
Human resources: annual report

Report by the Secretariat

1. The information below represents a **preview** of the Organization's staffing profile as at **30 September 2007**. It includes details on the following: the overall staffing situation by main location and grade; distribution of staff by sex; geographical representation; age profile, length of service and turnover of staff; and distribution of the workforce across the main occupational groups. The ninth human resources annual report containing complete data on the staffing profile as at 31 December 2007 will be submitted to the Sixty-first World Health Assembly.

STAFFING PROFILE

Appointment categories

2. At 30 September 2007, WHO had a total of 4992 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, 1834 (36.7%) were in the professional category, 2799 (56.1%) in the general services category and 359 (7.2%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 549 (12.4%) compared with the number reported in the annual report at 30 September 2006.²

3. The Executive Board at its 120th session adopted decision EB120(1), which concerned the confirmation by the United Nations General Assembly of the International Civil Service Commission's general framework. Following this, with effect from 1 July 2007, WHO introduced new contractual arrangements comprising three types of staff appointment, namely: continuing appointments, fixed-term appointments and temporary appointments. Consequently, with effect from 1 July 2007, staff members holding career-service/service appointments and staff members with a minimum of five years uninterrupted, active service on fixed-term appointments, and with certified satisfactory performance, had their appointments converted to continuing appointments.

4. In addition to staff holding long-term appointments, there were 2795 staff holding temporary appointments (including consultants). Such staff represent 35.9% of the total staff, a figure that confirms the decreasing trend observed since 2004 (see Table 2).

¹ This figure excludes staff from PAHO and IARC.

² See document EB120/24 Add.1.

Gender distribution

5. The percentage of women in the professional and higher categories has increased since the last annual report as at 30 September 2006, rising to 37.1% from 36.4% (see figure).

6. 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 1834 staff members on long-term appointments in the professional category, 1154 (62.9%) are men and 680 (37.1%) are women. This report shows that, as observed in the last annual report as at 30 September 2006, women outnumber men at grades P.2 and P.3. Since that annual report, the representation of women at grades P.4 and above has continued to improve. The proportion of women at grade P.4 is now 42.7%, while at P.5 it is 31.9%. At P.6/D.1 level it has risen from 19.3% to 20.3%; however, at D.2 level it has declined from 28.6% to 27.1%. The proportion of women in ungraded posts has also decreased, falling from 28.6% to 26.1%.

Geographical representation

7. Of the 1591 staff serving in posts counted for geographical purposes, 813 were nationals of developing countries (51.1%). Of a total of 183 appointments, 41.5% were from developing countries.

8. As of September 2007, 105 countries were within their desirable range (including five at the top of their range of representation); 45 countries (including two Associate Members) were unrepresented, 10 were underrepresented and 35 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 30 September 2006:

- two countries that were unrepresented (Swaziland and Timor-Leste) are now within their desirable range of representation;
- two countries that were underrepresented (Germany and Viet Nam) are now within their range of representation;
- four countries that were overrepresented (Egypt, Myanmar, Sweden and Tunisia) are now within their range of representation;
- five countries that were previously within their range of representation (Bahamas, Bahrain, Lao People's Democratic Republic, Luxembourg and Libyan Arab Jamahiriya) are now unrepresented;
- three countries that were previously within their range of representation (Austria, Mexico and Singapore) are now underrepresented;
- four countries that were within their range of representation (Benin, Malaysia, New Zealand and South Africa) are now overrepresented.

9. 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

10. Over half the staff in the professional category (51.0%) are aged 50 or more. In the general service category, staff aged 50 or more continue to represent the largest age group (35.6%), whereas in the national professional officer category, staff in their forties represent the largest age group (41.5%) (see Tables 7 and 8).

11. The largest single group of staff (representing 48.1% of the workforce) has less than five years of service. The approximate average length of service is more than seven years for professional staff and 11 years for general service staff (see Table 9).

12. Table 10 provides data on staff appointments (involving staff who have taken up duty in the period to 30 September 2007). In the case of the professional category, it shows that 65 staff members (35.5%) were recruited externally, 105 appointments (57.4%) involved conversions of existing temporary contracts, and 13 staff members (7.1%) were reassigned through interagency transfer. In the professional category, 36.6% of new appointments concerned women (against 41.0% as at 30 September 2006).

13. According to current projections, almost 15.5% of the workforce is due to retire in the next five years and over 35.8% in the next 10 years (see Table 11).

Occupational groups

14. More than half the posts held by staff in the professional category are in the group “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 91.0% are “Medical specialists” and 1.0% are “Nursing specialists”. The second largest occupational group is that of “Administrative specialists”, which accounts for 28.1%. In that group, 18.8% of posts are held by “Technical cooperation administrators”, 13.4% by “Computer information systems specialists” and 12.5% by “Financial management specialists” (see Table 12).

