



人力资源：年度报告

秘书处的报告

1. 本第九份年度报告提供截至 2007 年 12 月 31 日世卫组织人力资源概况完整数据，更新了向执行委员会第 122 届会议提交的报告¹。它包括下列详情：按主要地点和级别分列的职员配备全面情况；按性别分列的职员分布；地域代表性；职员的年龄概况，服务期限和更替；以及主要职业类别的人力分布。

职员配备情况

任用职类

2. 执委会第 120 届会议通过了 EB120 (1) 号决定，该决定涉及联合国大会确认国际公务员制度委员会的合同安排总框架。据此，自 2007 年 7 月 1 日起，世卫组织就以下三类职员任用采取了全新合同安排，即：继续任用，定期任用和临时任用。由此，自 2007 年 7 月 1 日生效起，得到终身/服务任用的职员与定期任用且不间断工作至少五年的在职职员经认可具有令人满意的绩效后，已经转为继续任用类。

3. 截至 2007 年 12 月 31 日，世卫组织一年至五年定期任用或继续任用（以下均称为“长期任用”）职员总数为 5253 名²。其中，1938 名（36.9%）为专业类职员，2932 名（55.8%）为一般事务类职员，383 名（7.3%）为国家专业类官员（见表 1）。与截至 2006 年 12 月 31 日的年度报告所报告的人数相比，长期任用的职员人数增加了 760 名（16.9%）³。

4. 除了长期任用的职员之外，有 2779 名临时任用的职员（包括顾问）。此类职员占职员总数的 34.6%，此数据证实了自 2004 年以来不断下降的趋势（见表 2）。

¹ 文件 EB122/24 Add.1 和 EB122/24 Add.1 Corr.1。

² 这一数字不包括泛美卫生组织和国际癌症研究机构的职员。

³ 文件 A60/35 和 A60/35 Corr.1。

性别分布

5. 自上次年度报告以来妇女在专业及以上职类中的占额百分比已经增加，从 36.4% 增至 37.7%（见图）。这只是任用妇女整体增长中的一部分，任用妇女总数已从 39.7% 增加至 46.1%（见表 10）。

6. 表 3 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。可看到，在 1938 名长期任用专业及以上职类职员中，1207 名（62.3%）为男职员，731 名（37.7%）为女职员。P.2 级和 P.3 级的妇女职员人数继续超过男职员。P.4 级妇女比例已从 41.5% 增加至 43.0%，P.5 级已从 30.7% 增至 31.5%，P.6/D.1 级已从 21.0% 增至 21.8%。自上次报告以来，D.2 级的妇女比例有所下降，从 28% 降至 24.0%，但是不叙级职位的妇女比例从 23.8% 增至 25.0%。

地域代表性

7. 截至 2007 年 12 月，104 个国家占额在其理想幅度之内（包括 4 个达到其幅度最高限额的国家）；40 个国家（包括 2 个准会员）为无额国，6 个国家为缺额国，45 个国家为超额国（见表 4）。表 5a 至 5f 提供按区域分列的各国占额状况的详情（数据不包括由其国籍资助职位的职员）。自截至 2006 年 12 月 31 日的年度报告以来，发生下列变化：

- 原来无额的 3 个国家（马绍尔群岛、塔吉克斯坦和东帝汶）现已达到其占额理想幅度；
- 原来无额的 1 个国家（新加坡）现为缺额国；
- 原来缺额的 4 个国家（奥地利、德国、美利坚合众国和越南）现已达到其占额幅度；
- 原来超额的 1 个国家（瑞典）现已降至其占额幅度；
- 原来达到其占额幅度的 3 个国家（巴哈马、老挝人民民主共和国和卢森堡）现为缺额国；
- 原来达到其占额幅度的 9 个国家（阿尔及利亚、贝宁、巴西、刚果民主共和国、芬兰、马来西亚、马里、南非和多哥）现为超额国。

8. 表 6 显示按任职地点和国籍区域分列的专业及以上职类职员分布信息。

职员的年龄、级别、服务期限和更替

9. 一半的专业及以上职类职员（50.0%）年龄在 50 岁或以上。在一般事务类，50 岁或以上年龄段的职员人数仍然最多（35.0%）。在国家专业类官员中，40 岁年龄段的职员人数最多（41.5%）（见表 7 和表 8）。

10. 一半工作人员（50.0%）服务不足 5 年。专业及以上职类职员的大约平均服务期限超过 7 年，一般事务类职员为 11 年（见表 9）。

11. 表 10 提供了 2007 年期间职员任用的数据。在专业职类中，有 310 名新任用的职员，其中 20 名（6.5%）为机构间调动，193 名（62.3%）由在职临时合同转正。

