



## 人力资源：年度报告

### 职员配备情况

#### 秘书处的报告

1. 本报告概述截至 2010 年 12 月 31 日本组织职员配备情况。鉴于十多年中都有人力资源年度报告，本报告就人力资源演变的一些方面进行了分析。文中数据包括下列详情：任用职类；按性别分列的职员分布情况；地域代表性；职员的年龄，级别，服务期限和更替；以及专业及以上职类职员在各主要职业类别的分布情况。本文件图和表中所列全部数据系指长期合同职员，另有说明的除外。

#### 任用职类

2. 截至 2010 年 12 月 31 日，世卫组织定期任用或连续任用（以下均称为“长期任用”）职员总数为 7154 名<sup>1</sup>。其中，2402 名（33.6%）为专业及以上职类职员，909 名（12.7%）为国家专业类官员，3843 名（53.7%）为一般事务类职员（见表 1）。与 2009 年 12 月 31 日时报告的职员配备情况相比<sup>2</sup>，长期任用的职员人数增加了 206 名（3.0%）。

3. 截至 2010 年 12 月 31 日，共有 1119 名临时任用的职员（见图 1 和表 1），这与截至 2009 年 12 月 31 日时报告的配备人数相比，下降 34.6%。临时职员目前占职员总数的比例为 13.5%，低于 2000 年报告的 45.7%<sup>3</sup>-下降 32.2%。同期内，该类任用的职员比率下降了 61.9%。如果用 2010 年的数字与 2002 年高峰时期临时任用职员的数字（5091）相比<sup>4</sup>，这一百分比下降了 78.1%

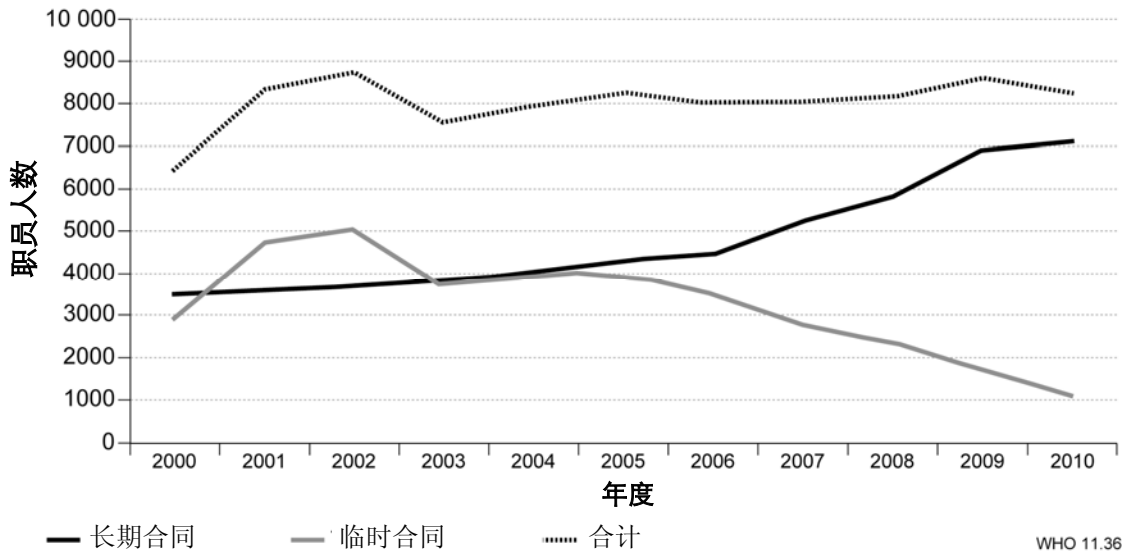
<sup>1</sup> 这一数字不包括泛美卫生组织、国际癌症研究机构和世卫组织管理的任何机构的职员；数字不包括世卫组织代管的特别规划和合作安排的职员。

<sup>2</sup> 见文件 A63/40。

<sup>3</sup> 文件 A54/28。

<sup>4</sup> 见文件 A56/38。

图 1. 按合同类型分列的职员人数



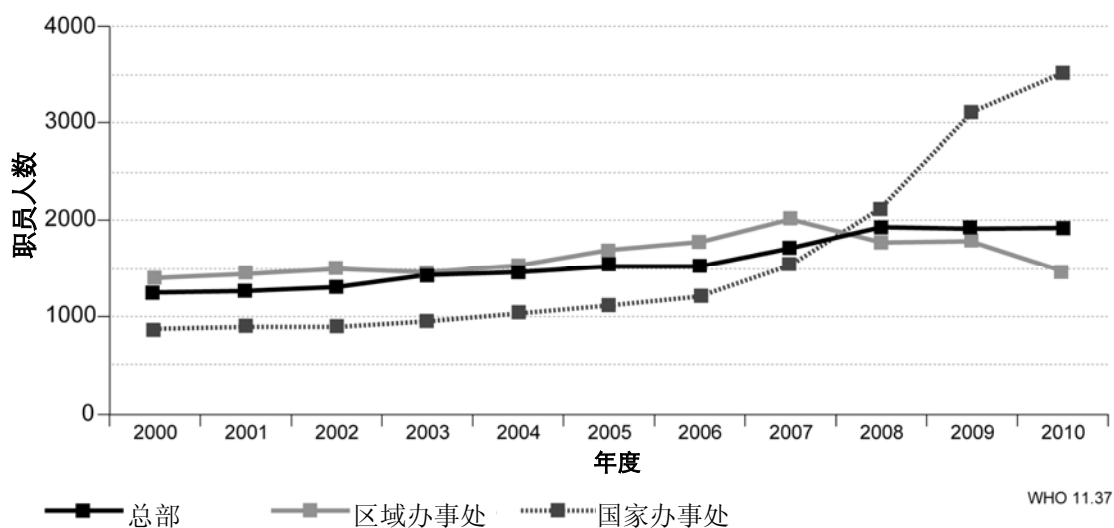
4. 表 2 显示按组织地点、级别和性别分列的长期任用职员的分布情况。从专业及以上职类的分布情况，可看到自 2000 年以来按级别分列的职员比例在 P.3 至 P.5 级变化最为显著 (P.3: 11.1% 至 15.2%; P.4: 27.2% 至 36.3%; P.5: 40.0% 至 31.1%)。这些变化意味着，与 2000 年的 45.3% 相比，长期任用职员中 P.4 级或以下职员占 57.2%。

#### 按组织地点和办公室类型分列的职员类别<sup>1</sup>

5. 2000 年，35.5% 的长期任用职员在总部任职，39.9% 在区域办事处任职，24.5% 在国家办事处任职。2010 年 12 月，相应数字分别为 30.6%，20.4% 和 49.0%，从而证实长期职员的任职地点显著转向国家级。这反映了为支持世卫组织的国家业务活动在整个组织正在开展的更加合理和战略性的人力资源调配（见图 2）。

<sup>1</sup> 在本文件提供的表格中，具体大型办事处的职员人数系指该办事处管理的职员；有关职员实际上可能被安排在别处。

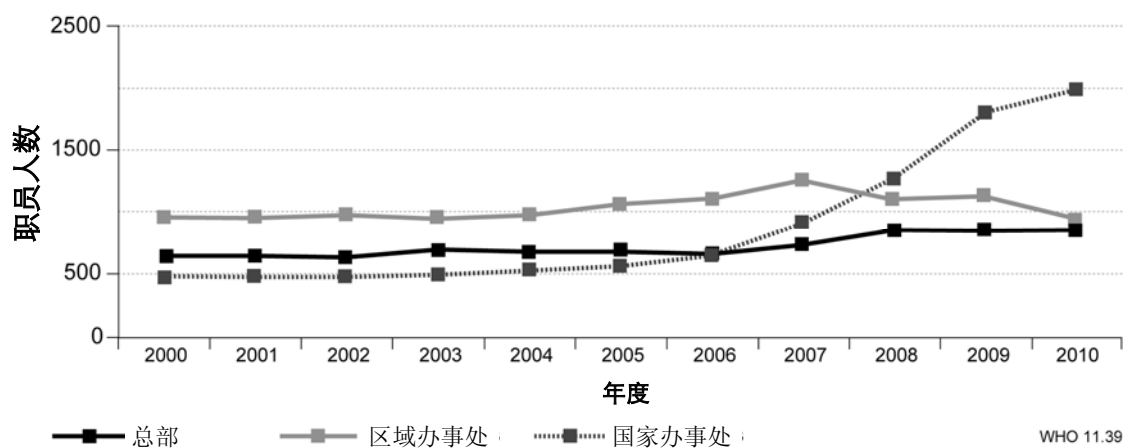
图 2. 2000 年至 2010 年按办事处类型分列的职员分布情况



6. 在 2000 年至 2010 年期间，国家专业官员职类中长期合同职员的人数增加了 6 倍，从 2000 年的 128 人增至 2010 年的 909 人。图 2 显示，这一职类中国家办事处一级的职员人数在 2000 年至 2007 年期间逐步增多；2008 年至 2010 年期间可见的大量增长与任用类型的改变有关。绝大多数国家专业官员（69.0%）位于非洲区域。

