | 0.5% |
| 42   | Kenya               | 1      | 0.5% |
| 42   | Malawi              | 1      | 0.5% |
| 42   | Malaysia            | 1      | 0.5% |
| 42   | Mali                | 1      | 0.5% |
| 42   | Mongolia            | 1      | 0.5% |
| 42   | Mozambique          | 1      | 0.5% |
| 42   | Panama              | 1      | 0.5% |
| 42   | Singapore           | 1      | 0.5% |
| 42   | Sweden              | 1      | 0.5% |
| 42   | Ukraine             | 1      | 0.5% |
| 42   | Uruguay             | 1      | 0.5% |
| 42   | Venezuela           | 1      | 0.5% |
| 42   | Zambia              | 1      | 0.5% |
|  | Grand Total         | 195    |      |

**ANNEX 9**

**WTO PROFESSIONAL AND SUPPORT STAFF BY GENDER**

| <b>Percentage of WTO Professional staff<br/>by gender - evolution since 1995</b> |       |       |        |
|--|-------|-------|--------|
| Year (1 January)   | Men   | Women | Total  |
| 1995   | 68.6% | 31.4% | 100.0% |
| 2000   | 64.5% | 35.5% | 100.0% |
| 2005   | 62.5% | 37.5% | 100.0% |
| 2010   | 59.7% | 40.3% | 100.0% |

| <b>Percentage of WTO Support staff<br/>by gender - evolution since 1995</b> |       |       |        |
|---|-------|-------|--------|
| Year (1 January)  | Men   | Women | Total  |
| 1995  | 27.9% | 72.1% | 100.0% |
| 2000  | 29.3% | 70.7% | 100.0% |
| 2005  | 32.7% | 67.3% | 100.0% |
| 2010  | 30.0% | 70.0% | 100.0% |

**ANNEX10**  
WTO INTERNSHIP PROGRAMMES

|   | <b>Programme</b>                 | <b>Purpose</b>  | <b>Eligibility</b>  | <b>Duration</b>                              |
|---|----------------------------------|---|---|--|
| 1.  | WTO Internship                   | Designed for post-graduate university students wishing to gain practical experience and deeper knowledge of the multilateral trading system. Assignments given to interns are intended to enhance interns' knowledge and understanding of the WTO and of trade policy more generally.   | Candidates from WTO Members and countries and customs territories engaged in accession negotiations. Must have completed their undergraduate studies in a relevant discipline (e.g. economics, law, political science, international relations), and shall have completed at least one year of their postgraduate studies. Minimum age is 21 years and the maximum age is 30 years.       | From three months to a maximum of six months |
| <b>Developing Country and LDC Focused Internship Programmes</b> |                                  |   |   |  |
| 2.  | PhD Interns                      | To contribute to a continuing renewal and enlargement of academic WTO expertise in developing countries. The Secretariat will finance and assist doctoral students from developing countries to conduct research at the WTO and to provide them with mentoring/advice in close collaboration with the students' academic supervisors.                                     | Doctoral students from LDCs and developing countries of WTO Members and countries and customs territories engaged in accession negotiations. Undertaking a PhD in economics, law or in a closely-related WTO discipline. Must be in the last year of their PhD and in the writing up stage of the thesis.   | From three months to a maximum of six months |
| 3   | Netherlands Trainee Programme    | To assist in the economic and social development of least-developed countries (LDCs), low income countries and comparable poor small and vulnerable economies in areas related to trade policy and to provide essentially junior public officials with the opportunity to learn about matters dealt with within the WTO, under the direction of staff members of the WTO. | Successfully completed a WTO trade policy course and/or attended other WTO short trade policy courses, workshops and training activities and possess at least three years of professional working experience in WTO related issues. A relevant academic degree and good drafting skills.  | Maximum of ten months                        |
| 4.  | Selected Mission Internships     | To create Internships for Missions in Geneva aimed: (a) at enhancing their knowledge and understanding of the multilateral trading system and of trade policy in general; (b) to strengthen the understanding of the negotiation process at the WTO; and (c) to support the Mission in participating more actively in the daily activities of the WTO.                    | Open to nationals of developing countries including LDCs and economies in transition with a Geneva Mission. Qualifications ideally would include: an appropriate economics, trade and/or law degree at the post-graduate level; working experience in the national administration in a trade-related area; good drafting skills. Ideally interns would be between 25 and 35 years of age. | Maximum of ten months                        |
| 5.  | Regional Coordinator Internships | Based in the Mission of the rotating coordinator of a designated group, e.g. ACP, African Group, CARICOM, Arab Group and others).   | University degree in law, economics, political science or international relations   | Maximum of six months                        |

The administration and coordination of all Internships Programmes is done by the Human Resources Division (HRD). Internship selections are based on merit considering: eligibility criteria, academic qualifications and expertise.

