



人力资源：年度报告

秘书处的报告

1. 下述信息陈述了本组织截至 **2008 年 9 月 30 日** 时的职员配备情况**预览**。它包括下列详情：按主要地点、级别和任用类型分列的职员配备全面情况，按职员性别、地域代表性、年龄和服务期限列示的职员分布，以及退休预测和主要职业类别的人力分布。由于在九月底时来自全球管理系统的**数据不是很稳定**，本报告所包括数据应视为暂定数据。将向第六十二届世界卫生大会提交包含截至 2008 年 12 月 31 日时职员配备情况全部数据的第十份人力资源年度报告。

职员配备情况

任用职类

2. 截至 2008 年 9 月 30 日，世卫组织一年至五年定期任用或继续任用（以下均称为“长期任用”）职员总数为 5395 名¹。其中，2065 名（38.3%）为专业类职员，428 名（7.9%）为国家专业类官员，2092 名（53.8%）为一般事务类职员（见表 1）。与截至 2007 年 12 月 31 日年度报告中报告的人数相比，长期任用的职员数目增加了 142 名（2.7%）²。

3. 除了长期任用的职员之外，还有 1666 名临时任用的职员¹（见表 2），此类职员占职员总数的 23.6%，这一数字验证了 2004 年以来看到的下降趋势。

¹ 该数字不包括泛美卫生组织和国际癌症研究机构的职员。

² 见文件 WHA61/27。

男女工作人员分布

4. 自截至 2007 年 9 月 30 日的上一年度报告以来，妇女在专业人员以上职类中的百分比略有增加，从 37.1% 增至 37.9%（见图）。

5. 表 3 显示按组织地点、级别和性别分列的长期任用职员的分布情况。可以看到，在 2065 名长期任用专业类职员中，1283 名（62.1%）为男职员，782 名（37.9%）为女职员。P.1 级的女职员人数超过男职员，正如在截至 2007 年 9 月 30 日的上一年度报告¹中所看到的 P.2 和 P.3 级情况那样。P.4 级的妇女比例现为 41.2%，P.5 级为 31.4%。在 P.6/D.1 级已从 20.3% 增至 22.1%；D.2 级现为 23.1%。不叙级职位的妇女比例从 26.1% 增至 27.3%。

地域代表性

6. 在按地域计算的职位任职的 1888 名职员中，799 名为发展中国家国民（42.3%）。在截至 2008 年 9 月 30 日的总共 216 名任用人员中，42.5% 来自发展中国家。

7. 截至 2008 年 9 月，101 个国家占额在其理想幅度之内（包括 6 个达到其幅度最高限额），41 个国家（包括 2 个准会员）为无额国，8 个国家为缺额国，45 个国家为超额国（见表 4）。表 5 列出了按区域分列的各国占额状况的详情（数据不包括由其国籍国资助职位的职员）。自截至 2007 年 9 月 30 日年度报告以来，发生了下列变化：

- 原来无额的 5 个国家（科摩罗、多米尼加、苏里南、马绍尔群岛和塔吉克斯坦）现已达到其占额理想幅度；
- 原来缺额的 1 个国家（美利坚合众国）现已达到其占额理想幅度；
- 原来超额的 1 个国家（缅甸）现已达到其占额理想幅度；
- 原来达到其占额理想幅度的 3 个国家（冰岛、立陶宛和斯威士兰）现为无额国；
- 原来达到其占额理想幅度的 7 个国家（阿尔及利亚、布隆迪、马里、巴基斯坦、秘鲁、俄罗斯联邦和瑞典）现为超额国。

¹ 见文件 EB122/24 Add.1 和 EB122/24 Add.1 Corr.1。

8. 表 6 提供按任职地点和国籍区域分列的专业以上类职员分布的信息。

职员的年龄、级别、服务期限和更替

9. 一半的专业类职员（50.6%）年龄在 50 岁以下。在一般事务类，40 岁年龄段的职员人数最多（33.1%），而在国家专业类官员中，50 岁以上的职员人数最多（42.1%）（见表 7 和表 8）。

10. 人数最多的一组职员（占工作人员的 49.8%）服务不足 5 年。专业类职员的大约平均服务期限超过 7 年，国家专业类官员为 5 年，而一般事务类职员为 8 年（见表 9）。

11. 表 10 提供了职员任用的数据（包括到 2008 年 9 月 30 日时任职的职员）。它显示，在专业类职位中，85 名职员（39.4%）为外部招聘，110 名职员（50.9%）由在职临时合同转换任用，21 名职员（9.7%）为通过机构间调动重新任命。在专业类职位中，所有任用中有 42.5% 是妇女。

12. 根据目前的预测，在今后 5 年内退休的工作人员为 14.9%，在今后 10 年内退休的人员为 33.7%（见表 11）。

职业类别

13. 在专业类职员担任的职位中，约一半为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中，90.3% 为“医学专业医生”，1.2% 为“护理师”（此增加结果源于任用 3 名护士）。第二大职业类别是“行政专业人员”，占 31.1%。在该类别中，16.3% 的职位由“计算机信息系统专业人员”担任，15.1% 由“行政管理专业人员”担任，11.9% 由“财务管理专业人员”担任，11.6% 由“公众信息专业人员”担任（见表 12）。

