



# 世界卫生组织

执行委员会  
第一一五届会议  
临时议程项目 8.1

EB115/25 Add.1  
2005 年 1 月 12 日

## 人力资源：年度报告

### 职员配备情况

#### 秘书处的报告

1. 下述信息提出本组织截至 2004 年 9 月 30 日时的职员配备情况**预审**；它包括按主要地点和级别、根据性别的职员分布、地域代表、年龄概况、职员退休、外部招聘的职员配备情况，关于国家专业官员的信息以及跨越主要职业群组的人力分布情况。将向第五十八届世界卫生大会提交包含截至 2004 年 12 月 31 日时全部数据的第六份人力资源年度报告。

#### 聘用类别

2. 截至 2004 年 9 月 30 日，世界卫生组织总共有 3951 名一年至五年定期任用或终身任用/服务任用（二者均在下文中称为“长期任用”）的职员<sup>1</sup>。其中，专业类职员为 1548 名（39%），一般事务类职员为 2167 名（54.8%），国家专业类官员为 236 名（6%）（见表 1）。如 2003 年年度报告所指出，长期聘任的职员数目比 2003 年 12 月 31 日时增加了 109 名（2.8%）<sup>2</sup>。

3. 除了长期任用职员之外，2004 年 9 月 30 日时具有 4090 名临时聘用职员（1663 名短期职员）和 2427 名有期限职员（见表 2）。

#### 性别分布

4. 自从上次年度报告以来妇女在专业类职员中的百分比有所增加（从 33.6% 增至 34.4%）。

<sup>1</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。

<sup>2</sup> 见文件 A57/26。

5. 表 3 为按组织地点、级别和性别显示的长期职员的分布情况。从表中可看出,在 1548 名长期专业类职员中,1016 名 ( 65.6% ) 为男性,532 名 ( 34.4% ) 为女性。从而,尽管这份报告显示 P.2 和 P.3 级上女性职员多于男性职员,但是女性职员在 P.4 级上的占额为 37.8%,P.5 级为 28.5%,P.6/D.1 级为 19.2%。自上份报告以来,D.2 级的女性职员占额上升至 25%。

### 地域代表性

6. 截至 2004 年 9 月,114 个国家占额在其理想幅度之内,其中 6 个国家达到其占额幅度的最高限额,25 个国家超额,13 个国家缺额,42 个(包括两个准会员)无额(表 4)。表 5 按区域显示国家占额的详细情况:

- 三个先前的缺额国(柬埔寨、吉尔吉斯斯坦和新加坡)目前的占额在其理想幅度之内;
- 先前在其占额幅度之内的两个国家(莱索托和海地)现为无额国;
- 先前在其占额幅度之内的三个国家(澳大利亚、科特迪瓦和苏丹)目前为超额国。

7. 表 6 提供了有关按任职地点和国籍地区列示的分布情况。

### 年龄、服务期限和职员周转

8. 一半以上的专业类职员(51%)年龄在 50 岁以上。在一般事务类,50 岁或 50 岁以上的职员目前人数最多(38%),而在国家专业类官员中,40 岁年龄段的职员人数最多(49.2%)(表 7 和表 8)。

9. 人数最多的职员(41.8%)的任职期在 5 年以内。专业类职员的大约平均任期为 8 年,一般事务类职员为 13 年(表 9)。

10. 表 10 提供了职员任命的数字(到 2004 年 9 月 30 日止任职的职员)。在专业类职位中,74 名职员(43.2%)为外部招聘,53 名职员(39.6%)由在职临时职员转换,22 名(31.8%)为通过机构间调动重新任命。

11. 根据目前的预测,在今后 5 年内退休的工作人员大约占 16%,在今后 10 年内退休的人员比例超过 38%(表 11)。

## 职业类别

12. 专业类职位的 47.1%为“牙科、营养、医学、护理和兽医专家”所持有。在这一类别中，92.1%为“医学专家”，1.8%为“护士”。第二大专业类人员是“行政专家”，它占 28.9% (表 12)。其中，16.8%为“计算机信息系统专家”，15%为“财政管理专家”，14.8%为“行政官员”。

## 表格

13. 下述列示本报告第 2 段提及的表格,供参考：

表 1 2001、2003 和 2004 年按级别和主要工作地点列示的长期职员数目

表 2a 截至 2004 年 9 月 30 日和 2003 年 9 月 30 日时长期和临时任用职员的数目  
和 2b

表 3 截至 2004 年 9 月 30 日时按组织地点、级别和性别分列的职员分布情况

表 4 截至 2004 年 9 月 30 日时按区域列示的不在占额幅度之内的国家一览

表 5a-f 截至 2004 年 9 月 30 日时各国占额情况

表 6 截至 2004 年 9 月 30 日时按任用地点和国籍地区分列的专业类职员总额

表 7 截至 2004 年 9 月 30 日时按年龄、性别和区域分列的职员情况

表 8 截至 2004 年 9 月 30 日时按级别和年龄 (所有工作地点) 分列的职员情况

表 9 截至 2004 年 9 月 30 日时按服务年限分列的职员情况

表 10 2004 年期间的任用情况 (截至 2004 年 9 月 30 日)

表 11 职员退休预测

表 12 主要职业类别专业及其以上类别职位占额分布情况

**TABLE 1. NUMBER OF STAFF<sup>1</sup> HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION FOR 2001, 2003 AND 2004**