**ANNEX 11**

**NUMBER OF PARTICIPANTS IN INTERNSHIP PROGRAMMES  
FROM 2005 TO 2009**

| <b>Programme</b>   | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>Total</b> |
|--|-------------|-------------|-------------|-------------|-------------|--------------|
| WTO Internships  | 66          | 61          | 67          | 63          | 73          | 330          |
| PhD Interns  | 10          | 11          | 15          | 8           | 8           | 52           |
| Netherlands Trainee Programme  | 15          | 16          | 9           | 9           | 11          | 60           |
| Internships for Selected Missions<br>(Developing and LDCs) in Geneva | 4           | 18          | 7           | 2           | 9           | 40           |
| Regional Coordinator Internships                                     | 7           | 2           | 5           | 4           | 2           | 20           |
| <b>Total</b>   | <b>102</b>  | <b>108</b>  | <b>103</b>  | <b>86</b>   | <b>103</b>  | <b>502</b>   |

| <b>Number of Interns by Member Country Status</b> |                        |               |  |               |              |               |
|---|------------------------|---------------|--|---------------|--------------|---------------|
|   | <b>WTO Internships</b> |               | <b>Developing Country<br/>and LDC Focused<br/>Internships*</b> |               | <b>Total</b> |               |
|   | Number                 | %             | Number   | %             | Number       | %             |
| Developed   | 171                    | 51.8%         |  |               | 171          | 34.1%         |
| Developing  | 150                    | 45.5%         | 91   | 52.9%         | 241          | 48.0%         |
| LDC   | 9                      | 2.7%          | 81   | 47.1%         | 90           | 17.9%         |
| <b>Total</b>                                      | <b>330</b>             | <b>100.0%</b> | <b>172</b>   | <b>100.0%</b> | <b>502</b>   | <b>100.0%</b> |

| <b>Number of Interns by Region</b> |                        |               |  |               |              |               |
|------------------------------------|------------------------|---------------|--|---------------|--------------|---------------|
|                                    | <b>WTO Internships</b> |               | <b>Developing Country and LDC Focused Internships*</b> |               | <b>Total</b> |               |
|                                    | Number                 | %             | Number   | %             | Number       | %             |
| Africa                             | 33                     | 10.0%         | 102  | 59.3%         | 135          | 26.9%         |
| Asia                               | 66                     | 20.0%         | 36   | 20.9%         | 102          | 20.3%         |
| Europe                             | 136                    | 41.2%         | 1  | 0.6%          | 137          | 27.3%         |
| Latin America                      | 46                     | 13.9%         | 29   | 16.9%         | 75           | 14.9%         |
| North America                      | 46                     | 13.9%         | 1  | 0.6%          | 47           | 9.4%          |
| Oceania                            | 3                      | 0.9%          | 3  | 1.7%          | 6            | 1.2%          |
| <b>Total</b>                       | <b>330</b>             | <b>100.0%</b> | <b>172</b>   | <b>100.0%</b> | <b>502</b>   | <b>100.0%</b> |

| <b>Number of Interns by Gender</b> |                        |               |  |               |              |               |
|------------------------------------|------------------------|---------------|--|---------------|--------------|---------------|
|                                    | <b>WTO Internships</b> |               | <b>Developing Country and LDC Focused Internships*</b> |               | <b>Total</b> |               |
|                                    | Number                 | %             | Number   | %             | Number       | %             |
| Female                             | 176                    | 53.3%         | 58   | 33.7%         | 234          | 46.6%         |
| Male                               | 154                    | 46.7%         | 114  | 66.3%         | 268          | 53.4%         |
| <b>Total</b>                       | <b>330</b>             | <b>100.0%</b> | <b>172</b>   | <b>100.0%</b> | <b>502</b>   | <b>100.0%</b> |

- \* Include the following:
- PhD Internships
  - Netherlands Trainee Programme
  - Internships for Selected Missions
  - Regional Coordinator Internships"

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