



世界卫生组织

执行委员会
第一一一届会议
临时议程项目 8.1

EB111/17
2003 年 1 月 7 日

人力资源：年度报告

秘书处的报告

1. 本报告以预览截至 2002 年 9 月 30 日时本组织职员配备概况的形式提交；将向第五十六届世界卫生大会提交包含截至 2002 年 12 月 31 日完整数据的第四份人力资源年度报告。本次预览包含按主要服务地点和级别、职工性别比例、地域代表性、年龄概况、职员退休情况、外部招聘情况、关于国家专业官员的信息以及主要职业类别劳动力分布分列的职员配备全面情况的数据。

职员配备概况

任用职类

2. 截至 2002 年 9 月 30 日，世界卫生组织 1-5 年定期任用或终生任用（以下均称为“长期任用”）职员总数为 3632 名¹。其中，1396 名（38.4%）为专业类职员，2058 名（56.7%）为一般事务类职员，178 名（4.9%）为国家专业官员类职员（见表 1）。与 2001 年年度报告中报告的截至 2001 年 12 月 31 日时的人数相比，长期任用的职员数目增加了 24 名（0.66%）²。

3. 自 1994 年以来中止了终生任用。自 2002 年 7 月 1 日起，以服务任用取而代之，但目前持有终生任用合同的职员除外。这类职员中 43 名为专业类职员（2001 年 12 月 31 日时为 56 名），189 名为一般事务类职员（2001 年 12 月 31 日时为 216 名），分别减少了 23.2%和 12.5%。此类职员分别占这些职类的 3.1%和 9.2%。除了长期任用的职员之外，截至 2002 年 9 月 30 日，临时任用的职员为 4590 名（4226 名短期职员和 364 名有限任期职员）（见表 11）。

¹ 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。

² 见文件 A55/30。

4. 除表 11 之外，本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

5. 表 2 显示了按组织工作地点、级别和性别分列的长期任用职员分布情况。可看到，在 1396 名长期任用专业类职员中，950 名（68.1%）为男职员，446 名（31.9%）为女职员。

6. 自上一份年度报告以来，专业职类中妇女百分比略有上升（从 31.8%到 31.9%）。因此，虽然本报告显示 P.2 和 P.3 级的妇女较多，但妇女占 P.4 级的 33%，P.5 级的 26.4%，P.6/D.1 级的 21.6%。在 D2 级和不叙级职位中妇女的比例自上一份年度报告以来保持不变，分别为 16%和 20%。

地域代表性

7. 截至 2002 年 9 月，91 个国家达到其理想幅度（5 个已达到其幅度最高限额），26 个国家为超额国，14 个国家为缺额国，46 个国家（包括 2 个准会员）为无额国（见表 3）。

8. 表 9 显示，2002 年期间，任命了 136 个专业人员以上职类的职位。其中 43 个或 31.6%是无额国或缺额国的国民。原来达到其理想幅度的 2 个国家（科特迪瓦和突尼斯）现已超过其幅度最高限额，而原来无额的 1 个国家（南斯拉夫）现在已达到其理想幅度。原来达到其理想幅度的 3 个国家（安道尔、卢森堡和斯威士兰）现为无额国。原为缺额的 2 个国家（南非和瑞典）现已达到其理想幅度。原来达到其理想幅度的一个（以色列）现为缺额国（见表 3 和表 4）。表 5 提供了按国籍区域和任职区域分列的专业类职员分布情况。

职员的年龄、服务期限和更替

9. 一半以上的专业类职员（50.8%）已达 50 岁或 50 岁以上。一般事务类和国家专业官员类职员中 40 多岁的职员人数最多（分别为 42.4%和 48.3%）（见表 6）。

10. 在服务期限方面（见表 8），国家专业官员（88.8%，或 178 名职员中 158 名）和专业类职员（50.6%，或 1396 名职员中 706 名）构成了服务不足 5 年的人数最多的一组职员。但是，超过第一个 5 年期的 51.5%职员继续留在本组织工作 10 年或 10 年以上。专业类职员平均服务期限为 8 年，一般事务类职员为 13 年（见表 8）。表 9 提供职员任用的数据，显示 70 名或 51.5%的专业类职员是从外部招聘的，40 名或 29.4%为现有短期合同转换，而 26 名或 19.1%是通过机构间调任而重新选派的。

11. 近 20%的现有专业类职员、约 7.9%的国家专业官员和 12.5%的一般事务类职员将在今后 5 年内退休 (见表 10)。

职业类别

12. 在专业类职员担任的职位中，约 48%为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中，90.6%为“医学专业医生”，2.4%为“护士”。第二大职业类别为“行政专业人员”类别，占 25.6% (见表 12)。在这一类别中，18.6%为财务管理专业人员，15%为计算机信息系统专业人员。

