



世界卫生组织

执行委员会
第一一三届会议
临时议程项目 6.1

EB113/17
2003 年 12 月 18 日

人力资源：年度报告

秘书处的报告

1. 本报告以**预览**截至 **2003 年 9 月 30 日**时本组织职员配备概况的形式提交；将向第五十七届世界卫生大会提交包含截至 2003 年 12 月 31 日完整数据的第五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 2003 年 9 月 30 日，世界卫生组织 1-5 年定期任用或终生任用/服务任用（以下均称为“长期任用”）职员总数为 3733 名¹。其中，1435 名（38.4%）为专业类职员，2093 名（56.1%）为一般事务类职员，205 名（5.5%）为国家专业官员类职员（见表 1）。与 2002 年年度报告中报告的截至 2002 年 12 月 31 日时的人数相比，长期任用的职员数目增加了 47 名（1.3%）²。

3. 自 2002 年 7 月 1 日起，以服务任用取代终生任用，但目前持有终生任用合同的职员除外。日前这类职员中 36 名为专业类职员（2002 年 12 月 31 日时为 39 名），170 名为一般事务类职员（2002 年 12 月 31 日时为 182 名），分别减少了 7.7% 和 6.6%。此类职员分别占这些职类的 2.5% 和 8.1%。

4. 除了长期任用的职员之外，截至 2003 年 9 月 30 日，临时任用的职员为 5087 名（2759 名短期职员和 2328 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 A56/38。

5. 本文件中出现的图和表格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

6. 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 1435 名长期任用专业类职员中，951 名（66.3%）为男职员，484 名（33.7%）为女职员。

7. 自上一份年度报告以来，专业职类中妇女百分比已经上升（从 32.7%到 33.7%）。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 37.3%，P.5 级的 28%，P.6/D.1 级的 18.6%。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已经增加，分别为 20.8%和 26.3%。

地域代表性

8. 第五十六届世界卫生大会批准了修订的确定理想幅度的公式以确保职员的公平地域代表性¹。由于该公式于 2003 年 7 月实施：

- 原来超额的八个国家（哥伦比亚、刚果民主共和国、埃及、埃塞俄比亚、印度、新西兰、尼日利亚和俄罗斯联邦）现已达到其占额理想幅度；
- 原来缺额的三个国家（奥地利、意大利和美利坚合众国）现已达到其占额理想幅度；
- 原来达到其占额理想幅度的两个国家（以色列和越南）现为缺额国。

9. 下列变化是由其它因素造成的：

(i) 职工调动。原来无额的四个国家（白俄罗斯、塞浦路斯、哈萨克斯坦及圣基茨和尼维斯）现已达到其理想幅度，而原来达到其占额理想幅度的两个国家（巴巴多斯和苏里南）现为无额国。原来超额的一个国家（科特迪瓦）现已达到其占额理想幅度，而原来达到其占额理想幅度的一个国家（丹麦）现已超过其幅度上限。

(ii) 原来是东地中海区域一部分的塞浦路斯现已成为欧洲区域的一部分。

¹ WHA56.35 号决议。

10. 截至 2003 年 9 月，118 个国家达到其理想幅度（5 个已达到其幅度最高限额），20 个国家为超额国，12 个国家为缺额国，44 个国家（包括 2 个准会员）为无额国（见表 3）。表 4 提供各国占额状况的详情。

11. 表 5 提供了按任职地点和国籍区域分列的职员分布情况。

12. 表 9 显示，2003 年期间（截止 2003 年 9 月），任命了 133 个专业人员以上职类的职位。其中 48 个（36.1%）是无额国或缺额国的国民。

职员的年龄、服务期限和更替

13. 一半以上的专业类职员（51%）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 40.7% 和 47.3%）（见表 6）。

14. 人数最多的一组职员（37.1%）服务不足 5 年（见表 8）。但是，超过第一个 5 年期的 49% 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约为 8 年，一般事务类职员为 13 年（见表 8）。

15. 表 9 提供职员任用的数据，显示 72 名（38.9%）专业类职员是从外部招聘的，45 名（40%）为现有临时任用职员转换，而 16 名（31.3%）是通过机构间调任而重新选派的。

16. 按目前预测，约 15% 的劳动力将在今后 5 年内退休和三分之一以上将在今后 10 年内退休（见表 10）。

职业类别

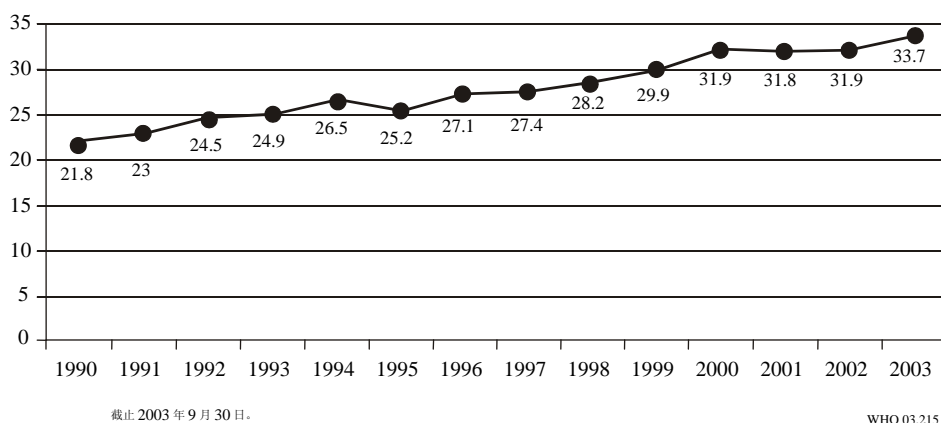
17. 在专业类职员担任的职位中，约 48% 为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中，92.1% 为“医学专业医生”，2% 为“护士”。第二大职业类别为“行政专业人员”类别，占 26.9%（见表 12）。在这一类别中，19.1% 为“财务管理专业人员”，12.9% 为“人事管理专业人员”，而 12.6% 为“计算机信息系统专业人员”。

