



WORLD HEALTH ORGANIZATION

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Human resources: annual report

Report by the Secretariat

1. The information below represents a **preview** of the Organization's staffing profile as at **30 September 2005**. It includes details on the following: the overall staffing situation by main location and grade; the distribution of staff by sex, geographical representation, age profile and length of service; and the turnover of staff and distribution of the workforce across the main occupational groups. The seventh human resources annual report containing complete data as at 31 December 2005 will be submitted to the Fifty-ninth World Health Assembly.

STAFFING PROFILE

Appointment categories

2. At 30 September 2005, WHO had a total of 4268 staff members on either fixed-term appointments of one to five years or career-service/service appointments (both referred to hereafter as "long-term appointments").¹ Of these, 1681 (39.4%) were in the professional category, 2320 (54.4%) were in the general services category and 267 (6.3%) concerned national professional officers (see Table 1). The number of staff members holding long-term appointments has increased by 317 (8.0%) compared with the number at 30 September 2004, as reported in the annual report for 2004.²

3. In addition to staff holding long-term appointments, there were 4087 temporary staff (1674 short-term staff and 2413 term-limited staff) as at 30 September 2005 (Table 2).

Gender distribution

4. The percentage of women in the professional category has increased since the last annual report, rising to 35.6% from 34.4%.

¹ This figure excludes staff from PAHO and IARC.

² See document EB115/25 Add.1.

5. The distribution of staff with long-term appointments by organizational location, grade and sex is shown in Table 3. It can be seen that, of the 1681 professional staff members on long-term appointments, 1082 (64.4%) are men and 599 (35.6%) are women. This report shows that women outnumbered men at the P.2 grade while gender parity was achieved at P.3 grade. The representation of women at grades P.4 and above has improved: the proportion of women at grade P.4 is 39.6%, at P.5 30.7%, and at P.6/D.1 21.0%; the proportion of women at D.2 level has remained stable at 24.4%.

Geographical representation

6. As of September 2005, 109 countries were within their desirable range of representation (including six that were reaching the top of their range), 42 (including two Associate Members) were unrepresented, 9 were underrepresented and 34 were overrepresented (Table 4). Table 5 gives details of the status of representation of countries by region:

- two countries that were unrepresented (Republic of Moldova and Turkmenistan) are now within their desirable range of representation;
- three countries that were previously within their range of representation (Kuwait, Saint Kitts and Nevis and Seychelles) are now unrepresented;
- four countries that were underrepresented (Argentina, Portugal, Spain and Ukraine) are now within their range of representation;
- two countries that were overrepresented (Gambia and New Zealand) are now within their range of representation;
- 12 countries that were within their range of representation (Ethiopia, Ghana, India, Lebanon, Mauritius, Nigeria, Russian Federation, Rwanda, Sweden, Switzerland, Uganda and Zambia) are now overrepresented.

7. Table 6 provides information on the distribution of staff by location of assignment and region of nationality.

Age, length of service and turnover of staff

8. More than half the staff in the professional category (52%) are aged 50 years or older. In the general service category, staff aged 50 or over continue to represent the largest age group (38.1%), whereas in the national professional officer category, staff in their 40s represent the largest age group (49.8%) (Tables 7 and 8).

9. The largest single group of staff (representing 43.8% of the workforce) has less than five years of service. The approximate average length of service is over seven years for professional staff and 12 years for general service staff (Table 9).

10. Table 10 provides data on staff appointments (staff who have taken up duty in the period to 30 September 2005). In the professional category, it shows that 97 (51.9%) were recruited externally, 77 (41.2%) represented conversions of existing temporary staff, and 13 (7.0%) were reassigned through interagency transfer.

11. According to current projections, almost 17% of the workforce is due to retire within the next five years and over 38% within the next 10 years (Table 11).

Occupational groups

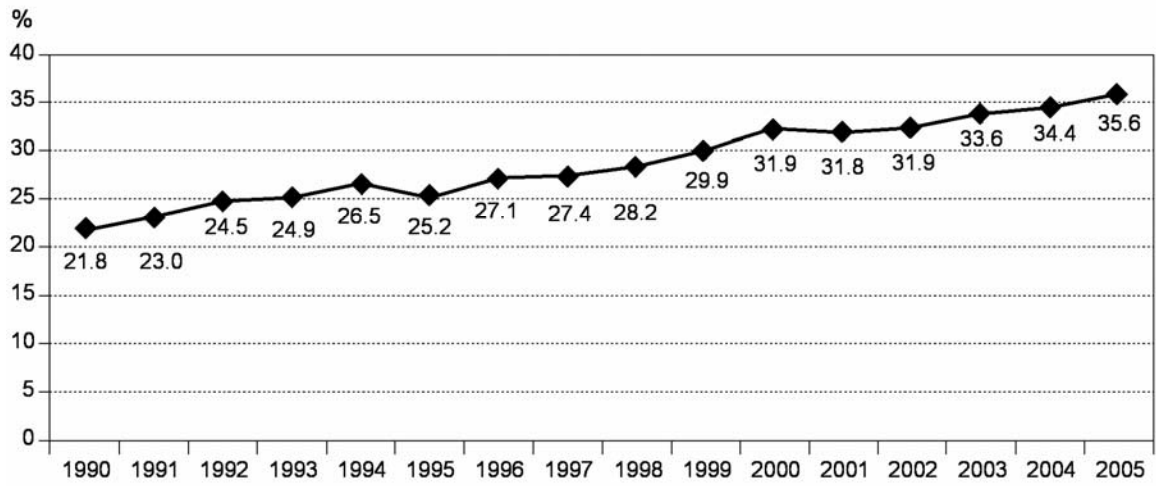
12. 47.3% of the posts held by professional staff are in the category “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 91.9% are “Medical specialists” and 2.0% are “Nursing specialists”. The second largest occupational group is that of “Administrative specialists”, which accounts for 29.5% (Table 12). In that group, there is an equal proportion (16.1%) of “Computer information systems specialists” and “Administrative officers”, while 12.7% of posts are held by “Financial management specialists”.