	Staff numbers at 31 December 2001				Staff numbers at 31 December 2003				Staff numbers at 30 September 2004			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	4	6	0	10	13	6	0	19	13	6	0	19
D2	40	5	4	49	42	6	2	50	40	6	2	48
D1/P6	67	32	43	142	81	38	47	166	96	38	48	182
P5	282	172	77	531	325	178	81	584	316	187	79	582
P4	137	151	91	379	164	142	99	405	181	153	102	436
P3	67	50	23	140	92	62	23	177	93	68	24	185
P2	24	52	19	95	25	44	20	89	29	47	20	96
P1	1	1	3	5	0	0	0	0	0	0	0	0
<b>Total professional</b>	<b>622</b>	<b>469</b>	<b>260</b>	<b>1 351</b>	<b>743</b>	<b>476</b>	<b>272</b>	<b>1 490</b>	<b>768</b>	<b>505</b>	<b>275</b>	<b>1 548</b>
National professional officers	0	12	160	172	0	17	196	213	0	24	212	236
<b>Total general service</b>	<b>644</b>	<b>960</b>	<b>481</b>	<b>2 085</b>	<b>690</b>	<b>960</b>	<b>489</b>	<b>2 139</b>	<b>689</b>	<b>957</b>	<b>521</b>	<b>2 167</b>
<b>Grand total</b>	<b>1 266</b>	<b>1 441</b>	<b>901</b>	<b>3 608</b>	<b>1 432</b>	<b>1 453</b>	<b>957</b>	<b>3 842</b>	<b>1 457</b>	<b>1 486</b>	<b>1 008</b>	<b>3 951</b>

<sup>1</sup> Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 2001: 44; 2002: 21; 2003: 17.

**TABLE 2a. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS  
AS AT 30 SEPTEMBER 2004**

Category	Headquarters	Africa	The Americas	South-East Asia	Eastern Mediterranean	Europe	Western Pacific	Total
<b>1. Staff with long-term appointments</b>								
Professional	768	247	114	107	92	106	114	1 548
National professional	0	181	2	29	0	24	0	236
General service	689	453	89	308	144	245	239	2 167
<b>Total staff with long-term appointments</b>	<b>1 457</b>	<b>881</b>	<b>205</b>	<b>444</b>	<b>236</b>	<b>375</b>	<b>353</b>	<b>3 951</b>
<b>2. Staff with temporary appointments</b>								
Term-limited professional	388	199	15	9	33	66	12	722
Term-limited national professional	0	54	0	7	0	22	0	83
Term-limited general service	289	986	6	77	128	95	41	1 622
<b>Total staff with term-limited appointments</b>	<b>677</b>	<b>1 239</b>	<b>21</b>	<b>93</b>	<b>161</b>	<b>183</b>	<b>53</b>	<b>2 427</b>
Short-term professionals	202	54	61	54	71	32	33	507
Short-term consultants	98	75	64	10	61	2	150	460
Short-term national professionals	0	34	0	4	0	12	0	50
Short-term general service	129	305	27	40	45	57	43	646
<b>Total staff with short-term appointments</b>	<b>429</b>	<b>468</b>	<b>152</b>	<b>108</b>	<b>177</b>	<b>103</b>	<b>226</b>	<b>1 663</b>
<b>Total staff with temporary appointments</b>	<b>1 106</b>	<b>1 707</b>	<b>173</b>	<b>201</b>	<b>338</b>	<b>286</b>	<b>279</b>	<b>4 090</b>
<b>Grand total</b>	<b>2 563</b>	<b>2 588</b>	<b>378</b>	<b>645</b>	<b>574</b>	<b>661</b>	<b>632</b>	<b>8 041</b>

**TABLE 2b. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS  
AS AT 30 SEPTEMBER 2003**

Category	Headquarters	Africa	The Americas	South-East Asia	Eastern Mediterranean	Europe	Western Pacific	Total
<b>1. Staff with long-term appointments</b>								
Professional	642	240	132	89	95	76	122	1 396
National professional	0	165	1	12	0	0	0	178
General service	631	472	99	295	208	124	229	2 058
<b>Total staff with long-term appointments</b>	<b>1 273</b>	<b>877</b>	<b>232</b>	<b>396</b>	<b>303</b>	<b>200</b>	<b>351</b>	<b>3 632</b>
<b>2- Staff with temporary appointments</b>								
Term-limited professional	370	164	1	7	24	62	14	642
Term-limited national professional	0	19	0	8	0	16	0	43
Term-limited general service	282	748	1	45	164	109	54	1 403
<b>Total staff with term-limited appointments</b>	<b>652</b>	<b>931</b>	<b>2</b>	<b>60</b>	<b>188</b>	<b>187</b>	<b>68</b>	<b>2 088</b>
Short-term professionals	227	255	45	39	44	48	34	692
Short-term consultants	43	268	74	7	88	3	25	508
Short-term national professionals	0	77	0	7	0	12	0	96
Short-term general service	146	1 417	42	69	51	58	42	1 825
<b>Total staff with short-term appointments</b>	<b>416</b>	<b>2 017</b>	<b>161</b>	<b>122</b>	<b>183</b>	<b>121</b>	<b>101</b>	<b>3 121</b>
<b>Total staff with temporary appointments</b>	<b>1 068</b>	<b>2 948</b>	<b>163</b>	<b>182</b>	<b>371</b>	<b>308</b>	<b>169</b>	<b>5 209</b>
<b>Grand total</b>	<b>2 341</b>	<b>3 825</b>	<b>395</b>	<b>578</b>	<b>674</b>	<b>508</b>	<b>520</b>	<b>8 841</b>

**TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 30 SEPTEMBER 2004**

**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	19	29	32	61	93	97	84	181	211	105	316	73	23	96	29	11	40	9	4	13	461	307	768	60.0	40.0
Africa	0	0	0	21	12	33	30	16	46	38	20	58	67	14	81	24	3	27	1	0	1	1	0	1	182	65	247	73.7	26.3
The Americas	0	0	0	2	7	9	5	5	10	54	29	83	8	3	11	0	0	0	0	0	0	0	1	1	69	45	114	60.5	39.5
South-East Asia	0	0	0	2	2	4	5	5	10	13	8	21	36	16	52	15	2	17	1	1	2	1	0	1	73	34	107	68.2	31.8
Europe	0	0	0	2	2	4	7	4	11	16	9	25	29	13	42	6	3	9	0	0	0	1	0	1	61	31	92	66.3	33.7
Eastern Mediterranean	0	0	0	5	7	12	6	4	10	18	6	24	27	8	35	20	2	22	2	0	2	1	0	1	79	27	106	74.5	25.5
Western Pacific	0	0	0	1	4	5	4	1	5	35	9	44	38	7	45	9	2	11	3	0	3	1	0	1	91	23	114	79.8	20.2
<b>Total</b>	0	0	0	43	53	96	89	96	185	271	165	436	416	166	582	147	35	182	33	12	45	17	5	22	1 015	532	1 548	65.5	34.4
<b>Percentage by grade</b>	0.0	0.0	0.0	44.8	55.2	100	48.1	51.9	100	62.2	37.8	100	71.5	28.5	100	80.8	19.2	100	73.3	26.7	100	77.3	26.7	100	65.6	34.4	100		
<b>Percentage of total</b>			0.0			6.0			11.9			27.2			39.2			11.2			3.3			1.2			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	44	15	59	75	45	120	1	1	2	120	61	181	66.3	33.7
The Americas	1	1	2	0	0	0	0	0	0	0	0	0	1	1	2	50.0	50.0
South-East Asia	6	0	6	3	0	3	19	1	20	0	0	0	28	1	29	96.6	3.4
Europe	0	0	0	11	13	24	0	0	0	0	0	0	11	13	24	45.8	54.2
<b>Total</b>	7	1	8	58	28	86	94	46	140	1	1	2	160	76	236	67.8	32.2
<b>Percentage by grade</b>	87.5	12.5	100	67.4	32.6	100	67.1	32.9	100	50.0	50.0	100	67.8	32.2	100		
<b>Percentage of total</b>			3.4			36.4			58.8			0.8			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	0	2	2	24	9	33	43	139	182	54	210	264	34	138	172	12	24	36	167	522	689	24.2	75.8			
Africa	42	1	43	52	0	52	64	3	67	21	28	49	21	50	71	32	56	88	40	43	83	272	181	453	60.0	40.0			
The Americas	0	0	0	0	0	0	0	1	1	5	15	20	3	26	29	4	30	34	1	4	5	13	76	89	14.6	85.4			
South-East Asia	11	1	12	50	0	50	28	6	34	37	32	69	42	29	71	22	10	32	30	10	40	220	88	308	71.4	28.6			
Europe	0	0	0	1	0	1	7	5	12	7	13	20	8	74	82	3	12	15	2	12	14	28	116	144	19.4	80.6			
Eastern Mediterranean	19	1	20	35	0	35	19	1	20	11	40	51	12	40	52	15	29	44	4	19	23	115	130	245	46.9	53.1			
Western Pacific	3	1	4	9	2	11	22	6	28	7	26	33	9	68	77	14	38	52	10	24	34	74	165	239	31.0	69.0			
<b>Total</b>	75	4	79	147	4	151	164	31	195	131	293	424	149	497	646	124	313	437	99	136	235	889	1 278	2 167	41.9	59.0			
<b>Percentage by grade</b>	94.9	5.1	100	97.4	2.6	100	84.1	15.9	100	30.9	69.1	100	23.1	76.9	100	28.4	71.6	100	42.1	57.9	100	1.0	59.0	100					
<b>Percentage of total</b>			3.6			7.0			9.0			19.6			29.8			20.2			10.8			100					

M – male, F – female, T – total.

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2004**

(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Comoros Lesotho Sao Tome and Principe Swaziland		-	Burkina Faso Cameroon Congo Côte d'Ivoire	Gambia Kenya Mali Senegal
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada Haiti	Puerto Rico* Saint Lucia Saint Vincent and the Grenadines Suriname	Argentina Mexico	Canada Colombia	
South-East Asia	Democratic Republic of Timor-Leste		-	Myanmar	
Europe	Andorra Bosnia and Herzegovina Luxembourg Monaco Republic of Moldova San Marino	Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan	Belgium Germany Israel Portugal Spain Ukraine	Denmark France Ireland Netherlands United Kingdom of Great Britain and Northern Ireland	
Eastern Mediterranean	Oman Qatar	United Arab Emirates	Saudi Arabia	Egypt Jordan	Sudan Tunisia
Western Pacific	Brunei Darussalam Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore Viet Nam	Australia New Zealand Philippines	

\* Associate Member.



**TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004**

**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	1		2	1	1	2		2				8	3	11	
Burundi	1-8							1		2							3	0	3	
Cameroon	1-8					2	2		1		3	2		1			6	5	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				2	0	2	
Comoros	1-7																0	0	0	
Congo	1-8					7		2		2	1	1					12	1	13	
Côte d'Ivoire	1-8					1		2	1		3			1			7	2	9	
Democratic Republic of the Congo	2-12					1		2		4			1	1			8	1	9	
Equatorial Guinea	1-7					1							1				2	0	2	
Eritrea	1-8					1											1	0	1	
Ethiopia	2-12					1		2	2	2	1	1	1	1			5	6	11	
Gabon	1-8							1									0	1	1	
Gambia	1-8					3		2			2		1			1	9	0	9	
Ghana	1-8					1	1	1	1	2	3	4		1		1	10	5	15	
Guinea	1-8					1		1		1		2	1	1			6	1	7	
Guinea-Bissau	1-8										1	1					1	1	2	
Kenya	1-10					1		1	2	1	2	4	2				6	7	13	
Lesotho	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
Liberia	1-8			1			1										1	1	2	
Madagascar	1-8				2		1										1	2	3	
Malawi	1-8						2	1	2	1							4	2	6	
Mali	1-8			1		1	1	4		1		1					7	2	9	
Mauritania	1-8		1			1		2		1							5	0	5	
Mauritius	1-8		2	1	1	1	1	1		1							5	2	7	
Mozambique	1-8							2	2								2	2	4	
Namibia	1-8						1	1									1	1	2	
Niger	1-8				1	1	1	3		1							5	1	6	
Nigeria	4-14		1		2	2	2	3	2	3	1						11	3	14	
Rwanda	1-8			1	1	4	1	1		1							7	1	8	
Sao Tome and Principe	1-7																0	0	0	
Senegal	1-8			1	1	2	2	1	3	3		2					7	8	15	
Seychelles	1-7			1													0	1	1	
Sierra Leone	1-8			1		1	1	3									4	2	6	
South Africa	4-11					2		4	3								6	3	9	
Swaziland	1-7																0	0	0	
Togo	1-8					1		2		2							5	0	5	
Uganda	1-8					2	1	4		1							6	2	8	
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	1	1	1	2		1					6	2	8	
<b>Total – African Region</b>		0	0	21	10	26	13	42	20	78	21	26	7	3	3	2	1	198	75	273

M – male, F – female.

**TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004**

**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			1		2	1		1				1			1			4	3	7
Bahamas	1-7								1										1	0	1
Barbados	1-7																		0	0	0
Belize	1-7																		0	0	0
Bolivia	1-8			1		3													3	1	4
Brazil	21-29			1	2	5	6	9	2	2	1		1						17	12	29
Canada	19-26			1		2	4	6	5	10	8	3		1		1			24	17	41
Chile	2-9			1	1		1	1	1	2									3	5	8
Colombia	3-10							6	3	2		1							9	3	12
Costa Rica	1-8			1		1						1							2	1	3
Cuba	1-8					3	1	1											4	1	5
Dominica	1-7																		0	0	0
Dominican Republic	1-8					1	3					1							2	3	5
Ecuador	1-8			1		4	1												5	1	6
El Salvador	1-8					2	2												2	2	4
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																		0	0	0
Honduras	1-8					1													1	0	1
Jamaica	1-8			1			1												0	2	2
Mexico	11-17					6		2	1				1						9	1	10
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							2	2	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							2	1		1						2	2	4	
United States of America	142-193			2	12	12	28	22	44	24	8	2	4	1	1		97	63	160	
Uruguay	1-8						2	1	1	1							3	2	5	
Venezuela (Bolivarian Republic of)	2-9							1	2								2	1	3	
<b>Total – Region of the Americas</b>		0	0	3	6	16	20	81	55	76	42	16	3	6	2	3	1	201	129	330

\* Associate Member.

M – male, F – female.

**TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004**

**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	4-14						3		3	2	1						7	2	9	
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			1		3	1	7	2	12	5	2		1	2		26	10	36	
Indonesia	7-14									1	4	1		1			3	4	7	
Maldives	1-7							1				2					3	0	3	
Myanmar	2-10					2		3		1	2	4					8	4	12	
Nepal	1-8							1		5			1				6	1	7	
Sri Lanka	1-8								1	1	2	1		1			3	3	6	
Thailand	4-12								2	2	3	1				1	4	5	9	
<b>Total – South-East Asia Region</b>		0	0	1	0	3	3	16	5	26	18	12	1	3	2	1	62	29	91	