图和表格¹

18. 现将前面各段中提及的图和表格列示如下，供参考：

- 图 1990-2003 年妇女在专业人员以上职类中占额情况
- 表 1 按级别和主要服务地点分列的 1999 年、2001 年和 2003 年长期任用职员数目
- 表 2 按组织地点、级别和性别列示的 2003 年 9 月 30 日时的职员分布
- 表 3 按区域列示的 2003 年 9 月 30 日时低于或超过幅度的国家一览表
- 表 4a-f 2003 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 2003 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 2003 年 9 月 30 日时职员情况
- 表 7 所有工作地点按级别和年龄分列的 2003 年 9 月 30 日时职员情况
- 表 8 按服务期限分列的 2003 年 9 月 30 日时职员情况
- 表 9 2003 年期间任用情况（截至 2003 年 9 月 30 日）
- 表 10 职员退休预计情况
- 表 11 2003 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

1990-2003 年妇女在专业人员以上职类中占额情况¹
(占专业类职员总数的百分比)



¹只有英文、法文。

TABLE 1. NUMBER OF STAFF¹ HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION FOR 1999, 2001 AND 2003

	Staff numbers at 31 December 1999				Staff numbers at 31 December 2001				Staff numbers at 30 September 2003			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	5	6	0	11	4	6	0	10	13	6	0	19
D2	42	6	4	52	40	5	4	49	45	6	2	53
D1/P6	61	36	42	139	67	32	43	142	75	36	45	156
P5	263	158	68	489	282	172	77	531	316	180	76	572
P4	138	120	88	346	137	151	91	379	152	139	98	389
P3	56	51	23	130	67	50	23	140	78	63	22	163
P2	24	40	18	82	24	52	19	95	22	43	18	83
P1	1	2	7	10	1	1	3	5	0	0	0	0
Total professional	590	419	250	1 259	622	469	260	1 351	701	473	261	1 435
National professional officers	0	4	70	74	0	12	160	172	0	14	191	205
Total general service	671	1 041	481	2 193	644	960	481	2 085	652	955	486	2 093
Grand total	1 261	1 464	801	3 526	1 266	1 441	901	3 608	1 353	1 442	938	3 733

¹ Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 1999: 23; 2001: 44; 2003: 16.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 30 SEPTEMBER 2003**

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	12	22	25	53	78	80	72	152	216	100	316	57	18	75	35	10	45	9	4	13	432	269	701	61.6	38.4	
Africa	0	0	0	18	8	26	27	15	42	36	15	51	63	16	79	26	5	31	1	0	1	1	0	1	172	59	231	74.5	25.5	
The Americas	0	0	0	2	11	13	4	6	10	57	31	88	6	2	8	1	0	1	0	0	0	1	1	1	70	51	121	57.9	42.1	
South-East Asia	0	0	0	1	3	4	4	5	9	7	6	13	35	17	52	15	1	16	2	1	3	1	0	1	65	33	98	66.3	33.7	
Europe	0	0	0	3	0	3	4	5	9	12	9	21	25	10	35	5	3	8	0	0	0	1	0	1	50	27	77	64.9	35.1	
Eastern Mediterranean	0	0	0	5	3	8	5	4	9	18	5	23	31	8	39	14	0	14	2	0	2	1	0	1	76	20	96	79.2	20.8	
Western Pacific	0	0	0	0	7	7	4	2	6	34	7	41	36	7	43	9	2	11	2	0	2	1	0	1	86	25	111	77.5	22.5	
Total	0	0	0	39	44	83	73	90	163	244	145	389	412	160	572	127	29	156	42	11	53	14	5	19	951	484	1 435	66.3	33.7	
Percentage by grade	0.0	0.0	0.0	47.0	53.0	100	44.8	55.2	100	62.7	37.3	100	72.0	28.0	100	81.4	18.6	100	79.2	20.8	100	73.7	26.3	100	66.3	33.7	100			
Percentage of total		0.0			5.8			11.3			27.1			39.9			10.9			3.7			1.3					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	48	14	62	69	36	105	0	1	1	117	51	168	69.6	30.4
The Americas	1	1	2	0	0	0	0	0	0	0	0	0	1	1	2	50.0	50.0
South-East Asia	0	0	0	2	0	2	12	1	13	0	0	0	14	1	15	93.3	6.7
Europe	0	0	0	9	11	20	0	0	0	0	0	0	9	11	20	45.0	55.0
Total	1	1	2	59	25	84	81	37	118	0	1	1	141	64	205	69.0	31.0
Percentage by grade	50.0	50.0	100	70.2	29.8	100	68.6	31.4	100	0.0	100	100	68.8	31.2	100		
Percentage of total		1.0			41.0			57.6			0.4				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	19	18	37	36	118	154	53	201	254	32	136	168	14	22	36	155	497	652	23.8	76.2			
Africa	42	0	42	52	0	52	63	3	66	20	29	49	23	47	70	30	56	86	39	45	84	269	180	449	59.9	40.1			
The Americas	0	0	0	1	0	1	1	1	2	5	19	24	2	23	25	4	31	35	1	4	5	14	78	92	15.2	84.8			
South-East Asia	23	0	23	33	0	33	32	4	36	38	30	68	45	28	73	21	10	31	34	9	43	226	81	307	73.6	26.4			
Europe	0	0	0	1	1	2	8	5	13	7	14	21	7	62	69	1	13	14	3	13	16	27	108	135	20.0	80.0			
Eastern Mediterranean	5	0	5	21	0	21	17	3	20	8	40	48	10	38	48	15	26	41	6	22	28	82	129	211	38.9	61.1			
Western Pacific	4	1	5	14	3	17	22	5	27	10	22	32	13	66	79	12	42	54	10	23	33	85	162	247	34.4	65.6			
Total	74	1	75	123	6	129	162	39	201	124	272	396	153	465	618	115	314	429	107	138	245	858	1 235	2 093	41.0	59.0			
Percentage by grade	98.7	1.3	100	95.3	4.7	100	80.6	19.4	100	31.3	68.7	100	24.8	75.2	100	26.8	73.2	100	43.7	56.3	100	41.0	59.0	100					
Percentage of total		3.6			6.2			9.6			18.9			29.5			20.5			11.7							100		