ACTION BY THE EXECUTIVE BOARD

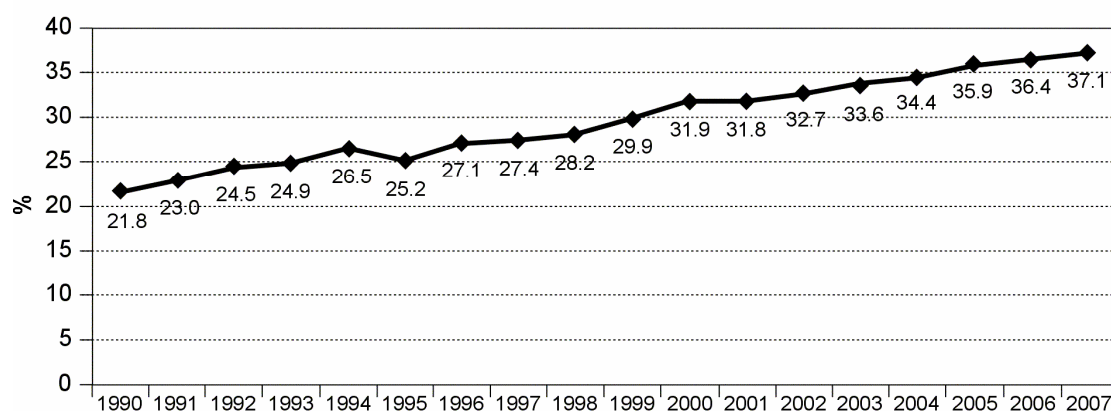
15. The Board is invited to note the report.

FIGURE AND TABLES

16. 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, 1990–30 September 2007
Table 1	Number of staff holding long-term appointments by grade and main location at year end 2003, 2005 and at 30 September 2007
Table 2	Number of staff holding long-term and temporary appointments as at 30 September 2007
Table 3	Distribution of staff by organizational location, grade and sex as at 30 September 2007
Table 4	Summary of countries not within range by region as at 30 September 2007
Table 5a-f	Status of representation of countries as at 30 September 2007
Table 6	Total staff in the professional and higher categories by location of assignment and region of nationality as at 30 September 2007
Table 7	Staff by age, sex and location as at 30 September 2007
Table 8	Staff by grade and age (all locations) as at 30 September 2007
Table 9	Staff by length of service as at 30 September 2007
Table 10	Appointments during year 2007 (up to 30 September 2007)
Table 11	Staff retirement projections
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

Figure Percentage of women in the professional and higher categories, 1990–30 September 2007



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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION
AT YEAR END 2003, 2005 AND AT 30 SEPTEMBER 2007¹**

	Staff numbers at 31 December 2003				Staff numbers at 31 December 2005				Staff numbers at 30 September 2007			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	3	6	0	9	13	6	0	19	17	6	0	23
D2	43	6	3	52	39	6	2	47	38	7	3	48
D1/P6	72	37	43	152	94	37	49	180	108	44	50	202
P5	302	178	80	560	319	193	85	597	349	218	119	686
P4	144	151	96	391	188	154	100	442	249	207	102	558
P3	72	59	21	152	90	71	26	187	119	74	25	218
P2	22	54	18	94	28	47	18	93	27	52	17	96
P1	0	0	1	1	0	0	0	0	0	3	0	3
Total professional	658	491	262	1 411	771	514	280	1 565	907	611	316	1 834
National professional officers	0	14	162	176	0	27	218	245	0	86	273	359
Total general service	644	987	468	2 099	687	984	536	2 207	732	1 238	829	2 799
Grand total	1 302	1 492	892	3 686	1 458	1 525	1 034	4 017	1 639	1 935	1 418	4 992

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

**TABLE 2. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
AS AT 30 SEPTEMBER 2007**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	907	310	99	135	135	120	128	1 834
National professional staff	0	214	4	36	50	33	22	359
General service staff	732	807	78	342	198	371	271	2 799
Total	1 639	1 331	181	513	383	524	421	4 992
Temporary appointments								
Professional staff	463	149	71	78	79	141	73	1 054
National professional staff	0	132	0	24	54	22	1	233
Consultants	54	42	94	4	5	48	29	276
General service staff	227	608	30	78	98	111	80	1 232
Total	744	931	195	184	236	322	183	2 795
Total number of staff	2 383	2 262	376	697	619	846	604	7 787

TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 30 SEPTEMBER 2007

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	8	19	27	54	65	119	111	138	249	217	132	349	83	25	108	28	10	38	12	5	17	513	394	907	56.6	43.4
Africa	0	0	0	25	13	38	27	19	46	67	23	90	80	22	102	25	6	31	1	1	2	1	0	1	226	84	310	72.9	27.1
The Americas	0	0	0	2	5	7	4	4	8	50	21	71	6	5	11	1	0	1	0	0	0	0	1	1	63	36	99	63.6	36.4
South-East Asia	0	0	0	1	2	3	6	2	8	23	11	34	46	20	66	17	4	21	1	1	2	1	0	1	95	40	135	70.4	29.6
Europe	2	0	2	5	9	14	5	11	16	26	22	48	30	17	47	5	1	6	0	1	1	1	0	1	74	61	135	54.8	45.2
Eastern Mediterranean	1	0	1	2	4	6	11	7	18	13	9	22	36	11	47	20	3	23	2	0	2	1	0	1	86	34	120	71.7	28.3
Western Pacific	0	0	0	0	1	1	1	2	3	30	14	44	52	12	64	10	2	12	3	0	3	1	0	1	97	31	128	75.8	24.2
Total	3	0	3	43	53	96	108	110	218	320	238	558	467	219	686	161	41	202	35	13	48	17	6	23	1 154	680	1 834	62.9	37.1
Percentage by grade	100	0.0	100	44.8	55.2	100	49.5	50.5	100	57.3	42.7	100	68.1	31.9	100	79.7	20.3	100	72.9	27.1	100	73.9	26.1	100	62.9	37.1	100		
Percentage of total			0.2			5.2			11.9			30.4			37.4			11.0			2.6			1.3			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	4	0	4	53	16	69	88	51	139	1	1	2	146	68	214	68.2	31.8
The Americas	0	1	1	0	0	0	0	3	3	0	0	0	0	4	4	0.0	100
South-East Asia	3	0	3	5	1	6	24	3	27	0	0	0	32	4	36	88.9	11.1
Europe	8	4	12	11	19	30	7	1	8	0	0	0	26	24	50	52.0	48.0
Eastern Mediterranean	0	0	0	18	12	30	3	0	3	0	0	0	21	12	33	63.6	36.4
Western Pacific	1	4	5	4	4	8	3	5	8	1	0	1	9	13	22	40.9	0.0
Total	16	9	25	91	52	143	125	63	188	2	1	3	234	125	359	65.2	34.8
Percentage by grade	64.0	36.0	100	63.6	36.4	100	66.5	33.5	100	66.7	33.3	100	65.2	34.8	100		
Percentage of total			7.0			39.8			52.4			0.8			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	0	1	1	21	9	30	35	158	193	59	250	309	42	133	175	7	17	24	164	568	732	22.4	77.6
Africa	75	19	94	125	3	128	83	10	93	29	50	79	27	117	144	50	91	141	68	60	128	457	350	807	56.6	43.4
The Americas	0	0	0	0	0	0	0	0	0	5	15	20	3	19	22	5	24	29	1	6	7	14	64	78	17.9	82.1
South-East Asia	10	1	11	57	0	57	33	10	43	32	39	71	43	36	79	28	10	38	32	11	43	235	107	342	68.7	31.3
Europe	0	0	0	16	0	16	5	4	9	9	26	35	14	94	108	5	16	21	3	6	9	52	146	198	26.3	73.7
Eastern Mediterranean	20	2	22	44	0	44	30	4	34	18	80	98	27	65	92	23	30	53	6	22	28	168	203	371	45.3	54.7
Western Pacific	3	2	5	16	0	16	23	6	29	8	43	51	7	76	83	16	48	64	7	16	23	80	191	271	29.5	70.5
Total	108	24	132	258	4	262	195	43	238	136	411	547	180	657	837	169	352	521	124	138	262	1 170	1 629	2 799	41.8	58.2
Percentage by grade	81.8	18.2	100	98.5	1.5	100	81.9	18.1	100	24.9	75.1	100	21.5	78.5	100	32.4	67.6	100	47.3	52.7	100	41.8	58.2	100		
Percentage of total			4.7			9.4			8.5			19.5			29.9			18.6			9.4			100		

M – male, F – female, T – total.

TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2007

(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Comoros Lesotho Seychelles		–	Benin Burkina Faso Cameroon Congo Côte d'Ivoire Ethiopia Ghana Kenya	Malawi Nigeria Rwanda Senegal South Africa Uganda Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize Dominica Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Mexico United States of America	Canada Colombia	
South-East Asia	–		–	India Sri Lanka	Thailand
Europe	Andorra Bosnia and Herzegovina Luxembourg Monaco Montenegro San Marino	Tajikistan The former Yugoslav Republic of Macedonia Uzbekistan	Austria Israel	Belgium Denmark France Ireland Italy	Netherlands Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Bahrain Kuwait Libyan Arab Jamahiriya	Oman Qatar United Arab Emirates	Saudi Arabia	Lebanon Sudan	
Western Pacific	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Marshall Islands Micronesia (Federated States of)	Nauru Niue Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia New Zealand Philippines	

* Associate Member.

TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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		2	1	3		2					8	1	9	
Angola	1-8					1		2		1		1			1		6	0	6	
Benin	1-8					1		3		1	2	2					7	2	9	
Botswana	1-8				1					1	1						2	1	3	
Burkina Faso	1-8				1		1	2	2	4		2					10	2	12	
Burundi	1-8							1		3	2	1					5	2	7	
Cameroon	1-8				1	2	2	1		3	1		1				7	4	11	
Cape Verde	1-7									1	1						1	1	2	
Central African Republic	1-8							2		1		1					4	0	4	
Chad	1-8				1		1	1		1							3	1	4	
Comoros	1-7																0	0	0	
Congo	1-8				7		3			1		1					12	0	12	
Côte d'Ivoire	1-8				1		2	1		4	2		1				8	3	11	
Democratic Republic of the Congo	2-12				1			4		5			1	1			11	1	12	
Equatorial Guinea	1-7							1				1					2	0	2	
Eritrea	1-8				1			2									3	0	3	
Ethiopia	2-12				1		2	5	2	4	1		2				9	8	17	
Gabon	1-8				1		1	1		1							2	2	4	
Gambia	1-8				2			2		2		1					7	0	7	
Ghana	1-8				1		1	2	3	3	2	2			1		9	6	15	
Guinea	1-8				1			2		3		1	1				7	1	8	
Guinea-Bissau	1-8									1	1						1	1	2	
Kenya	1-10				1		2	3	4	3	2	2					10	10	20	
Lesotho	1-8																0	0	0	

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Liberia	1-8					1					1								1	1	2
Madagascar	1-8			1	1		2	2											3	3	6
Malawi	1-8							2	1	5	1								7	2	9
Mali	1-8							2		4		1			1				7	1	8
Mauritania	1-8			1				2		3									6	0	6
Mauritius	1-8			1		1	1	1				1							4	1	5
Mozambique	1-8									2	1								2	1	3
Namibia	1-8							1	1	1									2	1	3
Niger	1-8					1		1	1	2		1							4	2	6
Nigeria	4-14			1		2		5		5	2	3	1						16	3	19
Rwanda	1-8				1			3		5		1							9	1	10
Sao Tome and Principe	1-7			1				1											2	0	2
Senegal	1-8					1		2	2	4	4	1			2				8	8	16
Seychelles	1-7																		0	0	0
Sierra Leone	1-8							1	1	1									2	1	3
South Africa	4-11							1	2	8	2		1			1			9	6	15
Swaziland	1-7			1															1	0	1
Togo	1-8					2		1		2		2							7	0	7
Uganda	1-8					1		4	1	7	1		1	1					13	3	16
United Republic of Tanzania	1-10						1	2	3	2			1						4	5	9
Zambia	1-8				1			2	2	4	1	1							7	4	11
Zimbabwe	1-8			1	2	1		2	1	3	1	2							9	4	13
Total – African Region		0	0	24	11	24	14	71	25	104	29	30	10	2	3	2	1		257	93	350

