



# WORLD HEALTH ORGANIZATION

FIFTY-NINTH WORLD HEALTH ASSEMBLY  
Provisional agenda item 18.1

A59/35  
11 May 2006

## Human resources: annual report

### Report by the Secretariat

1. This seventh annual report provides complete data on the human resources profile in WHO as at 31 December 2005, updating the report submitted to the Executive Board at its 117th session.<sup>1</sup> It contains information on the following: the overall staffing situation by main location and grade, distribution of staff by sex, geographical representation, age profile, retirement projections, nature of appointment, and distribution of the workforce across the main occupational groups.

### STAFFING PROFILE

#### Appointment categories

2. At 31 December 2005, WHO had a total of 4329 staff members on either fixed-term appointments of one to five years or career service/service appointments (both referred to hereafter as “long-term appointments”).<sup>2</sup> Of these, 1704 (39.4%) were in the professional category, 2347 (54.2%) in the general service category and 278 (6.4%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 314 (7.8%) compared with the number at 31 December 2004, as reported in the annual report for 2004.<sup>3</sup>

3. In addition to staff holding long-term appointments as at 31 December 2005, there were 3968 holding temporary appointments (including consultants); 1619 of these held short-term appointments and 2349 held term-limited appointments (see Table 2).

#### Gender distribution

4. The percentage of women in the professional and higher categories has increased since the last annual report, rising from 34.8% to 36.0% (see figure). This reflects the increase in the percentage of women appointed which has risen from 40.3% to 43.5% (see Table 10). Since 1990, the proportion of women in the workforce as a whole has nearly doubled.

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 1704 staff members in the professional category on long-term appointments, 1091 (64.0%) are men and 613 (36.0%) are women.

---

<sup>1</sup> Documents EB117/21 Add.1 and EB117/21 Add.1 Corr.1.

<sup>2</sup> This figure excludes staff from PAHO and IARC.

<sup>3</sup> Document A58/34.

6. This report shows that women continue to outnumber men at the P.2 grade, while gender parity was achieved at P.3 grade. The representation of women at grades P.4 and above has experienced positive growth. The proportion of women has increased from 38.2% to 39.8% at grade P.4, from 29.3% to 31.3% at P.5, and from 19.4% to 21.2% at P.6/D.1. The proportion of women at D.2 level has experienced a slight decrease since the last report, falling from 27.7% to 27.3%.

### **Geographical representation**

7. As of December 2005, 106 countries were within their desirable range (with five having reached top of their range of representation); 43 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 following changes have taken place since the last annual report:

- two countries that were previously within their desirable range of representation (Kuwait and Seychelles) are now unrepresented;
- three countries that were underrepresented (Argentina, Spain and Ukraine) are now within their desirable range of representation;
- ten countries that were within their desirable range of representation (Ethiopia, Italy, Lebanon, Malawi, Nigeria, South Africa, Sweden, Switzerland, Uganda and Zimbabwe) are now overrepresented;
- three countries that were overrepresented (Gambia, Jordan and New Zealand) are now within their range of representation.

8. Table 6 provides information on the distribution of staff by location of assignment and region of nationality.

### **Age, length of service and retirement projections**

9. Over half the staff in the professional category (52%) are aged 50 years or more. In the general service category, staff aged 50 or more represent the largest age group, although there has been a slight decrease from 38.5% to 37.9%. In the national professional officer category, staff in their forties represent the largest age group (50.4%) (see Tables 7 and 8).

10. The largest single group of staff (representing 44% of the workforce) has less than five years' service. The approximate average length of service is more than seven years for professional staff and 12 years for general service staff (see Table 9).

11. Table 10 provides data on staff appointments during 2005. In the case of the professional category, it shows that 140 (58.6%) were new appointments, of which 22 (9.2%) were interagency transfers. In addition, 99 (41.4%) represented conversions of existing temporary contracts.

12. According to current projections, more than 16% of the workforce is due to retire within the next five years and almost 38% within the next 10 years (see Table 11).

