



OPCW

Executive Council

Sixtieth Session
20 – 23 April 2010

EC-60/DG.7
21 April 2010
ENGLISH only

NOTE BY THE DIRECTOR-GENERAL

**IMPLEMENTATION OF THE TENURE POLICY
AGENDA ITEM 10(b)**

1. The table and pie charts below provide an overview of the Technical Secretariat's (hereinafter the "Secretariat") Professional staffing profile as at 15 February 2010 by region and nationality.
2. The table and pie charts were issued earlier under the cover of EC-59/DG.14, dated 23 February 2010 for the agenda item 8(e) entitled "Composition of the Technical Secretariat".
3. It should be noted that, as a consequence of implementation of the tenure policy, vacancies arise that—when filled—have a bearing on the composition of the Secretariat. However, vacancies also arise as a consequence of natural attrition (resignations and retirements). Furthermore, it should be noted that implementation of the tenure policy has no impact whatsoever on the criteria for staff appointments, which, of course, are based exclusively on Article VIII, paragraph 44 of the Chemical Weapons Convention.



Composition of the Technical Secretariat by Region and Nationality as at 15 Feb 2010

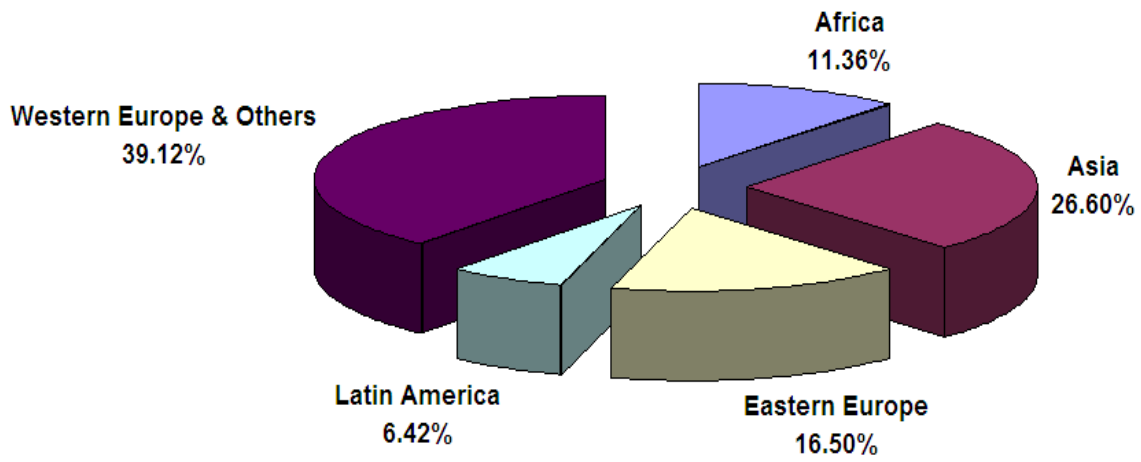
Contract Type: Fixed-Term (International, Local)