7. 在一般事务职类中，国家办事处职员人数在 2006 年至 2009 年期间迅速增多，在 2010 年趋向稳定（见图 3）。

图 3. 2000 年至 2010 年一般事务类职员人数



## 按性别分列的职员分布情况

8. 过去十年间，妇女在专业及以上职类中的代表性稳步上升，从 2000 年 12 月的 31.9% 升至 2010 年 12 月的 40.0%。过去二十年间，妇女的代表性几乎翻了一番。图 4 说明该时期每年的增长情况，从而突出了为实现性别平衡的目标加倍作出的努力。如果保持目前的趋势，本组织中两性相等可能是今后十年的一个切合实际的目标（见图 5）。

图 4. 1990 年至 2010 年妇女在专业及以上职类中的百分比

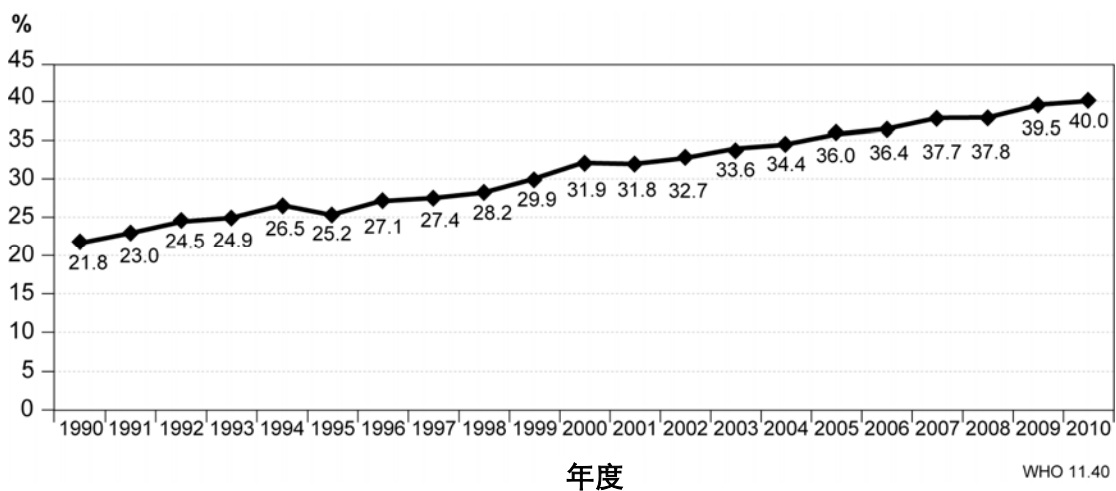
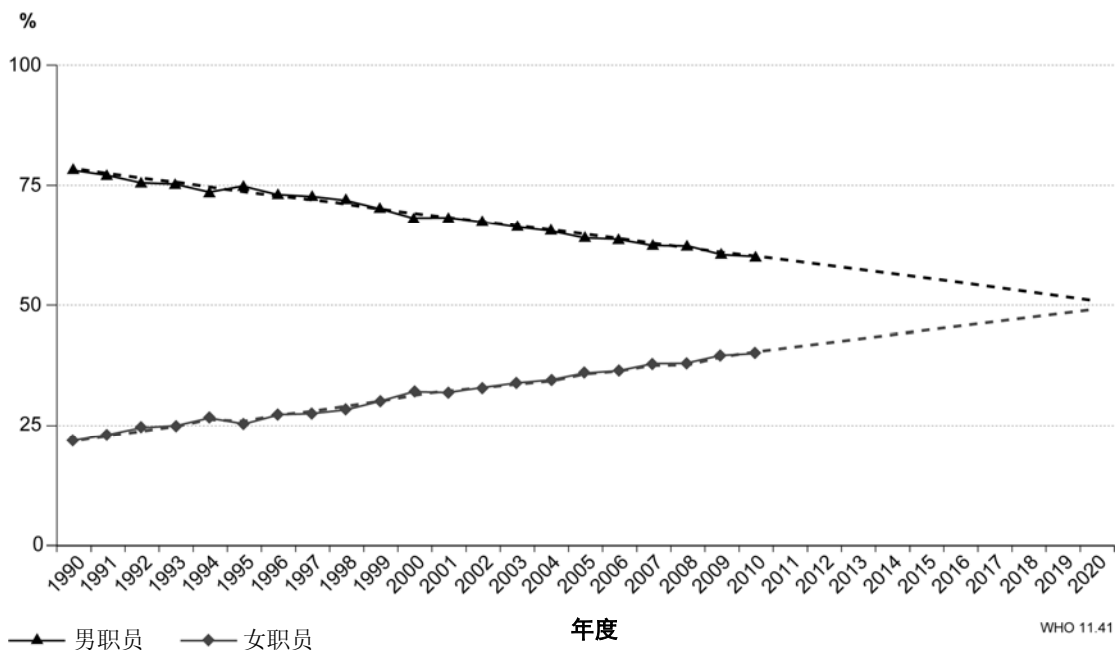


图 5. 专业及以上职类中实现两性相等的预测情况



9. 截至 2010 年 12 月 31 日，专业及以上职类长期任用的 2402 名职员中有 1441 人（60.0%）为男性，961 人为女性（40.0%）。

10. 在专业及以上职类较高的级别中，男职员多于女职员（见表 2），但女职员比例随时间逐步增多。例如，在 2000 年，34.7% 的 P.4 级职员为妇女，而截至 2010 年 12 月 31 日，该百分比已增至 41.3%。同期内，P.5 级妇女的百分比从 24.6% 上升至 34.2%。在最高级，情况较为复杂。与 2000 年时的 24.5% 相比，截至 2010 年 12 月 31 日时，P.6/D.1 级的妇女比例为 20.7%；但是，在 D.2 级，百分比从 2000 年的 9.8% 上升至 21.7%，女职员人数增加 250%。此外，同期内，不叙级职位中妇女的比例从 20.0% 增至 42.9%。

11. 在国家专业官员职类中，妇女的百分比保持相对稳定：与 2000 年的 30.5% 相比，2010 年 12 月 31 日时为 34.2%。在一般事务职类中，妇女在 2000 年 12 月占该职类的 57.9%，到 2010 年底占 52.2%。

