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## **Human resources: annual report**

### **Report by the Secretariat**

1. This ninth annual report provides complete data on the human resources profile in WHO as at 31 December 2007, updating the report submitted to the Executive Board at its 122nd session.<sup>1</sup> It includes details on the following: the overall staffing situation by main location and grade; the distribution of staff by sex; geographical representation; the age profile, length of service and turnover of staff; and the distribution of the workforce across the main occupational groups.

#### **STAFFING PROFILE**

##### **Appointment categories**

2. 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 for contractual arrangements. 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.

3. At 31 December 2007, WHO had a total of 5253 staff members on either fixed-term appointments of one to five years or on continuing appointments (both referred to hereafter as "long-term appointments").<sup>2</sup> Of these, 1938 (36.9%) were in the professional category, 2932 (55.8%) in the general service category and 383 (7.3%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 760 (16.9%) compared with the number reported in the annual report at 31 December 2006.<sup>3</sup>

4. In addition to staff holding long-term appointments, there were 2779 temporary appointments (including consultants). Such staff represent 34.6% of the total staff, a figure that confirms the decreasing trend observed since 2004 (see Table 2).

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<sup>1</sup> Documents EB122/24 Add.1 and EB122/24 Add.1 Corr.1.

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

<sup>3</sup> Documents A60/35 and A60/35 Corr.1.

## Gender distribution

5. The percentage of women in the professional and higher categories has increased since the last annual report, rising from 36.4% to 37.7% (see Figure). This is part of a general increase in appointments of women, which have risen from 39.7% to 46.1% (see Table 10).

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 1938 staff members on long-term appointments in the professional and higher categories, 1207 (62.3%) are men and 731 (37.7%) are women. Women continue to outnumber men at grades P.2 and P.3. The proportion of women has increased from 41.5% to 43.0% at grade P.4, from 30.7% to 31.5% at grade P.5, and from 21.0% to 21.8% at the P.6/D.1 level. At the D2 level the proportion of women has declined since the last report from 28.0% to 24.0%; however, it has increased at the ungraded level, rising from 23.8% to 25.0%.

## Geographical representation

7. As of December 2007, 104 countries were within their desirable range of representation (including four at the top of their range); 40 countries (including two Associate Members) were unrepresented, 6 were underrepresented and 45 were overrepresented (see Table 4). Tables 5a to 5f give details of the status of representation of countries, by region (the data exclude staff in posts funded by the country of their nationality). The following changes have taken place since the annual report as at 31 December 2006:

- three countries that were unrepresented are now within their desirable range of representation (Marshall Islands, Tajikistan and Timor-Leste);
- one country that was unrepresented is now underrepresented (Singapore);
- four countries that were underrepresented are now within their range of representation (Austria, Germany, United States of America and Viet Nam);
- one country that was overrepresented is now within its range of representation (Sweden);
- three countries that were previously within their range of representation are now unrepresented (Bahamas, Lao People's Democratic Republic and Luxembourg);
- nine countries that were within their range of representation are now overrepresented (Algeria, Benin, Brazil, Democratic Republic of the Congo, Finland, Malaysia, Mali, South Africa and Togo).

8. 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

9. Half the staff in the professional and higher categories (50.0%) are aged 50 or more. In the general service category, staff aged 50 or more continue to represent the largest age group (35.0%), whereas in the national professional officer category, staff in their forties represent the largest age group (41.5%) (see Tables 7 and 8).

10. Half the workforce (50.0%) has less than five years of service. The approximate average length of service is more than seven years for staff in the professional and higher categories and 11 years for staff in the general service category (see Table 9).

11. Table 10 provides data on staff appointments during 2007. In the professional category, there were 310 new appointments, of which 20 (6.5%) were interagency transfers, and 193 (62.3%) were conversions of existing temporary contracts.

12. According to current projections, almost 15.4% of the workforce is due to retire within the next five years and over 35.1% within the next 10 years (see Table 11).

### **Occupational groups**

13. Over half the posts held by staff in the professional and higher categories (50.5%) are in the category “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 91.2% are Medical specialists and 0.9% are Nursing specialists. The second largest occupational group is that of “Administrative specialists”, which accounts for 28.0%. In that group, 18.3% of posts are held by Administrative officers; 13.8% by Computer information systems specialists; 12.3% by Financial management specialists and 10.9% by Technical cooperation administrators. (see Table 12).

