



# 世界卫生组织

执行委员会  
第一〇七届会议  
临时议程项目6.1

EB107/14  
2001年1月11日

## 人力资源：2000年年度报告

### 秘书处的报告

1. 向执行委员会第一〇五届会议提交的第一份人力资源年度报告<sup>1</sup>向会员国提供了本组织职员配备概况的综述。它包含按资金来源、服务地点和级别、分性别职员分布、地域代表性和年龄概况分列的职员配备全面情况的数据。
2. 这是为响应会员国和其它方面的要求提出的第二份年度报告，包括下列补充信息：主要职业类别的人力分布，人员更替统计，外部征聘和内部调任数据，以及国家专业官员信息。
3. 将2000年12月31日定为基准日确保与在2002-2003年规划预算方案和财务报告中向执委会提交的数据保持一致。

### 职员配备概况

#### 任用职类

4. 截至2000年12月31日，世界卫生组织一至五年定期任用或终生任用（以下称为“长期任用”）职员总数为3486名<sup>2</sup>。其中，1293名（37.09%）为专业类职员，2065名（59.24%）为一般事务类职员，以及128名（3.67%）为国家专业官员类职员。自1994年以来终止了终生任用，目前这类任用中5.6%为专业类职员，11.9%为一般事务类职员。
5. 除了长期任用职员之外，2000年期间本组织签发了8547份短期合同，包括顾问、专业类和一般事务类职员以及国家专业官员。
6. 长期任用职员的数量在过去3个双年度中减少了600名，并将继续减少。

<sup>1</sup> 文件EB105/14、EB105/14 Add.1和EB105/14 Add.1 Corr.1。

<sup>2</sup> 这一数字不包括泛美卫生组织和国际癌症研究机构的职员。

7. 文件中出现的表格和图表以及下列摘要分析涉及长期任用职员（除非另有说明）。

### 性别分布

8. 专业类女职员的百分比已从1990年的略高于21.83%上升至2000年末的接近31.86%。所占比例从非洲区域的23.2%至美洲区域的42.9%不等。2000年期间任用的164名职员中，67名（38.93%）是妇女。在3486名职员（见第4段）中，男职员为1828名，女职员为1658名。

### 地域代表性

9. 截止2000年12月，106个国家达到其理想幅度，24个国家为超额国，15个国家为缺额国，46个国家（包括2个准会员）为无额国。

10. 自从向执行委员会提交了关于地域代表性的最近一份报告<sup>1</sup>以来，任命了164个专业类职位，其中58个或35.36%是无额国或缺额国的国民。原来额度适当的9个国家（科特迪瓦、丹麦、埃及、印度、印度尼西亚、肯尼亚、新西兰、斯里兰卡和津巴布韦）现已超额，而原来额度适当的2个国家（南非和瑞典）现已缺额，并且3个国家（佛得角、格林纳达、圣多美和普林西比）为无额国。原来的3个无额国（安道尔、纳米比亚和罗马尼亚）现已达到额度适当。

### 职员的年龄、服务期限和更替

11. 专业类队伍一半以上的职员已为50岁或50岁以上；一般事务类职员绝大多数在40多岁（国家专业官员也是这种情况）。

12. 在任何时候，人数最多的一组职员（29.9%）服务不足5年。但是，超过第一个5年期（50.34%）的半数以上职员继续留在本组织工作10年或10年以上。平均服务期限为11.5年。

13. 数据包括职员任用，显示53.6%的专业人员是从外部征聘的，39.6%为现有短期职员，而6.7%通过机构间调任而重新选派的。在所有任用中，几乎58%发生在总部和非洲区域。

14. 接近13%的现任专业类职员和6.3%的一般事务类职员将在今后3年内退休。

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<sup>1</sup> 文件EB105/INF.DOC./2。

## 职业类别

15. 在专业类职员担任的职位中，接近半数为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中，90.8%为医学专科医生，2.9%为护士。四分之一以上的专业类职位为行政性职位。在某些领域，现任职者可能具备其它相关专业概况，例如，一名医生或护士可能担任高级行政职位。

## 表格和图表<sup>1</sup>

16. 现将第7段提及的表格和图表列示如下，供参考：

表1

按级别、主要服务地点和职员费用（正常预算和预算外资源）分列的1996-2000年长期任用职员数目

图1a-c 到2001年职员配备预测

表2 按组织地点、级别和性别列示的2000年12月31日时的职员分布

图2 1990-2000年妇女在专业类职员中占额情况

表3 按区域列示的2000年12月31日时低于或超过幅度的国家一览表

表4a-f 2000年12月31日时各国占额情况

表5 按任职区域和国籍区域分列的2000年12月31日时专业类职员总数

表6 按年龄、性别和区域分列的2000年12月31日时职员情况

表7 所有工作地点按级别和年龄分列的2000年12月31日时职员情况

表8 按服务期限分列的2000年12月31日时职员情况

表9 2000年期间征聘统计

表10 职员退休情况

表11a 2000年12月31日时短期职员和顾问

表11b 2000年12月31日时短期职员数目

<sup>1</sup> 只有英文、法文。

表12 1990年1月1日至2000年12月31日各区域之间调职数量

表13 主要职业类别之间职位分布

**TABLE 1. NUMBERS OF STAFF<sup>1</sup> HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION AND STAFF COSTS (REGULAR AND EXTRABUDGETARY) 1996-2000**