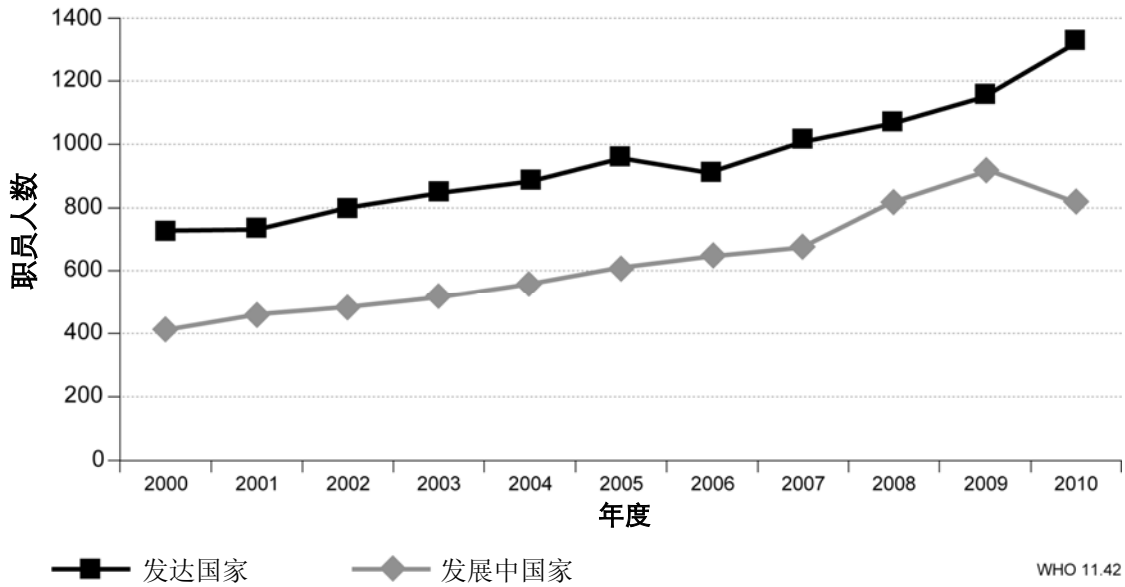
### 地域代表性

12. 作为世卫组织实现人力资源更高程度多样化活动的一部分，继续有针对性地作出努力改进地域代表性。对统计数据进行了分析以产生多样性概况，后者在本组织今后职员配备需求的背景下得到应用，以便突出新的人才来源并确认活动计划和重点人群方面值得注意的空白（见图 6）<sup>1</sup>。

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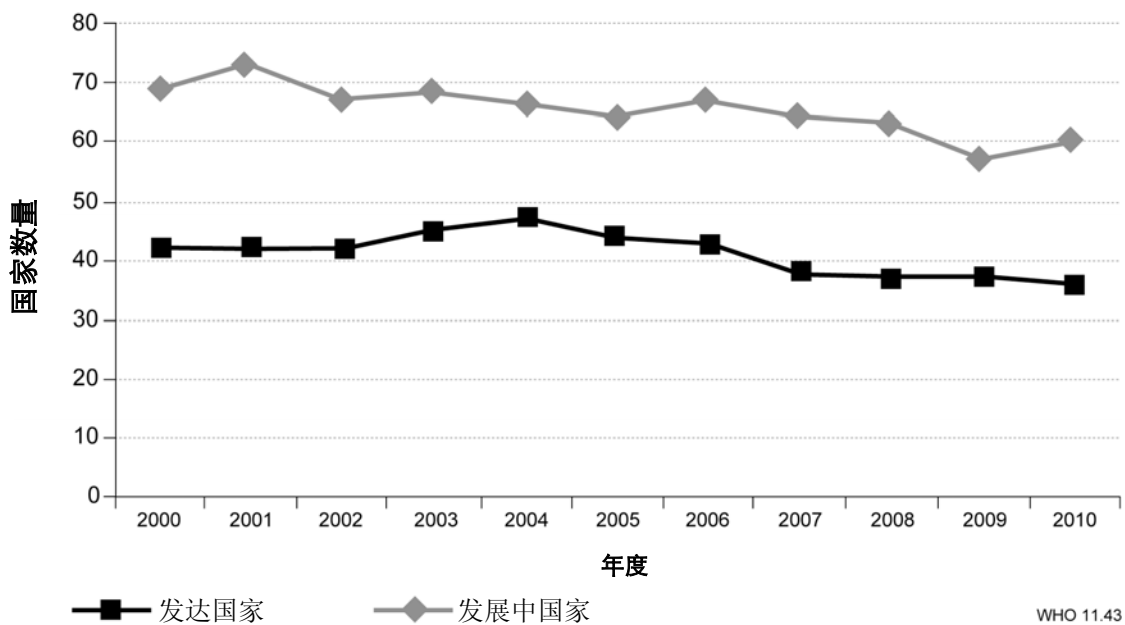
<sup>1</sup> 为了地域代表性的目的，未计入语言职位及借调人员和合作人员职位。

图 6. 2000 年至 2010 年按地域代表性计算的职位中专业及以上职类职员人数



13. 从图 7 可看到，为增加专业及以上职类职位招聘的发展中国家国民人数作出的努力使其占额理想幅度相比超额的发展中国家数量增加了。因此，在 2000 年至 2010 年这一十年期，在占额理想幅度之内的发展中国家的数量从 70 个减至 60 个。

图 7. 2000 年至 2010 年计入专业及以上职类中的职位的地域代表性：在占额理想幅度之内国家的数量



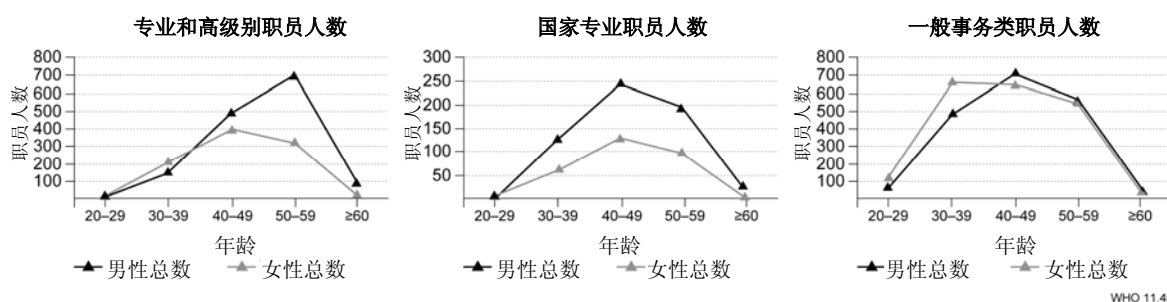
14. 表 4a-f 提供按来源国分列的职员分布详情，从而说明按区域分列的各会员国的占额状况（数据不包括由其国籍资助职位的职员）。自截至 2009 年 12 月 31 日的上一份年度报告发表以来，发生了下列变化：

- 原来已达到其地域占额理想幅度的4个会员国（朝鲜民主主义人民共和国、牙买加、巴拉圭和苏里南）现在无额；
- 原来缺额的1个会员国（以色列）现已达到其地域占额理想幅度；
- 原来缺额的1个会员国（立陶宛）现已达到其地域占额理想幅度；
- 原来超额的3个会员国（巴西、俄罗斯联邦和泰国）现已达到其地域占额理想幅度；
- 原来达到其地域占额理想幅度的1个会员国（德国）现为超额国。

#### 职员的年龄、级别、服务期限和更替

15. 截至 2010 年 12 月 31 日，52.2% 的专业及以上职类职员的年龄在 50 岁以下，69.0% 的一般事务类职员和 63.7% 的国家专业类官员在 50 岁以下（见图 8）。在专业及以上职类中，50-59 岁年龄段的职员人数最多（42.4%），而在一般事务类，40-49 岁年龄段的职员人数最多（35.2%）。在国家专业类官员中，40-49 岁年龄段的职员人数最多（41.4%）。