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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						4	1		2				1			1		5	4	9
Bahamas	1-7																		0	0	0
Barbados	1-7																		0	0	0
Belize	1-7																		0	0	0
Bolivia	1-8				1			2											2	1	3
Brazil	21-29					2	2	8	7	2	4	1	1						14	13	27
Canada	19-26				1	4	3	7	3	7	5	3	1	1		1			23	13	36
Chile	2-9				1		1	1		3	1								3	5	8
Colombia	3-10						6	4	2	1	1								9	5	14
Costa Rica	1-8				1			2											2	1	3
Cuba	1-8					1		3		1									5	0	5
Dominica	1-7																		0	0	0
Dominican Republic	1-8						1	2		1	1								2	3	5
Ecuador	1-8				2			2	2										4	2	6
El Salvador	1-8						1	1											1	1	2
Grenada	1-7																		0	0	0
Guatemala	1-8						1		2										3	0	3
Guyana	1-7					1	2			1									2	2	4
Haiti	1-8						1												1	0	1
Honduras	1-8						1			1									1	1	2
Jamaica	1-8						1												1	0	1
Mexico	11-17					2	2	2	1	1	1		1						5	5	10
Nicaragua	1-8						1	2											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					
Panama	1-8							1									1	0	1	
Paraguay	1-8						2	1									2	1	3	
Peru	2-10						4	1			1						5	1	6	
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	3	
United States of America	142-193			2	10	8	15	21	37	24	12	2	2	2	2		78	59	137	
Uruguay	1-8						2		1	1							3	1	4	
Venezuela (Bolivarian Republic of)	2-9							2	1		1						2	2	4	
Total – Region of the Americas		0	0	3	5	15	17	63	52	61	43	25	4	6	2	3	1	176	124	300

* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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					1		3		2		1	1						7	1	8
Bhutan	1-8									1	1	1							2	1	3
Democratic People's Republic of Korea	1-8									1									1	0	1
India	27-38			3	2	8	2	6	5	11	7	5			1		1		33	18	51
Indonesia	7-14					1		2		1	4		1	1					4	6	10
Maldives	1-7							1											1	0	1
Myanmar	2-10							1	3	2	2	3		1					7	5	12
Nepal	1-8									2		3							5	0	5
Sri Lanka	1-8			1	1			2	1	2	1	1	1	1					7	4	11
Thailand	4-12							1	3	3	3	1	1			1			6	7	13
Timor-Leste	1-7							1											1	0	1
Total – South-East Asia Region		0	0	4	3	9	3	17	12	25	18	15	4	3	1	1	1		74	42	116

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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														0	1	1			
Andorra	1-7																		0	0	0			
Armenia	1-8					1	1					1							2	1	3			
Austria	7-14							2	2			2							4	2	6			
Azerbaijan	1-8				1			2											3	0	3			
Belarus	1-8									1									1	0	1			
Belgium	9-15					1		6	2		8	4		6		2			22	7	29			
Bosnia and Herzegovina	1-8																		0	0	0			
Bulgaria	1-8					1		2	2			1							3	3	6			
Croatia	1-8					1	1			1	1								2	2	4			
Cyprus	1-7										1								1	0	1			
Czech Republic	2-9								1		2								2	1	3			
Denmark	6-12				1	1		1	2		2	1		4			1		12	5	17			
Estonia	1-8										1			1					2	0	2			
Finland	4-11					1		1	3		3	3							4	7	11			
France	42-58				1	3		8	8		11	7		20	9		6	4	1		1	48	31	79
Georgia	1-8										1	1		1				1				2	2	4
Germany	63-86	2						2	7		11	7		21	12		1					37	26	63
Greece	4-11									1	3											3	1	4
Hungary	1-8									1	1		1									2	1	3
Iceland	1-7													1								1	0	1
Ireland	3-9					3		1	3		2	2		2			2		2			9	8	17
Israel	3-10													2								0	2	2
Italy	34-47					1		2	2		7	6		23	4		7		5			44	13	57
Kazakhstan	1-8										2											0	2	2
Kyrgyzstan	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	
Latvia	1-8									1	1								1	1	2
Lithuania	1-8							1			1								1	1	2
Luxembourg	1-8																		0	0	0
Malta	1-7									1	1								1	1	2
Monaco	1-7																		0	0	0
Montenegro	1-7																		0	0	0
Netherlands	13-20			1	1	1	7	4	15	4	5	1	1					29	11	40	
Norway	5-12			1		1		3		2		1						1	7	8	
Poland	4-11						1		3	2								4	2	6	
Portugal	4-10					1		2	2									2	3	5	
Republic of Moldova	1-8					1		1										0	2	2	
Romania	1-8							1		1								0	2	2	
Russian Federation	12-19			2		1	7	1	6	1	1				1			15	5	20	
San Marino	1-7																	0	0	0	
Serbia	1-8							1		1								0	2	2	
Slovakia	1-8								1									1	0	1	
Slovenia	1-8									1								0	1	1	
Spain	18-26			1	1		1	5	4	4	1	2		1				7	13	20	
Sweden	8-14					2		2	4	4				1		1		6	8	14	
Switzerland	9-16			1	2	6	3	3	4	5	3		1					15	13	28	
Tajikistan	1-8																	0	0	0	
The former Yugoslav Republic of Macedonia	1-8																	0	0	0	
Turkey	5-12					1		1	2	3	1							4	4	8	
Turkmenistan	1-8			1		1												1	1	2	
Ukraine	2-10				1			1	1									1	2	3	
United Kingdom of Great Britain and Northern Ireland	37-51	1			2	5	8	11	10	13	13	6	2	4	3	1		41	38	79	
Uzbekistan	1-10																	0	0	0	
Total – European Region		3	0	4	19	31	45	78	74	151	77	47	10	16	6	4	0	334	231	565	