执行委员会的行动

14. 请执委会注意本报告。

图表和表格

15. 为便于参阅，前面段落中提及的图表和表格分列如下：

图 1990年-2008年9月30日妇女在专业人员以上职类中的百分比

表 1 2005年末、2007年末和2008年9月30日时按主要工作地点和级别列示的长期任用职员数目

表 2 2008年9月30日时长期和临时任用职员的数目

表 3 2008年9月30日时按组织地点、级别和性别分列的职员分布

表 4 2008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

表 5a-f 2008年9月30日时各国占额情况

表 6 2008年9月30日时按任职地点和国籍区域分列的专业人员以上职类职员总数

表 7 2008年9月30日时按年龄、性别和地点分列的职员情况

表 8 2008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

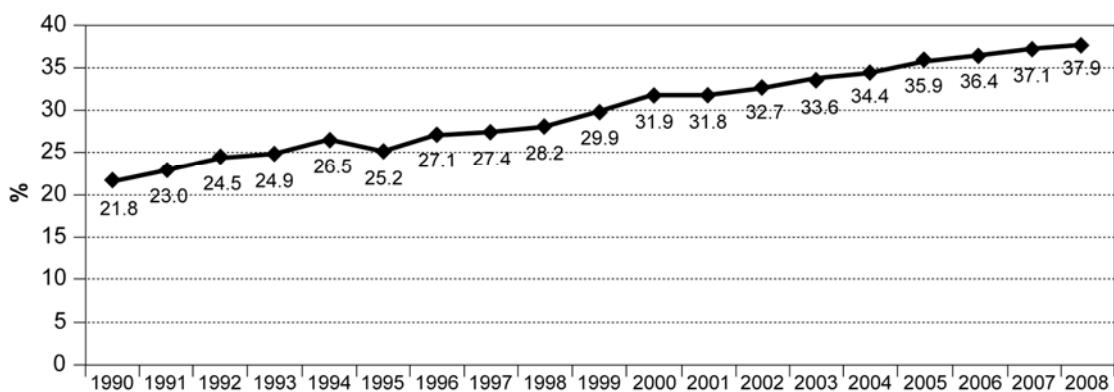
表 9 2008年9月30日时按服务期限分列的职员情况

表 10 2008年期间的任用情况（截至2008年9月30日）

表 11 职员退休预测

表 12 主要职业类别中专业人员以上职类在职员额分布

**图. 1990年 - 2008年9月30日
妇女在专业人员以上职类中的百分比**



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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION
AT YEAR END 2005, 2007 AND AT 30 SEPTEMBER 2008¹**

	Staff numbers at 31 December 2005				Staff numbers at 31 December 2007				Staff numbers at 30 September 2008			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	13	6	0	19	18	6	0	24	16	6	0	22
D2	39	6	2	47	40	7	3	50	43	6	3	52
D1/P6	94	37	49	180	109	45	52	206	115	45	48	208
P5	319	193	85	597	353	227	118	698	367	241	112	720
P4	188	154	100	442	280	219	110	609	321	215	146	682
P3	90	71	26	187	138	80	26	244	169	89	21	279
P2	28	47	18	93	25	57	16	98	27	40	25	92
P1	0	0	0	0	0	9	0	9	0	2	8	10
Total professional	771	514	280	1 565	963	650	325	1 938	1 058	644	363	2 065
National professional officers ²	0	27	218	245	0	94	289	383	23	42	363	428
Total general service	687	984	536	2 207	747	1 265	920	2 932	792	1 057	1053	2 902
Grand total	1 458	1 525	1 034	4 017	1 710	2 009	1 534	5 253	1 873	1 743	1 779	5 395

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

² National professional officers appearing under Headquarters are located in offices outside Geneva (Addis Ababa, Kobe, Kuala Lumpur, etc.)

**TABLE 2. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
AS AT 30 SEPTEMBER 2008**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	1 058	343	95	130	146	134	159	2 065
National professional staff	23	233	12	35	56	35	34	428
General service staff	790	843	73	328	218	365	285	2 902
Total	1 871	1 419	180	493	420	534	478	5 395
Temporary appointments*								
Professional staff	454	10	24	73	55	177	74	867
National professional staff	1	7	0	38	23	25	3	97
General service staff	282	28	5	151	46	104	86	702
Total	737	45	29	262	124	306	163	1 666
Total number of staff	2 608	1 464	209	755	544	840	641	7 061

* Since 1 July 2008 consultant contracts are considered as non-staff contracts.

TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 30 SEPTEMBER 2008

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	17	27	71	98	169	150	171	321	230	137	367	87	28	115	34	9	43	11	5	16	593	465	1 058	56.0	44.0
Africa	0	0	0	21	12	33	29	20	49	91	31	122	85	20	105	24	7	31	1	1	2	1	0	1	252	91	343	73.5	26.5
The Americas	0	0	0	1	6	7	7	4	11	44	18	62	7	6	13	1	0	1	0	0	0	0	1	1	60	35	95	63.2	36.8
South-East Asia	0	0	0	0	0	0	2	5	7	24	7	31	51	19	70	15	4	19	1	1	2	1	0	1	94	36	130	72.3	27.7
Europe	3	6	9	5	13	18	8	13	21	27	23	50	25	16	41	5	0	5	0	1	1	1	0	1	74	72	146	50.7	49.3
Eastern Mediterranean	0	1	1	2	4	6	8	8	16	23	11	34	38	12	50	20	5	25	1	0	1	1	0	1	93	41	134	69.4	30.6
Western Pacific	0	0	0	0	1	1	3	3	6	42	20	62	58	16	74	10	2	12	3	0	3	1	0	1	117	42	159	73.6	26.4
Total	3	7	10	39	53	92	128	151	279	401	281	682	494	226	720	162	46	208	40	12	52	16	6	22	1 283	782	2 065	62.1	37.9
Percentage by grade	30.0	70.0	100	42.4	57.6	100	45.9	54.1	100	58.8	41.2	100	68.6	31.4	100	77.9	22.1	100	76.9	23.1	100	72.7	27.3	100	62.1	37.9	100		
Percentage of total			0.5			4.5			13.5			33.0			34.9			10.1			2.5			1.1			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
Headquarters*	2	1	3	7	4	11	6	2	8	1	0	1	16	7	23	69.6	30.4
Africa	6	3	9	58	16	74	90	59	149	0	1	1	154	79	233	66.1	33.9
The Americas	2	1	3	0	1	1	1	3	4	1	3	4	4	8	12	33.3	66.7
South-East Asia	1	0	1	6	2	8	23	3	26	0	0	0	30	5	35	85.7	14.3
Europe	4	2	6	16	20	36	11	3	14	0	0	0	31	25	56	55.4	44.6
Eastern Mediterranean	0	0	0	18	15	33	2	0	2	0	0	0	20	15	35	57.1	42.9
Western Pacific	1	3	4	6	10	16	6	7	13	0	1	1	13	21	34	28.2	61.8
Total	16	10	26	111	68	179	139	77	216	2	5	7	268	160	428	62.6	37.4
Percentage by grade	61.5	38.5	100	62	38	100	64.4	35.6	100	28.6	71.4	100	62.6	37.4	100		
Percentage of total			6.4			41.8			50.5			1.6			100		