图 8. 按年龄、性别和职类分列的职员人数



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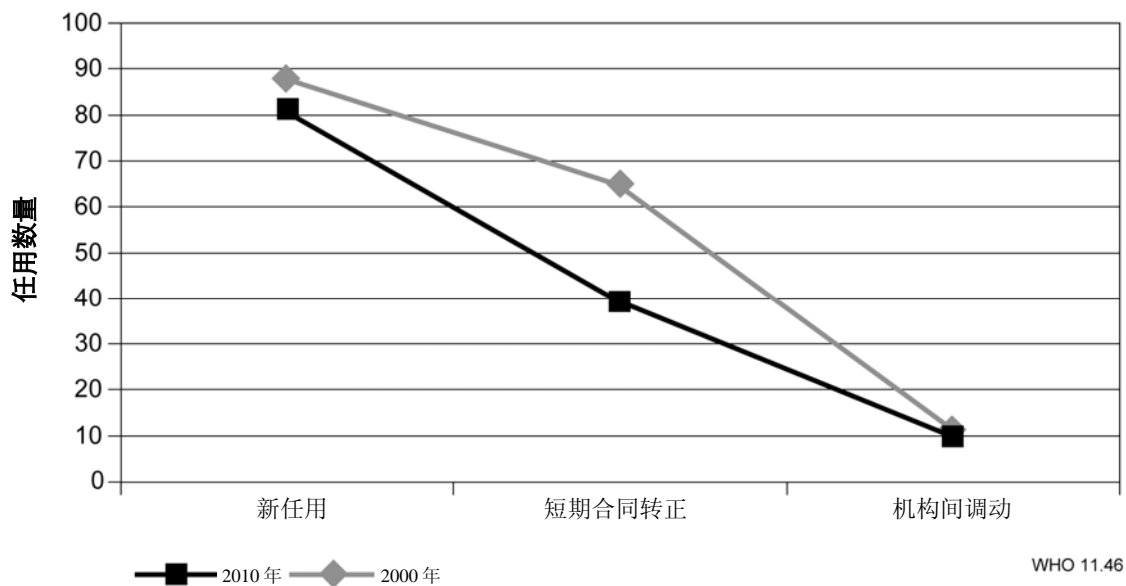
16. 按性别分析数字时，可以看到专业及以上职类中男职员的年龄通常比其女同事的大。因此，由于他们早退休，从而将提供机会进一步改善性别平衡。

17. 2000年，服务不足5年的职员占长期任用职员总数的29.9%，而在截至2010年12月31日时占56.2%。这些数字显示，在过去5年期间，招聘的定期职员人数明显增加（见表7）。

18. 2000年，职员的平均服务期限为11.5年，其中专业及以上职类职员为8.8年，一般事务类职员为13.7年。自2005年以来，专业及以上职类职员的平均服务期限稳定地维持在7年左右，一般事务类职员维持在8年左右。

19. 表8和图9提供了包括2010年1月1日至12月31日期间开始聘用的职员的任用在内的职员任用数据。在任用的专业及以上职类职员中，81名职员（62.3%）从外部招聘，39名（30.0%）由在职临时合同转正，10名（7.7%）为机构间调动。

图9. 按招聘来源分列的专业及以上职类任用和职位情况





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20. 表 9 显示今后 10 年内预计的职员退休情况。根据目前的预测，在今后 5 年内退休的工作人员占 13.7%（占专业及以上职类职员的 18.7%），在今后 10 年内退休的人员占 30.3%（占专业及以上职类职员的 39.3%）（见表 9）。

21. 以前的人力资源年度报告包括另外两个表，标题如下。

- **按组织地点和国籍区域分列的专业及以上职类职员总数。**由于发现数据没有用，已停用此表。
- **主要职业类别中专业及以上职类在职员额的分布情况。**今年的报告删去了此表，原因是正在采用新的分类方法，职位的编码尚未最后确定。希望在概述截至 2011 年 12 月 31 日的职员配备情时重新启用此表。

## 卫生大会的行动

22. 请卫生大会注意本报告。

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## 表格

23. 为便于参阅，前面各段提及的表格分列如下：

- 表 1 截至 2010 年 12 月 31 日长期和临时任用职员人数
- 表 2 截至 2010 年 12 月 31 日按组织地点、级别和性别分列的职员分布情况
- 表 3 截至 2010 年 12 月 31 日不在占额理想幅度之内的国家一览表
- 表 4a-f 截至 2010 年 12 月 31 日按来源国分列的职员分布情况
- 表 5 截至 2010 年 12 月 31 日按年龄、性别和组织地点分列的职员情况
- 表 6 截至 2010 年 12 月 31 日按级别和年龄（所有工作地点）分列的职员情况
- 表 7 截至 2010 年 12 月 31 日按服务期限分列的职员情况
- 表 8 2010 年 1 月 1 日至 2010 年 12 月 31 日期间处理的任用合同
- 表 9 职员退休预测

**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS  
AS AT 31 DECEMBER 2010**

Category	Headquarters	Special programmes and collaborative arrangements	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
<b>Staff with long-term appointments</b>									
Professional and higher categories	1 032	186	416	93	130	186	169	190	2 402
National professional	39	0	627	2	47	95	46	53	909
General service	823	88	1 455	60	371	259	469	318	3 843
<b>Total</b>	<b>1 894</b>	<b>274</b>	<b>2 498</b>	<b>155</b>	<b>548</b>	<b>540</b>	<b>684</b>	<b>561</b>	<b>7 154</b>
<b>Staff with temporary appointments</b>									
Professional and higher categories	187	57	47	7	57	24	116	32	527
National professional	3	0	26	0	48	6	40	7	130
General service	116	18	62	14	109	25	64	54	462
<b>Total</b>	<b>306</b>	<b>75</b>	<b>135</b>	<b>21</b>	<b>214</b>	<b>55</b>	<b>220</b>	<b>93</b>	<b>1 119</b>
<b>Total number of staff</b>	<b>2 200</b>	<b>349</b>	<b>2 633</b>	<b>176</b>	<b>762</b>	<b>595</b>	<b>904</b>	<b>654</b>	<b>8 273</b>

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 31 DECEMBER 2010**  
**Professional and higher categories**

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	14	37	51	85	138	223	188	209	397	241	153	394	80	22	102	29	7	36	8	7	15	645	573	1 218	53.0	47.0
Africa	0	0	0	15	12	27	36	20	56	141	51	192	85	13	98	29	11	40	1	1	2	1	0	1	308	108	416	74.0	26.0
The Americas	1	0	1	1	3	4	4	4	8	40	19	59	12	6	18	2	0	2	0	0	0	0	1	1	60	33	93	64.5	35.5
South-East Asia	0	0	0	0	0	0	7	4	11	21	12	33	46	23	69	12	2	14	0	2	2	1	0	1	87	43	130	66.9	33.1
Europe	3	9	12	10	17	27	20	18	38	29	30	59	19	14	33	11	3	14	2	0	2	0	1	1	94	92	186	50.5	49.5
Eastern Mediterranean	2	1	3	4	5	9	11	9	20	39	12	51	33	20	53	24	5	29	3	0	3	1	0	1	117	52	169	69.2	30.8
Western Pacific	0	0	0	0	0	0	5	5	10	54	27	81	55	26	81	14	2	16	1	0	1	1	0	1	130	60	190	68.4	31.6
<b>Total</b>	<b>6</b>	<b>10</b>	<b>16</b>	<b>44</b>	<b>74</b>	<b>118</b>	<b>168</b>	<b>198</b>	<b>366</b>	<b>512</b>	<b>360</b>	<b>872</b>	<b>491</b>	<b>255</b>	<b>746</b>	<b>172</b>	<b>45</b>	<b>217</b>	<b>36</b>	<b>10</b>	<b>46</b>	<b>12</b>	<b>9</b>	<b>21</b>	<b>1 441</b>	<b>961</b>	<b>2 402</b>	<b>60.0</b>	<b>40.0</b>
<b>Percentage by grade</b>	<b>37.5</b>	<b>62.5</b>	<b>100</b>	<b>37.3</b>	<b>62.7</b>	<b>100</b>	<b>45.9</b>	<b>54.1</b>	<b>100</b>	<b>58.7</b>	<b>41.3</b>	<b>100</b>	<b>79.3</b>	<b>20.7</b>	<b>100</b>	<b>57.1</b>	<b>42.9</b>	<b>100</b>	<b>57.1</b>	<b>42.9</b>	<b>100</b>	<b>57.1</b>	<b>42.9</b>	<b>100</b>	<b>60.0</b>	<b>40.0</b>	<b>100</b>		
<b>Percentage of total</b>			<b>0.7</b>			<b>4.9</b>			<b>15.2</b>			<b>36.3</b>			<b>31.1</b>			<b>31.1</b>			<b>9.0</b>			<b>0.9</b>			<b>100</b>		