M – male, F – female, T – total.

TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2003

(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 Ghana Kenya Mali Senegal
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada	Puerto Rico* Saint Lucia Saint Vincent and the Grenadines Suriname	Argentina Mexico	Brazil Canada
South-East Asia	Democratic Republic of Timor-Leste			Myanmar Nepal
Europe	Andorra Azerbaijan Bosnia and Herzegovina Kyrgyzstan Luxembourg Monaco Republic of Moldova	San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan	Germany Israel Portugal Spain Ukraine	Belgium Denmark France Ireland Netherlands United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Oman Qatar	United Arab Emirates	Saudi Arabia	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 Viet Nam	Australia Philippines

* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

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	2-10					1		1		4		1						6	1	7
Angola	1-8							1		3				1				5	0	5
Benin	1-8					1		1		1		1						4	0	4
Botswana	1-8				1						1	1				1		2	2	4
Burkina Faso	1-8				1		2	1	1	2		2						8	2	10
Burundi	1-8							1		1		1						3	0	3
Cameroon	1-8				1		2	1		4	2		1					7	4	11
Cape Verde	1-7								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	1-7																	0	0	0
Congo	1-8				8		2		2	1	1							13	1	14
Côte d'Ivoire	1-8				1		1	1	1	3			1					6	2	8
Democratic Republic of the Congo	2-12					1		1		5			1					7	1	8
Equatorial Guinea	1-7					1				1								2	0	2
Eritrea	1-8									1								1	0	1
Ethiopia	2-12					2		1	1	2	1	1	1					4	5	9
Gabon	1-8					1												0	1	1
Gambia	1-8				2		2			2		1			1			8	0	8
Ghana	1-8				1	1	1	1	3	3		3		1			1	10	5	15
Guinea	1-8							1		2	1	1						4	1	5
Guinea-Bissau	1-8									1		1						1	1	2
Kenya	1-10				1		1	2	1	1		4	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				2				1								0	3	3	
Malawi	1-8					1		2	1								3	1	4	
Mali	1-8			1		2	1	3		1			1				7	2	9	
Mauritania	1-8		1			1		3		1							6	0	6	
Mauritius	1-8		2	1	1	1		1									5	2	7	
Mozambique	1-8							2	2								2	2	4	
Namibia	1-8						1										0	1	1	
Niger	1-8			1		1		3		1							5	1	6	
Nigeria	4-14			2		2		4	2	2	1						10	3	13	
Rwanda	1-8			1		3		1		1							6	0	6	
Sao Tome and Principe	1-7																0	0	0	
Senegal	1-8		1	1	1	2		1	3	3		1					7	6	13	
Seychelles	1-7		1														0	1	1	
Sierra Leone	1-8		1			1	1	2									3	2	5	
South Africa	4-11					2		4	2			1					7	2	9	
Swaziland	1-7																0	0	0	
Togo	1-8					2		1		2							5	0	5	
Uganda	1-8					1		4		1							5	1	6	
United Republic of Tanzania	1-10					1	1	1		1							2	2	4	
Zambia	1-8					2	1	3		1							6	1	7	
Zimbabwe	1-8			1		1	1	2	1	1		1					6	2	8	
Total – African Region		0	0	17	7	24	14	39	14	80	22	25	7	3	2	2	1	190	67	257