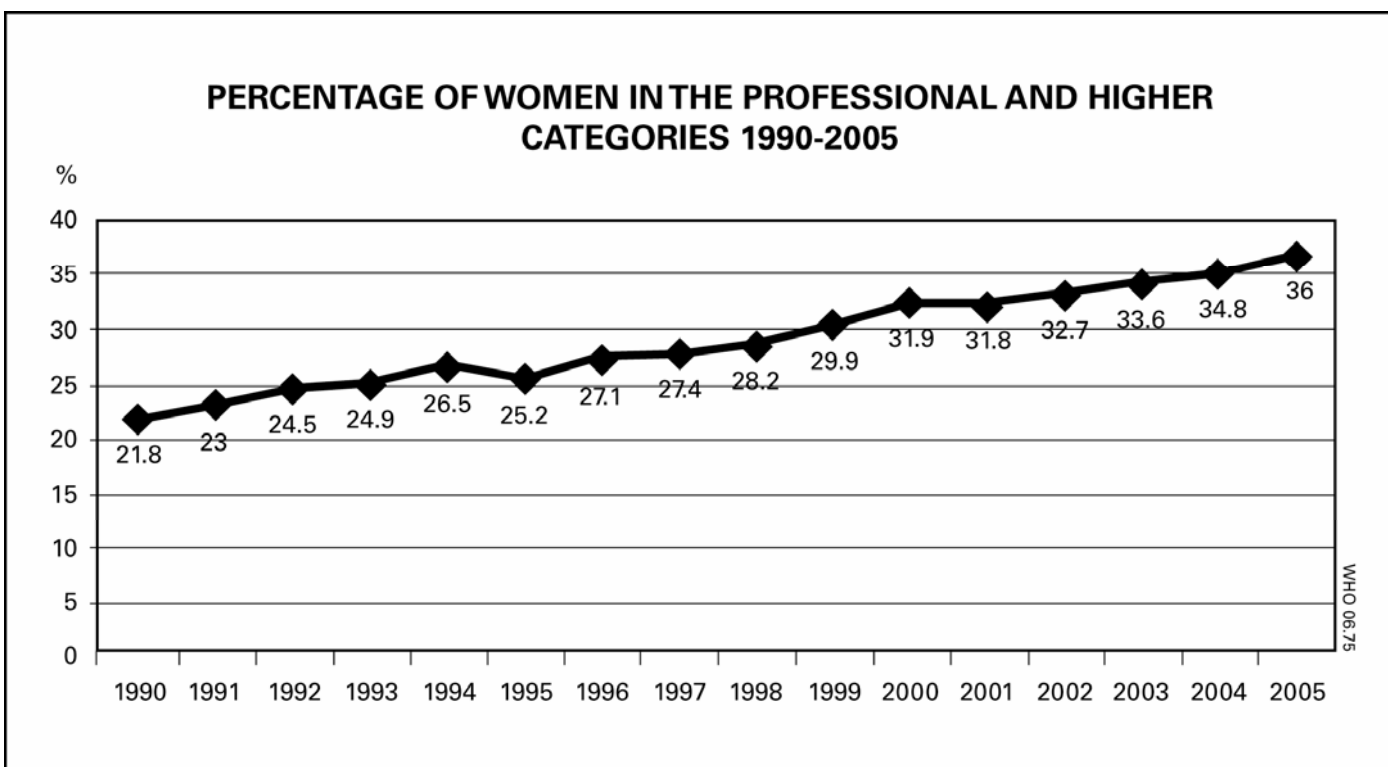
## Occupational groups

13. 47.7% of the posts held by professional staff are in the category “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 91.8 % are “Medical specialists” and 1.8% are “Nursing specialists”. The second largest occupational group is that of “Administrative specialists”, which accounts for 29.2% (see Table 12). In that group, 16.1% of posts are of “Computer information systems specialists”, 15.8% of “Administrative officers”, and 12.7% are “Financial management specialists”.

## FIGURE AND TABLES

14. 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 1990-2005
Table 1	Number of staff holding long-term appointments by grade and main location at year end 2001, 2003 and 2005
Table 2	Number of staff holding long-term and temporary appointments (including consultants) as at 31 December 2005
Table 3	Distribution of staff by organizational location, grade and sex as at 31 December 2005
Table 4	Summary of countries not within range by region as at 31 December 2005
Table 5a-f	Status of representation of countries as at 31 December 2005
Table 6	Total staff in the professional and higher categories by location of assignment and region of nationality as at 31 December 2005
Table 7	Staff by age, sex and location as at 31 December 2005
Table 8	Staff by grade and age (all locations) as at 31 December 2005
Table 9	Staff by length of service as at 31 December 2005
Table 10	Appointments during year 2005
Table 11	Staff retirement projections
Table 12	Distribution of occupied professional and higher category posts across main occupational groups



**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION  
AT YEAR END 2001, 2003 AND 2005<sup>1</sup>**

	Staff numbers at 31 December 2001				Staff numbers at 31 December 2003				Staff numbers at 30 September 2005			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	4	6	0	10	13	6	0	19	13	6	0	19
D2	40	5	4	49	42	6	2	50	36	6	2	44
D1/P6	67	32	43	142	81	38	47	166	105	49	49	203
P5	282	172	77	531	325	178	81	584	350	207	102	659
P4	137	151	91	379	164	142	99	405	196	185	107	488
P3	67	50	23	140	92	62	23	177	88	71	28	187
P2	24	52	19	95	25	44	20	89	44	41	18	103
P1	1	1	3	5	0	0	0	0	0	1	0	1
Total professional	622	469	260	1 351	742	476	272	1 490	832	566	306	1 704
National professional officers	0	12	160	172	0	17	196	213	0	43	235	278
Total general service	644	960	481	2 085	690	960	489	2 139	692	1 076	579	2 347
<b>Grand total</b>	1 266	1 441	901	3 608	1 432	1 453	957	3 842	1 524	1 685	1 120	4 329

<sup>1</sup> Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 2001: 44; 2003: 17; 2005: 20.