12. 根据目前的预测，在今后 5 年内退休的工作人员几乎占 15.4%，在今后 10 年内退休的人员超过 35.1%（见表 11）。

职业类别

13. 在专业及以上职类职员担任的职位中，过一半（50.5%）为“牙科、营养、医学、护理和兽医专业人员”类别。在这一类别中，91.2%为医学专业人员，0.9%为护理专业人员。第二大职业类别是“行政专业人员”，占 28.0%。在该类别中，18.3%的职位由行政官员担任；13.8%由计算机信息系统专业人员担任；12.3%由财务管理专业人员担任；10.9%由技术合作管理人员担任。（见表 12）。

卫生大会的行动

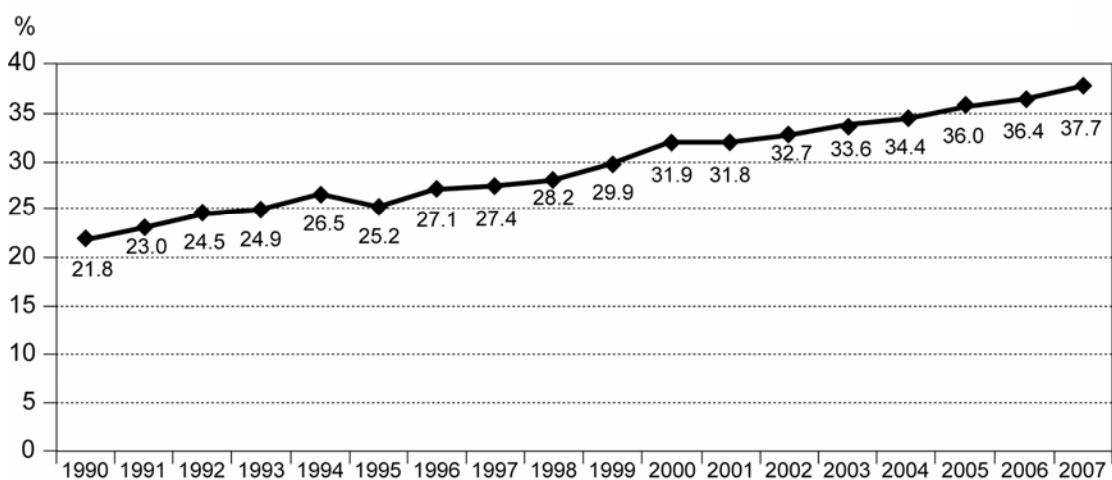
14. 请卫生大会注意本报告。

图表

15. 下述列示前面各段提及的图和表格，供参考：

图	1990年－2007年妇女在专业及以上职类占额百分比
表 1	2003年末、2005年末和2007年末按级别和主要工作地点列示的长期任用职员数目
表 2	2007年12月31日时长期和临时任用职员的数目
表 3	2007年12月31日时按组织地点、级别和性别分列的职员分布
表 4	2007年12月31日时按区域列示的不在占额幅度之内的国家一览表
表 5a-5f	2007年12月31日时各国占额情况
表 6	2007年12月31日时按任职地点和国籍区域分列的专业及以上职类职员总数
表 7	2007年12月31日时按年龄、性别和地点分列的职员情况
表 8	2007年12月31日时按级别和年龄（所有工作地点）分列的职员情况
表 9	2007年12月31日时按服务期限分列的职员情况
表 10	2007年期间的任用情况
表 11	职员退休预测
表 12	主要职业类别中专业及以上职类在职员额分布

**图. 1990年－2007年妇女
在专业及以上职类占额百分比**



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

	Staff numbers at 31 December 2003				Staff numbers at 31 December 2005				Staff numbers at 31 December 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	18	6	0	24
D2	43	6	3	52	39	6	2	47	40	7	3	50
D1/P6	72	37	43	152	94	37	49	180	109	45	52	206
P5	302	178	80	560	319	193	85	597	353	227	118	698
P4	144	151	96	391	188	154	100	442	280	219	110	609
P3	72	59	21	152	90	71	26	187	138	80	26	244
P2	22	54	18	94	28	47	18	93	25	57	16	98
P1	0	0	1	1	0	0	0	0	0	9	0	9
Total professional	658	491	262	1 411	771	514	280	1 565	963	650	325	1 938
National professional officers	0	14	162	176	0	27	218	245	0	94	289	383
Total general service	644	987	468	2 099	687	984	536	2 207	747	1 265	920	2 932
Grand total	1 302	1 492	892	3 686	1 458	1 525	1 034	4 017	1 710	2 009	1 534	5 253

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 31 DECEMBER 2007**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	963	329	102	137	147	125	135	1 938
National professional staff		232	4	36	49	36	26	383
General service staff	747	901	76	336	201	391	280	2 932
Total	1 710	1 462	182	509	397	552	441	5 253
Temporary appointments								
Professional staff	455	155	79	46	76	149	58	1 018
National professional staff		133	0	36	42	19	1	231
Consultants	221	17	65	1	0	23	2	329
General service staff	9	771	35	139	76	100	71	1 201
Total	685	1 076	179	222	194	291	132	2 779
Total number of staff	2 395	2 538	361	731	591	843	573	8 032

**TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 31 DECEMBER 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	9	16	25	59	79	138	122	158	280	223	130	353	82	27	109	31	9	40	13	5	18	539	424	963	56.0	44.0
Africa	0	0	0	26	14	40	28	18	46	76	26	102	83	22	105	25	8	33	1	1	2	1	0	1	240	89	329	72.9	27.1
The Americas	0	0	0	2	5	7	5	5	10	51	21	72	6	5	11	1	0	1	0	0	0	0	1	1	65	37	102	63.7	36.3
South-East Asia	0	0	0	1	2	3	5	4	9	24	11	35	47	20	67	16	4	20	1	1	2	1	0	1	95	42	137	69.3	30.7
Europe	3	5	8	5	11	16	6	12	18	27	22	49	31	17	48	5	1	6	0	1	1	1	0	1	78	69	147	53.1	46.9
Eastern Mediterranean	1	0	1	2	4	6	11	8	19	15	10	25	35	12	47	21	3	24	2	0	2	1	0	1	88	37	125	70.4	29.6
Western Pacific	0	0	0	0	1	1	2	2	4	32	14	46	53	14	67	11	2	13	3	0	3	1	0	1	102	33	135	75.6	24.4
Total	4	5	9	45	53	98	116	128	244	347	262	609	478	220	698	161	45	206	38	12	50	18	6	24	1 207	731	1 938	62.3	37.7
Percentage by grade	44.4	55.6	100	45.9	54.1	100	47.5	52.5	100	57.0	43.0	100	68.5	31.5	100	78.2	21.8	100	76.0	24.0	100	75.0	25.0	100	62.3	37.7	100		
Percentage of total			0.5			5.1			12.6			31.4			36.0			10.6			2.6			1.2			100		

National professional officers

Location	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	4	1	5	57	17	74	93	58	151	1	1	2	155	77	232	66.8	33.2
The Americas	0	1	1	0	0	0	0	3	3	0	0	0	0	4	4	0.0	100.0
South-East Asia	3	0	3	5	1	6	24	3	27	0	0	0	32	4	36	88.9	11.1
Europe	5	4	9	11	19	30	9	1	10	0	0	0	25	24	49	51.0	49.0
Eastern Mediterranean	0	0	0	19	15	34	2	0	2	0	0	0	21	15	36	58.3	41.7
Western Pacific	1	4	5	4	6	10	4	6	10	1	0	1	10	16	26	38.5	0.0
Total	13	10	23	96	58	154	132	71	203	2	1	3	243	140	383	63.4	36.6
Percentage by grade	56.5	43.5	100	62.3	37.7	100	65.0	35.0	100	66.7	33.3	100	63.4	36.6	100		
Percentage of total			6.0			40.2			53.0			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	24	9	33	39	154	193	60	252	312	44	138	182	7	18	25	175	572	747	23.4	76.6		
Africa	80	23	103	163	3	166	87	12	99	35	61	96	29	122	151	52	101	153	69	64	133	515	386	901	57.2	42.8		
The Americas	0	0	0	0	0	0	0	0	0	5	13	18	3	19	22	5	24	29	1	6	7	14	62	76	18.4	81.6		
South-East Asia	10	1	11	56	0	56	32	9	41	31	41	72	44	33	77	26	10	36	30	13	43	229	107	336	68.2	31.8		
Europe	0	0	0	16	0	16	6	5	11	11	23	34	14	99	113	5	15	20	2	5	7	54	147	201	26.9	73.1		
Eastern Mediterranean	22	2	24	47	0	47	32	5	37	22	81	103	29	70	99	24	27	51	6	24	30	182	209	391	46.5	53.6		
Western Pacific	3	2	5	16	0	16	24	6	30	8	50	58	8	75	83	16	48	64	7	17	24	82	198	280	29.3	70.3		
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	98.5	1.5	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 31 DECEMBER 2007

(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Comoros Lesotho Seychelles		–	Algeria Benin Burkina Faso Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya	Malawi Mali Nigeria Rwanda Senegal South Africa Togo 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	–	Brazil Canada Colombia	
South-East Asia	–		–	India Myanmar	Sri Lanka Thailand
Europe	Andorra Bosnia and Herzegovina Luxembourg Monaco	Montenegro San Marino The former Yugoslav Republic of Macedonia Uzbekistan	Israel	Belgium Denmark Finland France Ireland Italy	Netherlands Russian Federation 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 Lao People's Democratic Republic 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 31 DECEMBER 2007

African Region

Country	Range	Staff by grade and sex												All professional staff						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Algeria	2-10			1	1	2	2	3		2							8	3	11	
Angola	1-8			2		2		1		1			1				7	0	7	
Benin	1-8			1		5		1	2	2							9	2	11	
Botswana	1-8		1					1	1								2	1	3	
Burkina Faso	1-8		1	1	3	2	2	1	4		2						12	4	16	
Burundi	1-8					1	1	3	2	1							5	3	8	
Cameroon	1-8		1	2	3		2	2	4	1		1					10	6	14	
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	0	1							12	0	12	
Côte d'Ivoire	1-8		1		3	1		4	2		1						9	3	12	
Democratic Republic of the Congo	2-12		1	1		6	1	5			1	2					12	3	15	
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	2	1		1									3	2	5	
Gambia	1-8		2			2		2		1							7	0	7	
Ghana	1-8		1		1	2	4	3	2	2			1				9	7	16	
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	3	4	3	2	2						10	10	20	