FIGURE AND TABLES

13. The figure and tables referred to in this report are listed below for ease of reference:

Figure	Percentage of women in the professional and higher categories 1990 – 30 September 2005
Table 1	Number of staff holding long-term appointments by grade and main location for 2001, 2003 and at 30 September 2005
Table 2	Number of staff holding long-term and temporary appointments (including consultants) as at 30 September 2005
Table 3	Distribution of staff by organizational location, grade and sex as at 30 September 2005
Table 4	Summary of countries not within range by region as at 30 September 2005
Table 5a-f	Status of representation of countries as at 30 September 2005
Table 6	Total professional staff by location of assignment and region of nationality as at 30 September 2005
Table 7	Staff by age, sex and location as at 30 September 2005
Table 8	Staff by grade and age (all locations) as at 30 September 2005
Table 9	Staff by length of service as at 30 September 2005
Table 10	Appointments during year 2005 (up to 30 September 2005)
Table 11	Staff retirement projections
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

PERCENTAGE OF WOMEN IN THE PROFESSIONAL AND HIGHER CATEGORIES 1990 – 30 SEPTEMBER 2005



WHO 05.159

TABLE 1. NUMBER OF STAFF¹ HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION FOR 2001, 2003 AND AT 30 SEPTEMBER 2005

	Staff numbers at 31 December 2001				Staff numbers at 31 December 2003				Staff numbers at 30 September 2005			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	4	6	0	10	13	6	0	19	12	6	0	18
D2	40	5	4	49	42	6	2	50	37	6	2	45
D1/P6	67	32	43	142	81	38	47	166	104	46	50	200
P5	282	172	77	531	325	178	81	584	345	204	103	652
P4	137	151	91	379	164	142	99	405	193	177	102	472
P3	67	50	23	140	92	62	23	177	87	70	29	186
P2	24	52	19	95	25	44	20	89	44	45	18	107
P1	1	1	3	5	0	0	0	0	0	1	0	1
Total professional	622	469	260	1 351	742	476	272	1 490	822	555	304	1 681
National professional officers	0	12	160	172	0	17	196	213	0	41	226	267
Total general service	644	960	481	2 085	690	960	489	2 139	690	1 060	570	2 320
Grand total	1 266	1 441	901	3 608	1 432	1 453	957	3 842	1 512	1 656	1 100	4 268

¹ 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; 2004: 14.

**TABLE 2. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
(INCLUDING CONSULTANTS) AS AT 30 SEPTEMBER 2005**

Category	Headquarters	Africa	The Americas	South-East Asia	Eastern Mediterranean	Europe	Western Pacific	Total
Long-term appointments								
Professional staff	822	280	108	123	120	111	117	1 681
National professional staff	0	186	2	32	36	10	1	267
General service staff	690	485	86	314	189	302	254	2 320
Total	1 512	951	196	469	345	423	372	4 268
Temporary appointments								
• Term-limited appointments								
Professional staff	360	163	15	16	50	46	21	671
National professional staff	0	69	0	6	2	23	0	100
General service staff	270	1 095	6	60	105	61	45	1 642
Total	630	1 327	21	82	157	130	66	2 413
• Short-term appointments								
Professional staff	214	78	66	83	89	27	25	582
Consultants	68	103	59	3	68	4	20	325
National professional staff	0	83	0	23	6	29	0	141
General service staff	95	239	22	123	52	59	36	626
Total	377	503	147	232	215	119	81	1 674
Total staff holding temporary appointments	1 007	1 830	168	314	372	249	147	4 087
Total number of staff	2 519	2 781	364	783	717	672	519	8 355

TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 30 SEPTEMBER 2005

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	13	31	44	32	55	87	102	91	193	223	122	345	77	27	104	27	10	37	8	4	12	482	340	822	58.6	41.4
Africa	0	0	0	22	14	36	29	15	44	51	22	73	74	20	94	26	5	31	1	0	1	1	0	1	204	76	280	72.9	27.1
The Americas	0	0	0	1	6	7	6	4	10	49	28	77	9	4	13	0	0	0	0	0	0	0	1	1	65	43	108	60.2	39.8
South-East Asia	0	0	0	2	2	4	6	5	11	15	10	25	46	17	63	14	3	17	1	1	2	1	0	1	85	38	123	69.1	30.9
Europe	1	0	1	3	2	5	9	8	17	20	18	38	27	18	45	10	3	13	0	0	0	1	0	1	71	49	120	59.2	40.8
Eastern Mediterranean	0	0	0	4	4	8	7	6	13	16	7	23	31	9	40	22	2	24	2	0	2	1	0	1	83	28	111	74.8	25.2
Western Pacific	0	0	0	2	1	3	3	1	4	32	11	43	42	10	52	9	2	11	3	0	3	1	0	1	92	25	117	78.6	21.4
Total	1	0	1	47	60	107	92	94	186	285	187	472	452	200	652	158	42	200	34	11	45	13	5	18	1 082	599	1 681	64.4	35.6
Percentage by grade	100	0.0	100	43.9	56.1	100	49.5	50.5	100	60.4	39.6	100	69.3	30.7	100	79.0	21.0	100	75.6	24.4	100	72.0	28.0	100	64.4	35.6	100		
Percentage of total			0.1			6.0			11.8			28.0			38.7			11.8			2.6			1.0			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	75	47	122	1	1	2	123	63	186	66.1	33.9
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	21	2	23	0	0	0	30	2	32	93.8	6.3
Europe	6	1	7	14	15	29	0	0	0	0	0	0	20	16	36	55.6	44.4
Eastern Mediterranean	0	0	0	5	5	10	0	0	0	0	0	0	5	5	10	50.0	50.0
Western Pacific	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0.0	100.0
Total	13	2	15	69	35	104	96	50	146	1	1	2	179	88	267	67.0	33.0
Percentage by grade	86.7	13.3	100	66.3	33.7	100	65.8	34.2	100	50.0	50.0	100	67.0	33.0	100		
Percentage of total			5.6			39.0			54.7			0.7			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	1	1	22	8	30	41	137	178	55	226	281	36	130	166	14	20	34	168	522	690	24.3	75.7			
Africa	40	2	42	56	0	56	65	3	68	22	27	49	27	61	88	30	61	91	43	48	91	283	202	485	58.4	41.6			
The Americas	0	0	0	0	0	0	0	1	1	5	15	20	4	23	27	4	28	32	1	5	6	14	72	86	16.3	83.7			
South-East Asia	11	1	12	52	0	52	30	8	38	35	31	66	42	29	71	22	11	33	31	11	42	223	91	314	71.0	29.0			
Europe	0	0	0	12	0	12	7	7	14	10	21	31	14	89	103	5	13	18	2	9	11	50	139	189	26.5	73.5			
Eastern Mediterranean	17	1	18	36	0	36	21	14	35	13	64	77	16	52	68	17	27	44	2	22	24	122	180	302	40.4	59.6			
Western Pacific	3	1	4	13	1	14	24	7	31	8	33	41	8	64	72	15	42	57	10	25	35	81	173	254	31.9	68.1			
Total	71	5	76	169	2	171	169	48	217	134	328	462	166	544	710	129	312	441	103	140	243	941	1 379	2 320	41.9	59.4			
Percentage by grade	93.4	6.6	100	98.8	1.2	100	77.9	22.1	100	29.0	71.0	100	23.4	76.6	100	29.3	70.7	100	42.4	57.6	100	40.6	59.4	100					
Percentage of total			3.3			7.4			9.4			19.8			30.6			19.0			10.5			100					

M – male, F – female, T – total.

TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2005

(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Comoros Lesotho Sao Tome and Principe Seychelles Swaziland		–	Burkina Faso Cameroon Congo Côte d'Ivoire Ethiopia Ghana Kenya	Mali Mauritius Nigeria Rwanda Senegal Uganda Zambia
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada Haiti	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Mexico	Canada Colombia	
South-East Asia	Democratic Republic of Timor-Leste		–	India	Myanmar
Europe	Andorra Bosnia and Herzegovina Luxembourg Monaco San Marino	Tajikistan The former Yugoslav Republic of Macedonia Uzbekistan	Germany Israel	Belgium Denmark France Ireland Netherlands	Russian Federation Sweden Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Jordan Lebanon	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 Philippines	

* Associate Member.

TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2005

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
Algeria	2-10					1				4	1	1					5	2	7
Angola	1-8							1		2					1		4	0	4
Benin	1-8					1		2		1	1	1					5	1	6
Botswana	1-8			1							1	1			1		2	2	4
Burkina Faso	1-8			1	2	2	1	1	1	3		3					10	4	14
Burundi	1-8							2		3	2						5	2	7
Cameroon	1-8				2	2		2		3	2		1				7	5	12
Cape Verde	1-7								1	1							1	1	2
Central African Republic	1-8							2		2							4	0	4
Chad	1-8					1				1		1					3	0	3
Comoros	1-7																0	0	0
Congo	1-8				7	2		1		1	1						11	1	12
Côte d'Ivoire	1-8				1	2	1	1		3			2				7	3	10
Democratic Republic of the Congo	2-12				1			2		3			1	2			8	1	9
Equatorial Guinea	1-7					1						1					2	0	2
Eritrea	1-8				1			1									2	0	2
Ethiopia	2-12				1	1		2	3	2	3	2		1			7	8	15
Gabon	1-8					1	1										1	1	2
Gambia	1-8				2	2		1		2		1					8	0	8
Ghana	1-8				1	1	1	2	3	3		2			1		10	4	14
Guinea	1-8				1	1		2		2		1	1				7	1	8
Guinea-Bissau	1-8									1	1						1	1	2
Kenya	1-10					1	2	1	3	3	2	1					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			1		2		2									3	2	5	
Malawi	1-8						1	1	5	1							6	2	8	
Mali	1-8				1		2	1	4		1			1			8	2	10	
Mauritania	1-8			1			2		2		1						6	0	6	
Mauritius	1-8			2	1	2	1	1	1		1						7	2	9	
Mozambique	1-8								2	2							2	2	4	
Namibia	1-8						1	1	1								2	1	3	
Niger	1-8					1	1		4		1						6	1	7	
Nigeria	4-14			1		2		2	5	2	3	1					13	3	16	
Rwanda	1-8				1			4	5		1						10	1	11	
Sao Tome and Principe	1-7																0	0	0	
Senegal	1-8				1	1		2	2	2	3	2		2			7	8	15	
Seychelles	1-7																0	0	0	
Sierra Leone	1-8				1			1	1	2							3	2	5	
South Africa	4-11							2	4	3		1					6	4	10	
Swaziland	1-7																0	0	0	
Togo	1-8						1		1		3						5	0	5	
Uganda	1-8					1		5	1	5	1		1				11	3	14	
United Republic of Tanzania	1-10							2	3	2			1				4	4	8	
Zambia	1-8				1			2	1	5	1	2					9	3	12	
Zimbabwe	1-8					1		2	1	2		2		1			8	1	9	
Total – African Region		0	0	22	10	26	13	57	23	93	26	30	10	3	3	2	1	233	86	319

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2005

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	3		1				1			1		4	5	9
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					2	5	6	9	2	2	1							16	11	27
Canada	19-26				3	3	7	4	9	8	3	1				1			23	16	39
Chile	2-9			1	1		1	1	1	2									3	5	8
Colombia	3-10						5	3	3	1	1								9	4	13
Costa Rica	1-8				1		1		1		1								3	1	4
Cuba	1-8					1	2	1	1										4	1	5
Dominica	1-7																		0	0	0
Dominican Republic	1-8						1	2		1	1								2	3	5
Ecuador	1-8			1			3	1											4	1	5
El Salvador	1-8						2	2											2	2	4
Grenada	1-7																		0	0	0
Guatemala	1-8						2		1										3	0	3
Guyana	1-7					1	2	1		1									2	3	5
Haiti	1-8																		0	0	0
Honduras	1-8						1			1									1	1	2
Jamaica	1-8				1			1											0	2	2
Mexico	11-17					1	5	1	1	1				1					7	3	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									1	1	2	
Peru	2-10						2	2	1								3	2	5	
Puerto Rico*	1-8																0	0	0	
Saint Kitts and Nevis	1-7																0	0	0	
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	2	4	
United States of America	142-193			4	12	12	34	22	51	26	10	3	4	2			111	69	180	
Uruguay	1-8						2		1	2							3	2	5	
Venezuela (Bolivarian Republic of)	2-9							1	2								2	1	3	
Total – Region of the Americas		0	0	2	8	17	20	84	56	84	47	18	5	6	2	1	1	212	139	351

* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2005

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		4	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	1	5	1	7	1	14	6	3		1	2		31	11	42	
Indonesia	7-14					1		1		1	3		1	1			4	4	8	
Maldives	1-7							1				2					3	0	3	
Myanmar	2-10					1		2	1	2	3	4					8	5	13	
Nepal	1-8							1		5							6	0	6	
Sri Lanka	1-8							1	1	1	2	1		1			4	3	7	
Thailand	4-12								2	2	2		1			1	3	5	8	
Total – South-East Asia Region		0	0	1	1	6	2	16	5	30	18	11	2	3	2	1	0	68	30	98

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2005

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													0	1	1
Andorra	1-7																		0	0	0
Armenia	1-8					1						1							1	1	2
Austria	7-14							2	2	1		2							5	2	7
Azerbaijan	1-8					1													1	0	1
Belarus	1-8									1									1	0	1
Belgium	9-15					1	1	3	4	12	2	5		2					23	7	30
Bosnia and Herzegovina	1-8																		0	0	0
Bulgaria	1-8							2	1			1							2	2	4
Croatia	1-8					1				1									2	0	2
Cyprus	1-7							1											1	0	1
Czech Republic	2-9								1	2	1								2	2	4
Denmark	6-12					2	3	2	2	4		4	1	1					13	6	19
Estonia	1-8											1							1	0	1
Finland	4-11					1			2	3	2	1							4	5	9
France	42-58					2	6	7	13	6	28	10	9	5	1		1	1	58	31	89
Georgia	1-8									1	1			1					1	2	3
Germany	63-86	1				1	5	10	6	17	11	2		1					32	22	54
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	1	2	4	2		3	3	1	1				9	9	18
Israel	3-10									1									0	1	1
Italy	34-47					1		1	5	6	16	3	11		3		1		37	10	47
Kazakhstan	1-8									2									0	2	2
Kyrgyzstan	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	
Latvia	1-8									1	1								1	1	2
Lithuania	1-8							1		1	1								2	1	3
Luxembourg	1-8																		0	0	0
Malta	1-7									1	1			1					1	2	3
Monaco	1-7																		0	0	0
Netherlands	13-20				2	1	2	5	3	16	4	4	2	1					27	13	40
Norway	5-12								2	1			2						3	2	5
Poland	4-11									4	2								4	2	6
Portugal	4-10				1		1			2									2	2	4
Republic of Moldova	1-8						1												0	1	1
Romania	1-8						1				1		1						1	2	3
Russian Federation	12-19							8		9	1	1				1			19	1	20
San Marino	1-7																		0	0	0
Serbia and Montenegro	1-8								2										0	2	2
Slovakia	1-8									1									1	0	1
Slovenia	1-8										1								0	1	1
Spain	18-26							2	2	4	6	2	2		1				8	11	19
Sweden	8-14				1		1	1	4	3	2	1	1	1		1			7	9	16
Switzerland	9-16					3	2	3	3	2	3		1						8	9	17
Tajikistan	1-8																		0	0	0
The former Yugoslav Republic of Macedonia	1-8																		0	0	0
Turkey	5-12					1				3	2	1				1			5	3	8
Turkmenistan	1-8						1												0	1	1
Ukraine	2-10				1			1											1	1	2
United Kingdom of Great Britain and Northern Ireland	37-51				3	2	5	10	9	14	15	8	1	2	3	1			37	36	73
Uzbekistan	1-10																		0	0	0
Total – European Region		1	0	1	11	21	35	74	63	151	73	59	18	13	4	5	2	325	206	531	