表格和图表¹

13. 现将前面各段中提及的表格和图表列示如下，供参考：

表 1 按级别和主要服务地点分列的 1999-2001 年和 2002 年长期任用职员数目

表 2 按组织地点、级别和性别列示的 2002 年 9 月 30 日时的职员分布

图 1990-2002 年妇女在专业人员以上职类中占额情况

表 3 按区域列示的 2002 年 9 月 30 日时低于或超过幅度的国家一览表

表 4a-f 2002 年 9 月 30 日时各国占额情况

表 5 按任职地点和国籍区域分列的 2002 年 9 月 30 日时专业类职员总数

表 6 按年龄、性别和地点分列的 2002 年 9 月 30 日时职员情况

表 7 所有工作区域按级别和年龄分列的 2002 年 9 月 30 日时职员情况

表 8 按服务期限分列的 2002 年 9 月 30 日时职员情况

表 9 2002 年期间任用情况 (截至 2002 年 9 月 30 日)

表 10 职员退休预计情况

表 11 2002 年 9 月 30 日时长期和临时任用职员数目

表 12 主要职业类别中专业人员以上职类在职员额分布

¹只有英文、法文。

**TABLE 1. NUMBER OF STAFF¹ HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION
1999-2001 AND 2002**

	Staff numbers at 31 December 1999				Staff numbers at 31 December 2001				Staff numbers at 30 September 2002			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	5	6	0	11	4	6	0	10	4	6	0	10
D2	42	6	4	52	40	5	4	49	41	6	3	50
D1/P6	61	36	42	139	67	32	43	142	70	36	42	148
P5	263	158	68	489	282	172	77	531	295	180	79	554
P4	138	120	88	346	137	151	91	379	139	153	96	388
P3	56	51	23	130	67	50	23	140	69	56	22	147
P2	24	40	18	82	24	52	19	95	24	54	19	97
P1	1	2	7	10	1	1	3	5	0	1	1	2
Total professional	590	419	250	1 259	622	469	260	1 351	642	492	262	1 396
National professional officers	0	4	70	74	0	12	160	172	0	14	164	178
Total general service	671	1 041	481	2 193	644	960	481	2 085	631	965	462	2 058
Grand total	1 261	1 464	801	3 526	1 266	1 441	901	3 608	1 273	1 471	888	3 632

¹ Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 1999: 23; 2001: 44; 2002: 21.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 30 SEPTEMBER 2002**

Professional staff

Location	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
Headquarters	0	0	0	10	14	24	24	45	69	85	54	139	204	91	295	51	19	70	34	7	41	2	2	4	410	232	642	63.9	36.1
Africa	0	0	0	19	11	30	30	12	42	39	14	53	66	16	82	25	6	31	1	0	1	1	0	1	181	59	240	75.4	24.6
The Americas	0	1	1	3	13	16	5	4	9	61	30	91	10	3	13	1	0	1	0	0	0	1	0	1	81	51	132	61.4	38.6
South-East Asia	0	0	0	1	1	2	2	3	5	6	6	12	34	16	50	15	1	16	2	1	3	1	0	1	61	28	89	68.5	31.5
Europe	0	0	0	4	1	5	3	4	7	14	9	23	26	8	34	3	3	6	0	0	0	1	0	1	51	25	76	67.1	32.9
Eastern Mediterranean	0	0	0	6	4	10	3	4	7	19	5	24	30	7	37	13	1	14	2	0	2	1	0	1	74	21	95	77.9	22.1
Western Pacific	0	1	1	2	8	10	4	4	8	36	10	46	38	5	43	8	2	10	3	0	3	1	0	1	92	30	122	75.4	24.6
Total	0	2	2	45	52	97	71	76	147	260	128	388	408	146	554	116	32	148	42	8	50	8	2	10	950	446	1396	68.1	31.9
Percentage by grade	0.0	100	100	46.4	53.6	100	48.3	51.7	100	67.0	33.0	100	73.6	26.4	100	78.4	21.6	100	84.0	16.0	100	80.0	20.0	100	68.1	31.9	100		
Percentage of total			0.2			6.9			10.5			27.7			39.7			10.6			3.6			0.7			100		

National professional officers

Location	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	47	15	62	68	34	102	0	1	1	115	50	165	69.7	30.3
The Americas	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0.0	100
South-East Asia	0	0	0	3	0	3	8	1	9	0	0	0	11	1	12	91.7	8.3
Total	0	1	1	50	15	65	76	35	111	0	1	1	126	52	178	71.0	29.0
Percentage by grade	0	100	100	76.9	23.1	100	68.5	31.5	100	0	100	100	70.8	29.2	100		
Percentage of total			0.6			36.5			62.3			0.6			100		