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

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	1-7																		0	0	0
Argentina	9-16						2	1			1			1			1		3	3	6
Bahamas	1-7									1									1	0	1
Barbados	1-7																		0	0	0
Belize	1-7																		0	0	0
Bolivia	1-8			1	1			3											4	1	5
Brazil	21-29				1	2		8	6		9	2	2		2	1			22	11	33
Canada	19-26			1		2	2		7	9		10	5	3		1		1	25	16	41
Chile	2-9				1		1			1		2	2						2	5	7
Colombia	3-10								5	2		2		1					8	2	10
Costa Rica	1-8				1									1					1	1	2
Cuba	1-8								2	1		1							3	1	4
Dominica	1-7																		0	0	0
Dominican Republic	1-8								1	3		1							2	3	5
Ecuador	1-8				1				3	1									4	1	5
El Salvador	1-8						1		2	2									2	3	5
Grenada	1-7																		0	0	0
Guatemala	1-8								1			1							2	0	2
Guyana	1-7						1		2	1			1						2	3	5
Haiti	1-8								1										1	0	1
Honduras	1-8								1										1	0	1
Jamaica	1-8				1					1									0	2	2
Mexico	11-17								5			1	1						6	1	7
Nicaragua	1-8									2									0	2	2

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						2	1	1								3	1	4	
Paraguay	1-8						1										1	0	1	
Peru	2-10			1			2	1	1								3	2	5	
Puerto Rico*	1-8																0	0	0	
Saint Kitts and Nevis	1-7								1								0	1	1	
Saint Lucia	1-7																0	0	0	
Saint Vincent and the Grenadines	1-7																0	0	0	
Suriname	1-7																0	0	0	
Trinidad and Tobago	1-8						1		1								1	1	2	
United States of America	142-193			1	3	9	11	26	22	43	20	9	2	5	1	1	94	59	153	
Uruguay	1-8						2	1	1	1							3	2	5	
Venezuela	2-9						1	1	1								2	1	3	
Total – Region of the Americas		0	0	4	8	12	18	78	56	75	35	16	2	9	2	2	1	196	122	318

* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

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	4-14							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	1-7																		0	0	0
India	27-38			2		3		4	1	10	5	2	2	1	1				22	9	31
Indonesia	7-14									1	4	1		1		1			4	4	8
Maldives	1-7					1						2							3	0	3
Myanmar	2-10					2		2		2	2	3							7	4	11
Nepal	1-8							1		7			1						8	1	9
Sri Lanka	1-8								1	2	2	1		1					4	3	7
Thailand	4-12					1				1	4	1							2	5	7
Total – South-East Asia Region		0	0	2	0	4	3	10	2	26	19	11	3	3	1	1	0		57	28	85

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

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	1-7																	0	0	0
Armenia	1-8				1	1		1										2	1	3
Austria	7-14					3	1	1		1				1				5	2	7
Azerbaijan	1-8																	0	0	0
Belarus	1-8					1												1	0	1
Belgium	9-15				1	4	3	9		4			2					19	4	23
Bosnia and Herzegovina	1-8																	0	0	0
Bulgaria	1-8					1												1	0	1
Croatia	1-8							1										1	0	1
Cyprus	1-7					1												1	0	1
Czech Republic	2-9						1	2										2	1	3
Denmark	6-12				2	2	2		4		2	1	1					11	3	14
Estonia	1-8										1							1	0	1
Finland	4-11				1		1	3	2	2								5	4	9
France	42-58				2	5	6	9	10	26	4	4	4	4		1	1	49	27	76
Georgia	1-8									1			1					1	1	2
Germany	63-86				4	7	3	16	7	3		3	2			1		28	15	43
Greece	4-11				1	1		2										3	1	4
Hungary	1-8					1												1	0	1
Iceland	1-7											1	1					1	1	2
Ireland	3-9				2	2	1	1		4		4		1				8	7	15
Israel	3-10					1	1											1	1	2
Italy	34-47				1	4	1	15	2	10			3					33	3	36
Kazakhstan	1-8						1											0	1	1
Kyrgyzstan	1-8																	0	0	0
Latvia	1-8							1										1	0	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
Lithuania	1-8							1	1								1	1	2	
Luxembourg	1-8																0	0	0	
Malta	1-7							1	2								1	2	3	
Monaco	1-7																0	0	0	
Netherlands	13-20				2	6	1	13	5	5	1						24	9	33	
Norway	5-12				1		1	2		2			1				5	2	7	
Poland	4-11							3	2								3	2	5	
Portugal	4-10				1			1									1	1	2	
Republic of Moldova	1-8																0	0	0	
Romania	1-8								1		1						0	2	2	
Russian Federation	12-19					7		8		1				1			17	0	17	
San Marino	1-7																0	0	0	
Serbia and Montenegro	1-8						3										0	3	3	
Slovakia	1-8							1									1	0	1	
Slovenia	1-8								1								0	1	1	
Spain	18-26					2	1	3	7	1			1				6	9	15	
Sweden	8-14			1		1		2	3	1	1	1	1		1		6	6	12	
Switzerland	9-16				2		3	1	3	2		1					8	4	12	
Tajikistan	1-8																0	0	0	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	5-12							4	1	1					1		5	2	7	
Turkmenistan	1-8																0	0	0	
Ukraine	2-10					1											1	0	1	
United Kingdom of Great Britain and Northern Ireland	37-51			2	1	6	10	8	17	10	5	1	3	2	1		37	29	66	
Uzbekistan	1-10																0	0	0	
Total – European Region		0	0	0	5	13	29	66	40	143	52	48	12	18	4	4	3	292	145	437