**TABLE 2. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS  
(INCLUDING CONSULTANTS) AS AT 31 DECEMBER 2005**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	E astern Mediterranean	Western Pacific	Total
<b>Long-term appointments</b>								
Professional staff	832	281	112	121	124	111	123	1 704
National professional staff	0	190	3	33	36	15	1	278
General service staff	692	489	85	320	196	307	258	2 347
<b>Total</b>	<b>1 524</b>	<b>960</b>	<b>200</b>	<b>474</b>	356	<b>433</b>	<b>382</b>	<b>4 329</b>
<b>Temporary appointments</b>								
• <b>Term-limited appointments</b>								
Professional staff	313	158	14	16	37	58	21	617
National professional staff	0	73	0	7	30	3	0	113
General service staff	239	1 099	7	57	64	119	34	1 619
<b>Total</b>	<b>552</b>	<b>1 330</b>	<b>21</b>	<b>80</b>	131	<b>180</b>	<b>55</b>	<b>2 349</b>
• <b>Short-term appointments</b>								
Professional staff	178	80	44	76	36	133	24	571
Consultants	26	126	59	2	0	67	5	285
National professional staff	0	98	0	25	23	7	0	153
General service staff	65	238	20	148	61	48	30	610
<b>Total</b>	<b>269</b>	<b>542</b>	<b>123</b>	<b>251</b>	120	<b>255</b>	<b>59</b>	<b>1 619</b>
<b>Total staff holding temporary appointments</b>	<b>821</b>	<b>1 872</b>	<b>144</b>	<b>331</b>	251	<b>435</b>	<b>114</b>	<b>3 968</b>
<b>Total number of staff</b>	<b>2 345</b>	<b>2 832</b>	<b>344</b>	<b>805</b>	607	<b>868</b>	<b>496</b>	<b>8 297</b>

**TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 31 DECEMBER 2005**

**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	12	32	44	34	54	88	100	96	196	225	125	350	77	28	105	25	11	36	9	4	13	482	350	832	57.9	42.1
Africa	0	0	0	20	14	34	29	17	46	53	22	75	71	22	93	26	5	31	1	0	1	1	0	1	201	80	281	71.5	28.5
The Americas	0	0	0	1	6	7	6	4	10	54	28	82	9	3	12	0	0	0	0	0	0	0	1	1	70	42	112	62.5	37.5
South-East Asia	0	0	0	2	2	4	5	3	8	17	12	29	42	17	59	15	3	18	1	1	2	1	0	1	83	38	121	68.6	31.4
Europe	1	0	1	3	2	5	9	8	17	22	18	40	29	18	47	10	3	13	0	0	0	1	0	1	75	49	124	60.5	39.5
Eastern Mediterranean	0	0	0	3	3	6	8	6	14	17	7	24	30	10	40	22	2	24	2	0	2	1	0	1	83	28	111	74.8	25.2
Western Pacific	0	0	0	2	1	3	3	1	4	31	11	42	47	11	58	10	2	12	3	0	3	1	0	1	97	26	123	78.9	21.1
<b>Total</b>	1	0	1	43	60	103	94	93	187	294	194	488	453	206	659	160	43	203	32	12	44	14	5	19	1 091	613	1 704	64.0	36.0
<b>Percentage by grade</b>	100	0.0	100	41.7	58.3	100	50.3	49.7	100	60.2	39.8	100	68.7	31.3	100	78.8	21.2	100	72.7	27.3	100	73.7	26.3	100	64.0	36.0	100		
<b>Percentage of total</b>			0.1			6.0			11.8			28.0			38.7			11.8			2.6			1.1			100		

**National professional officers**

Location	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	0	0	0	48	15	63	77	48	125	1	1	2	126	64	190	66.3	33.7
The Americas	1	1	2	0	0	0	0	1	1	0	0	0	1	2	3	33.3	66.7
South-East Asia	6	0	6	3	0	3	22	2	24	0	0	0	31	2	33	93.9	6.1
Europe	6	2	8	13	15	28	0	0	0	0	0	0	19	17	36	52.8	47.2
Eastern Mediterranean	0	0	0	7	8	15	0	0	0	0	0	0	7	8	15	46.7	53.3
Western Pacific	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0.0	0.0
<b>Total</b>	13	3	16	71	38	109	99	52	151	1	1	2	184	94	278	66.2	33.8
<b>Percentage by grade</b>	81.3	18.8	100	65.1	34.9	100	65.6	34.4	100	50.0	50.0	100	66.2	33.8	100		
<b>Percentage of total</b>			5.8			39.2			54.3			0.7			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	22	8	30	40	141	181	55	221	276	37	133	170	13	21	34	167	525	692	24.1	75.9
Africa	39	2	41	55	0	55	65	3	68	22	29	51	29	62	91	30	62	92	43	48	91	283	206	489	57.9	42.1
The Americas	0	0	0	0	0	0	0	1	1	5	16	21	3	23	26	4	27	31	1	5	6	13	72	85	15.3	84.7
South-East Asia	11	1	12	53	0	53	30	9	39	34	33	67	43	30	73	22	11	33	32	11	43	225	95	320	70.3	29.7
Europe	0	0	0	12	0	12	6	6	12	10	22	32	14	92	106	5	16	21	3	10	13	50	146	196	25.5	74.5
Eastern Mediterranean	17	1	18	37	0	37	20	4	24	12	75	87	17	53	70	17	27	44	2	25	27	122	185	307	39.7	60.3
Western Pacific	2	1	3	13	1	14	24	8	32	8	35	43	7	63	70	16	45	61	10	25	35	80	178	258	31.0	69.0
<b>Total</b>	69	5	74	170	2	172	167	39	206	131	351	482	168	544	712	131	321	452	104	145	249	940	1 407	2 347	40.1	59.9
<b>Percentage by grade</b>	93.2	6.8	100	98.8	1.2	100	81.1	18.9	100	27.2	72.8	100	23.6	76.4	100	29.0	71.0	100	41.8	58.2	100	40.1	59.9	100		
<b>Percentage of total</b>			3.2			7.3			8.8			19.8			30.3			19.3			10.6			100		

M – male, F – female, T – total.

