

Human resources: annual report

Report by the Secretariat

1. This tenth annual report provides an overview of the human resources profile in WHO as at 31 December 2008. It includes details on the following: the staffing situation by main location and grade; the distribution of staff by sex; geographical representation; the age profile, length of service and turnover of staff; and the distribution of the workforce across the main occupational groups.

STAFFING PROFILE

Appointment categories

2. At 31 December 2008, WHO had a total of 5821 staff members on either fixed-term appointments of one to five years or on continuing appointments (both referred to hereafter as “long-term appointments”).¹ Of these, 2090 (35.9%) were in the professional category, 3225 (55.4%) in the general service category and 506 (8.7%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 568 (10.8%) compared with the number reported in the annual report at 31 December 2007. For the first time, the annual report identifies the number of WHO staff members assigned to special programmes and collaborative arrangements (e.g. partnership secretariats hosted by WHO).

3. In addition to staff members holding long-term appointments, there were 2378 temporary appointments. Such staff members represent 29% of the total staff (see Table 2).

Gender distribution

4. The percentage of women in the professional and higher categories has increased slightly since the last annual report, rising from 37.7% to 37.8% (see Figure). On the basis of the data processed, overall appointments of women represented 45.4% of total appointments (see Table 10).

5. The distribution of staff with long-term appointments by organizational location, grade and sex is shown in Table 3. It can be seen that, of the 2090 staff members on long-term appointments in the professional and higher categories 1300 (62.2%) are men and 790 (37.8%) are women. Women continue to outnumber men at grades P.1, P.2 and P.3. The proportion of women has remained at 31.5% at grade P.5; however, it has decreased from 43% to 41.1% at grade P.4, and from 21.8% to

¹ This figure excludes staff from PAHO and IARC.

21.6% at the P.6/D.1 level. The proportion of women has declined at the D.2 level since the last annual report, falling from 24% to 23.6%, but it has increased from 25% to 28.6% at the ungraded level.

Geographical representation

6. As of December 2008, 98 countries were within their desirable range (including seven at the top of their range of representation); 42 countries (including two Associate Members) were unrepresented, 7 were underrepresented and 48 were overrepresented (see Table 4). Table 5 gives details of the status of representation of countries, by region (the data excludes staff in posts funded by the country of their nationality). The following changes have taken place since the annual report as at 31 December 2008:

- three countries that were unrepresented are now within their desirable range of representation (Comoros, Dominica and Suriname);
- one country that was underrepresented is now unrepresented (Singapore);
- two countries that were within their range of representation are now underrepresented (Austria and Mexico);
- four countries that were overrepresented are now within their range of representation (Finland, Myanmar, South Africa and Tunisia);
- four countries that were previously within their range of representation are now unrepresented (Honduras, Iceland, Libyan Arab Jamahiriya and Lithuania);
- seven countries that were within their range of representation are now overrepresented (Burundi, Iran (Islamic Republic of), Pakistan, Peru, Swaziland, Sweden and United Republic of Tanzania).

7. Table 6 provides information on the distribution of staff in the professional and higher categories by location of assignment and region of nationality.

Age, grade, length of service and turnover of staff

8. Half the staff in the professional and higher categories (50.5%) are aged 50 or more. In the general service category, staff aged under 50 represent the largest age group (67.9%), whereas in the national professional officer category, staff in their forties represent the largest age group (37.9%) (see Tables 7 and 8).

9. Over half the workforce (51.3%) has less than five years of service. The approximate average length of service is more than seven years for professional staff, five years for national professional officers and eight years for general service staff (see Table 9).

10. Table 10 provides data on staff appointments processed during 2008. In the professional category, there were 233 new appointments, 21 of which (9.0%) were interagency transfers, and 113 (48.5%) were conversions of existing temporary contracts.

11. According to current projections, 15.0% of the workforce is due to retire in the next five years and 34.0% in the next 10 years (see Table 11).

Occupational groups

12. Of the posts held by staff in the professional and higher categories, 49.6% are in the category “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 91.4% are Medical specialists and 0.9% are Nursing specialists. The second largest occupational group is that of “Administrative specialists” which accounts for 30.8%. In that group, 16.6% of posts are held by Computer information systems specialists; 15.7% by Administrative officers; 12.8% by Financial management specialists and 10.2% by Public information specialists (see Table 12).

ACTION BY THE HEALTH ASSEMBLY

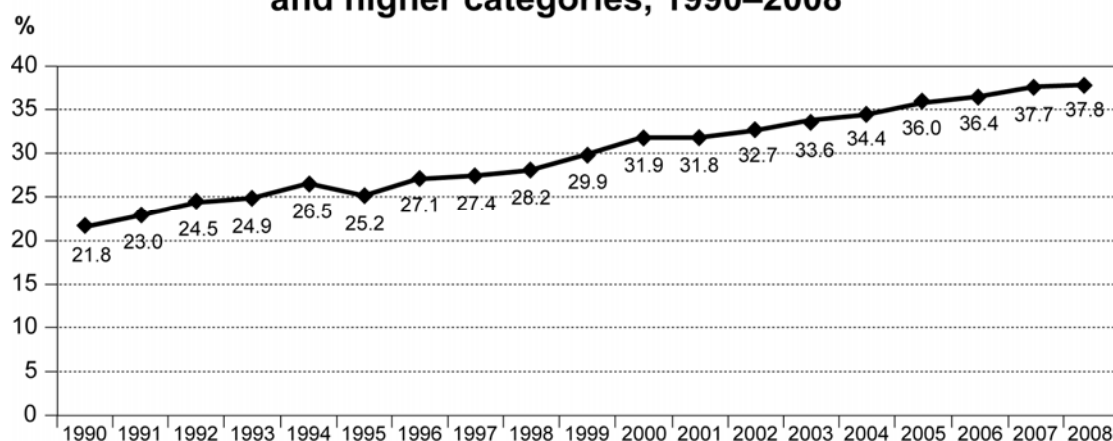
13. The Health Assembly is invited to note the report.

