



# 世界卫生组织

执行委员会  
第一〇五届会议  
临时议程项目 4.1

EB105/14 Add.1  
2000年1月5日

## 人力资源：年度报告

### 秘书处的报告

1. 这是第一份世界卫生组织人力资源的综合年度报告。将1999年12月31日定为基准日说明必须确保与规划预算和财务报告保持一致。

#### 职员配备概况

2. 截至1999年12月31日，世界卫生组织1至5年定期任用或终生任用职员总数为3452名<sup>1</sup>，其中，1259名（36.5%）为专业类职员，2193名（63.5%）为一般事务类职员。自1994年终止了终生任用以来，目前这类任用中8.2%为专业类职员，15%为一般事务类职员。

3. 除了定期或终生任用职员（下文称为“长期”任用）之外，1998—1999年双年度期间<sup>2</sup>，本组织签发了13890份短期合同，其中包括顾问和专业类及一般事务类职员。

4. 长期任用职员在过去3个双年度中减少了600多名，并将继续减少。1999年12月，总干事批准了224名职员协议离职。其中，35名已于1999年12月31日离职；其它人员将在2000年期间于双方商定的日期离职。

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<sup>1</sup>

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以及52名国家专业官员；这些官员的数据将列入今后的报告。

<sup>2</sup> 不包括非洲区域办事处的数据。

5. 本文件末的表格和图表及随后的简要分析均涉及长期任用职员（除非作特别说明）。务必协调在减少长期任用职员的同时增加短期职员，这是本组织的一项重点，但却是一项在改革期间不易解决的问题。正常预算会费的缺欠也妨碍合同的制作。

#### 性别分布

6. 本组织继续承诺在下一个10年中达到性别对等的目标。为此，必须作出更大的努力聘用和留用专业类女性职员。专业类女职员的比例仅从1990年的高于20%上升至1999年底的接近30%。所占比例从美洲区域的36.5%及至非洲区域的21.4%。1999年期间任用的150名职员中62名（41.3%）是妇女。3452名职员（见第2段）中，男职员为1806名，女职员为1646名。

#### 地域分配

7. EB105/INF.DOC/2中含有关于地域分配的数据，其中使用了世界卫生大会WHA50.15号决议中通过的格式。将1999年末的情况与2000年1月的情况作了比较。目前有120个国家达到理想幅度，15个国家为超额国，13个为缺额国，43个为无额国。

8. 自从向执行委员会提交了关于地域分配的最近一份报告<sup>1</sup>以来，任命了409个专业类职位，其中，136个或33%是无额国或缺额国的国民。3个原缺额国（捷克共和国、阿拉伯利比亚民众国和瑞典）现在的额度适当（在幅度内），而原来额度适当的国家（阿根廷、墨西哥和大韩民国）目前缺额，一个原缺额国（俄罗斯联邦）现已超额。

#### 服务的年龄和期限

9. 专业类队伍一半以上的职员已为50岁或50岁以上；一般事务类职员绝大多数在40多岁。

10. 人数最多的一组职员（24.4%）在5年期内离开世界卫生组织。尽管在短期内这一替换率很高，超过第一个5年期（52.5%）的半数以上职员再为世界卫生组织工作10几年。

11. 接近20%的现任专业类职员和10%的一般事务类职员将在今后3年内退休。

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<sup>1</sup> 文件EB99/1997/REC/1，附件4。

## 表格和图表

12. 现将第5段提及的表格和图表列示于下供参考：

表1

按级别、主要服务地点和职员费用（正常预算和预算外资源）分列的1994—1999年长期合同职员数目

图1 a-c 到2001年职员配备的预测

表2 按组织地点、级别和性别列示的1999年12月31日时的职员分布

图2 1990—1999年专业类职员中妇女占额

表3 按区域列示的达不到修订幅度的国家一览表

表4a-f 各国按修订幅度的占额情况

表5 按任职区域和国级区域分列的截至1999年12月31日时的专业类职员总数

表6 按年龄、性别和区域分列的1999年12月31日时的职员情况

表7 按级别和年龄，所有工作地点分列的1999年12月31日时的职员情况

表8 按服务年限分列的1999年12月31日时的职员情况

表9 职员退休情况

表10 短期职员和顾问

**TABLE 1. NUMBERS OF STAFF HOLDING LONG-TERM CONTRACTS BY GRADE AND MAIN LOCATION AND STAFF COSTS (REGULAR AND EXTRABUDGETARY) FOR 1994-1999**

	1994-1995 Staff numbers at 31 December 1995				1996-1997 Staff numbers at 31 December 1997				1998-1999 Staff numbers at 31 December 1999			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	10	7	0	17	8	6	0	14	5	6	0	11
D2	40	8	3	51	33	7	3	43	42	6	4	52
D1/P6	66	36	33	135	58	39	33	130	61	36	42	139
P5	254	189	95	538	235	168	86	489	263	158	68	489
P4	167	139	107	413	142	114	88	344	138	120	88	346
P3	72	67	52	191	55	49	24	128	56	51	23	130
P2	30	49	19	98	20	45	21	86	24	40	18	82
P1	1	5	9	15	2	7	7	16	1	2	7	10
<b>Total professional</b>	<b>640</b>	<b>500</b>	<b>318</b>	<b>1 458</b>	<b>553</b>	<b>435</b>	<b>262</b>	<b>1 250</b>	<b>590</b>	<b>419</b>	<b>250</b>	<b>1 259</b>
<b>Total general service</b>	<b>828</b>	<b>1 321</b>	<b>500</b>	<b>2 649</b>	<b>679</b>	<b>1 160</b>	<b>490</b>	<b>2 329</b>	<b>671</b>	<b>1 041</b>	<b>481</b>	<b>2 193</b>
<b>Grand total</b>	<b>1 468</b>	<b>1 821</b>	<b>818</b>	<b>4 107</b>	<b>1 232</b>	<b>1 595</b>	<b>752</b>	<b>3 579</b>	<b>1 261</b>	<b>1 460</b>	<b>731</b>	<b>3 452</b>
	<b>Staff costs in US dollars (1994-1995)</b>				<b>Staff costs in US dollars (1996-1997)</b>				<b>Staff costs in US dollars (1998-1999)*</b>			
Professional	206 807 906	76 330 551	58 232 317	341 370 774	168 357 480	93 508 457	51 849 055	313 714 992	172 806 770	94 461 347	57 175 992	324 444 109
General service	161 768 303	92 530 848	32 810 483	287 109 634	120 913 462	78 987 424	31 863 504	231 764 390	124 472 748	76 504 512	33 321 475	234 298 735
<b>Total</b>	<b>368 576 209</b>	<b>168 861 399</b>	<b>91 042 800</b>	<b>628 480 408</b>	<b>289 270 942</b>	<b>172 495 881</b>	<b>83 712 559</b>	<b>545 479 382</b>	<b>297 279 518</b>	<b>170 965 859</b>	<b>90 497 467</b>	<b>558 742 844</b>
	Total obligations incurred for WHO's programmes 1 605 710 793				Total obligations incurred for WHO's programmes 1 540 582 649				Total obligations incurred for WHO's programmes 1 749 462 726			
	Percentage of staff costs to total obligations 39%				Percentage of staff costs to total obligations 35%				Percentage of staff costs to total obligations 32%			