### **ACTION BY THE HEALTH ASSEMBLY**

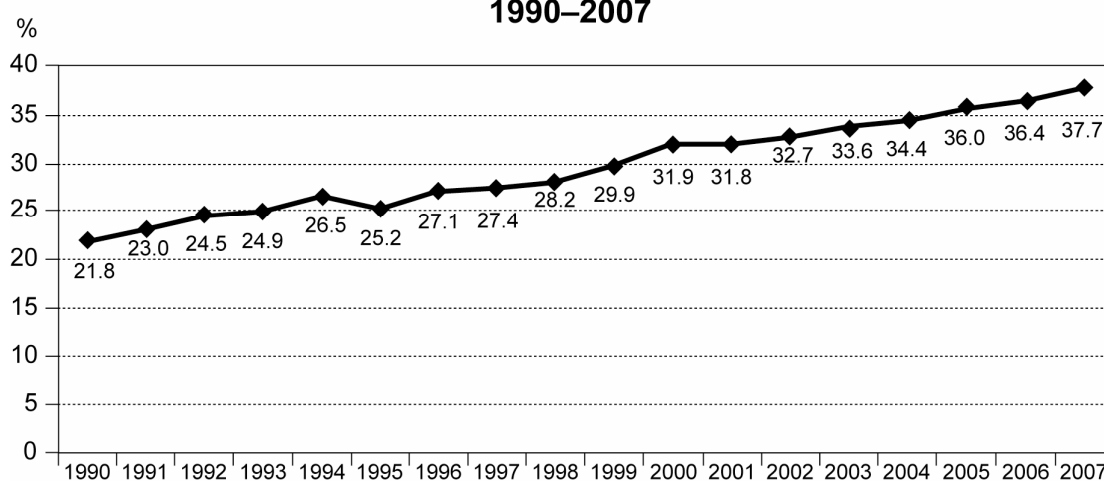
14. The Health Assembly is invited to note the report.

## FIGURE AND TABLES

15. 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, 1990–2007
Table 1	Number of staff holding long-term appointments by grade and main location at year end 2003, 2005 and 2007
Table 2	Number of staff holding long-term and temporary appointments as at 31 December 2007
Table 3	Distribution of staff by organizational location, grade and sex as at 31 December 2007
Table 4	Summary of countries not within range by region as at 31 December 2007
Tables 5a–5f	Status of representation of countries as at 31 December 2007
Table 6	Total staff in the professional and higher categories by location of assignment and region of nationality as at 31 December 2007
Table 7	Staff by age, sex and location as at 31 December 2007
Table 8	Staff by grade and age (all locations) as at 31 December 2007
Table 9	Staff by length of service as at 31 December 2007
Table 10	Appointments during year 2007
Table 11	Staff retirement projections
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

### PERCENTAGE OF WOMEN IN THE PROFESSIONAL AND HIGHER CATEGORIES, 1990–2007



WHO 08.03

**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION  
AT YEAR END 2003, 2005 AND 2007<sup>1</sup>**

	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
<b>Grand total</b>	1 302	1 492	892	3 686	1 458	1 525	1 034	4 017	1 710	2 009	1 534	5 253

<sup>1</sup> 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
<b>Long-term appointments</b>								
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
<b>Total</b>	<b>1 710</b>	<b>1 462</b>	<b>182</b>	<b>509</b>	<b>397</b>	<b>552</b>	<b>441</b>	<b>5 253</b>
<b>Temporary appointments</b>								
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
<b>Total</b>	<b>685</b>	<b>1 076</b>	<b>179</b>	<b>222</b>	<b>194</b>	<b>291</b>	<b>132</b>	<b>2 779</b>
<b>Total number of staff</b>	<b>2 395</b>	<b>2 538</b>	<b>361</b>	<b>731</b>	<b>591</b>	<b>843</b>	<b>573</b>	<b>8 032</b>

**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
<b>Total</b>	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
<b>Percentage by grade</b>	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		
<b>Percentage of total</b>	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
<b>Total</b>	13	10	23	96	58	154	132	71	203	2	1	3	243	140	383	63.4	36.6
<b>Percentage by grade</b>	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		
<b>Percentage of total</b>	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											
		P1		P2		P3		P4		P5		P6/D1	
		M	F	M	F	M	F	M	F	M	F	M	F
Algeria	2-10					1	1	2	2	3		2	
Angola	1-8					2		2		1		1	
Benin	1-8					1		5		1	2	2	
Botswana	1-8			1						1	1		
Burkina Faso	1-8			1	1	3	2	2	1	4		2	
Burundi	1-8							1	1	3	2	1	
Cameroon	1-8			1	2	3		2	2	4	1	1	
Cape Verde	1-7									1	1		
Central African Republic	1-8							2		1		1	
Chad	1-8				1	1		1		1			
Comoros	1-7												
Congo	1-8			7		3				1	0	1	
Côte d'Ivoire	1-8			1		3		1		4	2	1	
Democratic Republic of the Congo	2-12			1	1			6	1	5		1	2
Equatorial Guinea	1-7							1				1	
Eritrea	1-8			1				2					
Ethiopia	2-12				1		2	5	2	4	1	2	
Gabon	1-8				1	2	1			1			
Gambia	1-8			2				2		2		1	
Ghana	1-8			1			1	2	4	3	2	2	
Guinea	1-8			1				2		3		1	1
Guinea-Bissau	1-8									1	1		
Kenya	1-10				1	2	3	3	4	3	2	2	