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

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	1-7									2								0	2	2
Djibouti	1-7						1		1									2	0	2
Egypt	3-12			1	1	1		3	1		4							5	6	11
Iran (Islamic Republic of)	4-12					1		1		3	2							5	2	7
Iraq	2-9									1		1						2	0	2
Jordan	1-8			1	1				1	3	1			1				5	3	8
Kuwait	1-8														1			1	0	1
Lebanon	1-8					1		1	1	2	2							3	4	7
Libyan Arab Jamahiriya	1-8					1						1						1	1	2
Morocco	1-10									3		1						4	0	4
Oman	1-8																	0	0	0
Pakistan	5-14							2		5								7	0	7
Qatar	1-7																	0	0	0
Saudi Arabia	5-11														1			1	0	1
Somalia	1-8									2		1		1				4	0	4
Sudan	1-10					1		3		3		2						9	0	9
Syrian Arab Republic	1-8							1	1	3		1						5	1	6
Tunisia	1-8					1	1	1		2		6						10	1	11
United Arab Emirates	2-8																	0	0	0
Yemen	1-8							1		1		1						3	0	3
Total – Eastern Mediterranean Region		0	0	3	2	4	3	14	4	29	11	15	0	2	0	2	0	69	20	89

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

Western Pacific 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
Australia	12-19			1	1	1		6	3	4	1	3			15	5	20			
Brunei Darussalam	1-7														0	0	0			
Cambodia	1-8														0	0	0			
China	40-55			2	1	2	2	4	2	2		2	1	11	7	18				
Cook Islands	1-7													0	0	0				
Fiji	1-7					1		1		1				3	0	3				
Japan	121-166			2	5	7	3	12	4	1		3	1	25	13	38				
Kiribati	1-7													0	0	0				
Lao People's Democratic Republic	1-8			1										1	0	1				
Malaysia	3-9			3	1	1		1		1				3	3	6				
Marshall Islands	1-7													0	0	0				
Micronesia (Federated States of)	1-7													0	0	0				
Mongolia	1-8							1						1	0	1				
Nauru	1-7													0	0	0				
New Zealand	2-9					1	2	3	1	1		1		5	4	9				
Niue	1-7													0	0	0				
Palau	1-7													0	0	0				
Papua New Guinea	1-8													0	0	0				
Philippines	3-12		3	1	1	5	2	2	1	1	1			7	10	17				
Republic of Korea	15-21							4					1	5	0	5				
Samoa	1-7													0	0	0				
Singapore	3-10													0	0	0				
Solomon Islands	1-7							1						1	0	1				
Tokelau*	1-7													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	1-7																		0	0	0
Tuvalu	1-7																		0	0	0
Vanuatu	1-7																		0	0	0
Viet Nam	3-12						1	1											1	1	2
Total – Western Pacific Region		0	0	3	1	7	15	15	10	35	11	8	4	7	2	3	0		78	43	121

* Associate Member.

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2003**

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	64	9.1	149	21.3	33	4.7	361	51.5	22	3.1	72	10.3	701	100.0
Africa	197	85.3	15	6.5	0	0.0	15	6.5	3	1.3	1	0.4	231	100.0
The Americas	1	0.8	106	87.6	1	0.8	13	10.8	0	0.0	0	0.0	121	100.0
South-East Asia	1	1.0	20	20.4	42	42.9	29	29.6	0	0.0	6	6.1	98	100.0
Europe	0	0.0	13	16.9	3	3.9	59	76.6	0	0.0	2	2.6	77	100.0
Eastern Mediterranean	3	3.1	14	14.6	2	2.1	8	8.3	67	69.8	2	2.1	96	100.0
Western Pacific	1	0.9	20	18.0	7	6.3	37	33.3	1	0.9	45	40.6	111	100.0
Total	267	18.6	337	23.5	88	6.1	522	36.4	93	6.5	128	8.9	1 435	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	64	24.0	149	44.2	33	37.5	361	69.2	22	23.7	72	56.3	701	48.9
Africa	197	73.8	15	4.5	0	0.0	15	2.9	3	3.2	1	0.8	231	16.1
The Americas	1	0.4	106	31.5	1	1.1	13	2.5	0	0.0	0	0.0	121	8.4
South-East Asia	1	0.4	20	5.9	42	47.7	29	5.5	0	0.0	6	4.7	98	6.8
Europe	0	0.0	13	3.8	3	3.4	59	11.3	0	0.0	2	1.5	77	5.4
Eastern Mediterranean	3	1.0	14	4.2	2	2.3	8	1.5	67	72.0	2	1.5	96	6.7
Western Pacific	1	0.4	20	5.9	7	8.0	37	7.1	1	1.1	45	35.2	111	7.7
Total	267	100.0	337	100.0	88	100.0	522	100.0	93	100.0	128	100.0	1 435	100.0

TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2003

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	42	65	107	157	92	249	222	103	325	7	6	13	432	269	701
Africa	0	0	0	9	11	20	64	19	83	95	29	124	4	0	4	172	59	231
The Americas	0	0	0	1	9	10	18	19	37	49	20	69	2	3	5	70	51	121
South-East Asia	1	2	3	2	6	8	22	6	28	36	14	50	4	5	9	65	33	98
Europe	0	0	0	5	2	7	20	14	34	23	10	33	2	1	3	50	27	77
Eastern Mediterranean	0	0	0	6	3	9	27	10	37	38	7	45	5	0	5	76	20	96
Western Pacific	1	0	1	10	9	19	33	7	40	37	8	45	5	1	6	86	25	111
Total	6	5	11	75	105	180	341	167	508	500	191	691	29	16	45	951	484	1 435
Percentage by bracket	54.5	45.5	100.0	41.7	58.3	100.0	67.1	32.9	100.0	72.4	27.6	100.0	64.4	35.6	100.0	66.3	33.7	100.0
Percentage of total	0.8			12.7			35.5			48.2			2.8			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	0	0	0	17	6	23	51	26	77	45	19	64	4	0	4	117	51	168
The Americas	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2
South-East Asia	0	0	0	1	0	1	8	0	8	5	1	6	0	0	0	14	1	15
Europe	1	0	1	2	6	8	5	5	10	1	0	1	0	0	0	9	11	20
Total	1	0	1	20	12	32	65	32	97	51	20	71	4	0	4	141	64	205
Percentage by bracket				62.5	37.5	100.0	67.0	33.0	100.0	71.8	28.2	100.0	100.0	0.0	100.0	68.8	31.2	100.0
Percentage of total	0.5			15.6			47.3			34.6			2.0			100.0		

M – male, F – female, T – total.

General service 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	6	11	17	28	75	103	62	201	263	59	206	265	0	4	4	155	497	652	
Africa	1	2	3	32	30	62	119	96	215	115	52	167	2	0	2	269	180	449	
The Americas	1	1	2	4	14	18	4	32	36	5	29	34	0	2	2	14	78	92	
South-East Asia	9	6	15	36	20	56	86	35	121	92	19	111	3	1	4	226	81	307	
Europe	1	3	4	8	31	39	7	29	36	10	43	53	1	2	3	27	108	135	
Eastern Mediterranean	6	13	19	14	40	54	37	47	84	24	29	53	1	0	1	82	129	211	
Western Pacific	5	12	17	19	39	58	32	65	97	29	46	75	0	0	0	85	162	247	
Total	29	48	77	141	249	390	347	505	852	334	424	758	7	9	16	858	1 235	2 093	
Percentage by bracket	37.7	62.3	100.0	36.2	63.8	100.0	40.7	59.3	100.0	44.1	55.9	100.0	43.8	56.3	100.0	41.0	59.0	100.0	
Percentage of total			3.7			18.6			40.7			36.2			0.8				100.0

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2003

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	4	2	6	5	3	8	5	0	5	14	5	19
D2	0	0	0	0	0	0	9	2	11	30	8	38	3	1	4	42	11	53
D1/P6	0	0	0	1	0	1	26	7	33	93	20	113	7	2	9	127	29	156
P5	0	0	0	17	16	33	163	65	228	222	71	293	10	8	18	412	160	572
P4	0	0	0	27	32	59	103	60	163	110	48	158	4	5	9	244	145	389
P3	3	1	4	17	34	51	24	25	49	29	30	59	0	0	0	73	90	163
P2	3	4	7	13	23	36	12	6	18	11	11	22	0	0	0	39	44	83
P1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	6	5	11	75	105	180	341	167	508	500	191	691	29	16	45	951	484	1 435
Percentage by bracket	54.5	45.5	100.0	41.7	58.3	100.0	67.1	32.9	100.0	72.4	27.6	100.0	64.4	35.6	100.0	66.3	33.7	100.0
Percentage of total	0.8			12.7			35.5			48.2			2.8			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	1	1	2	0	0	0	0	0	0	1	1	2
B	1	0	1	13	8	21	27	14	41	15	3	18	3	0	3	59	25	84
C	0	0	0	7	4	11	37	16	53	36	17	53	1	0	1	81	37	118
D	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
Total	1	0	1	20	12	32	65	32	97	51	20	71	4	0	4	141	64	205
Percentage by bracket				62.5	37.5	100.0	67.0	33.0	100.0	71.8	28.2	100.0	100.0	0.0	100.0	68.8	31.2	100.0
Percentage of total	0.5			15.6			47.3			34.6			2.0			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	2	3	10	16	26	39	49	88	54	71	125	3	0	3	107	138	245	
G6	3	6	9	29	38	67	49	141	190	34	124	158	0	5	5	115	314	429	
G5	6	10	16	36	102	138	43	194	237	68	158	226	0	1	1	153	465	618	
G4	6	22	28	22	79	101	51	109	160	44	59	103	1	3	4	124	272	396	
G3	8	7	15	17	12	29	80	10	90	56	10	66	1	0	1	162	39	201	
G2	4	0	4	18	2	20	56	2	58	43	2	45	2	0	2	123	6	129	
G1	1	1	2	9	0	9	29	0	29	35	0	35	0	0	0	74	1	75	
Total	29	48	77	141	249	390	347	505	852	334	424	758	7	9	16	858	1 235	2 093	
Percentage by bracket	37.7	62.3	100.0	36.2	63.8	100.0	40.7	59.3	100.0	44.1	55.9	100.0	43.8	56.3	100.0	41.0	59.0	100.0	
Percentage of total			3.7			18.6			40.7			36.2			0.8				100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2003