Job Category: Professional

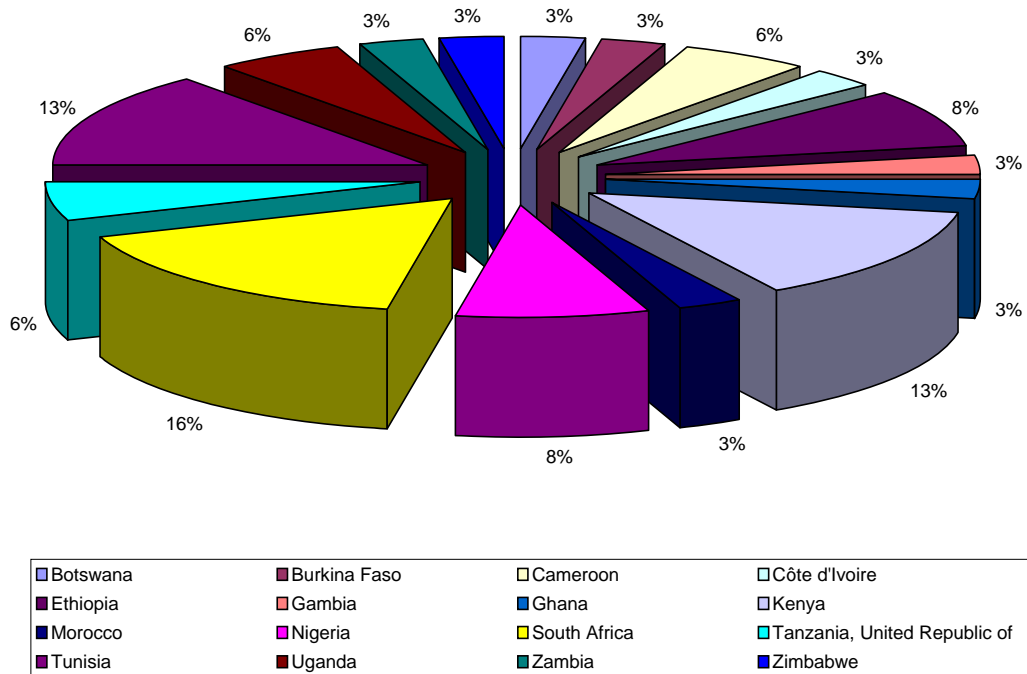
Regional Group	Countries per Group	Staff Members per Group	Group Percentage of Grand Total	Citizenship Country	Staff Members per Country	Percentage of Group Total	Percentage of Grand Total
Africa	16	36	11.04	Botswana	1	2.78	0.31
				Burkina Faso	1	2.78	0.31
				Cameroon	2	5.56	0.61
				Côte d'Ivoire	1	2.78	0.31
				Ethiopia	3	8.33	0.92
				Gambia	1	2.78	0.31
				Ghana	1	2.78	0.31
				Kenya	5	13.89	1.53
				Morocco	1	2.78	0.31
				Nigeria	3	8.33	0.92
				South Africa	6	16.67	1.84
				Tanzania, United Republic of	2	5.56	0.61
				Tunisia	5	13.89	1.53
				Uganda	2	5.56	0.61
Zambia	1	2.78	0.31				
Zimbabwe	1	2.78	0.31				
Asia	17	87	26.69	Bangladesh	1	1.15	0.31
				China	17	19.54	5.21
				India	30	34.48	9.20
				Iran, Islamic Republic of	4	4.60	1.23
				Japan	5	5.75	1.53
				Jordan	4	4.60	1.23
				Korea, Republic of	4	4.60	1.23
				Kyrgyzstan	1	1.15	0.31
				Malaysia	1	1.15	0.31
				Mongolia	2	2.30	0.61
				Nepal	2	2.30	0.61
				Pakistan	10	11.49	3.07
				Philippines	1	1.15	0.31
				Singapore	1	1.15	0.31
				Thailand	1	1.15	0.31
Uzbekistan	2	2.30	0.61				
Viet Nam	1	1.15	0.31				
Eastern Europe	14	54	16.56	Armenia	1	1.85	0.31
				Belarus	1	1.85	0.31
				Bosnia and Herzegovina	2	3.70	0.61
				Bulgaria	4	7.41	1.23
				Czech Republic	1	1.85	0.31
				Georgia	1	1.85	0.31
				Poland	7	12.96	2.15
				Romania	5	9.26	1.53
				Russian Federation	17	31.48	5.21
Serbia	6	11.11	1.84				

				Serbia and Montenegro (Obsolete)	2	3.70	0.61
				Slovakia	3	5.56	0.92
				The former Yugoslav Republic of Macedonia	1	1.85	0.31
				Ukraine	3	5.56	0.92
Latin America	9	21	6.44	Argentina	2	9.52	0.61
				Bolivia (Plurinational State of)	1	4.76	0.31
				Brazil	7	33.33	2.15
				Chile	1	4.76	0.31
				Colombia	2	9.52	0.61
				Cuba	3	14.29	0.92
				Ecuador	1	4.76	0.31
				Mexico	2	9.52	0.61
				Uruguay	2	9.52	0.61
Western Europe and Others	20	128	39.26	Australia	4	3.13	1.23
				Austria	1	0.78	0.31
				Belgium	3	2.34	0.92
				Canada	9	7.03	2.76
				Finland	1	0.78	0.31
				France	11	8.59	3.37
				Germany	12	9.38	3.68
				Greece	3	2.34	0.92
				Ireland	2	1.56	0.61
				Italy	2	1.56	0.61
				Malta	1	0.78	0.31
				Netherlands	12	9.38	3.68
				New Zealand	8	6.25	2.45
				Norway	1	0.78	0.31
				Portugal	2	1.56	0.61
				Spain	7	5.47	2.15
				Sweden	4	3.13	1.23
				Switzerland	1	0.78	0.31
				United Kingdom of Great Britain and Northern Ireland	22	17.19	6.75
				United States of America	22	17.19	6.75
Total Number of Countries:				76			
Total Number of Staff Members:				326			