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
<b>Total – African Region</b>		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																		
		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		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				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	87	65	152
Uruguay	1-8				2	1 1				3	1	4
Venezuela (Bolivarian Republic of)	2-9				2	1	1			2	2	4
<b>Total – Region of the Americas</b>		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													
		P1		P2		P3		P4		P5		P6/D1		D2	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F
Bangladesh	4-14					1		3		2	0	1	1		
Bhutan	1-8									1	1	1			
Democratic People's Republic of Korea	1-8									1					
India	27-38			3	2	9	2	6	9	12	7	5		1	
Indonesia	7-14					1		2		2	4	1		1	
Maldives	1-7							1				1			
Myanmar	2-10							1	3	2	2	3		1	
Nepal	1-8									2		3			
Sri Lanka	1-8			1	1			2	1	2	1	1	1	1	
Thailand	4-12							1	3	3	3	1	1		
Timor-Leste	1-7							1							
<b>Total – South-East Asia Region</b>		0	0	4	3	10	3	17	16	27	18	16	4	3	1

M – male, F – female.



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	
<b>Total – European Region</b>		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	
		M	F	M	F	M	F	M	F	M	F	M	F
Afghanistan	1-8					2		1				1	
Bahrain	1-7									1		1	
Djibouti	1-7									1		1	
Egypt	3-12			1	3	2	1	2	5	2	4		
Iran (Islamic Republic of)	4-12					1		2		4	2		
Iraq	2-9							2		2			
Jordan	1-8					1		1	1	1		2	1
Kuwait	1-8												
Lebanon	1-8					1	1	2	1	1	4	1	
Libyan Arab Jamahiriya	1-8											1	
Morocco	1-10							2		2		4	
Oman	1-8												
Pakistan	5-14							3		7		2	
Qatar	1-7												
Saudi Arabia	5-11							1				1	
Somalia	1-8							1		3		1	1
Sudan	1-10					2		1	2	6		3	
Syrian Arab Republic	1-8							1		3		1	
Tunisia	1-8					1	2		3	1		4	
United Arab Emirates	2-8												
Yemen	1-8							2				2	
<b>Total – Eastern Mediterranean Region</b>		0	0	1	3	10	4	17	16	33	11	23	3

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																		
		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		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	
<b>Total – Western Pacific Region</b>		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
<b>Total</b>	3	5	8	126	156	282	388	292	680	623	245	868	67	33	100	1 207	731	1 938
<b>Percentage by bracket</b>	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
<b>Percentage of total</b>	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
<b>Total</b>	1	2	3	38	21	59	92	67	159	108	41	149	4	9	13	243	140	383
<b>Percentage by bracket</b>	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
<b>Percentage of total</b>	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
<b>Total</b>	42	105	147	298	481	779	447	531	978	435	542	977	29	22	51	1 251	1 681	2 932
<b>Percentage by bracket</b>	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
<b>Percentage of total</b>	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
<b>Total</b>	3	5	8	126	156	282	388	292	680	623	245	868	67	33	100	1 207	731	1 938
<b>Percentage by bracket</b>	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
<b>Percentage of total</b>	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
<b>Total</b>	1	2	3	38	21	59	92	67	159	108	41	149	4	9	13	243	140	383
<b>Percentage by bracket</b>	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
<b>Percentage of total</b>	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
<b>Total</b>	42	105	147	298	481	779	447	531	978	435	542	977	29	22	51	1 251	1 681	2 932
<b>Percentage by bracket</b>	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
<b>Percentage of total</b>	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
<b>Total</b>	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
<b>Percentage by bracket</b>	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
<b>Percentage of total</b>	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 PROJECTIONS<sup>1</sup>

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

<sup>1</sup> 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 GROUPS<sup>1</sup>**

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.	Dietitians and nutritionists	1.5			%
1.M.	Statisticians and mathematicians	1.4	1.I.03.	Medical specialists	91.2	1.I.03.	Medical specialists	100.0
1.N.	Transportation specialists	0.1	1.I.04.	Nursing specialists	0.9	1.I.03.	Medical specialists	9.6
1.O.	Writers, translators, interpreters	3.7	1.I.05.	Opticians and optometrists	0.1	1.I.03.a.	Anaesthesiologists	0.1
1.P.	Professional, managerial and technical specialists for which no job family exists	1.1	1.I.06.	Pharmacists	2.1	1.I.03.b.	Epidemiologists	19.1
1.R.	Environmental specialists	0.9	1.I.07.	Sanitarians (public health)	0.2	1.I.03.d.	General practitioners	0.3
1.S.	Relief specialists	0.9	1.I.08.	Veterinarians	1.2	1.I.03.e	Haematologists and blood transfusion specialists	0.5
1.T.	Electronic communications specialists	0.1	1.I.09	Rehabilitation specialists	0.1	1.I.03.f.	Neurologists	0.1
1.U.	Cultural development specialists	0.0	1.I.10	Health laboratory specialists	1.3	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

<sup>1</sup> 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.