	1996-1997 Staff numbers at 31 December 1997				1998-1999 Staff numbers at 31 December 1999				2000 Staff numbers at 31 December 2000			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	8	6	0	14	5	6	0	11	4	6	0	10
D2	33	7	3	43	42	6	4	52	35	3	3	41
D1/P6	58	39	33	130	61	36	42	139	60	40	39	139
P5	235	168	86	489	263	158	68	489	275	159	83	517
P4	142	114	88	344	138	120	88	346	139	126	87	352
P3	55	49	24	128	56	51	23	130	64	54	25	143
P2	20	45	21	86	24	40	18	82	19	43	21	83
P1	2	7	7	16	1	2	7	10	2	2	4	8
<b>Total professional</b>	<b>553</b>	<b>435</b>	<b>262</b>	<b>1 250</b>	<b>590</b>	<b>419</b>	<b>250</b>	<b>1 259</b>	<b>598</b>	<b>433</b>	<b>262</b>	<b>1 293</b>
<b>Total general service</b>	<b>679</b>	<b>1 160</b>	<b>490</b>	<b>2 329</b>	<b>671</b>	<b>1 041</b>	<b>481</b>	<b>2 193</b>	<b>641</b>	<b>954</b>	<b>470</b>	<b>2 065</b>
National professional officers	0	0	1	1	0	4	70	74	0	5	123	128
<b>Grand total</b>	<b>1 232</b>	<b>1 595</b>	<b>753</b>	<b>3 580</b>	<b>1 261</b>	<b>1 464</b>	<b>801</b>	<b>3 526</b>	<b>1 239</b>	<b>1 392</b>	<b>855</b>	<b>3 486</b>
	<b>Staff costs in US dollars (1996-1997)</b>				<b>Staff costs in US dollars (1998-1999)</b>							
Professional	168 357 480	93 508 457	51 849 055	313 714 992	161 879 192	90 959 580	54 980 930	307 819 702				
General service	120 913 462	78 987 424	31 863 504	231 764 390	113 341 352	73 340 609	32 476 974	219 158 935				
<b>Total</b>	<b>289 270 942</b>	<b>172 495 881</b>	<b>83 712 559</b>	<b>545 479 382</b>	<b>275 220 544</b>	<b>164 300 189</b>	<b>87 457 904</b>	<b>526 978 637</b>				
	Total obligations incurred for WHO's programmes 1 540 582 649				Total obligations incurred for WHO's programmes 1 728 347 474							
	Percentage of staff costs to total obligations 35%				Percentage of staff costs to total obligations 30%							

<sup>1</sup> Unassigned staff (those seconded to other organizations or on leave without pay) are included in the headquarters and interregional figures: 1997: 27; 1999: 23; 2000: 65.

Figure 1a: Staffing projections to 2001

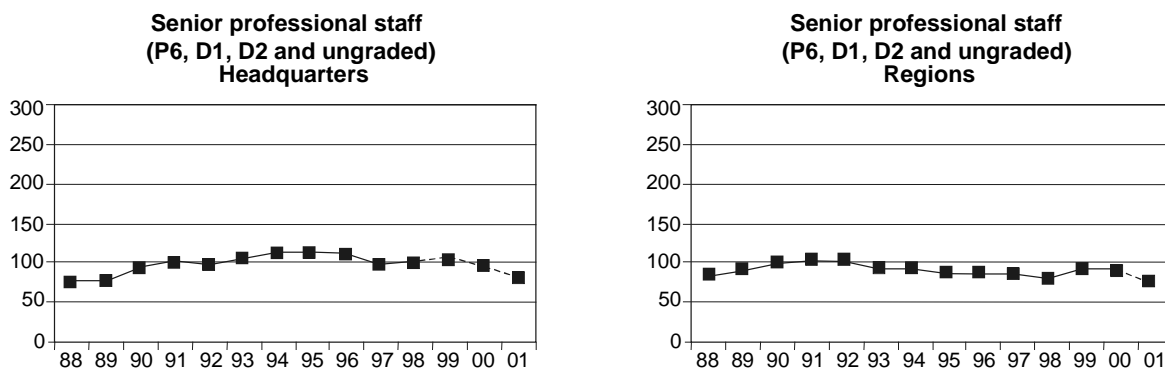


Figure 1b: Staffing projections to 2001

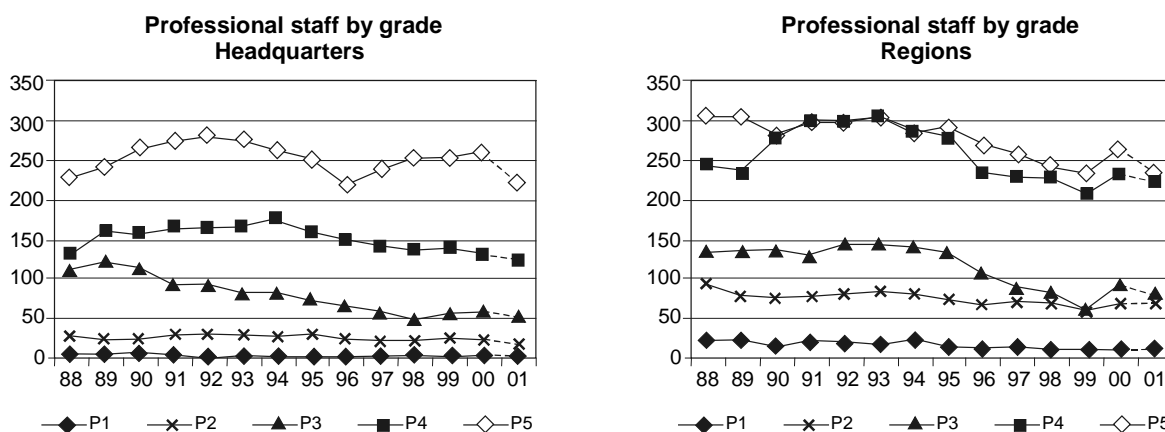
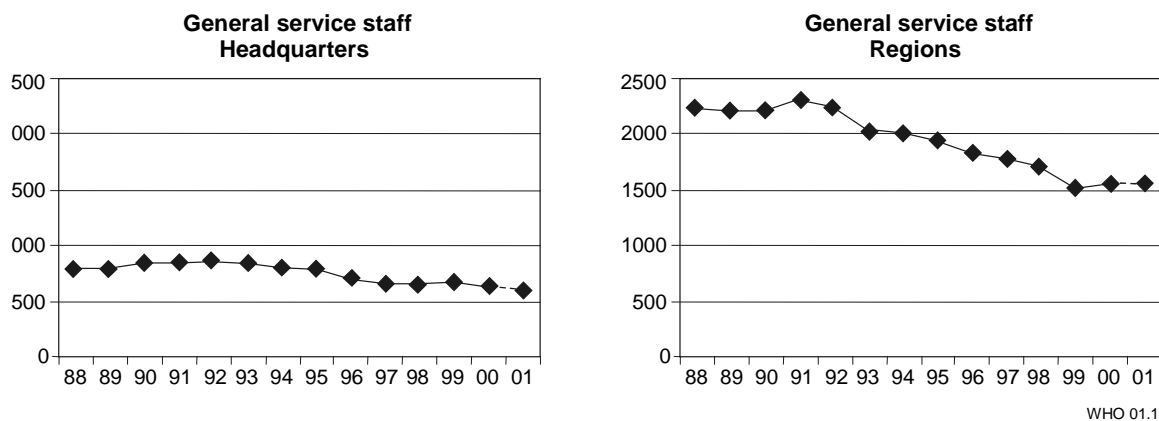