General service staff

Location	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	1	2	3	20	17	37	33	108	141	44	202	246	29	130	159	14	31	45	141	490	631	22.3	77.7
Africa	44	0	44	43	0	43	62	2	64	19	28	47	35	45	80	39	58	97	56	41	97	298	174	472	63.1	36.9
The Americas	0	0	0	1	0	1	1	1	2	4	21	25	5	27	32	6	28	34	1	4	5	18	81	99	18.2	81.8
South-East Asia	24	0	24	37	0	37	28	3	31	37	24	61	42	27	69	24	11	35	30	8	38	222	73	295	75.3	24.7
Europe	0	0	0	1	1	2	6	4	10	7	15	22	8	54	62	1	13	14	3	11	14	26	98	124	21.0	79.0
Eastern Mediterranean	5	0	5	22	0	22	15	7	22	9	39	48	5	38	43	15	27	42	7	19	26	78	130	208	37.5	62.5
Western Pacific	4	1	5	12	3	15	24	5	29	9	18	27	11	65	76	9	34	43	11	23	34	80	149	229	34.9	65.1
Total	77	1	78	117	6	123	156	39	195	118	253	371	150	458	608	123	301	424	122	137	259	863	1195	2058	41.9	58.1
Percentage by grade	98.7	1.3	100	95.1	4.9	100	80.0	20.0	100	31.8	68.2	100	24.7	75.3	100	29.0	71.0	100	47.1	52.9	100	41.9	58.1	100		
Percentage of total			3.8			6.0			9.5			18.0			29.5			20.6			12.6			100		

M – male, F – female, T – total.

**REPRESENTATION OF WOMEN IN THE PROFESSIONAL AND
HIGHER CATEGORIES 1990-2002
(Percentage of professional staff)**

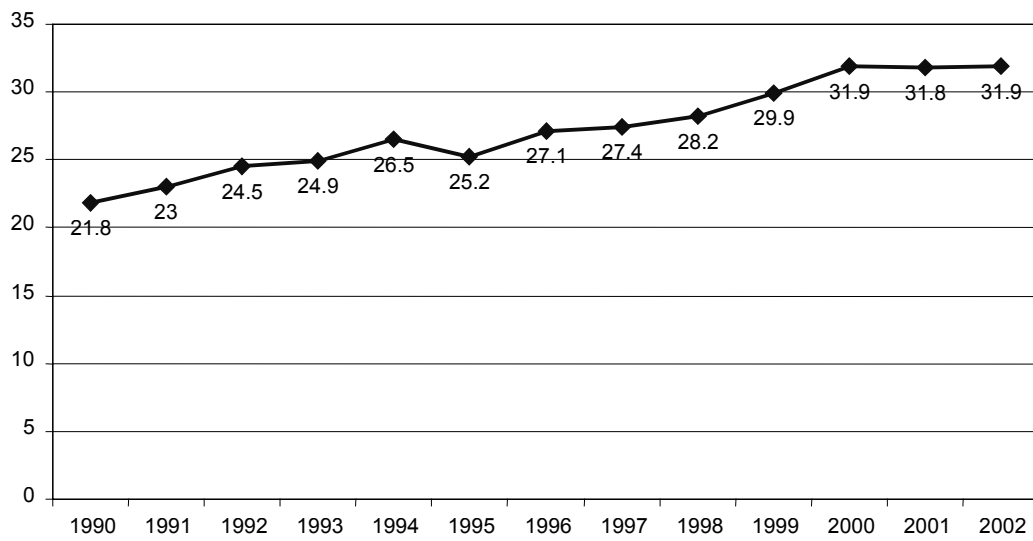


TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2002

(Note: Countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries
Africa	Comoros Sao Tome and Principe Swaziland			Burkina Faso Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Nigeria Senegal
The Americas	Antigua and Barbuda Belize Dominica Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines	Argentina Mexico United States of America	Brazil Canada
South-East Asia	Democratic Republic of Timor-Leste			India Myanmar Nepal
Europe	Andorra Azerbaijan Belarus Bosnia and Herzegovina Kazakhstan Kyrgyzstan Luxembourg Monaco	Republic of Moldova San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan	Austria Germany Israel Italy Portugal Spain Ukraine	Belgium France Ireland Netherlands Russian Federation United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Cyprus Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Tunisia
Western Pacific	Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Singapore Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea	Australia New Zealand Philippines

* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

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							2		2		1							5	0	5
Angola	1-8									2				1					3	0	3
Benin	1-8				1		1		1		1								4	0	4
Botswana	1-8									1	1								1	1	2
Burkina Faso	1-8			1		2	2	1		2		2							8	2	10
Burundi	1-8							1		1		1							3	0	3
Cameroon	1-8				1	2		1		3	2		1						6	4	10
Cape Verde	1-8								1	1									1	1	2
Central African Republic	1-8					1				2									3	0	3
Chad	1-8			1						1		1							3	0	3
Comoros	1-8																		0	0	0
Congo	1-8			6		2		2		1	1								11	1	12
Côte d'Ivoire	1-8			1		2	1	1		3			1						7	2	9
Democratic Republic of the Congo	1-8					1		1		6			1						8	1	9
Equatorial Guinea	1-8					1				1									2	0	2
Eritrea	1-8									2									2	0	2
Ethiopia	1-8					1	2	2	1	4	1	1	1						8	5	13
Gabon	1-8						1												0	1	1
Gambia	1-8					3				2		1			1				7	0	7
Ghana	1-8			2	2	3		3	1	3		1		1					13	3	16
Guinea	1-8							1		1	1	1							3	1	4
Guinea-Bissau	1-8								1			1							1	1	2
Kenya	1-8			1	2		1	2	1	3	2								6	6	12
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			1			1										1	1	2	
Madagascar	1-8			1		2				1							0	4	4	
Malawi	1-8						1		2	1							3	1	4	
Mali	1-8					1		2	1	2			1				5	2	7	
Mauritania	1-8							1		3		1					5	0	5	
Mauritius	1-8			1	1	1		1									3	1	4	
Mozambique	1-8									2	2						2	2	4	
Namibia	1-8							1									0	1	1	
Niger	1-8					1				2		2					4	1	5	
Nigeria	1-8			2		1		3		4	2	1	1				11	3	14	
Rwanda	1-8			2				3		1		1					7	0	7	
Sao Tome and Principe	1-8																0	0	0	
Senegal	1-8				1	2	1	1		1	2	3					7	4	11	
Seychelles	1-8				1												0	1	1	
Sierra Leone	1-8							1	1	3							4	1	5	
South Africa	3-9							2		1	1			1			4	1	5	
Swaziland	1-8																0	0	0	
Togo	1-8							1		1		2					4	0	4	
Uganda	1-8							1		4	1						5	1	6	
United Republic of Tanzania	1-8							1	1	1	1	1	1				3	3	6	
Zambia	1-8							2	1	3		2					7	1	8	
Zimbabwe	1-8					1		1		2		1		1			6	0	6	
Total – African Region		0	0	17	9	26	11	39	11	74	20	25	7	4	0	1	0	186	58	244

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

Region of the Americas

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					
Antigua and Barbuda	1-8																0	0	0	
Argentina	9-15				1		3				1						3	2	5	
Bahamas	1-8									1							1	0	1	
Barbados	1-8														1		1	0	1	
Belize	1-8																0	0	0	
Bolivia	1-8			1	1			3									4	1	5	
Brazil	14-20					2		8	6	11	1	1		1	1		21	10	31	
Canada	21-29			1		2	3	6	9	10	6	2	1	1			22	19	41	
Chile	1-8				2				1	2	1						2	4	6	
Colombia	1-8							4	2	1		1					6	2	8	
Costa Rica	1-8				1			1									1	1	2	
Cuba	1-8							3	1	1	1						4	2	6	
Dominica	1-8																0	0	0	
Dominican Republic	1-8							1	3	1							2	3	5	
Ecuador	1-8			1				2	1								3	1	4	
El Salvador	1-8					1		2	2								2	3	5	
Grenada	1-8																0	0	0	
Guatemala	1-8							1		1							2	0	2	
Guyana	1-8							2	1		1						2	2	4	
Haiti	1-8							1									1	0	1	
Honduras	1-8							1									1	0	1	
Jamaica	1-8				1				1								0	2	2	
Mexico	9-15							4		1	1						5	1	6	
Nicaragua	1-8							1	2								1	2	3	

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
Panama	1-8					4	1	1							5	1	6			
Paraguay	1-8					1									1	0	1			
Peru	1-8			1		2	1	1							3	2	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					2		1							2	1	3			
United States of America	174-237			1	6	9	10	30	18	45	21	6	3	5	1			96	59	155
Uruguay	1-8					2	1	1	2						3	3	6			
Venezuela	1-8					1	1	2							3	1	4			
Total – Region of the Americas		0	0	4	12	11	17	85	51	80	36	10	4	7	2	1	0	198	122	320

* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

South-East Asia 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	
Bangladesh	2-8							2		2	2	1							5	2	7
Bhutan	1-8							1											1	0	1
Democratic People's Republic of Korea	1-8									1									1	0	1
Democratic Republic of Timor-Leste	1-8																		0	0	0
India	14-21			2		3		4	2	9	4	2	1	1	1				21	8	29
Indonesia	4-10									2	4	1		1		1			5	4	9
Maldives	1-8					1						2							3	0	3
Myanmar	1-8					2		2	1	1	2	3							6	5	11
Nepal	1-8							1		7			1						8	1	9
Sri Lanka	1-8								1	3	2	2							5	3	8
Thailand	2-8					1				1	4	1			1				2	6	8
Total – South-East Asia Region		0	0	2	0	4	3	10	4	26	18	12	2	2	2	1	0		57	29	86