\* Actual figures for 23 months, extrapolated for December 1999.

- NOTES:**
1. Unassigned staff (those seconded to other organizations or on leave without pay) are included in the headquarters and interregional figures: 1995: 60; 1997: 27; 1999: 23.
  2. Staff in the Global Programme on AIDS are included up to 31 December 1995.

Figure 1a. Staffing projections to 2001

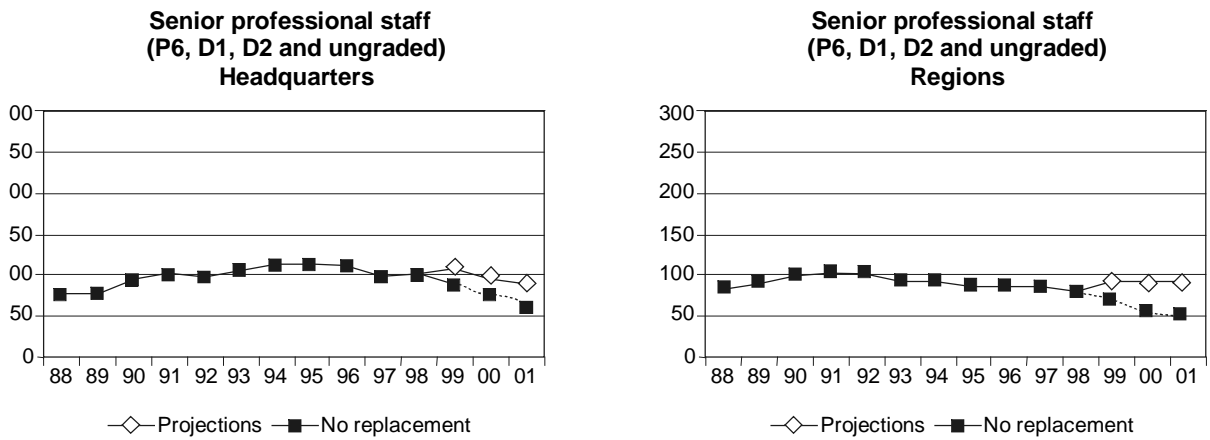


Figure 1b. Staffing projections to 2001

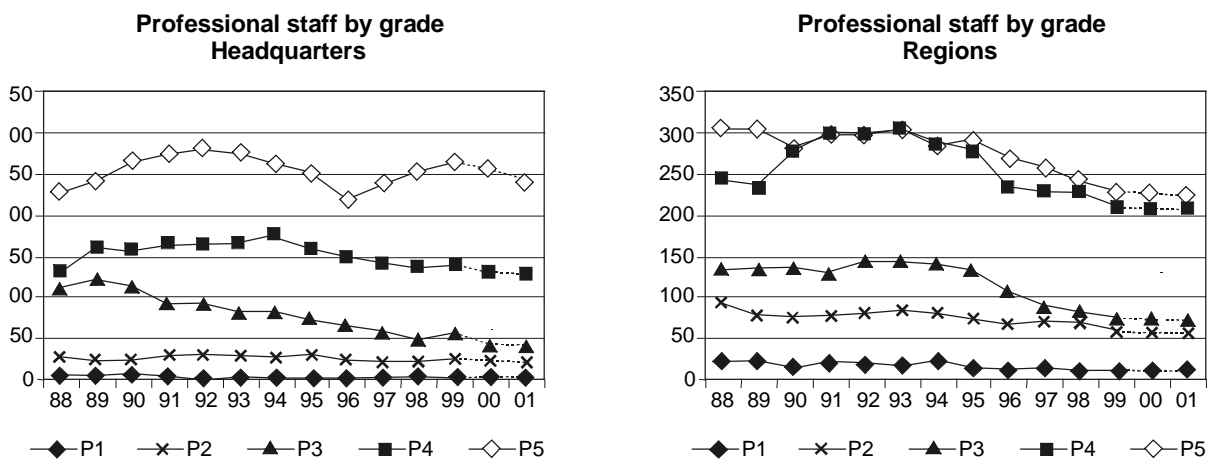
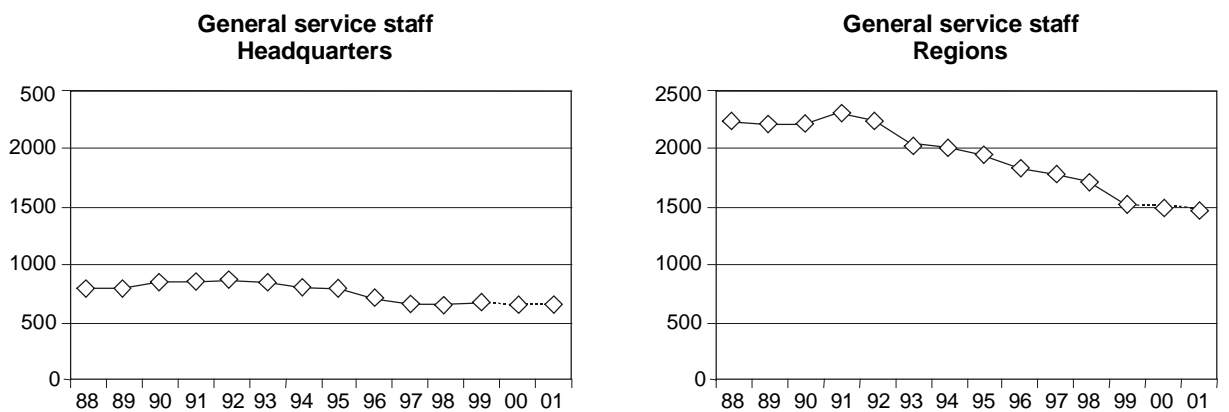


