

## 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 2006**. 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, nature of appointment, and retirement projections; and the distribution of the workforce across the main occupational groups. The eighth human resources annual report containing complete data as at 31 December 2006 will be submitted to the Sixtieth World Health Assembly.

#### STAFFING PROFILE

##### Appointment categories

2. At 30 September 2006, WHO had a total of 4443 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").<sup>1</sup> Of these, 1732 (39.0%) were in the professional category, 2406 (54.1%) in the general services category and 305 (6.9%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 175 (4.1%) compared with the number reported in the annual report as at 30 September 2005.<sup>2</sup>

3. In addition to staff holding long-term appointments, there were 3697 staff holding temporary appointments (including consultants); 1275 of these held short-term appointments and 2422 held term-limited appointments (see Table 2).

##### Gender distribution

4. The percentage of women in the professional and higher categories has increased since the annual report as at 30 September 2005, rising to 36.4% from 35.6% (see figure).

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 1732 staff members on long-term appointments in the professional category, 1101 (63.6%) are men and 631 (36.4%) are women. This report shows that

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<sup>1</sup> This figure excludes staff from PAHO and IARC.

<sup>2</sup> See document EB117/21 Add.1.

women outnumbered men at grades P.2 and P.3. Since the annual report as at 30 September 2005, the representation of women at grades P.4 and above has improved. The proportion of women at grade P.4 is now 40.7% and at P.5 it is 31.4%; however, at P.6/D.1 level it has declined from 21.0% to 19.3%. There has been an increase in the proportion of women at D.2 level, which has risen from 24.4% to 28.6%. The proportion of women in ungraded posts has also increased, rising from 28.0% to 28.6%.

### **Geographical representation**

6. Of the 1540 staff serving in posts counted for geographical purposes, 822 were nationals of developed countries (53.0%). The table attached at Annex to the current annual report<sup>1</sup> shows recruitments during the period 1 January to 30 September 2006. It indicates that of a total of 133 appointments, 29.0% were from developing countries.

7. As of 30 September 2006, 110 countries were within their desirable range (including seven at the top of their range of representation); 42 countries (including two Associate Members) were unrepresented, eight were underrepresented and 35 were overrepresented (see Table 4). Table 5 gives details of the status of representation of countries, by region (the date excludes staff in posts funded by the country of their nationality). The following changes have taken place since the annual report as at 30 September 2005:

- two countries that were unrepresented (Haiti and Luxembourg) are now within their desirable range of representation;
- one country that was previously within its desirable range of representation (Singapore) is now unrepresented;
- one country that was underrepresented (Mexico) is now within its desirable range of representation;
- one country that was within its desirable range (United States of America) is now underrepresented;
- four countries that were overrepresented (Jordan, Mali, Mauritius, and Russian Federation) are now within their desirable range of representation;
- five countries that were within their desirable range of representation (Italy, Malawi, Sri Lanka, Thailand and Zimbabwe) are now overrepresented.

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

### **Age, gender, region, grade, length of service and turnover of staff**

9. Over half the staff in the professional category (52.9%) are aged 50 or more. In the general service category, staff aged 50 or more continue to represent the largest age group (38.2%), whereas in

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<sup>1</sup> See document EB120/24.

the national professional officer category, staff in their forties represent the largest age group (44.9%) (see Tables 7 and 8).

10. 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 more than seven years for professional staff and 11 years for general service staff (see Table 9).

11. Table 10 provides data on staff appointments (involving staff who have taken up duty in the period to 30 September 2006). In the case of the professional category, it shows that 61 staff (43.6%) were recruited externally, 64 appointments (45.7%) represented conversions of existing temporary contracts, and 15 staff (10.7%) were reassigned through interagency transfer. In the professional category, 41.0% of new appointments were women (against 40.2% as at 30 September 2005).

12. According to current projections, almost 17.0% of the workforce is due to retire within the next five years and just under 38.0% within the next 10 years (see Table 11).

### **Occupational groups**

13. 50.2% of the posts held by professional staff are in the category “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 91.5% are “Medical specialists” and 1.5% are “Nursing specialists”. The second largest occupational group is that of “Administrative specialists”, which accounts for 26.8% (see Table 12). In that group, 19.1% of posts are held by “Administrative officers”, 12.8% by “Technical cooperation administrators”, 12.3% by “Computer information systems specialists” and 11.6% by “Financial management specialists”.

### **ACTION BY THE EXECUTIVE BOARD**

14. The Board is invited to note the report.

### **FIGURE AND TABLES**

15. The figure and tables referred to in the preceding paragraphs are listed below for ease of reference:

Figure	Percentage of women in the professional and higher categories, 1990 – 30 September 2006
Table 1	Number of staff holding long-term appointments by grade and main location at year end 2002, 2004 and at 30 September 2006
Table 2	Number of staff holding long-term and temporary appointments (including consultants) as at 30 September 2006
Table 3	Distribution of staff by organizational location, grade and sex as at 30 September 2006
Table 4	Summary of countries not within range by region as at 30 September 2006
Table 5a-f	Status of representation of countries as at 30 September 2006

Table 6 Total staff in the professional and higher categories by location of assignment and region of nationality as at 30 September 2006