Location	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	342	0	185	527	111	0	60	171	112	0	137	249	83	0	98	181	27	0	62	89	18	0	68	86	8	0	42	50	701	0	652	1 353
Africa	113	134	95	342	37	23	78	138	38	10	81	129	18	1	92	111	12	0	63	75	8	0	28	36	5	0	12	17	231	168	449	848
The Americas	73	1	42	116	25	0	18	43	14	0	12	26	7	1	8	16	1	0	9	10	1	0	3	4	0	0	0	0	121	2	92	215
South-East Asia	49	10	58	117	29	4	50	83	12	1	80	93	4	0	57	61	4	0	33	37	0	0	17	17	0	0	12	12	98	15	307	420
Europe	34	20	54	108	17	0	24	41	14	0	16	30	8	0	9	17	4	0	15	19	0	0	7	7	0	0	10	10	77	20	135	232
Eastern Mediterranean	53	0	69	122	22	0	32	54	12	0	42	54	6	0	36	42	2	0	15	17	0	0	14	14	1	0	3	4	96	0	211	307
Western Pacific	66	0	84	150	22	0	44	66	10	0	37	47	6	0	36	42	4	0	39	43	3	0	4	7	0	0	3	3	111	0	247	358
Total	730	165	587	1 482	263	27	306	596	212	11	405	628	132	2	336	470	54	0	236	290	30	0	141	171	14	0	82	96	1 435	205	2 093	3 733
Percentage by bracket	49.3	11.1	39.6	100	44.2	4.5	51.3	100	33.7	1.8	64.5	100	28.1	0.4	71.5	100	18.6	0.0	81.4	100	17.5	0.0	82.5	100	14.6	0.0	85.4	100	38.4	5.5	56.1	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 2003 (UP TO 30 SEPTEMBER 2003)

Location	Category	Total staff at 30 September 2003	New appointments		Conversion of temporary contracts		Interagency transfers		Total number of appointments	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women	No. of staff	% of women
Headquarters	P	701	40	40.0	31	51.6	8	25.0	79	43.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	652	5	80.0	34	67.6	3	66.7	42	69.0
Africa	P	231	2	100.0	4	0.0	1	0.0	7	28.6
	NPO	168	12	16.7	3	100.0	0	0.0	15	33.4
	GS	449	6	33.3	11	81.8	0	0.0	17	64.7
The Americas	P	121	5	20.0	0	0.0	4	50.0	9	33.3
	NPO	2	1	0.0	0	0.0	0	0.0	1	0.0
	GS	92	2	50.0	0	0.0	3	66.7	5	60.0
South-East Asia	P	98	11	36.4	1	0.0	0	0.0	12	33.4
	NPO	15	5	0.0	0	0.0	0	0.0	5	0.0
	GS	307	3	0.0	9	55.6	0	0.0	12	41.7
Europe	P	77	3	100.0	3	33.3	2	50.0	8	62.5
	NPO	20	7	71.4	9	55.6	0	0.0	16	62.5
	GS	135	4	100.0	10	70.0	1	100.0	15	80.0
Eastern Mediterranean	P	96	3	0.0	1	0.0	0	0.0	4	0.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	211	2	100.0	6	50.0	0	0.0	8	62.5
Western Pacific	P	111	8	25.0	5	20.0	1	0.0	14	21.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	247	7	42.9	11	72.7	0	0.0	18	61.1
Total	P	1 435	72	38.9	45	40.0	16	31.3	133	38.4
	NPO	205	25	28.0	12	66.7	0	0.0	37	40.6
	GS	2 093	29	55.2	81	67.9	7	71.4	117	65.0
	All	3 733	126	40.7	138	58.2	23	34.2	287	48.6

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

TABLE 10. STAFF RETIREMENT PROJECTIONS

Location	Category	Total staff at 30 September 2003	Staff due to retire							
			by 30 September 2004*		by 30 September 2006*		by 30 September 2008*		by 30 September 2013*	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	701	23	3.3	68	9.7	132	18.8	294	41.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	652	12	1.8	42	6.4	93	14.3	253	38.8
Africa	P	231	7	3.0	28	12.1	45	19.5	107	46.3
	NPO	168	2	1.2	7	4.2	13	7.7	48	28.6
	GS	449	5	1.1	28	6.2	61	13.6	159	35.4
The Americas	P	121	3	2.5	11	9.1	23	19.0	59	48.8
	NPO	2	0	0.0	0	0.0	0	0.0	0	0.0
	GS	92	5	5.4	10	10.9	16	17.4	34	37.0
South-East Asia	P	98	5	5.1	18	18.4	30	30.6	54	55.1
	NPO	15	0	0.0	0	0.0	2	13.3	4	26.7
	GS	307	7	2.3	17	5.5	45	14.7	103	33.6
Europe	P	77	0	0.0	6	7.8	10	13.0	31	40.3
	NPO	20	0	0.0	0	0.0	0	0.0	1	0.0
	GS	135	4	3.0	11	8.1	21	15.6	47	34.8
Eastern Mediterranean	P	96	5	5.2	8	8.3	16	16.7	40	41.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	211	7	3.3	13	6.2	22	10.4	51	24.2
Western Pacific	P	111	3	2.7	9	8.1	18	16.2	45	40.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	247	1	0.4	7	2.8	21	8.5	67	27.1
Total	P	1 435	46	3.2	148	10.3	274	19.1	630	43.9
	NPO	205	2	1.0	7	3.4	15	7.3	53	25.9
	GS	2 093	41	2.0	128	6.1	279	13.3	714	34.1
	All	3 733	89	2.4	283	7.6	568	15.2	1 397	37.4

* Cumulative figures.