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	
Lesotho	1-8																		0	0	0
Liberia	1-8				1		1			1									2	1	3
Madagascar	1-8			1	1		2	3											4	3	7
Malawi	1-8						2	1	5	1									7	2	9
Mali	1-8						4	1	4		1			1					9	2	11
Mauritania	1-8			1			2		3										6	0	6
Mauritius	1-8			1	0	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	2	1	3		1								6	2	8
Nigeria	4-14			1		2	5	1	5	2	3	1							16	4	20
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	1	2	2	4	4	1		2					8	9	17
Seychelles	1-7																		0	0	0
Sierra Leone	1-8						1	2	1										2	2	4
South Africa	4-11						1	2	8	2		1				1			9	6	15
Swaziland	1-7			1															1	0	1
Togo	1-8					2	3		2		2								9	0	9
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	2	3	1	2								9	5	14
Total – African Region		0	0	24	13	30	16	83	36	106	29	30	10	3	3	2	1	276	108	384	

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2007

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		4	1	2				1		1			6	4	10	
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				3	3	8	7	3	4	1	1					15	15	30	
Canada	19-26		1		1	4	3	7	3	7	5	3	1	1	1		23	14	37	
Chile	2-9			1		1	1	3		1							3	5	8	
Colombia	3-10				1	6	4	2	1	1							9	6	15	
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					2	1										2	1	3	
Grenada	1-7																0	0	0	
Guatemala	1-8				1	1		2									4	0	4	
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	2	1	1		1		1			6	5	11	
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	M	F	Total
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						2		1	1							1	3	4	
United States of America	142-193			3	13	9	16	27	39	24	13	2	2	2	2	2	87	65	152	
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	1	3	6	20	20	66	59	64	44	26	4	6	2	3	1	190	135	325

* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2007

South-East Asia Region

Country	Range	Staff by grade and sex														All professional staff				
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Bangladesh	4-14			1		3		2	0	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	9	2	6	9	12	7	5		1		1	35	22	57	
Indonesia	7-14					1		2		2	4		1	1			5	6	11	
Maldives	1-7							1				1					2	0	2	
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	10	3	17	16	27	18	16	4	3	1	1	78	46	124	

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 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					1		2		2		2						4	3	7
Azerbaijan	1-8					1		2										3	0	3
Belarus	1-8									1								1	0	1
Belgium	9-15					2		6	5	5	4	6		2				19	11	30
Bosnia and Herzegovina	1-8																	0	0	0
Bulgaria	1-8					1		2	2		1							3	3	6
Croatia	1-8					1	2		1	1								2	3	5
Cyprus	1-7									1								1	0	1
Czech Republic	2-9							1	1	2								3	1	4
Denmark	6-12			1	1	1	3	3	1	4		4		1				13	6	19
Estonia	1-8									1		1						2	0	2
Finland	4-11					1		2	3	3	3							5	7	12
France	42-58			1	3	8	11	13	7	24	10	6	5	1		1	1	57	35	92
Georgia	1-8									1	1	1		1				2	2	4
Germany	63-86	2				2	8	11	8	21	12	2				1		40	27	67
Greece	4-11								1	3								3	1	4
Hungary	1-8							1	1	1		1						3	1	4
Iceland	1-7											1						1	0	1
Ireland	3-9					3	1	4	2	2	2	1	2	2				10	9	19
Israel	3-10											2						0	2	2
Italy	34-47					1	2	3	7	7	24	4	7	5				46	14	60
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	2	7	4	16	4	5	1	1				30	12	42	
Norway	5-12			1		1	1	3		2	1						2	7	9	
Poland	4-11						1		4	2							5	2	7	
Portugal	4-10					1		2	2								2	3	5	
Republic of Moldova	1-8					1		1									0	2	2	
Romania	1-8					1		1		1							0	3	3	
Russian Federation	12-19			2		1	7	1	7	1	1			1			16	5	21	
San Marino	1-7																0	0	0	
Serbia	1-8							1		1							0	2	2	
Slovakia	1-8					1	1	1	1								3	1	4	
Slovenia	1-8									1							0	1	1	
Spain	18-26		1		1	1	1	5	4	4	1	2		1			7	14	21	
Sweden	8-14					2		2	4	4			1		1		6	8	14	
Switzerland	9-16			1	2	7	3	3	4	5	3		1				16	13	29	
Tajikistan	1-8					1											0	1	1	
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	2	2		3	6	9	11	11	13	14	6	2	5	3	1	44	44	88	
Uzbekistan	1-10																0	0	0	
Total – European Region		4	3	4	20	33	60	85	82	156	80	49	11	17	6	4	2	352	264	616