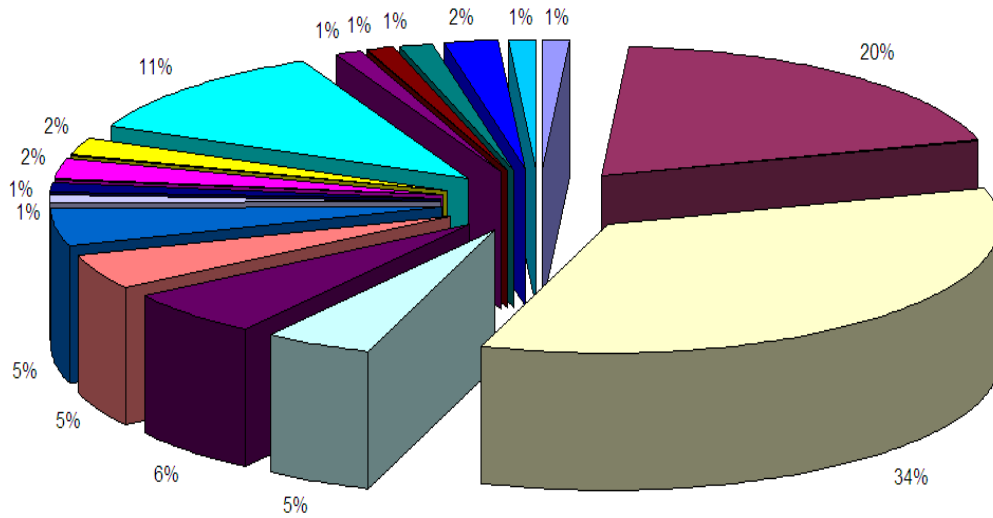
**Percentage of Staff Members by Regional Group as at 15 February 2010
(Fixed-term, Professional Staff)**



**Africa Regional Group: Distribution of Staff Members by Nationality
as at 15 February 2010
(Fixed-term, Professional Staff)**

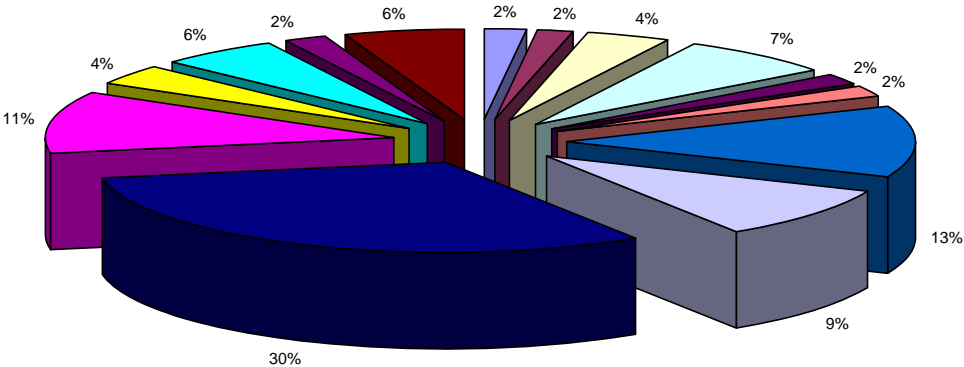


**Asia Regional Group: Distribution of Staff Members by Nationality
as at 15 February 2010
(Fixed-term, Professional Staff)**



