



## 人力资源：年度报告

### 秘书处的报告

1. 本第五份人力资源年度报告提供截至 2003 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 113 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 2003 年 12 月 31 日，世界卫生组织 1 年或 1 年以上定期任用或终生任用/服务任用<sup>1</sup>（以下均称为“定期/服务任用”）职员总数为 3842 名<sup>2</sup>。其中，1490 名（38.8%）为专业类职员，2139 名（55.7%）为一般事务类职员，213 名（5.5%）为国家专业官员类职员（见表 1）。与 2002 年年度报告中报告的截止 2002 年 12 月 31 日人数相比，定期/服务任用的职员数目增加了 109 名（3%）<sup>3</sup>。

3. 自 2003 年 7 月 1 日起并经总干事批准，以服务任用取代终生任用，但已经持有终生任用合同的职员不受这一改变的影响。目前这类职员中 37 名为专业类职员，而 2002 年 12 月 31 日时为 39 名—减少了 5.1%；173 名为一般事务类职员，而 2002 年 12 月 31 日时为 182 名—减少了 5%。目前这两类职员分别占各自职类的 2.5% 和 8.1%。

<sup>1</sup> 这一数字包括 2002 年 7 月 1 日时持有终生任用合同的职员。

<sup>2</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>3</sup> 见文件 A56/38。

4. 迄今为止，已向东南亚、东地中海和西太平洋区域办事处的一般事务类职员签发 224 份服务任用合同。审评过程正在继续，以便按照总干事确定的规定发给服务任用合同。

5. 除了持有定期/服务任用合同的职员之外，截至 2003 年 12 月 31 日，临时任用的职员为 3713 名（1505 名短期职员和 2208 名有限任期职员）（见表 11）。

6. 本文件中出现的图表以及图表之前的摘要分析涉及定期/服务任用职员(除非另有说明)。

### 性别分布

7. 表 2 显示了按组织工作地点、级别和性别分列的定期/服务任用职员分布情况。可看到，在 1490 名定期/服务任用专业类职员中，990 名（66.4%）为男职员，500 名（33.6%）为女职员。

8. 自上一份年度报告以来，专业职类中妇女百分比已经上升（从 32.7%到 33.6%）。因此，虽然本报告显示 P.2 和 P.3 级的妇女较多，但妇女占 P.4 级的 36.8%，P.5 级的 28.3%，P.6/D.1 级的 18.7%。自上一份报告以来，在 D2 级职位中妇女的比例从 21.7%到 20%有所下降；在不叙级职位中妇女的比例已经从 22.2%增加到 26.3%。

### 地域代表性

9. 第五十六届世界卫生大会批准了修订的确定理想幅度的公式以确保职员的公平地域代表性<sup>1</sup>。由于该公式于 2003 年 7 月实施：

- 原来超额的五个国家（刚果民主共和国、埃塞俄比亚、印度、尼日利亚和俄罗斯联邦）现已达到其占额理想幅度；
- 原来缺额的三个国家（奥地利、意大利和美利坚合众国）现已达到其占额理想幅度；
- 原来达到其占额理想幅度的两个国家（以色列和越南）现为缺额国。

10. 下列变化是由其它因素造成的：

- (i) 职工调动。原来无额的四个国家（白俄罗斯、塞浦路斯、哈萨克斯坦及圣基茨和尼维斯）现已达到其理想幅度，而原来达到其占额理想幅度的两个国家（巴

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<sup>1</sup> WHA56.35 号决议。

巴多斯和苏里南) 现为无额国。原来超额的一个国家(科特迪瓦) 现已达到其占额理想幅度, 而原来达到其占额理想幅度的四个国家(丹麦、冈比亚、约旦和马里) 现为超额国。

(ii) 原来是东地中海区域一部分的塞浦路斯现已成为欧洲区域的一部分。

11. 截至 2003 年 12 月, 115 个国家达到其理想幅度(5 个已达到其幅度最高限额), 23 个国家为超额国, 12 个国家为缺额国, 44 个国家(包括 2 个准会员) 为无额国(见表 3)。表 4 提供各国占额状况的详情。

12. 表 5 提供了按任职地点和国籍区域分列的职员分布情况。

13. 2003 年期间, 任命了 208 个专业类的职位。其中 64 个(30.8%) 是无额国或缺额国的国民。

### **职员的年龄、服务期限和更替**

14. 约一半的专业类职员(48.1%) 已达 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 49.3% (见表 6)。

15. 人数最多的一组职员(37.1%) 服务不足 5 年。但是, 超过第一个 5 年期的 58.6% 职员继续留在本组织工作 10 年或 10 年以上。目前专业类职员平均服务期限约为 8 年, 一般事务类职员为 13 年(见表 8)。

16. 表 9 提供 2003 年期间职员任用的数据, 显示 98 名(32.7%) 专业类职员是从外部招聘的, 91 名(40.7%) 是根据总干事承诺审查“长期短期”职员情况及其向定期状况可能的过渡而作出的现有临时合同转换, 另有 19 名(26.3%) 是通过机构间调任而重新选派的。

17. 按目前预测, 约 15% 的劳动力(包括 19% 的专业类职员) 将在今后 5 年内退休和三分之一以上将在今后 10 年内退休(见表 10)。

### **职业类别**

18. 在专业类职员担任的职位中, 约 47% 为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中, 92.3% 为“医学专业医生”, 1.8% 为“护士”。第二大职业类别为“行政专业人员”类别, 占 28.2% (见表 12)。在这一类别中, 17.4% 为“财务管理专业人员”, 14.7% 为“计算机信息系统专业人员”, 而 13.1% 为“行政官员”。