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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					2			1			1							3	1	4
Bahrain	1-7																		0	0	0
Djibouti	1-7									1		1							2	0	2
Egypt	3-12			1	3	2	1	1	2		2								4	8	12
Iran (Islamic Republic of)	4-12					1		1		4	2								6	2	8
Iraq	2-9							2		2					1				5	0	5
Jordan	1-8					1		1	1	1		2	1						5	2	7
Kuwait	1-8																		0	0	0
Lebanon	1-8					1		2	1	1	4		1						3	7	10
Libyan Arab Jamahiriya	1-8																		0	0	0
Morocco	1-10									1		1							2	0	2
Oman	1-8																		0	0	0
Pakistan	5-14							3		6		2							11	0	11
Qatar	1-7																		0	0	0
Saudi Arabia	5-11							1				1			1				2	1	3
Somalia	1-8							1	3			1		1					5	1	6
Sudan	1-10					2		1	2	6		3							12	2	14
Syrian Arab Republic	1-8							1	3			1							4	1	5
Tunisia	1-8					1	1		2			3							4	3	7
United Arab Emirates	2-8																		0	0	0
Yemen	1-8							2				2							4	0	4
Total – Eastern Mediterranean Region		0	0	1	3	9	3	13	12	28	8	18	2	1	0	2	0		72	28	100

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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	2	8	5	6	7	3	2	2		1			22	15	37	
Brunei Darussalam	1-7																0	0	0	
Cambodia	1-8					1		1									2	0	2	
China	40-55				2	2	3	4	2	2				1			8	8	16	
Cook Islands	1-7																0	0	0	
Fiji	1-7							1									1	0	1	
Japan	121-166				1	4	7	5	10	4	2		1	1	2		23	14	37	
Kiribati	1-7																0	0	0	
Lao People's Democratic Republic	1-8																0	0	0	
Malaysia	3-9				1	2	4	2	1	1	1						5	7	12	
Marshall Islands	1-7																0	0	0	
Micronesia (Federated States of)	1-7																0	0	0	
Mongolia	1-8				1	1		1									2	1	3	
Nauru	1-7																0	0	0	
New Zealand	2-9				1		2	3	4				1				5	6	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	3	3	1		1	2	1			14	13	27	
Republic of Korea	15-21							4	2			1					5	2	7	
Samoa	1-7																0	0	0	
Singapore	3-10							1									1	0	1	
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							2	1										1	2	3
Total – Western Pacific Region		0	0	3	2	9	15	29	26	31	18	10	5	5	1	3	1	90	68	158	

* 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 30 SEPTEMBER 2007

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	89	9.8	191	21.1	49	5.4	440	48.5	34	3.7	104	11.5	907	100.0
Africa	273	88.1	14	4.5	3	1.0	18	5.8	2	0.6	0	0.0	310	100.0
The Americas	0	0.0	85	85.9	0	0.0	13	13.1	0	0.0	1	1.0	99	100.0
South-East Asia	2	1.5	22	16.3	61	45.2	33	24.4	2	1.5	15	11.1	135	100.0
Europe	0	0.0	10	7.4	3	2.2	118	87.4	0	0.0	4	3.0	135	100.0
Eastern Mediterranean	5	4.2	12	10.0	2	1.7	14	11.7	83	69.2	4	3.3	120	100.0
Western Pacific	3	2.3	26	20.3	9	7.0	38	29.7	0	0.0	52	40.6	128	100.0
Total	372	20.3	360	19.6	127	6.9	674	36.8	121	6.6	180	9.8	1 834	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	89	23.9	191	53.1	49	38.6	440	65.3	34	28.1	104	57.8	907	49.5
Africa	273	73.4	14	3.9	3	2.4	18	2.7	2	1.7	0	0.0	310	16.9
The Americas	0	0.0	85	23.6	0	0.0	13	1.9	0	0.0	1	0.6	99	5.4
South-East Asia	2	0.5	22	6.1	61	48.0	33	4.9	2	1.7	15	8.3	135	7.4
Europe	0	0.0	10	2.8	3	2.4	118	17.5	0	0.0	4	2.2	135	7.4
Eastern Mediterranean	5	1.3	12	3.3	2	1.6	14	2.1	83	68.6	4	2.2	120	6.5
Western Pacific	3	0.8	26	7.2	9	7.1	38	5.6	0	0.0	52	28.9	128	7.0
Total	372	100.0	360	100.0	127	100.0	674	100.0	121	100.0	180	100.0	1 834	100.0