FIGURE AND TABLES

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

Figure	Percentage of women in the professional and higher categories, 1990–2008
Table 1	Number of staff holding long-term appointments by grade and main location at year end 2004, 2006 and 2008
Table 2	Number of staff holding long-term and temporary appointments as at 31 December 2008
Table 3	Distribution of staff by organizational location, grade and sex as at 31 December 2008
Table 4	Summary of countries not within range by region as at 31 December 2008
Tables 5a–5f	Status of representation of countries as at 31 December 2008
Table 6	Total staff in the professional and higher categories by location of assignment and region of nationality as at 31 December 2008
Table 7	Staff by age, sex and location as at 31 December 2008
Table 8	Staff by grade and age (all locations) as at 31 December 2008
Table 9	Staff by length of service as at 31 December 2008
Table 10	Appointments processed during year 2008
Table 11	Staff retirement projections
Table 12	Distribution of occupied posts in the professional and higher categories across main occupational groups

Figure. Percentage of women in the professional and higher categories, 1990–2008



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**TABLE 1. NUMBER OF STAFF¹ HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION
AT YEAR END 2004, 2006 AND 2008**

Category	Staff numbers at 31 December 2004				Staff numbers at 31 December 2006				Staff numbers at 31 December 2008					
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters			Regional offices	Countries	Total
									WHO base programmes and outbreak and crisis response ³	Special programmes and collaborative arrangements ³	Total			
Ungraded	13	6	0	19	15	6	0	21	15	0	15	6	0	21
D2	39	6	2	47	40	7	3	50	38	7	45	8	2	55
D1/P6	94	37	49	180	106	49	50	205	103	6	109	38	57	204
P5	319	193	85	597	343	210	117	670	359	14	373	210	151	734
P4	188	154	100	442	215	192	106	513	310	10	320	217	161	698
P3	90	71	26	187	94	77	23	194	160	15	175	83	27	285
P2	28	47	18	93	38	45	17	100	20	1	21	42	20	83
P1	0	0	0	0	0	1	0	1	0	0	0	10	0	10
Total professional	771	514	280	1 565	851	587	316	1 754	1 005	53	1 058	614	418	2 090
National professional officers ²	0	27	218	245	0	68	248	316	29	0	29	43	434	506
Total general service	687	984	536	2 207	670	1 111	642	2 423	828	17	845	1 110	1 270	3 225
Grand total	1 458	1 525	1 034	4 017	1 521	1 766	1 206	4 493	1 862	70	1 932	1 767	2 122	5 821

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

² National professional officers appearing under headquarters are located in offices outside Geneva (e.g. Addis Ababa, Kobe and Kuala Lumpur).

³ As included in the Proposed programme budget 2010–2011 (document PPB/2010–2011).

**TABLE 2. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
AS AT 31 DECEMBER 2008**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	1 058	358	97	130	142	134	171	2 090
National professional staff	29	291	12	33	67	37	37	506
General service staff	845	1 031	71	326	234	423	295	3 225
Total	1 932	1 680	180	489	443	594	503	5 821
Temporary appointments¹								
Professional staff	468	110	5	60	51	170	67	931
National professional staff	1	114	0	47	15	29	4	210
General service staff	209	664	3	158	43	90	70	1 237
Total	678	888	8	265	109	289	141	2 378
Total number of staff	2 610	2 568	188	754	552	883	644	8 199

¹ Since 1 July 2008, those on consultant contracts have not been counted as staff members.

**TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 31 DECEMBER 2008**

Professional staff

Location	P1			P2			P3			P4			P5			P6/D1			D2			Ungraded			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters	0	0	0	9	12	21	71	104	175	154	166	320	233	140	373	84	25	109	35	10	45	10	5	15	596	462	1 058	56.3	43.7
Africa	0	0	0	21	11	32	29	21	50	100	32	132	90	19	109	24	8	32	1	1	2	1	0	1	266	92	358	74.3	25.7
The Americas	0	0	0	1	6	7	7	4	11	45	19	64	7	6	13	1	0	1	0	0	0	0	1	1	61	36	97	62.9	37.1
South-East Asia	0	0	0	0	0	0	1	4	5	24	9	33	52	19	71	14	4	18	1	1	2	1	0	1	93	37	130	71.5	28.5
Europe	3	6	9	4	13	17	8	14	22	26	22	48	24	15	39	5	0	5	0	1	1	1	0	1	71	71	142	50.0	50.0
Eastern Mediterranean	1	0	1	2	3	5	9	8	17	19	13	32	36	13	49	22	5	27	2	0	2	1	0	1	92	42	134	68.7	31.3
Western Pacific	0	0	0	0	1	1	3	2	5	43	26	69	61	19	80	10	2	12	3	0	3	1	0	1	121	50	171	70.8	29.2
Total	4	6	10	37	46	83	128	157	285	411	287	698	503	231	734	160	44	204	42	13	55	15	6	21	1 300	790	2 090	62.2	37.8
Percentage by grade	40.0	60.0	100	44.6	55.4	100	44.9	55.1	100	58.9	41.1	100	68.5	31.5	100	78.4	21.6	100	76.4	23.6	100	71.4	28.6	100	62.2	37.8	100		
Percentage of total			0.5			4.0			13.6			33.4			35.1			9.8			2.6			1.0			100		

National professional officers

Location	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters ¹	2	1	3	8	6	14	7	4	11	1	0	1	18	11	29	62.1	37.9
Africa	5	2	7	69	17	86	124	72	196	1	1	2	199	92	291	68.4	31.6
The Americas	2	1	3	0	1	1	1	3	4	1	3	4	4	8	12	33.3	66.7
South-East Asia	1	0	1	5	2	7	22	3	25	0	0	0	28	5	33	84.8	15.2
Europe	6	3	9	17	25	42	12	4	16	0	0	0	35	32	67	52.2	47.8
Eastern Mediterranean	0	0	0	19	16	35	2	0	2	0	0	0	21	16	37	56.8	43.2
Western Pacific	1	4	5	7	10	17	5	9	14	0	1	1	13	24	37	35.1	64.9
Total	17	11	28	125	77	202	173	95	268	3	5	8	318	188	506	62.8	37.2
Percentage by grade	60.7	39.3	100	61.9	38.1	100	64.6	35.4	100	37.5	62.5	100	62.8	37.2	100		
Percentage of total			5.5			39.9			53.0			1.6			100		

¹ National Professional Officers appearing under headquarters are located in offices outside Geneva (e.g. Addis Ababa, Kobe and Kuala Lumpur).