## 图和表格<sup>1</sup>

19. 现将前面各段中提及的图和表格列示如下，供参考：

图 1990-2003 年妇女在专业人员以上职类中占额百分比

表 1 按级别和主要服务地点分列的 1999 年、2001 年和 2003 年年末时定期/服务任用职员数目

表 2 按组织地点、级别和性别列示的 2003 年 12 月 31 日时的职员分布

表 3 按区域列示的 2003 年 12 月 31 日时低于或超过幅度的国家一览表

表 4a-f 2003 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 2003 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 2003 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 2003 年 12 月 31 日时职员情况

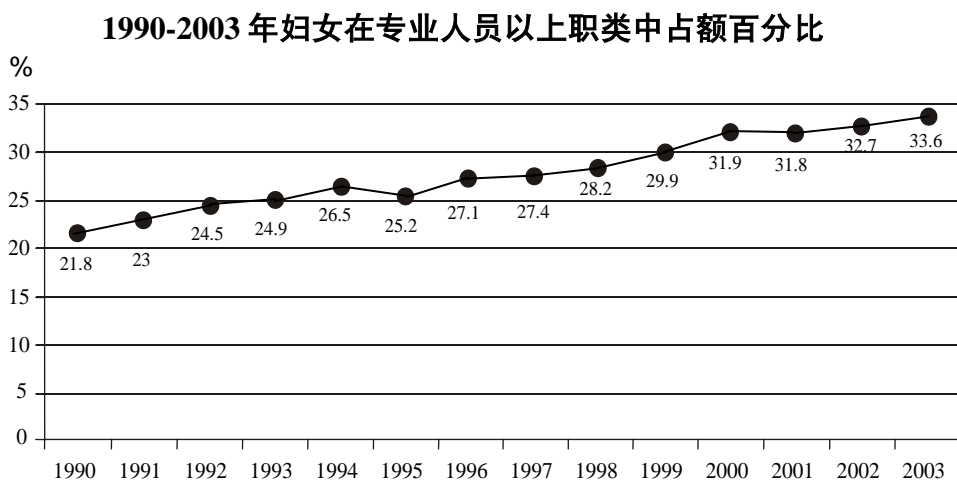
表 8 按服务期限分列的 2003 年 12 月 31 日时职员情况

表 9 2003 年期间任用情况

表 10 职员退休预计情况

表 11 2003 年 12 月 31 日时定期/服务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



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<sup>1</sup>只有英文、法文。

**TABLE 1. NUMBER OF STAFF<sup>1</sup> HOLDING FIXED-TERM/SERVICE APPOINTMENTS BY GRADE AND MAIN LOCATION AT YEAR END 1999, 2001 AND 2003**

	Staff numbers at 31 December 1999				Staff numbers at 31 December 2001				Staff numbers at 31 December 2003			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	5	6	0	11	4	6	0	10	13	6	0	19
D2	42	6	4	52	40	5	4	49	42	6	2	50
D1/P6	61	36	42	139	67	32	43	142	81	38	47	166
P5	263	158	68	489	282	172	77	531	325	178	81	584
P4	138	120	88	346	137	151	91	379	164	142	99	405
P3	56	51	23	130	67	50	23	140	92	62	23	177
P2	24	40	18	82	24	52	19	95	25	44	20	89
P1	1	2	7	10	1	1	3	5	0	0	0	0
<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>742</b>	<b>476</b>	<b>272</b>	<b>1 490</b>
National professional officers	0	4	70	74	0	12	160	172	0	17	196	213
<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>690</b>	<b>960</b>	<b>489</b>	<b>2 139</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>1 432</b>	<b>1 453</b>	<b>957</b>	<b>3 842</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; 2003: 17.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 31 DECEMBER 2003**