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2005

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	1	4	1		4								7	9	16
Iran (Islamic Republic of)	4-12									4	2	1							5	2	7
Iraq	2-9					1				1		1							3	0	3
Jordan	1-8			1				1	1	2	1	2		1					7	2	9
Kuwait	1-8																		0	0	0
Lebanon	1-8					1		2		1	3	1	1						4	5	9
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		5		1							8	0	8
Qatar	1-7																		0	0	0
Saudi Arabia	5-11											1			1				2	0	2
Somalia	1-8									3		1		1					5	0	5
Sudan	1-10			1		1		2		4		4							12	0	12
Syrian Arab Republic	1-8							1		2		2							4	1	5
Tunisia	1-8					1	1			3		5							9	1	10
United Arab Emirates	2-8																		0	0	0
Yemen	1-8							1				2							3	0	3
Total – Eastern Mediterranean Region		0	0	3	3	7	4	12	4	30	11	24	2	2	0	1	0		79	24	103

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2005

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	2	2	4	5	6	1	3			16	9	25			
Brunei Darussalam	1-7														0	0	0			
Cambodia	1-8					1									1	0	1			
China	40-55			1	1	4	2	6	3	2				1	1	14	7	21		
Cook Islands	1-7														0	0	0			
Fiji	1-7							1							1	0	1			
Japan	121-166			1	1	3	5	3	18	5			1	1	26	12	38			
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	1	1	1			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					2		4	1			2			6	3	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	5	5	1	3	1	2	1	1	1	12	12	24			
Republic of Korea	15-21					2	2	4						1	7	2	9			
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																			
		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	2	9	12	19	16	42	17	10	3	7	0	3	1	93	51	144	

* Associate Member.

M – male, F – female.

**TABLE 6. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2005**

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	84	10.2	183	22.3	38	4.6	396	48.2	27	3.3	94	11.4	822	100.0
Africa	235	83.9	19	6.8	2	0.7	20	7.1	3	1.1	1	0.4	280	100.0
The Americas	2	1.9	94	87.0	1	0.9	11	10.2	0	0.0	0	0.0	108	100.0
South-East Asia	3	2.4	22	17.9	51	41.5	39	31.7	1	0.8	7	5.7	123	100.0
Europe	0	0.0	13	10.8	2	1.7	100	83.3	1	0.8	4	3.3	120	100.0
Eastern Mediterranean	3	2.7	16	14.4	2	1.8	13	11.7	75	67.6	2	1.8	111	100.0
Western Pacific	3	2.6	23	19.7	6	5.1	37	31.6	0	0.0	48	41.0	117	100.0
Total	330	19.6	370	22.0	102	6.1	616	36.6	107	6.4	156	9.3	1 681	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	84	25.5	183	49.5	38	37.4	396	64.3	27	25.3	94	60.2	822	48.9
Africa	235	71.2	19	5.1	2	1.9	20	3.3	3	2.8	1	0.6	280	16.7
The Americas	2	0.6	94	25.4	1	1.0	11	1.8	0	0.0	0	0.0	108	6.4
South-East Asia	3	0.9	22	6.0	51	50.0	39	6.3	1	0.9	7	4.5	123	7.3
Europe	0	0.0	13	3.5	2	1.9	100	16.2	1	0.9	4	2.6	120	7.1
Eastern Mediterranean	3	0.9	16	4.3	2	1.9	13	2.1	75	70.1	2	1.3	111	6.6
Western Pacific	3	0.9	23	6.2	6	5.9	37	6.0	0	0.0	48	30.8	117	7.0
Total	330	100.0	370	100.0	102	100.0	616	100.0	107	100.0	156	100.0	1 681	100.0