General service staff

Location	G1			G2			G3			G4			G5			G6			G7			Total			Percentage			
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F		
Headquarters	0	0	0	1	1	2	24	8	32	40	142	182	79	296	375	62	168	230	8	16	24	214	631	845	25.3	74.7		
Africa	72	23	95	230	7	237	90	15	105	37	73	110	40	123	163	70	103	173	77	71	148	616	415	1 031	59.7	40.3		
The Americas	0	0	0	0	0	0	0	0	0	4	8	12	4	18	22	5	25	30	1	6	7	14	57	71	19.7	80.3		
South-East Asia	8	1	9	55	0	55	29	9	38	27	41	68	41	35	76	26	13	39	28	13	41	214	112	326	65.6	34.4		
Europe	0	0	0	20	0	20	10	7	17	10	35	45	16	103	119	10	17	27	2	4	6	68	166	234	29.1	70.9		
Eastern Mediterranean	26	2	28	46	0	46	32	3	35	21	87	108	35	81	116	27	31	58	7	25	32	194	229	423	45.9	54.1		
Western Pacific	3	4	7	17	0	17	25	7	32	9	56	65	8	80	88	16	42	58	7	21	28	85	210	295	28.8	71.2		
Total	109	30	139	369	8	377	210	49	259	148	442	590	223	736	959	216	399	615	130	156	286	1 405	1 820	3 225	43.6	56.4		
Percentage by grade	78.4	21.6	100	97.9	2.1	100	81.1	18.9	100	25.1	74.9	100	23.3	76.7	100	35.1	64.9	100	45.5	54.5	100	43.6	56.4	100				
Percentage of total			4.3			11.7			8.0			18.3			29.7			19.1			8.9			100				

M – male, F – female, T – total.

TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2008

(Note: countries not listed are within range)

Region	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Lesotho Seychelles	–	Algeria Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Malawi Mali Nigeria Rwanda Senegal Swaziland Togo Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize Grenada Honduras Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines	Mexico	Brazil Canada Colombia Peru
South-East Asia	–	–	India Sri Lanka Thailand
Europe	Andorra Bosnia and Herzegovina Iceland Lithuania Luxembourg Monaco Montenegro San Marino The former Yugoslav Republic of Macedonia Uzbekistan	Austria Israel	Belgium Denmark France Ireland Italy Netherlands Russian Federation Sweden Switzerland United Kingdom of Great Britain and Northern Ireland

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Eastern Mediterranean	Kuwait Libyan Arab Jamahiriya Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of)	Lebanon Pakistan Sudan
Western Pacific	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Singapore Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea	Australia Malaysia New Zealand Philippines	

* Associate Member.

TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2008

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	2-10			1	1	2	2	4		2							9	3	12	
Angola	1-8			1		2				2				1			6	0	6	
Benin	1-8			1		7		2	1	1	1						11	2	13	
Botswana	1-8		1					1			1						2	1	3	
Burkina Faso	1-8			1	2	4	1	4		2							11	3	14	
Burundi	1-8					1	2	3	2	1							5	4	9	
Cameroon	1-8		1	1	4	1	2	3	2	1	1	1					10	7	17	
Cape Verde	1-7							1			1						1	1	2	
Central African Republic	1-8					1		1		1							3	0	3	
Chad	1-8		1	1				2									3	1	4	
Comoros	1-7							1									1	0	1	
Congo	1-8		7		4	1		1		1							14	0	14	
Côte d'Ivoire	1-8			3	1	2		3	2		1						8	4	12	
Democratic Republic of the Congo	2-12		1	1		8	1	5				2					17	1	18	
Equatorial Guinea	1-7					1				1							2	0	2	
Eritrea	1-8			1		2											3	0	3	
Ethiopia	2-12		1	2	2	4	3	5	1		2						11	9	20	
Gabon	1-8			1	2			1									2	2	4	
Gambia	1-8		2			3		1									6	0	6	
Ghana	1-8			1		3	3	6	2	1			1				11	6	17	
Guinea	1-8		1			3		3	1								7	1	8	
Guinea-Bissau	1-8							1	1								1	1	2	
Kenya	1-10			1	2	6	5	5	2	1							13	9	22	
Lesotho	1-8																0	0	0	

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					
Liberia	1-8			1		1	1		1								2	2	4	
Madagascar	1-8			1	1	2		2		1							4	3	7	
Malawi	1-8			1		2	2	5									8	2	10	
Mali	1-8					7		5		1		1					13	1	14	
Mauritania	1-8			1				2		3							6	0	6	
Mauritius	1-8			1		1	2	1			1						4	2	6	
Mozambique	1-8							1	2		1	1					3	2	5	
Namibia	1-8							1	1	1							2	1	3	
Niger	1-8					1		1	1	3		2					6	2	8	
Nigeria	4-14			1		2		7	1	5	2	3	1	1			19	4	23	
Rwanda	1-8				1			2		8		1					11	1	12	
Sao Tome and Principe	1-7			1				1									2	0	2	
Senegal	1-8					1		3	3	5	3	2		2			10	9	19	
Seychelles	1-7																0	0	0	
Sierra Leone	1-8					1		1	2	1							2	3	5	
South Africa	4-11								1	3		1	1				5	1	6	
Swaziland	1-7							1	2	7	2	1			1		8	6	14	
Togo	1-8					1		4		2		2					9	0	9	
Uganda	1-8					2		5	2	8	1	1	1				16	4	20	
United Republic of Tanzania	1-10					1		3	2	2	2	1					5	6	11	
Zambia	1-8				2	1		2	4	6	1	1					9	8	17	
Zimbabwe	1-8			1	2	1		2	2	3	1	2					9	5	14	
Total – African Region		0	0	19	9	31	21	100	45	122	26	31	12	5	3	2	1	310	117	427

