



# 世界卫生组织

执行委员会  
第一〇九届会议  
临时议程项目8.5

EB109/37  
2001年12月28日

## 人力资源年度报告

### 秘书处的报告

1. 本报告以2001年11月30日时本组织职员配备概况综述的形式提供。它包括按资金来源、主要服务地点和级别、分性别职员分布、地域代表性、年龄概况、职员退休、外部招聘、国家专业官员信息和主要职业类别劳动力分布分列的职员配备全面情况的数据。
2. 将向第五十五届世界卫生大会提交包含2001年12月31日时完整数据的第三份人力资源年度报告，以确保与在2002-2003年规划预算和财务报告中向卫生大会提交的数据保持一致。

### 职员配备概况

#### 任用职类

3. 截止2001年11月30日，世界卫生组织1—5年定期任用或终生任用(以下均称为“长期任用”)职员总数为3581名<sup>1</sup>。其中，1344名(37.5%)为专业类职员，2078名(58.0%)为一般事务类职员，以及159名(4.5%)为国家专业官员类职员(见表1)。与12月31日时的数目相比，长期任用的职员数目增加了95名(2.7%)<sup>2</sup>。
4. 自1994年以来终止了终生任用，目前这类任用中56名为专业类职员，216名为一般事务类职员，或分别占这些职类的4.2%和10.4%。这显示自从上一份年度报告以来分别下降1.4%和1.5%。

<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。

<sup>2</sup> 见文件A54/28。

5. 除了长期任用的职员之外，截止2001年11月30日，短期任用的职员为3186名(见表11)。

6. 本报告中出现的表格和图表以及下列摘要分析涉及长期任用职员(除非另有说明)。

### 性别分布

7. 上面第3段中提及的3581名长期任用职员的总体性别分布是1890名男职员(52.8%)和1691名女职员(47.2%)。在1503名定期任用专业类职员中，1032名(68.7%)为男职员，471名(31.3%)为女职员。自从上一份年度报告以来，专业类职员中妇女百分比基本上保持不变。

8. 2001年，妇女占P-4级总数略超过35%，占P-5级总数的24%，占P-6/D-1级总数约26%。在D-2级，妇女占总数的14.6%，而2000年为9.8%。不叙级职位中妇女的比例与去年相同(20%)。

### 地域代表性

9. 截止2001年11月，107个国家达到其理想幅度，28个国家为超额国，14个国家为缺额国，44个国家(包括两个准会员)为无额国(见表3)。

10. 自从向执行委员会提交了关于地域代表性的最近一份报告<sup>1</sup>以来，任命了151个专业类职位，其中81个或53.6%是无额国或缺额国的国民。原来额度适当的9个国家(布基纳法索、喀麦隆、古巴、埃塞俄比亚、黎巴嫩、塞内加尔、泰国、突尼斯和赞比亚)现已达到或超过其幅度最高限额，而原来无额的4个国家(不丹、佛得角、利比里亚和所罗门群岛)现已达到其理想幅度。原来达到其理想幅度的一个国家(伯利兹)现为无额国。原为缺额的一个国家(乌克兰)现为无额国(见表3和4)。

### 职员的年龄、服务期限和更替

11. 专业类队伍一半以上的职员(50.8%)已为50岁或50岁以上。一般事务类和国家专业官员类职员中40多岁的职员分别为42.1%和49.1%(见表6)。

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<sup>1</sup> 文件EB105/INF.DOC./2。

12. 人数最多的一组职员(33.3%)服务不足5年。这尤其适用于国家专业官员(86.8%)和专业类职员(46.7%)。但是,超过第一个5年期的51.2%职员继续留在本组织工作10年或10年以上。专业类职员平均服务期限为8.2年,一般事务类职员为13年(见表8)。

13. 表9的数据包括职员任用,显示36%的专业人员是从外部招聘的,37%为现有短期职员,而18.8%通过机构间调任而重新选派的。

14. 接近20%的专业类职员、约7%的国家专业官员和11%以上的一般事务类职员将在今后5年内退休(见表10)。

### 职业类别

15. 在专业类职员担任的职位中,约46%为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中,91.5%为“医学专科医生”,2.6%为“护士”。第二大职业类别为“行政专业人员”类别,占26.6%(见表12)。

### 表格和图表<sup>1</sup>

16. 现将前面各段中提及的表格和图表列示如下,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)分列的1996-2001年长期任用职员数目