Table 7 Staff by age, sex and location as at 30 September 2006

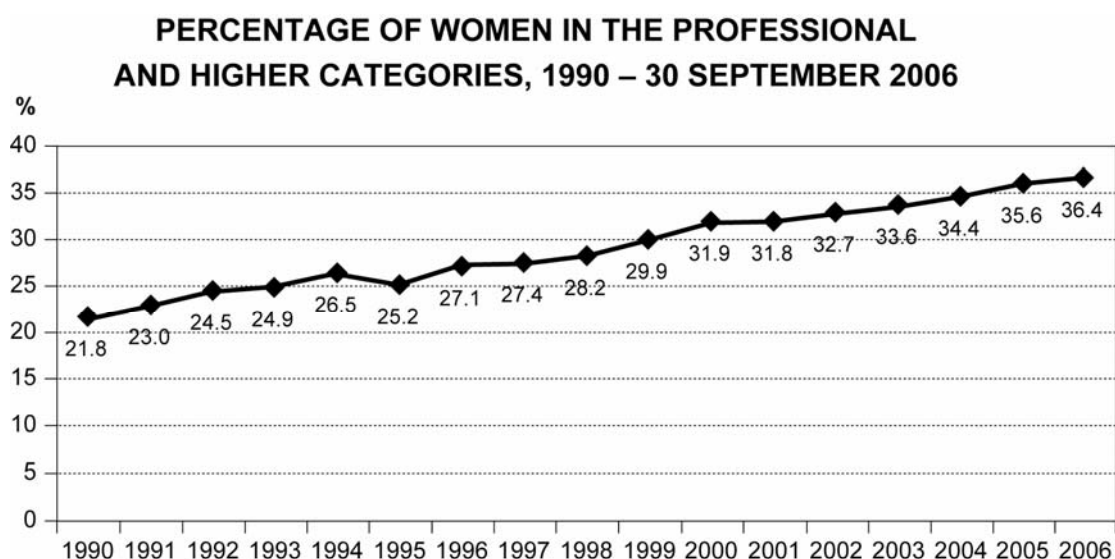
Table 8 Staff by grade and age (all locations) as at 30 September 2006

Table 9 Staff by length of service as at 30 September 2006

Table 10 Appointments during year 2006 (up to 30 September 2006)

Table 11 Staff retirement projections

Table 12 Distribution of occupied professional and higher category posts across main occupational groups



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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION  
AT YEAR END 2002, 2004 AND AT 30 SEPTEMBER 2006<sup>1</sup>**

	Staff numbers at 31 December 2002				Staff numbers at 31 December 2004				Staff numbers at 30 September 2006			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	3	6	0	9	13	6	0	19	15	6	0	21
D2	43	6	3	52	39	6	2	47	39	7	3	49
D1/P6	72	37	43	152	94	37	49	180	104	49	49	202
P5	302	178	80	560	319	193	85	597	339	208	115	662
P4	144	151	96	391	188	154	100	442	219	186	103	508
P3	72	59	21	152	90	71	26	187	96	74	25	195
P2	22	54	18	94	28	47	18	93	39	39	16	94
P1	0	0	1	1	0	0	0	0	0	1	0	1
<b>Total professional</b>	<b>658</b>	<b>491</b>	<b>262</b>	<b>1 411</b>	<b>771</b>	<b>514</b>	<b>280</b>	<b>1 565</b>	<b>851</b>	<b>570</b>	<b>311</b>	<b>1 732</b>
National professional officers	0	14	162	176	0	27	218	245	0	64	241	305
<b>Total general service</b>	<b>644</b>	<b>987</b>	<b>468</b>	<b>2 099</b>	<b>687</b>	<b>984</b>	<b>536</b>	<b>2 207</b>	<b>676</b>	<b>1 107</b>	<b>623</b>	<b>2 406</b>
<b>Grand total</b>	<b>1 302</b>	<b>1 492</b>	<b>892</b>	<b>3 686</b>	<b>1 458</b>	<b>1 525</b>	<b>1 034</b>	<b>4 017</b>	<b>1 527</b>	<b>1 741</b>	<b>1 175</b>	<b>4 443</b>

<sup>1</sup> Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay).

**TABLE 2. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS  
(INCLUDING CONSULTANTS) AS AT 30 SEPTEMBER 2006**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
<b>Long-term appointments</b>								
Professional staff	851	289	110	123	127	111	121	1 732
National professional staff	0	194	4	34	37	21	15	305
General service staff	676	545	83	333	202	313	254	2 406
<b>Total</b>	<b>1 527</b>	<b>1 028</b>	<b>197</b>	<b>490</b>	<b>366</b>	<b>445</b>	<b>390</b>	<b>4 443</b>
<b>Temporary appointments</b>								
<b>• Term-limited appointments</b>								
Professional staff	300	180	26	17	37	70	23	653
National professional staff	0	115	0	8	36	9	0	168
General service staff	208	1 140	9	41	59	111	33	1 601
<b>Total</b>	<b>508</b>	<b>1 435</b>	<b>35</b>	<b>66</b>	<b>132</b>	<b>190</b>	<b>56</b>	<b>2 422</b>
<b>• Short-term appointments</b>								
Professional staff	132	49	37	63	46	73	44	444
Consultants	63	123	43	6	3	58	23	319
National professional staff	0	77	0	13	13	5	0	108
General service staff	71	125	13	65	53	38	39	404
<b>Total</b>	<b>266</b>	<b>374</b>	<b>93</b>	<b>147</b>	<b>115</b>	<b>174</b>	<b>106</b>	<b>1 275</b>
<b>Total staff holding temporary appointments</b>	<b>774</b>	<b>1 809</b>	<b>128</b>	<b>213</b>	<b>247</b>	<b>364</b>	<b>162</b>	<b>3 697</b>
<b>Total number of staff</b>	<b>2 301</b>	<b>2 837</b>	<b>325</b>	<b>703</b>	<b>613</b>	<b>809</b>	<b>552</b>	<b>8 140</b>

**TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 30 SEPTEMBER 2006**

**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	29	39	38	58	96	107	112	219	217	122	339	79	25	104	28	11	39	10	5	15	489	362	851	57.5	42.5
Africa	0	0	0	21	14	35	27	16	43	53	20	73	80	24	104	27	4	31	1	1	2	1	0	1	210	79	289	72.7	27.3
The Americas	0	0	0	1	5	6	5	5	10	55	26	81	8	3	11	1	0	1	0	0	0	0	1	1	70	40	110	63.6	36.4
South-East Asia	0	0	0	0	2	2	5	2	7	17	12	29	40	21	61	17	4	21	1	1	2	1	0	1	81	42	123	65.9	34.1
Europe	1	0	1	2	3	5	7	11	18	24	19	43	32	16	48	8	2	10	0	1	1	1	0	1	75	52	127	59.1	40.9
Eastern Mediterranean	0	0	0	2	3	5	9	8	17	14	6	20	32	11	43	21	2	23	2	0	2	1	0	1	81	30	111	73.0	27.0
Western Pacific	0	0	0	1	1	2	4	0	4	31	12	43	45	11	56	10	2	12	3	0	3	1	0	1	95	26	121	78.5	21.5
<b>Total</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>37</b>	<b>57</b>	<b>94</b>	<b>95</b>	<b>100</b>	<b>195</b>	<b>301</b>	<b>207</b>	<b>508</b>	<b>454</b>	<b>208</b>	<b>662</b>	<b>163</b>	<b>39</b>	<b>202</b>	<b>35</b>	<b>14</b>	<b>49</b>	<b>15</b>	<b>6</b>	<b>21</b>	<b>1 101</b>	<b>631</b>	<b>1 732</b>	<b>63.6</b>	<b>36.4</b>
<b>Percentage by grade</b>	<b>100</b>	<b>0.0</b>	<b>100</b>	<b>39.4</b>	<b>60.6</b>	<b>100</b>	<b>48.7</b>	<b>51.3</b>	<b>100</b>	<b>59.3</b>	<b>40.7</b>	<b>100</b>	<b>68.6</b>	<b>31.4</b>	<b>100</b>	<b>80.7</b>	<b>19.3</b>	<b>100</b>	<b>71.4</b>	<b>28.6</b>	<b>100</b>	<b>71.4</b>	<b>28.6</b>	<b>100</b>	<b>63.6</b>	<b>36.4</b>	<b>100</b>		
<b>Percentage of total</b>			<b>0.1</b>			<b>5.4</b>			<b>11.3</b>			<b>29.3</b>			<b>38.2</b>			<b>11.7</b>			<b>2.8</b>			<b>1.2</b>			<b>100</b>		

**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	1	0	1	46	15	61	82	48	130	1	1	2	130	64	194	67.0	33.0
The Americas	1	1	2	0	0	0	0	2	2	0	0	0	1	3	4	25.0	75.0
South-East Asia	4	0	4	2	1	3	25	2	27	0	0	0	31	3	34	91.2	8.8
Europe	7	3	10	11	15	26	1	0	1	0	0	0	19	18	37	51.4	48.6
Eastern Mediterranean	0	0	0	10	10	20	1	0	1	0	0	0	11	10	21	52.4	47.6
Western Pacific	1	4	5	3	4	7	1	1	2	1	0	1	6	9	15	40.0	60.0
<b>Total</b>	<b>14</b>	<b>8</b>	<b>22</b>	<b>72</b>	<b>45</b>	<b>117</b>	<b>110</b>	<b>53</b>	<b>163</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>198</b>	<b>107</b>	<b>305</b>	<b>64.9</b>	<b>35.1</b>
<b>Percentage by grade</b>	<b>63.6</b>	<b>36.4</b>	<b>100</b>	<b>61.5</b>	<b>38.5</b>	<b>100</b>	<b>67.5</b>	<b>32.5</b>	<b>100</b>	<b>66.7</b>	<b>33.3</b>	<b>100</b>	<b>64.9</b>	<b>35.1</b>	<b>100</b>		
<b>Percentage of total</b>			<b>7.2</b>			<b>38.4</b>			<b>53.4</b>			<b>1.0</b>			<b>100</b>		

**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	20	8	28	37	141	178	53	222	275	36	132	168	8	18	26	154	522	676	22.8	77.2
Africa	47	3	50	68	1	69	71	7	78	28	35	63	25	67	92	32	64	96	51	46	97	322	223	545	59.1	40.9
The Americas	0	0	0	0	0	0	0	1	1	5	15	20	3	24	27	4	25	29	1	5	6	13	70	83	15.7	84.3
South-East Asia	10	1	11	55	0	55	32	10	42	32	38	70	46	31	77	23	11	34	34	10	44	232	101	333	69.7	30.3
Europe	0	0	0	12	0	12	6	6	12	10	23	33	12	102	114	5	16	21	2	8	10	47	155	202	23.3	76.7
Eastern Mediterranean	19	1	20	37	0	37	25	3	28	12	74	86	18	56	74	14	26	40	4	24	28	129	184	313	41.2	58.8
Western Pacific	2	1	3	14	1	15	23	7	30	7	36	43	7	72	79	15	45	60	7	17	24	75	179	254	29.5	70.5
<b>Total</b>	<b>78</b>	<b>6</b>	<b>84</b>	<b>186</b>	<b>3</b>	<b>189</b>	<b>177</b>	<b>42</b>	<b>219</b>	<b>131</b>	<b>362</b>	<b>493</b>	<b>164</b>	<b>574</b>	<b>738</b>	<b>129</b>	<b>319</b>	<b>448</b>	<b>107</b>	<b>128</b>	<b>235</b>	<b>972</b>	<b>1 434</b>	<b>2 406</b>	<b>40.4</b>	<b>59.6</b>
<b>Percentage by grade</b>	<b>92.9</b>	<b>7.1</b>	<b>100</b>	<b>98.4</b>	<b>1.6</b>	<b>100</b>	<b>80.8</b>	<b>19.2</b>	<b>100</b>	<b>26.6</b>	<b>73.4</b>	<b>100</b>	<b>22.2</b>	<b>77.8</b>	<b>100</b>	<b>28.8</b>	<b>71.2</b>	<b>100</b>	<b>45.5</b>	<b>54.5</b>	<b>100</b>	<b>40.4</b>	<b>59.6</b>	<b>100</b>		
<b>Percentage of total</b>			<b>3.5</b>			<b>7.9</b>			<b>9.1</b>			<b>20.4</b>			<b>30.7</b>			<b>18.6</b>			<b>9.8</b>			<b>100</b>		

M – male, F – female, T – total.