* NPOs appearing under headquarters are located in offices outside Geneva (Addis Ababa, Kobe, Kuala Lumpur, etc.)

General service staff

Location	G1			G2			G3			G4			G5			G6			G7			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters	0	0	0	1	1	2	22	7	29	36	138	174	77	282	359	58	151	209	6	11	17	200	590	790	25.3	74.7
Africa	76	23	99	167	2	169	80	13	93	30	65	95	27	106	133	48	77	125	69	60	129	497	346	843	59.0	41.0
The Americas	0	1	1	0	0	0	0	0	0	4	10	14	4	17	21	5	25	30	1	6	7	14	59	73	19.2	80.8
South-East Asia	8	1	9	56	0	56	25	10	35	27	37	64	43	39	82	26	15	41	30	11	41	215	113	328	65.5	34.5
Europe	0	0	0	18	0	18	9	8	17	10	29	39	17	97	114	9	15	24	2	4	6	65	153	218	29.8	70.2
Eastern Mediterranean	20	2	22	45	0	45	29	5	34	20	76	96	31	58	89	26	26	52	6	21	27	177	188	365	48.5	51.5
Western Pacific	3	5	8	15	0	15	23	7	30	9	54	63	6	79	85	16	41	57	6	21	27	78	207	285	27.4	72.6
Total	107	32	139	302	3	305	188	50	238	136	409	545	205	678	883	188	350	538	120	134	254	1 246	1 656	2 902	42.9	57.1
Percentage by grade	77	23	100	99	1	100	79	21	100	25	75	100	23.2	76.8	100	34.9	65.1	100	47.2	52.8	100	42.9	57.1	100		
Percentage of total			4.8			10.5			8.2			18.8			30.4			18.5			8.8			100		

M – male, F – female, T – total..

TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2008
(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Lesotho Seychelles Swaziland		–	Algeria Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana	Kenya Malawi Mali Niger Nigeria Rwanda Senegal South Africa Uganda Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize Grenada Panama	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines	Mexico	Canada Colombia Peru	
South-East Asia	–		–	India Sri Lanka	Thailand
Europe	Andorra Bosnia and Herzegovina Iceland Lithuania Luxembourg Monaco	Montenegro San Marino The former Yugoslav Republic of Macedonia Uzbekistan	Austria Israel	Belgium Denmark France Ireland Italy Netherlands Russian Federation	Sweden Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Lebanon	Pakistan Sudan
Western Pacific	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Micronesia (Federated States of) Nauru	Niue Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia New Zealand Philippines	

* Associate Member.

TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

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	2	2	4		2							9	3	12	
Angola	1-8			1		2				2				1			6	0	6	
Benin	1-8			1		7		2	1	1	1						11	2	13	
Botswana	1-8			1				1			1						2	1	3	
Burkina Faso	1-8			1	2	3	1	3		2							9	3	12	
Burundi	1-8					0	2	4	2	1	0						5	4	9	
Cameroon	1-8			1	1	4	1	2	2	3	1		1				10	6	16	
Cape Verde	1-7							1	1								1	1	2	
Central African Republic	1-8					1		1		1							3	0	3	
Chad	1-8			1	1	1		1									3	1	4	
Comoros	1-7							1									1	0	1	
Congo	1-8			7		4		1		1		1					14	0	14	
Côte d'Ivoire	1-8					3	1	1		3	2		1				7	4	11	
Democratic Republic of the Congo	2-12			2				8	1	5				2			17	1	18	
Equatorial Guinea	1-7					1						1					2	0	2	
Eritrea	1-8					1		2									3	0	3	
Ethiopia	2-12			1	2	2		4	3	5	1		2				11	9	20	
Gabon	1-8			1	1	1				1							2	2	4	
Gambia	1-8			2				2		1		0					5	0	5	
Ghana	1-8					1		3	4	4	2	2			1		10	7	17	
Guinea	1-8			1				3		3			1				7	1	8	
Guinea-Bissau	1-8									1	1						1	1	2	
Kenya	1-10					2	2	3	5	5	2	1					11	9	20	
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	2	4	
Madagascar	1-8			1	1		2	2		1							4	3	7	
Malawi	1-8					1		2	2	5							8	2	10	
Mali	1-8							7		4		1		1			12	1	13	
Mauritania	1-8			1				2		3							6	0	6	
Mauritius	1-8			1		1	2	1				1					4	2	6	
Mozambique	1-8								1	2		1	1				3	2	5	
Namibia	1-8							1	1	1							2	1	3	
Niger	1-8						1	2	1	3		2					7	2	9	
Nigeria	4-14			1		2		7	1	5	2	3		1			19	3	22	
Rwanda	1-8				1			2		8		1					11	1	12	
Sao Tome and Principe	1-7			1				1									2	0	2	
Senegal	1-8						1	3	2	5	3	2		2			10	8	18	
Seychelles	1-7																0	0	0	
Sierra Leone	1-8						1	1	2	1							2	3	5	
South Africa	4-11							1	2	7	2	1			1		8	6	14	
Swaziland	1-7																0	0	0	
Togo	1-8					2		2		2		2					8	0	8	
Uganda	1-8					2		5	3	8	1	1	1				16	5	21	
United Republic of Tanzania	1-10						1	2	2	2	2	1					4	6	10	
Zambia	1-8				2		1	2	3	6	1	1					9	7	16	
Zimbabwe	1-8			1	2	1		2	2	3	1	2					9	5	14	
Total – African Region		0	0	20	10	32	20	92	43	116	26	30	11	4	3	2	1	296	114	410