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2007

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	1	1	2	68	94	162	171	158	329	248	128	376	25	13	38	513	394	907
Africa	0	0	0	11	8	19	63	40	103	144	33	177	8	3	11	226	84	310
The Americas	0	0	0	1	2	3	21	15	36	37	14	51	4	5	9	63	36	99
South-East Asia	0	0	0	8	6	14	28	12	40	52	19	71	7	3	10	95	40	135
Europe	0	1	1	15	13	28	25	27	52	30	18	48	4	2	6	74	61	135
Eastern Mediterranean	1	0	1	5	2	7	24	18	42	50	13	63	6	1	7	86	34	120
Western Pacific	0	0	0	6	5	11	37	12	49	53	12	65	1	2	3	97	31	128
Total	2	2	4	114	130	244	369	282	651	614	237	851	55	29	84	1 154	680	1 834
Percentage by bracket	50.0	50.0	100.0	46.7	53.3	100.0	56.7	43.3	100.0	72.2	27.8	100.0	65.5	34.5	100.0	62.9	37.1	100.0
Percentage of total			0.2			13.3			35.5			46.4			4.6			100.0

National professional officers

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Africa	0	1	1	16	6	22	54	32	86	73	22	95	3	7	10	146	68	214
The Americas	0	0	0	0	0	0	0	3	3	0	1	1	0	0	0	0	4	4
South-East Asia	0	0	0	1	1	2	14	3	17	15	0	15	1	0	1	31	4	35
Europe	1	1	2	13	7	20	9	11	20	3	5	8	0	0	0	26	24	50
Eastern Mediterranean	1	0	1	3	2	5	8	7	15	10	3	13	0	0	0	22	12	34
Western Pacific	0	0	0	2	4	6	4	4	8	3	4	7	0	1	1	9	13	22
Total	2	2	4	35	20	55	89	60	149	104	35	139	4	8	12	234	125	359
Percentage by bracket	50.0	50.0	100.0	63.6	36.4	100.0	59.7	40.3	100.0	74.8	25.2	100.0	33.3	66.7	100.0	65.2	34.8	100.0
Percentage of total			1.1			15.3			41.5			38.7			3.3			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	3	18	21	37	132	169	56	177	233	64	230	294	4	11	15	164	568	732	
Africa	6	19	25	85	105	190	181	129	310	173	92	265	12	5	17	457	350	807	
The Americas	1	0	1	4	10	14	5	20	25	3	33	36	1	1	2	14	64	78	
South-East Asia	8	8	16	58	38	96	73	29	102	91	32	123	5	0	5	235	107	342	
Europe	3	6	9	19	47	66	15	42	57	15	49	64	0	2	2	52	146	198	
Eastern Mediterranean	10	28	38	53	73	126	60	64	124	43	37	80	2	1	3	168	203	371	
Western Pacific	8	19	27	16	50	66	25	62	87	30	58	88	1	2	3	80	191	271	
Total	39	98	137	272	455	727	415	523	938	419	531	950	25	22	47	1 170	1 629	2 799	
Percentage by bracket	28.5	71.5	100.0	37.4	62.6	100.0	44.2	55.8	100.0	44.1	55.9	100.0	53.2	46.8	100.0	41.8	58.2	100.0	
Percentage of total			4.9			26.0			33.5			33.9			1.7				100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2007

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	8	2	10	5	2	7	17	6	23
D2	0	0	0	0	0	0	5	3	8	29	10	39	1	0	1	35	13	48
D1/P6	0	0	0	1	0	1	24	12	36	119	24	143	17	5	22	161	41	202
P5	0	0	0	15	10	25	150	98	248	281	99	380	21	12	33	467	219	686
P4	0	0	0	46	48	94	136	115	251	131	66	197	7	9	16	320	238	558
P3	1	1	2	38	51	89	34	29	63	31	28	59	4	1	5	108	110	218
P2	0	1	1	12	21	33	16	23	39	15	8	23	0	0	0	43	53	96
P1	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3	0	3
Total	2	2	4	114	130	244	369	282	651	614	237	851	55	29	84	1 154	680	1 834
Percentage by bracket	50.0	50.0	100.0	46.7	53.3	100.0	56.7	43.3	100.0	72.2	27.8	100.0	65.5	34.5	100.0	62.9	37.1	100.0
Percentage of total			0.2			13.3			35.5			46.4			4.6			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	7	2	9	4	2	6	5	4	9	0	1	1	16	9	25
B	1	2	3	16	11	27	40	22	62	33	16	49	1	1	2	91	52	143
C	1	0	1	12	7	19	44	35	79	65	15	80	3	6	9	125	63	188
D	0	0	0	0	0	0	1	1	2	1	0	1	0	0	0	2	1	3
Total	2	2	4	35	20	55	89	60	149	104	35	139	4	8	12	234	125	359
Percentage by bracket	50.0	50.0	100.0	63.6	36.4	100.0	59.7	40.3	100.0	74.8	25.2	100.0	33.3	66.7	100.0	65.2	34.8	100.0
Percentage of total			1.1			15.3			41.5			38.7			3.3			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	2	1	3	22	17	39	47	37	84	52	83	135	1	0	1	124	138	262
G6	8	8	16	53	69	122	52	132	184	54	136	190	2	7	9	169	352	521
G5	10	28	38	56	187	243	52	213	265	59	217	276	3	12	15	180	657	837
G4	8	54	62	24	164	188	48	112	160	50	78	128	6	3	9	136	411	547
G3	5	5	10	37	9	46	71	19	90	80	10	90	2	0	2	195	43	238
G2	2	1	3	57	0	57	104	1	105	87	2	89	8	0	8	258	4	262
G1	4	1	5	23	9	32	41	9	50	37	5	42	3	0	3	108	24	132
Total	39	98	137	272	455	727	415	523	938	419	531	950	25	22	47	1 170	1 629	2 799
Percentage by bracket	28.5	71.5	100.0	37.4	62.6	100.0	44.2	55.8	100.0	44.1	55.9	100.0	53.2	46.8	100.0	41.8	58.2	100.0
Percentage of total			4.9			26.0			33.5			33.9			1.7			100.0