**National professional**

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 <sup>1</sup>	0	1	1	9	14	23	10	5	15	0	0	0	19	20	39	48.7	51.3
Africa	12	4	16	158	39	197	279	129	408	5	1	6	454	173	627	72.4	27.6
The Americas	0	0	0	0	1	1	1	0	1	0	0	0	1	1	2	50.0	50.0
South-East Asia	5	2	7	5	6	11	22	6	28	1	0	1	33	14	47	70.2	29.8
Europe	7	7	14	26	38	64	10	7	17	0	0	0	43	52	95	45.3	54.7
Eastern Mediterranean	0	0	0	22	13	35	5	5	10	1	0	1	28	18	46	60.9	39.1
Western Pacific	2	4	6	12	14	26	6	13	19	0	2	2	20	33	53	37.7	62.3
<b>Total</b>	<b>26</b>	<b>18</b>	<b>44</b>	<b>232</b>	<b>125</b>	<b>357</b>	<b>333</b>	<b>165</b>	<b>498</b>	<b>7</b>	<b>3</b>	<b>10</b>	<b>598</b>	<b>311</b>	<b>909</b>	<b>65.8</b>	<b>34.2</b>
<b>Percentage by grade</b>	<b>59.1</b>	<b>40.9</b>	<b>100</b>	<b>65.0</b>	<b>35.0</b>	<b>100</b>	<b>66.9</b>	<b>33.1</b>	<b>100</b>	<b>70.0</b>	<b>30.0</b>	<b>100</b>	<b>65.8</b>	<b>34.2</b>	<b>100</b>		
<b>Percentage of total</b>			<b>4.8</b>			<b>39.3</b>			<b>54.8</b>			<b>1.1</b>			<b>100</b>		

<sup>1</sup> National professional officers accounted for under headquarters are located in offices outside Geneva (e.g. Addis Ababa, Kobe and Kuala Lumpur).

**General service**

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	23	11	34	40	146	186	78	332	410	73	186	259	7	13	20	222	689	911	24.4	75.6		
Africa	43	17	60	513	9	522	103	21	124	58	107	165	67	149	216	92	114	206	80	82	162	956	499	1 455	65.7	34.3		
The Americas	0	0	0	0	0	0	0	0	0	1	10	11	4	14	18	5	21	26	0	5	5	10	50	60	16.7	83.3		
South-East Asia	9	1	10	65	0	65	33	8	41	32	39	71	45	49	94	31	15	46	29	15	44	244	127	371	65.8	34.2		
Europe	0	0	0	19	0	19	18	12	30	8	35	43	23	112	135	11	16	27	1	4	5	80	179	259	30.9	69.1		
Eastern Mediterranean	33	2	35	51	1	52	49	3	52	24	63	87	35	102	137	31	37	68	11	27	38	234	235	469	49.9	50.1		
Western Pacific	3	5	8	20	0	20	24	9	33	9	54	63	5	90	95	22	46	68	7	24	31	90	228	318	28.3	71.7		
<b>Total</b>	<b>88</b>	<b>25</b>	<b>113</b>	<b>669</b>	<b>11</b>	<b>680</b>	<b>250</b>	<b>64</b>	<b>314</b>	<b>172</b>	<b>454</b>	<b>626</b>	<b>257</b>	<b>848</b>	<b>1105</b>	<b>265</b>	<b>435</b>	<b>700</b>	<b>135</b>	<b>170</b>	<b>305</b>	<b>1 836</b>	<b>2 007</b>	<b>3 845</b>	<b>47.8</b>	<b>52.2</b>		
<b>Percentage by grade</b>	<b>77.9</b>	<b>22.1</b>	<b>100</b>	<b>98.4</b>	<b>1.6</b>	<b>100</b>	<b>79.6</b>	<b>20.4</b>	<b>100</b>	<b>27.5</b>	<b>72.5</b>	<b>100</b>	<b>23.3</b>	<b>76.7</b>	<b>100</b>	<b>37.9</b>	<b>62.1</b>	<b>100</b>	<b>44.3</b>	<b>55.7</b>	<b>100</b>	<b>47.8</b>	<b>52.2</b>	<b>100</b>				
<b>Percentage of total</b>			<b>2.9</b>			<b>17.7</b>			<b>8.2</b>			<b>16.3</b>			<b>28.8</b>			<b>18.2</b>			<b>7.9</b>			<b>100</b>				

M – male, F – female, T – total.

**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2010**

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Lesotho Seychelles Swaziland		–	Algeria Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Gambia Ghana Guinea Kenya Madagascar	Malawi Mali Niger Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Grenada Jamaica Paraguaz	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	–	Canada Colombia Peru	
South-East Asia	Democratic People's Republic of Korea		–	India Sri Lanka	
Europe	Andorra Bosnia and Herzegovina Cyprus Iceland Luxembourg	Monaco Montenegro San Marino The former Yugoslav Republic of Macedonia	–	Belgium Denmark France Germany Ireland Italy Netherlands	Spain Sweden Switzerland United Kingdom of Great Britain and Northern Ireland

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Eastern Mediterranean	Kuwait Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Jordan Lebanon	Pakistan Sudan Tunisia
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 4a. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN<sup>1</sup> AS AT 31 DECEMBER 2010**

**Nationals of Member States in the 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			2	1	1	3	4		1							8	4	12	
Angola	1-8			1		2	1	1		1			1				6	1	7	
Benin	1-8			1		9		2			1						11	1	12	
Botswana	1-8		1				1				1						1	2	3	
Burkina Faso	1-8			1	2	1	3	3	6								11	5	16	
Burundi	1-8					2	3	4	2	2							8	5	13	
Cameroon	1-8		1	1	4	1	5	2	1	1	2	1					13	6	19	
Cape Verde	1-7							1			1						0	1	1	
Central African Republic	1-8					2		1		1							4	0	4	
Chad	1-8			1	2		1	2									5	1	6	
Comoros	1-7							1									1	0	1	
Congo	1-8		4		5		4		1		1						15	0	15	
Côte d'Ivoire	1-8				3		3	1	4	1		2					10	4	14	
Democratic Republic of the Congo	2-12				2		15	1	4		1		2				24	1	25	
Equatorial Guinea	1-7							1		1							2	0	2	
Eritrea	1-8				1		3										4	0	4	
Ethiopia	2-12			2	1		8	4	7	1		1					16	8	24	
Gabon	1-8				2		1		1								2	2	4	
Gambia	1-8		1				6	1			1						8	1	9	
Ghana	1-8			1	1	1	5	4	4	1	1	1		1			12	8	20	
Guinea	1-8		1				4		3	1	1						9	1	10	
Guinea-Bissau	1-8						1	1		1	1						2	2	4	
Kenya	1-10				1		4	8	4	2	2						10	11	21	
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	3	
Madagascar	1-8			1	2	1	2	2	3	2							5	7	12	
Malawi	1-8			1		3	1	6									10	1	11	
Mali	1-8			1		9	1	5		1		1					16	2	18	
Mauritania	1-8			2		3		2		1							8	0	8	
Mauritius	1-8			1		1	1	2		1		1					6	1	7	
Mozambique	1-8							2				1	1				1	3	4	
Namibia	1-8					1	1	1									2	1	3	
Niger	1-8					2		2	1	3		1					6	3	9	
Nigeria	4-14			1		3	1	9		7	2	3					23	3	26	
Rwanda	1-8				1			5		8		1					14	1	15	
Sao Tome and Principe	1-7							1									1	0	1	
Senegal	1-8							4	3	5	2	1	1		1		10	7	17	
Seychelles	1-7																0	0	0	
Sierra Leone	1-8					1		1	1	1	1						2	3	5	
South Africa	4-11					1		1	3	6	3						7	7	14	
Swaziland	1-7																0	0	0	
Togo	1-8					2		5	1	5		2					14	1	14	
Uganda	1-8			1		1		9	5	8	1	2	1				21	7	28	
United Republic of Tanzania	1-10					1	2	6	3	1	1	1	1				9	7	16	
Zambia	1-8				1		2	3	4	4	1	1					8	8	16	
Zimbabwe	1-8			1	3	3		3	1	4	1	1		1			13	5	18	
<b>Total</b>		0	0	15	13	39	19	147	64	120	22	33	13	3	2	2	0	359	133	492

<sup>1</sup> Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.