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 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										1		1						0	2	2
Djibouti	1-7									1		1							2	0	2
Egypt	3-12			1	3	2	1	2	5	2	4								7	13	20
Iran (Islamic Republic of)	4-12					1		2		4	2								7	2	9
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	1	2	1	1	4		1						4	7	11
Libyan Arab Jamahiriya	1-8											1							1	0	1
Morocco	1-10							2		2		4							8	0	8
Oman	1-8																		0	0	0
Pakistan	5-14							3		7		2							12	0	12
Qatar	1-7																		0	0	0
Saudi Arabia	5-11							1				1			1				2	1	3
Somalia	1-8							1	3	1		1		1					5	1	6
Sudan	1-10					2		1	2	6		3							12	2	14
Syrian Arab Republic	1-8							1	3	1		1							4	1	5
Tunisia	1-8					1	2		3	1		4							6	5	11
United Arab Emirates	2-8																		0	0	0
Yemen	1-8							2				2							4	0	4
Total – Eastern Mediterranean Region		0	0	1	3	10	4	17	16	33	11	23	3	1	0	2	0		87	37	124

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2007

Western Pacific Region

Country	Range	Staff by grade and sex												All professional staff										
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total				
		M	F	M	F	M	F	M	F	M	F	M	F	M	F									
Australia	12-19		1		1		2		8	5		7	7		3	2		2		1		23	16	39
Brunei Darussalam	1-7																					0	0	0
Cambodia	1-8							1			1											2	0	2
China	40-55						2		2	3		7	3		2					1	1	12	9	21
Cook Islands	1-7																					0	0	0
Fiji	1-7										1											1	0	1
Japan	121-166					1	4		7	5		11	4		2			1	1	2		24	14	38
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						1															0	1	1
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						2			2		3	4					1				6	6	12
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	8		3	3		1		1	2	1		14	14	28
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	1	3	3	10	16	29	26	36	19	10	5	5	1	4	1	98	71	169	

* 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 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	97	10.1	205	21.3	56	5.8	463	48.1	34	3.5	108	11.2	963	100.0
Africa	288	87.5	12	3.6	5	1.5	22	6.7	2	0.6	0	0.0	329	100.0
The Americas	1	1.0	86	84.3	0	0.0	14	13.7	0	0.0	1	1.0	102	100.0
South-East Asia	2	1.5	22	16.1	64	46.7	33	24.1	2	1.5	14	10.2	137	100.0
Europe	1	0.7	13	8.8	3	2.0	125	85.0	0	0.0	5	3.4	147	100.0
Eastern Mediterranean	5	4.2	12	9.6	2	1.6	16	12.8	86	68.8	4	3.2	125	100.0
Western Pacific	3	2.3	28	20.7	10	7.4	39	28.9	1	0.7	54	40.0	135	100.0
Total	397	20.3	378	19.5	140	7.2	712	36.7	125	6.4	186	9.6	1 938	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	97	24.4	205	54.2	56	40.0	463	66.6	34	22.8	108	58.1	963	49.7
Africa	288	72.5	12	3.2	5	3.6	22	3.1	2	2.8	0	0.0	329	17.0
The Americas	1	0.3	86	22.8	0	0.0	14	2.0	0	0.0	1	0.5	102	5.3
South-East Asia	2	0.5	22	5.8	64	45.7	33	4.6	2	1.6	14	7.5	137	7.3
Europe	1	0.3	13	2.9	3	2.1	125	17.6	0	0.0	5	2.7	147	6.0
Eastern Mediterranean	5	1.3	12	3.4	2	1.4	16	2.2	86	68.8	4	2.2	125	6.9
Western Pacific	3	0.8	28	7.4	10	7.1	39	5.5	1	0.8	54	29.0	135	7.2
Total	397	100.0	378	100.0	140	100.0	712	100.0	125	100.0	186	100.0	1 938	100.0

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 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	2	0	2	79	115	194	180	163	343	251	133	384	27	13	40	539	424	963
Africa	0	1	1	10	8	18	69	37	106	147	39	186	14	4	18	240	89	329
The Americas	0	0	0	1	2	3	21	16	37	37	13	50	6	6	12	65	37	102
South-East Asia	0	0	0	8	7	15	29	13	42	51	18	69	7	4	11	95	42	137
Europe	0	4	4	16	17	33	26	29	55	33	16	49	3	3	6	78	69	147
Eastern Mediterranean	1	0	1	5	3	8	24	18	42	51	15	66	7	1	8	88	37	125
Western Pacific	0	0	0	7	4	11	39	16	55	53	11	64	3	2	5	102	33	135
Total	3	5	8	126	156	282	388	292	680	623	245	868	67	33	100	1 207	731	1 938
Percentage by bracket	37.5	62.5	100.0	44.7	55.3	100.0	57.1	42.9	100.0	71.8	28.2	100.0	67.0	33.0	100.0	62.3	37.7	100.0
Percentage of total	0.4			14.6			35.1			44.8			5.2			100.0		