**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	15	25	35	57	92	87	77	164	223	102	325	62	19	81	33	9	42	9	4	13	459	283	742	61.9	38.1		
Africa	0	0	0	21	8	29	27	15	42	37	15	52	64	17	81	25	5	30	1	0	1	1	0	1	176	60	236	74.6	25.4		
The Americas	0	0	0	2	9	11	4	6	10	57	30	87	6	3	9	2	0	2	0	0	0	0	1	1	71	49	120	59.2	40.8		
South-East Asia	0	0	0	1	3	4	3	5	8	9	4	13	37	18	55	15	1	16	2	1	3	1	0	1	68	32	100	68.0	32.0		
Europe	0	0	0	3	0	3	5	5	10	16	9	25	25	10	35	5	3	8	0	0	0	1	0	1	55	27	82	67.1	32.9		
Eastern Mediterranean	0	0	0	6	5	11	5	4	9	17	6	23	29	8	37	17	1	18	2	0	2	1	0	1	77	24	101	76.2	23.8		
Western Pacific	0	0	0	0	6	6	4	2	6	33	8	41	35	7	42	9	2	11	2	0	2	1	0	1	84	25	109	77.1	22.9		
<b>Total</b>	0	0	0	43	46	89	83	94	177	256	149	405	419	165	584	135	31	166	40	10	50	14	5	19	990	500	1 490	66.4	33.6		
<b>Percentage by grade</b>	0.0	0.0	0.0	48.3	51.7	100	46.9	53.1	100	63.2	36.8	100	71.7	28.3	100	81.3	18.7	100	80.0	20.0	100	73.7	26.3	100	66.4	33.6	100				
<b>Percentage of total</b>			0.0			6.0			11.9			27.2			39.2			11.2			3.3			1.2					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	46	15	61	70	41	111	1	1	2	117	57	174	67.2	32.8
The Americas	1	1	2	0	0	0	0	0	0	0	0	0	1	1	2	50.0	50.0
South-East Asia	0	0	0	2	0	2	13	1	14	0	0	0	15	1	16	93.8	6.3
Europe	0	0	0	9	12	21	0	0	0	0	0	0	9	12	21	42.9	57.1
<b>Total</b>	1	1	2	57	27	84	83	42	125	1	1	2	142	71	213	66.7	33.3
<b>Percentage by grade</b>	50.0	50.0	100	67.9	32.1	100	66.4	33.6	100	50.0	50.0	100	66.7	33.3	100		
<b>Percentage of total</b>			0.9			39.4			58.8			0.9			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	25	13	38	38	127	165	57	214	271	33	139	172	14	27	41	168	522	690	24.3	75.7			
Africa	43	0	43	53	0	53	63	3	66	20	29	49	23	48	71	27	56	83	42	45	87	271	181	452	60.0	40.0			
The Americas	0	0	0	1	0	1	1	1	2	5	18	23	2	23	25	3	30	33	1	4	5	13	76	89	14.6	85.4			
South-East Asia	9	0	9	49	0	49	32	5	37	37	31	68	44	29	73	23	9	32	34	10	44	228	84	312	73.1	26.9			
Europe	0	0	0	1	1	2	8	5	13	6	16	22	8	65	73	1	13	14	3	13	16	27	113	140	19.3	80.7			
Eastern Mediterranean	13	0	13	20	0	20	16	3	19	8	39	47	10	36	46	15	26	41	4	20	24	86	124	210	41.0	59.0			
Western Pacific	4	1	5	14	2	16	22	6	28	10	22	32	13	66	79	12	42	54	9	23	32	84	162	246	34.1	65.9			
<b>Total</b>	69	1	70	139	5	144	167	36	203	124	282	406	157	481	638	114	315	429	107	142	249	877	1 262	2 139	41.0	59.0			
<b>Percentage by grade</b>	98.6	1.4	100	96.5	3.5	100	82.3	17.7	100	30.5	69.5	100	24.6	75.4	100	26.6	73.4	100	43.0	57.0	100	41.0	59.0	100					
<b>Percentage of total</b>			3.3			6.7			9.5			19.0			29.8			20.1			11.6			100					

M – male, F – female, T – total.

**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2003**

(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 Gambia Ghana Kenya Mali Senegal
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada	Puerto Rico* Saint Lucia Saint Vincent and the Grenadines Suriname	Argentina Mexico	Brazil Canada Colombia
South-East Asia	Democratic Republic of Timor-Leste		-	Myanmar
Europe	Andorra Azerbaijan Bosnia and Herzegovina Kyrgyzstan Luxembourg Monaco Republic of Moldova	San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan	Germany Israel Portugal Spain Ukraine	Belgium Denmark France Ireland Netherlands United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Oman Qatar	United Arab Emirates	Saudi Arabia	Egypt Jordan 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 Viet Nam	Philippines New Zealand

\* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

## 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		4		1						6	1	7
Angola	1-8							1		3				1				5	0	5
Benin	1-8					1		1		1		1						4	0	4
Botswana	1-8				1						1	1				1		2	2	4
Burkina Faso	1-8				1		2	1	1	2		2						8	2	10
Burundi	1-8							1		1		1						3	0	3
Cameroon	1-8				1		2	1		4	2		1					7	4	11
Cape Verde	1-7								1	1								1	1	2
Central African Republic	1-8					1				2								3	0	3
Chad	1-8					1						1						2	0	2
Comoros	1-7																	0	0	0
Congo	1-8				7		2		2	1	1							12	1	13
Côte d'Ivoire	1-8				1		1	1	1	3			1					6	2	8
Democratic Republic of the Congo	2-12					1		2		5			1					8	1	9
Equatorial Guinea	1-7					1				1								2	0	2
Eritrea	1-8				1													1	0	1
Ethiopia	2-12				1		2	1	1	2	1	1	1	1				5	5	10
Gabon	1-8						1											0	1	1
Gambia	1-8				3		2			2		1			1			9	0	9
Ghana	1-8				1	1	1	1	2	3	4		1			1		10	5	15
Guinea	1-8							1		2	1	1						4	1	5
Guinea-Bissau	1-8									1	1	1						2	1	3
Kenya	1-10					1	2	1	2	4	2							6	7	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				2		1			1							1	3	4	
Malawi	1-8						1		2	1							3	1	4	
Mali	1-8					1		2	1	3		1			1		7	2	9	
Mauritania	1-8			1				1		3		1					6	0	6	
Mauritius	1-8			2	1	1	1		1								5	2	7	
Mozambique	1-8								2	2							2	2	4	
Namibia	1-8							1									0	1	1	
Niger	1-8					1	1		3		1						5	1	6	
Nigeria	4-14			1		1		2		5	2	2	1				11	3	14	
Rwanda	1-8				1	1		3		1		1					6	1	7	
Sao Tome and Principe	1-7																0	0	0	
Senegal	1-8				1	1		2	1	1	3	3		1			7	6	13	
Seychelles	1-7				1												0	1	1	
Sierra Leone	1-8				1			1	2	2							3	3	6	
South Africa	4-11							2		4	3			1			7	3	10	
Swaziland	1-7																0	0	0	
Togo	1-8							2		1		2					5	0	5	
Uganda	1-8							2		4			1				6	1	7	
United Republic of Tanzania	1-10							1	1	1			1				2	2	4	
Zambia	1-8							2	1	3		1					6	1	7	
Zimbabwe	1-8					1		1	1	2	1	1		1			6	2	8	
<b>Total – African Region</b>		0	0	20	8	23	13	41	17	81	23	25	7	3	2	2	1	195	71	266