表2 按组织地点、级别和性别列示的2001年11月30日时的职员分布

图 1990-2001年妇女在专业类职员中占额情况

表3 按区域列示的2001年11月30日时低于或超过幅度的国家一览表

表4a-f 2001年11月31日时各国占额情况

表5 按任职区域和国籍区域分列的2001年11月30日时专业类职员总数

表6 按年龄、性别和区域分列的2001年11月30日时职员情况

表7 所有工作地点按级别和年龄分列的2001年11月30日时职员情况

表8 按服务期限分列的2001年11月30日时职员情况

表9 2001年期间任用情况

<sup>1</sup> 只有英文、法文。

表10 职员退休情况

表11 2001年11月30日时长期和短期任用职员数目

表12 主要职业类别之间职位分布

**TABLE 1. NUMBERS OF STAFF<sup>1</sup> HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION  
AND STAFF COSTS (REGULAR AND EXTRABUDGETARY)  
1996-2001**

	1996-1997 Staff numbers at 31 December 1997				1998-1999 Staff numbers at 31 December 1999				2000-2001 Staff numbers at 30 November 2001			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	8	6	0	14	5	6	0	11	4	6	0	10
D2	33	7	3	43	42	6	4	52	40	4	4	48
D1/P6	58	39	33	130	61	36	42	139	62	32	43	137
P5	235	168	86	489	263	158	68	489	281	173	78	532
P4	142	114	88	344	138	120	88	346	140	150	91	381
P3	55	49	24	128	56	51	23	130	64	50	24	138
P2	20	45	21	86	24	40	18	82	22	51	20	93
P1	2	7	7	16	1	2	7	10	1	1	3	5
<b>Total professional</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>614</b>	<b>467</b>	<b>263</b>	<b>1 344</b>
<b>Total general service</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>620</b>	<b>982</b>	<b>476</b>	<b>2 078</b>
National professional officers	0	0	1	1	0	4	70	74	0	9	150	159
<b>Grand total</b>	<b>1 232</b>	<b>1 595</b>	<b>753</b>	<b>3 580</b>	<b>1 261</b>	<b>1 464</b>	<b>801</b>	<b>3 526</b>	<b>1 234</b>	<b>1 458</b>	<b>889</b>	<b>3 581</b>
	<b>Staff costs in US dollars (1996-1997)</b>				<b>Staff costs in US dollars (1998-1999)</b>				<b>Staff costs in US dollars (2000-2001)<sup>2</sup></b>			
Professional	168 357 480	93 508 457	51 849 055	313 714 992	161 879 192	90 959 580	54 980 930	307 819 702	146 897 000	94 373 000	60 765 000	302 035 000
General services	120 913 462	78 987 424	31 863 504	231 764 390	113 341 352	73 340 609	32 476 974	219 158 935	92 652 000	69 998 000	36 064 000	198 714 000
<b>Total</b>	<b>289 270 942</b>	<b>172 495 881</b>	<b>83 712 559</b>	<b>545 479 382</b>	<b>275 220 544</b>	<b>164 300 189</b>	<b>87 457 904</b>	<b>526 978 637</b>	<b>239 549 000</b>	<b>164 371 000</b>	<b>96 829 000</b>	<b>500 749 000</b>
	Total expenditures incurred for WHO's programmes 1 540 582 649				Total expenditures incurred for WHO's programmes 1 728 347 474				Total expenditures incurred for WHO's programmes 2 048 520 000			
	Percentage of staff costs to total expenditures 35%				Percentage of staff costs to total expenditures 30%				Percentage of staff costs to total expenditures 24%			

<sup>1</sup> Unassigned staff (those seconded to other organizations or on leave without pay) are included in the headquarters and interregional figures: 1997: 27; 1999: 23; 2000: 65; 2001: 49.

<sup>2</sup> Projected figures for 2000-2001.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND GENDER AS AT 30 NOVEMBER 2001**

**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	12	10	22	23	41	64	79	61	140	202	79	281	43	19	62	34	6	40	2	2	4	395	219	614	64.3	35.7
Africa	1	1	2	21	11	32	24	7	31	39	13	52	66	16	82	23	7	30	2	0	2	1	0	1	177	55	232	76.3	23.7
The Americas	0	1	1	3	12	15	6	5	11	57	29	86	9	3	12	0	0	0	0	0	0	1	0	1	76	50	126	60.3	39.7
South-East Asia	0	0	0	2	0	2	2	7	9	7	6	13	40	11	51	9	1	10	2	1	3	1	0	1	63	26	89	70.8	29.2
Europe	0	0	0	4	1	5	4	3	7	12	10	22	25	7	32	4	3	7	0	0	0	1	0	1	50	24	74	67.6	32.4
Eastern Mediterranean	0	0	0	6	3	9	4	7	11	16	5	21	25	7	32	15	1	16	1	0	1	1	0	1	68	23	91	74.7	25.3
Western Pacific	0	1	1	2	6	8	3	2	5	37	10	47	37	5	42	8	4	12	2	0	2	1	0	1	90	28	118	76.3	23.7
<b>Total</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>50</b>	<b>43</b>	<b>93</b>	<b>66</b>	<b>72</b>	<b>138</b>	<b>247</b>	<b>134</b>	<b>381</b>	<b>404</b>	<b>128</b>	<b>532</b>	<b>102</b>	<b>35</b>	<b>137</b>	<b>41</b>	<b>7</b>	<b>48</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>919</b>	<b>425</b>	<b>1 344</b>	<b>68.4</b>	<b>31.6</b>
<b>Percentage by grade</b>	<b>20.0</b>	<b>80.0</b>	<b>100</b>	<b>53.8</b>	<b>46.2</b>	<b>100</b>	<b>47.8</b>	<b>52.2</b>	<b>100</b>	<b>64.8</b>	<b>35.2</b>	<b>100</b>	<b>75.9</b>	<b>24.1</b>	<b>100</b>	<b>74.5</b>	<b>25.5</b>	<b>100</b>	<b>85.4</b>	<b>14.6</b>	<b>100</b>	<b>80.0</b>	<b>20.0</b>	<b>100</b>	<b>68.4</b>	<b>31.6</b>	<b>100.0</b>		
<b>Percentage of total</b>			<b>0.5</b>			<b>10.1</b>			<b>10.3</b>			<b>28.3</b>			<b>39.6</b>			<b>10.2</b>			<b>3.6</b>			<b>0.7</b>					