Figure 1c: Staffing projections to 2001



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**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 31 DECEMBER 2000**

**Professional staff**

Region	P1			P2			P3			P4			P5			P6/D1			D2			Ungraded			Total			Percentage			
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M
Headquarters	0	2	2	8	11	19	24	40	64	79	58	137	198	74	272	39	19	58	32	3	35	2	2	4	382	209	591	64.6	35.4		
Africa	1	1	2	17	10	27	28	8	36	33	6	39	58	19	77	22	5	27	2	0	2	1	0	1	162	49	211	76.8	23.2		
The Americas	0	3	3	3	12	15	4	5	9	54	28	82	6	3	9	0	0	0	0	0	0	1	0	1	68	51	119	57.1	42.9		
South-East Asia	0	1	1	1	0	1	3	6	9	8	6	14	40	14	54	13	2	15	1	1	2	1	0	1	67	30	97	69.1	30.9		
Europe	0	0	0	4	2	6	4	4	8	14	9	23	32	8	40	6	3	9	0	0	0	1	0	1	61	26	87	70.1	29.9		
Eastern Mediterranean	0	0	0	6	3	9	3	7	10	15	5	20	23	4	27	17	1	18	0	0	0	1	0	1	65	20	85	76.5	23.5		
Western Pacific	0	0	0	2	4	6	3	4	7	27	10	37	33	5	38	8	4	12	2	0	2	1	0	1	76	27	103	73.8	26.2		
<b>Total</b>	<b>1</b>	<b>7</b>	<b>8</b>	<b>41</b>	<b>42</b>	<b>83</b>	<b>69</b>	<b>74</b>	<b>143</b>	<b>230</b>	<b>122</b>	<b>352</b>	<b>390</b>	<b>127</b>	<b>517</b>	<b>105</b>	<b>34</b>	<b>139</b>	<b>37</b>	<b>4</b>	<b>41</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>881</b>	<b>412</b>	<b>1 293</b>				
<b>Percentage</b>	<b>12.5</b>	<b>87.5</b>	<b>0.9</b>	<b>49.4</b>	<b>50.6</b>	<b>9.4</b>	<b>48.3</b>	<b>51.7</b>	<b>11.1</b>	<b>65.3</b>	<b>34.7</b>	<b>27.2</b>	<b>75.4</b>	<b>24.6</b>	<b>40.0</b>	<b>75.5</b>	<b>24.5</b>	<b>10.8</b>	<b>90.2</b>	<b>9.8</b>	<b>3.2</b>	<b>80.0</b>	<b>20.0</b>	<b>0.8</b>	<b>68.1</b>	<b>31.9</b>	<b>100.0</b>				

**National professional officers**

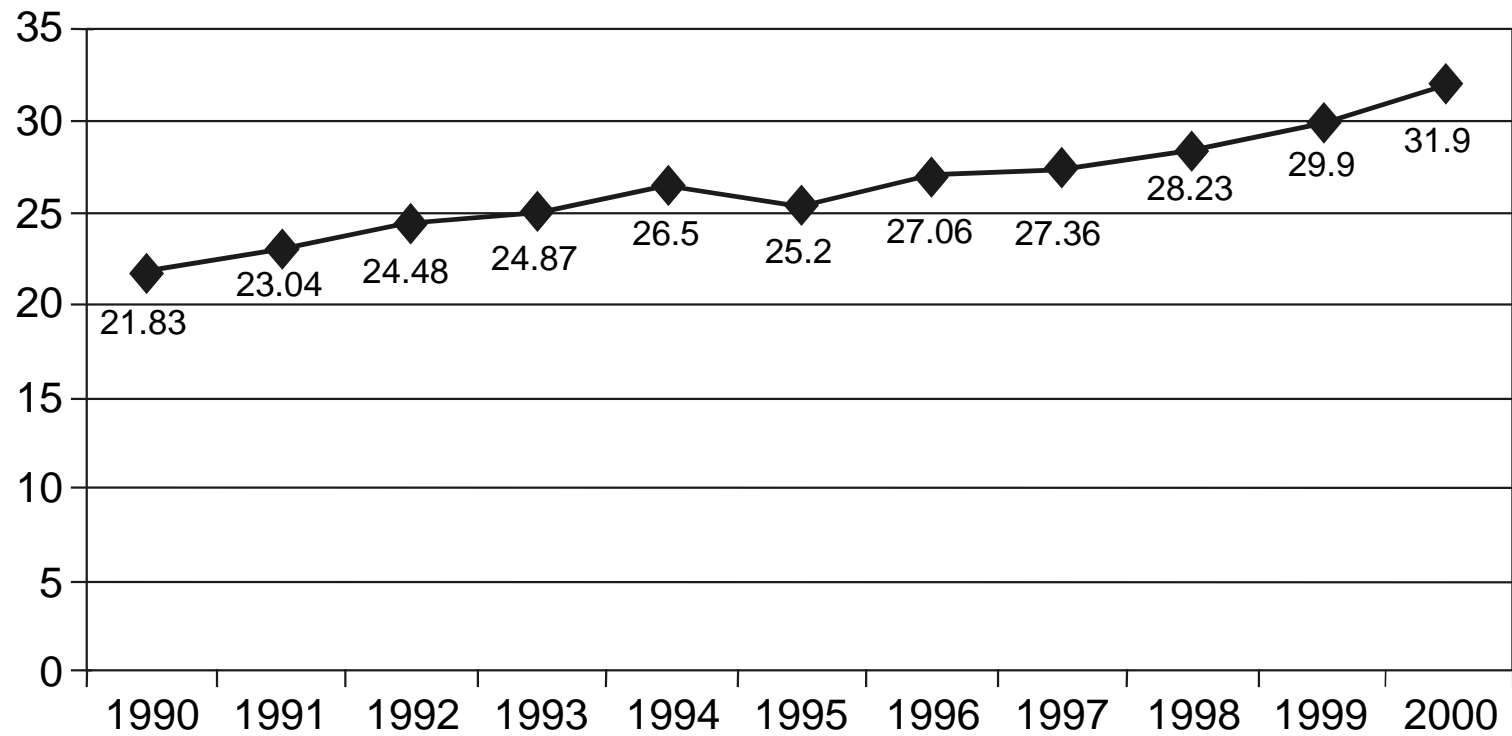
Region	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	0	0	0	35	14	49	46	24	70	0	0	0	81	38	119	68.1	31.9
South-East Asia	0	0	0	3	0	3	5	1	6	0	0	0	8	1	9	88.9	11.1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>14</b>	<b>52</b>	<b>51</b>	<b>25</b>	<b>76</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>89</b>	<b>39</b>	<b>128</b>		
<b>Percentage</b>				<b>73.1</b>	<b>26.9</b>	<b>40.6</b>	<b>67.1</b>	<b>32.9</b>	<b>59.4</b>				<b>69.5</b>	<b>30.5</b>	<b>100.0</b>		

