



## 人力资源：2001年年度报告

### 秘书处的报告

1. 本第三份人力资源年度报告提供 2001 年 12 月 31 日时世界卫生组织的人力资源数据，以确保与在 2002-2003 年规划预算和 2000 - 2001 年财务报告中向卫生大会提交的信息保持一致。它包括按资金来源、主要服务地点和级别、地域代表性、年龄、性别、退休年龄、外部招聘、国家专业官员和主要职业类别劳动力分布分列的职员配备全面情况的数据。

### 职员配备概况

#### 任用职类

2. 截止 2001 年 12 月 31 日，世界卫生组织 1—5 年定期任用或终生任用(以下均称为“长期任用”)职员总数为 3608 名<sup>1</sup>。其中，1351 名(37.4%)为专业类职员，2085 名(57.8%)为一般事务类职员，以及 172 名(4.8%)为国家专业官员类职员(见表 1)。与 2000 年年度报告中报告的 3486 名相比，长期任用的职员数目增加了 122 名(3.5%)<sup>2</sup>。

3. 自 1994 年以来终止了终生任用，目前这类任用中 56 名为专业类职员(以前为 72 名)，216 名为一般事务类职员(以前为 245 名)，或分别占这些职类的 4.1%和 10.4%。这显示比 2000 年年度报告中报告的数目分别下降 22%和 12%。

4. 除了长期任用的职员之外，截止 2001 年 12 月 31 日，短期合同的职员为 4746 名(见表 11)。

<sup>1</sup> 这一数字不包括泛美卫生组织和国际癌症研究机构的职员。

<sup>2</sup> 见文件 A54/28。

5. 本文件中出现的表格和图表以及下列摘要分析涉及长期任用职员(除非另有说明)。

### **分性别职员分布**

6. 上面第2段中提及的3608名长期任用职员的总体性别分布是1903名男职员(52.7%)和1705名女职员(47.3%)。在1351名定期任用专业类职员中,921名(68.2%)为男职员,430名(31.8%)为女职员。自从2000年年度报告以来,专业类职员中妇女百分比基本上保持不变(见图)。

7. 2001年,妇女占P-4级总数接近35%,占P-5级总数的24.5%,占P-6/D-1级总数约26%。在D-2级,妇女占总数的14.3%,而2000年为9.8%。不叙级职位中妇女的比例保持在20%。

### **地域代表性**

8. 截止2001年12月,114个国家达到其理想幅度(6个已达到其幅度最高限额),21个国家为超额国,14个国家为缺额国,44个国家(包括两个准会员)为无额国(见表3)。

9. 2001年期间,任命了171个职位,其中81个或47.4%是无额国或缺额国的国民。原来达到其理想幅度的6个国家(埃及、埃塞俄比亚、肯尼亚、印度、新西兰和塞内加尔)现已超过其幅度最高限额,而原来无额的5个国家(安道尔、不丹、利比里亚、罗马尼亚和所罗门群岛)现已达到其理想幅度。原来达到其理想幅度的一个国家(伯利兹)现为无额国。原为缺额的一个国家(乌克兰)现为无额国。其余国家保持其以前的占额状况(见表3和4)。

### **职员的年龄、服务期限和更替**

10. 专业类队伍一半以上的职员(50.8%)已为50岁或50岁以上。一般事务类和国家专业官员类职员中40多岁的职员分别为42.5%和49.4%(见表6)。

11. 人数最多的一组职员(34%)服务不足5年。这适用于国家专业官员(87.8%,或172名职员中151名)和专业类职员(47.1%,或1351名职员中637名)。但是,超过第一个5年期的51.5%职员继续留在本组织工作10年或10年以上。专业类职员平均服务期限为8.8年,一般事务类职员为13.7年(见表8)。

12. 表9提供职员任用的数据,显示99名或57.9%的专业类职员是从外部招聘的,35名或32.2%为现有短期合同转换,而17名或9.9%通过机构间调任而重新选派的。

13. 接近 20%的专业类职员、约 6.4%的国家专业官员和 11%以上的一般事务类职员将在今后 5 年内退休(见表 10)。

### 职业类别

14. 在专业类职员担任的职位中，约 46%为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中，91.4%为医学专科医生，2.6%为护士。第二大职业类别为“行政专业人员”类别，占 26.4%(见表 12)。

### 表格和图表<sup>3</sup>

15. 现将前面各段中提及的表格和图表列示如下，供参考：

表 1 按级别、主要服务地点和职员费用(正常预算和预算外)分列的 1996-2001 年长期任用职员数目

表 2 按组织地点、级别和性别列示的 2001 年 12 月 31 日时的职员分布

图 1990-2001 年妇女在专业类职员中占额情况

表 3 按区域列示的 2001 年 12 月 31 日时低于或超过幅度的国家一览表

表 4a-4f 2001 年 12 月 31 日时各国占额情况

表 5 按任职地点和国籍区域分列的 2001 年 12 月 31 日时专业类职员总数

表 6 按年龄、性别和地点分列的 2001 年 12 月 31 日时职员情况

表 7 所有工作地点按级别和年龄分列的 2001 年 12 月 31 日时职员情况

表 8 按服务期限分列的 2001 年 12 月 31 日时职员情况

表 9 2001 年期间任用情况

表 10 职员退休情况

表 11 2001 年 12 月 31 日时长期和短期任用职员数目

表 12 主要职业类别之间职位分布

<sup>3</sup> 只有英文、法文。

**TABLE 1. NUMBER OF STAFF<sup>1</sup> HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION  
AND STAFF COSTS (REGULAR AND EXTRABUDGETARY)  
1996-2001**