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004

## 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									1	1	2
Andorra	1-7																		0	0	0
Armenia	1-8					1		1		1									2	1	3
Austria	7-14							2	2	2		1							5	2	7
Azerbaijan	1-8					1													1	0	1
Belarus	1-8							1											1	0	1
Belgium	9-15					1	1	4	3	12		4		2					23	4	27
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		3		4	1	1					12	3	15
Estonia	1-8											1							1	0	1
Finland	4-11								2	4	2	1							5	4	9
France	42-58					2	6	7	11	9	27	4	7	5	3		1	1	55	28	83
Georgia	1-8								1	1		1							1	2	3
Germany	63-86							5	11	5	15	8	3		1			1	30	19	49
Greece	4-11					1					3								3	1	4
Hungary	1-8								1										1	0	1
Iceland	1-7											1	1						1	1	2
Ireland	3-9					1	2	2	3	1		3	4	1	1				10	8	18
Israel	3-10								1	1									1	1	2
Italy	34-47					1		1	1	5	3	14	2	10		3			34	6	40
Kazakhstan	1-8									1									0	1	1
Kyrgyzstan	1-8									1									0	1	1
Latvia	1-8											1	1						1	1	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
Lithuania	1-8							1		1	1							2	1	3
Luxembourg	1-8																	0	0	0
Malta	1-7									1	2							1	2	3
Monaco	1-7																	0	0	0
Netherlands	13-20			2		1	2	5	3	16	4	6	1					28	12	40
Norway	5-12					1		1		1		2						3	2	5
Poland	4-11									4	2							4	2	6
Portugal	4-10					1				2								2	1	3
Republic of Moldova	1-8																	0	0	0
Romania	1-8									1		1						0	2	2
Russian Federation	12-19							8		8		1				1		18	0	18
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	6	2	1		1			7	9	16
Sweden	8-14			1		1		2		3	2	1	1	1		1		6	7	13
Switzerland	9-16					3	1	3	2	2	2		1					8	6	14
Tajikistan	1-8																	0	0	0
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	5-12					1				3	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			3		3	6	11	6	14	12	8	1	2	3	1		39	31	70
Uzbekistan	1-10																	0	0	0
<b>Total – European Region</b>		0	0	1	9	21	33	75	48	146	54	57	15	12	4	6	3	318	166	484

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004

## 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			2		1	1										3	1	4	
Bahrain	1-7							1		1							0	2	2	
Djibouti	1-7							2									2	0	2	
Egypt	3-12		1	3	2	4	1	5									7	9	16	
Iran (Islamic Republic of)	4-12			1	1	2	2	1									5	2	7	
Iraq	2-9							1		1							2	0	2	
Jordan	1-8		1	1		1	4	1				1					6	3	9	
Kuwait	1-8													1			1	0	1	
Lebanon	1-8			1	1	1	2	1	1								3	4	7	
Libyan Arab Jamahiriya	1-8			1						1							1	1	2	
Morocco	1-10							2		2							4	0	4	
Oman	1-8																0	0	0	
Pakistan	5-14					2	4	1									7	0	7	
Qatar	1-7																0	0	0	
Saudi Arabia	5-11									1				1			2	0	2	
Somalia	1-8							2		1		1					4	0	4	
Sudan	1-10		1			3	4	4									12	0	12	
Syrian Arab Republic	1-8					1	2	2									4	1	5	
Tunisia	1-8			1	1	1	2	5									9	1	10	
United Arab Emirates	2-8																0	0	0	
Yemen	1-8					1		2									3	0	3	
<b>Total – Eastern Mediterranean Region</b>		0	0	3	4	6	3	13	4	27	11	22	2	2	0	2	0	75	24	99

M – male, F – female.



**TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004**

**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	12-19			1	1	2	2	5	3	4	1	3			15	7	22			
Brunei Darussalam	1-7														0	0	0			
Cambodia	1-8					1									1	0	1			
China	40-55			1	1	4	2	5	3	2		1	1	13	7	20				
Cook Islands	1-7													0	0	0				
Fiji	1-7							2		1				3	0	3				
Japan	121-166			1	4	8	4	13	3	1	2	1	25	12	37					
Kiribati	1-7												0	0	0					
Lao People's Democratic Republic	1-8			1									1	0	1					
Malaysia	3-9				2	2	1	1		1	2		4	5	9					
Marshall Islands	1-7												0	0	0					
Micronesia (Federated States of)	1-7												0	0	0					
Mongolia	1-8					1		1					2	0	2					
Nauru	1-7												0	0	0					
New Zealand	2-9					1	4	2		1	2		6	4	10					
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	5	7	2	3	1	1	1		11	13	24					
Republic of Korea	15-21				1	1		5				1	7	1	8					
Samoa	1-7												0	0	0					
Singapore	3-10					1							1	0	1					
Solomon Islands	1-7							1					1	0	1					
Tokelau*	1-7												0	0	0					

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	M	F			
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	
<b>Total – Western Pacific Region</b>		0	0	3	1	9	16	22	14	39	12	8	6	7	1	3	0	91	50	141

\* Associate Member.

M – male, F – female.

**TABLE 6. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2004**

**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	70	9.1	163	21.2	36	4.7	386	50.3	24	3.1	89	11.6	768	100.0
Africa	205	83.0	18	7.3	1	0.4	19	7.7	3	1.2	1	0.4	247	100.0
The Americas	1	0.9	100	87.7	1	0.9	12	10.5	0	0.0	0	0.0	114	100.0
South-East Asia	1	0.9	21	19.6	45	42.1	35	32.7	1	0.9	4	3.7	107	100.0
Europe	0	0.0	10	10.9	2	2.2	75	81.5	1	1.1	4	4.3	92	100.0
Eastern Mediterranean	2	1.9	16	15.1	2	1.9	11	10.4	73	68.9	2	1.9	106	100.0
Western Pacific	1	0.9	20	17.5	6	5.3	38	33.3	0	0.6	49	43.0	114	100.0
<b>Total</b>	280	18.1	348	22.5	93	6.0	576	37.2	102	6.6	149	9.6	1 548	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	70	25.0	163	46.8	36	38.7	386	67.0	24	23.5	89	59.7	768	49.6
Africa	205	73.2	18	5.2	1	1.1	19	3.3	3	3.1	1	0.7	247	16.0
The Americas	1	0.4	100	28.7	1	1.1	12	2.1	0	0.0	0	0.0	114	7.4
South-East Asia	1	0.4	21	6.0	45	48.4	35	6.1	1	1.0	4	2.7	107	6.9
Europe	0	0.0	10	3.8	2	2.2	75	13.0	1	1.0	4	2.7	92	5.9
Eastern Mediterranean	2	1.0	16	4.6	2	2.3	11	1.9	73	71.7	2	1.3	106	6.8
Western Pacific	1	0.4	20	5.7	6	6.5	38	6.6	0	0.0	49	32.9	114	7.4
<b>Total</b>	280	100.4	348	100.9	93	100.1	576	100.0	102	100.2	149	100.0	1 548	100.0