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

European 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					
Albania	1-8								1									1	0	1
Andorra	1-8																	0	0	0
Armenia	1-8						1		1									2	0	2
Austria	7-14						2		1		1	1						4	1	5
Azerbaijan	1-8																	0	0	0
Belarus	1-8																	0	0	0
Belgium	9-15				2		5	1	9		2		3					19	3	22
Bosnia and Herzegovina	1-8																	0	0	0
Bulgaria	1-8						1											1	0	1
Croatia	1-8								2									2	0	2
Czech Republic	1-8						1		2									2	1	3
Denmark	5-12			1		1	1	1	5			1	1					9	2	11
Estonia	1-8										1							1	0	1
Finland	4-10						1	1	2	3	2							5	4	9
France	46-64			1		4	2	10	8	24	3	4	4	4		1		48	17	65
Georgia	1-8							1										0	1	1
Germany	69-94				1	1	7	4	15	5	4		2					29	10	39
Greece	3-9					1		1		2								3	1	4
Hungary	1-8							1										1	0	1
Iceland	1-8											1						0	1	1
Ireland	2-8				2	2	1	1		3	4		1					8	6	14
Israel	3-9							1				1						0	2	2
Italy	39-54				1		5	1	16	2	10		2					34	3	37
Kazakhstan	1-8																	0	0	0
Kyrgyzstan	1-8																	0	0	0
Latvia	1-8								1									1	0	1

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					
Lithuania	1-8							1	1								1	1	2	
Luxembourg	1-8																0	0	0	
Malta	1-8							1	1								1	1	2	
Monaco	1-8																0	0	0	
Netherlands	13-19				1	7		12	5	5	1						24	7	31	
Norway	5-11						1	2		2		1		1			5	2	7	
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		1						0	2	2	
Russian Federation	10-16						10	1	9		2						21	1	22	
San Marino	1-8																0	0	0	
Slovakia	1-8								1								1	0	1	
Slovenia	1-8									1							0	1	1	
Spain	20-28						2		3	7	1		1				6	8	14	
Sweden	9-15				1		2		3	1	1	1	1				5	5	10	
Switzerland	10-16				1	1	2		3	3							6	4	10	
Tajikistan	1-8																0	0	0	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	4-10								5	1	1			1			6	2	8	
Turkmenistan	1-8																0	0	0	
Ukraine	2-8						1										1	0	1	
United Kingdom of Great Britain and Northern Ireland	37-51				4	1	6	11	7	18	6	5	2	2	1	1	38	26	64	
Uzbekistan	1-8																0	0	0	
Yugoslavia	1-8						1										0	1	1	
Total – European Region		0	0	2	4	11	18	70	32	142	43	45	13	17	2	2	289	114	403	

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

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								1							2	0	2
Bahrain	1-8									2									0	2	2
Cyprus	1-8																		0	0	0
Djibouti	1-8							1				1							2	0	2
Egypt	1-8			2	1			3	1		4				1				5	7	12
Iran (Islamic Republic of)	2-8					1		2	1	3									6	1	7
Iraq	1-8									1		1							2	0	2
Jordan	1-8			1	1					3	1			1					5	2	7
Kuwait	1-8													1					1	0	1
Lebanon	1-8							2	1	2	2								4	3	7
Libyan Arab Jamahiriya	1-8					1				1									1	1	2
Morocco	1-8									2		1							3	0	3
Oman	1-8																		0	0	0
Pakistan	2-8							2		5									7	0	7
Qatar	1-8																		0	0	0
Saudi Arabia	5-11														1				1	0	1
Somalia	1-8									1		1		1					3	0	3
Sudan	1-8					1		3		2		2							8	0	8
Syrian Arab Republic	1-8							1	1	3		1							5	1	6
Tunisia	1-8					1	1	1		1		5							8	1	9
United Arab Emirates	1-8																		0	0	0
Yemen	1-8							1		1		1							3	0	3
Total – Eastern Mediterranean Region		0	0	4	2	3	2	16	4	25	9	14	0	3	1	1	0		66	18	84

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

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		2		5	2	5	1	3					16	3	19	
Brunei Darussalam	1-8																0	0	0	
Cambodia	1-8																0	0	0	
China	22-31			2	1	1	1	3	2	1		1	1				8	5	13	
Cook Islands	1-8																0	0	0	
Fiji	1-8					1		1		1							3	0	3	
Japan	141-191			3	5	5	3	17	3		1	2		1			28	12	40	
Kiribati	1-8																0	0	0	
Lao People's Democratic Republic	1-8			1													1	0	1	
Malaysia	2-8			3	1	2											3	3	6	
Marshall Islands	1-8																0	0	0	
Micronesia (Federated States of)	1-8																0	0	0	
Mongolia	1-8							1									1	0	1	
Nauru	1-8																0	0	0	
New Zealand	2-8			1	1	1		3	1		1	1					5	4	9	
Niue	1-8																0	0	0	
Palau	1-8																0	0	0	
Papua New Guinea	1-8																0	0	0	
Philippines	1-8			3	1	1	6	3	2		1						7	11	18	
Republic of Korea	8-15							5				1					6	0	6	
Samoa	1-8																0	0	0	
Singapore	1-8																0	0	0	
Solomon Islands	1-8							1									1	0	1	
Tokelau*	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	
Tonga	1-8																		0	0	0
Tuvalu	1-8																		0	0	0
Vanuatu	1-8																		0	0	0
Viet Nam	1-8						1	1											1	1	2
Total – Western Pacific Region		0	0	3	1	8	16	14	8	39	9	7	4	8	1	1	0	80	39	119	

* Associate Member.