**National professional officers**

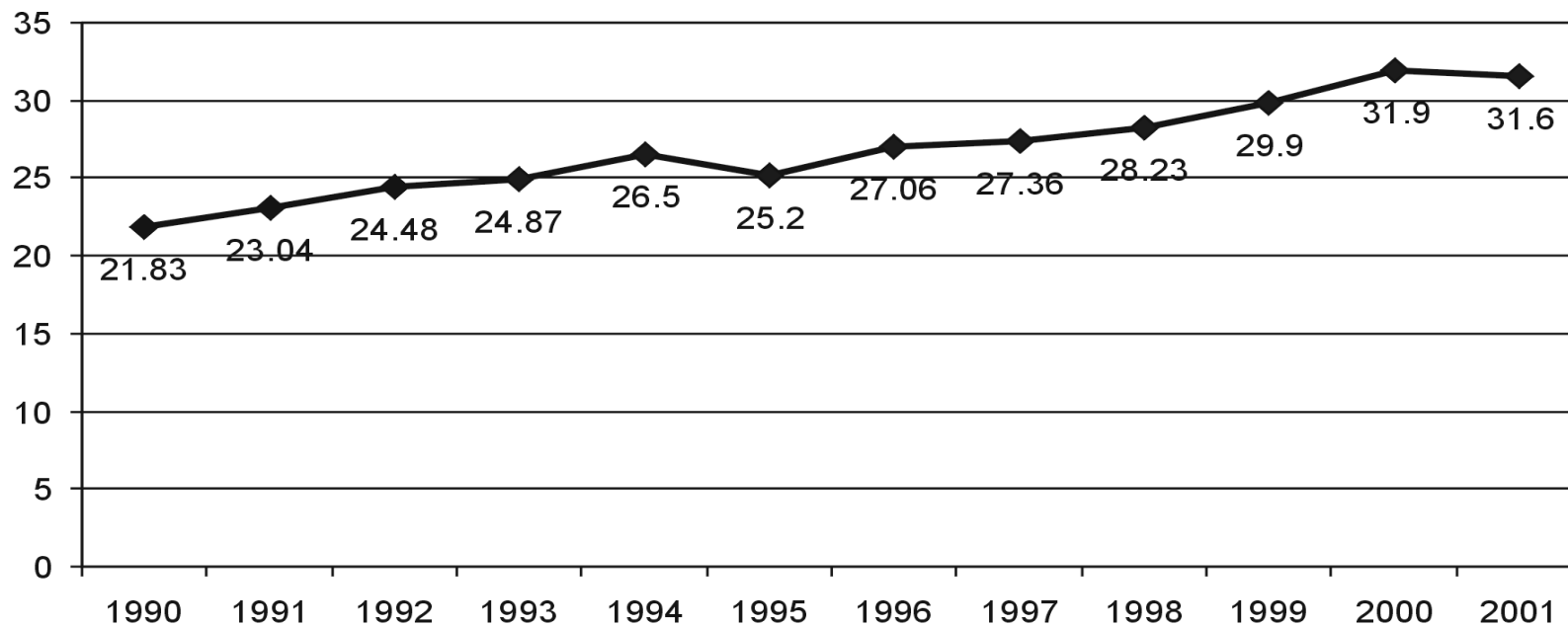
Region	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	0	0	0	48	16	64	56	29	85	0	0	0	104	45	149	69.8	30.2
South-East Asia	0	0	0	4	0	4	5	1	6	0	0	0	9	1	10	90.0	10.0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>52</b>	<b>16</b>	<b>68</b>	<b>61</b>	<b>30</b>	<b>91</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>	<b>46</b>	<b>159</b>	<b>71.1</b>	<b>28.9</b>
<b>Percentage by grade</b>				<b>76.5</b>	<b>23.5</b>	<b>100</b>	<b>67.0</b>	<b>33.0</b>	<b>100</b>				<b>71.1</b>	<b>28.9</b>	<b>100</b>		
<b>Percentage of total</b>						<b>42.8</b>			<b>57.2</b>						<b>100</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	1	3	4	21	17	38	33	113	146	38	203	241	27	120	147	13	31	44	133	487	620	21.5	78.5			
Africa	50	0	50	34	0	34	61	3	64	18	34	52	49	38	87	34	55	89	57	38	95	303	168	471	64.3	35.7			
The Americas	0	0	0	1	0	1	1	1	2	4	21	25	5	34	39	4	30	34	0	8	8	15	94	109	13.8	86.2			
South-East Asia	23	0	23	37	0	37	31	4	35	35	27	62	42	25	67	21	12	33	33	8	41	222	76	298	74.5	25.5			
Europe	0	0	0	1	1	2	7	2	9	8	19	27	8	52	60	1	14	15	3	11	14	28	99	127	22.0	78.0			
Eastern Mediterranean	5	0	5	17	0	17	21	13	34	8	40	48	8	50	58	12	28	40	7	18	25	78	149	227	34.4	65.6			
Western Pacific	5	1	6	13	4	17	25	4	29	10	20	30	7	67	74	9	30	39	10	21	31	79	147	226	35.0	65.0			
<b>Total</b>	<b>83</b>	<b>1</b>	<b>84</b>	<b>104</b>	<b>8</b>	<b>112</b>	<b>167</b>	<b>44</b>	<b>211</b>	<b>116</b>	<b>274</b>	<b>390</b>	<b>157</b>	<b>469</b>	<b>626</b>	<b>108</b>	<b>289</b>	<b>397</b>	<b>123</b>	<b>135</b>	<b>258</b>	<b>858</b>	<b>1 220</b>	<b>2 078</b>	<b>41.3</b>	<b>58.7</b>			
<b>Percentage by grade</b>	<b>98.8</b>	<b>1.2</b>	<b>100</b>	<b>92.9</b>	<b>7.1</b>	<b>100</b>	<b>79.1</b>	<b>20.9</b>	<b>100</b>	<b>29.7</b>	<b>70.3</b>	<b>100</b>	<b>25.1</b>	<b>74.9</b>	<b>100</b>	<b>27.2</b>	<b>72.8</b>	<b>100</b>	<b>47.7</b>	<b>52.3</b>	<b>100</b>	<b>41.3</b>	<b>58.7</b>	<b>100.0</b>					
<b>Percentage of total</b>			<b>9.8</b>			<b>13.1</b>			<b>10.2</b>			<b>18.8</b>			<b>30.1</b>			<b>19.1</b>			<b>12.4</b>								