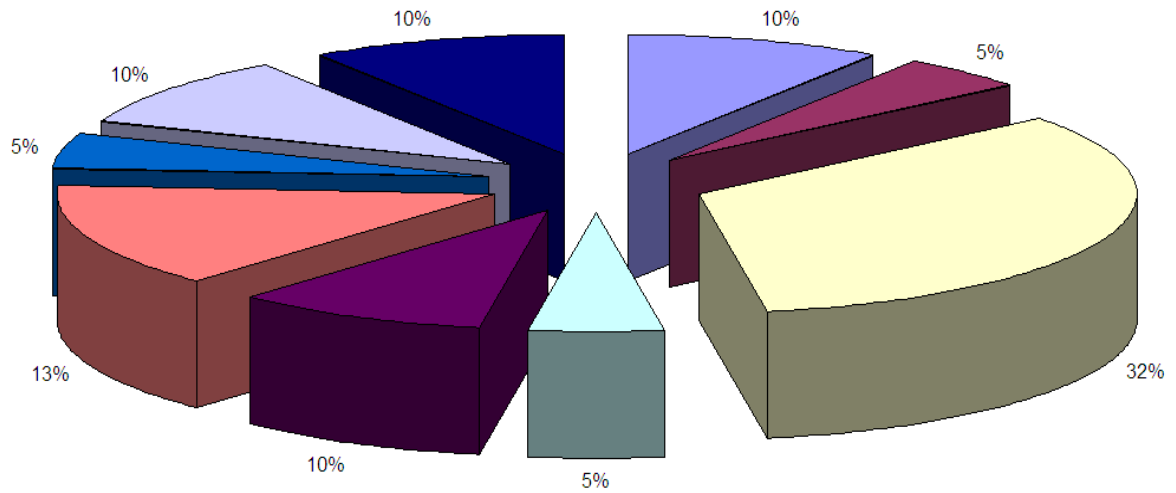
■ Bangladesh	■ China	□ India	□ Iran, Islamic Republic of	■ Japan	■ Jordan
■ Korea, Republic of	□ Kyrgyzstan	■ Malaysia	■ Mongolia	■ Nepal	■ Pakistan
■ Philippines	■ Singapore	■ Thailand	■ Uzbekistan	■ Viet Nam	

**Eastern Europe Regional Group: Distribution of Staff Members by Nationality
as at 15 February 2010
(Fixed-term, Professional Staff)**



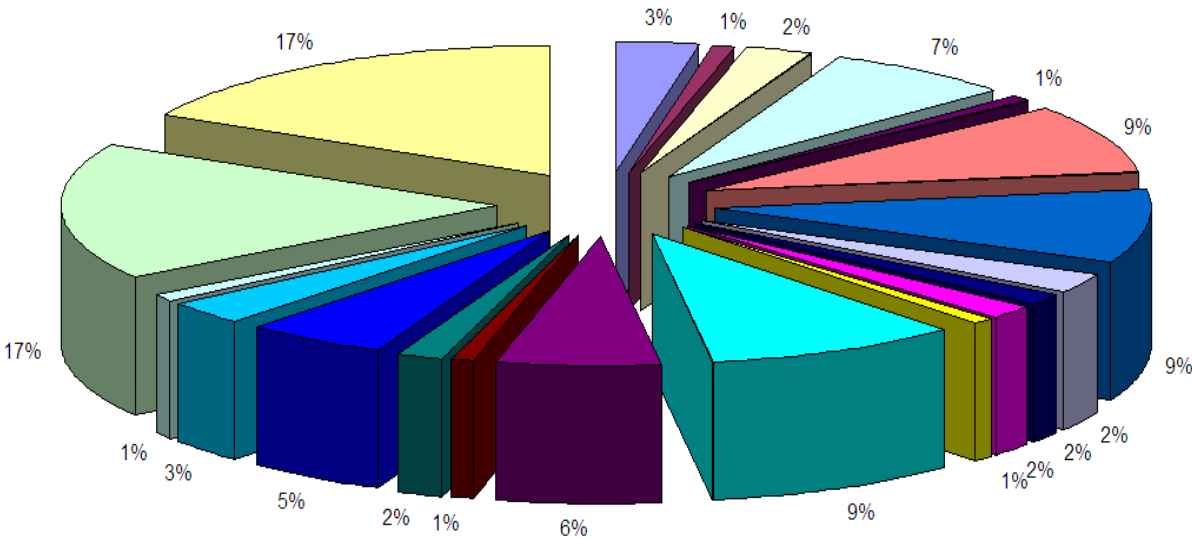
■ Armenia	■ Belarus	□ Bosnia and Herzegovina
□ Bulgaria	■ Czech Republic	■ Georgia
■ Poland	□ Romania	■ Russian Federation
■ Serbia	■ Serbia and Montenegro (Obsolete)	■ Slovakia
■ The former Yugoslav Republic of Macedonia	■ Ukraine	

**Latin America Regional Group: Distribution of Staff Members by Nationality
as at 15 February 2010
(Fixed-term, Professional Staff)**



■ Argentina ■ Bolivia (Plurinational State of) ■ Brazil ■ Chile ■ Colombia ■ Cuba ■ Ecuador ■ Mexico ■ Uruguay

**Western Europe and Others Regional Group: Distribution of Staff Members
by Nationality as at 15 February 2010
(Fixed-term, Professional Staff)**



Australia	Austria	Belgium	Canada	Finland	France	Germany
Greece	Ireland	Italy	Malta	Netherlands	New Zealand	Norway
Portugal	Spain	Sweden	Switzerland	United Kingdom	United States	