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

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			1		7	2	1	2			1		1		1	10	5	15	
Bahamas	1-7																0	0	0	
Barbados	1-7																0	0	0	
Belize	1-7																0	0	0	
Bolivia	1-8			1		2											2	1	3	
Brazil	21-29				3	6	8	6	3	3							15	14	29	
Canada	19-26		2		1	3	4	8	8	10	4	3	2	1	1	1	26	21	47	
Chile	2-9			1		1	1	1	1		1						2	3	5	
Colombia	3-10				1	1		5	3	4	1	2					12	5	17	
Costa Rica	1-8			1		2											2	1	3	
Cuba	1-8				1	4		1									6	0	6	
Dominica	1-7														1		1	0	1	
Dominican Republic	1-8					1			1	1							2	1	3	
Ecuador	1-8			1		1	1	2									3	2	5	
El Salvador	1-8					4	2										4	2	6	
Grenada	1-7																0	0	0	
Guatemala	1-8				1			3									4	0	4	
Guyana	1-7				1	1			1								1	2	3	
Haiti	1-8					1											1	0	1	
Honduras	1-8									1							0	1	1	
Jamaica	1-8					1	1										1	1	2	
Mexico	11-17				1	1	1	3	1				1				5	3	8	
Nicaragua	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	
Panama	1-8																		0	0	0
Paraguay	1-8			1				2											2	1	3
Peru	2-10					2		6	2			2							8	4	12
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							1											0	1	1
Trinidad and Tobago	1-8							3		1	1								1	4	5
United States of America	142-193			3	9	10		32	23	42	25	12	4	3	2	1			99	67	166
Uruguay	1-8							1		1	2								2	2	4
Venezuela (Bolivarian Republic of)	2-9			1				1		3	1	1							4	3	7
Total – Region of the Americas			2	2	8	17	23	87	59	74	44	25	6	6	2	2	2		213	146	359

* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

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					1		4		2		2							9	0	9
Bhutan	1-8									1	1	1							2	1	3
Democratic People's Republic of Korea	1-8											1							1	0	1
India	27-38			2	2	9	5	23	13	14	9	6	0		1		1		54	31	85
Indonesia	7-14					1		2		1	4		1	1					4	6	10
Maldives	1-7							1				1							2	0	2
Myanmar	2-10							1	2	2	3	1		1					5	5	10
Nepal	1-8									3		3							6	0	6
Sri Lanka	1-8			1	1			1	1	3	1		1	1					6	4	10
Thailand	4-12							1	2	4	5	1	1			1			7	8	15
Timor-Leste	1-7									1									1	0	1
Total – South-East Asia Region		0	0	3	3	10	6	33	18	31	23	16	3	3	1	1	1		97	55	152

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

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								0	3	3
Andorra	1-7																		0	0	0
Armenia	1-8							1						1					2	0	2
Austria	7-14					2		1		2		1							3	3	6
Azerbaijan	1-8					1		2	1										3	1	4
Belarus	1-8									1									1	0	1
Belgium	9-15					2		6	5	12	4	7		1					26	11	37
Bosnia and Herzegovina	1-8																		0	0	0
Bulgaria	1-8					1	1	2	2		1								3	4	7
Croatia	1-8					1	2		2	1									2	4	6
Cyprus	1-7									1									1	0	1
Czech Republic	2-9							1	2	2									3	2	5
Denmark	6-12					1	3	2	1	4	1	3		1					10	6	16
Estonia	1-8								1	1		1							2	1	3
Finland	4-11					1		1	1	3	3								4	6	10
France	42-58					2	4	7	16	15	9	21	12	8	4	1	2		56	45	101
Georgia	1-8									1	1	1			1				2	2	4
Germany	63-86	2				2		1	8	15	11	22	11	1	1			1	41	34	75
Greece	4-11									1	3								3	1	4
Hungary	1-8									3	1	1		1					5	1	6
Iceland	1-7																		0	0	0
Ireland	3-9					1	2		3	1	3	2	2	1		3			8	10	18
Israel	3-10											1							0	1	1
Italy	34-47					3		4	4	11	7	19	5	10	1	5			49	20	69
Kazakhstan	1-8							1			2								1	2	3
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	3	
Lithuania	1-8																0	0	0	
Luxembourg	1-8																0	0	0	
Malta	1-7						1	1	1								2	1	3	
Monaco	1-7																0	0	0	
Montenegro	1-7																0	0	0	
Netherlands	13-20				1	4	7	2	16	4	5	2	1				30	12	42	
Norway	5-12			1		1	1	2		1	1						2	5	7	
Poland	4-11						1		4	2							5	2	7	
Portugal	4-10					1		2	1								1	3	4	
Republic of Moldova	1-8							2									0	2	2	
Romania	1-8					1	2		1								1	3	4	
Russian Federation	12-19				3		2	6	1	4	3	1			1		12	9	21	
San Marino	1-7																0	0	0	
Serbia	1-8				1			1	2		1						1	4	5	
Slovakia	1-8					1											1	0	1	
Slovenia	1-8									1							0	1	1	
Spain	18-26		1	1		2	2	3	6	4	4	1	2		1		11	16	27	
Sweden	8-14			1			3	2	2	4	3			1		0	8	8	16	
Switzerland	9-16			1	2	8	4	4	5	5	3		1				18	15	33	
Tajikistan	1-8					1											0	1	1	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	5-12					1		1	2	2	3	2					6	5	11	
Turkmenistan	1-8			1			1										1	1	2	
Ukraine	2-10						1	1									1	1	2	
United Kingdom of Great Britain and Northern Ireland	37-51	2	2		2	5	7	10	13	14	15	7	3	5	3	1	44	45	89	
Uzbekistan	1-10																0	0	0	
Total – European Region		4	3	7	22	36	71	98	93	152	84	51	14	18	6	4	1	370	294	664