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2008

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					1		8	2	1	2				1			1	10	6	16
Bahamas	1-7																		0	0	0
Barbados	1-7																		0	0	0
Belize	1-7																		0	0	0
Bolivia (Plurinational State of)	1-8				1				2			1							2	2	4
Brazil	21-29						3	7	8	6	3	4							17	14	31
Canada	19-26		2		1	3	4	8	8	9	4	2	2	2	2	1			25	21	46
Chile	2-9				1		1	1	1		1								2	3	5
Colombia	3-10					1	1	5	3	4	1	2							12	5	17
Costa Rica	1-8				1				2										2	1	3
Cuba	1-8					1			4		1								6	0	6
Dominica	1-7															1			0	1	1
Dominican Republic	1-8								1		1	1							2	1	3
Ecuador	1-8				1		1		1	2									3	2	5
El Salvador	1-8								4	2									4	2	6
Grenada	1-7																		0	0	0
Guatemala	1-8						1		1			1							1	2	3
Guyana	1-7								1										1	0	1
Haiti	1-8								1										1	0	1
Honduras	1-8																		0	0	0
Jamaica	1-8								1	1									1	1	2
Mexico	11-17						1		1	2		3	1			1			5	4	9

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	
Nicaragua	1-8							1	1										1	1	2
Panama	1-8									1									1	0	1
Paraguay	1-8				1			2											2	1	3
Peru	2-10					2		6	2			2							8	4	12
Puerto Rico*	1-8																		0	0	0
Saint Kitts and Nevis	1-7																		0	0	0
Saint Lucia	1-7																		0	0	0
Saint Vincent and the Grenadines	1-7																		0	0	0
Suriname	1-7								1										0	1	1
Trinidad and Tobago	1-8					1			3		1	1							1	5	6
United States of America	142-193				3	7	12	30	22	41	25	10	4	3	2	1			92	68	160
Uruguay	1-8							1		1	2								2	2	4
Venezuela (Bolivarian Republic of)	2-9								1	3	1	1							4	2	6
Total – Region of the Americas		0	2	2	7	13	27	88	59	70	44	23	6	7	2	2	2		205	149	354

* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2008

South-East Asia 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					
Bangladesh	4-14			1		5		2		2							10	0	10	
Bhutan	1-8							1	1	1							2	1	3	
Democratic People's Republic of Korea	1-8									1							1	0	1	
India	27-38			2	1	9	5	23	13	14	9	6		1		1	54	30	84	
Indonesia	7-14					1		2		1	4		1	1			4	6	10	
Maldives	1-7							1									1	0	1	
Myanmar	2-10							1	2	2	3	1		1			5	5	10	
Nepal	1-8									3		3					6	0	6	
Sri Lanka	1-8			2	1			1	1	3	1		1	1			7	4	11	
Thailand	4-12							1	2	3	5	1	1			1	6	8	14	
Timor-Leste	1-7									1							1	0	1	
Total – South-East Asia Region		0	0	4	2	10	6	34	18	30	23	15	3	3	1	1	97	54	151	

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2008

European Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Albania	1-8				1						1							0	2	2
Andorra	1-7																	0	0	0
Armenia	1-8							1						1				2	0	2
Austria	7-14					2		1		2		1						3	3	6
Azerbaijan	1-8				1			2	1									3	1	4
Belarus	1-8									1								1	0	1
Belgium	9-15					2		6	5	12	4	7		1				26	11	37
Bosnia and Herzegovina	1-8																	0	0	0
Bulgaria	1-8				1	1		2	2		1							3	4	7
Croatia	1-8				1	2			2	1								2	4	6
Cyprus	1-7									1								1	0	1
Czech Republic	2-9							1	2	2								3	2	5
Denmark	6-12				1	3		2	1	4	1	3		1				10	6	16
Estonia	1-8								1	1		1						2	1	3
Finland	4-11				1		1	2	1	2	2							4	5	9
France	42-58				1	4	8	18	15	7	19	11	7	4	1		2	53	44	97
Georgia	1-8									1	1	1		1				2	2	4
Germany	63-86	2			2	1	8	14	11	23	10	1	1			1		41	33	74
Greece	4-11								1	3								3	1	4
Hungary	1-8							3	2	1		1						5	2	7
Iceland	1-7																	0	0	0
Ireland	3-9				1	2		4	1	2	2	2	1		3			8	10	18
Israel	3-10										1							0	1	1
Italy	34-47				3	4	4	10	6	20	5	9	1	5				48	19	67
Kazakhstan	1-8					1			2									1	2	3
Kyrgyzstan	1-8								1									0	1	1
Latvia	1-8								1	1	1							1	2	3