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2005**

(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Comoros Lesotho Sao Tome and Principe Seychelles Swaziland		–	Burkina Faso Cameroon Congo Côte d'Ivoire Ethiopia Ghana Kenya Malawi	Mali Nigeria Rwanda Senegal South Africa Uganda Zambia Zimbabwe
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada Haiti	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Mexico	Canada Colombia	
South-East Asia	Timor-Leste		–	India	Myanmar
Europe	Andorra Bosnia and Herzegovina Luxembourg Monaco San Marino	Tajikistan The former Yugoslav Republic of Macedonia Uzbekistan	Germany Israel Portugal	Belgium Denmark France Ireland Italy Netherlands	Sweden Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Lebanon	Sudan Tunisia
Western Pacific	Brunei Darussalam Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore Viet Nam	Australia Philippines	

\* Associate Member.



**TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2005**

**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	Total		
Algeria	2-10					1	1	3	1	2								6	2	8
Angola	1-8					1		1		1				1				4	0	4
Benin	1-8					1		2		1	1	1						5	1	6
Botswana	1-8			1						1		1			1			2	2	4
Burkina Faso	1-8			1	1	1	2	1	1	3		3						9	4	13
Burundi	1-8							2		3	2							5	2	7
Cameroon	1-8				2	2		2		3	2	1						7	5	12
Cape Verde	1-7								1	1								1	1	2
Central African Republic	1-8							2		1								3	0	3
Chad	1-8					1				1		1						3	0	3
Comoros	1-7																	0	0	0
Congo	1-8			7		2		1		1	1							11	1	12
Côte d'Ivoire	1-8			1		2	1	1		3	1	2						7	4	11
Democratic Republic of the Congo	2-12			1				2		3		1	2					8	1	9
Equatorial Guinea	1-7					1						1						2	0	2
Eritrea	1-8			1				1										2	0	2
Ethiopia	2-12			1	1		2	4	2	3	2	1						8	8	16
Gabon	1-8					1	1											1	1	2
Gambia	1-8			1		2		1		2		1						7	0	7
Ghana	1-8			1		1	1	2	3	3		2			1			10	4	14
Guinea	1-8			1		1		2		2		1	1					7	1	8
Guinea-Bissau	1-8									1	1							1	1	2
Kenya	1-10					1	2	2	3	3	2	1						7	7	14
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			2											3	2	5	
Malawi	1-8							2	1		5	1							7	2	9	
Mali	1-8					1		2			4		1			1			8	1	9	
Mauritania	1-8				1			2			2		1						6	0	6	
Mauritius	1-8				1	1		1			1		1						5	2	7	
Mozambique	1-8										2	2							2	2	4	
Namibia	1-8							1	1		1								2	1	3	
Niger	1-8						1	1			4		1						6	1	7	
Nigeria	4-14				1		2	2			5	2	3	1					13	3	16	
Rwanda	1-8					1		4			5		1						10	1	11	
Sao Tome and Principe	1-7																		0	0	0	
Senegal	1-8					1	1	2	2		2	3	2			2			7	8	15	
Seychelles	1-7																		0	0	0	
Sierra Leone	1-8						1	1	1		2								3	2	5	
South Africa	4-11							2	1		5	3		1					7	5	12	
Swaziland	1-7																		0	0	0	
Togo	1-8							1			1		2						4	0	4	
Uganda	1-8						1	4	1		6	1		1					11	3	14	
United Republic of Tanzania	1-10						1	2	3		2			1					4	5	9	
Zambia	1-8						1	2	2		5	1	2						9	4	13	
Zimbabwe	1-8						1	2	1		2		2			1			8	1	9	
Total – African Region				0	0	20	9	24	14	60	24	92	28	31	10	3	3	2	1	232	89	321

M – male, F – female.

**TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2005**

**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	Total		
Antigua and Barbuda	1-7																	0	0	0
Argentina	9-16					1		2	3		1			1			1	4	5	9
Bahamas	1-7									1								1	0	1
Barbados	1-7																	0	0	0
Belize	1-7																	0	0	0
Bolivia	1-8				1			3										3	1	4
Brazil	21-29						2	5	7	9	2	2	1					16	12	28
Canada	19-26					3	3	7	3	9	9	3	1			1		23	16	39
Chile	2-9				1	1		1	1	1	2							3	5	8
Colombia	3-10							6	3	3	1	1						10	4	14
Costa Rica	1-8				1			1		1		1						3	1	4
Cuba	1-8					1		3	1	1								5	1	6
Dominica	1-7																	0	0	0
Dominican Republic	1-8							1	2		1	1						2	3	5
Ecuador	1-8				1			3	1									4	1	5
El Salvador	1-8							2	2									2	2	4
Grenada	1-7																	0	0	0
Guatemala	1-8							2		1								3	0	3
Guyana	1-7						1	2			1							2	2	4
Haiti	1-8																	0	0	0
Honduras	1-8							1			1							1	1	2
Jamaica	1-8				1			1	1									1	2	3
Mexico	11-17						1	5	1	1	1			1				7	3	10
Nicaragua	1-8							1	2									1	2	3

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	Total		
Panama	1-8					2	1	1										3	1	4
Paraguay	1-8					1	1											1	1	2
Peru	2-10					2	2	1										3	2	5
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			4	12	10	32	23	52	24	11	3	2	2	1			110	66	176
Uruguay	1-8						2		1	2								3	2	5
Venezuela (Bolivarian Republic of)	2-9						1	2										2	1	3
Total – Region of the Americas		0	0	2	8	17	18	86	56	85	46	19	5	4	2	2	1	215	136	351

\* Associate Member.