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

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					3		1				1						4	1	5
Bahrain	1-7											1						0	1	1
Djibouti	1-7					1				1		1						3	0	3
Egypt	3-12			1	2	1	2	2	1	1	3							5	8	13
Iran (Islamic Republic of)	4-12					1		3		5	1		1					9	2	11
Iraq	2-9									3		1			1			5	0	5
Jordan	1-8					1		2	1	1	1		1	1				5	3	8
Kuwait	1-8																	0	0	0
Lebanon	1-8					3	1	2	1		4		1					5	7	12
Libyan Arab Jamahiriya	1-8											1						1	0	1
Morocco	1-10									1		2						3	0	3
Oman	1-8																	0	0	0
Pakistan	5-14					1		5		8		1		1				16	0	16
Qatar	1-7																	0	0	0
Saudi Arabia	5-11							1	1						1			2	1	3
Somalia	1-8							1	3		1		1	1				5	1	6
Sudan	1-10					3		1	2	7		3						14	2	16
Syrian Arab Republic	1-8							1	1	3		1						5	1	6
Tunisia	1-8					1		3	2		4							7	3	10
United Arab Emirates	2-8																	0	0	0
Yemen	1-8							2				2						4	0	4
Total – Eastern Mediterranean Region		0	0	1	2	15	3	18	12	36	9	18	4	3	0	2	0	93	30	123

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2008

Western Pacific Region

Country	Range	Staff by grade and sex																						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff						
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total				
Australia	12-19		1		1		1		11	4		6	8		4	1		3		1		26	15	41
Brunei Darussalam	1-7																					0	0	0
Cambodia	1-8							1			1											2	0	2
China	40-55						2		2	6		7	2		2					1	1	12	11	23
Cook Islands	1-7																					0	0	0
Fiji	1-7										1											1	0	1
Japan	121-166					2	4		5	5		10	4		1			1		2		21	13	34
Kiribati	1-7																					0	0	0
Lao People's Democratic Republic	1-8																					0	0	0
Malaysia	3-9				1		1		2	4		3	2		1	1						7	8	15
Marshall Islands	1-7				1																	1	0	1
Micronesia (Federated States of)	1-7																					0	0	0
Mongolia	1-8								1	3		1										2	3	5
Nauru	1-7																					0	0	0
New Zealand	2-9					2			2			3	5		1			1				9	5	14
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		5	6		1		1	2		1			16	16	32
Republic of Korea	15-21								1	2		1			1							3	2	5
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		2		2									3	2	5
Total – Western Pacific Region		0	1	5	2	11	14	31	32	37	21	11	4	6	0	4	1	105	75	180	

* 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 2008

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	109	10.3	222	21.0	69	6.5	501	47.4	41	3.9	116	11.0	1 058	100.0
Africa	303	88.3	13	3.8	4	1.2	23	6.7	0	0.0	0	0.0	343	100.0
The Americas	0	0.0	84	88.4	0	0.0	10	10.5	0	0.0	1	1.1	95	100.0
South-East Asia	2	1.5	21	16.2	66	50.8	25	19.2	2	1.5	14	10.8	130	100.0
Europe	1	0.7	14	9.6	2	1.4	124	84.9	0	0.0	5	3.4	146	100.0
Eastern Mediterranean	5	3.7	15	11.2	1	0.7	18	13.4	88	65.7	7	5.2	134	100.0
Western Pacific	4	2.5	30	18.9	12	7.5	42	26.4	1	0.6	70	44.0	159	100.0
Total	424	20.5	399	19.3	154	7.5	743	36.0	132	6.4	213	10.3	2 065	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	109	25.7	222	55.6	69	44.8	501	67.4	41	31.1	116	54.5	1 058	51.2
Africa	303	71.5	13	3.3	4	2.6	23	3.1	0	0.0	0	0.0	343	16.6
The Americas	0	0.0	84	21.1	0	0.0	10	1.3	0	0.0	1	0.5	95	4.6
South-East Asia	2	0.5	21	5.3	66	42.9	25	3.4	2	1.5	14	6.6	130	6.3
Europe	1	0.2	14	3.5	2	1.3	124	16.7	0	0.0	5	2.3	146	7.1
Eastern Mediterranean	5	3.7	15	3.8	1	0.6	18	2.4	88	66.7	7	3.3	134	6.5
Western Pacific	4	0.9	30	7.5	12	7.8	42	5.7	1	0.8	70	32.9	159	7.7
Total	424	100.0	399	100.0	154	100.0	743	100.0	132	100.0	213	100.0	2 065	100.0