TABLE 7. 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	6	7	13	49	69	118	163	113	276	226	114	340	17	4	21	461	307	768
Africa	0	0	0	10	13	23	59	23	82	106	29	135	7	0	7	182	65	247
The Americas	0	0	0	3	4	7	20	17	37	46	20	66	0	4	4	69	45	114
South-East Asia	0	1	1	7	6	13	19	6	25	38	18	56	9	3	12	73	34	107
Europe	2	1	3	7	4	11	21	16	37	28	9	37	3	1	4	61	31	92
Eastern Mediterranean	0	0	0	6	5	11	25	13	38	42	9	51	6	0	6	79	27	106
Western Pacific	1	0	1	10	5	15	37	8	45	40	9	49	3	1	4	91	23	114
<b>Total</b>	9	9	18	92	106	198	344	196	540	526	208	734	45	13	58	1 016	532	1 548
<b>Percentage by bracket</b>	50.0	50.0	100.0	46.5	53.5	100.0	63.7	36.3	100.0	71.7	28.3	100.0	77.6	22.4	100.0	65.6	34.4	100.0
<b>Percentage of total</b>			1.2			12.8			34.9			47.4			3.7			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	0	1	1	16	8	24	54	30	84	48	21	69	2	1	3	120	61	181
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	16	1	17	11	0	11	0	0	0	28	1	29
Europe	1	0	1	3	6	9	6	7	13	1	0	1	0	0	0	11	13	24
<b>Total</b>	1	1	2	20	14	34	77	39	116	60	21	81	2	1	3	160	76	236
<b>Percentage by bracket</b>				58.8	41.2	100.0	66.4	33.6	100.0	74.1	25.9	100.0	66.7	33.3	100.0	67.8	32.2	100.0
<b>Percentage of total</b>			0.8			14.4			49.2			34.3			1.3			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	4	16	20	37	88	125	61	188	249	65	225	290	0	5	5	167	522	689	
Africa	2	3	5	24	30	54	114	90	204	129	58	187	3	0	3	272	181	453	
The Americas	1	1	2	5	12	17	4	27	31	3	35	38	0	1	1	13	76	89	
South-East Asia	8	7	15	39	24	63	78	33	111	94	23	117	1	1	2	220	88	308	
Europe	1	7	8	10	31	41	8	33	41	8	43	51	1	2	3	28	116	144	
Eastern Mediterranean	7	10	17	25	42	67	53	47	100	29	31	60	1	0	1	115	130	245	
Western Pacific	3	15	18	15	40	55	26	60	86	30	50	80	0	0	0	74	165	239	
<b>Total</b>	26	59	85	155	267	422	344	478	822	358	465	823	6	9	15	889	1 278	2 167	
<b>Percentage by bracket</b>	30.6	69.4	100.0	36.7	63.3	100.0	41.8	58.2	100.0	43.5	56.5	100.0	40.0	60.0	100.0	41.0	59.0	100.0	
<b>Percentage of total</b>			3.9			19.5			37.9			38.0			0.7				100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2004

## 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	2	7	5	1	6	17	5	22
D2	0	0	0	0	0	0	10	2	12	19	10	29	7	0	7	33	12	45
D1/P6	0	0	0	1	0	1	29	7	36	104	25	129	13	3	16	147	35	182
P5	0	0	0	14	13	27	154	71	225	234	77	311	14	5	19	416	166	582
P4	1	0	1	35	31	66	108	76	184	122	54	176	5	4	9	271	165	436
P3	6	2	8	28	38	66	25	28	53	29	28	57	1	0	1	89	96	185
P2	2	7	9	14	24	38	14	10	24	13	12	25	0	0	0	43	53	96
P1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	9	9	18	92	106	198	344	196	540	526	208	734	45	13	58	1 016	532	1 548
<b>Percentage by bracket</b>	50.0	50.0	100.0	46.5	53.5	100.0	63.7	36.3	100.0	71.7	28.3	100.0	77.6	22.4	100.0	77.6	34.4	100.0
<b>Percentage of total</b>			1.2			12.8			34.9			47.4			3.7			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	3	1	4	4	0	4	0	0	0	7	1	8
B	1	1	2	11	6	17	30	17	47	14	4	18	2	0	2	58	28	86
C	0	0	0	9	8	17	43	20	63	42	17	59	0	1	1	94	46	140
D	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2
<b>Total</b>	1	1	2	20	14	34	77	39	116	60	21	81	2	1	3	160	76	236
<b>Percentage by bracket</b>	50.0	50.0	100.0	58.8	41.2	100.0	66.4	33.6	100.0	74.1	25.9	100.0	66.7	33.3	100.0	67.8	32.2	100.0
<b>Percentage of total</b>			0.8			14.4			49.2			34.3			1.3			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	7	15	22	38	46	84	52	75	127	2	0	2	99	136	235
G6	3	6	9	30	41	71	51	126	177	40	136	176	0	4	4	124	313	437
G5	8	21	29	31	114	145	44	184	228	66	175	241	0	3	3	149	497	646
G4	5	25	30	27	89	116	51	106	157	48	71	119	0	2	2	131	293	424
G3	6	6	12	24	8	32	67	10	77	66	7	73	1	0	1	164	31	195
G2	3	0	3	27	0	27	66	3	69	48	1	49	3	0	3	147	4	151
G1	1	1	2	9	0	9	27	3	30	38	0	38	0	0	0	75	4	79
<b>Total</b>	26	59	85	155	267	422	344	478	822	358	465	823	6	9	15	889	1 278	2 167
<b>Percentage by bracket</b>	30.6	59.4	100.0	36.7	63.3	100.0	41.8	58.2	100.0	43.5	56.5	100.0	40.0	60.0	100.0	41.0	59.0	100.0
<b>Percentage of total</b>			3.9			19.5			37.9			38.0			0.7			100.0