Figure 1c. Staffing projections to 2001



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**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 31 DECEMBER 1999**

**Professional staff**

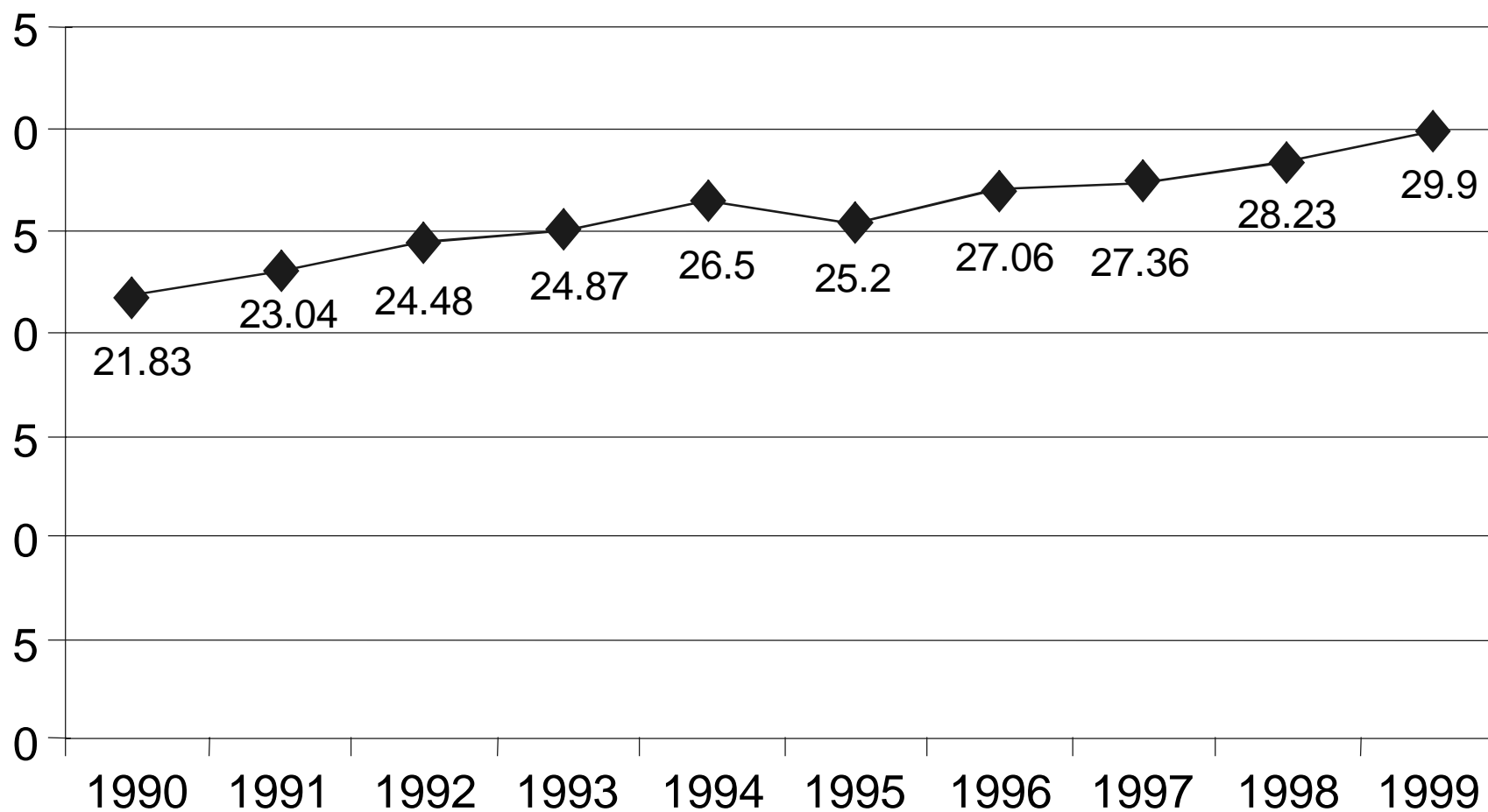
Region	P1			P2			P3			P4			P5			P6/D1			D2			Ungraded			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters	0	1	1	10	14	24	24	32	56	82	56	138	200	63	263	43	18	61	34	8	42	3	2	5	396	194	590	67.1	32.9
Africa	3	1	4	15	11	26	27	7	34	31	4	35	53	15	68	22	4	26	2	0	2	1	0	1	154	42	196	78.6	21.4
The Americas	0	2	2	2	11	13	5	5	10	55	20	75	8	4	12	1	0	1	1	0	1	1	0	1	73	42	115	63.5	36.5
South-East Asia	0	1	1	2	0	2	3	4	7	12	6	18	42	14	56	13	2	15	2	0	2	1	0	1	75	27	102	73.5	26.5
Europe	0	0	0	0	3	3	3	4	7	13	8	21	30	8	38	5	3	8	2	0	2	1	0	1	54	26	80	67.5	32.5
Eastern Mediterranean	0	1	1	4	4	8	1	7	8	16	2	18	26	2	28	15	3	18	1	0	1	1	0	1	64	19	83	77.1	22.9
Western Pacific	0	1	1	2	4	6	5	3	8	29	12	41	21	3	24	6	4	10	2	0	2	1	0	1	66	27	93	71.0	29.0
<b>Total</b>	<b>3</b>	<b>7</b>	<b>10</b>	<b>35</b>	<b>47</b>	<b>82</b>	<b>68</b>	<b>62</b>	<b>130</b>	<b>238</b>	<b>108</b>	<b>346</b>	<b>380</b>	<b>109</b>	<b>489</b>	<b>105</b>	<b>34</b>	<b>139</b>	<b>44</b>	<b>8</b>	<b>52</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>882</b>	<b>377</b>	<b>1 259</b>		
<b>Percentage</b>	<b>30.0</b>	<b>70.0</b>	<b>1.1</b>	<b>42.7</b>	<b>57.3</b>	<b>9.3</b>	<b>52.3</b>	<b>47.7</b>	<b>10.3</b>	<b>68.8</b>	<b>31.2</b>	<b>27.5</b>	<b>77.7</b>	<b>22.3</b>	<b>38.8</b>	<b>75.5</b>	<b>24.5</b>	<b>11.0</b>	<b>84.6</b>	<b>15.4</b>	<b>4.1</b>	<b>81.8</b>	<b>18.2</b>	<b>0.9</b>	<b>70.1</b>	<b>29.9</b>	<b>100.0</b>		