	1996-1997 Staff numbers at 31 December 1997				1998-1999 Staff numbers at 31 December 1999				2000-2001 Staff numbers at 31 December 2001			
	Headquarters	Regional office	Countries	Total	Headquarters	Regional office	Countries	Total	Headquarters	Regional office	Countries	Total
Ungraded	8	6	0	14	5	6	0	11	4	6	0	10
D2	33	7	3	43	42	6	4	52	40	5	4	49
D1/P6	58	39	33	130	61	36	42	139	67	32	43	142
P5	235	168	86	489	263	158	68	489	282	172	77	531
P4	142	114	88	344	138	120	88	346	137	151	91	379
P3	55	49	24	128	56	51	23	130	67	50	23	140
P2	20	45	21	86	24	40	18	82	24	52	19	95
P1	2	7	7	16	1	2	7	10	1	1	3	5
<b>Total professional</b>	<b>553</b>	<b>435</b>	<b>262</b>	<b>1 250</b>	<b>590</b>	<b>419</b>	<b>250</b>	<b>1 259</b>	<b>622</b>	<b>469</b>	<b>260</b>	<b>1 351</b>
<b>Total general service</b>	<b>679</b>	<b>1 160</b>	<b>490</b>	<b>2 329</b>	<b>671</b>	<b>1 041</b>	<b>481</b>	<b>2 193</b>	<b>644</b>	<b>960</b>	<b>481</b>	<b>2 085</b>
National professional officers	0	0	1	1	0	4	70	74	0	12	160	172
<b>Grand total</b>	<b>1 232</b>	<b>1 595</b>	<b>753</b>	<b>3 580</b>	<b>1 261</b>	<b>1 464</b>	<b>801</b>	<b>3 526</b>	<b>1 266</b>	<b>1 441</b>	<b>901</b>	<b>3 608</b>
	<b>Staff costs in US dollars (1996-1997)</b>				<b>Staff costs in US dollars (1998-1999)</b>				<b>Staff costs in US dollars (2000-2001)</b>			
Professional	168 357 480	93 508 457	51 849 055	313 714 992	161 879 192	90 959 580	54 980 930	307 819 702	146 897 000	94 373 000	60 765 000	302 035 000
General services	120 913 462	78 987 424	31 863 504	231 764 390	113 341 352	73 340 609	32 476 974	219 158 935	92 652 000	69 998 000	36 064 000	198 714 000
<b>Total</b>	<b>289 270 942</b>	<b>172 495 881</b>	<b>83 712 559</b>	<b>545 479 382</b>	<b>275 220 544</b>	<b>164 300 189</b>	<b>87 457 904</b>	<b>526 978 637</b>	<b>239 549 000</b>	<b>164 371 000</b>	<b>96 829 000</b>	<b>500 749 000</b>
	Total expenditures incurred for WHO's programmes 1 540 582 649				Total expenditures incurred for WHO's programmes 1 728 347 474				Total expenditures incurred for WHO's programmes 2 048 520 000			
	Percentage of staff costs to total expenditures 35%				Percentage of staff costs to total expenditures 30%				Percentage of staff costs to total expenditures 24%			

<sup>1</sup> Interregional and unassigned staff are included in the headquarters figures: 1997: 27; 1999: 23; 2000: 65; 2001: 44.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 31 DECEMBER 2001**

**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	1	1	12	12	24	23	42	65	78	58	136	202	80	282	46	21	67	34	6	40	2	2	4	397	222	619	64.1	35.9
Africa	1	1	2	21	10	31	25	7	32	39	14	53	64	16	80	23	7	30	2	0	2	1	0	1	176	55	231	76.2	23.8
The Americas	0	1	1	3	12	15	6	5	11	57	29	86	9	3	12	0	0	0	0	0	0	1	0	1	76	50	126	60.3	39.7
South-East Asia	0	0	0	2	0	2	2	7	9	7	6	13	38	11	49	10	1	11	2	1	3	1	0	1	62	26	88	70.5	29.5
Europe	0	0	0	4	1	5	4	3	7	12	10	22	26	8	34	4	3	7	0	0	0	1	0	1	51	25	76	67.1	32.9
Eastern Mediterranean	0	0	0	6	3	9	4	6	10	18	5	23	26	7	33	14	1	15	2	0	2	1	0	1	71	22	93	76.3	23.7
Western Pacific	0	1	1	2	7	9	3	3	6	36	10	46	36	5	41	8	4	12	2	0	2	1	0	1	88	30	118	74.6	25.4
<b>Total</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>50</b>	<b>45</b>	<b>95</b>	<b>67</b>	<b>73</b>	<b>140</b>	<b>247</b>	<b>132</b>	<b>379</b>	<b>401</b>	<b>130</b>	<b>531</b>	<b>105</b>	<b>37</b>	<b>142</b>	<b>42</b>	<b>7</b>	<b>49</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>921</b>	<b>430</b>	<b>1351</b>	<b>68.2</b>	<b>31.8</b>
<b>Percentage by bracket</b>	<b>20.0</b>	<b>80.0</b>	<b>100</b>	<b>52.6</b>	<b>47.4</b>	<b>100</b>	<b>47.9</b>	<b>52.1</b>	<b>100</b>	<b>65.2</b>	<b>34.8</b>	<b>100</b>	<b>75.5</b>	<b>24.5</b>	<b>100</b>	<b>73.9</b>	<b>26.1</b>	<b>100</b>	<b>85.7</b>	<b>14.3</b>	<b>100</b>	<b>80.0</b>	<b>20.0</b>	<b>100</b>	<b>68.2</b>	<b>31.8</b>	<b>100</b>		
<b>Percentage of total</b>			<b>0.4</b>			<b>7.0</b>			<b>10.4</b>			<b>28.1</b>			<b>39.3</b>			<b>10.5</b>			<b>3.6</b>			<b>0.7</b>			<b>100</b>		