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2006**  
(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Comoros Lesotho Seychelles Swaziland		–	Burkina Faso Cameroon Congo Côte d'Ivoire Ethiopia Ghana Kenya	Malawi Nigeria Rwanda Senegal Uganda Zambia Zimbabwe
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada Puerto Rico*	Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	United States of America	Canada Colombia	
South-East Asia	Timor-Leste		–	India Myanmar	Sri Lanka Thailand
Europe	Andorra Bosnia and Herzegovina Monaco Montenegro San Marino	Tajikistan The former Yugoslav Republic of Macedonia Uzbekistan	Germany Israel	Belgium Denmark France Ireland Italy	Netherlands Sweden Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Lebanon	Sudan Tunisia
Western Pacific	Brunei Darussalam 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 Singapore Viet Nam	Australia Philippines	

\* Associate Member.



**TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2006**

**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							2	1	3		2					7	1	8	
Angola	1-8							1		1		1			1		4	0	4	
Benin	1-8					1		2		1	2	2					6	2	8	
Botswana	1-8				1						1	1				1	2	2	4	
Burkina Faso	1-8				1	1	1	2	1	1	4		3				10	4	14	
Burundi	1-8							1		3	2	1					5	2	7	
Cameroon	1-8				1	2	2	1		4	2						8	4	12	
Cape Verde	1-7								1	1							1	1	2	
Central African Republic	1-8							2		1							3	0	3	
Chad	1-8				1	1				1							2	1	3	
Comoros	1-7																0	0	0	
Congo	1-8				6		3			1	1						10	1	11	
Côte d'Ivoire	1-8				1		2	1		4	1		2				7	4	11	
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			2									3	0	3	
Ethiopia	2-12					1		2	4	2	3	2		1			7	8	15	
Gabon	1-8					1		1			1						1	2	3	
Gambia	1-8				1		2		1		2		1				7	0	7	
Ghana	1-8				1		1	2	2	3	3	1	2			1	10	6	16	
Guinea	1-8				1			2		2		1	1				6	1	7	
Guinea-Bissau	1-8									1	1						1	1	2	
Kenya	1-10					1	2	2	3	3	2	2	2				9	8	17	
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							2	1	5	1						7	2	9	
Mali	1-8							2		4		1		1			7	1	8	
Mauritania	1-8			1				2		3		1					7	0	7	
Mauritius	1-8			1	1	1	1	1		1		1					5	2	7	
Mozambique	1-8									2	1						2	1	3	
Namibia	1-8							1	1	1							2	1	3	
Niger	1-8					1		1		4		1					6	1	7	
Nigeria	4-14			1		1		4		5	2	3	1				14	3	17	
Rwanda	1-8				1			3		6		1					10	1	11	
Sao Tome and Principe	1-7			1													1	0	1	
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	1	3	
South Africa	4-11							2	1	5	2		1				7	4	11	
Swaziland	1-7																0	0	0	
Togo	1-8					1		1		2		2					6	0	6	
Uganda	1-8					1		4	1	6	1		1				11	3	14	
United Republic of Tanzania	1-10					1		2	3	2			1				4	5	9	
Zambia	1-8				1			2	2	5	1	2					9	4	13	
Zimbabwe	1-8			1		1		1		3	1	2		1			9	1	10	
<b>Total – African Region</b>		0	0	21	11	23	15	59	23	98	28	33	9	3	3	2	1	239	90	329

M – male, F – female.

**TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2006**

**Region of the Americas**

Country	Range	Staff by grade and sex												All professional staff						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Antigua and Barbuda	1-7																0	0	0	
Argentina	9-16						3	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			2									2	1	3	
Brazil	21-29					1	4	7	8	1	3	1					15	10	25	
Canada	19-26				3	4	6	4	9	7	3	1	1		1		23	16	39	
Chile	2-9			1		2	1	2	1	2							3	6	9	
Colombia	3-10						6	3	1	1	1						8	4	12	
Costa Rica	1-8				1			2		1							3	1	4	
Cuba	1-8					1	3	1	1								5	1	6	
Dominica	1-7																0	0	0	
Dominican Republic	1-8						1	2		1	1						2	3	5	
Ecuador	1-8			1			2	1									3	1	4	
El Salvador	1-8						2	2									2	2	4	
Grenada	1-7																0	0	0	
Guatemala	1-8						1		2								3	0	3	
Guyana	1-7					1	2			1							2	2	4	
Haiti	1-8						1										1	0	1	
Honduras	1-8						1			1							1	1	2	
Jamaica	1-8						1	1									1	1	2	
Mexico	11-17					1	4	1	1	1	1		2				8	3	11	
Nicaragua	1-8						2	2									2	2	4	

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							2	1								2	1	3	
Peru	2-10							2	1			1					3	1	4	
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	10	7	22	21	32	23	12	2	3	3	2		81	60	141	
Uruguay	1-8						2		1	2							3	2	5	
Venezuela (Bolivarian Republic of)	2-9							2	2								2	2	4	
<b>Total – Region of the Americas</b>		0	0	2	6	14	16	75	56	62	42	22	4	7	3	3	1	185	128	313

\* Associate Member.

M – male, F – female.

**TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2006**

**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		3	1	1	1					6	2	8
Bhutan	1-8							1				1						2	0	2
Democratic People's Republic of Korea	1-8									1								1	0	1
India	27-38			1	2	7	2	7	4	13	6	3			2			31	16	47
Indonesia	7-14					1	1	1		1	4			2	1			4	7	11
Maldives	1-7							1				1						2	0	2
Myanmar	2-10					1		1	1	2	3	3		1				7	5	12
Nepal	1-8									5		1						6	0	6
Sri Lanka	1-8				1			1	1	2	2	1		1				5	4	9
Thailand	4-12							1	2	3	4	1	1			1		6	7	13
Timor-Leste	1-7																	0	0	0
<b>Total – South-East Asia Region</b>		0	0	1	3	8	4	15	8	30	20	12	4	3	2	1	0	70	41	111

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2006

## 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		5	3	5	3	6		2					18	7	25
Bosnia and Herzegovina	1-8																		0	0	0
Bulgaria	1-8							2	2			1							2	3	5
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	2	2	1	3		4	1						11	4	15
Estonia	1-8											1							1	0	1
Finland	4-11					2			3	1	2								1	7	8
France	42-58				2	7	6	14	7	23	10	9	4	1		1	1		55	30	85
Georgia	1-8									1	1			1					1	2	3
Germany	63-86	1				1	5	12	7	17	10	2				1			33	23	56
Greece	4-11								1	3									3	1	4
Hungary	1-8							1											1	0	1
Iceland	1-7											1							1	0	1
Ireland	3-9				1	1	4	4	2		2	2	1	2					9	10	19
Israel	3-10								1										0	1	1
Italy	34-47					2		7	4	19	4	8		5					41	8	49
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									1									1	0	1
Malta	1-7									1	1		1						1	2	3
Monaco	1-7																		0	0	0
Montenegro	1-7																		0	0	0
Netherlands	13-20			1		1	2	8	4	14	4	4	2	1					28	13	41
Norway	5-12								3	1	1	2							3	4	7
Poland	4-11							1		4	2								5	2	7
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						1	3	4
Russian Federation	12-19							7	1	8	1	2							17	2	19
San Marino	1-7																		0	0	0
Serbia	1-7								2										0	2	2
Slovakia	1-8					1				1									1	1	2
Slovenia	1-8										1								0	1	1
Spain	18-26					1		1	4	4	5	1	2		1				7	12	19
Sweden	8-14			2		2		1	4	4	3			1		1			7	11	18
Switzerland	9-16			1		4	3	4	4	4	3		1						13	11	24
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	3
United Kingdom of Great Britain and Northern Ireland	37-51			3		1	7	10	9	14	13	10		2	3	2			39	35	74
Uzbekistan	1-10																		0	0	0
<b>Total – European Region</b>		1	0	1	11	24	41	84	69	140	73	56	13	14	5	4	3	324	215	539	

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2006

## 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	2	2	2	4	1	1	4								8	9	17
Iran (Islamic Republic of)	4-12									4	2								4	2	6
Iraq	2-9							1		1					1				3	0	3
Jordan	1-8					1		1	1	1	1	2							5	2	7
Kuwait	1-8																		0	0	0
Lebanon	1-8					1		2		1	4	1	1						4	6	10
Libyan Arab Jamahiriya	1-8											1							1	0	1
Morocco	1-10									2		3							5	0	5
Oman	1-8																		0	0	0
Pakistan	5-14							2		6		2							10	0	10
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					2		1	1	5		4							12	1	13
Syrian Arab Republic	1-8								1	3		1							4	1	5
Tunisia	1-8					1	1		1	3		5							9	2	11
United Arab Emirates	2-8																		0	0	0
Yemen	1-8							1				2							3	0	3
<b>Total – Eastern Mediterranean Region</b>			0	0	1	2	8	4	12	6	32	12	24	2	1	0	2	0	80	26	106

M – male, F – female.



**TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2006**

**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	2			2	3	4	5	4	1	1		1		14	10	24
Brunei Darussalam	1-7																	0	0	0
Cambodia	1-8							1		1								2	0	2
China	40-55			1	1	1		2	3	8	3	2				1	1	14	9	23
Cook Islands	1-7																	0	0	0
Fiji	1-7									1								1	0	1
Japan	121-166			2	1	4		5	5	11	6	1		1	1	1		20	18	38
Kiribati	1-7																	0	0	0
Lao People's Democratic Republic	1-8				1													1	0	1
Malaysia	3-9					1		2	2	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							1		3	3			2				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	5	5	3	3		1	1	1	1				13	11	24
Republic of Korea	15-21							3		2		1						6	0	6
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
<b>Total – Western Pacific Region</b>		0	0	3	5	10	11	19	18	34	19	10	3	5	1	3	1		84	58	142

\* Associate Member.

M – male, F – female.

**TABLE 6. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2006**

**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	82	9.6	185	21.7	43	5.9	408	47.9	33	3.9	100	11.8	851	100.0
Africa	249	86.2	17	5.9	2	0.7	18	6.2	2	0.7	1	0.3	289	100.0
The Americas	2	1.8	94	85.5	0	0.0	14	12.7	0	0.0	0	0.0	110	100.0
South-East Asia	3	2.4	17	13.8	60	48.8	34	27.6	1	0.8	8	6.5	123	100.0
Europe	0	0.0	12	9.4	2	1.6	109	85.8	0	0.0	4	3.2	127	100.0
Eastern Mediterranean	4	3.6	13	11.7	2	1.8	13	11.7	75	67.6	4	3.6	111	100.0
Western Pacific	3	2.5	26	21.5	6	4.9	41	33.9	0	0.0	45	37.2	121	100.0
<b>Total</b>	343	19.8	364	21.0	115	6.6	637	36.8	111	6.4	162	9.4	1 732	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	82	23.9	185	50.8	43	37.5	408	64.1	33	29.7	100	61.7	851	49.1
Africa	249	72.5	17	4.7	2	1.7	18	2.8	2	1.8	1	0.6	289	16.7
The Americas	2	0.6	94	25.8	0	0.0	14	2.2	0	0.0	0	0.0	110	6.4
South-East Asia	3	0.9	17	4.7	60	52.2	34	5.3	1	0.9	8	4.9	123	7.3
Europe	0	0.0	12	3.3	2	1.7	109	17.1	0	0.0	4	2.5	127	6.0
Eastern Mediterranean	4	1.2	13	3.6	2	1.7	13	2.1	75	67.6	4	2.5	111	6.9
Western Pacific	3	0.9	26	7.1	6	5.2	41	6.4	0	0.0	45	27.8	121	7.2
<b>Total</b>	343	100.0	364	100.0	115	100.0	637	100.0	111	100.0	162	100.0	1 732	100.0