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					
Lithuania	1-8																0	0	0	
Luxembourg	1-8																0	0	0	
Malta	1-7						1		1	1							2	1	3	
Monaco	1-7																0	0	0	
Montenegro	1-7																0	0	0	
Netherlands	13-20				1	5	7	2	16	4	5	2	1				30	13	43	
Norway	5-12				1		1	2		1	1						2	5	7	
Poland	4-11						1		4	2							5	2	7	
Portugal	4-10							3	1								1	3	4	
Republic of Moldova	1-8							2									0	2	2	
Romania	1-8				1	2		1									1	3	4	
Russian Federation	12-19				3		2	6	1	4	3	1			1		12	9	21	
San Marino	1-7																0	0	0	
Serbia	1-8				1		1	2		1							1	4	5	
Slovakia	1-8				1												1	0	1	
Slovenia	1-8									1							0	1	1	
Spain	18-26		1	1		2	2	3	5	5	4	1	1		1		12	14	26	
Sweden	8-14					3	1	2	4	4			1				6	9	15	
Switzerland	9-16			1	1	8	5	3	5	5	3		1				17	15	32	
Tajikistan	1-8					1											0	1	1	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	5-12				1		1	1	2	3	2						6	4	10	
Turkmenistan	1-8			1		1		1									1	2	3	
Ukraine	2-10					1	1										1	1	2	
United Kingdom of Great Britain and Northern Ireland	37-51	2	2		2	5	7	10	12	15	19	6	2	5	4	1	44	48	92	
Uzbekistan	1-10																0	0	0	
Total – European Region		4	3	5	21	37	75	95	88	153	86	48	12	18	7	4	1	364	293	657

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2008

Eastern Mediterranean 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					
Afghanistan	1-8			2		1				1							3	1	4	
Bahrain	1-7										1						0	1	1	
Djibouti	1-7			1				1		1							3	0	3	
Egypt	3-12		1	2	1	2	2	1	1	4							5	9	14	
Iran (Islamic Republic of)	4-12				2		3		5	1		1					10	2	12	
Iraq	2-9							3			1			1			5	0	5	
Jordan	1-8			1		2	1	1	1		1	1					5	3	8	
Kuwait	1-8																0	0	0	
Lebanon	1-8			3	1	2	1		3		1						5	6	11	
Libyan Arab Jamahiriya	1-8																0	0	0	
Morocco	1-10			1				1		2							4	0	4	
Oman	1-8							1	3		1	1					5	1	6	
Sudan	1-10			2		2	2	7		3							14	2	16	
Syrian Arab Republic	1-8					1	2		1								3	1	4	
Tunisia	1-8			1		2	2		3								6	2	8	
United Arab Emirates	2-8																0	0	0	
Yemen	1-8					2				2							4	0	4	
Total – Eastern Mediterranean Region		0	0	1	2	15	3	17	11	34	9	17	4	3	0	2	0	89	29	118

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2008

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	12-19		1		1		1		11	5		8	8		4		2		1		27	15	42
Brunei Darussalam	1-7																				0	0	0
Cambodia	1-8							1		1											2	0	2
China	40-55					1		2	8		7	2		2					1	1	12	12	24
Cook Islands	1-7																				0	0	0
Fiji	1-7									1											1	0	1
Japan	121-166					2	2	5	6		9	4		1		1		2			20	12	32
Kiribati	1-7																				0	0	0
Lao People's Democratic Republic	1-8																				0	0	0
Malaysia	3-9			1		1		2	3		4	3		1	1						8	8	16
Marshall Islands	1-7			1																	1	0	1
Micronesia (Federated States of)	1-7																				0	0	0
Mongolia	1-8							1	4		1										2	4	6
Nauru	1-7																				0	0	0
New Zealand	2-9					2		2			3	5		1		1					9	5	14
Niue	1-7																				0	0	0
Palau	1-7																				0	0	0
Papua New Guinea	1-8																				0	0	0
Philippines	3-12			3	1	5	7	5	7		1	1		1	2	1					16	18	34
Republic of Korea	15-21					1		1	1		1			1							3	2	5
Samoa	1-7																				0	0	0
Singapore	3-10																				0	0	0
Solomon Islands	1-7										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	
Tokelau*	1-7																		0	0	0
Tonga	1-7																		0	0	0
Tuvalu	1-7																		0	0	0
Vanuatu	1-7																		0	0	0
Viet Nam	3-12					1		2		2									3	2	5
Total – Western Pacific Region		0	1	5	2	11	12	30	36	39	23	11	3	5	0	4	1	105	78	183	

* Associate Member.

M – male, F – female.

TABLE 6. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY AS AT 31 DECEMBER 2008

By location of assignment

Location of assignment	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	106	10.0	225	21.3	70	6.6	503	47.5	44	4.2	110	10.4	1 058	100.0
Africa	317	88.5	12	3.4	4	1.1	22	6.1	3	0.8	0	0.0	358	100.0
The Americas	0	0.0	86	88.7	0	0.0	10	10.3	0	0.0	1	1.0	97	100.0
South-East Asia	2	1.5	19	14.6	67	51.5	27	20.8	2	1.5	13	10.0	130	100.0
Europe	1	0.7	14	9.9	2	1.4	120	84.5	0	0.0	5	3.5	142	100.0
Eastern Mediterranean	5	3.7	15	11.2	1	0.7	19	14.2	89	66.4	5	3.7	134	100.0
Western Pacific	5	2.9	35	20.5	12	7.0	44	25.7	2	1.2	73	42.7	171	100.0
Total	436	20.9	406	19.4	156	7.5	745	35.6	140	6.7	207	9.9	2 090	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	106	24.3	225	55.4	70	44.9	503	67.5	44	31.4	110	53.1	1 058	50.6
Africa	317	72.7	12	3.0	4	2.6	22	3.0	3	2.1	0	0.0	358	17.1
The Americas	0	0.0	86	21.2	0	0.0	10	1.3	0	0.0	1	0.5	97	4.6
South-East Asia	2	0.5	19	4.7	67	42.9	27	3.6	2	1.4	13	6.3	130	6.2
Europe	1	0.2	14	3.4	2	1.3	120	16.1	0	0.0	5	2.4	142	6.8
Eastern Mediterranean	5	1.2	15	3.7	1	0.6	19	2.6	89	63.6	5	2.4	134	6.4
Western Pacific	5	1.2	35	8.6	12	7.7	44	5.9	2	1.4	73	35.3	171	8.2
Total	436	100.0	406	100.0	156	100.0	745	100.0	140	100.0	207	100.0	2 090	100.0