**National professional officers**

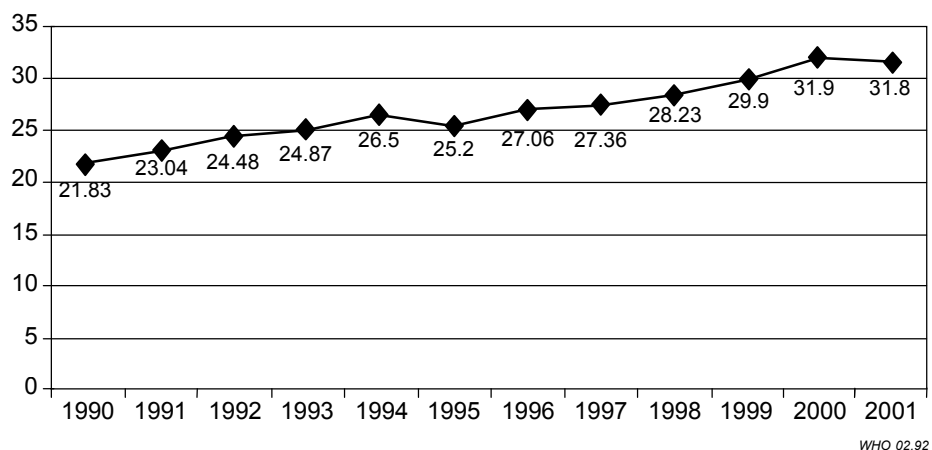
Location	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	0	0	0	49	17	66	64	32	96	0	0	0	113	49	162	69.8	30.2
South-East Asia	0	0	0	3	0	3	6	1	7	0	0	0	9	1	10	90.0	10.0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>52</b>	<b>17</b>	<b>69</b>	<b>70</b>	<b>33</b>	<b>103</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>122</b>	<b>50</b>	<b>172</b>	<b>70.9</b>	<b>29.1</b>
<b>Percentage by bracket</b>				<b>75.4</b>	<b>24.6</b>	<b>100</b>	<b>68.0</b>	<b>32.0</b>	<b>100</b>				<b>70.9</b>	<b>29.1</b>	<b>100</b>		
<b>Percentage of total</b>						<b>40.1</b>			<b>59.9</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	1	3	4	22	17	39	32	113	145	38	204	242	29	123	152	13	31	44	135	491	626	21.6	78.4			
Africa	50	0	50	34	0	34	61	3	64	18	34	52	42	41	83	37	58	95	59	38	97	301	174	475	63.4	36.6			
The Americas	0	0	0	1	0	1	1	1	2	4	21	25	5	34	39	4	30	34	0	8	8	15	94	109	13.8	86.2			
South-East Asia	23	0	23	37	0	37	28	4	32	37	27	64	41	26	67	22	12	34	33	8	41	221	77	298	74.2	25.8			
Europe	0	0	0	1	1	2	7	2	9	8	18	26	8	53	61	1	14	15	3	11	14	28	99	127	22.0	78.0			
Eastern Mediterranean	5	0	5	17	0	17	20	13	33	9	37	46	8	48	56	12	28	40	8	18	26	79	144	223	35.4	64.6			
Western Pacific	5	1	6	13	4	17	25	4	29	11	20	31	7	67	74	10	29	39	10	21	31	81	146	227	35.7	64.3			
<b>Total</b>	<b>83</b>	<b>1</b>	<b>84</b>	<b>104</b>	<b>8</b>	<b>112</b>	<b>164</b>	<b>44</b>	<b>208</b>	<b>119</b>	<b>270</b>	<b>389</b>	<b>149</b>	<b>473</b>	<b>622</b>	<b>115</b>	<b>294</b>	<b>409</b>	<b>126</b>	<b>135</b>	<b>261</b>	<b>860</b>	<b>1 225</b>	<b>2 085</b>	<b>41.25</b>	<b>58.8</b>			
<b>Percentage by bracket</b>	<b>98.8</b>	<b>1.2</b>	<b>100</b>	<b>92.9</b>	<b>7.1</b>	<b>100</b>	<b>78.8</b>	<b>21.2</b>	<b>100</b>	<b>30.6</b>	<b>69.4</b>	<b>100</b>	<b>24.0</b>	<b>76.0</b>	<b>100</b>	<b>28.1</b>	<b>71.9</b>	<b>100</b>	<b>48.3</b>	<b>51.7</b>	<b>100</b>	<b>41.2</b>	<b>58.75</b>	<b>100</b>					
<b>Percentage of total</b>			<b>4.0</b>			<b>5.4</b>			<b>10.0</b>			<b>18.7</b>			<b>29.8</b>			<b>19.6</b>			<b>12.5</b>			<b>100</b>					