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2008

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	2	2	4	93	123	216	203	174	377	261	147	408	34	19	53	593	465	1 058
Africa	0	0	0	8	8	16	72	41	113	157	39	196	15	3	18	252	91	343
The Americas	0	0	0	2	1	3	17	18	35	32	14	46	9	2	11	60	35	95
South-East Asia	0	0	0	6	5	11	25	10	35	53	17	70	10	4	14	94	36	130
Europe	0	3	3	17	16	33	27	34	61	29	16	45	1	3	4	74	72	146
Eastern Mediterranean	1	0	1	5	3	8	27	20	47	48	16	64	12	2	14	93	41	134
Western Pacific	0	0	0	11	9	20	42	19	61	57	12	69	7	2	9	117	42	159
Total	3	5	8	142	165	307	413	316	729	637	261	898	88	35	123	1 283	782	2 065
Percentage by bracket	37.5	62.5	100.0	46.3	53.7	100.0	56.7	43.3	100.0	70.9	29.1	100.0	71.5	28.5	100.0	62.1	37.9	100.0
Percentage of total			0.4			14.9			35.3			43.5			6.0			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
Headquarters	4	1	5	8	4	12	3	2	5	1	0	1	0	0	0	16	7	23
Africa	0	0	0	24	6	30	50	35	85	73	29	102	7	9	16	154	79	233
The Americas	1	0	1	1	1	2	1	3	4	1	4	5	0	0	0	4	8	12
South-East Asia	1	0	1	1	1	2	8	3	11	19	1	20	2	0	2	31	5	36
Europe	0	0	0	14	10	24	8	11	18	8	4	12	0	0	0	30	25	55
Eastern Mediterranean	0	0	0	3	3	6	8	9	17	9	3	12	0	0	0	20	15	35
Western Pacific	0	0	0	2	7	9	7	8	15	4	6	10	0	0	0	13	21	34
Total	6	1	7	53	32	85	85	71	155	115	47	162	9	9	18	268	160	428
Percentage by bracket	85.7	14.3	100.0	62.4	37.6	100.0	54.8	45.8	100.0	71.0	29.0	100.0	50.0	50.0	100.0	62.6	37.4	100.0
Percentage of total			1.6			19.9			36.2			37.9			4.2			99.8

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	20	29	49	59	184	243	63	170	233	57	196	253	1	11	12	200	590	790
Africa	7	13	20	101	115	216	194	134	328	187	81	268	8	3	11	497	346	843
The Americas	0	2	2	5	5	10	5	13	18	3	37	40	1	2	3	14	59	73
South-East Asia	6	8	14	57	39	96	70	32	102	81	33	114	1	1	2	215	113	328
Europe	2	7	9	24	58	82	23	50	73	16	36	52	0	2	2	65	153	218
Eastern Mediterranean	6	23	29	64	68	132	61	62	123	43	33	76	3	2	5	177	188	365
Western Pacific	7	25	32	19	57	76	25	60	85	26	62	88	1	3	4	78	207	285
Total	48	107	155	329	526	855	441	521	962	413	478	891	15	24	39	1 246	1 656	2 902
Percentage by bracket	31.0	69.0	100.0	38.5	61.5	100.0	45.8	54.2	100.0	46.4	53.6	100.0	38.5	61.5	100.0	42.9	57.1	100.0
Percentage of total			5.3			29.5			33.1			30.7			1.3			100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2008**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	2	2	4	9	3	12	5	1	6	16	6	22
D2	0	0	0	0	0	0	7	3	10	28	9	37	6	0	6	41	12	53
D1/P6	0	0	0	3	0	3	22	16	38	109	21	130	28	9	37	162	46	208
P5	0	0	0	20	18	38	161	87	248	283	104	387	30	13	43	494	222	716
P4	0	0	0	60	63	123	169	142	311	158	73	231	10	10	20	397	288	685
P3	1	1	2	42	60	102	45	43	88	35	44	79	7	2	9	130	150	280
P2	1	1	2	14	21	35	7	23	30	15	7	22	2	0	2	39	52	91
P1	1	3	4	3	3	6	0	0	0	0	0	0	0	0	0	4	6	10
Total	3	5	8	142	165	307	413	316	729	637	261	898	88	35	123	1 283	782	2 065
Percentage by bracket	37.5	62.5	100.0	46.3	53.7	100.0	56.7	43.3	100.0	70.9	29.1	100.0	71.5	28.5	100.0	62.1	37.9	100.0
Percentage of total	0.4			14.9			35.3			43.5			6.0			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	1	0	1	7	1	8	4	2	6	4	6	10	0	1	1	16	10	26
B	3	1	4	30	21	51	38	29	67	36	16	52	4	1	5	111	68	179
C	2	0	2	16	9	25	43	36	79	73	25	98	5	7	12	139	77	216
D	0	0	0	0	1	1	0	4	4	2	0	2	0	0	0	2	5	7
Total	6	1	7	53	32	85	85	71	156	115	47	162	9	9	18	268	160	428
Percentage by bracket	85.7	14.3	100.0	62.4	37.6	100.0	54.5	45.5	100.0	71.0	29.0	100.0	50.0	50.0	100.0	62.6	37.4	100.0
Percentage of total	1.6			19.9			36.4			37.9			4.2			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	1	2	3	28	21	49	44	42	86	45	67	112	2	2	4	120	134	254			
G6	14	9	23	69	88	157	58	122	180	46	127	173	1	4	5	188	350	538			
G5	17	38	55	67	226	293	64	205	269	56	197	253	1	12	13	205	678	883			
G4	6	48	54	36	164	200	46	117	163	46	74	120	2	6	8	136	409	545			
G3	4	8	12	42	14	56	71	22	93	70	6	76	1	0	1	188	50	238			
G2	2	1	3	61	0	61	119	1	120	113	1	114	7	0	7	302	3	305			
G1	4	1	5	26	13	39	39	12	51	37	6	43	1	0	1	107	32	139			
Total	48	107	155	329	526	855	441	521	962	413	478	891	15	24	39	1 246	1 656	2 902			
Percentage by bracket	31.0	69.0	100.0	38.5	61.5	100.0	45.8	54.2	100.0	46.4	53.6	100.0	38.5	61.5	100.0	42.9	57.1	100.0			
Percentage of total				5.3			29.5			33.1			30.7			1.3			100.0		

