



## 人力资源：2002 年年度报告

### 秘书处的报告

1. 本第四份人力资源年度报告提供截至 2002 年 12 月 31 日世界卫生组织人力资源完整数据，更新了向执行委员会第 111 届会议提交的报告。它包含按主要服务地点和级别、职工性别比例、地域代表性、年龄概况、退休年龄、任用性质、关于国家专业官员的信息以及主要职业类别劳动力分布分列的职员配备全面情况的资料。

### 职员配备概况

#### 任用职类

2. 截至 2002 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 3686 名<sup>1</sup>。其中，1411 名（38.3%）为专业类职员，2099 名（56.9%）为一般事务类职员，176 名（4.8%）为国家专业官员类职员（见表 1）。与 2001 年年度报告中报告的 3608 名相比，长期任用的职员数目增加了 78 名（2.1%）<sup>2</sup>。

3. 自 1994 年以来中止了终生任用。自 2002 年 7 月 1 日起，以服务任用取而代之，但目前持有终生任用合同的职员除外。这类职员中 39 名为专业类职员（2001 年 12 月 31 日时为 56 名），182 名为一般事务类职员（2001 年 12 月 31 日时为 216 名），分别减少了 30.4% 和 15.7%。此类职员分别占这些职类的 2.8% 和 8.7%。

4. 除了长期任用的职员之外，截至 2002 年 12 月 31 日，临时任用的职员为 5091 名（4281 名短期职员和 873 名有限任期职员）（见表 11）。

5. 本文件中出现的表格以及下列摘要分析涉及长期任用职员（除非另有说明）。

<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> 文件 A55/30。

## 分性别职员分布

6. 上面第 2 段中提及的 3686 名长期任用职员的总体性别分布是 1954 名男职员(53%)和 1732 名女职员(47%)。在 1411 名长期任用专业类职员中, 950 名(67.3%)为男职员, 461 名(32.7%)为女职员(表 2)。自一上份年度报告以来, 专业类职员中妇女百分比已从 31.8%增加到 32.7%。

7. 2002 年, 妇女占 P-4 级总数接近 34.3%, 占 P-5 级总数的 26.4%, 占 P-6/D-1 级总数约 21.7%。在 D-2 级, 妇女占总数的 17.3%, 而 2001 年为 14.3%。不叙级职位中妇女的比例已增加到 22.2%, 而 2001 年为 20.0%。

## 地域代表性

8. 截止 2002 年 12 月, 108 个国家达到其理想幅度(3 个已达到其幅度最高限额), 27 个国家为超额国, 13 个国家为缺额国, 46 个国家(包括两个准会员)为无额国(表 3)。

9. 2002 年期间, 任命了 178 个职位, 其中 60 个或 33.7%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(布基纳法索、喀麦隆、哥伦比亚、科特迪瓦、法国和突尼斯)现已超过其幅度最高限额, 而原来无额的 1 个国家(南斯拉夫)现已达到其理想幅度。原来达到其理想幅度的 4 个国家(安道尔、卢森堡、圣马力诺和斯威士兰)现为无额国。原为缺额的 2 个国家(南非和瑞典)现已达到其理想幅度, 而原来达到其理想幅度的一个(乌克兰)现为缺额国(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 42.3%和 48.3%(见表 6)。

11. 人数最多的一组职员(37.1%)服务不足 5 年。这适用于国家专业官员(88.6%, 或 176 名职员中 156 名)和专业类职员(51.6%, 或 1411 名职员中 728 名)(见表 8)。但是, 超过第一个 5 年期的 61.6%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。

12. 关于职员任用, 94 名或 53.4%的专业类职员是从外部招聘的, 56 名或 31.8%为现有临时合同转换, 而 26 名或 14.8%通过机构间调任而重新选派的(表 9)。

13. 目前 19.4% 的专业类职员、6.8% 的国家专业官员和 12.5% 的一般事务类职员将在今后 5 年内退休(表 10)。

## 职业类别

14. 在专业类职员担任的职位中，约 48% 为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中，91.1% 为医学专科医生，2.2% 为护士。第二大职业类别为“行政专业人员”类别，占 25.9%(表 12)。