**General service staff**

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters	0	0	0	10	2	12	16	15	31	34	134	168	40	178	218	23	112	135	13	37	50	136	478	614	22.1	77.9
Africa	55	0	55	38	0	38	60	4	64	24	39	63	49	32	81	31	56	87	59	35	94	316	166	482	65.6	34.4
The Americas	0	0	0	1	0	1	1	0	1	3	21	24	4	33	37	3	32	35	0	9	9	12	95	107	11.2	88.8
South-East Asia	22	0	22	40	0	40	30	5	35	40	26	66	40	23	63	22	12	34	32	8	40	226	74	300	75.3	24.7
Europe	0	0	0	2	1	3	3	3	6	7	17	24	8	58	66	1	17	18	3	7	10	24	103	127	18.9	81.1
Eastern Mediterranean	5	0	5	19	1	20	20	13	33	2	49	51	5	42	47	8	27	35	4	11	15	63	143	206	30.6	69.4
Western Pacific	6	1	7	13	4	17	23	5	28	9	27	36	10	59	69	10	30	40	10	22	32	81	148	229	35.4	64.6
<b>Total</b>	<b>88</b>	<b>1</b>	<b>89</b>	<b>123</b>	<b>8</b>	<b>131</b>	<b>153</b>	<b>45</b>	<b>198</b>	<b>119</b>	<b>313</b>	<b>432</b>	<b>156</b>	<b>425</b>	<b>581</b>	<b>98</b>	<b>286</b>	<b>384</b>	<b>121</b>	<b>129</b>	<b>250</b>	<b>858</b>	<b>1 207</b>	<b>2 065</b>	<b>41.5</b>	<b>58.5</b>
<b>Percentage</b>	<b>98.9</b>	<b>1.1</b>	<b>10.4</b>	<b>94.3</b>	<b>5.7</b>	<b>15.2</b>	<b>74.5</b>	<b>25.5</b>	<b>9.7</b>	<b>27.0</b>	<b>73.0</b>	<b>21.6</b>	<b>28.8</b>	<b>71.2</b>	<b>26.7</b>	<b>25.3</b>	<b>74.8</b>	<b>18.2</b>	<b>49.7</b>	<b>50.3</b>	<b>13.0</b>	<b>42.1</b>	<b>57.9</b>	<b>100.0</b>		

M – male, F – female, T – total.

**Figure 2: Representation of women professional staff  
1990-2000  
(Percentage of professional staff)**



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**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2000**

(Note: Countries not listed are within range)

Region	Over-represented countries	Under-represented countries	Unrepresented countries	
Africa	Congo Côte d'Ivoire Democratic Republic of the Congo Ghana Kenya Nigeria Zimbabwe	South Africa	Cape Verde Comoros Liberia Sao Tome and Principe	
The Americas	Brazil Canada	Argentina Mexico United States of America	Antigua and Barbuda Dominica Grenada Puerto Rico*	Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines
South-East Asia	India Indonesia Myanmar Nepal Sri Lanka		Bhutan	
Europe	Belgium Denmark Ireland Netherlands Russian Federation United Kingdom of Great Britain and Northern Ireland	Austria Germany Italy Portugal Spain Sweden Ukraine	Azerbaijan Belarus Bosnia and Herzegovina Kazakhstan Kyrgyzstan Monaco Republic of Moldova	San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan Yugoslavia
Eastern Mediterranean	Egypt	Saudi Arabia	Cyprus Oman	Qatar United Arab Emirates
Western Pacific	Australia New Zealand Philippines	China Japan Republic of Korea	Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Singapore Solomon Islands Tokelau* Tonga Tuvalu Vanuatu

\* Associate Member.

**TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000**

**African Region**

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Algeria	1-8							1		1		1							3	0	3
Angola	1-8													1					1	0	1
Benin	1-8				1			1		3									5	0	5
Botswana	1-8									1	1								1	1	2
Burkina Faso	1-8			1		1		1		2		2							6	1	7
Burundi	1-8							1		1		1							3	0	3
Cameroon	1-8					2				3	2								5	2	7
Cape Verde	1-8																		0	0	0
Central African Republic	1-8									2									2	0	2
Chad	1-8				1					2									3	0	3
Comoros	1-8																		0	0	0
Congo	1-8				5			3		2									10	0	10
Côte d'Ivoire	1-8					2		2		2		1	1						7	1	8
Democratic Republic of the Congo	1-8					1		1		6	1		1						8	2	10
Equatorial Guinea	1-8									1									1	0	1
Eritrea	1-8									2									2	0	2
Ethiopia	1-8					1	1			3	2								4	3	7
Gabon	1-8				1	1													1	1	2
Gambia	1-8				1		2		1							1			5	0	5
Ghana	1-8				3	1	4		1		1	2	1		2				12	3	15
Guinea	1-8							1		2	1	1							4	1	5
Guinea-Bissau	1-8											1							1	0	1
Kenya	1-8				1	2			2	1	1	2							4	5	9
Lesotho	1-8										1								0	1	1