M – male, F – female, T – total

**REPRESENTATION OF WOMEN PROFESSIONAL STAFF 1990-2001  
(PERCENTAGE OF PROFESSIONAL STAFF)**



**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2001**

(Note: Countries not listed are within range)

Region	Overrepresented countries	Underrepresented countries	Unrepresented countries	
Africa	Congo Democratic Republic of the Congo Ethiopia	Ghana Kenya Nigeria Senegal	South Africa	Comoros Sao Tome and Principe
The Americas	Brazil Canada	Argentina Mexico United States of America	Antigua and Barbuda Belize Dominica Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines
South-East Asia	India Myanmar Nepal			
Europe	Belgium Ireland Netherlands Russian Federation United Kingdom of Great Britain and Northern Ireland	Austria Germany Italy Portugal Spain Sweden	Azerbaijan Belarus Bosnia and Herzegovina Kazakhstan Kyrgyzstan Monaco Republic of Moldova San Marino	Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Ukraine Uzbekistan Yugoslavia
Eastern Mediterranean	Egypt	Saudi Arabia	Cyprus Oman Qatar United Arab Emirates	
Western Pacific	Australia New Zealand Philippines	China Japan Republic of Korea	Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Singapore Tokelau* Tonga Tuvalu Vanuatu

\* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

## African Region

Country	Range	Staff by grade and sex													All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Algeria	1-8						2		2		1						5	0	5	
Angola	1-8								2				1				3	0	3	
Benin	1-8						1		1		1						3	0	3	
Botswana	1-8								1	1							1	1	2	
Burkina Faso	1-8			1		1	1		1	2		2					7	1	8	
Burundi	1-8					1		1		1		1					4	0	4	
Cameroon	1-8				1	1		1		3	1		1				5	3	8	
Cape Verde	1-8							1		1							1	1	2	
Central African Republic	1-8									2							2	0	2	
Chad	1-8			1						1		1					3	0	3	
Comoros	1-8																0	0	0	
Congo	1-8			8		3		2			1						13	1	14	
Côte d'Ivoire	1-8			1		2		1		1		1	1				6	1	7	
Democratic Republic of the Congo	1-8					1		1		6	1		1				8	2	10	
Equatorial Guinea	1-8					1				1							2	0	2	
Eritrea	1-8									2							2	0	2	
Ethiopia	1-8					1	1		1	1		3	1		1	1		6	4	10
Gabon	1-8				1												0	1	1	
Gambia	1-8			1		2				1		1			1		6	0	6	
Ghana	1-8			3	2	2		3	1	2	1	1		1			12	4	16	
Guinea	1-8							1		1	1	1					3	1	4	
Guinea-Bissau	1-8								1			1					1	1	2	
Kenya	1-8			1	2		1	4	1	2	2						7	6	13	
Lesotho	1-8										1						0	1	1	



Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Liberia	1-8			1			1										1	1	2	
Madagascar	1-8				1				1								0	2	2	
Malawi	1-8								2	1							2	1	3	
Mali	1-8				1		2		2			1					5	1	6	
Mauritania	1-8						2		2		1						5	0	5	
Mauritius	1-8			1	1		1										2	1	3	
Mozambique	1-8								2	2							2	2	4	
Namibia	1-8							1									0	1	1	
Niger	1-8				1				2		2						4	1	5	
Nigeria	1-8			2	1		2		5	2		1					10	3	13	
Rwanda	1-8			1			3		1		1						6	0	6	
Sao Tome and Principe	1-8																0	0	0	
Senegal	1-8				1	2	1	1	1	1	3						7	3	10	
Seychelles	1-8				1												0	1	1	
Sierra Leone	1-8						1	1	3								4	1	5	
South Africa	3-9								1				1				2	0	2	
Swaziland	1-8										1						0	1	1	
Togo	1-8						1		3		1						5	0	5	
Uganda	1-8						1		4	1							5	1	6	
United Republic of Tanzania	1-8						1	1	1	1	1	1					3	3	6	
Zambia	1-8						2	1	3		2						7	1	8	
Zimbabwe	1-8				1		1		2		2		1				7	0	7	
<b>Total – African Region</b>		0	0	19	9	22	6	37	10	69	19	25	8	4	0	1	0	177	52	229

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

## 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	1-8																	0	0	0
Argentina	9-15				1	3	2		1									3	4	7
Bahamas	1-8								1									1	0	1
Barbados	1-8					1									1			2	0	2
Belize	1-8																	0	0	0
Bolivia	1-8			1				2										3	0	3
Brazil	14-20					2	7	4	10	1				1	1			18	8	26
Canada	21-29				2	3	5	9	11	7	1	1	1					20	20	40
Chile	1-8				2				1	1								1	3	4
Colombia	1-8						3	2	1		1							5	2	7
Costa Rica	1-8				1			1										1	1	2
Cuba	1-8						4	2	2									6	2	8
Dominica	1-8																	0	0	0
Dominican Republic	1-8					1	1	3	1									2	4	6
Ecuador	1-8				1			1	1									2	1	3
El Salvador	1-8					1	3	1										3	2	5
Grenada	1-8																	0	0	0
Guatemala	1-8							1		1								2	0	2
Guyana	1-8					1	2	1		1								2	3	5
Haiti	1-8							1										1	0	1
Honduras	1-8							2										2	0	2
Jamaica	1-8				1				1									0	2	2
Mexico	9-15							5		1	1							6	1	7
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						3		1								4	0	4	
Paraguay	1-8						1										1	0	1	
Peru	1-8			1			2	1	1								3	2	5	
Puerto Rico*	1-8																0	0	0	
Saint Kitts and Nevis	1-8																0	0	0	
Saint Lucia	1-8																0	0	0	
Saint Vincent and the Grenadines	1-8																0	0	0	
Suriname	1-8								1								1	0	1	
Trinidad and Tobago	1-8						1										1	0	1	
United States of America	174-237			1	6	6	10	29	20	49	17	6	4	6	1		97	58	155	
Uruguay	1-8							1		2							0	3	3	
Venezuela	1-8							1	1	2							3	1	4	
<b>Total – Region of the Americas</b>		0	0	3	11	8	19	81	51	83	31	8	5	8	2	1	0	192	119	311

\* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

## 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	2-8								5	1							5	1	6	
Bhutan	1-8						1										1	0	1	
Democratic People's Republic of Korea	1-8						1										1	0	1	
India	14-21			1		2	1	4	2	10	3	2	1	1	1		20	8	28	
Indonesia	4-10									3	2	1	1	1		1	6	3	9	
Maldives	1-8				1					1		1					3	0	3	
Myanmar	1-8					2		1	1	2	2	2					5	5	10	
Nepal	1-8							3		6	1		1				9	2	11	
Sri Lanka	1-8							1		3	2	1					4	3	7	
Thailand	2-8					1			1	2	4						2	6	8	
<b>Total – South-East Asia Region</b>		0	0	1	0	3	4	10	5	32	15	7	3	2	1	1	0	56	28	84

M – male, F – female.

**TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001**

**European Region**

Country	Range	Staff by grade and sex												All professional staff						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Albania	1-8							1									1	0	1	
Andorra	1-8										1						1	0	1	
Armenia	1-8						1										1	0	1	
Austria	7-14						2		1		1	1					4	1	5	
Azerbaijan	1-8																0	0	0	
Belarus	1-8																0	0	0	
Belgium	9-15				1		5	1	10		2		3				20	2	22	
Bosnia and Herzegovina	1-8																0	0	0	
Bulgaria	1-8						1										1	0	1	
Croatia	1-8								1								1	0	1	
Czech Republic	1-8							1	1								1	1	2	
Denmark	5-12			1		1	1	1	1	4	1		1				8	3	11	
Estonia	1-8											1					1	0	1	
Finland	4-10				1		1	2	2	2	2						5	5	10	
France	46-64			1		3		7	9	24	2	1	4	4		1	41	15	56	
Georgia	1-8							1									0	1	1	
Germany	69-94				1	2		9	3	15	5	4		2		1	32	10	42	
Greece	3-9							1		2							3	0	3	
Hungary	1-8							1				1	1				2	1	3	
Iceland	1-8												1				0	1	1	
Ireland	2-8				2	1		1	1	1	3	5					9	5	14	
Israel	3-9					1							2				0	3	3	
Italy	39-54				1			3	1	16	2	9		1			30	3	33	
Kazakhstan	1-8																0	0	0	
Kyrgyzstan	1-8																0	0	0	
Latvia	1-8									1							1	0	1	

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Lithuania	1-8								1	1							1	1	2	
Luxembourg	1-8			1													0	1	1	
Malta	1-8								1	1							1	1	2	
Monaco	1-8																0	0	0	
Netherlands	13-19				1	7		13	5	1	1						21	7	28	
Norway	5-11						1	2		2		1		1			5	2	7	
Poland	2-8						1	3									3	1	4	
Portugal	3-10						1										1	0	1	
Republic of Moldova	1-8																0	0	0	
Romania	1-8								1		1						0	2	2	
Russian Federation	10-16			1	1	8	1	10		2							22	1	23	
San Marino	1-8																0	0	0	
Slovakia	1-8								1								1	0	1	
Slovenia	1-8									1							0	1	1	
Spain	20-28				1	1		4	7	1			1				7	8	15	
Sweden	9-15				2		1	1		1	1	1					3	4	7	
Switzerland	10-16			1	1	1	2	1	3	4							7	6	13	
Tajikistan	1-8																0	0	0	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	4-10								4	2	1				1		5	3	8	
Turkmenistan	1-8																0	0	0	
Ukraine	2-8																0	0	0	
United Kingdom of Great Britain and Northern Ireland	37-51				2	2	7	10	6	17	4	4	3	2	1	1	36	23	59	
Uzbekistan	1-8																0	0	0	
Yugoslavia	1-8																0	0	0	
<b>Total – European Region</b>		0	0	4	3	13	18	62	31	139	41	39	15	15	2	3	2	275	112	387

M – male, F – female.

**TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001**

**Eastern Mediterranean Region**

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Afghanistan	1-8			1						1									2	0	2
Bahrain	1-8									2									0	2	2
Cyprus	1-8																		0	0	0
Djibouti	1-8							1				1							2	0	2
Egypt	1-8			2	1			3	2	1	3			1					7	6	13
Iran (Islamic Republic of)	2-8					1		2	1	3									6	1	7
Iraq	1-8									1		1							2	0	2
Jordan	1-8			1	1					3	1	1							5	2	7
Kuwait	1-8													1					1	0	1
Lebanon	1-8							3	1	1	2								4	3	7
Libyan Arab Jamahiriya	1-8					1													0	1	1
Morocco	1-8					1				1		1							3	0	3
Oman	1-8																		0	0	0
Pakistan	2-8							1		3		1							5	0	5
Qatar	1-8																		0	0	0
Saudi Arabia	5-11														1				1	0	1
Somalia	1-8									1		1		1					3	0	3
Sudan	1-8							1		1		2							4	0	4
Syrian Arab Republic	1-8							2		2		1							5	0	5
Tunisia	1-8					1	1			1		5							7	1	8
United Arab Emirates	1-8																		0	0	0
Yemen	1-8							1		1		1							3	0	3
<b>Total – Eastern Mediterranean Region</b>		0	0	4	2	3	2	14	4	20	8	15	0	3	0	1	0		60	16	76