**General service staff**

Region	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	11	3	14	18	19	37	39	157	196	44	175	219	25	116	141	12	52	64	149	522	671	22.2	77.8
Africa	60	0	60	39	0	39	63	5	68	27	42	69	51	34	85	35	55	90	77	37	114	352	173	525	67.0	33.0
The Americas	0	0	0	1	0	1	1	0	1	2	23	25	4	36	40	3	32	35	2	7	9	13	98	111	11.7	88.3
South-East Asia	23	0	23	46	0	46	27	5	32	38	27	65	46	20	66	22	11	33	33	7	40	235	70	305	77.0	23.0
Europe	0	0	0	2	1	3	7	3	10	7	18	25	9	58	67	1	25	26	4	6	10	30	111	141	21.3	78.7
Eastern Mediterranean	5	0	5	20	0	20	20	16	36	5	51	56	5	40	45	6	30	36	6	8	14	67	145	212	31.6	68.4
Western Pacific	6	1	7	13	4	17	22	6	28	10	28	38	10	54	64	9	30	39	8	27	35	78	150	228	34.2	65.8
<b>Total</b>	<b>94</b>	<b>1</b>	<b>95</b>	<b>132</b>	<b>8</b>	<b>140</b>	<b>158</b>	<b>54</b>	<b>212</b>	<b>128</b>	<b>346</b>	<b>474</b>	<b>169</b>	<b>417</b>	<b>586</b>	<b>101</b>	<b>299</b>	<b>400</b>	<b>142</b>	<b>144</b>	<b>286</b>	<b>924</b>	<b>1 269</b>	<b>2 193</b>		
<b>Percentage</b>	<b>98.9</b>	<b>1.1</b>	<b>10.3</b>	<b>94.3</b>	<b>5.7</b>	<b>15.2</b>	<b>74.5</b>	<b>25.5</b>	<b>9.7</b>	<b>27.0</b>	<b>73.0</b>	<b>21.6</b>	<b>28.8</b>	<b>71.2</b>	<b>26.7</b>	<b>25.3</b>	<b>74.8</b>	<b>18.2</b>	<b>49.7</b>	<b>50.3</b>	<b>13.0</b>	<b>42.1</b>	<b>57.9</b>	<b>100.0</b>		

M – male, F – female, T – total.

**Figure 2. Representation of women on the professional staff, 1990-1999**  
(Percentage of professional staff)



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**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION UNDER REVISED RANGES**

(Note: Countries not listed are within range)

Region	Over-represented countries	Under-represented countries	Unrepresented countries	
Africa	Congo Democratic Republic of the Congo Ghana Nigeria		Comoros Liberia Namibia	
The Americas	Brazil Canada	Argentina Mexico United States of America	Antigua and Barbuda Dominica Puerto Rico*	Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines
South-East Asia	Nepal Myanmar		Bhutan	
Europe	Belgium Ireland Netherlands Russian Federation United Kingdom of Great Britain and Northern Ireland	Austria Germany Italy Portugal Spain Ukraine	Andorra Azerbaijan Belarus Bosnia and Herzegovina Kazakhstan Kyrgyzstan Monaco Republic of Moldova	Romania San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan Yugoslavia
Eastern Mediterranean		Saudi Arabia	Cyprus Oman	Qatar United Arab Emirates
Western Pacific	Australia Philippines	China Japan Republic of Korea	Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia Nauru Niue Palau	Papua New Guinea Samoa Singapore Solomon Islands Tokelau* Tonga Tuvalu Vanuatu

\* Associate Member.



**TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED RANGES**

**African Region**

Country	Range	Staff by grade and sex																				
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff				
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Algeria	1-8	0	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	3	1	4
Angola	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1
Benin	1-8	0	0	0	0	1	0	1	0	3	0	0	0	0	0	0	0	0	0	5	0	5
Botswana	1-8	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	2
Burkina Faso	1-8	0	0	1	1	1	0	1	0	2	0	0	0	0	0	0	0	0	0	5	1	6
Burundi	1-8	0	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0	3	0	3
Cameroon	1-8	0	0	0	0	2	0	2	2	1	0	0	0	0	0	0	0	0	0	5	2	7
Cape Verde	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Central African Republic	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Chad	1-8	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	4	0	4
Comoros	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Congo	1-8	0	1	5	0	4	0	1	0	0	0	0	0	0	0	0	0	0	0	10	1	11
Côte d'Ivoire	1-8	0	0	1	0	1	0	3	0	1	0	1	0	0	0	0	0	0	0	7	0	7
Democratic Republic of the Congo	1-8	0	0	0	0	1	0	1	1	4	1	1	0	0	0	0	0	0	0	7	2	9
Equatorial Guinea	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Eritrea	1-8	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	2
Ethiopia	1-8	0	0	0	1	1	0	0	2	3	0	0	0	0	0	0	0	0	0	4	3	7
Gabon	1-8	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Gambia	1-8	0	0	0	0	2	0	0	0	0	0	1	0	0	0	0	1	0	0	4	0	4
Ghana	1-8	0	2	2	0	5	0	1	2	2	0	0	0	2	0	0	0	0	0	12	4	16
Guinea	1-8	0	0	0	0	0	0	1	0	2	0	1	0	0	0	0	0	0	0	4	0	4
Guinea-Bissau	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Kenya	1-8	0	0	1	0	0	1	3	1	0	0	0	0	0	0	0	0	0	0	4	2	6

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	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Liberia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Madagascar	1-8	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
Malawi	1-8	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2
Mali	1-8	0	0	0	0	1	0	2	0	0	1	0	0	0	0	0	0	3	1	4
Mauritania	1-8	0	0	0	0	0	0	2	0	2	0	2	0	0	0	0	0	6	0	6
Mauritius	1-8	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	1	3
Mozambique	1-8	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	1	2	3
Namibia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Niger	1-8	0	0	0	1	0	0	1	0	0	0	2	0	0	0	0	0	3	1	4
Nigeria	2-8	0	0	3	0	0	1	1	2	6	0	0	0	0	0	0	0	10	3	13
Rwanda	1-8	0	0	0	0	0	0	2	0	1	0	1	0	0	0	0	0	4	0	4
Sao Tome and Principe	1-8	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2	0	2
Senegal	1-8	0	0	0	1	1	0	0	0	1	0	2	0	0	0	0	0	4	1	5
Seychelles	1-8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Sierra Leone	1-8	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	3	0	3
South Africa	3-9	0	0	0	0	0	0	0	0	1	0	0	1	1	0	0	0	2	1	3
Swaziland	1-8	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Togo	1-8	0	0	0	0	0	0	3	0	3	0	2	0	0	0	0	0	8	0	8
Uganda	1-8	0	0	0	0	0	0	0	1	2	0	1	0	0	0	0	0	3	1	4
United Republic of Tanzania	1-8	0	0	0	0	0	0	0	1	1	1	1	0	0	0	0	0	2	2	4
Zambia	1-8	1	0	0	1	0	0	0	0	1	0	3	0	0	0	0	0	5	1	6
Zimbabwe	1-8	0	0	0	0	2	0	0	0	2	1	1	0	1	0	0	0	6	1	7
<b>Total – African Region</b>		2	6	15	7	24	3	27	17	55	5	22	1	5	0	1	0	151	39	190

M – male, F – female.

**TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED RANGES**

**Region of the Americas**

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Antigua and Barbuda	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Argentina	9-15	0	0	0	1	0	2	3	1	0	0	0	0	0	0	0	0	0	3	4	7
Bahamas	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Barbados	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	2	0	2
Belize	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1
Bolivia	1-8	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	2	0	2
Brazil	14-20	0	2	0	0	0	1	9	2	10	0	0	0	0	3	0	0	0	22	5	27
Canada	21-29	0	2	0	1	3	6	6	3	13	3	2	0	1	0	0	0	0	25	15	40
Chile	1-8	0	2	1	0	0	0	1	0	2	0	0	0	0	0	0	0	0	4	2	6
Colombia	1-8	0	0	0	0	0	3	3	0	2	0	0	0	0	0	0	0	0	5	3	8
Costa Rica	1-8	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	2
Cuba	1-8	0	0	0	0	0	2	4	0	2	0	1	0	0	0	0	0	0	7	2	9
Dominica	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dominican Republic	1-8	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	1	2	3
Ecuador	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1
El Salvador	1-8	0	0	0	1	0	0	3	0	0	0	0	0	0	0	0	0	0	3	1	4
Grenada	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1
Guatemala	1-8	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	0	2
Guyana	1-8	0	0	0	1	0	2	1	0	0	0	0	0	0	0	0	0	0	1	3	4
Haiti	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1
Honduras	1-8	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	2	1	3
Jamaica	1-8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Mexico	9-15	0	1	0	0	0	0	3	2	2	0	0	0	1	0	0	0	0	6	3	9

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	
Nicaragua	1-8	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	2
Panama	1-8	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	3	0	3
Paraguay	1-8	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	3	0	3
Peru	1-8	0	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	3	1	4
Puerto Rica*	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saint Kitts and Nevis	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saint Lucia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saint Vincent and the Grenadines	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Suriname	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Trinidad and Tobago	1-8	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	2	3
United States of America	174-237	0	6	0	12	8	18	30	17	44	8	8	0	6	0	0	0	96	61	157	
Uruguay	1-8	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	4	4
Venezuela	1-8	0	0	0	1	0	1	1	0	2	0	0	0	0	0	0	0	0	3	2	5
<b>Total – Region of the Americas</b>		0	15	1	18	11	43	84	27	83	11	11	0	11	0	1	0	202	114	316	

\* Associate Member.

M – male, F – female.

**TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED RANGES**

**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	2-8	0	0	0	0	0	0	0	1	5	0	0	0	0	0	0	0	0	5	1	6
Bhutan	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Democratic People's Republic of Korea	1-8	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	0	2
India	14-21	0	1	1	1	1	2	4	2	8	0	2	1	1	0	0	0	17	7	24	
Indonesia	4-10	0	0	0	0	0	0	1	1	3	1	2	0	1	0	1	0	8	2	10	
Maldives	1-8	0	0	0	0	1	0	0	0	1	0	1	0	0	0	0	0	3	0	3	
Myanmar	1-8	0	0	0	2	0	1	1	2	3	0	1	0	0	0	0	0	5	5	10	
Nepal	1-8	0	0	0	0	0	0	3	2	3	1	1	0	0	0	0	0	7	3	10	
Sri Lanka	1-8	0	0	1	0	0	1	0	0	4	0	2	0	0	0	0	0	7	1	8	
Thailand	2-8	0	0	0	1	0	1	0	3	2	0	0	0	1	0	0	0	3	5	8	
<b>Total – South-East Asia Region</b>		0	1	2	4	2	5	10	11	30	2	9	1	3	0	1	0	57	24	81	

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED RANGES

## 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	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Andorra	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Armenia	1-8	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	2	
Austria	7-14	0	0	0	0	1	0	1	1	1	0	1	0	0	0	0	0	0	0	4	1	5	
Azerbaijan	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Belarus	2-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Belgium	9-15	0	1	1	0	0	3	7	0	15	0	1	0	3	0	0	0	0	27	4	31		
Bosnia and Herzegovina	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bulgaria	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1		
Croatia	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1		
Czech Republic	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1		
Denmark	5-12	0	2	3	0	1	2	1	0	5	1	0	0	1	0	0	0	0	11	5	16		
Estonia	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1		
Finland	4-10	0	0	0	0	1	2	1	1	1	0	2	0	0	0	0	0	0	5	3	8		
France	46-64	0	1	2	2	4	16	12	3	25	2	3	1	3	0	0	0	0	49	25	74		
Georgia	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1		
Germany	69-94	0	3	1	3	0	4	7	5	10	0	6	0	1	0	1	0	0	26	15	41		
Greece	3-9	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	3	1	4		
Hungary	1-8	0	0	0	0	0	0	1	0	0	1	1	0	0	0	0	0	0	2	1	3		
Iceland	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1		
Ireland	2-8	0	0	0	1	1	0	0	2	4	0	2	0	0	0	0	0	0	7	3	10		
Israel	2-8	0	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	3	3		
Italy	39-54	0	2	2	0	2	0	4	3	15	0	5	0	1	0	0	0	0	29	5	34		
Kazakhstan	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kyrgyzstan	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Latvia	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	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	
Lithuania	1-8	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
Luxembourg	1-8	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
Malta	1-8	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	2
Monaco	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Netherlands	13-19	1	6	3	6	1	1	5	0	12	3	1	1	0	0	0	0	23	17	40	
Norway	5-11	0	0	0	1	0	1	1	1	3	0	2	0	1	1	1	0	8	4	12	
Poland	2-8	0	0	0	0	0	1	0	0	4	0	0	0	0	0	0	0	4	1	5	
Portugal	3-10	0	0	0	0	1	0	3	0	0	0	0	0	0	0	0	0	4	0	4	
Republic of Moldova	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Romania	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Russian Federation	10-16	0	0	0	0	1	1	13	0	16	0	2	0	1	0	1	0	34	1	35	
San Marino	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Slovakia	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Slovenia	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Spain	20-28	0	0	0	1	1	1	3	5	4	1	1	1	0	0	0	0	9	9	18	
Sweden	10-16	0	1	2	2	0	0	0	1	3	1	2	0	0	0	0	0	7	5	12	
Switzerland	9-15	0	0	0	1	1	1	2	3	3	0	0	0	0	0	0	0	6	5	11	
Tajikistan	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
The former Yugoslav Republic of Macedonia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Turkey	4-10	0	0	0	0	0	0	0	1	3	0	0	0	1	1	0	0	4	2	6	
Turkmenistan	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Ukraine	2-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
United Kingdom of Great Britain and Northern Ireland	37-51	0	1	0	7	3	13	20	8	26	3	5	1	1	0	1	0	56	33	89	
Uzbekistan	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Yugoslavia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Total – European Region</b>		1	18	14	26	18	48	87	39	157	15	35	2	13	2	4	0	329	151	480	

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED RANGES

## 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	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	0	2
Bahrain	1-8	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	1	1	2
Cyprus	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Djibouti	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
Egypt	1-8	0	2	0	2	0	0	0	0	2	1	2	0	0	0	0	0	0	4	5	9
Iran (Islamic Republic of)	2-8	0	0	0	0	0	0	1	0	2	0	3	0	0	0	0	0	0	6	0	6
Iraq	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
Jordan	1-8	0	2	1	0	0	0	1	0	1	0	1	0	0	0	0	0	0	4	2	6
Kuwait	1-8	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1
Lebanon	1-8	0	0	0	0	1	1	1	2	1	0	0	0	0	0	0	0	0	3	3	6
Libyan Arab Jamahiriya	1-8	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Morocco	1-8	0	0	0	0	1	0	0	0	2	0	1	0	0	0	0	0	0	4	0	4
Oman	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pakistan	2-8	0	0	0	0	0	0	1	0	4	0	1	0	0	0	0	0	0	6	0	6
Qatar	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saudi Arabia	5-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Somalia	1-8	0	0	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	3	0	3
Sudan	1-8	0	0	0	0	0	0	1	0	2	0	1	0	2	0	0	0	0	6	0	6
Syrian Arab Republic	1-8	0	0	0	0	0	0	1	0	1	0	2	0	0	0	0	0	0	4	0	4
Tunisia	1-8	0	0	0	0	0	0	0	0	5	0	2	1	0	0	0	0	0	7	1	8
United Arab Emirates	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yemen	1-8	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2	0	2
<b>Total – Eastern Mediterranean Region</b>		0	4	1	3	2	1	7	3	24	1	18	1	3	0	1	0	56	13	69	

M – male, F – female.



**TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED RANGES**

**Western Pacific Region**

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Australia	12-18	0	0	0	0	1	3	6	1	4	0	6	1	3	0	0	0	20	5	25
Brunei Darussalam	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cambodia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
China	21-29	0	0	0	0	2	1	3	2	5	0	0	1	1	0	0	0	11	4	15
Cook Islands	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiji	1-8	0	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	3	0	3
Japan	141-191	0	2	1	5	4	3	8	2	14	1	0	0	3	0	1	0	31	13	44
Kiribati	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lao People's Democratic Republic	1-8	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Malaysia	2-8	0	0	0	1	0	0	0	1	2	0	0	0	0	0	0	0	2	2	4
Marshall Islands	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Micronesia (Federated States of)	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mongolia	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Nauru	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Zealand	2-8	0	0	0	0	0	1	1	1	1	1	1	0	1	0	0	0	4	3	7
Niue	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Palau	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Papua New Guinea	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Philippines	1-8	0	1	1	4	3	1	2	2	0	1	1	0	0	0	0	0	7	9	16
Republic of Korea	8-15	0	0	0	0	0	0	2	0	3	0	0	0	1	0	0	0	6	0	6
Samoa	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Singapore	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Solomon Islands	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	
Tokelau*	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Tonga	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Tuvalu	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Vanuatu	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Viet Nam	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1
<b>Total – Western Pacific Region</b>		0	3	2	10	11	9	23	9	31	3	10	2	9	0	1	0	87	36	123	

\* Associate Member

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY REGION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 31 DECEMBER 1999**

Region 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	31	5.25	137	23.22	23	3.90	308	52.20	19	3.22	72	12.20	590	
Africa	153	78.06	14	7.14	0	0.00	23	11.73	2	1.02	4	2.04	196	
The Americas	0	0.00	102	88.70	0	0.00	13	11.30	0	0.00	0	0.00	115	
South-East Asia	2	1.96	22	21.57	48	47.06	24	23.53	0	0.00	6	5.88	102	
Europe	0	0.00	9	11.25	0	0.00	69	86.25	0	0.00	2	2.50	80	
Eastern Mediterranean	4	4.82	13	15.66	3	3.61	13	15.66	48	57.83	2	2.41	83	
Western Pacific	0	0.00	19	20.43	7	7.53	30	32.26	0	0.00	37	39.78	93	
<b>Total</b>	190	15.09	316	25.1	81	6.4	480	38.1	69	5.5	123	9.8	1 25	100.0

TABLE 6. STAFF BY AGE, SEX AND REGION AS AT 31 DECEMBER 1999

## Professional staff

Region	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	2	5	43	32	75	137	67	204	203	90	293	10	3	13	396	194	590
Africa	0	1	1	9	6	15	46	17	63	94	17	111	5	1	6	154	42	196
The Americas	1	1	2	4	8	12	25	12	37	39	20	59	4	1	5	73	42	115
South-East Asia	0	1	1	5	2	7	20	8	28	45	15	60	5	1	6	75	27	102
Europe	0	0	0	2	6	8	24	9	33	26	11	37	2	0	2	54	26	80
Eastern Mediterranean	0	1	1	6	2	8	20	5	25	34	11	45	4	0	4	64	19	83
Western Pacific	0	3	3	12	8	20	27	7	34	27	9	36	0	0	0	66	27	93
<b>Total</b>	4	9	13	81	64	145	299	125	424	468	173	641	30	6	36	882	377	1 269
<b>Percentage</b>	30.8	69.2	1.03	55.9	44.1	11.5	70.5	29.5	33.7	73.0	27.0	50.9	83.3	16.7	2.86	70.1	29.9	100.0

## General service staff

Region	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	7	9	21	89	110	67	202	269	58	223	281	1	1	2	149	522	671
Africa	0	1	1	54	50	104	162	87	249	134	35	169	2	0	2	352	173	525
The Americas	2	1	3	1	13	14	2	48	50	8	36	44	0	0	0	13	98	111
South-East Asia	6	5	11	50	16	66	100	38	138	79	11	90	0	0	0	235	70	305
Europe	3	1	4	3	21	24	12	35	47	11	53	64	1	1	2	30	111	141
Eastern Mediterranean	1	8	9	15	61	76	29	45	74	22	31	53	0	0	0	67	145	212
Western Pacific	4	9	13	14	38	52	32	64	96	28	39	67	0	0	0	78	150	228
<b>Total</b>	18	32	50	158	288	446	404	519	923	340	428	768	4	2	6	924	1 269	2 193
<b>Percentage</b>	36.0	64.0	2.28	35.4	64.6	20.3	43.8	56.2	42.1	44.3	55.7	35.0	66.7	33.3	0.27	42.1	57.9	100.0

M – male, F – female, T – total.

**TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 31 DECEMBER 1999**

**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	1	0	1	3	1	4	5	1	6	9	2	11
D2	0	0	0	3	0	3	10	1	11	30	6	36	1	1	2	44	8	52
D1/P6	0	0	0	0	1	1	19	7	26	78	26	104	8	0	8	105	34	139
P5	0	0	0	23	7	30	137	45	182	208	54	262	12	3	15	380	109	489
P4	0	0	0	27	14	41	99	46	145	108	48	156	4	0	4	238	108	346
P3	1	2	3	8	15	23	27	18	45	32	26	58	0	1	1	68	62	130
P2	3	4	7	17	24	41	6	7	13	9	12	21	0	0	0	35	47	82
P1	0	3	3	3	3	6	0	1	1	0	0	0	0	0	0	3	7	10
<b>Total</b>	4	9	13	81	64	145	299	125	424	468	173	641	30	6	36	882	377	1 260
<b>Percentage</b>	30.8	69.2	1.03	55.9	44.1	11.5	70.5	29.5	33.7	73.0	27.0	50.9	83.3	16.7	2.86	70.1	29.9	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	1	1	15	16	31	56	44	100	70	82	152	1	1	2	142	144	286
G6	0	1	1	14	52	66	48	129	177	39	117	156	0	0	0	101	299	400
G5	5	7	12	37	83	120	69	201	270	58	126	184	0	0	0	169	417	586
G4	5	15	20	24	111	135	53	132	185	46	87	133	0	1	1	128	346	474
G3	2	7	9	30	21	51	77	12	89	47	14	61	2	0	2	158	54	212
G2	5	0	5	24	5	29	61	1	62	42	2	44	0	0	0	132	8	140
G1	1	1	2	14	0	14	40	0	40	38	0	38	1	0	1	94	1	95
<b>Total</b>	18	32	50	158	288	446	404	519	923	340	428	768	4	2	6	924	1 2	2 150
<b>Percentage</b>	36.0	64.0	2.28	35.4	64.6	20.3	43.8	56.2	42.1	44.3	55.7	35.0	66.7	33.3	0.27	42.1	57.9	100.0

M – male, F – female, T – total.

**TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 1999**

Region	Under 5 years			5-9 years			10-14 years			15-19 years			20-24 years			25-29 years			≥30 years			All		
	P	GS	T	P	GS	T	P	GS	T	P	GS	T	P	GS	T	P	GS	T	P	GS	T	P	GS	T
Headquarters	213	74	287	128	130	258	112	150	262	52	108	160	33	64	97	31	100	131	21	45	66	590	671	1
Africa	64	78	142	46	126	172	37	97	134	19	113	132	14	59	73	7	27	34	9	25	34	196	525	721
The Americas	56	31	87	32	23	55	20	29	49	3	15	18	2	10	12	2	2	4	0	1	1	115	111	226
South-East Asia	49	49	98	23	95	118	17	48	65	8	62	70	3	16	19	1	27	28	1	8	9	102	305	407
Europe	33	33	66	24	25	49	13	17	30	2	30	32	6	15	21	1	14	15	1	7	8	80	141	221
Eastern Mediterranean	34	32	66	22	55	77	14	59	73	7	34	41	2	21	23	1	8	9	3	3	6	83	212	295
Western Pacific	48	50	98	23	44	67	12	54	66	5	41	46	3	24	27	1	11	12	1	4	5	93	228	321
<b>Total</b>	497	347	844	298	498	796	225	454	679	96	403	499	63	209	272	44	189	233	36	93	129	1	2	3
<b>Percentage</b>	58.9	41.1	24.4	37.4	62.6	23.1	33.1	66.9	19.7	19.2	80.8	14.5	23.2	76.8	7.9	18.9	81.1	6.7	27.9	72.1	3.7	36.5	63.5	100.0

P – professional, G – general service, T – total.

**TABLE 9. STAFF RETIREMENT**

Region	Category	Total staff at 31 December 1999	Staff due to retire by 31 December 2000		Staff due to retire by 31 December 2003		Staff due to retire by 31 December 2005		Staff due to retire by 31 December 2010	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	590	24	4.1	100	16.9	165	28.0	305	51.7
	GS	671	18	2.7	76	11.3	129	19.2	307	45.8
Africa	P	196	8	4.1	42	21.4	65	33.2	114	58.2
	GS	525	7	1.3	56	10.7	86	16.4	182	34.7
The Americas	P	115	7	6.1	21	18.3	32	27.8	62	53.9
	GS	111	4	3.6	12	10.8	21	18.9	45	40.5
South-East Asia	P	102	7	6.9	23	22.5	35	34.3	66	64.7
	GS	305	6	2.0	25	8.2	39	12.8	91	29.8
Europe	P	80	3	3.8	16	20.0	20	25.0	35	43.8
	GS	141	8	5.7	24	17.0	39	27.7	73	51.8
Eastern Mediterranean	P	83	8	9.6	23	27.7	25	30.1	47	56.6
	GS	212	3	1.4	18	8.5	30	14.2	59	27.8
Western Pacific	P	93	1	1.1	12	12.9	15	16.1	35	37.6
	GS	228	1	0.4	15	6.6	24	10.5	71	31.1
<b>Total</b>	P	1 259	58	4.6	237	18.8	357	28.4	664	52.7
	GS	2 193	47	2.1	226	10.3	368	16.8	828	37.8

P – professional, GS – general service, T – total.

TABLE 10. SHORT-TERM STAFF AND CONSULTANTS

Biennium	Number of contracts											
	Headquarters			Regional offices			Countries			Grand total		
	P	GS	Total	P	GS	Total	P	GS	Total	P	GS	All
1992-1993	1 855	3 361	5 216	1 733	1 380	3 113	1 030	694	1 724	4 618	5 435	10 053
1994-1995	2 495	3 451	5 946	2 026	1 989	4 015	1 151	707	1 858	5 672	6 147	11 819
1996-1997	2 934	4 046	6 980	2 422	2 588	5 010	1 413	1 078	2 491	6 769	7 712	14 481
1998-1999	3 549	3 766	7 315	2 514	1 793	4 307	1 233	1 035	2 268	7 296	6 594	13 890

Biennium	Total work-months											
	Headquarters			Regional offices			Countries			Grand total		
	P	GS	Total	P	GS	Total	P	GS	Total	P	GS	All
1992-1993	2 927	5 060	7 987	2 904	4 761	7 665	2 092	4 573	6 665	7 92	14 39	22 31
1994-1995	4 777	5 376	10 153	3 630	6 607	10 237	1 586	4 648	6 234	9 99	16 63	26 62
1996-1997	5 493	5 538	11 031	5 682	9 073	14 755	2 488	7 037	9 525	13 66	21 64	35 31
1998-1999	7 502	6 171	13 673	6 691	6 860	13 551	2 722	3 134	5 856	16 91	16 16	33 08

\* Figures from the Regional Office for Africa are not available.

P – professional, GS – general service.