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2008

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	516	23	388	927	280	0	151	431	98	0	53	151	88	0	67	155	51	0	65	116	22	0	47	69	3	0	19	22	1 058	23	790	1 871
Africa	151	114	523	788	112	73	78	263	32	40	71	143	27	5	50	82	10	1	50	61	7	0	49	56	4	0	21	25	343	233	842	1 418
The Americas	28	10	9	47	28	0	17	45	17	1	9	27	11	0	7	18	8	1	9	18	1	0	15	16	2	0	7	9	95	12	73	180
South-East Asia	62	20	94	176	35	7	64	106	23	3	43	69	4	0	65	69	5	2	34	41	1	3	19	23	0	0	9	9	130	35	328	493
Europe	93	20	139	252	25	36	37	98	13	0	13	26	9	0	9	18	3	0	6	9	3	0	12	15	0	0	2	2	146	56	218	420
Eastern Mediterranean	51	26	199	276	47	5	77	129	19	0	22	41	8	1	24	33	6	1	24	31	2	1	12	15	1	1	7	9	134	35	365	534
Western Pacific	78	26	116	220	46	0	54	100	18	1	39	58	7	1	20	28	4	2	32	38	4	4	23	31	2	0	2	4	159	34	286	479
Total	979	239	1 468	2 686	573	121	478	1 172	220	45	250	515	154	7	242	403	87	7	220	314	40	8	177	225	12	1	67	80	2 065	428	2 902	5 395
Percentage by bracket	36.4	8.9	54.7	100.0	48.9	10.3	40.8	100.0	42.7	8.7	48.5	100.0	38.2	1.7	60.0	100.0	27.7	2.2	70.1	100.0	17.8	3.6	78.7	100.0	15.0	1.3	83.8	100.0	38.3	7.9	53.8	100.0
Percentage of total				49.8				21.7				9.5				7.5				5.8				4.2								100.0

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

TABLE 10. APPOINTMENTS DURING YEAR 2008 (UP TO 30 SEPTEMBER 2008)

Location	Category	Total staff at 30 September 2008	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	1 058	43	31.9	42.4	76	56.3	55.6	16	11.9	37.5	135	49.3
	NPO	23	30	90.9	23.3	3	9.1	0.0	0	0.0	0.0	33	21.2
	GS	790	121	72.5	71.4	46	27.5	81.1	0	0.0	0.0	167	74.1
Africa	P	343	6	42.9	75.0	8	57.1	21.4	0	0.0	0.0	14	44.4
	NPO	233	10	76.9	33.3	3	23.1	18.2	0	0.0	0.0	13	29.8
	GS	843	9	24.3	62.5	28	75.7	47.1	0	0.0	100.0	37	50.8
The Americas	P	95	4	80.0	50.0	1	20.0	100.0	0	0.0	0.0	5	60.0
	NPO	12	2	0.0	0.0	0	0.0	0.0	0	0.0	0.0	2	0.0
	GS	73	0	0.0	0.0	1	0.0	100.0	0	0.0	0.0	1	100.0
South-East Asia	P	130	1	33.3	28.6	2	66.7	0.0	0	0.0	0.0	3	9.5
	NPO	35	0	0.0	0.0	2	100.0	0.0	0	0.0	0.0	2	0.0
	GS	328	2	28.6	0.0	5	71.4	31.3	0	0.0	0.0	7	22.4
Europe	P	146	4	33.3	33.3	7	58.3	50.0	1	8.3	0.0	12	40.3
	NPO	56	1	16.7	25.0	5	83.3	66.7	0	0.0	0.0	6	59.8
	GS	218	3	12.0	100.0	21	84.0	40.0	1	4.0	0.0	25	45.6
Eastern Mediterranean	P	134	10	55.6	30.0	8	44.4	38.0	0	0.0	0.0	18	33.6
	NPO	35	1	33.3	100.0	2	66.7	0.0	0	0.0	0.0	3	33.3
	GS	365	12	54.5	75.0	10	45.5	47.5	0	0.0	0.0	22	62.5
Western Pacific	P	159	17	58.6	27.3	8	27.6	80.0	4	13.8	0.0	29	38.1
	NPO	34	8	88.9	50.0	1	11.1	0.0	0	0.0	0.0	9	44.4
	GS	285	3	15.8	60.0	14	73.7	50.0	2	10.5	0.0	19	46.3
Total	P	2065	85	39.2	14.3	110	50.8	25.3	21	9.7	2.8	217	42.4
	NPO	428	52	76.5	21.4	16	23.5	5.7	0	0.0	10.3	68	37.4
	GS	2902	150	54.0	34.8	125	45.0	24.6	3	1.1	0.0	278	59.5
	All	5 395	287	51.0	7.5	251	44.6	11.4	24	4.3	1.1	562.6	19.9