## 表格<sup>1</sup>

15. 现将前面各段中提及的表格列示如下，供参考：

- 表 1 按级别和主要服务地点分列的 1999、2001 和 2002 年年末时长期任用职员数目
- 表 2 按组织地点、级别和性别列示的 2002 年 12 月 31 日时的职员分布
- 表 3 按区域列示的 2002 年 12 月 31 日时低于或超过幅度的国家一览表
- 表 4a-4f 2002 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 2002 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 2002 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 2002 年 12 月 31 日时职员情况
- 表 8 按服务期限分列的 2002 年 12 月 31 日时职员情况
- 表 9 2002 年期间任用情况
- 表 10 职员退休预计情况
- 表 11 2002 年 12 月 31 日时长期和临时任用职员数目
- 表 12 主要职业类别中专业人员以上职类在职员额分布

<sup>1</sup> 只有英文、法文。

**TABLE 1. NUMBER OF STAFF<sup>1</sup> HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION  
AT YEAR END 1999, 2001 AND 2002**

	Staff numbers at 31 December 1999				Staff numbers at 31 December 2001				Staff numbers at 31 December 2002			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	5	6	0	11	4	6	0	10	3	6	0	9
D2	42	6	4	52	40	5	4	49	43	6	3	52
D1/P6	61	36	42	139	67	32	43	142	72	37	43	152
P5	263	158	68	489	282	172	77	531	302	178	80	560
P4	138	120	88	346	137	151	91	379	144	151	96	391
P3	56	51	23	130	67	50	23	140	72	59	21	152
P2	24	40	18	82	24	52	19	95	22	54	18	94
P1	1	2	7	10	1	1	3	5	0	0	1	1
<b>Total professional</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>658</b>	<b>491</b>	<b>262</b>	<b>1411</b>
National professional officers	0	4	70	74	0	12	160	172	0	14	162	176
<b>Total general service</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>	<b>644</b>	<b>987</b>	<b>468</b>	<b>2099</b>
<b>Grand total</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>1 302</b>	<b>1 492</b>	<b>892</b>	<b>3 686</b>

<sup>1</sup> Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 1999: 23; 2001: 44; 2002: 23.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 31 DECEMBER 2002**

**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	9	13	22	24	48	72	85	59	144	210	92	302	53	19	72	35	8	43	1	2	3	417	241	658	63.4	36.6
Africa	0	0	0	20	11	31	28	14	42	41	15	56	64	17	81	25	6	31	1	0	1	1	0	1	180	63	243	74.1	25.9
The Americas	0	0	0	3	12	15	5	5	10	60	30	90	9	4	13	1	0	1	0	0	0	1	0	1	79	51	130	60.8	39.2
South-East Asia	0	0	0	1	1	2	2	4	6	6	6	12	37	16	53	15	1	16	2	1	3	1	0	1	64	29	93	68.8	31.2
Europe	0	0	0	4	1	5	3	4	7	12	9	21	27	7	34	3	4	7	0	0	0	1	0	1	50	25	75	66.7	33.3
Eastern Mediterranean	0	0	0	6	4	10	3	4	7	20	5	25	29	7	36	14	1	15	2	0	2	1	0	1	75	21	96	78.1	21.9
Western Pacific	0	1	1	0	9	9	4	4	8	33	10	43	36	5	41	8	2	10	3	0	3	1	0	1	85	31	116	73.3	26.7
<b>Total</b>	0	1	1	43	51	94	69	83	152	257	134	391	412	148	560	119	33	152	43	9	52	7	2	9	950	461	1411	67.3	32.7
<b>Percentage by grade</b>	0.0	100	100	45.7	54.3	100	45.4	54.6	100	65.7	34.3	100	73.6	26.4	100	78.3	21.7	100	82.7	17.3	100	77.8	22.2	100	67.3	32.7	100		
<b>Percentage of total</b>			0.1			6.7			10.9			27.7			39.7			10.6			3.6			0.7					100

**National professional officers**

Location	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	0	0	0	47	15	62	67	34	101	0	1	1	114	50	164	69.5	30.5
The Americas	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0.0	100
South-East Asia	0	0	0	3	0	3	7	1	8	0	0	0	10	1	11	90.9	9.1
<b>Total</b>	0	1	1	50	15	65	74	35	109	0	1	1	124	52	176	70.0	30.0
<b>Percentage by grade</b>	0	100	100	76.9	23.1	100	67.9	32.1	100	0	100	100	70.5	29.5	100		
<b>Percentage of total</b>			0.6			36.9			62.3			0.6			100		