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2005

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	3	11	14	54	68	122	165	127	292	233	126	359	27	8	35	482	340	822
Africa	0	0	0	12	9	21	66	33	99	119	33	152	7	1	8	204	76	280
The Americas	0	0	0	2	2	4	17	19	36	45	20	65	1	2	3	65	43	108
South-East Asia	0	1	1	6	9	15	23	8	31	48	19	67	8	1	9	85	38	123
Europe	0	1	1	12	6	18	22	25	47	36	16	52	1	1	2	71	49	120
Eastern Mediterranean	0	0	0	7	3	10	22	16	38	46	9	55	8	0	8	83	28	111
Western Pacific	0	0	0	10	6	16	32	9	41	47	9	56	3	1	4	92	25	117
Total	3	13	16	103	103	206	347	237	584	574	232	806	55	14	69	1 082	599	1 681
Percentage by bracket	18.8	81.2	100.0	50.0	50.0	100.0	59.4	40.6	100.0	71.2	28.8	100.0	79.7	20.3	100.0	64.4	35.6	100.0
Percentage of total			1.0			12.3			34.7			47.9			4.1			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	11	4	15	56	34	90	54	23	77	2	1	3	123	63	186
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	2	0	2	15	2	17	12	0	12	1	0	1	30	2	32
Europe	1	0	1	7	6	13	10	9	19	2	1	3	0	0	0	20	16	36
Eastern Mediterranean	0	0	0	2	1	3	2	2	4	1	2	3	0	0	0	5	5	10
Western Pacific	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
Total	1	1	2	22	11	33	84	49	133	69	26	95	3	1	4	179	88	267
Percentage by bracket	50.0	50.0	100.0	66.7	33.3	100.0	63.2	36.8	100.0	72.6	27.4	100.0	75.0	25.0	100.0	67.0	33.0	100.0
Percentage of total			0.7			12.4			49.8			35.6			1.5			100.0

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	2	15	17	40	101	141	57	176	233	68	222	290	1	8	9	168	522	690	
Africa	1	6	7	28	38	66	110	88	198	143	70	213	1	0	1	283	202	485	
The Americas	1	1	2	6	10	16	3	27	30	4	34	38	0	0	0	14	72	86	
South-East Asia	8	9	17	45	27	72	73	29	102	95	26	121	2	0	2	223	91	314	
Europe	2	10	12	23	38	61	11	43	54	13	48	61	1	0	1	50	139	189	
Eastern Mediterranean	6	27	33	33	65	98	51	55	106	31	33	64	1	0	1	122	180	302	
Western Pacific	3	10	13	20	50	70	27	60	87	31	53	84	0	0	0	81	173	254	
Total	23	78	101	195	329	524	332	478	810	385	486	871	6	8	14	941	1 379	2 320	
Percentage by bracket	22.8	77.2	100.0	37.2	62.8	100.0	41.0	59.0	100.0	44.2	55.8	100.0	42.9	57.1	100.0	40.6	59.4	100.0	
Percentage of total			4.4			22.6			34.9			37.5			0.6				100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2005

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	3	2	5	5	2	7	5	1	6	13	5	18
D2	0	0	0	0	0	0	8	2	10	20	9	29	6	0	6	34	11	45
D1/P6	0	0	0	2	0	2	31	14	45	111	26	137	14	2	16	158	42	200
P5	0	0	0	14	10	24	156	87	243	262	96	358	20	7	27	452	200	652
P4	2	0	2	36	41	77	109	82	191	131	61	192	7	3	10	285	187	472
P3	0	3	3	33	26	59	26	37	63	31	27	58	2	1	3	92	94	186
P2	1	10	11	17	26	43	14	13	27	14	11	25	1	0	1	47	60	107
P1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Total	3	13	16	103	103	206	347	237	584	574	232	806	55	14	69	1 082	599	1 681
Percentage by bracket	18.8	81.2	100.0	50.0	50.0	100.0	59.4	40.6	100.0	71.2	28.8	100.0	79.7	20.3	100.0	64.4	35.6	100.0
Percentage of total	1.0			12.3			34.7			47.9			4.1			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	4	0	4	3	2	5	6	0	6	0	0	0	13	2	15
B	1	1	2	9	7	16	39	18	57	18	9	27	2	0	2	69	35	104
C	0	0	0	9	4	13	41	28	69	45	17	62	1	1	2	96	50	146
D	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2
Total	1	1	2	22	11	33	84	49	133	69	26	95	3	1	4	179	88	267
Percentage by bracket	50.0	50.0	100.0	66.7	33.3	100.0	63.2	36.8	100.0	72.6	27.4	100.0	75.0	25.0	100.0	67.0	33.0	100.0
Percentage of total	0.7			12.4			49.8			35.6			1.5			100.0		

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	8	12	20	41	46	87	54	82	136	0	0	0	103	140	243	
G6	5	5	10	33	53	86	46	128	174	45	125	170	0	1	1	129	312	441	
G5	5	24	29	46	136	182	45	184	229	69	196	265	1	4	5	166	544	710	
G4	5	34	39	29	118	147	45	100	145	54	73	127	1	3	4	134	328	462	
G3	3	15	18	33	9	42	65	15	80	67	9	76	1	0	1	169	48	217	
G2	4	0	4	37	0	37	63	1	64	62	1	63	3	0	3	169	2	171	
G1	1	0	1	9	1	10	27	4	31	34	0	34	0	0	0	71	5	76	
Total	23	78	101	195	329	524	332	478	810	385	486	871	6	8	14	941	1 379	2 320	
Percentage by bracket	22.8	77.2	100.0	37.2	62.8	100.0	41.0	59.0	100.0	44.2	55.8	100.0	42.9	57.1	100.0	40.6	59.4	100.0	
Percentage of total			4.4			22.6			34.9			37.5			0.6				100.0