National professional officers

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Africa	0	1	1	20	6	26	56	34	90	76	28	104	3	9	11	155	77	232
The Americas	0	0	0	0	0	0	0	3	3	0	1	1	0	0	0	0	4	4
South-East Asia	1	0	0	1	1	2	13	3	16	16	0	16	1	0	1	32	4	36
Europe	0	1	1	13	7	20	9	11	20	3	5	8	0	0	0	25	24	49
Eastern Mediterranean	0	0	1	3	2	5	9	10	19	9	3	12	0	0	0	21	15	36
Western Pacific	0	0	0	1	5	6	5	6	11	4	4	8	0	1	1	10	16	26
Total	1	2	3	38	21	59	92	67	159	108	41	149	4	9	13	243	140	383
Percentage by bracket	33.3	66.7	100.0	64.4	35.6	100.0	57.9	42.1	100.0	72.5	27.5	100.0	30.8	69.2	100.0	63.4	36.6	100.0
Percentage of total	0.8			15.4			41.5			38.9			3.4			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	3	19	22	41	132	173	61	178	239	66	232	298	4	11	15	175	572	747
Africa	8	17	25	92	132	224	211	136	347	189	95	284	15	6	21	515	386	901
The Americas	1	0	1	4	7	11	5	18	23	3	36	39	1	1	2	14	62	76
South-East Asia	6	9	15	60	35	95	67	30	97	91	33	124	5	0	5	229	107	336
Europe	3	8	11	20	50	70	16	41	57	15	46	61	0	2	2	54	147	201
Eastern Mediterranean	11	31	42	63	71	134	63	67	130	42	40	82	3	0	3	182	209	391
Western Pacific	10	21	31	18	54	72	24	61	85	29	60	89	1	2	3	82	198	280
Total	42	105	147	298	481	779	447	531	978	435	542	977	29	22	51	1 251	1 681	2 932
Percentage by bracket	28.6	71.4	100.0	38.3	61.7	100.0	45.7	54.3	100.0	44.5	55.5	100.0	56.9	43.1	100.0	42.7	57.3	100.0
Percentage of total			5.0			26.6			33.4			33.3			1.7			100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 DECEMBER 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	5	1	6	8	3	11	5	2	7	18	6	24
D2	0	0	0	0	0	0	7	3	10	28	9	37	3	0	3	38	12	50
D1/P6	0	0	0	4	0	4	24	14	38	114	25	139	19	6	25	161	45	206
P5	0	0	0	16	12	28	150	93	243	287	103	390	25	12	37	478	220	698
P4	0	0	0	48	55	103	152	128	280	137	68	205	10	11	21	347	262	609
P3	1	0	1	43	67	110	34	31	65	34	29	63	4	1	5	116	128	244
P2	1	2	3	12	20	32	16	22	38	15	8	23	1	1	2	45	53	98
P1	1	3	4	3	2	5	0	0	0	0	0	0	0	0	0	4	5	9
Total	3	5	8	126	156	282	388	292	680	623	245	868	67	33	100	1 207	731	1 938
Percentage by bracket	37.5	62.5	100.0	44.7	55.3	100.0	57.1	42.9	100.0	71.8	28.2	100.0	67.0	33.0	100.0	62.3	37.7	100.0
Percentage of total	0.4			14.6			35.1			44.8			5.2			100.0		

National professional officers

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
A	0	0	0	5	2	7	4	2	6	4	5	9	0	1	1	13	10	23
B	1	2	3	20	12	32	41	27	68	33	16	49	1	1	2	96	58	154
C	0	0	0	13	7	20	46	37	83	70	20	90	3	7	10	132	71	203
D	0	0	0	0	0	0	1	1	2	1	0	1	0	0	0	2	1	3
Total	1	2	3	38	21	59	92	67	159	108	41	149	4	9	13	243	140	383
Percentage by bracket	33.3	66.7	100.0	64.4	35.6	100.0	57.9	42.1	100.0	72.5	27.5	100.0	30.8	69.2	100.0	63.4	36.6	100.0
Percentage of total	0.8			15.4			41.5			38.9			3.4			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	1	2	3	23	19	42	44	41	85	52	85	137	2	0	2	122	147	269
G6	11	7	18	51	78	129	57	128	185	49	144	193	4	6	10	172	363	535
G5	9	34	43	59	188	247	55	222	277	60	213	273	4	13	17	187	670	857
G4	9	55	64	32	172	204	50	109	159	55	84	139	5	3	8	151	423	574
G3	4	5	9	43	11	54	75	21	96	81	9	90	2	0	2	205	46	251
G2	4	1	5	61	0	61	124	1	125	102	2	104	8	0	8	299	4	303
G1	4	1	5	29	13	42	42	9	51	36	5	41	4	0	4	115	28	143
Total	42	105	147	298	481	779	447	531	978	435	542	977	29	22	51	1 251	1 681	2 932
Percentage by bracket	28.6	71.4	100.0	38.3	61.7	100.0	45.7	54.3	100.0	44.5	55.5	100.0	56.9	43.1	100.0	42.7	57.3	100.0
Percentage of total	5.0			26.6			33.4			33.3			1.7			100.0		