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Liberia	1-8																		0	0	0
Madagascar	1-8					1				1									0	2	2
Malawi	1-8									1	1								1	1	2
Mali	1-8					1		1		1			1						3	1	4
Mauritania	1-8							2		2			2						6	0	6
Mauritius	1-8				1	2													2	1	3
Mozambique	1-8									2	2								2	2	4
Namibia	1-8								1										0	1	1
Niger	1-8					1	1						2						3	1	4
Nigeria	1-8				2			1		5	2								8	2	10
Rwanda	1-8				1		1	2		1			1						5	1	6
Sao Tome and Principe	1-8																		0	0	0
Senegal	1-8					1	1	1		1	1		2						5	2	7
Seychelles	1-8				1														0	1	1
Sierra Leone	1-8								1	3									3	1	4
South Africa	3-9									1				1					2	0	2
Swaziland	1-8												1						0	1	1
Togo	1-8							2		3			2						7	0	7
Uganda	1-8									3	1								3	1	4
United Republic of Tanzania	1-8									1	1		1	1					2	2	4
Zambia	1-8					1				2			2						4	1	5
Zimbabwe	1-8					2		1		2			2	1	1				8	1	9
<b>Total – African Region</b>		0	0	16	6	22	7	25	3	61	21	22	6	5	1				152	43	195

M – male, F – female.

**TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000**

**Region of the Americas**

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Antigua and Barbuda	1-8																		0	0	0
Argentina	9-15				1	2	2		1										2	4	6
Bahamas	1-8								1										1	0	1
Barbados	1-8					1									1				2	0	2
Belize	1-8								1										1	0	1
Bolivia	1-8			1				1											2	0	2
Brazil	14-20				1	1	10	4	9	1				1					20	7	27
Canada	21-29				1	3	2	5	8	13	5	1	1	1					23	17	40
Chile	1-8				2			1		1	1								2	3	5
Colombia	1-8							2	3	2									4	3	7
Costa Rica	1-8				1														0	1	1
Cuba	1-8						4	2	1										5	2	7
Dominica	1-8																		0	0	0
Dominican Republic	1-8				1	1	3	1											2	4	6
Ecuador	1-8						1												1	0	1
El Salvador	1-8				1	3	1												3	2	5
Grenada	1-8																		0	0	0
Guatemala	1-8						2		1										3	0	3
Guyana	1-8				1	1	1		1										1	3	4
Haiti	1-8						1												1	0	1
Honduras	1-8						2	1											2	1	3
Jamaica	1-8				1														0	1	1
Mexico	9-15				1		3		2	1									5	2	7
Nicaragua	1-8						2	2											2	2	4

Country	Range	Staff by grade and sex													All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Panama	1-8						3										3	0	3	
Paraguay	1-8						1										1	0	1	
Peru	1-8			1		1	1	1									2	3	5	
Puerto Rico*	1-8																0	0	0	
Saint Kitts and Nevis	1-8																0	0	0	
Saint Lucia	1-8																0	0	0	
Saint Vincent and the Grenadines	1-8																0	0	0	
Suriname	1-8								1								1	0	1	
Trinidad and Tobago	1-8				1	1	1										1	2	3	
United States of America	174-237			1	5	5	12	26	19	45	20	9	4	6			92	60	152	
Uruguay	1-8							1		2							0	3	3	
Venezuela	1-8							1	1	2							3	1	4	
<b>Total – Region of the Americas</b>		0	0	2	13	8	21	75	50	81	32	10	5	8	0	1	0	185	121	306

\* Associate Member.

M – male, F – female.

**TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000**

**South-East Asia Region**

Country	Range	Staff by grade and sex													All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Bangladesh	2-8							5	1								5	1	6	
Bhutan	1-8																0	0	0	
Democratic People's Republic of Korea	1-8					1											1	0	1	
India	14-21		1	3	1	4	2	9	4	1		1	1				19	8	27	
Indonesia	4-10							5	2	2	1	1		1			9	3	12	
Maldives	1-8			1				1		1							3	0	3	
Myanmar	1-8				2	1	1	3	2	1							5	5	10	
Nepal	1-8					3		3	2		1						6	3	9	
Sri Lanka	1-8						1	3	2	2							5	3	8	
Thailand	2-8				1		1	2	3								2	5	7	
<b>Total – South-East Asia Region</b>		0	0	1	0	4	4	9	5	31	16	7	2	2	1	1	0	55	28	83

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000

## European Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Albania	1-8									1									1	0	1
Andorra	1-8											1							1	0	1
Armenia	1-8							1											1	0	1
Austria	7-14					1		1		1		1	1						4	1	5
Azerbaijan	1-8																		0	0	0
Belarus	1-8																		0	0	0
Belgium	9-15					1		2	1	10		2		3					17	2	19
Bosnia and Herzegovina	1-8																		0	0	0
Bulgaria	1-8							1											1	0	1
Croatia	1-8									1									1	0	1
Czech Republic	1-8								1	1									1	1	2
Denmark	5-12			1	1	1		1	1	5	1			1					9	3	12
Estonia	1-8								0			1							1	0	1
Finland	4-10							1	2	2	1	3							6	3	9
France	46-64			1		1	1	5	6	23	3	1	2	3	1				35	12	47
Georgia	1-8								1										0	1	1
Germany	69-94					2		10	3	10	5	5		1		1			27	10	37
Greece	3-9							1		2	1								3	1	4
Hungary	1-8							2				1	1						3	1	4
Iceland	1-8												1						0	1	1
Ireland	2-8					2	1		1	2	2	4							8	4	12
Israel	3-9					1		1					2						1	3	4
Italy	39-54					2		3		15	4	6		1					27	4	31
Kazakhstan	1-8																		0	0	0
Kyrgyzstan	1-8																		0	0	0
Latvia	1-8							1											1	0	1
Lithuania	1-8									1	1								1	1	2
Luxembourg	1-8					1													0	1	1
Malta	1-8									1	1								1	1	2

Country	Range	Staff by grade and sex													All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Monaco	1-8																0	0	0	
Netherlands	13-19			1	1	7		13	4	1	1						22	6	28	
Norway	5-11					1	2	2		2				1			5	3	8	
Poland	2-8						1	3									3	1	4	
Portugal	3-10					1											1	0	1	
Republic of Moldova	1-8																0	0	0	
Romania	1-8										1						0	1	1	
Russian Federation	10-16			1		1		9	1	12		2					25	1	26	
San Marino	1-8																0	0	0	
Slovakia	1-8									1							1	0	1	
Slovenia	1-8										1						0	1	1	
Spain	20-28				1		2	1	4	6	1	1					8	8	16	
Sweden	9-15					2		1	2		2	1					4	4	8	
Switzerland	10-16			1		1	1	2	1	4	4						8	6	14	
Tajikistan	1-8																0	0	0	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	4-10							1	3	1				1			3	3	6	
Turkmenistan	1-8																0	0	0	
Ukraine	2-8								1								1	0	1	
United Kingdom of Great Britain and Northern Ireland	37-51				2	1	6	9	7	18	3	6	3	1	1	1	36	22	58	
Uzbekistan	1-8																0	0	0	
Yugoslavia	1-8																0	0	0	
<b>Total – European Region</b>		0	0	4	4	12	16	61	31	138	38	39	14	10	1	3	2	267	106	373

M – male, F – female.



TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000

## Eastern Mediterranean Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Afghanistan	1-8			1						2									3	0	3
Bahrain	1-8									2									0	2	2
Cyprus	1-8																		0	0	0
Djibouti	1-8											1							1	0	1
Egypt	1-8			2	1			1	3	1	1	1							5	5	10
Iran (Islamic Republic of)	2-8					1				3									4	0	4
Iraq	1-8											1							1	0	1
Jordan	1-8			1	1					3		1							5	1	6
Kuwait	1-8													1					1	0	1
Lebanon	1-8					1		1	1	1	2								3	3	6
Libyan Arab Jamahiriya	1-8						1												0	1	1
Morocco	1-8					1				1		1							3	0	3
Oman	1-8																		0	0	0
Pakistan	2-8							1		3		1							5	0	5
Qatar	1-8																		0	0	0
Saudi Arabia	5-11															1			1	0	1
Somalia	1-8									1		2							3	0	3
Sudan	1-8							1		2		1		1					5	0	5
Syrian Arab Republic	1-8								2	2		1							5	0	5
Tunisia	1-8					1				1		5							7	0	7
United Arab Emirates	1-8																		0	0	0
Yemen	1-8							1		1		1							3	0	3
<b>Total – Eastern Mediterranean Region</b>		0	0	4	2	4	1	7	4	21	5	16	0	2	0	1	0		55	12	67

M – male, F – female.

**TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000**

**Western Pacific Region**

Country	Range	Staff by grade and sex														All professional staff				
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Australia	12-18			1		4	1	4	2	6	1	3	1			18	5	23		
Brunei Darussalam	1-8															0	0	0		
Cambodia	1-8															0	0	0		
China	22-31			2	1	2		3	2	1		1	1			9	4	13		
Cook Islands	1-8															0	0	0		
Fiji	1-8					1		1		1						3	0	3		
Japan	141-191			3	6	7	1	14	2		1	3		1		28	10	38		
Kiribati	1-8															0	0	0		
Lao People's Democratic Republic	1-8			1												1	0	1		
Malaysia	2-8				1			2								2	1	3		
Marshall Islands	1-8															0	0	0		
Micronesia (Federated States of)	1-8															0	0	0		
Mongolia	1-8							1		1						2	0	2		
Nauru	1-8															0	0	0		
New Zealand	2-8					1	1	4	1		1	1				6	3	9		
Niue	1-8															0	0	0		
Palau	1-8															0	0	0		
Papua New Guinea	1-8															0	0	0		
Philippines	1-8		2	1	5	3	1		2		1					6	9	15		
Republic of Korea	8-15					1		2				1				4	0	4		
Samoa	1-8															0	0	0		
Singapore	1-8															0	0	0		
Solomon Islands	1-8															0	0	0		

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Tokelau*	1-8																		0	0	0
Tonga	1-8																		0	0	0
Tuvalu	1-8																		0	0	0
Vanuatu	1-8																		0	0	0
Viet Nam	1-8									1									1	0	1
<b>Total – Western Pacific Region</b>		0	0	2	0	8	13	19	4	32	9	9	4	9	2	1	0	80	32	112	

\* Associate Member

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY REGION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2000**

Region of assignment	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	34	5.8	138	23.4	25	4.2	311	52.6	15	2.5	68	11.5	591	45.7
Africa	170	80.6	17	8.1	0	0.0	20	9.5	1	0.5	3	1.4	211	16.3
The Americas	0	0.0	104	87.4	0	0.0	15	12.6	0	0.0	0	0.0	119	9.2
South-East Asia	2	2.1	22	22.7	48	49.5	20	20.6	0	0.0	5	5.2	97	7.5
Europe	0	0.0	10	11.5	2	2.3	72	82.8	0	0.0	3	3.4	87	6.7
Eastern Mediterranean	3	3.5	14	16.5	3	3.5	8	9.4	55	64.7	2	2.4	85	6.6
Western Pacific	0	0.0	22	21.4	11	10.7	31	30.1	0	0.0	39	37.9	103	8.0
<b>Total</b>	209	16.2	327	25.3	89	6.9	477	36.9	71	5.5	120	9.3	1 29	100.0

**TABLE 6. STAFF BY AGE, SEX AND REGION AS AT 31 DECEMBER 2000****Professional staff**

Region	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	1	3	4	35	35	70	140	80	220	197	88	285	9	3	12	382	209	591
Africa	0	1	1	11	9	20	57	21	78	91	17	108	3	1	4	162	49	211
The Americas	1	2	3	4	10	14	25	18	43	34	20	54	4	1	5	68	51	119
South-East Asia	0	1	1	2	3	5	18	9	27	40	16	56	7	1	8	67	30	97
Europe	1	0	1	4	3	7	25	12	37	30	11	41	1	0	1	61	26	87
Eastern Mediterranean	0	0	0	7	2	9	29	9	38	28	9	37	1	0	1	65	20	85
Western Pacific	0	2	2	12	6	18	30	9	39	33	10	43	1	0	1	76	27	103
<b>Total</b>	3	9	12	75	68	143	324	158	482	453	171	624	26	6	32	881	412	1 293
<b>Percentage</b>	25.0	75.0	0.9	52.4	47.6	11.1	67.2	32.8	37.3	72.6	27.4	48.3	81.3	18.8	2.5	68.1	31.9	100.0

**National professional officers**

Region	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Africa	0	0	0	9	6	15	47	16	63	23	16	39	2	0	2	81	38	119
South-East Asia	0	0	0	1	0	1	5	0	5	1	1	2	1	0	1	8	1	9
<b>Total</b>	0	0	0	10	6	16	52	16	68	24	17	41	3	0	3	89	39	128
<b>Percentage</b>	0.0	0.0	0.0	62.5	37.5	12.5	76.5	23.5	53.1	58.5	41.5	32.0	100.0	0.0	2.3	69.5	30.5	100.0

M – male, F – female, T – total.