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2002**

By location of assignment

Location 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	51	7.9	134	20.9	31	4.8	332	51.7	21	3.3	73	11.4	642	100.0
Africa	200	83.3	20	8.3	0	0.0	18	7.5	1	0.4	1	0.4	240	100.0
The Americas	1	0.8	115	87.1	1	0.8	15	11.4	0	0.0	0	0.0	132	100.0
South-East Asia	1	1.1	19	21.3	42	47.2	21	23.6	0	0.0	6	6.7	89	100.0
Europe	0	0.0	12	15.8	3	3.9	59	77.6	0	0.0	2	2.6	76	100.0
Eastern Mediterranean	3	3.2	13	13.7	2	2.1	11	11.6	64	67.4	2	2.1	95	100.0
Western Pacific	1	0.8	24	19.7	10	8.2	41	33.6	0	0.0	46	37.7	122	100.0
Total	257	18.4	337	24.1	89	6.4	497	35.6	86	6.2	130	9.3	1 396	100.0

By region of nationality

Location 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	51	19.8	134	39.8	31	34.8	332	66.8	21	24.4	73	56.2	642	46.0
Africa	200	77.8	20	5.9	0	0.0	18	3.6	1	1.2	1	0.8	240	17.2
The Americas	1	0.4	115	34.1	1	1.1	15	3.0	0	0.0	0	0.0	132	9.5
South-East Asia	1	0.4	19	5.6	42	47.2	21	4.2	0	0.0	6	4.6	89	6.4
Europe	0	0.0	12	3.6	3	3.4	59	11.9	0	0.0	2	1.5	76	5.4
Eastern Mediterranean	3	1.2	13	3.9	2	2.2	11	2.2	64	74.4	2	1.5	95	6.8
Western Pacific	1	0.4	24	7.1	10	11.2	41	8.2	0	0.0	46	35.4	122	8.7
Total	257	100.0	337	100.0	89	100.0	497	100.0	86	100.0	130	100.0	1 396	100.0

TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2002

Professional staff

Location	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	4	3	7	36	51	87	153	75	228	209	98	307	8	5	13	410	232	642
Africa	0	1	1	12	11	23	64	23	87	102	24	126	3	0	3	181	59	240
The Americas	0	1	1	3	11	14	32	19	51	42	19	61	4	1	5	81	51	132
South-East Asia	0	0	0	3	4	7	18	7	25	37	15	52	3	2	5	61	28	89
Europe	1	0	1	6	3	9	18	13	31	25	8	33	1	1	2	51	25	76
Eastern Mediterranean	1	0	1	4	3	7	30	10	40	35	8	43	4	0	4	74	21	95
Western Pacific	0	0	0	12	10	22	36	9	45	39	11	50	5	0	5	92	30	122
Total	6	5	11	76	93	169	351	156	507	489	183	672	28	9	37	950	446	1 396
Percentage by bracket	54.5	45.5	100.0	45.0	55.0	100.0	69.2	30.8	100.0	72.8	27.2	100.0	75.7	24.3	100.0	68.1	31.9	100.0
Percentage of total	0.8			12.1			36.3			48.1			2.7			100.0		

National professional officers

Location	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	1	1	2	16	7	23	55	24	79	39	17	56	4	1	5	115	50	165
The Americas	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
South-East Asia	0	0	0	1	0	1	6	0	6	3	1	4	1	0	1	11	1	12
Total	1	1	2	17	7	24	61	25	86	42	18	60	5	1	6	126	52	178
Percentage by bracket	50.0	50.0	100.0	70.8	29.2	100.0	70.9	29.1	100.0	70.0	30.0	100.0	83.3	16.7	100.0	70.8	29.2	100.0
Percentage of total	1.1			13.5			48.3			33.7			3.4			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	4	8	12	22	69	91	60	202	262	55	208	263	0	3	3	141	490	631
Africa	1	4	5	37	25	62	136	97	233	123	48	171	1	0	1	298	174	472
The Americas	1	2	3	4	14	18	4	32	36	8	31	39	1	2	3	18	81	99
South-East Asia	8	4	12	38	17	55	88	36	124	84	16	100	4	0	4	222	73	295
Europe	1	1	2	5	25	30	9	30	39	10	40	50	1	2	3	26	98	124
Eastern Mediterranean	4	14	18	15	45	60	36	45	81	23	26	49	0	0	0	78	130	208
Western Pacific	1	9	10	19	35	54	32	65	97	28	40	68	0	0	0	80	149	229
Total	20	42	62	140	230	370	365	507	872	331	409	740	7	7	14	863	1 195	2 058
Percentage by bracket	32.3	67.7	100.0	37.8	62.2	100.0	41.9	58.1	100.0	44.7	55.3	100.0	50.0	50.0	100.0	41.9	58.1	100.0
Percentage of total			3.0			18.0			42.3			36.0			0.7			100.0