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

TABLE 11. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS AS AT 30 SEPTEMBER 2003

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	701	231	121	98	77	96	111	1 435
National professional staff	0	168	2	15	20	0	0	205
General services	652	449	92	307	135	211	247	2 093
Total	1 353	848	215	420	232	307	358	3 733
Temporary appointments								
Term-limited appointments								
Professional staff	446	153	4	10	63	25	13	714
National professional staff	0	31	0	7	14	0	0	52
General service staff	335	849	3	58	108	162	47	1 562
Total	781	1 033	7	75	185	187	60	2 328
Short-term appointments								
Professional staff	317	210	64	43	48	48	40	770
Consultants	85	234	157	8	11	99	30	624
National professional staff	0	52	0	8	9	0	0	69
General service staff	265	785	44	61	55	44	42	1 296
Total	667	1 281	265	120	123	191	112	2 759
Total staff with temporary appointments	1 448	2 314	272	195	308	378	172	5 087
Total number of staff	2 801	3 162	487	615	540	685	530	8 820

**TABLE 12. DISTRIBUTION OF OCCUPIED PROFESSIONAL AND HIGHER CATEGORY POSTS
ACROSS MAIN OCCUPATIONAL GROUPS¹**

1 Professional, managerial and technical work				Posts	%						
1.A	Administrative specialists	341	26.9	1.A	Administrative specialists	Posts	%				
1.B	Architects, engineers	28	2.2	1.A	Administrative (general)	16	4.7				
1.C	Archivists, curators, information specialists and librarians	17	1.3	1.A.1	Financial management specialists	65	19.1				
1.D	Artists	1	0.1	1.A.2	Management and programme analysts	15	4.4				
1.E	Economists	20	1.6	1.A.3	Building service administrators	10	2.9				
1.F	Education specialists	17	1.3	1.A.4	Meetings services administrators	5	1.5				
1.G	Jurists	9	0.7	1.A.5	Computer information systems specialists	43	12.6				
1.H	Life scientists	63	5.0	1.A.6	Personnel management	44	12.9				
				1.A.7	Printing services	2	0.6				
				1.A.8	Public information	25	7.3				
				1.A.9	Purchasing and contracting	9	2.6				
				1.A.10	Representation and protocol	31	9.1				
				1.A.11	Technical cooperation	26	7.6				
				1.A.12	Administrative officers	40	11.7				
				1.A.21	Auditors	7	2.1				
				1.A.22	Hospital administrators	1	0.3				
				1.A.23	Records and documents	2	0.6				
1.I	Dental, nutrition, medical, nursing and veterinary specialists	607	47.9	1.I	Dental, nutrition, medical, nursing and veterinary specialists						
1.J	Physical scientists	5	0.4	1.I	Medical specialists (general)	1	0.2				
1.K	Sales and marketing specialists	1	0.1	1.I.1	Dentists	2	0.3				
1.L	Social scientists	52	4.1	1.I.2	Dieticians, nutritionists	10	1.6				
1.M	Statisticians and mathematicians	17	1.3	1.I.3	Medical specialists	559	92.1	1.I.3	Medical specialists	Posts	%
1.N	Transportation specialists	1	0.1	1.I.4	Nurses	12	2.0	1.I.3	Medical specialists	52	9.3
1.O	Writers, translators, interpreters	62	4.9	1.I.5	Opticians	1	0.2	1.I.3.A	Food services administrators	1	0.2
1.P	Professionals, managerial and technical specialists for whom no job family exists	3	0.2	1.I.6	Pharmacists	5	0.8	1.I.3.B	Epidemiologists	97	17.4
1.R	Environmental specialists	13	1.0	1.I.8	Veterinarians	9	1.5	1.I.3.D	General practitioners	4	0.7
1.S	Relief specialists	9	0.7	1.I.9	Rehabilitation specialists	1	0.2	1.I.3.E	Haematologists	6	1.1
				1.I.10	Health laboratory specialists	7	1.2	1.I.3.F	Neurologists	1	0.2
								1.I.3.G	Family health	39	7.0
								1.I.3.H	Ophthalmologists	4	0.7
								1.I.3.I	Immunologists	11	2.0
								1.I.3.K	Noncommunicable diseases	17	3.0
								1.I.3.L	Geriatricians	1	0.2
								1.I.3.M	Mental health	13	2.3
								1.I.3.N	Public health	175	31.3
								1.I.3.O	Radiologists	2	0.4
								1.I.3.Q	Traditional medicine	2	0.4
								1.I.3.S	Communicable diseases	130	23.3
								1.I.3.T	Occupational health	4	0.7

¹ Occupied posts only; refers to the requirements of the job, not the skills of the incumbent.
Coding follows the Common Classification of Occupational Groups, the occupational reference work of the United Nations system.