### General service staff

Region	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	1	7	8	19	78	97	62	187	249	53	204	257	1	2	3	136	478	614
Africa	1	1	2	37	42	79	156	88	244	120	35	155	2	0	2	316	166	482
The Americas	2	3	5	2	13	15	2	45	47	6	33	39	0	1	1	12	95	107
South-East Asia	6	6	12	43	16	59	104	41	145	72	11	83	1	0	1	226	74	300
Europe	2	2	4	2	23	25	10	31	41	10	45	55	0	2	2	24	103	127
Eastern Mediterranean	1	12	13	12	61	73	29	43	72	21	27	48	0	0	0	63	143	206
Western Pacific	4	11	15	16	37	53	34	61	95	27	39	66	0	0	0	81	148	229
<b>Total</b>	17	42	59	131	270	401	397	496	893	309	394	703	4	5	9	858	1 2	2 0
<b>Percentage</b>	28.8	71.2	2.9	32.7	67.3	19.4	44.5	55.5	43.2	44.0	56.0	34.0	44.4	55.6	0.4	41.5	58.5	100.0

M – male, F – female, T – total.

**TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 31 DECEMBER 2000****Professional staff**

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	1	0	1	3	1	4	4	1	5	8	2	10
D2	0	0	0	1	0	1	8	0	8	27	4	31	1	0	1	37	4	41
D1/P6	0	0	0	1	0	1	20	7	27	79	26	105	5	1	6	105	34	139
P5	0	0	0	16	6	22	158	61	219	204	57	261	12	3	15	390	127	517
P4	0	0	0	27	21	48	101	57	158	98	44	142	4	0	4	230	122	352
P3	0	2	2	10	17	27	28	25	53	31	29	60	0	1	1	69	74	143
P2	3	4	7	19	20	39	8	8	16	11	10	21	0	0	0	41	42	83
P1	0	3	3	1	4	5	0	0	0	0	0	0	0	0	0	1	7	8
<b>Total</b>	3	9	12	75	68	143	324	158	482	453	171	624	26	6	32	881	412	1 293
<b>Percentage</b>	25.0	75.0	0.9	52.4	47.6	11.1	67.2	32.8	37.3	72.6	27.4	48.3	81.3	18.8	2.5	68.1	31.9	100.0

**National professional officers**

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B	0	0	0	7	3	10	21	7	28	9	4	13	1	0	1	38	14	52
C	0	0	0	3	3	6	31	9	40	15	13	28	2	0	2	51	25	76
D	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	10	6	16	52	16	68	24	17	41	3	0	3	89	39	128
<b>Percentage</b>	0.0	0.0	0.0	62.5	37.5	12.5	76.5	23.5	53.1	58.5	41.5	32.0	100.0	0.0	2.3	69.5	30.5	100.0

M – male, F – female, T – total.

### General service staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	0	0	0	10	13	23	52	44	96	59	71	130	0	1	1	121	129	250
G6	2	4	6	14	42	56	50	134	184	32	106	138	0	0	0	98	286	384
G5	3	11	14	27	93	120	67	188	255	58	133	191	1	0	1	156	425	581
G4	3	18	21	19	99	118	53	120	173	44	72	116	0	4	4	119	313	432
G3	4	7	11	23	20	43	83	8	91	42	10	52	1	0	1	153	45	198
G2	4	1	5	27	3	30	52	2	54	40	2	42	0	0	0	123	8	131
G1	1	1	2	11	0	11	40	0	40	34	0	34	2	0	2	88	1	89
<b>Total</b>	17	42	59	131	270	401	397	496	893	309	394	703	4	5	9	858	12	20
<b>Percentage</b>	28.8	71.2	2.9	32.7	67.3	19.4	44.5	55.5	43.2	44.0	56.0	34.0	44.4	55.6	0.4	41.5	58.5	100.0

M – male, F – female, T – total.



**TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2000**

Region	Under 5 years				5-9 years				10-14 years				15-19 years				20-24 years				25-29 years				≥30 years				All			
	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T
Headquarters	238	0	88	326	118	0	84	202	106	0	148	254	63	0	119	182	24	0	45	69	28	0	92	120	14	0	38	52	591	0	614	1 2
Africa	84	103	71	258	38	4	101	143	40	11	99	150	22	1	100	123	14	0	63	77	5	0	34	39	8	0	14	22	211	119	482	812
The Americas	67	0	40	107	23	0	19	42	21	0	18	39	4	0	17	21	3	0	8	11	1	0	4	5	0	0	1	1	119	0	107	226
South-East Asia	41	6	48	95	27	1	93	121	16	0	44	60	8	1	64	73	3	0	21	24	1	1	22	24	1	0	8	9	97	9	300	406
Europe	35	0	31	66	26	0	26	52	15	0	17	32	4	0	20	24	4	0	16	20	3	0	9	12	0	0	8	8	87	0	127	214
Eastern Mediterranean	42	0	33	75	22	0	50	72	12	0	53	65	6	0	39	45	1	0	19	20	1	0	10	11	1	0	2	3	85	0	206	291
Western Pacific	56	0	61	117	23	0	44	67	11	0	43	54	8	0	45	53	3	0	21	24	1	0	11	12	1	0	4	5	103	0	229	332
<b>Total</b>	563	109	372	1 027	277	5	417	699	221	11	422	654	115	2	404	521	52	0	193	245	40	1	182	223	25	0	75	100	1 212	128	2 034	3 444
<b>Percentage</b>	53.9	29.3	35.6	29.9	39.6	1.2	59.7	20.1	33.8	2.6	64.5	18.8	22.1	0.5	77.5	14.9	21.2	0.0	78.8	7.0	17.9	0.5	81.6	6.4	25.0	0.0	75.0	2.9	37.1	3.7	59.2	100.0

P – professional, NPO – national professional officer, GS – general service, T – total.