**TABLE 4b. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN<sup>1</sup> AS AT 31 DECEMBER 2010**

**Nationals of Member States in the Region of the Americas**

Country	Range	Staff by grade and sex												All professional staff						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Antigua and Barbuda	1-7																0	0	0	
Argentina	9-16				1	2	6	3	1			1				1	8	7	15	
Bahamas	1-7																0	0	0	
Barbados	1-7																0	0	0	
Belize	1-7							1									0	1	1	
Bolivia (Plurinational State of)	1-8					2		1		1							0	4	4	
Brazil	21-29					2	6	6	4	4	6						16	12	28	
Canada	19-26		1	1	2	1	6	14	9	13	5	3	2	2			34	25	59	
Chile	2-9			1		1		2		2							1	5	6	
Colombia	3-10	1			1		1	4	1	3	1						8	4	12	
Costa Rica	1-8				1			3									3	0	3	
Cuba	1-8					1		6		1							8	0	8	
Dominica	1-7														1		0	1	1	
Dominican Republic	1-8							1									1	0	1	
Ecuador	1-8			1		1		2	2								3	2	5	
El Salvador	1-8							1	2								1	2	3	
Grenada	1-7																0	0	0	
Guatemala	1-8							1		4							5	0	5	
Guyana	1-7					1		1		1							1	2	3	
Haiti	1-8									1							1	0	1	
Honduras	1-8							2		1							3	0	5	
Jamaica	1-8																0	0	0	
Mexico	11-17					1	1	1	3	3	2	1		1			7	6	13	

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					
Nicaragua	1-8					1	2										1	2	3	
Panama	1-8					1											1	0	1	
Paraguay	1-8																0	0	0	
Peru	2-10			1	2	7	1			1							9	3	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																0	0	0	
Trinidad and Tobago	1-8			1	1			1	1								2	2	4	
United States of America	142-193	1		2	5	6	15	29	33	40	25	12	5	2		1	93	83	176	
Uruguay	1-8				1	1											1	1	2	
Venezuela (Bolivarian Republic of)	2-9			1				1	1	3	1						5	2	7	
<b>Total</b>		2	1	5	8	13	35	88	67	74	43	24	8	5	0	1	2	212	164	376

<sup>1</sup> Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.

\* Associate Member.

**TABLE 4c. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN<sup>1</sup> AS AT 31 DECEMBER 2010**

**Nationals of Member States in the 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		6		3	1	2							13	1	14
Bhutan	1-8							1		2	1	1							4	1	5
Democratic People's Republic of Korea	1-8																		0	0	1
India	27-38			1	2	17	6	28	12	15	14	5	1		1		1		66	37	103
Indonesia	7-14					2		1		4	2		1	1					5	5	10
Maldives	1-7										1	1							1	1	2
Myanmar	2-10							1	1		3	3							4	4	8
Nepal	1-8							2		3		3							8	0	8
Sri Lanka	1-8			2		1		1		4	3	2							9	4	13
Thailand	4-12					1		1	1		5	2			1				4	7	11
Timor-Leste	1-7									1									1	0	1
<b>Total</b>		0	0	4	2	14	9	30	15	31	26	18	4	2	1	1	1		100	58	158

<sup>1</sup> Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.

TABLE 4d. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN<sup>1</sup> AS AT 31 DECEMBER 2010

## Nationals of Member States in the 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			1	2		1		3	1		1		1			4	5	9	
Azerbaijan	1-8					1		2	1		1						3	2	5	
Belarus	1-8							1	1								1	1	2	
Belgium	9-15			1	1	1	2	4	6	10	1	5		2			23	10	33	
Bosnia and Herzegovina	1-8																0	0	0	
Bulgaria	1-8					1	1	1	1		2						2	4	6	
Croatia	1-8					1	1		3			1					2	4	6	
Cyprus	1-7																0	0	0	
Czech Republic	2-9							1	2	1							2	2	4	
Denmark	6-12		1			2	2	3	1	5		2				1	12	5	17	
Estonia	1-8								1			1					1	1	2	
Finland	4-11					1		2	1	1	3						3	5	8	
France	42-58			1	6	11	15	20	13	25	15	9	4	1		1	1	68	54	122
Georgia	1-8							1		1				1			1	2	3	
Germany	63-86	1	1		2	5	10	17	15	19	10	4	2	1		1	46	42	88	
Greece	4-11					1		1	2	1		2					4	3	7	
Hungary	1-8					1		2	1	1	1	1				1	4	4	8	
Iceland	1-7																0	0	0	
Ireland	3-9			1	1		6	1	2	4	2	1		1			8	11	19	
Israel	3-10								1	1	1						1	2	3	
Italy	34-47	1			2	6	5	11	6	15	6	10		5		1	48	20	68	
Kazakhstan	1-8					2			2								2	2	4	
Kyrgyzstan	1-8								1								0	1	1	
Latvia	1-8								1	1	1						1	2	3	
Lithuania	1-8		1														0	1	1	

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					
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				2	1	3	6	4	14	5	8	2	1				30	16	46
Norway	5-12					2		1	3		1		1					1	7	8
Poland	4-11		1					1		3	2							4	3	7
Portugal	4-10		1					3	1									1	3	4
Republic of Moldova	1-8					1	1	2	1									2	3	5
Romania	1-8					1		3										1	3	4
Russian Federation	12-19			1	4	2	1	4	1	3	3							10	9	19
San Marino	1-7																	0	0	0
Serbia	1-8				1	1		2	2		1							3	4	7
Slovakia	1-8					1												1	0	1
Slovenia	1-8						1											0	1	1
Spain	18-26		1	1	2	2	2	4	4	4	4	2	1	1	1			14	15	29
Sweden	8-14				1		5	2	3	2	4			1				5	13	18
Switzerland	9-16			2	1	7	6	5	4	4	4							18	15	33
Tajikistan	1-8					1		2										0	3	3
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	5-12							3	1	2	2	1	1					6	4	10
Turkmenistan	1-8				1		1	1										1	2	3
Ukraine	2-10					2	1	1	1									3	2	5
United Kingdom of Great Britain and Northern Ireland	37-51	1	2	3	3	6	10	17	13	15	16	8	3	4	2	1		55	49	104
Uzbekistan	1-10									1								0	1	1
<b>Total</b>		3	7	12	28	54	80	113	111	137	88	56	15	18	5	2	5	395	339	734

<sup>1</sup> Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.

TABLE 4e. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN<sup>1</sup> AS AT 31 DECEMBER 2010

## Nationals of Member States in the 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	2	2	2	7	3	1	4							12	12	24
Iran (Islamic Republic of)	4-12				1	1		4	1	3	1		1					8	4	12
Iraq	2-9									3					1			4	0	4
Jordan	1-8					1		3	1	2	2		1	1				7	4	11
Kuwait	1-8																	0	0	0
Lebanon	1-8					3		2	2	2	3		1					7	6	13
Libyan Arab Jamahiriya	1-8											1						1	0	1
Morocco	1-10					1	1	1	1			2						4	2	6
Oman	1-8																	0	0	0
Pakistan	5-14					1		6	1	12		3						22	1	23
Qatar	1-7																	0	0	0
Saudi Arabia	5-11							1	1	1				1				2	2	4
Somalia	1-8							2	1			1		1				3	2	5
Sudan	1-10					2		5	2	4		4						15	2	17
Syrian Arab Republic	1-8							1	1	2		1						4	1	5
Tunisia	1-8					2		2	1	1	2	2						7	3	10
United Arab Emirates	2-8																	0	0	0
Yemen	1-8							3						1				4	0	4
<b>Total</b>		0	1	2	3	15	3	15	3	34	14	16	3	2	0	3	0	106	41	147

<sup>1</sup> Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.