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2004

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	387	0	228	615	137	0	70	207	109	0	115	224	84	0	100	184	31	0	71	102	13	0	44	57	7	0	61	68	768	0	689	1 457
Africa	125	122	101	348	45	49	69	163	36	10	86	132	18	0	76	94	12	0	74	86	8	0	34	42	3	0	13	16	247	181	453	881
The Americas	64	1	41	106	33	0	18	51	10	0	12	22	6	1	8	15	0	0	6	6	0	0	3	3	1	0	1	2	114	2	89	205
South-East Asia	51	18	64	133	29	3	53	85	16	0	84	100	6	4	36	46	4	3	44	51	0	1	11	12	1	0	16	17	107	29	308	444
Europe	47	24	69	140	16	0	19	35	15	0	19	34	9	0	9	18	5	0	14	19	0	0	9	9	0	0	5	5	92	24	144	260
Eastern Mediterranean	51	0	117	168	29	0	22	51	13	0	38	51	8	0	36	44	4	0	15	19	0	0	12	12	1	0	3	6	106	0	245	351
Western Pacific	65	0	76	141	25	0	45	70	13	0	33	46	5	0	39	44	4	0	28	32	2	0	14	16	0	0	4	4	114	0	239	353
<b>Total</b>	<b>790</b>	<b>165</b>	<b>696</b>	<b>1 651</b>	<b>314</b>	<b>52</b>	<b>296</b>	<b>662</b>	<b>212</b>	<b>10</b>	<b>387</b>	<b>609</b>	<b>136</b>	<b>5</b>	<b>304</b>	<b>445</b>	<b>60</b>	<b>3</b>	<b>252</b>	<b>315</b>	<b>23</b>	<b>1</b>	<b>127</b>	<b>151</b>	<b>13</b>	<b>0</b>	<b>105</b>	<b>118</b>	<b>1 548</b>	<b>236</b>	<b>2 167</b>	<b>1 951</b>
<b>Percentage by bracket</b>	<b>47.8</b>	<b>10.0</b>	<b>42.2</b>	<b>100</b>	<b>47.4</b>	<b>7.9</b>	<b>44.7</b>	<b>100</b>	<b>34.8</b>	<b>1.6</b>	<b>63.5</b>	<b>100</b>	<b>30.6</b>	<b>1.1</b>	<b>68.3</b>	<b>100</b>	<b>19.0</b>	<b>10</b>	<b>80.0</b>	<b>100</b>	<b>15.2</b>	<b>0.7</b>	<b>84.1</b>	<b>100</b>	<b>11.0</b>	<b>0.0</b>	<b>89.0</b>	<b>100</b>	<b>39.2</b>	<b>6.0</b>	<b>54.8</b>	<b>100</b>
<b>Percentage of total</b>				<b>41.8</b>				<b>16.8</b>				<b>15.4</b>				<b>11.3</b>				<b>8.0</b>				<b>3.8</b>				<b>3.0</b>				<b>100.0</b>

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



**TABLE10. APPOINTMENTS DURING YEAR 2004 (UP TO 30 SEPTEMBER 2004)**

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	768	40	50.0	21	61.9	11	45.5	72	52.8
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	689	5	80.0	23	82.6	1	100.0	29	82.8
Africa	P	247	9	33.3	11	18.2	1	0.0	21	23.8
	NPO	181	8	37.5	4	50	0	0.0	12	41.7
	GS	453	4	25.0	10	50.0	0	0.0	14	42.9
The Americas	P	114	1	0.0	4	0.0	9	22.2	14	14.3
	NPO	2	0	0.0	0	0.0	0	0.0	0	0.0
	GS	89	0	0.0	1	100.0	1	0.0	2	50.0
South-East Asia	P	107	5	40.0	2	50.0	1	0.0	8	37.5
	NPO	29	7	14.3	0	0.0	0	0.0	7	14.3
	GS	308	0	0.0	6	33.3	0	0.0	6	33.3
Europe	P	92	9	55.6	9	44.4	0	0.0	18	50.0
	NPO	24	0	0.0	0	0.0	0	0.0	0	0.0
	GS	144	5	80.0	14	71.4	0	0.0	19	73.7
Eastern Mediterranean	P	106	0	0.0	3	33.3	0	0.0	3	33.3
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	245	6	33.3	20	25.5	0	0.0	26	26.9
Western Pacific	P	114	10	20.0	3	0.0	0	0.0	13	15.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	239	2	100.0	10	70.0	0	0.0	12	75.0
<b>Total</b>	P	1 548	74	43.2	53	39.6	22	31.8	149	40.2
	NPO	236	15	26.7	4	50.0	0	0.0	19	31.6
	GS	2 167	22	59.1	84	58.3	2	50.0	108	58.3
	All	3 951	111	44.1	141	51.0	24	33.3	276	46.7