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 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	502	1	300	803	233	0	153	386	76	0	34	110	90	0	122	212	43	0	62	105	15	0	39	54	4	0	37	41	963	1	747	1 711
Africa	149	110	545	804	108	113	88	309	22	0	62	84	27	8	74	109	12	0	69	81	10	1	40	51	1	0	23	24	329	232	901	1 462
The Americas	46	3	16	65	34	0	27	61	14	0	13	27	6	0	8	14	1	1	5	7	0	0	5	5	1	0	2	3	102	4	76	182
South-East Asia	70	24	97	191	37	5	57	99	20	1	52	73	5	1	60	66	5	4	47	56	0	1	11	12	0	0	12	12	137	36	336	509
Europe	98	36	127	261	21	13	28	62	8	0	13	21	13	0	10	23	3	0	10	13	4	0	11	15	0	0	2	2	147	49	201	397
Eastern Mediterranean	49	26	236	311	46	5	49	100	15	0	29	44	6	1	35	42	7	1	22	30	1	1	13	15	1	1	7	9	125	35	391	551
Western Pacific	64	15	110	189	42	1	62	105	15	2	29	46	6	1	34	41	5	3	25	33	2	4	18	24	1	0	2	3	135	26	280	441
Total	978	215	1 431	2 624	521	137	464	1 122	170	3	232	405	153	11	343	507	76	9	240	325	32	7	137	176	8	1	85	94	1 938	383	2 932	5 253
Percentage by bracket	37.3	8.2	54.5	100	46.4	12.2	41.4	100	42.0	0.7	57.3	100	30.2	2.2	67.7	100	23.4	2.8	73.8	100	18.2	4.0	77.8	100	8.5	1.1	90.4	100	36.9	7.3	55.8	100
Percentage of total				50.0				21.4				7.7				9.7				6.2				3.4				1.8				100

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

TABLE 10. APPOINTMENTS DURING YEAR 2007

Location	Category	Total staff at 31 December 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	963	46	24.3	37.0	131	69.3	55.7	12	6.3	41.7	189	50.3
	NPO	0	0	0.0	0.0	1	100.0	0.0	0	0.0	0.0	1	0.0
	GS	747	7	6.8	71.4	95	92.2	72.6	1	100.0	100.0	103	72.8
Africa	P	329	10	25.0	60.0	28	70.0	21.4	2	5.0	0.0	40	30.0
	NPO	232	10	31.3	30.0	22	68.8	40.9	0	0.0	0.0	32	37.5
	GS	901	43	17.6	51.2	201	82.0	45.3	1	0.4	100.0	245	46.6
The Americas	P	102	1	16.7	0.0	2	33.3	50.0	3	50.0	0.0	6	16.7
	NPO	4	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	76	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
South-East Asia	P	137	10	71.4	50.0	3	21.4	66.7	1	7.1	0.0	14	50.0
	NPO	36	5	83.3	0.0	1	16.7	0.0	0	0.0	0.0	6	0.0
	GS	336	2	11.1	50.0	16	88.9	31.3	0	0.0	0.0	18	33.4
Europe	P	147	14	48.3	42.9	13	44.8	61.5	2	6.9	0.0	29	48.3
	NPO	49	4	40.0	25.0	6	60.0	66.7	0	0.0	0.0	10	50.0
	GS	201	7	35.0	100.0	12	60.0	41.7	1	5.0	0.0	20	60.0
Eastern Mediterranean	P	125	2	22.2	50.0	7	77.8	42.9	0	0.0	0.0	9	44.5
	NPO	36	4	44.4	75.0	5	55.6	40.0	0	0.0	0.0	9	55.6
	GS	391	8	12.1	75.0	58	87.9	44.8	0	0.0	0.0	66	48.5
Western Pacific	P	135	14	60.9	21.4	9	39.1	66.7	0	0.0	0.0	23	39.1
	NPO	26	5	100.0	60.0	0	0.0	0.0	0	0.0	0.0	5	60.0
	GS	280	16	41.0	62.5	23	59.0	52.2	0	0.0	0.0	39	56.4
Total	P	1 938	97	31.3	40.2	193	62.3	51.3	20	6.5	25.0	310	46.1
	NPO	383	28	44.4	35.7	35	55.6	42.9	0	0.0	0.0	63	39.7
	GS	2 932	83	16.9	61.4	405	82.5	51.4	3	0.6	66.7	491	53.2
	All	5 253	208	24.1	48.1	633	73.3	50.9	23	2.7	30.4	864	49.7