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

## Region of the Americas

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Antigua and Barbuda	1-7																		0	0	0
Argentina	9-16							2	1			1			1		1		3	3	6
Bahamas	1-7									1									1	0	1
Barbados	1-7																		0	0	0
Belize	1-7																		0	0	0
Bolivia	1-8			1	1			3											4	1	5
Brazil	21-29					1	2	8	5	9	2	2		1	1				21	10	31
Canada	19-26			1		2	3	8	9	10	6	4		1		1			27	18	45
Chile	2-9			1	1		1		1	2	2								3	5	8
Colombia	3-10							5	3	2		1							8	3	11
Costa Rica	1-8				1							1							1	1	2
Cuba	1-8							2	1	1									3	1	4
Dominica	1-7																		0	0	0
Dominican Republic	1-8							1	3			1							2	3	5
Ecuador	1-8			1				3	1										4	1	5
El Salvador	1-8					1		2	2										2	3	5
Grenada	1-7																		0	0	0
Guatemala	1-8							1		1									2	0	2
Guyana	1-7					1		2	1		1								2	3	5
Haiti	1-8							1											1	0	1
Honduras	1-8							1											1	0	1
Jamaica	1-8				1				1										0	2	2
Mexico	11-17							5		1	1								6	1	7
Nicaragua	1-8								2										0	2	2

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Panama	1-8						2	1	1								3	1	4	
Paraguay	1-8						1										1	0	1	
Peru	2-10				1		2	1	1								3	2	5	
Puerto Rico*	1-8																0	0	0	
Saint Kitts and Nevis	1-7									1							0	1	1	
Saint Lucia	1-7																0	0	0	
Saint Vincent and the Grenadines	1-7																0	0	0	
Suriname	1-7																0	0	0	
Trinidad and Tobago	1-8						1	1		1							1	2	3	
United States of America	142-193				1	3	11	11	27	22	46	22	8	2	5	1	1	99	61	160
Uruguay	1-8						2	1	1	1							3	2	5	
Venezuela	2-9						1	1	1								2	1	3	
<b>Total – Region of the Americas</b>		0	0	5	8	14	19	80	57	77	38	17	2	8	2	2	2	203	127	330

\* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

## South-East Asia Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Bangladesh	4-14							2		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	
Democratic Republic of Timor-Leste	1-7																0	0	0	
India	27-38			2		3	1	4	1	11	6	2	2	1	1		23	11	34	
Indonesia	7-14									1	4	1		1		1	4	4	8	
Maldives	1-7							1				2					3	0	3	
Myanmar	2-10					2		2		1	2	4					7	4	11	
Nepal	1-8							1		6			1				7	1	8	
Sri Lanka	1-8								1	2	2	1		1			4	3	7	
Thailand	4-12					1				1	4	1					2	5	7	
<b>Total – South-East Asia Region</b>		0	0	2	0	3	4	11	2	25	20	12	3	3	1	1	57	30	87	

M – male, F – female.

**TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003**

**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	1-7																0	0	0	
Armenia	1-8				1	1		1									2	1	3	
Austria	7-14					3	1	1		1			1				5	2	7	
Azerbaijan	1-8																0	0	0	
Belarus	1-8					1											1	0	1	
Belgium	9-15				1	4	3	11		4		2					21	4	25	
Bosnia and Herzegovina	1-8																0	0	0	
Bulgaria	1-8					1											1	0	1	
Croatia	1-8							1									1	0	1	
Cyprus	1-7					1											1	0	1	
Czech Republic	2-9						1	2									2	1	3	
Denmark	6-12				2	2	2		4		2	1	1				11	3	14	
Estonia	1-8										1						1	0	1	
Finland	4-11				1		1	3	2	1							4	4	8	
France	42-58				2	5	6	9	10	26	4	5	4	4		1	1	50	27	77
Georgia	1-8									1		1					1	1	2	
Germany	63-86				5	9	3	16	7	3		3		1		1	29	16	45	
Greece	4-11				1	1		2									3	1	4	
Hungary	1-8					1											1	0	1	
Iceland	1-7										1	1					1	1	2	
Ireland	3-9				1	3	2	1	1		4	4		1			9	8	17	
Israel	3-10					1	1										1	1	2	
Italy	34-47				1	1		6	1	14	2	11		3			36	3	39	
Kazakhstan	1-8							1									0	1	1	
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							2	1	3	
Luxembourg	1-8																0	0	0	
Malta	1-7								1	2							1	2	3	
Monaco	1-7																0	0	0	
Netherlands	13-20			1		1	2	6	1	15	5	5	1				27	10	37	
Norway	5-12					1			1	2		2		1			5	2	7	
Poland	4-11									4	2						4	2	6	
Portugal	4-10					1				1							1	1	2	
Republic of Moldova	1-8																0	0	0	
Romania	1-8										1		1				0	2	2	
Russian Federation	12-19							7		8		1			1		17	0	17	
San Marino	1-7																0	0	0	
Serbia and Montenegro	1-8								3								0	3	3	
Slovakia	1-8									1							1	0	1	
Slovenia	1-8										1						0	1	1	
Spain	18-26							2	1	3	7	1			1		6	9	15	
Sweden	8-14			1		1		2		3	1	1	1	1	1	1	6	6	12	
Switzerland	9-16					3		2	2	3	2		1				8	5	13	
Tajikistan	1-8																0	0	0	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	5-12					1				4	1	1				1	6	2	8	
Turkmenistan	1-8																0	0	0	
Ukraine	2-10							1									1	0	1	
United Kingdom of Great Britain and Northern Ireland	37-51				3	2	6	11	7	17	12	6	1	3	2	1	40	31	71	
Uzbekistan	1-10																0	0	0	
<b>Total – European Region</b>		0	0	1	8	18	30	71	40	147	54	50	12	17	4	4	3	308	151	459

M – male, F – female.

**TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003**

**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						1							3	0	3
Bahrain	1-7									1		1							0	2	2
Djibouti	1-7						1		1										2	0	2
Egypt	3-12			2	3	1		4	1		4								7	8	15
Iran (Islamic Republic of)	4-12					1		1	1	2	2	1							5	3	8
Iraq	2-9									1		1							2	0	2
Jordan	1-8			1	1			1		4	1			1					6	3	9
Kuwait	1-8														1				1	0	1
Lebanon	1-8					1		1	1	2	2								3	4	7
Libyan Arab Jamahiriya	1-8					1						1							1	1	2
Morocco	1-10									2		2							4	0	4
Oman	1-8																		0	0	0
Pakistan	5-14							2		5									7	0	7
Qatar	1-7																		0	0	0
Saudi Arabia	5-11											1		1					2	0	2
Somalia	1-8									2		1		1					4	0	4
Sudan	1-10					1		3		3		2							9	0	9
Syrian Arab Republic	1-8							1		3		1							4	1	5
Tunisia	1-8					1	1	1		2		6							10	1	11
United Arab Emirates	2-8																		0	0	0
Yemen	1-8							1		1		1							3	0	3
<b>Total – Eastern Mediterranean Region</b>		0	0	4	4	5	3	14	5	28	10	18	1	2	0	2	0		73	23	96

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

## 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		5	3	4	1	3			14	5	19			
Brunei Darussalam	1-7														0	0	0			
Cambodia	1-8														0	0	0			
China	40-55			2	1	2	2	5	2	2		1	1	12	6	18				
Cook Islands	1-7													0	0	0				
Fiji	1-7					1		1		1				3	0	3				
Japan	121-166			2	4	7	4	13	3	1	3	1	26	12	38					
Kiribati	1-7												0	0	0					
Lao People's Democratic Republic	1-8			1									1	0	1					
Malaysia	3-9			3	2	1	1						4	3	7					
Marshall Islands	1-7												0	0	0					
Micronesia (Federated States of)	1-7												0	0	0					
Mongolia	1-8							1					1	0	1					
Nauru	1-7												0	0	0					
New Zealand	2-9					2	5	2	1	1			6	5	11					
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	2	3	1	1	1		11	13	24					
Republic of Korea	15-21					1	4					1	6	0	6					
Samoa	1-7												0	0	0					
Singapore	3-10												0	0	0					
Solomon Islands	1-7							1					1	0	1					
Tokelau*	1-7												0	0	0					



Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Tonga	1-7																		0	0	0
Tuvalu	1-7																		0	0	0
Vanuatu	1-7																		0	0	0
Viet Nam	3-12						1	1											1	1	2
<b>Total – Western Pacific Region</b>		0	0	3	1	11	16	16	12	38	11	8	4	7	1	3	0	86	45	131	

\* Associate Member.

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2003**

**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	66	8.9	159	21.4	35	4.7	379	51.1	23	3.1	80	10.8	742	100.0
Africa	201	85.2	16	6.8	0	0.0	15	6.3	3	1.3	1	0.4	236	100.0
The Americas	1	0.8	107	89.2	1	0.8	11	9.2	0	0.0	0	0.0	120	100.0
South-East Asia	1	1.0	21	21.0	42	42.0	29	29.0	1	1.0	6	6.0	100	100.0
Europe	0	0.0	13	15.8	3	3.7	63	76.8	0	0.0	3	3.7	82	100.0
Eastern Mediterranean	3	3.0	14	13.8	2	2.0	9	8.9	71	70.3	2	2.0	101	100.0
Western Pacific	1	0.9	18	16.5	6	5.5	36	33.0	1	0.9	47	43.2	109	100.0
<b>Total</b>	273	18.3	348	23.4	89	6.0	542	36.4	99	6.6	139	9.3	1 490	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	66	24.2	159	45.7	35	39.3	379	69.9	23	23.2	80	57.6	742	49.8
Africa	201	73.6	16	4.6	0	0.0	15	2.8	3	3.1	1	0.7	236	15.8
The Americas	1	0.4	107	30.7	1	1.1	11	2.0	0	0.0	0	0.0	120	8.1
South-East Asia	1	0.4	21	6.0	42	47.2	29	5.4	1	1.0	6	4.3	100	6.7
Europe	0	0.0	13	3.8	3	3.4	63	11.6	0	0.0	3	2.2	82	5.5
Eastern Mediterranean	3	1.0	14	4.0	2	2.3	9	1.7	71	71.7	2	1.4	101	6.8
Western Pacific	1	0.4	18	5.2	6	6.7	36	6.6	1	1.0	47	33.8	109	7.3
<b>Total</b>	273	100.0	348	100.0	89	100.0	542	100.0	99	100.0	139	100.0	1 490	100.0

**TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2003**

**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	5	5	10	50	70	120	166	93	259	227	109	336	11	6	17	459	283	742
Africa	0	0	0	9	9	18	66	21	87	97	30	127	4	0	4	176	60	236
The Americas	0	0	0	1	6	7	15	19	34	53	21	74	2	3	5	71	49	120
South-East Asia	1	1	2	2	7	9	22	4	26	38	15	53	5	5	10	68	32	100
Europe	0	0	0	6	2	8	22	14	36	25	10	35	2	1	3	55	27	82
Eastern Mediterranean	1	0	1	4	3	7	29	13	42	38	8	46	5	0	5	77	24	101
Western Pacific	1	0	1	10	8	18	33	8	41	37	8	45	3	1	4	84	25	109
<b>Total</b>	8	6	14	82	105	187	353	172	525	515	201	716	32	16	48	990	500	1 490
<b>Percentage by bracket</b>	57.1	42.9	100.0	43.9	56.1	100.0	67.2	32.8	100.0	71.9	28.1	100.0	66.7	33.3	100.0	66.4	33.6	100.0
<b>Percentage of total</b>			0.9			12.6			35.2			48.1			3.2			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	0	0	15	9	24	55	28	83	43	20	63	4	0	4	117	57	174
The Americas	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2
South-East Asia	0	0	0	1	0	1	9	0	9	5	1	6	0	0	0	15	1	16
Europe	1	0	1	2	6	8	5	6	11	1	0	1	0	0	0	9	12	21
<b>Total</b>	1	0	1	18	15	33	70	35	105	49	21	70	4	0	4	142	71	213
<b>Percentage by bracket</b>				54.5	45.5	100.0	66.7	33.3	100.0	70.0	30.0	100.0	100.0	0.0	100.0	66.7	33.3	100.0
<b>Percentage of total</b>			0.5			15.5			49.2			32.9			1.9			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	6	17	23	37	81	118	62	203	265	63	216	279	0	5	5	168	522	690
Africa	1	1	2	29	31	60	119	96	215	120	53	173	2	0	2	271	181	452
The Americas	1	1	2	4	13	17	4	30	34	4	31	35	0	1	1	13	76	89
South-East Asia	8	8	16	37	21	58	89	33	122	92	21	113	2	1	3	228	84	312
Europe	0	4	4	9	33	42	7	29	36	10	45	55	1	2	3	27	113	140
Eastern Mediterranean	3	12	15	18	38	56	42	46	88	22	28	50	1	0	1	86	124	210
Western Pacific	5	12	17	19	37	56	32	62	94	28	50	78	0	1	1	84	162	246
<b>Total</b>	24	55	79	153	254	407	355	499	854	339	444	783	6	10	16	877	1 262	2 139
<b>Percentage by bracket</b>	30.4	69.6	100.0	37.6	62.4	100.0	41.6	58.4	100.0	43.3	56.7	100.0	37.5	62.5	100.0	41.0	59.0	100.0
<b>Percentage of total</b>			3.7			19.0			39.9			36.7			0.7			100.0

M – male, F – female, T – total.

**TABLE 7. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 DECEMBER 2003**

**Professional staff**

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	4	2	6	5	3	8	5	0	5	14	5	19
D2	0	0	0	0	0	0	1	2	3	28	8	36	4	0	4	33	10	43
D1/P6	0	0	0	2	0	2	29	6	35	97	22	119	7	3	10	135	31	166
P5	0	0	0	17	16	33	165	66	231	226	75	301	11	8	19	419	165	584
P4	0	1	1	28	31	59	107	61	168	117	51	168	4	5	9	256	149	405
P3	4	1	5	25	37	62	24	26	50	29	30	59	1	0	1	83	94	177
P2	4	4	8	10	21	31	16	9	25	13	12	25	0	0	0	43	46	89
P1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	8	6	14	82	105	187	346	172	518	515	201	716	32	16	48	983	500	1 483
<b>Percentage by bracket</b>	57.1	42.9	100.0	43.9	56.1	100.0	66.8	33.2	100.0	71.9	28.1	100.0	66.7	33.3	100.0	66.3	33.7	100.0
<b>Percentage of total</b>	0.9			12.6			35.2			48.1			3.2			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	1	1	2	0	0	0	0	0	0	1	1	2
B	1	0	1	11	8	19	29	15	44	13	4	17	3	0	3	57	27	84
C	0	0	0	7	7	14	39	18	57	36	17	53	1	0	1	83	42	125
D	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2
<b>Total</b>	1	0	1	18	15	33	70	35	105	49	21	70	4	0	4	142	71	213
<b>Percentage by bracket</b>	100.0	0.0	100.0	54.5	45.5	100.0	66.7	33.3	100.0	70.0	30.0	100.0	100.0	0.0	100.0	66.7	33.3	100.0
<b>Percentage of total</b>	0.5			15.5			49.2			32.9			1.9			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	0	1	1	10	15	25	40	48	88	54	77	131	3	1	4	107	142	249		
G6	2	6	8	31	38	69	47	137	184	34	129	163	0	5	5	114	315	429		
G5	6	13	19	33	111	144	48	193	241	70	163	233	0	1	1	157	481	638		
G4	5	27	32	24	77	101	52	108	160	43	67	110	0	3	3	124	282	406		
G3	6	7	13	24	12	36	78	11	89	58	6	64	1	0	1	167	36	203		
G2	4	0	4	24	1	25	65	2	67	44	2	46	2	0	2	139	5	144		
G1	1	1	2	7	0	7	25	0	25	36	0	36	0	0	0	69	1	70		
<b>Total</b>	24	55	79	153	254	407	355	499	854	339	444	783	6	10	16	877	1 262	2 139		
<b>Percentage by bracket</b>	30.4	69.6	100.0	37.6	62.4	100.0	41.6	58.4	100.0	43.3	56.7	100.0	37.5	62.5	100.0	41.0	59.0	100.0		
<b>Percentage of total</b>			3.7			19.0			39.9				36.7			0.7				100.0

M – male, F – female, T – total.

**TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2003**

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	382		225	607	113		59	172	111		134	245	85		98	183	28		65	93	16		66	82	7		43	50	742		690	1 432
Africa	118	140	96	354	39	24	81	144	36	10	76	122	20		90	110	11		65	76	8		31	39	4		13	17	236	174	452	862
The Americas	65	1	40	106	32		19	51	13		11	24	8	1	8	17	1		8	9	1		3	4					120	2	89	211
South-East Asia	50	11	65	126	29	4	47	80	12	1	81	94	5		56	61	4		36	40			15	15			12	12	100	16	312	428
Europe	40	21	59	120	16		23	39	14		17	31	7		9	16	5		15	20			7	7			10	10	82	21	140	243
Eastern Mediterranean	52		76	128	26		31	57	12		41	53	8		31	39	2		15	17			13	13	1		3	4	101		210	311
Western Pacific	66		82	148	21		45	66	10		36	46	5		38	43	4		38	42	3		4	7			3	3	109		246	355
<b>Total</b>	773	173	643	1 589	276	28	305	609	208	11	396	615	138	1	330	469	55		242	297	28		139	167	12		84	96	1 490	213	2 139	3 842
<b>Percentage by bracket</b>	48.6	10.9	40.5	100	45.3	4.6	50.1	100	33.8	1.8	64.4	100	29.4	0.2	70.4	100	18.5	0.0	81.5	100	16.8	0.0	83.2	100	12.5	0.0	87.5	100	38.8	5.5	55.7	100
<b>Percentage of total</b>				37.1				15.4				18.7				13.2				7.6				5.3				2.7				100.0

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

TABLE 9. APPOINTMENTS DURING YEAR 2003

Location	Category	Total staff at 31 December 2003	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	742	54	33.3	69	49.3	9	22.2	132	40.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	690	13	69.2	67	67.2	4	75.0	84	67.9
Africa	P	236	4	50.0	9	11.1	1	0.0	14	21.4
	NPO	174	17	35.3	6	83.3	0	0.0	23	47.8
	GS	452	7	28.6	16	75.0	0	0.0	23	60.9
The Americas	P	120	5	20.0	0	0.0	5	40.0	10	30.0
	NPO	2	1	0.0	0	0.0	0	0.0	1	0.0
	GS	89	2	50.0	0	0.0	4	75.0	6	66.7
South-East Asia	P	100	14	35.7	2	0.0	0	0.0	16	31.2
	NPO	16	5	0.0	1	0.0	0	0.0	6	0.0
	GS	312	4	25.0	16	43.8	0	0.0	20	40.0
Europe	P	82	6	50.0	4	25.0	3	33.3	13	38.5
	NPO	21	8	75.0	9	55.6	0	0.0	17	64.7
	GS	140	7	100.0	14	78.6	1	100.0	22	86.4
Eastern Mediterranean	P	101	4	0.0	1	0.0	0	0.0	5	0.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	210	2	100.0	15	20.0	0	0.0	17	29.4
Western Pacific	P	109	11	27.3	6	16.7	1	0.0	18	22.3
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	246	7	42.9	11	72.7	0	0.0	18	61.1
Total	P	1 490	98	32.7	91	40.7	19	26.3	208	35.6
	NPO	213	31	38.7	16	62.5	0	0.0	47	46.8
	GS	2 139	42	59.5	139	61.9	9	77.8	190	62.1
	All	3 842	171	40.4	246	54.1	28	42.9	445	48.1

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



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

Location	Category	Total staff at 31 December 2003	Staff due to retire							
			by 31 December 2004		by 31 December 2006		by 31 December 2008		by 31 December 2013	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	742	24	3.2	69	9.3	142	19.1	307	41.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	690	10	1.4	50	7.2	100	14.5	263	38.1
Africa	P	236	7	3.0	30	12.7	46	19.5	111	47.0
	NPO	174	3	1.7	6	3.4	15	8.6	50	28.7
	GS	452	6	1.3	29	6.4	63	13.9	164	36.3
The Americas	P	120	3	2.5	10	8.3	23	19.2	59	49.2
	NPO	2	0	0.0	0	0.0	0	0.0	0	0.0
	GS	89	5	5.6	8	9.0	15	16.9	33	37.1
South-East Asia	P	100	6	6.0	19	19.0	30	30.0	57	57.0
	NPO	16	0	0.0	0	0.0	2	12.5	5	31.3
	GS	312	7	2.2	16	5.1	46	14.7	103	33.0
Europe	P	82	2	2.4	6	7.3	9	11.0	34	41.5
	NPO	21	0	0.0	0	0.0	0	0.0	1	0.0
	GS	140	4	2.9	11	7.9	23	16.4	49	35.0
Eastern Mediterranean	P	101	5	5.0	8	7.9	17	16.8	42	41.6
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	210	4	1.9	10	4.8	18	8.6	48	22.9
Western Pacific	P	109	1	0.9	7	6.4	17	15.6	43	39.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	246	1	0.4	7	2.8	24	9.8	69	28.0
<b>Total</b>	P	1 490	48	3.2	149	10.0	284	19.1	653	43.8
	NPO	213	3	1.4	6	2.8	17	8.0	56	26.3
	GS	2 139	37	1.7	131	6.1	289	13.5	729	34.1
	All	3 842	88	2.3	286	7.4	590	15.4	1 438	37.4

<sup>1</sup> Figures are cumulative. For example, the total number of professional staff due to retire on 31 December 2006 (149) includes those scheduled to retire on 31 December 2004 (48).