**TABLE 9. RECRUITMENT DURING YEAR 2000**

Region	Category	Total staff at 31 December 2000	New appointments		Conversion of short-term contracts		Interagency transfers	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women
Headquarters	P	591	40	52.5	21	61.9	4	50.0
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	614	8	87.5	18	83.3	0	0.0
Africa	P	211	9	44.4	20	15.0	1	0.0
	NPO	119	10	30.0	36	33.3	0	0.0
	GS	482	1	0.0	4	25.0	0	0.0
The Americas	P	119	10	50.0	2	100.0	3	33.3
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	107	1	0.0	1	0.0	9	100.0
South-East Asia	P	97	5	80.0	1	0.0	0	0.0
	NPO	9	0	0.0	0	0.0	0	0.0
	GS	300	2	50.0	8	50.0	0	0.0
Europe	P	87	3	33.3	5	0.0	0	0.0
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	127	2	50.0	8	100.0	0	0.0
Eastern Mediterranean	P	85	5	0.0	9	44.4	2	0.0
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	206	2	0.0	12	83.3	0	0.0
Western Pacific	P	103	16	37.5	7	0.0	1	100.0
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	229	1	0.0	23	69.6	0	0.0
<b>Total</b>	P	1 293	88	46.6	65	33.8	11	36.4
	NPO	128	10	30.0	36	33.3	0	0.0
	GS	2 065	17	76.5	74	73.0	9	100.0

P – professional, NPO – national professional officer, GS – general service, T – total.

TABLE 10. STAFF RETIREMENT

Region	Category	Total staff at 31 December 2000	Staff due to retire by 31 December 2001		Staff due to retire by 31 December 2003		Staff due to retire by 31 December 2005		Staff due to retire by 31 December 2010	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	591	21	3.6	67	11.3	124	21.0	263	44.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	614	11	1.8	35	5.7	74	12.1	250	40.7
Africa	P	211	11	5.2	32	15.2	53	25.1	101	47.9
	NPO	119	1	0.0	4	0.0	6	0.0	32	0.0
	GS	482	18	3.7	38	7.9	60	12.4	151	31.3
The Americas	P	119	4	3.4	15	12.6	26	21.8	53	44.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	107	3	2.8	8	7.5	15	14.0	37	34.6
South-East Asia	P	97	10	10.3	17	17.5	28	28.9	57	58.8
	NPO	9	0	0.0	2	0.0	2	0.0	3	0.0
	GS	300	5	1.7	16	5.3	29	9.7	79	26.3
Europe	P	87	6	6.9	14	16.1	18	20.7	33	37.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	127	6	4.7	12	9.4	24	18.9	57	44.9
Eastern Mediterranean	P	85	3	3.5	11	12.9	14	16.5	34	40.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	206	5	2.4	13	6.3	20	9.7	48	23.3
Western Pacific	P	103	2	1.9	12	11.7	17	16.5	37	35.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	229	3	1.3	9	3.9	14	6.1	62	27.1
<b>Total</b>	P	1 293	57	4.4	168	13.0	280	21.7	578	44.7
	NPO	128	1	0.8	6	4.7	8	6.3	35	27.3
	GS	2 065	51	2.5	131	6.3	236	11.4	684	33.1

P – professional, NPO – national professional officer, GS – general service, T – total.

**TABLE 11a. SHORT-TERM STAFF AND CONSULTANTS AS AT 31 DECEMBER 2000**

Biennium	Number of contracts															
	Headquarters				Regional offices				Countries*				Grand total			
	P	NPO	GS	Total	P	NPO	GS	Total	P	NPO	GS	Total	P	NPO	GS	All
1992-1993	1 855		3 361	5 211	1 733		1 380	3 113	1 0		694	1 724	4 6		5 4	10 051
1994-1995	2 495		3 451	5 946	2 026		1 989	4 015	1 1		707	1 853	5 6		6 1	11 811
1996-1997	2 934		4 046	6 980	2 422		2 588	5 010	1 4		1 0	2 491	6 7		7 7	14 481
1998-1999	3 449		3 766	7 215	2 514		1 793	4 307	1 2		1 0	2 261	7 2		6 5	13 891
2000	2 121		2 297	4 418	1 291	131	1 855	3 277	564		288	852	3 9	131	4 4	8 541

Biennium	Total work-months															
	Headquarters				Regional offices				Countries*				Grand total			
	P	NPO	GS	Total	P	NPO	GS	Total	P	NPO	GS	Total	P	NPO	GS	All
1992-1993	2 9		5 06	7 98	2 9		4 76	7 6	2 0		4 57	6 66	7 92		14 39	22 3
1994-1995	4 7		5 37	10 15	3 6		6 60	10 23	1 5		4 64	6 23	9 99		16 63	26 6
1996-1997	5 4		5 53	11 03	5 6		9 07	14 75	2 4		7 03	9 52	13 66		21 64	35 3
1998-1999	7 5		6 17	13 67	6 6		6 86	13 55	2 7		3 13	5 85	16 91		16 16	33 0
2000	9 5		6 21	15 72	3 7	623	6 68	11 05	1 3		1 23	2 57	14 59	623	14 13	29 3

\* Data from the regional offices for Africa, Europe and South-East Asia included under regional offices.

P – professional, NPO – national professional officer, GS – general service

**TABLE 11b. NUMBER OF SHORT-TERM STAFF AS AT 31 DECEMBER 2000\***

<b>Location</b>	<b>Short-term consultants</b>	<b>Short-term professionals</b>	<b>Short-term national professionals</b>	<b>Short-term general service</b>	<b>Total</b>
Headquarters	50	336		244	630
Africa	656*		121	1 004	1 781
The Americas	61	25		27	113
South-East Asia	177*			416	593
Europe	4	121	54	276	455
Eastern Mediterranean	47*			70	117
Western Pacific	2	22		74	98
<b>Total</b>	997	504	175	2 111	3 787

\* Including short-term professionals and short-term consultants; total appears under "short-term consultants".

**TABLE 12. NUMBER OF TRANSFERS BETWEEN REGIONS FROM 1 JANUARY 1990 TO 31 DECEMBER 2000**

From region	To region							Total
	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
Headquarters		26	4	18	8	10	15	81
Africa	53		1	9	2		3	68
The Americas	9	3		2	2	1		17
South-East Asia	25	6	1		5	4	7	48
Europe	20					3	1	24
Eastern Mediterranean	17	2		5	3		3	30
Western Pacific	32	2	3	4	1	2		44
<b>Total</b>	156	39	9	38	21	20	29	312