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

TABLE 11. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 31 December 2007	Staff due to retire							
			by 31 December 2008		by 31 December 2010		by 31 December 2012		by 31 December 2017	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	963	34	3.5	94	9.8	167	17.3	354	36.8
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	747	22	2.9	69	9.2	113	15.1	277	37.1
Africa	P	329	8	2.4	32	9.7	62	18.8	164	49.8
	NPO	232	6	2.6	21	9.1	39	16.8	92	39.7
	GS	901	23	2.6	59	6.5	112	12.4	266	29.5
The Americas	P	102	10	9.8	22	21.6	29	28.4	54	52.9
	NPO	4	0	0.0	0	0.0	0	0.0	1	25.0
	GS	76	2	2.6	10	13.2	19	25.0	38	50.0
South-East Asia	P	137	6	4.4	23	16.8	39	28.5	71	51.8
	NPO	36	2	5.6	3	8.3	6	16.7	16	44.4
	GS	336	13	3.9	25	7.4	48	14.3	116	34.5
Europe	P	147	1	0.7	9	6.1	22	15.0	47	32.0
	NPO	49	0	0.0	0	0.0	0	0.0	7	14.3
	GS	201	4	2.0	15	7.5	22	10.9	56	27.9
Eastern Mediterranean	P	125	5	4.0	17	13.6	30	24.0	65	52.0
	NPO	36	0	0.0	0	0.0	1	0.0	7	0.0
	GS	391	3	0.8	18	4.6	30	7.7	71	18.2
Western Pacific	P	135	4	3.0	16	11.9	31	23.0	57	42.2
	NPO	26	0	0.0	4	0.0	7	0.0	8	0.0
	GS	280	5	1.8	19	6.8	31	11.1	79	28.2
Total	P	1 938	68	3.5	213	11.0	38	19.6	812	41.9
	NPO	383	8	2.1	28	7.3	53	13.8	131	34.2
	GS	2 932	72	2.5	215	7.3	375	12.8	903	30.8
	All	5 253	148	2.8	456	8.7	808	15.4	1 846	35.1

¹ Figures are cumulative. For example, the total number of professional staff due to retire by 31 December 2010 (213) includes those scheduled to retire by 31 December 2008 (68).

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	%	%		%
1.A.	Administrative specialists		1.A.	Administrative specialists	28.0
1.B	Architects, engineers	1.1	1.A.	Administrative (general)	4.5
1.C	Archivists, curators, information specialists and librarians	1.1	1.A.01.	Financial management specialists	12.3
1.D	Artists	0.1	1.A.02.	Management and programme analysts	8.5
1.E	Economists	2.0	1.A.03.	Building services administrators	3.4
1.F	Education specialists	0.6	1.A.04.	Meetings services administrators	0.4
1.G	Jurists	0.9	1.A.05.	Computer information systems specialists	13.8
1.H	Life scientists	4.3	1.A.06.	Human resources management specialists	7.4
			1.A.07.	Printing services specialists	0
			1.A.08.	Public information specialists	9.8
			1.A.09.	Purchasing and contracting specialists	2.3
			1.A.10.	Representation and protocol specialists	4.9
			1.A.11.	Technical cooperation administrators	10.9
			1.A.12.	Administrative officers	18.3
			1.A.21.	Auditors	2.1
			1.A.22.	Hospital administrators	0.4
			1.A.23.	Records and documents administrators	0.9
1.I.	Dental, nutrition, medical, nursing and veterinary specialists	50.5	1.I.	Dental, nutrition, medical, nursing and veterinary specialists	100.0
1.J.	Physical scientists	0.2	1.I.	Medical specialists (general)	1.1
1.K.	Sales and marketing specialists	0.1	1.I.01.	Dentists	0.2
1.L.	Social scientists	3.0	1.I.02.	Dieticians and nutritionists	1.5
1.M.	Statisticians and mathematicians	1.4	1.I.03.	Medical specialists	91.2
1.N.	Transportation specialists	0.1	1.I.03.	Medical specialists	100.0
1.O.	Writers, translators, interpreters	3.7	1.I.03.	Medical specialists	9.6
1.P.	Professional, managerial and technical specialists for which no job family exists	1.1	1.I.03.a.	Anaesthesiologists	0.1
1.R.	Environmental specialists	0.9	1.I.03.b.	Epidemiologists	19.1
1.S.	Relief specialists	0.9	1.I.03.d.	General practitioners	0.3
1.T.	Electronic communications specialists	0.1	1.I.03.e.	Haematologists and blood transfusion specialists	0.5
1.U.	Cultural development specialists	0.0	1.I.03.f.	Neurologists	0.1
			1.I.03.g.	Family health specialists	5.2
			1.I.03.h.	Ophthalmologists	0.3
			1.I.03.i.	Immunologists	1.9
			1.I.03.k.	Noncommunicable disease specialists	1.9
			1.I.03.l.	Geriatricians	0.0
			1.I.03.m.	Mental health specialists	1.4
			1.I.03.n.	Public health specialists	40.2
			1.I.03.o.	Radiologists	0.0
			1.I.03.q.	Traditional medicine specialists	0.5
			1.I.03.s.	Communicable disease specialists	18.0
			1.I.03.t.	Occupational health specialists	0.9

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.