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

**TABLE 11. NUMBER OF STAFF HOLDING FIXED-TERM/SERVICE AND TEMPORARY APPOINTMENTS  
AS AT 31 DECEMBER 2003**

Category	Headquarters	Africa	The Americas <sup>a</sup>	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
<b>Fixed-term/service appointments</b>								
Professional staff	742	236	121	100	82	101	109	1 491
National professional staff	0	174	2	16	21	0	0	213
General services	690	452	92	312	140	210	246	2 142
<b>Total</b>	1 432	862	215	428	243	311	355	3 846
<b>Temporary appointments</b>								
<b>Term-limited appointments</b>								
Professional staff	332	170	4	8	67	25	11	617
National professional staff	0	38	0	7	20	0	0	65
General service staff	251	892	3	67	113	144	56	1 526
<b>Total</b>	583	1 100	7	82	200	169	67	2 208
<b>Short-term appointments</b>								
Professional staff	223	71	64	33	34	42	23	490
Consultants	24	2	157	0	0	63	19	265
National professional staff	0	34	0	6	12	1	0	53
General service staff	147	304	44	57	52	42	51	697
<b>Total</b>	394	411	265	96	98	148	93	1 505
<b>Total staff holding temporary appointments</b>	977	1 511	272	178	298	317	160	3 713
<b>Total number of staff</b>	2 409	2 373	487	606	541	628	515	7 559

<sup>a</sup> Data as of 30 September 2003.

**TABLE 12. DISTRIBUTION OF OCCUPIED PROFESSIONAL AND HIGHER CATEGORY POSTS  
ACROSS MAIN OCCUPATIONAL GROUPS<sup>1</sup>**

<b>1 Professional, managerial and technical work</b>				Posts	%					Posts	%
1.A	Administrative specialists	374	28.2	1.A	Administrative specialists					100	
1.B	Architects, engineers	27	2.0	1.A	Administrative (general)	16	4.3				
1.C	Archivists, curators, information specialists and librarians	16	1.2	1.A.1	Financial management specialists	65	17.4				
1.D	Artists	1	0.1	1.A.2	Management and programme analysts	17	4.5				
1.E	Economists	22	1.7	1.A.3	Building service administrators	10	2.7				
1.F	Education specialists	17	1.3	1.A.4	Meetings services administrators	5	1.3				
1.G	Jurists	9	0.7	1.A.5	Computer information systems specialists	55	14.7				
1.H	Life scientists	64	4.8	1.A.6	Personnel management	42	11.2				
				1.A.7	Printing services	2	0.5				
				1.A.8	Public information	27	7.2				
				1.A.9	Purchasing and contracting	9	2.4				
				1.A.10	Representation and protocol	31	8.3				
				1.A.11	Technical cooperation	35	9.4				
				1.A.12	Administrative officers	49	13.1				
				1.A.21	Auditors	8	2.1				
				1.A.22	Hospital administrators	1	0.3				
				1.A.23	Records and documents	2	0.5				
1.I	Dental, nutrition, medical, nursing and veterinary specialists	623	47.0	1.I	Dental, nutrition, medical, nursing and veterinary specialists					100	
1.J	Physical scientists	6	0.5	1.I	Medical specialists (general)	1	0.2				
1.K	Sales and marketing specialists	1	0.1	1.I.1	Dentists	2	0.3				
1.L	Social scientists	51	3.8	1.I.2	Dieticians, nutritionists	10	1.6				
1.M	Statisticians and mathematicians	17	1.3	1.I.3	Medical specialists	575	92.3				
1.N	Transportation specialists	1	0.1	1.I.4	Nurses	11	1.8	1.I.3	Medical specialists	50	8.7
1.O	Writers, translators and interpreters	63	4.8	1.I.5	Opticians	2	0.3	1.I.3.A	Food services administrators	1	0.2
1.P	Professionals, managerial and technical specialists for whom no job family exists	6	0.5	1.I.6	Pharmacists	5	0.8	1.I.3.B	Epidemiologists	97	16.9
1.R	Environmental specialists	15	1.1	1.I.8	Veterinarians	9	1.4	1.I.3.D	General practitioners	4	0.7
1.S	Relief specialists	12	0.9	1.I.10	Health laboratory specialists	8	1.3	1.I.3.E	Haematologists	6	1.0
1.T	Electronic communications specialists	1	0.1					1.I.3.F	Neurologists	1	0.2
								1.I.3.G	Family health	39	6.8
								1.I.3.H	Ophthalmologists	5	0.9
								1.I.3.I	Immunologists	12	2.1
								1.I.3.K	Noncommunicable diseases	16	2.8
								1.I.3.L	Geriatricians	1	0.2
								1.I.3.M	Mental health	12	2.1
								1.I.3.N	Public health	185	32.2
								1.I.3.O	Radiologists	2	0.3
								1.I.3.Q	Traditional medicine	2	0.3
								1.I.3.S	Communicable diseases	138	24.0
								1.I.3.T	Occupational health	4	0.7

<sup>1</sup> Occupied posts only; refers to the requirements of the job, not the skills of the incumbent.  
Coding follows the Common Classification of Occupational Groups, the occupational reference work of the United Nations system.