**TABLE 4f. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN<sup>1</sup> AS AT 31 DECEMBER 2010**

**Nationals of Member States in the 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		2	1	2	9	6	6	9	5		1			22	20	42	
Brunei Darussalam	1-7																0	0	0	
Cambodia	1-8							1		1							2	0	2	
China	40-55				1	1	4	5	6	6	3	4			1	1	17	15	32	
Cook Islands	1-7																0	0	0	
Fiji	1-7							1	1	1							2	1	3	
Japan	121-166				2	3	3	6	7	10	5	1		1	1		22	17	39	
Kiribati	1-7																0	0	0	
Lao People's Democratic Republic	1-8																0	0	0	
Malaysia	3-9					1		2	2	4	4			1			7	7	14	
Marshall Islands	1-7				1												1	0	1	
Micronesia (Federated States of)	1-7																0	0	0	
Mongolia	1-8							1	4	1	1						2	5	7	
Nauru	1-7																0	0	0	
New Zealand	2-9					2	1	2	1	3	4	1		1			9	6	15	
Niue	1-7																0	0	0	
Palau	1-7																0	0	0	
Papua New Guinea	1-8																0	0	0	
Philippines	3-12				3	2	6	8	6	11	3	1	1	1	1		20	23	43	
Republic of Korea	15-21					1	1	1	2	2	1	1			1		6	4	10	
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											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					
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	1	2	2									4	4	8	
<b>Total</b>		0	1	4	7	15	22	35	42	40	28	13	1	5	0	3	1	115	102	217

<sup>1</sup>Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

\* Associate Member.

M – male, F – female.



**TABLE 5. STAFF BY AGE, SEX AND ORGANIZATIONAL LOCATION AS AT 31 DECEMBER 2010**  
**Professional and higher categories**

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	1	9	10	87	147	234	234	233	467	293	173	466	30	11	41	645	573	1218
Africa	0	1	1	18	9	27	85	42	127	179	51	230	26	5	31	308	108	416
The Americas	0	0	0	3	1	4	18	13	31	31	18	49	8	1	9	60	33	93
South-East Asia	0	0	0	4	5	9	22	14	36	54	17	71	7	7	14	87	43	130
Europe	3	3	6	15	28	43	36	44	80	32	15	47	8	2	10	94	92	186
Eastern Mediterranean	0	0	0	6	5	11	40	25	65	60	21	81	11	1	12	117	52	169
Western Pacific	1	1	2	18	5	23	47	30	77	52	23	75	12	1	13	130	60	190
<b>Total</b>	<b>5</b>	<b>14</b>	<b>19</b>	<b>151</b>	<b>200</b>	<b>351</b>	<b>482</b>	<b>401</b>	<b>883</b>	<b>701</b>	<b>318</b>	<b>1 019</b>	<b>102</b>	<b>28</b>	<b>130</b>	<b>1 441</b>	<b>961</b>	<b>2 402</b>
<b>Percentage by bracket</b>	<b>26</b>	<b>74</b>	<b>100</b>	<b>43</b>	<b>57</b>	<b>100</b>	<b>55</b>	<b>45</b>	<b>100</b>	<b>69</b>	<b>31</b>	<b>100</b>	<b>78</b>	<b>22</b>	<b>100</b>	<b>60</b>	<b>40</b>	<b>100</b>
<b>Percentage of total</b>			<b>0.8</b>			<b>14.6</b>			<b>36.8</b>			<b>42.4</b>			<b>5.4</b>			<b>100.0</b>

**National professional**

Location	20-29years			30-39years			40-49years			50-59years			≥60years			Total		
Headquarters	1	2	3	17	14	31	1	3	4	0	1	1	0	0	0	19	20	39
Africa	1	0	1	73	25	98	209	74	283	147	67	214	24	7	31	454	173	627
The Americas	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	1	1	2
South-EastAsia	0	1	1	3	4	7	7	3	10	21	6	27	2	0	2	33	14	47
Europe	0	1	1	17	19	36	15	21	36	11	11	22	0	0	0	43	52	95
Eastern Mediterranean	0	0	0	7	4	11	10	8	18	10	6	16	1	0	1	28	18	46
Western Pacific	0	0	0	7	6	13	7	18	25	6	9	15	0	0	0	20	33	53
<b>Total</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>124</b>	<b>72</b>	<b>196</b>	<b>249</b>	<b>127</b>	<b>376</b>	<b>196</b>	<b>101</b>	<b>297</b>	<b>27</b>	<b>7</b>	<b>34</b>	<b>598</b>	<b>311</b>	<b>909</b>
<b>Percentage by bracket</b>	<b>33</b>	<b>67</b>	<b>100</b>	<b>63</b>	<b>37</b>	<b>100</b>	<b>66</b>	<b>34</b>	<b>100</b>	<b>66</b>	<b>34</b>	<b>100</b>	<b>79</b>	<b>21</b>	<b>100</b>	<b>66</b>	<b>34</b>	<b>100</b>
<b>Percentage of total</b>			<b>0.7</b>			<b>21.6</b>			<b>41.4</b>			<b>32.7</b>			<b>3.7</b>			<b>00.0</b>

## General service

Location	20-29years			30-39years			40-49years			50-59years			≥60years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	19	28	47	67	209	276	70	215	285	59	220	279	7	17	24	222	689	911
Africa	9	19	28	208	172	380	415	181	596	298	123	421	26	4	30	956	499	1455
The Americas	0	1	1	3	3	6	6	10	16	1	33	34	0	3	3	10	50	60
South-East Asia	8	5	13	61	50	111	83	36	119	87	33	120	5	3	8	244	127	371
Europe	3	11	14	26	64	90	36	57	93	15	43	58	0	4	4	80	179	259
Eastern Mediterranean	13	26	39	79	85	164	77	78	155	60	45	105	5	1	6	234	235	469
Western Pacific	7	16	23	24	83	107	27	63	90	32	63	95	0	3	3	90	228	318
<b>Total</b>	59	106	165	468	666	1134	714	640	1 354	552	560	1112	43	35	78	1 836	2 007	3 843
<b>Percentage by bracket</b>	36	64	100	41	59	100	53	47	100	50	50	100	55	45	100	48	52	100
<b>Percentage of total</b>			4.3			29.5			35.2			28.9			2.0			100.0

M – male, F – female, T – total.

**TABLE 6. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 DECEMBER 2010**

**Professional and higher categories**

Grade	20-29years			30-39years			40-49years			50-59years			≥60years			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	1	1	2	5	6	11	6	2	8	12	9	21
D2	0	0	0	0	0	0	7	1	8	25	7	32	4	2	6	36	10	46
D1/P6	0	0	0	3	0	3	24	16	40	121	26	147	24	3	27	172	45	217
P5	0	0	0	16	11	27	137	102	239	291	129	420	46	13	59	490	255	745
P4	1	0	1	58	65	123	237	186	423	197	105	302	20	4	24	513	360	873
P3	2	3	5	52	85	137	62	69	131	51	37	88	1	4	5	168	198	366
P2	0	9	9	21	32	53	11	25	36	11	8	19	1	0	1	44	74	118
P1	2	2	4	1	7	8	3	1	4	0	0	0	0	0	0	6	10	16
<b>Total</b>	5	14	19	151	200	351	482	401	883	701	318	1 019	102	28	130	1 441	961	2 402
<b>Percentage by bracket</b>	26	74	100	43	57	100	55	45	100	69	31	100	78	22	100	60	40	100
<b>Percentage of total</b>	0.8			14.6			36.8			42.4			5.4			100.0		

**National professional**

Grade	20-29years			30-39years			40-49years			50-59years			≥60years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
<b>A</b>	0	0	0	9	7	16	13	4	17	4	6	10	0	1	1	26	18	44
<b>B</b>	2	4	6	72	41	113	92	40	132	61	37	98	5	3	8	232	125	357
<b>C</b>	0	0	0	43	24	67	140	80	220	128	58	186	22	3	25	333	165	498
<b>D</b>	0	0	0	0	0	0	4	3	7	3	0	3	0	0	0	7	3	10
<b>Total</b>	2	4	6	124	72	196	249	127	376	196	101	297	27	7	34	598	311	909
<b>Percentage by bracket</b>	33	67	100	63	37	100	66	34	100	66	34	100	79	21	100	66	34	100
<b>Percentage of total</b>	0.7			21.6			41.4			32.7			3.7			100.0		

## General service

Grade	20-29years			30-39years			40-49years			50-59years			≥60years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	0	1	1	35	31	66	50	48	98	47	84	131	3	5	8	135	169	304
G6	15	7	22	92	106	198	102	159	261	53	151	204	2	10	12	264	433	697
G5	16	39	55	78	293	371	92	273	365	65	230	295	6	12	18	257	847	1104
G4	11	45	56	49	208	257	59	120	179	49	76	125	4	8	12	172	457	629
G3	6	12	18	55	16	71	93	27	120	88	9	97	7	0	7	249	64	313
G2	4	2	6	128	4	132	289	1	290	228	4	232	20	0	20	669	11	680
G1	6	0	6	30	8	38	29	10	39	22	7	29	1	0	1	88	25	113
<b>Total</b>	58	106	164	467	666	1 133	714	638	1 352	552	561	1 113	43	35	78	1 834	2 006	3 840
<b>Percentage by bracket</b>	35	65	100	41	59	100	53	47	100	50	50	100	55	45	100	48	52	100
<b>Percentage of total</b>	4.3			29.5			35.2			29.0			2.0			100.0		

M–male, F–female, T–total.