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2005

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	411	0	241	652	166	0	84	250	104	0	79	183	84	0	115	199	38	0	81	119	10	0	33	43	9	0	57	66	822	0	690	1 512
Africa	141	92	144	377	69	83	69	221	24	4	76	104	24	7	77	108	12	0	62	74	6	0	39	45	4	0	18	22	280	186	485	951
The Americas	60	1	34	95	29	0	23	52	9	0	10	19	9	0	9	18	0	1	6	7	0	0	3	3	1	0	1	2	108	2	86	196
South-East Asia	63	21	74	158	27	3	46	76	19	0	84	103	7	1	36	44	6	6	47	59	0	1	11	12	1	0	16	17	123	32	314	469
Europe	74	36	116	226	18	0	18	36	12	0	15	27	10	0	12	22	5	0	13	18	1	0	8	9	0	0	7	7	120	36	189	345
Eastern Mediterranean	46	8	165	219	37	0	31	68	16	0	38	54	7	0	34	41	4	0	18	22	0	2	11	13	1	0	5	6	111	10	302	423
Western Pacific	61	1	81	143	28	0	52	80	16	0	33	49	5	0	33	38	5	0	36	41	1	0	15	16	1	0	4	5	117	1	254	372
Total	856	159	855	1 870	374	86	323	783	200	4	335	539	146	8	316	470	70	7	263	340	18	3	120	141	17	0	108	125	1 681	267	2 320	4 268
Percentage by bracket	45.8	8.5	45.7	100	47.8	11.0	41.2	100	37.1	0.7	62.2	100	31.1	1.7	67.2	100	20.6	2.1	77.3	100	12.8	2.1	85.1	100	13.6	0.0	86.4	100	39.4	6.2	54.4	100
Percentage of total	43.8				18.4				12.6				11.0				8.0				3.3				2.9				100.0			

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

TABLE 10. APPOINTMENTS DURING YEAR 2005 (UP TO 30 SEPTEMBER 2005)

Location	Category	Total staff at 30 September 2005	New appointments			Conversion of temporary contracts			Interagency transfers			Total number of appointments	
			No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of women
Headquarters	P	822	48	53.9	45.8	33	37.1	51.5	8	9.0	0.0	89	43.8
	NPO	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	690	4	10.3	75.0	32	77.1	87.5	3	7.7	0.0	39	79.5
Africa	P	280	16	44.4	37.5	19	52.8	26.3	1	2.8	0.0	36	30.5
	NPO	186	5	83.3	20.0	1	16.7	0.0	0	0.0	0.0	6	16.7
	GS	485	1	2.6	100.0	38	81.2	42.1	0	0.0	0.0	39	43.6
The Americas	P	108	3	33.3	33.3	3	33.3	66.7	3	33.3	0.0	9	33.3
	NPO	2	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	86	1	100.0	100.0	0	0.0	0.0	0	0.0	30.8	1	100.0
South-East Asia	P	123	9	64.3	44.4	4	28.6	50.0	1	7.1	0.0	14	42.8
	NPO	32	2	50.0	50.0	2	50.0	0.0	0	0.0	100.0	4	25.0
	GS	314	1	6.7	0.0	14	93.3	28.6	0	0.0	0.0	15	26.7
Europe	P	120	8	34.8	12.5	15	65.2	73.3	0	0.0	0.0	23	52.2
	NPO	36	0	0.0	0.0	4	100.0	0.0	0	0.0	0.0	4	0.0
	GS	189	4	12.9	25.0	27	87.1	74.1	0	0.0	0.0	31	67.8
Eastern Mediterranean	P	111	4	66.7	50.0	2	33.3	50.0	0	0.0	0.0	6	50.0
	NPO	10	4	0.0	75.0	0	0.0	0.0	0	0.0	0.0	4	0.0
	GS	302	5	8.8	80.0	52	91.2	88.5	0	0.0	0.0	57	87.8
Western Pacific	P	117	9	90.0	33.3	1	10.0	0.0	0	0.0	0.0	10	30.0
	NPO	1	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	254	2	10.5	50.0	16	84.2	56.3	1	5.3	100.0	19	57.9
Total	P	1 681	97	51.9	40.2	77	41.2	49.4	13	7.0	31.8	187	43.4
	NPO	267	11	61.1	45.5	7	38.9	0.0	0	0.0	0.0	18	27.8
	GS	2 320	18	9.0	61.1	179	89.1	68.7	4	2.0	50.0	201	67.6
	All	4 268	126	31.0	43.6	263	64.8	61.2	17	4.2	36.1	406	54.7