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

## Western Pacific Region

Country	Range	Staff by grade and sex													All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Australia	12-18			1		3		4	2	7	1	3	1			18	4	22		
Brunei Darussalam	1-8															0	0	0		
Cambodia	1-8															0	0	0		
China	22-31			2	1	1		3	2	1		1	1			8	4	12		
Cook Islands	1-8															0	0	0		
Fiji	1-8					1		1		1						3	0	3		
Japan	141-191			3	5	5	3	15	2		1	3		1		27	11	38		
Kiribati	1-8															0	0	0		
Lao People's Democratic Republic	1-8			1												1	0	1		
Malaysia	2-8			2				2								2	2	4		
Marshall Islands	1-8															0	0	0		
Micronesia (Federated States of)	1-8															0	0	0		
Mongolia	1-8							1								1	0	1		
Nauru	1-8															0	0	0		
New Zealand	2-8					1	1	4	1		1	1				6	3	9		
Niue	1-8															0	0	0		
Palau	1-8															0	0	0		
Papua New Guinea	1-8															0	0	0		
Philippines	1-8		3	1	1	5	3	2		1		1				7	10	17		
Republic of Korea	8-15					1		3				1				5	0	5		
Samoa	1-8															0	0	0		
Singapore	1-8															0	0	0		
Solomon Islands	1-8					1										1	0	1		
Tokelau*	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	
Tonga	1-8																		0	0	0
Tuvalu	1-8																		0	0	0
Vanuatu	1-8																		0	0	0
Viet Nam	1-8						1	1											1	1	2
<b>Total – Western Pacific Region</b>		0	0	3	1	8	13	16	7	34	8	9	4	9	2	1	0	80	35	115	

\* Associate Member

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2001**

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	42	6.8	135	21.8	33	5.3	319	51.5	17	2.7	73	11.8	619	45.8
Africa	195	84.4	15	6.5	0	0.0	19	8.2	1	0.4	1	0.4	231	17.1
The Americas	1	0.8	109	86.5	0	0.0	16	12.7	0	0.0	0	0.0	126	9.3
South-East Asia	2	2.3	20	22.7	40	45.5	22	25.0	0	0.0	4	4.5	88	6.5
Europe	0	0.0	12	15.8	2	2.6	60	78.9	0	0.0	2	2.6	76	5.6
Eastern Mediterranean	3	3.2	13	14.0	3	3.2	10	10.8	62	66.7	2	2.2	93	6.9
Western Pacific	1	0.8	25	21.2	10	8.5	38	32.2	0	0.0	44	37.3	118	8.7
<b>Total</b>	244	18.1	329	24.4	88	6.5	484	35.8	80	5.9	126	9.3	1 351	100.0

**TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2001**

**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	4	7	39	40	79	150	79	229	196	95	291	9	4	13	397	222	619
Africa	0	3	3	11	8	19	60	23	83	102	21	123	3	0	3	176	55	231
The Americas	0	1	1	6	12	18	26	17	43	40	20	60	4	0	4	76	50	126
South-East Asia	0	0	0	2	2	4	18	10	28	37	13	50	5	1	6	62	26	88
Europe	1	0	1	5	2	7	18	14	32	26	7	33	1	2	3	51	25	76
Eastern Mediterranean	1	0	1	4	1	5	30	11	41	31	10	41	5	0	5	71	22	93
Western Pacific	0	1	1	15	10	25	32	7	39	35	12	47	6	0	6	88	30	118
<b>Total</b>	5	9	14	82	75	157	334	161	495	467	178	645	33	7	40	921	430	1 351
<b>Percentage by bracket</b>	35.7	64.3	100.0	52.2	47.8	100.0	67.5	32.5	100.0	72.4	27.6	100.0	82.5	17.5	100.0	68.2	31.8	100.0
<b>Percentage of total</b>	1.0			11.6			36.6			47.8			3.0			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
Africa	0	1	1	22	6	28	58	24	82	31	17	48	2	1	3	113	49	162
South-East Asia	0	0	0	3	0	3	3	0	3	2	1	3	1	0	1	9	1	10
<b>Total</b>	0	1	1	25	6	31	61	24	85	33	18	51	3	1	4	122	50	172
<b>Percentage by bracket</b>	0.0	100.0	100.0	80.6	19.4	100.0	71.8	28.2	100.0	64.7	35.3	100.0	75.0	25.0	100.0	70.9	29.1	100.0
<b>Percentage of total</b>	0.6			18.0			49.4			29.7			2.3			100.0		

M – male, F – female, T – total.