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2006

## 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	0	9	9	60	81	141	163	138	301	243	128	371	23	6	29	489	362	851
Africa	0	1	1	11	7	18	64	37	101	129	31	160	6	3	9	210	79	289
The Americas	0	0	0	3	2	5	17	18	35	47	15	62	3	5	8	70	40	110
South-East Asia	0	0	0	3	6	9	21	12	33	51	21	72	6	3	9	81	42	123
Europe	0	1	1	10	8	18	25	24	49	39	19	58	1	0	1	75	52	127
Eastern Mediterranean	0	0	0	5	1	6	19	18	37	53	11	64	4	0	4	81	30	111
Western Pacific	0	0	0	8	4	12	31	10	41	52	11	63	4	1	5	95	26	121
<b>Total</b>	0	11	11	100	109	209	340	257	597	614	236	850	47	18	65	1 101	631	1 732
<b>Percentage by bracket</b>	0.0	100.0	100.0	47.8	52.2	100.0	57.0	43.0	100.0	72.2	27.8	100.0	72.3	27.7	100.0	63.6	36.4	100.0
<b>Percentage of total</b>	0.6			12.1			34.5			49.1			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	9	4	13	55	32	87	63	25	88	3	2	5	130	64	194
The Americas	0	0	0	0	0	0	1	3	4	0	0	0	0	0	0	1	3	4
South-East Asia	0	0	0	2	1	3	14	2	16	13	0	13	2	0	2	31	3	34
Europe	0	0	0	10	7	17	7	8	15	2	3	5	0	0	0	19	18	37
Eastern Mediterranean	0	0	0	2	1	3	4	6	10	5	3	8	0	0	0	11	10	21
Western Pacific	0	0	0	0	2	2	3	2	5	3	5	8	0	0	0	6	9	15
<b>Total</b>	0	1	1	23	15	38	84	53	137	86	36	122	5	2	7	198	107	305
<b>Percentage by bracket</b>	0.0	100.0	100.0	60.5	39.5	100.0	61.3	38.7	100.0	70.5	29.5	100.0	71.4	28.6	100.0	64.9	35.1	100.0
<b>Percentage of total</b>	0.3			12.5			44.9			40.0			2.3			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	18	20	34	105	139	54	167	221	58	222	280	6	10	16	154	522	676
Africa	2	6	8	45	45	90	117	91	208	151	78	229	7	3	10	322	223	545
The Americas	1	1	2	4	10	14	5	25	30	2	33	35	1	1	2	13	70	83
South-East Asia	10	10	20	56	34	90	68	28	96	93	29	122	5	0	5	232	101	333
Europe	2	8	10	19	47	66	13	51	64	13	49	62	0	0	0	47	155	202
Eastern Mediterranean	4	21	25	35	69	104	51	57	108	39	37	76	0	0	0	129	184	313
Western Pacific	4	12	16	16	51	67	28	61	89	25	55	80	2	0	2	75	179	254
<b>Total</b>	25	76	101	209	361	570	336	480	816	381	503	884	21	14	35	972	1 434	2 406
<b>Percentage by bracket</b>	24.8	75.2	100.0	36.7	63.3	100.0	41.2	58.8	100.0	43.1	56.9	100.0	60.0	40.0	100.0	40.4	59.6	100.0
<b>Percentage of total</b>			4.2			23.7			33.9			36.7			1.5			100.0

M – male, F – female, T – total.

**TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2006****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	7	2	9	4	2	6	15	6	21
D2	0	0	0	0	0	0	7	3	10	26	11	37	2	0	2	35	14	49
D1/P6	0	0	0	1	0	1	31	11	42	118	27	145	13	1	14	163	39	202
P5	0	0	0	14	8	22	135	96	231	288	97	385	17	7	24	454	208	662
P4	0	0	0	48	41	89	116	96	212	129	62	191	8	8	16	301	207	508
P3	0	4	4	25	35	60	34	33	67	33	28	61	3	0	3	95	100	195
P2	0	7	7	11	25	36	13	16	29	13	9	22	0	0	0	37	57	94
P1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1
<b>Total</b>	0	11	11	100	109	209	340	257	597	614	236	850	47	18	65	1 101	631	1 732
<b>Percentage by bracket</b>	0.0	100.0	100.0	47.8	52.2	100.0	57.0	43.0	100.0	72.2	27.8	100.0	72.3	27.7	100.0	63.6	36.4	100.0
<b>Percentage of total</b>			0.6			12.1			34.5			49.1			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	5	1	6	3	3	6	6	4	10	0	0	0	14	8	22
B	0	1	1	9	10	19	35	20	55	27	14	41	1	0	1	72	45	117
C	0	0	0	9	4	13	44	29	73	53	18	71	4	2	6	110	53	163
D	0	0	0	0	0	0	2	1	3	0	0	0	0	0	0	2	1	3
<b>Total</b>	0	1	1	23	15	38	84	53	137	86	36	122	5	2	7	198	107	305
<b>Percentage by bracket</b>	0.0	100.0	100.0	60.5	39.5	100.0	61.3	38.7	100.0	70.5	29.5	100.0	71.4	28.6	100.0	64.9	35.1	100.0
<b>Percentage of total</b>			0.3			12.5			44.9			40.0			2.3			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	2	0	2	14	9	23	39	41	80	50	78	128	2	0	2	107	128	235
G6	3	3	6	35	58	93	45	125	170	43	130	173	3	3	6	129	319	448
G5	7	21	28	44	154	198	42	185	227	69	205	274	2	9	11	164	574	738
G4	5	46	51	26	129	155	47	107	154	48	78	126	5	2	7	131	362	493
G3	3	6	9	27	10	37	75	17	92	70	9	79	2	0	2	177	42	219
G2	3	0	3	50	0	50	61	1	62	67	2	69	5	0	5	186	3	189
G1	2	0	2	13	1	14	27	4	31	34	1	35	2	0	2	78	6	84
<b>Total</b>	25	76	101	209	361	570	336	480	816	381	503	884	21	14	35	972	1 434	2 406
<b>Percentage by bracket</b>	24.8	75.2	100.0	36.7	63.3	100.0	41.2	58.8	100.0	43.1	56.9	100.0	60.0	40.0	100.0	40.4	59.6	100.0
<b>Percentage of total</b>			4.2			23.7			33.9			36.7			1.5			100.0