**TABLE 7. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2010**

Location	Under5years				5-9years				10-14years				15-19years				20-24years				25-29years				≥30years				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	645	39	448	1132	304	0	208	512	132	0	64	196	65	0	41	106	48	0	82	130	21	0	53	74	3	0	15	18	1218	39	911	2168
Africa	198	487	1065	1750	111	74	174	359	68	58	47	173	18	0	62	80	10	6	54	70	7	2	33	42	4	0	20	24	416	627	##	2498
The Americas	25	0	10	35	25	1	9	35	25	0	14	39	7	0	4	11	9	0	6	15	1	1	5	7	1	0	12	13	93	2	60	155
South-East Asia	59	26	109	194	37	13	91	141	22	2	46	70	6	1	62	69	1	2	23	26	5	3	35	43	0	0	5	5	130	47	371	548
Europe	103	68	132	303	49	27	87	163	14	0	11	25	12	0	11	23	5	0	10	15	3	0	3	6	0	0	5	5	186	95	259	540
Eastern Mediterranean	82	25	212	319	42	13	149	204	29	3	25	57	5	1	34	40	7	0	26	33	4	1	18	23	0	3	5	8	169	46	469	684
Western Pacific	111	41	136	288	37	3	72	112	23	0	42	65	12	2	24	38	3	4	19	26	3	1	18	22	1	2	7	10	190	53	318	561
<b>Total</b>	1223	686	2112	4021	605	131	790	1526	313	63	249	625	125	4	238	367	83	12	220	315	44	8	165	217	9	5	69	83	2402	909	3843	7154
<b>Percentage by bracket</b>	30.4	17.1	52.5	100	39.6	8.6	51.8	100	50.1	10.1	39.8	100	34.1	1.1	64.9	100	26.3	3.8	69.8	100	20.3	3.7	76.0	100	10.8	6.0	83.1	100	33.6	12.7	53.7	100.0
<b>Percentage of total</b>	56.2				21.3				8.7				5.1				4.4				3.0				1.2				100.0			

P—professional and higher categories, NPO – national professional officer, GS – general service, T – total.

TABLE 8. APPOINTMENTS PROCESSED FROM 1 JANUARY 2010 TO 31 DECEMBER 2010

Location	Category	Total staff at 31 December 2010	External appointments			Conversion of temporary contracts			Interagency transfers			Total	
			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	1218	46	75.4	43.5	8	13.1	37.5%	7	11.5	42.9	61	42.6%
	NPO	39	5	100.0	40.0		0.0	0.0	0	0.0	0	5	40.0
	GS	911	15	62.5	66.7	9	37.5	77.8	0	0.0	0	24	70.8
Africa	P	416	9	75.0	11.1	3	25.0	33.3	0	0.0	0	12	16.7
	NPO	627	26	96.3	46.2	1	3.7	0.0	0	0.0	0	27	44.4
	GS	1455	27	90.0	40.7	3	10.0	33.3	0	0.0	0	30	40.0
The Americas	P	93	2	100.0	100	0	1.0	100.0	0	0.0	0	2	100.0
	NPO	2	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0	0.0
	GS	60	1	100	0.0	0	0.0	100.0	0	0.0	0	1	0.0
South-East Asia	P	130	0	0.0	0.0	6	100.0	33.3	0	0.0	0	6	33.3
	NPO	47	1	0.0	100.0	5	83.3	60.0	0	0.0	0	6	66.7
	GS	371	10	90.9	100.0	1	9.1	100.0	0	0.0	0	11	100.0
Europe	P	186	10	50.0	60.0	9	45.0	44.4	1	5.0	100.0	20	55.0
	NPO	95	3	33.3	66.7	6	66.7	83.3	0	0.0	0	9	77.8
	GS	259	3	42.9	66.7	4	57.1	0.0	0	0.0	0	7	71.4
Eastern Mediterranean	P	169	5	55.6	40.0	2	22.2	100.0	2	22.2	50	9	55.6
	NPO	46	5	100.0	20.0	0	0.0	0.0	0	0.0	0	5	20.0
	GS	469	15	100.0	6.7	0	0.0	0.0	0	0.0	0	15	6.7
Western Pacific	P	190	9	45.0	44.4	11	55.0	18.2	0	0.0	0	20	40.0
	NPO	53	8	88.9	37.5	1	11.1	0.0	0	0.0	0	9	33.3
	GS	318	17	63.0	70.6	10	37.0	10.0	0	0.0	0	27	48.1
Total	P	2402	81	62.3	43.2	39	30.0	35.9	10	7.7	70.0	130	43.1
	NPO	909	48	78.7	43.8	13	21.3	61.5	0	0.0	0.0	61	47.5
	GS	3843	88	76.5	52.3	27	23.5	48.1	0	0.0	0.0	115	51.3
	All	7154	217	70.9	47.0	79	25.8	44.3	10	3.3	70.0	306	47.1

P – professional and higher categories, NPO – national professional officer, GS – general service.

**TABLE 9. STAFF RETIREMENT PROJECTIONS<sup>1</sup>**

Location	Category	Total staff at 31 December 2010	Staff due to retire							
			by 31 December 2011		by 31 December 2013		by 31 December 2015		by 31 December 2020	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	1 218	30	2.5	111	9.1	192	15.8	408	33.5
	NPO	39	0	0.0	0	0.0	1	0.0	1	2.6
	GS	911	16	1.8	56	6.1	113	12.4	263	28.9
Africa	P	416	10	2.4	62	14.9	111	26.7	225	54.1
	NPO	627	10	1.6	42	6.7	81	12.9	187	29.8
	GS	1 455	19	1.3	79	5.4	149	10.2	352	24.2
The Americas	P	93	5	0.0	9	9.7	22	23.7	45	48.4
	NPO	2	0	0.0	0	0.0	0	0.0	2	100.0
	GS	60	5	8.3	8	13.3	12	20.0	32	53.3
South-East Asia	P	130	6	4.6	21	16.2	34	26.2	71	54.6
	NPO	47	1	2.1	5	10.6	11	23.4	21	44.7
	GS	371	13	3.5	31	8.4	60	16.2	111	29.9
Europe	P	186	4	2.2	14	7.5	23	12.4	45	24.2
	NPO	95	0	0.0	3	0.0	5	0.0	14	14.7
	GS	259	2	0.8	13	5.0	24	9.3	51	19.7
Eastern Mediterranean	P	169	10	5.9	18	10.7	35	20.7	79	46.7
	NPO	46	1	2.2	3	6.5	6	13.0	14	30.4
	GS	469	4	0.8	15	4.1	30	7.4	87	18.6
Western Pacific	P	190	5	2.6	19	10.0	31	16.3	71	37.4
	NPO	53	1	0.0	4	0.0	4	0.0	10	18.9
	GS	315	10	3.2	19	6.0	36	11.4	80	25.4
Total	P	2 402	70	2.9	254	10.6	448	18.7	944	39.3
	NPO	909	13	1.4	57	6.3	108	11.9	249	27.4
	GS	3 840	69	1.8	221	5.8	424	11.0	976	25.4
	All	7 151	152	2.1	532	7.4	980	13.7	2 169	30.3

<sup>1</sup>Figures are cumulative. For example, the total number of staff in the professional and higher categories due to retire by 31 December 2013 (254) includes those due to retire by 31 December 2011 (70).  
P – professional and higher categories, NPO – national professional officer, GS – general service.