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2008

Professional staff

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	3	3	6	91	117	208	199	178	377	268	149	417	35	15	50	596	462	1 058
Africa	0	0	0	12	8	20	69	38	107	169	42	211	16	4	20	266	92	358
The Americas	0	0	0	2	1	3	17	15	32	32	18	50	10	2	12	61	36	97
South-East Asia	0	0	0	3	5	8	26	11	37	51	17	68	13	4	17	93	37	130
Europe	0	3	3	16	16	32	23	35	58	30	15	45	2	2	4	71	71	142
Eastern Mediterranean	1	0	1	6	4	10	24	19	43	46	17	63	15	2	17	92	42	134
Western Pacific	0	0	0	13	9	22	44	24	68	56	14	70	8	3	11	121	50	171
Total	4	6	10	143	160	303	402	320	722	652	272	924	99	32	131	1 300	790	2 090
Percentage by bracket	40.0	60.0	100.0	47.2	52.8	100.0	55.7	44.3	100.0	70.6	29.4	100.0	75.6	24.4	100.0	62.2	37.8	100.0
Percentage of total	0.5			14.5			34.5			44.2			6.3			100.0		

National professional officers

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	4	3	7	10	5	15	3	2	5	1	1	2	0	0	0	18	11	29
Africa	1	0	1	30	7	37	72	42	114	86	34	120	10	9	19	199	92	291
The Americas	1	0	1	1	1	2	1	3	4	1	4	5	0	0	0	4	8	12
South-East Asia	1	0	1	0	1	1	7	3	10	19	1	20	1	0	1	28	5	33
Europe	1	2	3	14	12	26	13	13	26	7	5	12	0	0	0	35	32	67
Eastern Mediterranean	0	0	0	3	3	6	8	10	18	10	3	13	0	0	0	21	16	37
Western Pacific	0	0	0	2	8	10	6	9	15	5	7	12	0	0	0	13	24	37
Total	8	5	13	60	37	97	110	82	192	129	55	184	11	9	20	318	188	506
Percentage by bracket	61.5	38.5	100.0	61.9	38.1	100.0	57.3	42.7	100.0	70.1	29.9	100.0	55.0	45.9	100.0	62.8	37.2	100.0
Percentage of total	2.6			19.2			37.9			36.4			4.0			100.0		

General service staff

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	22	28	50	61	189	250	66	185	251	62	216	278	3	13	16	214	631	790
Africa	9	14	23	124	142	266	249	150	399	224	103	327	10	6	16	616	415	843
The Americas	0	1	1	5	6	11	5	13	18	3	35	38	1	2	3	14	57	73
South-East Asia	6	7	13	54	38	92	71	32	103	80	34	114	3	1	4	214	112	326
Europe	1	10	11	28	66	94	24	49	73	15	39	54	0	2	2	68	166	218
Eastern Mediterranean	10	32	42	63	79	142	70	80	150	46	37	83	5	1	6	194	229	365
Western Pacific	6	22	28	23	60	83	26	62	88	30	63	93	0	3	3	85	210	285
Total	54	114	168	358	580	938	511	571	1 082	460	527	987	22	28	50	1 405	1 820	3 225
Percentage by bracket	32.1	67.9	100.0	38.2	61.8	100.0	47.2	52.8	100.0	46.6	53.4	100.0	44.0	56.0	100.0	43.6	56.4	100.0
Percentage of total			5.2			29.1			33.6			30.6			1.6			100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 DECEMBER 2008

Professional staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	2	1	3	8	3	11	5	2	7	15	6	21
D2	0	0	0	0	0	0	7	3	10	29	10	39	6	0	6	42	13	55
D1/P6	0	0	0	3	0	3	21	14	35	109	19	128	27	11	38	160	44	204
P5	0	0	0	17	17	34	154	91	245	292	110	402	40	13	53	503	231	734
P4	0	0	0	65	57	122	169	141	310	163	84	247	14	5	19	411	287	698
P3	2	2	4	43	67	110	41	47	88	37	40	77	5	1	6	128	157	285
P2	1	1	2	12	16	28	8	23	31	14	6	20	2	0	2	37	46	83
P1	1	3	4	3	3	6	0	0	0	0	0	0	0	0	0	4	6	10
Total	4	6	10	143	160	303	402	320	722	652	272	924	99	32	131	1 300	790	2 090
Percentage by bracket	40.0	60.0	100.0	47.2	52.8	100.0	55.7	44.3	100.0	70.6	29.4	100.0	75.6	24.4	100.0	62.2	37.8	100.0
Percentage of total	0.5			14.5			34.5			44.2			6.3			100.0		

National professional officers

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
A	1	0	1	6	2	8	8	1	9	2	7	9	0	1	1	17	11	28
B	4	5	9	35	22	57	42	32	74	40	17	57	4	1	5	125	77	202
C	3	0	3	19	12	31	58	46	104	86	30	116	7	7	14	173	95	268
D	0	0	0	0	1	1	2	3	5	1	1	2	0	0	0	3	5	8
Total	8	5	13	60	37	97	110	82	192	129	55	184	11	9	20	318	188	506
Percentage by bracket	61.5	38.5	100.0	61.9	38.1	100.0	57.3	42.7	100.0	70.1	29.9	100.0	55.0	45.0	100.0	62.8	37.2	100.0
Percentage of total	2.6			19.2			37.9			36.4			4.0			100.0		