**General service staff**

Location	G1			G2			G3			G4			G5			G6			G7			Total			Percentage			
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F		
Headquarters	0	0	0	1	2	3	20	18	38	35	114	149	46	200	246	28	135	163	15	30	45	145	499	644	22.5	77.5		
Africa	44	0	44	47	0	47	64	2	66	20	29	49	35	44	79	42	59	101	55	42	97	307	176	483	63.6	36.4		
The Americas	0	0	0	1	0	1	0	1	1	4	22	26	4	25	29	6	30	36	1	4	5	16	82	98	16.3	83.7		
South-East Asia	23	0	23	33	0	33	31	3	34	38	27	65	42	27	69	22	11	33	34	8	42	223	76	299	74.6	25.4		
Europe	0	0	0	1	1	2	7	5	12	7	14	21	6	60	66	3	11	14	3	11	14	27	102	129	20.9	79.1		
Eastern Mediterranean	5	0	5	21	0	21	17	7	24	9	39	48	8	40	48	15	27	42	6	19	25	81	132	213	38.0	62.0		
Western Pacific	4	1	5	12	3	15	24	4	28	9	18	27	11	68	79	10	35	45	11	23	34	81	152	233	34.8	65.2		
<b>Total</b>	76	1	77	116	6	122	163	40	203	122	263	385	152	464	616	126	308	434	125	137	262	880	1219	2099	41.9	58.1		
<b>Percentage by grade</b>	98.7	1.3	100	95.1	4.9	100	80.3	19.7	100	31.7	68.3	100	24.7	75.3	100	29.0	71.0	100	47.7	52.3	100	41.9	58.1	100				
<b>Percentage of total</b>			3.7			5.8			9.7			18.3			29.3			20.7			12.5							100

M – male, F – female, T – total.

**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2002****(Note: Countries not listed are within range)**

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries
Africa	Comoros Sao Tome and Principe Swaziland			Burkina Faso Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Nigeria Senegal
The Americas	Antigua and Barbuda Belize Dominica Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines	Argentina Mexico United States of America	Brazil Canada Colombia
South-East Asia	Timor-Leste			India Myanmar Nepal
Europe	Andorra Azerbaijan Belarus Bosnia and Herzegovina Kazakhstan Kyrgyzstan Luxembourg Monaco	Republic of Moldova San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan	Austria Germany Italy Portugal Spain Ukraine	Belgium France Ireland Netherlands Russian Federation United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Cyprus Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Tunisia
Western Pacific	Brunei Darussalam Cambodia 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	Australia New Zealand Philippines

\* Associate Member.

**TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002**

**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					1	2			3		1					6	1	7	
Angola	1-8									3				1			4	0	4	
Benin	1-8					1	1			1		1					4	0	4	
Botswana	1-8									1	1						1	1	2	
Burkina Faso	1-8			1		2	2	1		1		2					7	2	9	
Burundi	1-8							1		1		1					3	0	3	
Cameroon	1-8					1	2			1		3	2		1		6	4	10	
Cape Verde	1-8									1	1						1	1	2	
Central African Republic	1-8					1				2							3	0	3	
Chad	1-8			1						1		1					3	0	3	
Comoros	1-8																0	0	0	
Congo	1-8			6		2		2		1	1						11	1	12	
Côte d'Ivoire	1-8			1		2	1	1		3		1					7	2	9	
Democratic Republic of the Congo	1-8					1		1		6		1					8	1	9	
Equatorial Guinea	1-8					1				1							2	0	2	
Eritrea	1-8									2							2	0	2	
Ethiopia	1-8					1	2	1	1	4	1	1	1				7	5	12	
Gabon	1-8							1									0	1	1	
Gambia	1-8					3				2		1			1		7	0	7	
Ghana	1-8			2	2	2		3	1	3		1		1			12	3	15	
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	2	1		3	2				6	6	12	
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		2				1								0	4	4
Malawi	1-8							1		2	1								3	1	4
Mali	1-8					1		3	1	2			1						6	2	8
Mauritania	1-8							1		3			1						5	0	5
Mauritius	1-8				2	1	1		1										4	1	5
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		3		4	2	1	1					11	3	14
Rwanda	1-8				2				3		1		1						7	0	7
Sao Tome and Principe	1-8																		0	0	0
Senegal	1-8				1		1	1	2		1	3	3						7	5	12
Seychelles	1-8				1														0	1	1
Sierra Leone	1-8				1				1	1	2								3	2	5
South Africa	3-9								2		2	2			1				5	2	7
Swaziland	1-8																		0	0	0
Togo	1-8								1		1		2						4	0	4
Uganda	1-8								2		4	1							6	1	7
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	1	1		1				6	1	7
<b>Total – African Region</b>		0	0	18	10	24	12	41	11	75	23	25	7	4	0	1	0	188	63	251	

M – male, F – female.



**TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002**

**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		1									3	2	5	
Bahamas	1-8							1									1	0	1	
Barbados	1-8													1			1	0	1	
Belize	1-8																0	0	0	
Bolivia	1-8			1	1		3										4	1	5	
Brazil	14-20				2	8	6	9	2	2		1	1				20	11	31	
Canada	21-29			1		2	3	6	9	10	6	2	1	1			22	19	41	
Chile	1-8				1		1		1	2	1						2	4	6	
Colombia	1-8						4	2	2		1						7	2	9	
Costa Rica	1-8				1		1										1	1	2	
Cuba	1-8						3	1	1	1							4	2	6	
Dominica	1-8																0	0	0	
Dominican Republic	1-8						1	3	1								2	3	5	
Ecuador	1-8			1			2	1									3	1	4	
El Salvador	1-8					1	2	2									2	3	5	
Grenada	1-8																0	0	0	
Guatemala	1-8						1		1								2	0	2	
Guyana	1-8						2	1		1							2	2	4	
Haiti	1-8						1										1	0	1	
Honduras	1-8						1										1	0	1	
Jamaica	1-8				1			1									0	2	2	
Mexico	9-15						4		1	1							5	1	6	
Nicaragua	1-8							2									0	2	2	

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					
Panama	1-8					4	1	1									5	1	6	
Paraguay	1-8					1											1	0	1	
Peru	1-8			1				1	1	1							2	2	4	
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							2		1							2	1	3	
United States of America	174-237			1	6	9	12	29	19	47	22	7	2	5	1		98	62	160	
Uruguay	1-8							2	1	1	2						3	3	6	
Venezuela	1-8							1	1	2							3	1	4	
<b>Total – Region of the Americas</b>		0	0	4	11	11	20	82	52	81	38	12	3	7	2	1	0	198	126	324

\* Associate Member.

M – male, F – female.

**TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002**

**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							2		2	2	1					5	2	7	
Bhutan	1-8							1									1	0	1	
Democratic People's Republic of Korea	1-8									1							1	0	1	
India	14-21			2		3		4	2	9	4	2	2	1	1		21	9	30	
Indonesia	4-10									2	4	1		1		1	5	4	9	
Maldives	1-8					1						2					3	0	3	
Myanmar	1-8					2		2	1	1	2	3					6	5	11	
Nepal	1-8							1		7			1				8	1	9	
Sri Lanka	1-8								1	3	2	1					4	3	7	
Thailand	2-8					1				1	4	1		1			2	6	8	
Timor-Leste	1-8																0	0	0	
<b>Total – South-East Asia Region</b>		0	0	2	0	4	3	10	4	26	18	11	3	2	2	1	0	56	30	86

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002

## 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																0	0	0	
Armenia	1-8						1		1								2	0	2	
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				2		5	2	10		3		3				21	4	25	
Bosnia and Herzegovina	1-8																0	0	0	
Bulgaria	1-8						1										1	0	1	
Croatia	1-8								2								2	0	2	
Czech Republic	1-8							1	2								2	1	3	
Denmark	5-12			1		1	1		5			1	1				9	2	11	
Estonia	1-8										1						1	0	1	
Finland	4-10				1		1	1	2	2	2						5	4	9	
France	46-64			1	1	5	3	10	10	25	3	4	4	4	1		50	21	71	
Georgia	1-8											1					0	1	1	
Germany	69-94				1	2	6	4	16	5	3		3				29	11	40	
Greece	3-9				1		1		2								3	1	4	
Hungary	1-8						1										1	0	1	
Iceland	1-8											1					0	1	1	
Ireland	2-8				2	2		1		3	4		1				7	6	13	
Israel	3-9						1	1				1					1	2	3	
Italy	39-54				1		5	1	15	2	11		2				34	3	37	
Kazakhstan	1-8																0	0	0	
Kyrgyzstan	1-8																0	0	0	
Latvia	1-8								1								1	0	1	
Lithuania	1-8								1	1							1	1	2	
Luxembourg	1-8																0	0	0	
Malta	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	
Monaco	1-8																		0	0	0
Netherlands	13-19				2	7		13	5	5	1								25	8	33
Norway	5-11						1	2		2			1			1			5	2	7
Poland	2-8						1	3											3	1	4
Portugal	3-10				1														0	1	1
Republic of Moldova	1-8																		0	0	0
Romania	1-8								1		1								0	2	2
Russian Federation	10-16						10	1	8		2								20	1	21
San Marino	1-8																		0	0	0
Slovakia	1-8								1										1	0	1
Slovenia	1-8						1		1										0	2	2
Spain	20-28						3		3	7	1			1					7	8	15
Sweden	9-15				1		2		3	1	1	1		1					5	5	10
Switzerland	10-16				1	1	2		3	2		1							6	4	10
Tajikistan	1-8																		0	0	0
The former Yugoslav Republic of Macedonia	1-8																		0	0	0
Turkey	4-10								4	1	1					1			5	2	7
Turkmenistan	1-8																		0	0	0
Ukraine	2-8						1												1	0	1
United Kingdom of Great Britain and Northern Ireland	37-51				4	1	6	13	6	17	6	5	2	2	1	1			39	25	64
Uzbekistan	1-8																		0	0	0
Yugoslavia	1-8						2												0	2	2
<b>Total – European Region</b>		0	0	2	5	12	23	71	35	142	41	46	14	18	3	2	2	293	123	416	