M – male, F – female, T – total.

**Figure**  
**REPRESENTATION OF WOMEN PROFESSIONAL STAFF 1990-2001**  
**(PERCENTAGE OF PROFESSIONAL STAFF)**



WHO 01.2

**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 NOVEMBER 2001**

(Note: Countries not listed are within range)

Region	Countries that have reached or exceeded the top of their range	Under-represented countries	Unrepresented countries	
Africa	Burkina Faso Cameroon Congo Democratic Republic of the Congo Ethiopia	Ghana Kenya Nigeria Senegal Zambia	South Africa	Comoros Sao Tome and Principe
The Americas	Brazil Canada Cuba	Argentina Mexico United States of America	Antigua and Barbuda Belize Dominica Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines
South-East Asia	India Myanmar Nepal Thailand			
Europe	Belgium Ireland Netherlands Russian Federation United Kingdom of Great Britain and Northern Ireland	Austria Germany Italy Portugal Spain Sweden	Azerbaijan Belarus Bosnia and Herzegovina Kazakhstan Kyrgyzstan Monaco Republic of Moldova San Marino	Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Ukraine Uzbekistan Yugoslavia
Eastern Mediterranean	Egypt Lebanon	Tunisia Saudi Arabia	Cyprus Oman	Qatar United Arab Emirates
Western Pacific	Australia New Zealand Philippines	China Japan Republic of Korea	Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Singapore Tokelau* Tonga Tuvalu Vanuatu

\* Associate Member.



TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 NOVEMBER 2001

## 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							2		2		1							5	0	5
Angola	1-8									2				1					3	0	3
Benin	1-8							1		1		1							3	0	3
Botswana	1-8									1	1								1	1	2
Burkina Faso	1-8			1		1	1	1		2		2							7	1	8
Burundi	1-8					1		1		1		1							4	0	4
Cameroon	1-8				1	1		1		3	1		1						5	3	8
Cape Verde	1-8								1	1									1	1	2
Central African Republic	1-8									2									2	0	2
Chad	1-8			1						1		1							3	0	3
Comoros	1-8																		0	0	0
Congo	1-8			7		3		2			1								12	1	13
Côte d'Ivoire	1-8			1		2		1		1		1	1						6	1	7
Democratic Republic of the Congo	1-8					1		2		6	1		1						9	2	11
Equatorial Guinea	1-8									1									1	0	1
Eritrea	1-8									2									2	0	2
Ethiopia	1-8					1	1	1		2	1	1	1						5	3	8
Gabon	1-8			1	1														1	1	2
Gambia	1-8			1		2				1		1			1				6	0	6
Ghana	1-8			3	2	2		3	1	2	1	1		1					12	4	16
Guinea	1-8							1		2	1	1							4	1	5
Guinea-Bissau	1-8								1			1							1	1	2
Kenya	1-8			1	2		1	4	1	2	2								7	6	13
Lesotho	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
Liberia	1-8			1			1										1	1	2	
Madagascar	1-8				1				1								0	2	2	
Malawi	1-8								2	1							2	1	3	
Mali	1-8			1		2		2				1					5	1	6	
Mauritania	1-8					2		2			1						5	0	5	
Mauritius	1-8			1	1	1											2	1	3	
Mozambique	1-8								2	2							2	2	4	
Namibia	1-8							1									0	1	1	
Niger	1-8				1				2		2						4	1	5	
Nigeria	1-8			2	1	2		5	2		1						10	3	13	
Rwanda	1-8			1			3	1		1							6	0	6	
Sao Tome and Principe	1-8																0	0	0	
Senegal	1-8			1	2	1	1	1	1	3							7	3	10	
Seychelles	1-8			1													0	1	1	
Sierra Leone	1-8						1	1	3								4	1	5	
South Africa	3-9								1				1				2	0	2	
Swaziland	1-8										1						0	1	1	
Togo	1-8						1		3		1						5	0	5	
Uganda	1-8						1		4	1							5	1	6	
United Republic of Tanzania	1-8						1		1	1	1	1					2	3	5	
Zambia	1-8						2	1	3		2						7	1	8	
Zimbabwe	1-8				1		1		2		2		1				7	0	7	
<b>Total – African Region</b>		0	0	19	9	21	6	37	9	69	19	25	8	4	0	1	0	176	51	227

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 NOVEMBER 2001

## 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	1-8																0	0	0	
Argentina	9-15				1	3	2		1								3	4	7	
Bahamas	1-8								1								1	0	1	
Barbados	1-8					1								1			2	0	2	
Belize	1-8																0	0	0	
Bolivia	1-8		1			2											3	0	3	
Brazil	14-20				2	7	4	10	1				1	1			18	8	26	
Canada	21-29				2	3	5	9	11	7	1	1	1				20	20	40	
Chile	1-8			2				1	1								1	3	4	
Colombia	1-8					3	2	1		1							5	2	7	
Costa Rica	1-8			1		1											1	1	2	
Cuba	1-8					4	2	2									6	2	8	
Dominica	1-8																0	0	0	
Dominican Republic	1-8				1	1	3	1									2	4	6	
Ecuador	1-8		1			1	1										2	1	3	
El Salvador	1-8				1	3	1										3	2	5	
Grenada	1-8																0	0	0	
Guatemala	1-8					1		1									2	0	2	
Guyana	1-8				1	2	1		1								2	3	5	
Haiti	1-8					1											1	0	1	
Honduras	1-8					2											2	0	2	
Jamaica	1-8			1			1										0	2	2	
Mexico	9-15					4		1	1								5	1	6	
Nicaragua	1-8					2	2										2	2	4	

Country	Range	Staff by grade and sex											All professional staff							
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Panama	1-8					3		1									4	0	4	
Paraguay	1-8					1											1	0	1	
Peru	1-8			1		2	1	1									3	2	5	
Puerto Rico*	1-8																0	0	0	
Saint Kitts and Nevis	1-8																0	0	0	
Saint Lucia	1-8																0	0	0	
Saint Vincent and the Grenadines	1-8																0	0	0	
Suriname	1-8							1									1	0	1	
Trinidad and Tobago	1-8					2											2	0	2	
United States of America	174-237			1	6	6	10	30	20	49	17	6	4	6	1		98	58	156	
Uruguay	1-8							1		2							0	3	3	
Venezuela	1-8					1	1	2									3	1	4	
<b>Total – Region of the Americas</b>		0	0	3	11	8	19	82	51	83	31	8	5	8	2	1	0	193	119	312

\* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 NOVEMBER 2001

## 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							5	1								5	1	6	
Bhutan	1-8						1										1	0	1	
Democratic People's Republic of Korea	1-8						1										1	0	1	
India	14-21			1		2	1	5	2	11	4	1		1	1		21	8	29	
Indonesia	4-10									4	2		1	1		1	6	3	9	
Maldives	1-8				1					1		1					3	0	3	
Myanmar	1-8					2		1	1	2	2	2					5	5	10	
Nepal	1-8							3		6	1		1				9	2	11	
Sri Lanka	1-8								1	3	2	1					4	3	7	
Thailand	2-8					1			1	2	4						2	6	8	
<b>Total – South-East Asia Region</b>		0	0	1	0	3	4	11	5	34	16	5	2	2	1	1	0	57	28	85

M – male, F – female.

**TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 NOVEMBER 2001**

**European 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					
Albania	1-8								1									1	0	1
Andorra	1-8											1						1	0	1
Armenia	1-8						1											1	0	1
Austria	7-14						2		1		1	1						4	1	5
Azerbaijan	1-8																	0	0	0
Belarus	1-8																	0	0	0
Belgium	9-15				1		5	1	11		2		3					21	2	23
Bosnia and Herzegovina	1-8																	0	0	0
Bulgaria	1-8						1											1	0	1
Croatia	1-8								1									1	0	1
Czech Republic	1-8							1	1									1	1	2
Denmark	5-12			1		1	1	1	1	4	1			1				8	3	11
Estonia	1-8											1						1	0	1
Finland	4-10					1		1	2	2	1	2						5	4	9
France	46-64			1		3		7	10	24	2	1	3	4		1		41	15	56
Georgia	1-8							1										0	1	1
Germany	69-94					1	2	9	3	14	5	4		2		1		31	10	41
Greece	3-9							1		2								3	0	3
Hungary	1-8							1				1	1					2	1	3
Iceland	1-8												1					0	1	1
Ireland	2-8					2	1	1	1	1	2	5						9	4	13
Israel	3-9					1							2					0	3	3
Italy	39-54					1		3	1	15	3	9		1				29	4	33
Kazakhstan	1-8																	0	0	0
Kyrgyzstan	1-8																	0	0	0
Latvia	1-8									1								1	0	1

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							
Lithuania	1-8							1	1								1	1	2			
Luxembourg	1-8			1													0	1	1			
Malta	1-8							1	1								1	1	2			
Monaco	1-8																0	0	0			
Netherlands	13-19				1	7		12	5	1	1						20	7	27			
Norway	5-11						1	2		2		1		1			5	2	7			
Poland	2-8						1	3									3	1	4			
Portugal	3-10						1										1	0	1			
Republic of Moldova	1-8																0	0	0			
Romania	1-8								1		1						0	2	2			
Russian Federation	10-16			1	1		8	1	10		2						22	1	23			
San Marino	1-8																0	0	0			
Slovakia	1-8								1								1	0	1			
Slovenia	1-8									1							0	1	1			
Spain	20-28				1		1		4	7	1			1			7	8	15			
Sweden	9-15					2		1	1		1	1	1				3	4	7			
Switzerland	10-16			1		1	1	2	1	3	4						7	6	13			
Tajikistan	1-8																0	0	0			
The former Yugoslav Republic of Macedonia	1-8																0	0	0			
Turkey	4-10							1	5	1					1		5	3	8			
Turkmenistan	1-8																0	0	0			
Ukraine	2-8																0	0	0			
United Kingdom of Great Britain and Northern Ireland	37-51				2	2	7	10	6	16	4	4	3	2	1	1	35	23	58			
Uzbekistan	1-8																0	0	0			
Yugoslavia	1-8																0	0	0			
<b>Total – European Region</b>				0	0	4	3	13	18	62	33	137	39	38	14	15	2	3	2	272	111	383

M – male, F – female.

**TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 NOVEMBER 2001**

**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			1						1									2	0	2
Bahrain	1-8									2									0	2	2
Cyprus	1-8																		0	0	0
Djibouti	1-8											1							1	0	1
Egypt	1-8			2	1			2	2	1	3			1					6	6	12
Iran (Islamic Republic of)	2-8					1		1	1	3									5	1	6
Iraq	1-8											1							1	0	1
Jordan	1-8			1	1					3	1	1							5	2	7
Kuwait	1-8													1					1	0	1
Lebanon	1-8					1		3	1	1	2								4	4	8
Libyan Arab Jamahiriya	1-8					1													0	1	1
Morocco	1-8					1				1		1							3	0	3
Oman	1-8																		0	0	0
Pakistan	2-8							1		3		1							5	0	5
Qatar	1-8																		0	0	0
Saudi Arabia	5-11														1				1	0	1
Somalia	1-8									1		2							3	0	3
Sudan	1-8							1		1		2							4	0	4
Syrian Arab Republic	1-8							2		2		1							5	0	5
Tunisia	1-8					1	1			1		5							7	1	8
United Arab Emirates	1-8																		0	0	0
Yemen	1-8							1		1		1							3	0	3
<b>Total – Eastern Mediterranean Region</b>		0	0	4	2	3	3	11	4	19	8	16	0	2	0	1	0		56	17	73

M – male, F – female.



TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 NOVEMBER 2001

## 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	12-18			1		3	1	4	1	7	1	3	1			18	4	22		
Brunei Darussalam	1-8															0	0	0		
Cambodia	1-8															0	0	0		
China	22-31			2	1	1		4	2	1		1	1			9	4	13		
Cook Islands	1-8															0	0	0		
Fiji	1-8					1		1		1						3	0	3		
Japan	141-191			3	4	5	3	15	2		1	3		1		27	10	37		
Kiribati	1-8															0	0	0		
Lao People's Democratic Republic	1-8			1												1	0	1		
Malaysia	2-8				1			2								2	1	3		
Marshall Islands	1-8															0	0	0		
Micronesia (Federated States of)	1-8															0	0	0		
Mongolia	1-8							1								1	0	1		
Nauru	1-8															0	0	0		
New Zealand	2-8					1	1	4	1		1	1				6	3	9		
Niue	1-8															0	0	0		
Palau	1-8															0	0	0		
Papua New Guinea	1-8															0	0	0		
Philippines	1-8			3	1	1	5	3	2		1					7	10	17		
Republic of Korea	8-15					1		3				1				5	0	5		
Samoa	1-8															0	0	0		
Singapore	1-8															0	0	0		
Solomon Islands	1-8					1										1	0	1		
Tokelau*	1-8															0	0	0		

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Tonga	1-8																		0	0	0
Tuvalu	1-8																		0	0	0
Vanuatu	1-8																		0	0	0
Viet Nam	1-8						1	1											1	1	2
<b>Total – Western Pacific Region</b>		0	0	3	1	8	11	16	8	35	7	9	4	9	2	1	0	81	33	114	

\* Associate Member

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY REGION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 30 NOVEMBER 2001**

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	40	6.5	135	22.0	33	5.4	317	51.6	16	2.6	73	11.9	614	45.7
Africa	195	84.1	16	6.9	0	0.0	19	8.2	1	0.4	1	0.4	232	17.3
The Americas	1	0.8	109	86.5	0	0.0	16	12.7	0	0.0	0	0.0	126	9.4
South-East Asia	2	2.2	21	23.6	40	44.9	22	24.7	0	0.0	4	4.5	89	6.6
Europe	0	0.0	12	16.2	2	2.7	58	78.4	0	0.0	2	2.7	74	5.5
Eastern Mediterranean	3	3.3	13	14.3	3	3.3	10	11.0	60	65.9	2	2.2	91	6.8
Western Pacific	1	0.8	25	21.2	11	9.3	38	32.2	0	0.0	43	36.4	118	8.8
<b>Total</b>	242	18.0	331	24.6	89	6.6	480	35.7	77	5.7	125	9.3	1 313	100.0

**TABLE 6. STAFF BY AGE, GENDER AND REGION AS AT 30 NOVEMBER 2001**

**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	2	3	5	39	37	76	147	79	226	198	96	294	9	4	13	395	219	614
Africa	0	3	3	12	9	21	61	22	83	101	21	122	3	0	3	177	55	232
The Americas	0	1	1	6	12	18	26	17	43	39	20	59	5	0	5	76	50	126
South-East Asia	0	0	0	2	2	4	19	10	29	37	13	50	5	1	6	63	26	89
Europe	1	0	1	5	2	7	18	13	31	25	8	33	1	1	2	50	24	74
Eastern Mediterranean	1	0	1	4	1	5	32	11	43	28	10	38	3	1	4	68	23	91
Western Pacific	0	1	1	15	8	23	33	7	40	37	12	49	5	0	5	90	28	118
<b>Total</b>	4	8	12	83	71	154	336	159	495	465	180	645	31	7	38	919	425	1344
<b>Percentage by bracket</b>	33.3	66.7	100.0	53.9	46.1	100.0	67.9	32.1	100.0	72.1	27.9	100.0	81.6	18.4	100.0	68.4	31.6	100.0
<b>Percentage of total</b>	0.9			11.5			36.8			48.0			2.8			100.0		

**National professional officers**

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
Africa	0	0	0	19	5	24	53	22	75	30	17	47	2	1	3	104	45	149
South-East Asia	0	0	0	3	0	3	3	0	3	2	1	3	1	0	1	9	1	10
<b>Total</b>	0	0	0	22	5	27	56	22	78	32	18	50	3	1	4	113	46	159
<b>Percentage by bracket</b>	0.0	0.0	0.0	81.5	18.5	100.0	71.8	28.2	100.0	64.0	36.0	100.0	75.0	25.0	100.0	71.1	28.9	100.0
<b>Percentage of total</b>	0.0			17.0			49.1			31.4			2.5			100.0		

M – male, F – female, T – total.