M – male, F – female.

**TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2005**

**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		4	2	1							7	2	9
Bhutan	1-8						1											1	0	1
Democratic People's Republic of Korea	1-8								1									1	0	1
Timor-Leste	1-7																	0	0	0
India	27-38			1	1	5	2	7	2	14	6	3		1	2			31	13	44
Indonesia	7-14					1		1		1	3		1	1				4	4	8
Maldives	1-7							1				2						3	0	3
Myanmar	2-10						1	2	1	2	3	4						8	5	13
Nepal	1-8							1		5								6	0	6
Sri Lanka	1-8							1	1	1	2	1		1				4	3	7
Thailand	4-12								2	2	3		1			1		3	6	9
Total – South-East Asia Region		0	0	1	1	6	3	16	6	30	19	11	2	3	2	1	0	68	33	101

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2005

## European Region

Country	Range	Staff by grade and sex													
		P1		P2		P3		P4		P5		P6/D1		D2	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F
Albania	1-8					1									
Andorra	1-7														
Armenia	1-8					1						1			
Austria	7-14							2	2	1		2			
Azerbaijan	1-8					1									
Belarus	1-8									1					
Belgium	9-15					1		4	4	11	2	7		2	
Bosnia and Herzegovina	1-8														
Bulgaria	1-8							2	1		1				
Croatia	1-8					1				1					
Cyprus	1-7							1							
Czech Republic	2-9								1	2	1				
Denmark	6-12					2	3	2	2	4		4	1	1	
Estonia	1-8											1			
Finland	4-11					1			2	3	2	1			
France	42-58				2	6	6	14	6	29	11	9	5	1	
Georgia	1-8								1	1			1		
Germany	63-86	1				2	5	10	7	17	11	2		1	
Greece	4-11								1	3					
Hungary	1-8							1							
Iceland	1-7											1	1		
Ireland	3-9					1	3	5	2		3	3	1	1	
Israel	3-10								1						
Italy	34-47					1	1	7	6	19	3	10		4	
Kazakhstan	1-8								2						
Kyrgyzstan	1-8								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	Total				
Latvia	1-8							1	1									1	1	2		
Lithuania	1-8						1		1	1								2	1	3		
Luxembourg	1-8																	0	0	0		
Malta	1-7								1	1		1						1	2	3		
Monaco	1-7																	0	0	0		
Netherlands	13-20				1		1	3	6	3	15	4	4	2	1			27	13	40		
Norway	5-12								2		1	1	2					3	3	6		
Poland	4-11										4	2						4	2	6		
Portugal	4-10				1			1			1							1	2	3		
Republic of Moldova	1-8						1											0	1	1		
Romania	1-8						1					1		1				1	2	3		
Russian Federation	12-19								8		7	1	2			1		18	1	19		
San Marino	1-7																	0	0	0		
Serbia and Montenegro	1-8								2									0	2	2		
Slovakia	1-8										1							1	0	1		
Slovenia	1-8											1						0	1	1		
Spain	18-26					1			2	3	4	6	2	2		1		9	12	21		
Sweden	8-14				1			1	1	3	3	3		1	1		1	6	9	15		
Switzerland	9-16					3	2		3	3	3	3		1				9	9	18		
Tajikistan	1-8																	0	0	0		
The former Yugoslav Republic of Macedonia	1-8																	0	0	0		
Turkey	5-12					1					4	2	1				1	6	3	9		
Turkmenistan	1-8						1											0	1	1		
Ukraine	2-10				1				1									1	1	2		
United Kingdom of Great Britain and Northern Ireland	37-51				3		2	4	9	10	15	15	7	1	3	3	1	37	36	73		
Uzbekistan	1-10																	0	0	0		
Total – European Region		1	0		9	23	35		79	65	153	76	59	18	15	4	4	4	2	334	209	543

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2005

## 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	Total									
Afghanistan	1-8				2		1	1										3	1	4							
Bahrain	1-7							1		1								0	2	2							
Djibouti	1-7							2										2	0	2							
Egypt	3-12			1	3	2	1	4	1		4							7	9	16							
Iran (Islamic Republic of)	4-12							4	2	1								5	2	7							
Iraq	2-9					1				1					1			3	0	3							
Jordan	1-8					1		1	1	1	1	2		1				6	2	8							
Kuwait	1-8																	0	0	0							
Lebanon	1-8						1	2		1	3	1	1					4	5	9							
Libyan Arab Jamahiriya	1-8						1					1						1	1	2							
Morocco	1-10									2		3						5	0	5							
Oman	1-8																	0	0	0							
Pakistan	5-14							2		5		1						8	0	8							
Qatar	1-7																	0	0	0							
Saudi Arabia	5-11											1			1			2	0	2							
Somalia	1-8									3		1		1				5	0	5							
Sudan	1-10				1		1		2		4		4					12	0	12							
Syrian Arab Republic	1-8								1	2		2						4	1	5							
Tunisia	1-8					1	1		1	3		5						9	2	11							
United Arab Emirates	2-8																	0	0	0							
Yemen	1-8								1			2						3	0	3							
<b>Total – Eastern Mediterranean Region</b>			0	0		2	3		8	4		12	5		29	11		24	2		2	2	0		79	25	104

M – male, F – female.



**TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2005**

**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	Total		
Australia	12-19					1	1	2	2	4	5	6	2	3				16	10	26
Brunei Darussalam	1-7																	0	0	0
Cambodia	1-8							1										1	0	1
China	40-55				1	1		3	3	7	3	2				1	1	14	8	22
Cook Islands	1-7																	0	0	0
Fiji	1-7									1								1	0	1
Japan	121-166				2	1	3	5	4	17	6			1	1	1		25	16	41
Kiribati	1-7																	0	0	0
Lao People’s Democratic Republic	1-8					1												1	0	1
Malaysia	3-9						2	2	1	1	1	1	1					4	5	9
Marshall Islands	1-7																	0	0	0
Micronesia (Federated States of)	1-7																	0	0	0
Mongolia	1-8							1		1								2	0	2
Nauru	1-7																	0	0	0
New Zealand	2-9								1	4	2			2				6	3	9
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	5	2	3	1	2	1	1	1			13	12	25
Republic of Korea	15-21							2	2	5						1		8	2	10
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	Total		
Tonga	1-7																	0	0	0
Tuvalu	1-7																	0	0	0
Vanuatu	1-7																	0	0	0
Viet Nam	3-12							1	1									1	1	2
Total – Western Pacific Region		0	0	3	4	9	11	19	17	43	19	10	4	7	1	3	1	94	57	151

\* 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 2005**

**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	83	10.0	182	21.8	39	4.7	399	48.0	31	3.7	98	11.8	832	100.0
Africa	237	84.3	19	6.8	2	0.7	20	7.1	2	0.7	1	0.4	281	100.0
The Americas	2	1.8	97	86.6	1	0.9	12	10.7	0	0.0	0	0.0	112	100.0
South-East Asia	4	3.3	18	14.9	53	43.8	37	30.6	1	0.8	8	6.6	121	100.0
Europe	0	0.0	12	9.7	2	1.6	105	84.7	1	0.8	4	3.2	124	100.0
Eastern Mediterranean	4	3.6	15	13.5	2	1.8	13	11.7	74	66.7	3	2.7	111	100.0
Western Pacific	3	2.4	26	21.1	6	4.9	40	32.5	0	0.0	48	39.0	123	100.0
Total	333	19.5	369	21.6	105	6.2	626	36.8	109	6.4	162	9.5	1 704	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	83	24.9	182	49.3	39	37.1	399	63.7	31	28.5	98	60.5	832	48.8
Africa	237	71.2	19	5.1	2	1.9	20	3.2	2	1.8	1	0.6	281	16.5
The Americas	2	0.6	97	26.3	1	1.0	12	1.9	0	0.0	0	0.0	112	6.6
South-East Asia	4	1.2	18	4.9	53	50.5	37	5.9	1	0.9	8	4.9	121	7.1
Europe	0	0.0	12	3.3	2	1.9	105	16.8	1	0.9	4	2.5	124	7.3
Eastern Mediterranean	4	1.2	15	4.1	2	1.9	13	2.1	74	67.9	3	1.9	111	6.5
Western Pacific	3	0.9	26	7.0	6	5.7	40	6.4	0	0.0	48	29.6	123	7.2
Total	333	100.0	369	100.0	105	100.0	626	100.0	109	100.0	162	100.0	1 704	100.0

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2005

## 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	10	13	57	71	128	162	132	294	230	128	358	30	9	39	482	350	832
Africa	0	2	2	11	9	20	66	34	100	119	34	153	5	1	6	201	80	281
The Americas	0	0	0	3	2	5	17	19	36	48	19	67	2	2	4	70	42	112
South-East Asia	0	0	0	7	9	16	23	9	32	45	19	64	8	1	9	83	38	121
Europe	0	1	1	12	5	17	25	26	51	37	17	54	1	0	1	75	49	124
Eastern Mediterranean	0	0	0	8	2	10	19	16	35	49	10	59	7	0	7	83	28	111
Western Pacific	0	0	0	9	5	14	33	10	43	52	10	62	3	1	4	97	26	123
<b>Total</b>	3	13	16	107	103	210	345	246	591	580	237	817	56	14	70	1 091	613	1 704
<b>Percentage by bracket</b>	18.8	81.2	100.0	51.0	49.0	100.0	58.4	41.6	100.0	71.0	29.0	100.0	80.0	20.0	100.0	64.0	36.0	100.0
<b>Percentage of total</b>	0.9			12.3			34.7			48.0			4.1			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	11	4	15	58	35	93	55	23	78	2	1	3	126	64	190
The Americas	0	0	0	0	0	0	1	2	3	0	0	0	0	0	0	1	2	3
South-East Asia	0	0	0	2	0	2	15	2	17	13	0	13	1	0	1	31	2	33
Europe	1	0	1	7	7	14	9	8	17	2	2	4	0	0	0	19	17	36
Eastern Mediterranean	0	0	0	1	2	3	5	4	9	1	2	3	0	0	0	7	8	15
Western Pacific	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
<b>Total</b>	1	1	2	21	13	34	88	52	140	71	27	98	3	1	4	184	94	278
<b>Percentage by bracket</b>	50.0	50.0	100.0	61.8	38.2	100.0	62.9	37.1	100.0	72.4	27.6	100.0	75.0	25.0	100.0	66.2	33.8	100.0
<b>Percentage of total</b>	0.7			12.2			50.4			35.3			1.4			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	2	19	21	41	104	145	57	176	233	67	221	288	0	5	5	167	525	692
Africa	1	5	6	28	41	69	111	86	197	142	74	216	1	0	1	283	206	489
The Americas	1	1	2	5	11	16	4	27	31	3	33	36	0	0	0	13	72	85
South-East Asia	7	11	18	47	28	75	72	29	101	96	27	123	3	0	3	225	95	320
Europe	2	12	14	22	40	62	11	46	57	14	48	62	1	0	1	50	146	196
Eastern Mediterranean	5	29	34	34	66	100	52	54	106	31	35	66	0	1	1	122	185	307
Western Pacific	3	13	16	17	50	67	28	60	88	32	55	87	0	0	0	80	178	258
<b>Total</b>	21	90	111	194	340	534	335	478	813	385	493	878	5	6	11	940	1 407	2 347
<b>Percentage by bracket</b>	18.9	81.1	100.0	36.3	63.7	100.0	41.2	58.8	100.0	43.8	56.2	100.0	45.5	54.5	100.0	40.1	59.9	100.0
<b>Percentage of total</b>	4.7			22.8			34.6			37.4			0.5			100.0		