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002

## 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	1		4			1				5	7	12
Iran (Islamic Republic of)	2-8					1		1	1	3								5	1	6
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							2	1	2	2							4	3	7
Libyan Arab Jamahiriya	1-8					1				1								1	1	2
Morocco	1-8									3		1						4	0	4
Oman	1-8																	0	0	0
Pakistan	2-8							2		5								7	0	7
Qatar	1-8																	0	0	0
Saudi Arabia	5-11														1			1	0	1
Somalia	1-8							1		1		1		1				4	0	4
Sudan	1-8					1		3		2		2						8	0	8
Syrian Arab Republic	1-8							1	1	3		1						5	1	6
Tunisia	1-8					1	1	1		1		5						8	1	9
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	16	4	26	9	14	0	3	1	1	0	67	18	85

M – male, F – female.

**TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002**

**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		2		5	3	5	1	3			16	4	20			
Brunei Darussalam	1-8														0	0	0			
Cambodia	1-8														0	0	0			
China	22-31			2	1	1	1	4	2	1		1	1		9	5	14			
Cook Islands	1-8														0	0	0			
Fiji	1-8					1		1		1					3	0	3			
Japan	141-191			3	4	4	4	17	3	1		2		1	27	12	39			
Kiribati	1-8														0	0	0			
Lao People's Democratic Republic	1-8			1											1	0	1			
Malaysia	2-8			3		1		2							3	3	6			
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	1	3	1	1		1			5	4	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	6	3	2	1	1					7	11	18			
Republic of Korea	8-15							5				1			6	0	6			
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	15	13	9	40	10	7	4	8	1	1	0	80	40	120	

\* Associate Member.

M – male, F – female.



**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2002**

**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	54	8.2	139	21.1	32	4.9	340	51.7	19	2.9	74	11.2	658	100.0
Africa	203	83.5	22	9.1	0	0.0	15	6.2	2	0.8	1	0.4	243	100.0
The Americas	1	0.8	112	86.2	1	0.8	16	12.3	0	0.0	0	0.0	130	100.0
South-East Asia	1	1.1	22	23.7	42	45.2	22	23.7	0	0.0	6	6.5	93	100.0
Europe	0	0.0	12	16.0	3	4.0	58	77.3	0	0.0	2	2.7	75	100.0
Eastern Mediterranean	3	3.1	13	13.5	2	2.1	11	11.5	65	67.7	2	2.1	96	100.0
Western Pacific	1	0.9	22	19.0	9	7.8	38	32.8	0	0.0	46	39.7	116	100.0
<b>Total</b>	263	18.6	342	24.2	89	6.3	500	35.4	86	6.1	131	9.3	1 411	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	54	20.5	139	40.6	32	36.0	340	68.0	19	22.1	74	56.5	658	46.6
Africa	203	77.2	22	6.4	0	0.0	15	3.0	2	2.3	1	0.8	243	17.2
The Americas	1	0.4	112	32.7	1	1.1	16	3.2	0	0.0	0	0.0	130	9.2
South-East Asia	1	0.4	22	6.4	42	47.2	22	4.4	0	0.0	6	4.6	93	6.6
Europe	0	0.0	12	3.5	3	3.4	58	11.6	0	0.0	2	1.5	75	5.3
Eastern Mediterranean	3	1.1	13	3.8	2	2.2	11	2.2	65	75.6	2	1.5	96	6.8
Western Pacific	1	0.4	22	6.4	9	10.1	38	7.6	0	0.0	46	35.1	116	8.2
<b>Total</b>	263	100.0	342	100.0	89	100.0	500	100.0	86	100.0	131	100.0	1 411	100.0

**TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2002****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	4	6	38	53	91	153	80	233	215	99	314	9	5	14	417	241	658
Africa	0	1	1	13	11	24	64	24	88	100	27	127	3	0	3	180	63	243
The Americas	1	1	2	3	9	12	28	21	49	45	19	64	2	1	3	79	51	130
South-East Asia	1	0	1	3	5	8	19	6	25	39	16	55	2	2	4	64	29	93
Europe	1	0	1	4	3	7	19	11	30	24	10	34	2	1	3	50	25	75
Eastern Mediterranean	0	0	0	5	3	8	29	10	39	36	8	44	5	0	5	75	21	96
Western Pacific	0	0	0	10	11	21	35	9	44	36	11	47	4	0	4	85	31	116
<b>Total</b>	5	6	11	76	95	171	347	161	508	495	190	685	27	9	36	950	461	1 411
<b>Percentage by bracket</b>	45.5	54.5	100.0	44.4	55.6	100.0	68.3	31.7	100.0	72.3	27.7	100.0	75.0	25.0	100.0	67.3	32.7	100.0
<b>Percentage of total</b>	0.8			12.1			36.0			48.1			2.7			99.7		

**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	0	0	17	8	25	54	24	78	39	17	56	4	1	5	114	50	164
The Americas	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
South-East Asia	0	0	0	1	0	1	6	0	6	3	1	4	0	0	0	10	1	11
<b>Total</b>	0	0	0	18	8	26	60	25	85	42	18	60	4	1	5	124	52	176
<b>Percentage by bracket</b>				69.2	30.8	100.0	70.6	29.4	100.0	70.0	30.0	100.0	80.0	20.0	100.0	70.5	29.5	100.0
<b>Percentage of total</b>	0.0			14.8			48.3			34.1			2.8			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	5	9	14	20	72	92	64	206	270	56	207	263	0	5	5	145	499	644
Africa	1	4	5	38	25	63	139	97	236	128	50	178	1	0	1	307	176	483
The Americas	1	2	3	3	16	19	5	32	37	7	31	38	0	1	1	16	82	98
South-East Asia	7	5	12	38	18	56	88	37	125	85	16	101	5	0	5	223	76	299
Europe	1	2	3	6	29	35	9	31	40	10	39	49	1	1	2	27	102	129
Eastern Mediterranean	5	14	19	16	44	60	36	44	80	24	30	54	0	0	0	81	132	213
Western Pacific	2	11	13	18	33	51	33	64	97	28	44	72	0	0	0	81	152	233
<b>Total</b>	22	47	69	139	237	376	374	511	885	338	417	755	7	7	14	880	1 219	2 099
<b>Percentage by bracket</b>	31.9	68.1	100.0	37.0	63.0	100.0	42.3	57.7	100.0	44.8	55.2	100.0	50.0	50.0	100.0	41.9	58.1	100.0
<b>Percentage of total</b>			3.3			17.9			42.3			36.0			0.7			100.2

M – male, F – female, T – total.

**TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 31 DECEMBER 2002****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	3	1	4	4	1	5	7	2	9
D2	2	0	2	0	0	0	6	2	8	34	6	40	1	1	2	43	9	52
D1/P6	0	0	0	1	0	1	27	8	35	85	24	109	6	1	7	119	33	152
P5	0	0	0	18	12	30	157	57	214	226	75	301	11	4	15	412	148	560
P4	0	0	0	30	29	59	117	56	173	105	47	152	5	2	7	257	134	391
P3	0	0	0	15	28	43	26	30	56	28	25	53	0	0	0	69	83	152
P2	3	6	9	12	25	37	14	8	22	14	12	26	0	0	0	43	51	94
P1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
<b>Total</b>	5	6	11	76	95	171	347	161	508	495	190	685	27	9	36	950	461	1411
<b>Percentage by bracket</b>	45.5	54.5	100.0	44.4	55.6	100.0	68.3	31.7	100.0	72.3	27.7	100.0	75.0	25.0	100.0	67.3	32.7	100.0
<b>Percentage of total</b>	0.8			12.1			36.0			48.1			2.6			99.6		