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 30 SEPTEMBER 2002

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	0	0	0	4	1	5	4	1	5	8	2	10
D2	0	0	0	0	0	0	6	2	8	33	5	38	3	1	4	42	8	50
D1/P6	0	0	0	1	0	1	26	6	32	84	26	110	5	0	5	116	32	148
P5	0	0	0	19	13	32	156	57	213	222	72	294	11	4	15	408	146	554
P4	2	0	2	28	27	55	120	55	175	105	44	149	5	2	7	260	128	388
P3	0	0	0	15	24	39	28	27	55	28	24	52	0	1	1	71	76	147
P2	4	5	9	13	27	40	15	9	24	13	11	24	0	0	0	45	52	97
P1	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	2	2
Total	6	5	11	76	93	169	351	156	507	489	183	672	28	9	37	950	446	1 396
Percentage by bracket	54.5	45.5	100.0	45.0	55.0	100.0	69.2	30.8	100.0	72.8	27.2	100.0	75.7	24.3	100.0	68.1	31.9	100.0
Percentage of total	0.8			12.1			36.3			48.1			2.7			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	1	1	0	0	0	0	0	0	0	1	1
B	1	0	1	10	4	14	23	7	30	14	4	18	2	0	2	50	15	65
C	0	1	1	7	2	9	38	17	55	28	14	42	3	1	4	76	35	111
D	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
Total	1	1	2	17	7	24	61	25	86	42	18	60	5	1	6	126	52	178
Percentage by bracket	50.0	50.0	100.0	70.8	29.2	100.0	70.9	29.1	100.0	70.0	30.0	100.0	83.3	16.7	100.0	70.8	29.2	100.0
Percentage of total	1.1			13.5			48.3			33.7			3.4			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	1	3	4	10	14	24	47	49	96	61	70	131	3	1	4	122	137	259	
G6	2	4	6	24	35	59	59	143	202	38	116	154	0	3	3	123	301	424	
G5	3	10	13	32	99	131	45	197	242	68	151	219	2	1	3	150	458	608	
G4	5	19	24	19	64	83	54	107	161	39	61	100	1	2	3	118	253	371	
G3	4	5	9	22	16	38	78	9	87	52	9	61	0	0	0	156	39	195	
G2	4	0	4	22	2	24	51	2	53	39	2	41	1	0	1	117	6	123	
G1	1	1	2	11	0	11	31	0	31	34	0	34	0	0	0	77	1	78	
Total	20	42	62	140	230	370	365	507	872	331	409	740	7	7	14	863	1 195	2 058	
Percentage by bracket	32.3	67.7	100.0	37.8	62.2	100.0	41.9	58.1	100.0	44.7	55.3	100.0	50.0	50.0	100.0	41.9	58.1	100.0	
Percentage of total			3.0			18.0			42.4			36.0			0.7				100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2002

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	297	0	150	447	100	0	50	150	123	0	154	277	66	0	94	160	25	0	67	92	18	0	73	91	13	0	43	56	642	0	631	1 273
Africa	122	150	70	342	34	2	83	119	37	12	96	145	18	1	106	125	19	0	62	81	4	0	43	47	6	0	12	18	240	165	472	877
The Americas	84	0	42	126	23	0	21	44	17	0	13	30	6	1	10	17	1	0	9	10	1	0	4	5	0	0	0	0	132	1	99	232
South-East Asia	42	8	50	100	27	2	59	88	14	0	72	86	2	1	65	68	4	0	19	23	0	0	22	22	0	1	8	9	89	12	295	396
Europe	32	0	36	68	15	0	27	42	16	0	15	31	8	0	13	21	4	0	16	20	1	0	8	9	0	0	9	9	76	0	124	200
Eastern Mediterranean	51	0	63	114	21	0	34	55	15	0	43	58	6	0	37	43	1	0	17	18	0	0	12	12	1	0	2	3	95	0	208	303
Western Pacific	78	0	72	150	20	0	41	61	9	0	42	51	8	0	36	44	4	0	31	35	3	0	5	8	0	0	2	2	122	0	229	351
Total	706	158	483	1 347	240	4	315	559	231	12	435	678	114	3	361	478	58	0	221	279	27	0	167	194	20	1	76	97	1 396	178	2 058	3 632
Percentage by bracket	52.4	11.7	35.9	100	42.9	0.7	56.4	100	34.1	1.8	64.2	100	23.8	0.6	75.5	100	20.8	0.0	79.2	100	13.9	0.0	86.1	100	20.6	1.0	78.4	100	38.4	4.9	56.7	100
Percentage of total	37.1				15.4				18.7				13.2				7.6				5.3				2.7				100.0			