## General service staff

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	2	7	9	21	82	103	58	197	255	54	204	258	0	1	1	135	491	626
Africa	1	5	6	38	35	73	145	93	238	114	41	155	3	0	3	301	174	475
The Americas	1	4	5	4	16	20	4	38	42	6	35	41	0	1	1	15	94	109
South-East Asia	6	8	14	40	14	54	95	38	133	77	17	94	3	0	3	221	77	298
Europe	2	3	5	4	23	27	10	31	41	11	40	51	1	2	3	28	99	127
Eastern Mediterranean	5	11	16	18	57	75	31	51	82	25	25	50	0	0	0	79	144	223
Western Pacific	1	12	13	19	31	50	33	63	96	28	40	68	0	0	0	81	146	227
<b>Total</b>	18	50	68	144	258	402	376	511	887	315	402	717	7	4	11	860	1 225	2 085
<b>Percentage by bracket</b>	26.5	73.5	100.0	35.8	64.2	100.0	42.4	57.6	100.0	43.9	56.1	100.0	63.6	36.4	100.0	41.2	58.8	100.0
<b>Percentage of total</b>	3.3			19.3			42.5			34.4			0.5			100.0		

M – male, F – female, T – total.

**TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 31 DECEMBER 2001**

**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	0	0	0	4	1	5	4	1	5	8	2	10
D2	0	0	0	1	0	1	8	3	11	32	3	35	1	1	2	42	7	49
D1/P6	0	0	0	1	0	1	19	9	28	78	27	105	7	1	8	105	37	142
P5	0	0	0	16	4	20	161	63	224	209	61	270	15	2	17	401	130	531
P4	1	0	1	32	29	61	105	55	160	103	46	149	6	2	8	247	132	379
P3	0	0	0	9	20	29	31	24	55	27	29	56	0	0	0	67	73	140
P2	4	7	11	22	20	42	10	7	17	14	11	25	0	0	0	50	45	95
P1	0	2	2	1	2	3	0	0	0	0	0	0	0	0	0	1	4	5
<b>Total</b>	5	9	14	82	75	157	334	161	495	467	178	645	33	7	40	921	430	1 351
<b>Percentage by bracket</b>	35.7	64.3	100.0	52.2	47.8	100.0	67.5	32.5	100.0	72.4	27.6	100.0	82.5	17.5	100.0	68.2	31.8	100.0
<b>Percentage of total</b>	1.0			11.6			36.6			47.8			3.0			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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B	0	0	0	16	4	20	24	8	32	12	5	17	0	0	0	52	17	69
C	0	1	1	9	2	11	37	16	53	21	13	34	3	1	4	70	33	103
D	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	1	1	25	6	31	61	24	85	33	18	51	3	1	4	122	50	172
<b>Percentage by bracket</b>	0.0	100.0	100.0	80.6	19.4	100.0	71.8	28.2	100.0	64.7	35.3	100.0	75.0	25.0	100.0	70.9	29.1	100.0
<b>Percentage of total</b>	0.6			18.0			49.4			29.7			2.3			100.0		

M – male, F – female, T – total.

## General service staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	1	2	3	10	16	26	50	48	98	63	69	132	2	0	2	126	135	261
G6	1	4	5	24	36	60	54	139	193	36	114	150	0	1	1	115	294	409
G5	5	15	20	29	102	131	57	210	267	57	145	202	1	1	2	149	473	622
G4	2	20	22	22	83	105	57	102	159	36	63	99	2	2	4	119	270	389
G3	5	8	13	24	18	42	84	10	94	51	8	59	0	0	0	164	44	208
G2	3	0	3	24	3	27	39	2	41	38	3	41	0	0	0	104	8	112
G1	1	1	2	11	0	11	35	0	35	34	0	34	2	0	2	83	1	84
<b>Total</b>	18	50	68	144	258	402	376	511	887	315	402	717	7	4	11	860	1 225	2 085
<b>Percentage by bracket</b>	26.5	73.5	100.0	35.8	64.2	100.0	42.4	57.6	100.0	43.9	56.1	100.0	63.6	36.4	100.0	41.2	58.8	100.0
<b>Percentage of total</b>	3.3			19.3			42.5			34.4			0.5			100.0		

M – male, F – female, T – total.

**TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2001**

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	274	0	125	399	105	0	62	167	112	0	157	269	66	0	110	176	26	0	51	77	24	0	79	103	12	0	42	54	619	0	626	1 245
Africa	107	144	64	315	39	6	100	145	36	11	100	147	18	1	96	115	18	0	63	81	5	0	41	46	8	0	11	19	231	162	475	868
The Americas	73	0	44	117	24	0	19	43	20	0	14	34	6	0	17	23	1	0	11	12	2	0	3	5	0	0	1	1	126	0	109	235
South-East Asia	37	7	50	94	31	1	79	111	13	0	53	66	3	1	66	70	4	0	20	24	0	0	22	22	0	1	8	9	88	10	298	396
Europe	31	0	36	67	16	0	26	42	17	0	18	35	10	0	16	26	0	0	14	14	1	0	8	9	1	0	9	10	76	0	127	203
Eastern Mediterranean	43	0	58	101	24	0	45	69	17	0	40	57	7	0	46	53	1	0	23	24	0	0	10	10	1	0	1	2	93	0	223	316
Western Pacific	72	0	62	134	19	0	44	63	12	0	44	56	9	0	39	48	3	0	30	33	3	0	5	8	0	0	3	3	118	0	227	345
<b>Total</b>	<b>637</b>	<b>151</b>	<b>439</b>	<b>1 227</b>	<b>258</b>	<b>7</b>	<b>375</b>	<b>640</b>	<b>227</b>	<b>11</b>	<b>426</b>	<b>664</b>	<b>119</b>	<b>2</b>	<b>390</b>	<b>511</b>	<b>53</b>	<b>0</b>	<b>212</b>	<b>265</b>	<b>35</b>	<b>0</b>	<b>168</b>	<b>203</b>	<b>22</b>	<b>1</b>	<b>75</b>	<b>98</b>	<b>1 351</b>	<b>172</b>	<b>2 085</b>	<b>3 608</b>
<b>Percentage by bracket</b>	51.9	12.3	35.8	100	40.3	1.1	58.6	100	34.2	1.7	64.2	100	23.3	0.4	76.3	100	20.0	0.0	80.0	100	17.2	0.0	82.8	100	22.4	1.0	76.5	100	37.4	4.8	57.8	100
<b>Percentage of total</b>				34.0				17.8				18.4				14.2				7.3				5.6				2.7				100.0