**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	1	1	0	0	0	0	0	0	0	1	1
B	0	0	0	11	4	15	23	7	30	14	4	18	2	0	2	50	15	65
C	0	0	0	7	3	10	37	17	54	28	14	42	2	1	3	74	35	109
D	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
<b>Total</b>	0	0	0	18	8	26	60	25	85	42	18	60	4	1	5	124	52	176
<b>Percentage by bracket</b>				69.2	30.8	100.0	70.6	29.4	100.0	70.0	30.0	100.0	80.0	20.0	100.0	70.5	29.5	100.0
<b>Percentage of total</b>	0.0			14.8			48.3			34.1			2.8			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	3	4	13	12	25	48	50	98	60	71	131	3	1	4	125	137	262
G6	3	6	9	23	35	58	61	148	209	39	115	154	0	4	4	126	308	434
G5	4	13	17	33	103	136	45	190	235	69	157	226	1	1	2	152	464	616
G4	5	18	23	20	72	92	57	110	167	39	62	101	1	1	2	122	263	385
G3	4	6	10	18	13	31	84	11	95	57	10	67	0	0	0	163	40	203
G2	4	0	4	22	2	24	49	2	51	39	2	41	2	0	2	116	6	122
G1	1	1	2	10	0	10	30	0	30	35	0	35	0	0	0	76	1	77
<b>Total</b>	22	47	69	139	237	376	374	511	885	338	417	755	7	7	14	880	1 219	2 099
<b>Percentage by bracket</b>	31.9	68.1	100.0	37.0	63.0	100.0	42.3	57.7	100.0	44.8	55.2	100.0	50.0	50.0	100.0	41.9	58.1	100.0
<b>Percentage of total</b>	3.3			17.9			42.2			36.0			0.7			100.0		

M – male, F – female, T – total.

**TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2002**

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	316	0	166	482	98	0	51	149	121	0	150	271	69	0	94	163	24	0	64	88	18	0	76	94	12	0	43	55	658	0	644	1302
Africa	126	149	82	357	34	2	77	113	37	12	99	148	18	1	106	125	17	0	65	82	4	0	41	45	7	0	13	20	243	164	483	890
The Americas	83	0	44	127	22	0	21	43	17	0	13	30	6	1	9	16	1	0	8	9	1	0	3	4	0	0	0	0	130	1	98	229
South-East Asia	45	7	53	105	28	2	58	88	14	0	73	87	2	1	68	71	4	0	17	21	0	0	22	22	0	1	8	9	93	11	299	403
Europe	31	0	46	77	16	0	24	40	16	0	16	32	8	0	13	21	4	0	14	18	0	0	7	7	0	0	9	9	75	0	129	204
Eastern Mediterranean	52	0	69	121	21	0	32	53	14	0	44	58	6	0	38	44	2	0	15	17	0	0	13	13	1	0	2	3	96	0	213	309
Western Pacific	75	0	72	147	20	0	41	61	8	0	45	53	7	0	35	42	3	0	33	36	3	0	5	8	0	0	2	2	116	0	233	349
<b>Total</b>	<b>728</b>	<b>156</b>	<b>532</b>	<b>1 416</b>	<b>239</b>	<b>4</b>	<b>304</b>	<b>547</b>	<b>227</b>	<b>12</b>	<b>440</b>	<b>679</b>	<b>116</b>	<b>3</b>	<b>363</b>	<b>482</b>	<b>55</b>	<b>0</b>	<b>216</b>	<b>271</b>	<b>26</b>	<b>0</b>	<b>167</b>	<b>193</b>	<b>20</b>	<b>1</b>	<b>77</b>	<b>98</b>	<b>1 411</b>	<b>176</b>	<b>2 099</b>	<b>3 686</b>
<b>Percentage by bracket</b>	<b>51.4</b>	<b>11.0</b>	<b>37.6</b>	<b>100</b>	<b>43.7</b>	<b>0.7</b>	<b>55.6</b>	<b>100</b>	<b>33.4</b>	<b>1.8</b>	<b>64.8</b>	<b>100</b>	<b>24.1</b>	<b>0.6</b>	<b>75.3</b>	<b>100</b>	<b>20.3</b>	<b>0.0</b>	<b>79.7</b>	<b>100</b>	<b>13.5</b>	<b>0.0</b>	<b>86.5</b>	<b>100</b>	<b>20.4</b>	<b>1.0</b>	<b>78.6</b>	<b>100</b>	<b>38.3</b>	<b>4.8</b>	<b>56.9</b>	<b>100</b>
<b>Percentage of total</b>				<b>37.1</b>				<b>15.4</b>				<b>18.7</b>				<b>13.2</b>				<b>7.6</b>				<b>5.3</b>				<b>2.7</b>				<b>100.0</b>