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2006

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	426	0	240	666	181	0	109	290	94	0	46	140	88	0	125	213	41	0	82	123	12	0	25	37	9	0	49	58	851	0	676	1 527
Africa	127	76	203	406	92	110	61	263	21	0	79	100	28	8	77	113	12	0	63	75	6	0	39	45	3	0	23	26	289	194	545	1 028
The Americas	58	3	27	88	31	0	25	56	12	0	11	23	7	0	6	13	1	1	9	11	0	0	3	3	1	0	2	3	110	4	83	197
South-East Asia	62	19	96	177	29	8	47	84	20	0	70	90	6	1	46	53	6	5	47	58	0	1	11	12	0	0	16	16	123	34	333	490
Europe	83	37	126	246	17	0	23	40	7	0	16	23	13	0	12	25	5	0	12	17	2	0	7	9	0	0	6	6	127	37	202	366
Eastern Mediterranean	44	14	161	219	39	3	45	87	13	1	34	48	9	0	33	42	5	1	22	28	0	2	14	16	1	0	4	5	111	21	313	445
Western Pacific	51	5	86	142	39	0	56	95	15	2	32	49	9	1	32	42	6	5	27	38	0	2	19	21	1	0	2	3	121	15	254	390
<b>Total</b>	851	154	939	1 944	428	121	366	915	182	3	288	473	160	10	331	501	76	12	262	350	20	5	118	143	15	0	102	117	1 732	305	2 406	4 443
<b>Percentage by bracket</b>	43.8	7.9	48.3	100.0	46.8	13.2	40.0	100.0	38.5	0.6	60.9	100.0	31.9	2.0	66.1	100.0	21.7	3.4	74.9	100.0	14.0	3.5	82.5	100.0	12.8	0.0	87.2	100.0	39.0	6.9	54.1	100.0
<b>Percentage of total</b>				43.8				20.6				10.6				11.3				7.9				3.2				2.6				100.0

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



**TABLE 10. APPOINTMENTS DURING YEAR 2006 (UP TO 30 SEPTEMBER 2006)**

Location	Category	Total staff at 30 September 2006	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	851	30	43.5	42.9	32	46.4	52.9	7	10.1	28.6	69	46.1
	NPO	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	676	2	4.7	100.0	39	77.1	92.3	2	4.7	100.0	43	93.0
Africa	P	289	1	6.7	0.0	13	86.7	7.7	1	6.7	100.0	15	13.3
	NPO	194	4	33.3	0.0	8	66.7	25.0	0	0.0	0.0	12	16.7
	GS	545	2	2.9	100.0	67	81.2	28.4	0	0.0	0.0	69	30.5
The Americas	P	110	0	0.0	0.0	1	14.3	0.0	6	85.7	0.0	7	0.0
	NPO	4	0	0.0	0.0	1	100.0	100.0	0	0.0	0.0	1	0.0
	GS	83	0	0.0	0.0	0	0.0	0.0	1	100.0	100.0	1	100.0
South-East Asia	P	123	10	66.7	40.0	5	33.3	20.0	0	0.0	0.0	15	33.3
	NPO	34	1	50.0	0.0	1	50.0	100.0	0	0.0	0.0	2	50.0
	GS	333	2	10.5	0.0	17	89.5	35.3	0	0.0	0.0	19	31.6
Europe	P	127	5	45.5	40.0	5	45.5	80.0	1	9.1	0.0	11	54.5
	NPO	37	1	50.0	0.0	1	50.0	100.0	0	0.0	0.0	2	0.0
	GS	202	2	15.4	100.0	11	84.6	90.9	0	0.0	0.0	13	92.3
Eastern Mediterranean	P	111	0	0.0	0.0	6	100.0	33.3	0	0.0	0.0	6	33.3
	NPO	21	2	66.7	0.0	1	33.3	0.0	0	0.0	0.0	3	0.0
	GS	313	1	5.9	100.0	16	94.1	37.5	0	0.0	0.0	17	41.2
Western Pacific	P	121	10	100.0	40.0	0	0.0	0.0	0	0.0	0.0	10	40.0
	NPO	15	3	0.0	0.0	0	0.0	0.0	0	0.0	0.0	3	0.0
	GS	254	5	29.4	60.0	12	70.6	75.0	0	0.0	0.0	17	70.6
<b>Total</b>	P	1 732	56	42.1	41.0	62	46.6	40.6	15	11.3	20.0	133	38.4
	NPO	305	11	47.8	0.0	12	52.2	41.7	0	0.0	0.0	23	21.8
	GS	2 406	14	7.8	71.4	162	90.5	53.1	3	1.7	100.0	179	55.3
	All	4 443	81	24.2	40.7	236	70.4	49.2	18	5.4	33.3	335	46.3