General service staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total			
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	
G7	1	2	3	29	23	52	46	45	91	53	85	138	1	1	2	130	156	286	
G6	18	10	28	70	107	177	75	139	214	52	140	192	1	3	4	216	399	615	
G5	18	39	57	78	244	322	66	225	291	57	212	269	4	16	20	223	736	959	
G4	3	52	55	37	179	216	53	125	178	50	78	128	5	8	13	148	442	590	
G3	4	7	11	45	14	59	81	23	104	77	5	82	3	0	3	210	49	259	
G2	3	3	6	71	2	73	151	1	152	137	2	139	7	0	7	369	8	377	
G1	7	1	8	28	11	39	39	13	52	34	5	39	1	0	1	109	30	139	
Total	54	114	168	358	580	938	511	571	1 082	460	527	987	22	28	50	1 405	1 820	3 225	
Percentage by bracket	32.1	67.9	100.0	38.2	61.8	100.0	47.2	52.8	100.0	46.6	53.4	100.0	44.0	56.0	100.0	43.6	56.4	100.0	
Percentage of total			5.2			29.1			33.6			30.6			1.6				100.0

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2008

Location	Under 5 years				5-9 years				10-14 years				15-19 years				20-24 years				25-29 years				≥30 years				All			
	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T
Headquarters	527	29	399	955	282	0	189	471	91	0	34	125	84	0	91	175	51	0	72	123	20	0	39	59	3	0	21	24	1 058	29	845	1 932
Africa	166	156	671	993	112	108	95	315	32	20	70	122	26	6	62	94	11	0	67	78	7	1	41	49	4	0	25	29	358	291	1 031	1 680
The Americas	28	10	4	42	31	0	20	51	17	1	9	27	10	0	11	21	8	1	6	15	1	0	14	15	2	0	7	9	97	12	71	180
South-East Asia	61	18	91	170	37	7	67	111	23	3	41	67	2	0	65	67	6	2	34	42	1	3	19	23	0	0	9	9	130	33	326	489
Europe	89	45	149	283	25	22	43	90	12	0	13	25	10	0	11	21	3	0	5	8	3	0	11	14	0	0	2	2	142	67	234	443
Eastern Mediterranean	48	28	227	303	51	5	93	149	20	0	24	44	6	1	36	43	6	1	24	31	2	1	10	13	1	1	9	11	134	37	423	594
Western Pacific	91	28	120	239	47	0	67	114	18	1	32	51	7	1	28	36	3	2	26	31	4	5	19	28	1	0	3	4	171	37	295	503
Total	1 010	314	1 661	2 985	585	142	574	1 301	213	25	223	461	145	8	304	457	88	6	234	328	38	10	153	201	11	1	76	88	2 090	506	3 225	5 821
Percentage by bracket	33.8	10.5	55.6	100	45.0	10.9	44.1	100	46.2	5.4	48.4	100	31.7	1.8	66.5	100	26.8	1.8	71.3	100	18.9	5.0	76.1	100	12.5	1.1	86.4	100	35.9	8.7	55.4	100
Percentage of total	51.3				22.4				7.9				7.9				5.6				3.5				1.5				100			

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

TABLE 10. APPOINTMENTS PROCESSED DURING YEAR 2008

Location	Category	Total staff at 31 December 2008	New appointments			Conversion of temporary contracts			Interagency transfers			Total number of appointments	
			No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of women
Headquarters	P	1 058	49	34.8	42.4	76	53.9	55.6	16	11.3	37.5	141	49.0
	NPO	29	35	92.1	20.0	3	7.9	0.0	0	0.0	0.0	38	18.4
	GS	845	134	74.4	71.4	46	25.6	81.1	0	0.0	0.0	180	73.9
Africa	P	358	9	52.9	75.0	8	47.1	21.4	0	0.0	0.0	17	49.8
	NPO	291	10	71.4	33.3	4	28.6	18.2	0	0.0	0.0	14	29.0
	GS	1 031	9	23.7	62.5	29	76.3	47.1	0	0.0	100.0	38	50.7
The Americas	P	97	4	80.0	50.0	1	20.0	100.0	0	0.0	0.0	5	60.0
	NPO	12	2	0.0	0.0	0	0.0	0.0	0	0.0	0.0	2	0.0
	GS	71	0	0.0	0.0	1	0.0	100.0	0	0.0	0.0	1	100.0
South-East Asia	P	130	2	40.0	28.6	3	60.0	0.0	0	0.0	0.0	5	11.4
	NPO	33	0	0.0	0.0	2	100.0	0.0	0	0.0	0.0	2	0.0
	GS	326	3	33.3	0.0	6	66.7	31.3	0	0.0	0.0	9	20.9
Europe	P	142	4	33.3	33.3	7	58.3	50.0	1	8.3	0.0	12	40.3
	NPO	67	2	25.0	25.0	6	75.0	66.7	0	0.0	0.0	8	56.3
	GS	234	5	17.9	100.0	22	78.6	40.0	1	3.6	0.0	28	49.3
Eastern Mediterranean	P	134	12	60.0	30.0	8	40.0	38.0	0	0.0	0.0	20	33.2
	NPO	37	1	33.3	100.0	2	66.7	0.0	0	0.0	0.0	3	33.3
	GS	423	12	54.5	75.0	16	45.5	47.5	0	0.0	0.0	22	62.5
Western Pacific	P	171	19	57.6	27.3	10	30.3	80.0	4	12.1	0.0	33	40.0
	NPO	37	9	90.0	50.0	1	10.0	0.0	0	0.0	0.0	10	45.0
	GS	295	5	22.7	60.0	15	68.2	50.0	2	9.1	0.0	22	47.7
Total	P	2 090	99	42.5	17.3	113	48.5	25.5	21	9.0	2.6	233	45.4
	NPO	506	59	76.6	21.2	18	23.4	6.1	0	0.0	9.1	77	36.4
	GS	3 225	168	56.0	39.4	135	45.0	25.0	3	1.0	0.0	300	64.4
	All	5 821	326	53.4	28.7	266	43.6	22.8	24	3.9	2.1	610	53.6