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

**TABLE 9. APPOINTMENTS DURING YEAR 2002**

Location	Category	Total staff at 31 December 2002	New appointments		Conversion of temporary contracts		Interagency transfers		Total number of appointments	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women	No. of staff	% of women
Headquarters	P	658	46	26.1	34	64.7	6	50.0	86	43.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	644	7	42.9	42	78.6	2	100.0	51	74.5
Africa	P	243	13	38.5	7	28.6	2	50.0	22	36.4
	NPO	164	9	33.3	1	100.0	0	0.0	10	40.0
	GS	483	11	27.3	15	33.3	1	100.0	27	33.3
The Americas	P	130	7	28.6	0	0.0	18	38.9	25	36.0
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	98	1	100.0	0	0.0	12	66.7	13	69.3
South-East Asia	P	93	11	63.6	2	100.0	1	0.0	14	64.3
	NPO	11	0	0.0	2	0.0	0	0.0	2	0.0
	GS	299	0	0.0	14	35.7	0	0.0	14	35.7
Europe	P	75	1	100.0	4	25.0	0	0.0	5	40.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	129	7	100.0	11	90.9	0	0.0	18	94.4
Eastern Mediterranean	P	96	4	25.0	8	12.5	1	0.0	13	15.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	213	3	66.7	12	50.0	1	0.0	16	50.0
Western Pacific	P	116	12	16.7	1	0.0	0	0.0	13	15.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	233	4	50.0	14	78.6	0	0.0	18	72.2
Total	P	1 411	94	31.9	56	50.0	28	39.3	178	38.8
	NPO	176	9	33.3	3	33.3	0	0.0	12	33.3
	GS	2 099	33	54.5	108	64.8	16	68.8	157	63.1
	All	3 686	136	37.5	167	59.3	44	50.0	347	49.6

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

TABLE 10. STAFF RETIREMENT PROJECTIONS<sup>1</sup>

Location	Category	Total staff at 31 December 2002	Staff due to retire							
			by 31 December 2003		by 31 December 2005		by 31 December 2007		by 31 December 2012	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	658	28	4.3	74	11.2	131	19.9	278	42.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	644	12	1.9	39	6.1	86	13.4	249	38.7
Africa	P	243	12	4.9	31	12.8	50	20.6	104	42.8
	NPO	164	2	1.2	6	3.7	10	6.1	46	28.0
	GS	483	8	1.7	29	6.0	61	12.6	165	34.2
The Americas	P	130	5	3.8	15	11.5	22	16.9	60	46.2
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	98	3	3.1	10	10.2	17	17.3	37	37.8
South-East Asia	P	93	1	1.1	14	15.1	28	30.1	51	54.8
	NPO	11	1	9.1	1	9.1	2	18.2	4	36.4
	GS	299	4	1.3	16	5.4	37	12.4	95	31.8
Europe	P	75	4	5.3	7	9.3	11	14.7	32	42.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	129	1	0.8	10	7.8	22	17.1	48	37.2
Eastern Mediterranean	P	96	5	5.2	8	8.3	17	17.7	40	41.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	213	5	2.3	13	6.1	22	10.3	52	24.4
Western Pacific	P	116	4	3.4	8	6.9	15	12.9	43	37.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	233	1	0.4	5	2.1	17	7.3	64	27.5
Total	P	1 411	59	4.2	157	11.1	274	19.4	608	43.1
	NPO	176	3	1.7	7	4.0	12	6.8	50	28.4
	GS	2 099	34	1.6	122	5.8	262	12.5	710	33.8
	All	3 686	96	2.6	286	7.8	548	14.9	1 368	37.1

<sup>1</sup> Cumulative figures.

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



**TABLE 11. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS AS AT 31 DECEMBER 2002**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
<b>Long-term appointments</b>								
Professional staff	658	243	130	93	75	96	116	1 411
National professional staff	0	164	1	11	0	0	0	176
General services	644	483	98	299	129	213	233	2 099
<b>Total</b>	1 302	890	229	403	204	309	349	3 686
<b>Temporary appointments</b>								
<b>Term-limited appointments</b>								
Professional staff	201	38	25	5	11	7	2	289
National professional staff	0	7	0	3	15	0	0	25
General service staff	161	269	0	25	45	27	32	559
<b>Total</b>	362	314	25	33	71	34	34	873
<b>Short-term appointments</b>								
Professional staff	332	371	28	46	96	89	26	988
Consultants	24	235	77	8	1	356	2	703
National professional staff	0	115	0	15	29	0	0	159
General service staff	239	1 669	16	132	132	118	62	2 368
<b>Total</b>	595	2 390	121	201	258	563	90	4 218
<b>Total staff with temporary appointments</b>	957	2 704	146	234	329	597	124	5 091
<b>Total number of staff</b>	2 259	3 594	375	637	533	906	473	8 777