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

TABLE 11. STAFF RETIREMENT PROJECTIONS<sup>1</sup>

Location	Category	Total staff at 30 September 2006	Staff due to retire							
			by 30 September 2007		by 30 September 2009		by 30 September 2011		by 30 September 2016	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	851	29	3.4	96	11.3	163	19.2	333	39.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	676	17	2.5	59	8.7	110	16.3	260	38.5
Africa	P	289	8	2.8	25	8.7	52	18.0	141	48.8
	NPO	194	1	0.5	12	6.2	29	14.9	72	37.1
	GS	545	14	2.6	50	9.2	84	15.4	214	39.3
The Americas	P	110	4	3.6	18	16.4	34	30.9	57	51.8
	NPO	4	0	0.0	0	0.0	0	0.0	0	0.0
	GS	83	4	4.8	10	12.0	20	24.1	35	42.2
South-East Asia	P	123	6	4.9	17	13.8	35	28.5	72	58.5
	NPO	34	1	2.9	3	8.8	7	20.6	13	38.2
	GS	333	12	3.6	32	9.6	48	14.4	118	35.4
Europe	P	127	2	1.6	5	3.9	16	12.6	45	35.4
	NPO	37	0	0.0	0	0.0	0	0.0	3	8.1
	GS	202	2	1.0	11	5.4	23	11.4	52	25.7
Eastern Mediterranean	P	111	5	4.5	11	9.9	25	22.5	55	49.5
	NPO	21	0	0.0	0	0.0	0	0.0	2	9.5
	GS	313	4	1.3	13	4.2	26	8.3	62	19.8
Western Pacific	P	121	4	3.3	14	11.6	29	24.0	56	46.3
	NPO	15	1	6.7	2	13.3	6	40.0	8	53.3
	GS	254	5	2.0	18	7.1	35	13.8	76	29.9
Total	P	1 732	58	3.3	186	10.7	354	20.4	759	43.8
	NPO	305	3	1.0	17	5.6	42	13.8	98	32.1
	GS	2 406	58	2.4	193	8.0	346	14.4	817	34.0
	All	4 443	119	2.7	396	8.9	742	16.7	1 674	37.7

<sup>1</sup> Figures are cumulative. For example, the total number of professional staff due to retire on 30 September 2009 (186) includes those scheduled to retire on 30 September 2007 (58).

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>I</b>	<b>Professional, managerial and technical work</b>	Posts	%			Posts	%
1.A.	Administrative specialists	397	26.8	1.A.	Administrative specialists		100.0
1.B.	Architects, engineers	22	1.5	1.A.	Administrative (general)	21	5.3
1.C.	Archivists, curators, information specialists and librarians	14	0.9	1.A.01.	Financial management specialists	46	11.6
1.D.	Artists	1	0.1	1.A.02.	Management and programme analysts	25	6.3
1.E.	Economists	25	1.7	1.A.03.	Building services administrators	11	2.8
1.F.	Education specialists	13	0.9	1.A.04.	Meetings services administrators	4	1.0
1.G.	Jurists	11	0.7	1.A.05.	Computer information systems specialists	49	12.3
1.H.	Life scientists	76	5.1	1.A.06.	Human resources management specialists	37	9.3
				1.A.07.	Printing services specialists	1	0.3
				1.A.08.	Public information specialists	30	7.6
				1.A.09.	Purchasing and contracting specialists	9	2.3
				1.A.10.	Representation and protocol specialists	25	6.3
				1.A.11.	Technical cooperation administrators	51	12.8
				1.A.12.	Administrative officers	76	19.1
				1.A.21.	Auditors	8	2.0
				1.A.22.	Hospital administrators	2	0.5
				1.A.23.	Records and documents administrators	2	0.5
1.I.	Dental, nutrition, medical, nursing and veterinary specialists	744	50.2	1.I.	Dental, nutrition, medical, nursing and veterinary specialists		100.0
1.J.	Physical scientists	5	0.3	1.I.	Medical specialists (general)	5	0.7
1.K.	Sales and marketing specialists	1	0.1	1.I.01.	Dentists	2	0.3
1.L.	Social scientists	56	3.8	1.I.02.	Dieticians and nutritionists	14	1.9
1.M.	Statisticians and mathematicians	18	1.2	1.I.03.	Medical specialists	681	91.5
1.N.	Transportation specialists	2	0.1	1.I.03.	Medical specialists	71	10.4
1.O.	Writers, translators, interpreters	59	4.0	1.I.03.a.	Anaesthesiologists	1	0.1
1.P.	Professional, managerial and technical specialists for which no job family exists	7	0.5	1.I.03.b.	Epidemiologists	116	17.0
1.R.	Environmental specialists	15	1.0	1.I.03.d.	General practitioners	2	0.3
1.S.	Relief specialists	14	0.9	1.I.03.e.	Haematologists and blood transfer specialists	4	0.6
1.T.	Electronic communications specialists	1	0.1	1.I.03.f.	Neurologists	38	5.6
				1.I.03.g.	Family health specialists	3	0.4
				1.I.03.h.	Ophthalmologists	12	1.8
				1.I.03.i.	Immunologists	17	2.5
				1.I.03.k.	Noncommunicable disease specialists	1	0.1
				1.I.03.l.	Geriatricians	12	1.8
				1.I.03.m.	Mental health specialists	253	37.2
				1.I.03.n.	Public health specialists	2	0.3
				1.I.03.o.	Radiologists	4	0.6
				1.I.03.q.	Traditional medicine specialists	138	20.3
				1.I.03.s.	Communicable disease specialists	7	1.0
				1.I.03.t.	Occupational health specialists	0	0.0

<sup>1</sup> Occupied posts only; refers to the requirements of the job, not the skills of the incumbent.

Coding is according to the Common Classification of Occupational Groups, the occupational reference work of the United Nations system.