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

TABLE 11. 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	768	24	3.1	83	10.8	153	19.9	322	41.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	689	15	2.2	51	7.4	105	15.2	267	38.8
Africa	P	247	10	4.0	39	12.1	49	19.8	123	49.8
	NPO	181	1	0.6	3	1.7	16	8.8	56	30.9
	GS	453	15	3.3	35	7.7	67	14.8	176	38.9
The Americas	P	114	5	4.4	12	10.5	37	23.7	55	48.2
	NPO	2	0	0.0	0	0.0	0	0.0	0	0.0
	GS	89	4	4.5	8	9.0	15	16.9	38	42.7
South-East Asia	P	107	6	5.6	20	18.7	31	29.0	58	54.2
	NPO	29	0	0.0	1	3.4	3	10.3	10	34.5
	GS	308	5	1.6	22	7.1	45	14.6	106	34.4
Europe	P	92	4	4.3	7	7.6	12	13.0	39	42.4
	NPO	24	0	0.0	0	0.0	0	0.0	1	4.2
	GS	144	4	2.8	11	7.6	21	14.6	45	31.3
Eastern Mediterranean	P	106	2	1.9	11	10.4	18	17.0	47	44.3
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	245	3	1.2	11	4.5	21	8.6	54	22.0
Western Pacific	P	114	3	2.6	8	7.0	19	16.7	45	39.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	239	2	0.8	11	4.6	27	11.3	70	29.3
<b>Total</b>	P	1 548	54	3.5	171	11.0	309	20.0	689	44.5
	NPO	236	1	0.4	4	1.7	19	8.1	67	28.4
	GS	2 167	48	2.2	149	6.9	301	13.9	756	34.9
	All	3 951	103	2.6	324	8.2	629	15.9	1 512	38.3

\* Cumulative figures.

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

**TABLE 12. DISTRIBUTION OF OCCUPIED PROFESSIONAL AND HIGHER CATEGORY POSTS  
ACROSS MAIN OCCUPATIONAL GROUPS<sup>1</sup>**

<b>1 Professional, managerial and technical work</b>			Posts	%				Posts	%
1.A	Administrative specialists	399	28.9	1.A	Administrative specialists				
1.B	Architects, engineers	23	1.7	1.A	Administrative (general)	20	5.0		
1.C	Archivists, curators, information specialists and librarians	16	1.2	1.A.1	Financial management specialists	60	15.0		
1.D	Artists	1	0.1	1.A.2	Management and programme analysts	21	5.3		
1.E	Economists	21	1.5	1.A.3	Building service administrators	11	2.8		
1.F	Education specialists	17	1.2	1.A.4	Meetings services administrators	4	1.0		
1.G	Jurists	11	0.8	1.A.5	Computer information systems specialists	67	16.8		
1.H	Life scientists	68	4.9	1.A.6	Personnel management	40	10.0		
				1.A.7	Printing services	2	0.5		
				1.A.8	Public information	27	6.8		
				1.A.9	Purchasing and contracting	9	2.3		
				1.A.10	Representation and protocol	26	6.5		
				1.A.11	Technical cooperation	42	10.5		
				1.A.12	Administrative officers	59	14.8		
				1.A.21	Auditors	9	2.3		
				1.A.22	Hospital administrators	1	0.3		
				1.A.23	Records and documents	1	0.3		
1.I	Dental, nutrition, medical, nursing and veterinary specialists	649	47.9	1.I	Dental, nutrition, medical, nursing and veterinary specialists				
1.J	Physical scientists	6	0.4	1.I	Medical specialists (general)	2	0.3		
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	Dietitians, nutritionists	11	1.7		
1.M	Statisticians and mathematicians	18	1.3	1.I.3	Medical specialists	598	92.1		
1.N	Transportation specialists	1	0.1	1.I.3	Medical specialists	56	9.4		
1.O	Writers, translators, interpreters	59	4.9	1.I.3.A	Food services administrators	0	0.0		
1.P	Professionals, managerial and technical specialists for whom no job family exists	6	0.2	1.I.3.B	Epidemiologists	100	16.7		
1.R	Environmental specialists	15	1.0	1.I.3.D	General practitioners	4	0.7		
1.S	Relief specialists	14	0.7	1.I.3.E	Haematologists	8	1.3		
1.T	Electronic communications specialists	2	0.1	1.I.3.F	Neurologists	1	0.2		
				1.I.3.G	Family health	37	6.2		
				1.I.3.H	Ophthalmologists	4	0.7		
				1.I.3.I	Immunologists	10	1.7		
				1.I.3.K	Noncommunicable diseases	16	2.7		
				1.I.3.L	Geriatricians	1	0.2		
				1.I.3.M	Mental health	11	1.8		
				1.I.3.N	Public health	194	32.4		
				1.I.3.O	Radiologists	1	0.2		
				1.I.3.Q	Traditional medicine	3	0.5		
				1.I.3.S	Communicable diseases	145	24.2		
				1.I.3.T	Occupational health	7	1.2		

<sup>1</sup> 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.