M – male, F – female, T – total.

**TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 DECEMBER 2005****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	3	2	5	6	1	7	5	2	7	14	5	19
D2	0	0	0	0	0	0	6	2	8	20	10	30	6	0	6	32	12	44
D1/P6	0	0	0	1	0	1	32	14	46	113	27	140	14	2	16	160	43	203
P5	0	0	0	16	10	26	153	93	246	264	98	362	20	5	25	453	206	659
P4	2	0	2	38	39	77	112	86	198	134	65	199	8	4	12	294	194	488
P3	0	3	3	34	27	61	28	37	65	29	25	54	3	1	4	94	93	187
P2	1	10	11	17	27	44	11	12	23	14	11	25	0	0	0	43	60	103
P1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1
<b>Total</b>	3	13	16	107	103	210	345	246	591	580	237	817	56	14	70	1 091	613	1 704
<b>Percentage by bracket</b>	18.8	81.2	100.0	51.0	49.0	100.0	58.4	41.6	100.0	71.0	29.0	100.0	80.0	20.0	100.0	64.0	36.0	100.0
<b>Percentage of total</b>	0.9			12.3			34.7			48.0			4.1			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	4	1	5	3	2	5	6	0	6	0	0	0	13	3	16
B	1	1	2	8	8	16	42	19	61	18	10	28	2	0	2	71	38	109
C	0	0	0	9	4	13	42	30	72	47	17	64	1	1	2	99	52	151
D	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2
<b>Total</b>	1	1	2	21	13	34	88	52	140	71	27	98	3	1	4	184	94	278
<b>Percentage by bracket</b>	50.0	50.0	100.0	61.8	38.2	100.0	62.9	37.1	100.0	72.4	27.6	100.0	75.0	38.0	113.0	66.2	33.8	100.0
<b>Percentage of total</b>	0.7			12.2			50.4			35.3			1.4			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	0	0	0	9	13	22	38	48	86	57	83	140	0	1	1	104	145	249
G6	5	4	9	32	59	91	48	128	176	46	130	176	0	0	0	131	321	452
G5	4	25	29	49	135	184	47	181	228	68	199	267	0	4	4	168	544	712
G4	6	51	57	25	124	149	46	103	149	52	72	124	2	1	3	131	351	482
G3	3	10	13	30	8	38	67	13	80	67	8	75	0	0	0	167	39	206
G2	2	0	2	41	0	41	62	1	63	62	1	63	3	0	3	170	2	172
G1	1	0	1	8	1	9	27	4	31	33	0	33	0	0	0	69	5	74
<b>Total</b>	21	90	111	194	340	534	335	478	813	385	493	878	5	6	11	940	1 407	2 347
<b>Percentage by bracket</b>	18.9	81.1	100.0	36.3	63.7	100.0	41.2	58.8	100.0	43.8	56.2	100.0	45.5	54.5	100.0	40.1	59.9	100.0
<b>Percentage of total</b>	4.7			22.8			34.6			37.4			0.5			100.0		

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2005

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	424	0	245	669	167	0	92	259	102	0	68	170	81	0	123	204	39	0	79	118	10	0	26	36	9	0	59	68	832	0	692	1 524
Africa	135	91	150	376	78	89	68	235	22	2	73	97	24	8	78	110	14	0	63	77	5	0	38	43	3	0	19	22	281	190	489	960
The Americas	65	2	32	99	30	0	25	55	9	0	9	18	7	0	8	15	0	1	7	8	0	0	2	2	1	0	2	3	112	3	85	200
South-East Asia	61	22	79	162	28	3	47	78	18	0	81	99	7	1	36	44	6	6	49	61	0	1	10	11	1	0	18	19	121	33	320	474
Europe	76	36	123	235	19	0	17	36	13	0	17	30	10	0	12	22	5	0	13	18	1	0	8	9	0	0	6	6	124	36	196	356
Eastern Mediterranean	46	12	162	220	37	1	37	75	16	0	37	53	7	0	32	39	4	0	22	26	0	2	12	14	1	0	5	6	111	15	307	433
Western Pacific	61	1	84	146	31	0	51	82	18	0	34	52	5	0	32	37	6	0	36	42	1	0	17	18	1	0	4	5	123	1	258	382
<b>Total</b>	868	164	875	1 907	390	93	337	820	198	2	319	519	141	9	321	471	74	7	269	350	17	3	113	133	16	0	113	129	1 704	278	2 347	4 329
<b>Percentage by bracket</b>	45.5	8.6	45.9	100	47.6	11.3	41.9	100	38.2	0.4	61.4	100	29.9	1.9	68.2	100	21.1	2.0	76.9	100	12.8	2.2	85.0	100	12.4	0.0	87.6	100	39.4	6.4	54.2	100
<b>Percentage of total</b>	44.0				18.9				12.0				10.9				8.1				3.1				3.0				100.0			