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

TABLE 11. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 31 December 2006	Staff due to retire							
			by 31 December 2006		by 31 December 2008		by 31 December 2010		by 31 December 2015	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	822	33	4.0	101	12.3	160	19.5	341	41.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	690	16	2.3	58	8.4	117	17.0	263	38.1
Africa	P	280	14	5.0	29	10.4	55	19.6	141	50.4
	NPO	186	2	1.1	11	5.9	25	13.4	64	34.4
	GS	485	11	2.3	43	8.9	72	14.8	195	40.2
The Americas	P	108	4	3.7	17	15.7	32	29.6	60	55.6
	NPO	2	0	0.0	0	0.0	0	0.0	0	0.0
	GS	86	1	1.2	8	9.3	15	17.4	35	40.7
South-East Asia	P	123	8	6.5	22	17.9	40	32.5	68	55.3
	NPO	32	0	0.0	3	9.4	4	12.5	11	34.4
	GS	314	5	1.6	32	10.2	45	14.3	116	36.9
Europe	P	120	2	1.7	5	4.2	14	11.7	42	35.0
	NPO	36	0	0.0	0	0.0	0	0.0	1	2.8
	GS	189	3	1.6	11	5.8	25	13.2	52	27.5
Eastern Mediterranean	P	111	3	2.7	12	10.8	23	20.7	53	47.7
	NPO	10	0	0.0	0	0.0	0	0.0	2	0.0
	GS	302	4	1.3	10	3.3	25	8.3	58	19.2
Western Pacific	P	117	2	1.7	11	9.4	24	20.5	51	43.6
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	254	4	1.6	17	6.7	35	13.8	81	31.9
Total	P	1 681	66	3.9	197	11.7	348	20.7	756	45.0
	NPO	267	2	0.7	14	5.2	29	10.9	78	29.2
	GS	2 320	44	1.9	179	7.7	334	14.4	800	34.5
	All	4 268	112	2.6	390	9.1	711	16.7	1 634	38.3

¹ Figures are cumulative. For example, the total number of professional staff due to retire on 31 December 2008 (197) includes those scheduled to retire on 31 December 2006 (66).

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

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

1 Professional, managerial and technical work	Posts	%			Posts	%		
1.A Administrative specialists	440	29.5	1.A	Administrative specialists		100.0		
1.B Architects, engineers	23	1.5	1.A	Administrative (general)	20	4.5		
1.C Archivists, curators, information specialists and librarians	14	0.9	1.A.01	Financial management specialists	56	12.7		
1.D Artists	1	0.1	1.A.02	Management and programme analysts	21	4.8		
1.E Economists	20	1.3	1.A.03	Building services administrators	11	2.5		
1.F Education specialists	14	0.9	1.A.04	Meetings services administrators	5	1.1		
1.G Jurists	11	0.7	1.A.05	Computer information systems specialists	71	16.1		
1.H Life scientists	82	5.5	1.A.06	Human resources management specialists	43	9.8		
			1.A.07	Printing services specialists	1	0.2		
			1.A.08	Public information specialists	34	7.7		
			1.A.09	Purchasing and contracting specialists	10	2.3		
			1.A.10	Representation and protocol specialists	33	7.5		
			1.A.11	Technical cooperation administrators	53	12.0		
			1.A.12	Administrative officers	71	16.1		
			1.A.21	Auditors	8	1.8		
			1.A.22	Hospital administrators	1	0.2		
			1.A.23	Records and documents administrators	2	0.5		
1.I Dental, nutrition, medical, nursing and veterinary specialists	706	47.3	1.I	Dental, nutrition, medical, nursing and veterinary specialists		100.0		
1.J Physical scientists	6	0.4	1.I	Medical specialists (general)	3	0.4		
1.K Sales and marketing specialists	0	0.0	1.I.01	Dentists	2	0.3		
1.L Social scientists	55	3.7	1.I.02	Dieticians and nutritionists	11	1.6		
1.M Statisticians and mathematicians	18	1.2	1.I.03	Medical specialists	649	91.9	1.I.03	Medical specialists
1.N Transportation specialists	2	0.1	1.I.04	Nursing specialists	14	2.0	1.I.03	Medical specialists
1.O Writers, translators, interpreters	61	4.1	1.I.05	Opticians and optometrists	2	0.3	1.I.03.a.	Anaesthesiologists
1.P Professional, managerial and technical specialists for which no job family exists	7	0.5	1.I.06	Pharmacists	6	0.8	1.I.03.b.	Epidemiologists
1.R Environmental specialists	16	1.1	1.I.07	Sanitarians (public health)	2	0.3	1.I.03.d.	General practitioners
1.S Relief specialists	15	1.0	1.I.08	Veterinarians	8	1.1	1.I.03.e.	Haematologists
1.T Electronic communications specialists	2	0.1	1.I.09	Rehabilitation specialists	1	0.1	1.I.03.f.	Neurologists
			1.I.10	Health laboratory specialists	8	1.1	1.I.03.g.	Family health specialists
							1.I.03.h.	Ophthalmologists
							1.I.03.i.	Immunologists
							1.I.03.k.	Noncommunicable disease specialists
							1.I.03.l.	Geriatricians
							1.I.03.m.	Mental health specialists
							1.I.03.n.	Public health specialists
							1.I.03.o.	Radiologists
							1.I.03.q	Traditional medicine specialists
							1.I.03.s	Communicable disease specialists
							1.I.03.t	Occupational health specialists

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.