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

TABLE 11. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 30 September 2008	Staff due to retire							
			by 30 September 2009		by 30 September 2011		by 30 September 2013		by 30 September 2018	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	1 058	39	3.7	94	8.9	171	16.2	358	33.8
	NPO	23	0	0.0	0	0.0	0	0.0	0	0.0
	GS	790	19	2.4	62	7.8	108	13.7	269	34.1
Africa	P	343	5	1.5	28	8.2	71	20.7	164	47.8
	NPO	233	3	1.3	17	7.3	32	13.7	85	36.5
	GS	843	21	2.5	55	6.5	108	12.8	248	29.4
The Americas	P	95	7	7.4	21	22.1	30	31.6	49	51.6
	NPO	12	0	0.0	0	0.0	0	0.0	1	8.3
	GS	73	3	4.1	11	15.1	20	27.4	37	50.7
South-East Asia	P	130	3	2.3	23	17.7	39	30.0	73	56.2
	NPO	35	0	0.0	3	8.6	6	17.1	15	42.9
	GS	328	6	1.8	26	7.9	49	14.9	118	36.0
Europe	P	146	3	2.1	7	4.8	18	12.3	41	21.1
	NPO	56	0	0.0	0	0.0	0	0.0	6	10.7
	GS	218	3	1.4	15	6.9	24	11.0	58	26.6
Eastern Mediterranean	P	134	4	3.0	20	14.9	28	20.9	68	50.7
	NPO	35	0	0.0	1	2.9	1	2.9	11	31.4
	GS	365	3	0.8	15	4.1	27	7.4	69	18.9
Western Pacific	P	159	7	4.4	20	12.6	32	20.1	66	41.5
	NPO	34	0	0.0	4	0.0	6	0.0	7	0.0
	GS	285	5	1.8	20	7.0	33	11.6	74	26.0
Total	P	2 065	68	3.3	213	10.3	389	18.8	819	39.7
	NPO	428	3	0.7	25	5.8	45	10.5	125	29.2
	GS	2 902	60	2.1	204	7.0	369	12.7	873	30.1
	All	5 395	131	2.4	444	8.2	803	14.9	1 817	33.7

¹ Figures are cumulative. For example, the total number of professional staff due to retire by 30 September 2011 (213) includes those scheduled to retire by 30 September 2009 (68).

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	%		%	
1.A.	Administrative specialists	31.1	1.A.	Administrative specialists	
1.B.	Architects, engineers	1.4	1.A.	Administrative (general)	3.7
1.C.	Archivists, curators, information specialists and librarians	1.0	1.A.01.	Financial management specialists	11.9
1.D.	Artists	0.1	1.A.02.	Management and programme analysts	10.2
1.E.	Economists	1.9	1.A.03.	Building services administrators	2.9
1.F.	Education specialists	0.5	1.A.04.	Meetings services administrators	0.8
1.G.	Jurists	1.0	1.A.05.	Computer information systems specialists	16.3
1.H.	Life scientists	4.4	1.A.06.	Human resources management specialists	9.1
			1.A.07.	Printing services specialists	0.3
			1.A.08.	Public information specialists	11.6
			1.A.09.	Purchasing and contracting specialists	3.0
			1.A.10.	Representation and protocol specialists	4.2
			1.A.11.	Technical cooperation administrators	8.6
			1.A.12.	Administrative officers	15.1
			1.A.21.	Auditors	1.8
			1.A.22.	Hospital administrators	0.2
			1.A.23.	Records and documents administrators	0.7
1.I.	Dental, nutrition, medical, nursing and veterinary specialists	48.4	1.I.	Dental, nutrition, medical, nursing and veterinary specialists	
1.J.	Physical scientists	0.3	1.I.	Medical specialists (general)	1.1
1.K.	Sales and marketing specialists	0.2	1.I.01.	Dentists	0.2
1.L.	Social scientists	2.7	1.I.02.	Dieticians and nutritionists	1.5
1.M.	Statisticians and mathematicians	1.2	1.I.03.	Medical specialists	90.3
1.N.	Transportation specialists	0.3	1.I.03.	Medical specialists	13.6
1.O.	Writers, translators, interpreters	2.8	1.I.03.a.	Anaesthesiologists	0.1
1.P.	Professional, managerial and technical specialists for which no job family exists	0.9	1.I.03.b.	Epidemiologists	17.0
1.R.	Environmental specialists	0.8	1.I.03.d.	General practitioners	0.5
1.S.	Relief specialists	0.9	1.I.03.e.	Haematologists and blood transfusion specialists	0.7
1.T.	Electronic communications specialists	0.1	1.I.03.f.	Neurologists	0.1
			1.I.03.g.	Family health specialists	4.9
			1.I.03.h.	Ophthalmologists	0.6
			1.I.03.i.	Immunologists	1.5
			1.I.03.k.	Noncommunicable disease specialists	2.0
			1.I.03.l.	Geriatricians	0.1
			1.I.03.m.	Mental health specialists	1.4
			1.I.03.n.	Public health specialists	39.4
			1.I.03.o.	Radiologists	0.2
			1.I.03.q.	Traditional medicine specialists	0.5
			1.I.03.s.	Communicable disease specialists	16.3
			1.I.03.t.	Occupational health specialists	0.9

¹ 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.