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2007

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	454	0	296	750	219	0	141	360	77	0	33	110	97	0	125	222	41	0	62	103	15	0	38	53	4	0	37	41	907	0	732	1 639
Africa	134	92	461	687	108	113	77	298	21	0	66	87	27	8	73	108	9	0	69	78	10	1	38	49	1	0	23	24	310	214	807	1 331
The Americas	45	3	17	65	32	0	27	59	14	0	13	27	6	0	8	14	1	1	6	8	0	0	5	5	1	0	2	3	99	4	78	181
South-East Asia	68	23	99	190	36	6	56	98	20	1	53	74	6	1	62	69	5	4	47	56	0	1	11	12	0	0	14	14	135	36	342	513
Europe	88	45	124	257	19	5	25	49	8	0	14	22	13	0	10	23	3	0	10	13	4	0	11	15	0	0	4	4	135	50	198	383
Eastern Mediterranean	45	24	213	282	45	5	50	100	15	0	30	45	7	1	35	43	7	1	23	31	0	1	15	16	1	1	5	7	120	33	371	524
Western Pacific	57	12	99	168	43	1	66	110	14	2	27	43	6	0	33	39	5	4	24	33	2	3	20	25	1	0	2	3	128	22	271	421
Total	891	199	1 309	2 399	502	130	442	1 074	169	3	236	408	162	10	346	518	71	10	241	322	31	6	138	175	8	1	87	96	1 834	359	2 799	4 992
Percentage by bracket	37.1	8.3	54.6	100.0	46.7	12.1	41.2	100.0	41.4	0.7	57.8	100.0	31.3	1.9	66.8	100.0	22.0	3.1	74.8	100.0	17.7	3.4	78.9	100.0	8.3	1.0	90.6	100.0	36.7	7.2	56.1	100.0
Percentage of total				48.1				21.5				8.2				10.4				6.5				3.5				1.9				100.0

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

TABLE 10. APPOINTMENTS DURING YEAR 2007 (UP TO 30 SEPTEMBER 2007)

Location	Category	Total staff at 30 September 2007	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	907	33	29.2	42.4	72	63.7	55.6	8	7.1	37.5	113	50.5
	NPO	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	732	7	8.6	71.4	74	91.4	81.1	0	0.0	0.0	81	80.3
Africa	P	310	4	20.0	75.0	14	70.0	21.4	2	10.0	0.0	20	30.0
	NPO	214	3	20.0	33.3	12	80.0	18.2	0	0.0	0.0	15	21.2
	GS	807	24	14.7	62.5	138	84.7	47.1	1	0.6	100.0	163	49.7
The Americas	P	99	0	0.0	0.0	2	66.7	50.0	1	33.3	0.0	3	33.3
	NPO	4	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	78	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
South-East Asia	P	135	7	77.8	28.6	1	11.1	0.0	1	11.1	0.0	9	22.2
	NPO	36	4	80.0	0.0	1	20.0	0.0	0	0.0	0.0	5	0.0
	GS	342	0	0.0	0.0	16	100.0	31.3	0	0.0	0.0	16	31.3
Europe	P	135	9	56.3	33.3	6	37.5	50.0	1	6.3	0.0	16	37.5
	NPO	50	4	40.0	25.0	6	60.0	66.7	0	0.0	0.0	10	50.0
	GS	198	1	14.3	100.0	5	71.4	40.0	1	14.3	0.0	7	42.9
Eastern Mediterranean	P	120	1	16.7	0.0	5	83.3	40.0	0	0.0	0.0	6	33.3
	NPO	33	2	40.0	50.0	3	60.0	33.3	0	0.0	0.0	5	40.0
	GS	371	4	9.1	75.0	40	90.9	47.5	0	0.0	0.0	44	50.0
Western Pacific	P	128	11	68.8	27.3	5	31.3	80.0	0	0.0	0.0	16	43.8
	NPO	22	2	100.0	50.0	0	0.0	0.0	0	0.0	0.0	2	50.0
	GS	271	10	38.5	60.0	16	61.5	50.0	0	0.0	0.0	26	53.8
Total	P	1 834	65	35.5	16.9	105	57.4	50.5	13	7.1	23.1	183	36.6
	NPO	359	15	40.5	26.7	22	59.5	32.7	0	0.0	0.0	37	30.2
	GS	2 799	46	13.6	65.2	289	85.8	55.0	2	0.6	50.0	337	56.4
	All	4 992	126	22.6	17.5	416	74.7	15.9	15	2.7	20.0	557	16.3