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



**TABLE 10. APPOINTMENTS DURING YEAR 2005**

Region	Category	Total staff at 31 December 2005	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	832	55	48.7	47.3	45	39.8	51.1	13	11.5	46.2	113	48.7
	NPO	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
	GS	692	5	9.1	80	47	77.1	87.2	3	5.5	100	55	87.2
Africa	P	281	19	44.2	42.1	23	53.5	30.4	1	2.3	0	43	34.9
	NPO	190	7	63.6	14.3	4	36.4	25	0	0.0	0	11	18.2
	GS	489	3	6.5	66.7	43	81.2	46.5	0	0.0	0	46	47.8
The Americas	P	112	6	37.5	33.3	3	18.8	66.7	7	43.8	14.3	16	31.3
	NPO	3	1	100.0	100	0	0.0	0	0	0.0	0	1	0.0
	GS	85	1	50.0	100	1	50.0	100	0	0.0	0	2	100.0
South-East Asia	P	121	11	64.7	54.5	5	29.4	40	1	5.9	100	17	52.9
	NPO	33	2	40.0	50	3	60.0	0	0	0.0	0	5	20.0
	GS	320	2	8.7	0	21	91.3	38.1	0	0.0	0	23	34.8
Europe	P	124	9	33.3	11.1	18	66.7	61.1	0	0.0	0	27	44.4
	NPO	36	0	0.0	0	6	100.0	16.7	0	0.0	0	6	0.0
	GS	196	10	22.7	50	33	75.0	78.8	1	2.3	100	44	72.7
Eastern Mediterranean	P	111	5	55.6	60	4	44.4	25	0	0.0	0	9	44.4
	NPO	15	9	100.0	66.7	0	0.0	0	0	0.0	0	9	0.0
	GS	307	6	9.4	83.3	58	90.6	87.9	0	0.0	0	64	87.5
Western Pacific	P	123	13	92.9	30.8	1	7.1	0	0	0.0	0	14	28.6
	NPO	1	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
	GS	258	4	16.7	75	19	79.2	63.2	1	4.2	100	24	66.7
Total	P	1 704	118	49.4	42.4	99	41.4	46.5	22	9.2	36.4	239	43.5
	NPO	278	19	59.4	47.4	13	40.6	15.4	0	0.0	0.0	32	34.4
	GS	2 347	31	12.0	64.5	222	86.0	71.6	5	1.9	100	258	71.3
	All	4 329	168	31.8	47.0	334	63.1	62.0	27	5.1	48.2	529	56.5

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

**TABLE 11. STAFF RETIREMENT PROJECTIONS<sup>1</sup>**

Location	Category	Total staff at 31 December 2005	Staff due to retire							
			by 31 December 2006		by 31 December 2008		by 31 December 2010		by 31 December 2012	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	832	31	3.7	101	12.1	162	19.4	343	41.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	692	15	2.2	58	8.4	115	16.6	261	37.7
Africa	P	281	13	4.6	27	9.6	51	18.1	139	49.5
	NPO	190	2	1.1	11	5.8	25	13.2	65	34.2
	GS	489	10	2.0	41	8.4	70	14.3	194	39.7
The Americas	P	112	2	1.8	15	13.4	31	27.7	62	55.4
	NPO	3	0	0.0	0	0.0	0	0.0	0	0.0
	GS	85	1	1.2	7	8.2	14	16.5	34	40.0
South-East Asia	P	121	7	5.8	21	17.4	38	31.4	66	54.5
	NPO	33	0	0.0	3	9.1	4	12.1	11	33.3
	GS	320	5	1.6	32	10.0	45	14.1	115	35.9
Europe	P	124	2	1.6	5	4.0	14	11.3	43	34.7
	NPO	36	0	0.0	0	0.0	0	0.0	1	2.8
	GS	196	3	1.5	11	5.6	25	12.8	52	26.5
Eastern Mediterranean	P	111	3	2.7	12	10.8	23	20.7	52	46.8
	NPO	15	0	0.0	0	0.0	0	0.0	2	0.0
	GS	307	3	1.0	9	2.9	24	7.8	57	18.6
Western Pacific	P	123	2	1.6	12	9.8	25	20.3	55	44.7
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	258	4	1.6	17	6.6	35	13.6	81	31.4
Total	P	1 704	60	3.5	193	11.3	344	20.2	760	44.5
	NPO	278	2	0.7	14	5.0	29	10.4	79	28.4
	GS	2 347	41	1.7	175	7.5	328	14.0	794	33.8
	All	4 329	103	2.4	382	8.8	701	16.2	1 633	37.7

<sup>1</sup> Figures are cumulative. For example, the total number of professional staff due to retire on 31 December 2008 (193) includes those scheduled to retire on 31 December 2006 (60).

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

27

11

27

A59/35