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

TABLE 9. APPOINTMENTS DURING YEAR 2001

Location	Category	Total staff at 31 December 2001	New appointments		Conversion of short-term contracts		Interagency transfers		Total number of appointments	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women	No. of staff	% of women
Headquarters	P	619	48	29.2	26	46.2	11	18.2	85	31.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	626	8	87.5	39	84.6	3	100.0	50	90.7
Africa	P	231	12	58.3	13	23.1	2	50.0	27	43.8
	NPO	162	27	22.2	8	37.5	0	0.0	35	19.9
	GS	475	4	75.0	14	57.1	1	100.0	19	77.4
The Americas	P	126	10	20.0	1	0.0	4	25.0	15	15.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	109	4	50.0	3	100.0	3	66.7	10	72.2
South-East Asia	P	88	5	40.0	3	0.0	0	0.0	8	13.3
	NPO	10	3	0.0	0	0.0	0	0.0	3	0.0
	GS	298	0	0.0	7	28.6	0	0.0	7	9.5
Europe	P	76	4	50.0	1	100.0	0	0.0	5	50.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	127	3	33.3	11	72.7	1	100.0	15	68.7
Eastern Mediterranean	P	93	5	40.0	4	25.0	0	0.0	9	21.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	223	5	40.0	25	48.0	0	0.0	30	29.3
Western Pacific	P	118	15	53.3	7	42.9	0	0.0	22	32.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	227	2	0.0	9	88.9	0	0.0	11	29.6
<b>Total</b>	P	1 351	99	36.0	55	37.0	17	18.8	171	30.6
	NPO	172	30	14.3	8	50.0	0	0.0	38	21.4
	GS	2 085	26	61.9	108	66.7	8	85.7	142	71.4

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



**TABLE 10. STAFF RETIREMENT**

Location	Category	Total staff at 31 December 2001	Staff due to retire							
			by 31 December 2002		by 31 December 2004 <sup>a</sup>		by 31 December 2006		by 31 December 2011	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	619	18	2.9	72	11.6	120	19.4	266	43.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	626	12	1.9	38	6.1	79	12.6	241	38.5
Africa	P	231	7	3.0	29	12.6	54	23.4	104	45.0
	NPO	162	1	0.6	5	3.1	9	5.6	39	24.1
	GS	475	12	2.5	26	5.5	56	11.8	146	30.7
The Americas	P	126	6	4.8	16	12.7	21	16.7	60	47.6
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	109	3	2.8	10	9.2	15	13.8	41	37.6
South-East Asia	P	88	5	5.7	11	12.5	23	26.1	51	58.0
	NPO	10	1	10.0	2	20.0	2	20.0	4	40.0
	GS	298	6	2.0	18	6.0	28	9.4	90	30.2
Europe	P	76	3	3.9	9	11.8	11	14.5	29	38.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	127	8	6.3	13	10.2	22	17.3	53	41.7
Eastern Mediterranean	P	93	7	7.5	12	12.9	16	17.2	42	45.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	223	3	1.3	12	5.4	18	8.1	50	22.4
Western Pacific	P	118	8	6.8	13	11.0	20	16.9	46	39.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	227	3	1.3	5	2.2	14	6.2	66	29.1
<b>Total</b>	P	1 351	54	4.0	162	12.0	265	19.6	598	44.3
	NPO	172	2	1.2	7	4.1	11	6.4	43	25.0
	GS	2 085	47	2.3	122	5.9	232	11.1	687	32.9

<sup>a</sup> Figures are cumulative. For example, the total number of staff due to retire on 31 December 2004 (162) includes those scheduled to retire on 31 December 2002 (54).

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

**TABLE 11. NUMBER OF STAFF WITH LONG-TERM AND SHORT-TERM APPOINTMENTS AS AT 31 DECEMBER 2001**

<b>Contract</b>	<b>Headquarters</b>	<b>Africa</b>	<b>The Americas</b>	<b>South-East Asia</b>	<b>Europe</b>	<b>Eastern Mediterranean</b>	<b>Western Pacific</b>	<b>Total</b>
<b>Long-term appointments</b>								
Professional staff	619	231	126	88	93	76	118	1 351
National professional officers		162		10				172
General service staff	626	475	109	298	223	127	227	2 085
<b>Total</b>	1 245	868	235	396	316	203	345	3 608
<b>Short-term appointments</b>								
Professional staff	460	270	8	49	176	56	48	1 067
Consultants	77	125	72	17	417	335	267	1 310
National officers		240	230	13				483
General service staff	336	905	25	109	239	175	97	1 886
<b>Total</b>	873	1 540	335	188	832	566	412	4 746
<b>Total number of staff</b>	2 118	2 408	570	584	1 148	769	757	8 354