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

TABLE 11. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 30 September 2007	Staff due to retire							
			by 30 September 2008		by 30 September 2010		by 30 September 2012		by 30 September 2017	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	907	31	3.4	94	10.4	164	18.1	353	38.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	732	19	2.6	62	8.5	108	14.8	269	36.7
Africa	P	310	8	2.6	30	9.7	54	17.4	154	49.7
	NPO	214	3	1.4	17	7.9	32	15.0	85	39.7
	GS	807	21	2.6	55	6.8	108	13.4	248	30.7
The Americas	P	99	9	9.1	20	20.2	27	27.3	50	50.5
	NPO	4	0	0.0	0	0.0	0	0.0	1	25.0
	GS	78	3	3.8	11	14.1	20	25.6	37	47.4
South-East Asia	P	135	7	5.2	22	16.3	37	27.4	72	53.3
	NPO	36	2	5.6	3	8.3	6	16.7	15	41.7
	GS	342	14	4.1	26	7.6	49	14.3	118	34.5
Europe	P	135	2	1.5	10	7.4	21	15.6	45	33.3
	NPO	50	0	0.0	0	0.0	0	0.0	6	12.0
	GS	198	3	1.5	15	7.6	24	12.1	58	29.3
Eastern Mediterranean	P	120	5	4.2	16	13.3	28	23.3	59	49.2
	NPO	33	0	0.0	0	0.0	1	0.0	8	0.0
	GS	371	3	0.8	15	4.0	27	7.3	69	18.6
Western Pacific	P	128	1	0.8	14	10.9	29	22.7	58	45.3
	NPO	22	0	0.0	4	0.0	6	0.0	7	0.0
	GS	271	5	1.8	20	7.4	33	12.2	74	27.3
Total	P	1 834	63	3.4	206	11.2	360	19.6	791	43.1
	NPO	359	5	1.4	24	6.7	45	12.5	122	34.0
	GS	2 799	68	2.4	204	7.3	369	13.2	873	31.2
	All	4 992	136	2.7	434	8.7	774	15.5	1 786	35.8

¹ Figures are cumulative. For example, the total number of professional staff due to retire by 30 September 2010 (206) includes those scheduled to retire by 30 September 2008 (63).

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

**TABLE 12. DISTRIBUTION OF OCCUPIED PROFESSIONAL AND HIGHER CATEGORY POSTS
ACROSS MAIN OCCUPATIONAL GROUPS¹**

1 Professional, managerial and technical work				Posts	%					Posts	%
1.A.	Administrative specialists	448	28.1	1.A.	Administrative specialists					100.0	
1.B.	Architects, engineers	19	1.2	1.A.	Administrative (general)	22	4.9				
1.C.	Archivists, curators, information specialists and librarians	16	1.0	1.A.01.	Financial management specialists	56	12.5				
1.D.	Artists	2	0.1	1.A.02.	Management and programme analysts	36	8.0				
1.E.	Economists	33	2.1	1.A.03.	Building services administrators	14	3.1				
1.F.	Education specialists	10	0.6	1.A.04.	Meetings services administrators	2	0.4				
1.G.	Jurists	13	0.8	1.A.05.	Computer information systems specialists	60	13.4				
1.H.	Life scientists	71	4.4	1.A.06.	Human resources management specialists	35	7.8				
				1.A.07.	Printing services specialists	42	9.4				
				1.A.08.	Public information specialists	10	2.2				
				1.A.09.	Purchasing and contracting specialists	24	5.4				
				1.A.10.	Representation and protocol specialists	47	10.5				
				1.A.11.	Technical cooperation administrators	84	18.8				
				1.A.12.	Administrative officers	10	2.2				
				1.A.21.	Auditors	2	0.4				
				1.A.22.	Hospital administrators	4	0.9				
				1.A.23.	Records and documents administrators	0	0.0				
1.I.	Dental, nutrition, medical, nursing and veterinary specialists	803	50.3	1.I.	Dental, nutrition, medical, nursing and veterinary specialists					100.0	
1.J.	Physical scientists	1	0.1	1.I.	Medical specialists (general)	10	1.2				
1.K.	Sales and marketing specialists	48	3.0	1.I.01.	Dentists	2	0.2				
1.L.	Social scientists	22	1.4	1.I.02.	Dieticians and nutritionists	12	1.5				
1.M.	Statisticians and mathematicians	2	0.1	1.I.03.	Medical specialists	731	91.0	1.I.03.	Medical specialists		100.0
1.N.	Transportation specialists	61	3.8	1.I.04.	Nursing specialists	8	1.0	1.I.03	Medical specialists	76	10.4
1.O.	Writers, translators, interpreters	17	1.1	1.I.05.	Opticians and optometrists	1	0.1	1.I.03.a.	Anaesthesiologists	1	0.1
1.P.	Professional, managerial and technical specialists for which no job family exists	15	0.9	1.I.06.	Pharmacists	16	2.0	1.I.03.b.	Epidemiologists	134	18.3
1.R.	Environmental specialists	14	0.9	1.I.07.	Sanitarians (public health)	2	0.2	1.I.03.d.	General practitioners	2	0.3
1.S.	Relief specialists	1	0.1	1.I.08.	Veterinarians	9	1.1	1.I.03.e.	Haematologists and blood transfusion specialists	5	0.7
1.T.	Electronic communications specialists	0	0.0	1.I.09.	Rehabilitation specialists	1	0.1	1.I.03.f.	Neurologists	0	0.0
1.U.	Cultural development specialists	0	0.0	1.I.10.	Health laboratory specialists	11	1.4	1.I.03.g.	Family health specialists	34	4.7
								1.I.03.h.	Ophthalmologists	2	0.3
								1.I.03.i.	Immunologists	15	2.1
								1.I.03.k.	Noncommunicable disease specialists	15	2.1
								1.I.03.l.	Geriatricians	1	0.1
								1.I.03.m.	Mental health specialists	11	1.5
								1.I.03.n.	Public health specialists	290	39.7
								1.I.03.o.	Radiologists	0	0.0
								1.I.03.q.	Traditional medicine specialists	4	0.5
								1.I.03.s.	Communicable disease specialists	134	18.3
								1.I.03.t.	Occupational health specialists	7	1.0

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.