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

TABLE 11. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 31 December 2008	Staff due to retire							
			by 31 December 2009		by 31 December 2011		by 31 December 2013		by 31 December 2018	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	1 058	40	3.8	108	10.2	195	18.4	396	37.4
	NPO	29	0	0.0	0	0.0	1	0.0	2	0.0
	GS	845	16	1.9	55	6.5	101	12.0	268	31.7
Africa	P	358	16	4.5	36	10.1	85	23.7	195	54.5
	NPO	291	9	3.1	27	9.3	46	15.8	108	37.1
	GS	1 031	23	2.2	62	6.0	125	12.1	296	28.7
The Americas	P	97	10	10.3	25	25.8	33	34.0	54	55.7
	NPO	12	0	0.0	0	0.0	0	0.0	4	33.3
	GS	71	3	4.2	11	15.5	15	21.1	37	52.1
South-East Asia	P	130	5	3.8	24	18.5	38	29.2	75	57.7
	NPO	33	0	0.0	3	9.1	6	18.2	15	45.5
	GS	326	6	1.8	24	7.4	43	13.2	106	32.5
Europe	P	142	6	4.2	11	7.7	21	14.8	41	28.9
	NPO	67	0	0.0	0	0.0	2	0.0	7	10.4
	GS	234	3	1.3	15	6.4	22	9.4	52	22.2
Eastern Mediterranean	P	134	6	4.5	25	18.7	32	23.9	70	52.2
	NPO	37	0	0.0	1	2.7	3	8.1	12	32.4
	GS	423	6	0.8	20	4.1	32	7.4	76	18.9
Western Pacific	P	171	10	5.8	21	12.3	33	19.3	73	42.7
	NPO	37	3	0.0	4	0.0	7	0.0	11	0.0
	GS	295	9	3.1	24	8.1	34	11.5	82	27.8
Total	P	2 090	93	4.4	250	12.0	437	20.9	904	43.3
	NPO	506	12	2.4	35	6.9	65	12.8	159	31.4
	GS	3 225	66	2.0	211	6.5	372	11.5	917	28.4
	All	5 821	171	2.9	496	8.5	874	15.0	1 980	34.0

¹ Figures are cumulative. For example, the total number of staff in the professional and higher categories due to retire by 31 December 2011 (250) includes those due to retire by 31 December 2009 (93).
P – professional, NPO – national professional officer, GS – general service.

TABLE 12. DISTRIBUTION OF OCCUPIED POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES ACROSS MAIN OCCUPATIONAL GROUPS¹

I	Professional, managerial and technical work	%	%						
1.A	Administrative specialists	30.8	1.A	Administrative specialists					
1.B	Architects, engineers	0.8	1.A	Administrative (general)			3.8		
1.C	Archivists, curators, information specialists and librarians	1.0	1.A.01	Financial management specialists			12.8		
1.D	Artists	0.1	1.A.02	Management and programme analysts			10.0		
1.E	Economists	1.9	1.A.03	Building services administrators			3.1		
1.F	Education specialists	0.6	1.A.04	Meetings services administrators			0.9		
1.G	Jurists	1.0	1.A.05	Computer information systems specialists			16.6		
1.H	Life scientists	4.0	1.A.06	Human resources management specialists			8.9		
			1.A.07	Printing services specialists			0.2		
			1.A.08	Public information specialists			10.2		
			1.A.09	Purchasing and contracting specialists			2.9		
			1.A.10	Representation and protocol specialists			4.0		
			1.A.11	Technical cooperation administrators			8.0		
			1.A.12	Administrative officers			15.7		
			1.A.21	Auditors			2.0		
			1.A.22	Hospital administrators			0.2		
			1.A.23	Records and documents administrators			0.7		
1.I	Dental, nutrition, medical, nursing and veterinary specialists	49.6	1.I	Dental, nutrition, medical, nursing and veterinary specialists			%		
1.J	Physical scientists	0.3	1.I	Medical specialists (general)			0.7		
1.K	Sales and marketing specialists	0.2	1.I.01	Dentists			0.2		
1.L	Social scientists	2.6	1.I.02	Dieticians and nutritionists			2.0		
1.M	Statisticians and mathematicians	1.1	1.I.03	Medical specialists (General)	91.4	1.I.03	Medical specialists	No.	%
1.N	Transportation specialists	0.2	1.I.04	Nursing specialists	0.9	1.I.03	Medical specialists	79	9.8
1.O	Writers, translators, interpreters	3.3	1.I.05	Opticians and optometrists	0.1	1.I.03.a	Anaesthesiologists	1	0.1
1.P	Professional, managerial and technical specialists for which no job family exists	0.8	1.I.06	Pharmacists	1.8	1.I.03.b	Epidemiologists	149	18.5
1.R	Environmental specialists	0.9	1.I.07	Sanitarians (public health)	0.2	1.I.03.d	General practitioners	3	0.4
1.S	Relief specialists	0.8	1.I.08	Veterinarians	0.7	1.I.03.e	Haematologists and blood transfusion specialists	4	0.5
1.T	Electronic communications specialists	0.1	1.I.09	Rehabilitation specialists	0.2	1.I.03.f	Neurologists	1	0.1
			1.I.10	Health laboratory specialists	1.7	1.I.03.g	Family health specialists	44	5.5
						1.I.03.h	Ophthalmologists	3	0.4
						1.I.03.i	Immunologists	16	2.0
						1.I.03.k	Noncommunicable disease specialists	15	1.9
						1.I.03.l	Geriatricians	1	0.1
						1.I.03.m	Mental health specialists	11	1.4
						1.I.03.n	Public health specialists	335	41.5
						1.I.03.o	Radiologists	3	0.4
						1.I.03.q	Traditional medicine specialists	4	0.5
						1.I.03.s	Communicable disease specialists	132	16.4
						1.I.03.t	Occupational health specialists	6	0.7

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

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