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

TABLE 9. APPOINTMENTS DURING YEAR 2002 (UP TO 30 SEPTEMBER 2002)

Region	Category	Total staff at 30 September 2002	New appointments		Conversion of temporary contracts		Interagency transfers		Total	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women	No. of staff	% of women
Headquarters	P	642	32	18.8	22	59.1	5	40.0	59	39.3
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	631	3	33.3	27	74.1	2	100.0	32	69.1
Africa	P	240	8	12.5	4	25.0	2	50.0	14	29.2
	NPO	165	7	42.9	1	100.0	0	0.0	8	47.6
	GS	472	3	33.3	9	33.3	1	100.0	13	55.5
The Americas	P	132	5	20.0	0	0.0	18	38.9	23	19.6
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	99	1	100.0	0	0.0	9	55.6	10	51.9
South-East Asia	P	89	10	60.0	2	100.0	0	0.0	12	53.3
	NPO	12	0	0.0	2	0.0	0	0.0	2	0.0
	GS	295	0	0.0	8	12.5	0	0.0	8	4.2
Europe	P	76	0	0.0	4	25.0	0	0.0	4	8.3
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	124	4	100.0	5	100.0	0	0.0	9	66.7
Eastern Mediterranean	P	95	4	25.0	7	14.3	1	0.0	12	13.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	208	2	50.0	7	57.1	0	0.0	9	35.7
Western Pacific	P	122	11	18.2	1	0.0	0	0.0	12	6.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	229	4	50.0	9	77.8	0	0.0	13	42.6
TOTAL	P	1 396	70	24.3	40	45.0	26	38.5	136	35.9
	NPO	178	7	42.9	3	33.3	0	0.0	10	25.4
	GS	2 058	17	58.8	65	61.5	12	66.7	94	62.3
	All	3 632	94	42.0	108	46.6	38	35.1	240	41.2

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

TABLE 10. STAFF RETIREMENT PROJECTIONS

Region	Category	Total staff at 30 September 2002	Staff due to retire							
			by 30 September 2003 ^a		by 30 September 2005 ^a		by 30 September 2007 ^a		by 30 September 2012 ^a	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	642	28	4.4	72	11.2	130	20.2	271	42.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	631	11	1.7	42	6.7	87	13.8	246	39.0
Africa	P	240	12	5.0	31	12.9	52	21.7	101	42.1
	NPO	165	3	0.0	7	0.0	11	0.0	43	0.0
	GS	472	7	1.5	28	5.9	56	11.9	160	33.9
The Americas	P	132	6	4.5	14	10.6	22	16.7	60	45.5
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	99	3	3.0	12	12.1	19	19.2	40	40.4
South-East Asia	P	89	1	1.1	13	14.6	24	27.0	49	55.1
	NPO	12	2	0.0	2	0.0	3	0.0	5	0.0
	GS	295	5	1.7	17	5.8	35	11.9	92	31.2
Europe	P	76	5	6.6	8	10.5	12	15.8	32	42.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	124	4	3.2	13	10.5	24	19.4	51	41.1
Eastern Mediterranean	P	95	5	5.3	8	8.4	16	16.8	38	40.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	208	3	1.4	12	5.8	22	10.6	48	23.1
Western Pacific	P	122	4	3.3	10	8.2	18	14.8	46	37.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	229	0	0.0	4	1.7	15	6.6	63	27.5
Total	P	1 396	61	4.4	156	11.2	274	19.6	597	42.8
	NPO	178	5	2.8	9	5.1	14	7.9	48	27.0
	GS	2 058	33	1.6	128	6.2	258	12.5	700	34.0
	ALL	3 632	99	2.7	293	8.1	546	15.0	1 345	37.0

^a Cumulative figures.

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

TABLE 11. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS AS AT 30 SEPTEMBER 2002

Category	Headquarters	Africa ^a	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	642	240	132	89	76	95	122	1 396
National professional staff	0	165	1	12	0	0	0	178
General services	631	472	99	295	124	208	229	2 058
Total staff with long-term appointments	1 273	877	232	396	200	303	351	3 632
Temporary appointments								
Term-limited appointments								
Professional staff	156	0	0	4	3	7	0	170
National professional staff	0	0	0	2	1	0	0	3
General service staff	105	0	0	16	20	27	23	191
Total staff	261	0	0	22	24	34	23	364
Short-term appointments								
Professional staff	540	282	33	47	113	70	19	1 104
Consultants	143	130	91	12	19	248	137	780
National professional staff	0	240	0	13	43	0	0	296
General service staff	455	945	47	117	180	197	105	2 046
Total staff	1 138	1 597	171	189	355	515	261	4 226
Total staff with temporary appointments	1 399	1 597	171	211	379	549	284	4 590
Grand total	2 672	2 474	403	607	579	852	635	8 222

^a Data from the Regional Office for Africa on temporary staff as at 31 August 2002.