## 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	4	6	20	85	105	57	194	251	54	202	256	0	2	2	133	487	620
Africa	1	5	6	38	35	73	145	87	232	117	41	158	2	0	2	303	168	471
The Americas	1	4	5	4	16	20	4	38	42	6	35	41	0	1	1	15	94	109
South-East Asia	6	7	13	41	15	56	97	37	134	75	17	92	3	0	3	222	76	298
Europe	2	3	5	5	23	28	9	31	40	12	40	52	0	2	2	28	99	127
Eastern Mediterranean	5	11	16	18	61	79	30	52	82	25	25	50	0	0	0	78	149	227
Western Pacific	1	13	14	19	31	50	31	63	94	28	39	67	0	1	1	79	147	226
<b>Total</b>	18	47	65	145	266	411	373	502	875	317	399	716	5	6	11	858	1 2	2 0
<b>Percentage by bracket</b>	0.0	0.0	0.0	35.3	64.7	100.0	42.6	57.4	100.0	44.3	55.7	100.0	45.5	54.5	100.0	41.3	58.7	100.0
<b>Percentage of total</b>			3.1			19.8			42.1			34.5			0.5			100.0

M – male, F – female, T – total.

**TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 30 NOVEMBER 2001**

**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	0	0	0	4	1	5	4	1	5	8	2	10
D2	0	0	0	1	0	1	7	3	10	32	3	35	1	1	2	41	7	48
D1/P6	0	0	0	1	0	1	18	7	25	78	27	105	5	1	6	102	35	137
P5	0	0	0	16	3	19	164	62	226	210	61	271	14	2	16	404	128	532
P4	0	0	0	32	29	61	107	56	163	101	48	149	7	1	8	247	134	381
P3	0	0	0	10	18	28	29	24	53	27	29	56	0	1	1	66	72	138
P2	4	6	10	22	19	41	11	7	18	13	11	24	0	0	0	50	43	93
P1	0	2	2	1	2	3	0	0	0	0	0	0	0	0	0	1	4	5
<b>Total</b>	4	8	12	83	71	154	336	159	495	465	180	645	31	7	38	919	425	1344
<b>Percentage by bracket</b>	0.0	0.0	0.0	53.9	46.1	100.0	67.9	32.1	100.0	72.1	27.9	100.0	81.6	18.4	100.0	68.4	31.6	100.0
<b>Percentage of total</b>	0.9			11.5			36.8			48.0			2.8			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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B	0	0	0	16	3	19	24	8	32	12	5	17	0	0	0	52	16	68
C	0	0	0	6	2	8	32	14	46	20	13	33	3	1	4	61	30	91
D	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	22	5	27	56	22	78	32	18	50	3	1	4	113	46	159
<b>Percentage by bracket</b>	0.0	0.0	0.0	81.5	18.5	100.0	71.8	28.2	100.0	64.0	36.0	100.0	75.0	25.0	100.0	71.1	28.9	100.0
<b>Percentage of total</b>	0.0			17.0			49.1			31.4			2.5			100.0		

M – male, F – female, T – total.

## 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	10	16	26	48	48	96	63	68	131	1	1	2	123	135	258		
G6	1	4	5	22	34	56	50	138	188	35	112	147	0	1	1	108	289	397		
G5	5	14	19	30	107	137	64	203	267	57	144	201	1	1	2	157	469	626		
G4	2	18	20	22	87	109	52	102	154	39	64	103	1	3	4	116	274	390		
G3	5	8	13	25	19	44	85	9	94	52	8	60	0	0	0	167	44	211		
G2	3	0	3	25	3	28	39	2	41	37	3	40	0	0	0	104	8	112		
G1	1	1	2	11	0	11	35	0	35	34	0	34	2	0	2	83	1	84		
<b>Total</b>	18	47	65	145	266	411	373	502	875	317	399	716	5	6	11	858	12	20		
<b>Percentage by bracket</b>	0.0	0.0	0.0	35.3	64.7	100.0	42.6	57.4	100.0	44.3	55.7	100.0	45.5	54.5	100.0	41.3	58.7	100.0		
<b>Percentage of total</b>			3.1			19.8			42.1				34.5			0.5				100.0

M – male, F – female, T – total.

**TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 NOVEMBER 2000**

Region	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	272	0	118	390	103	0	63	166	109	0	156	265	67	0	111	178	27	0	51	78	24	0	80	104	12	0	41	53	614	0	620	1
Africa	106	131	58	295	40	6	102	148	36	11	100	147	18	1	96	115	19	0	63	82	5	0	41	46	8	0	11	19	232	149	471	852
The Americas	72	0	44	116	24	0	19	43	22	0	14	36	5	0	17	22	1	0	11	12	2	0	3	5	0	0	1	1	126	0	109	235
South-East Asia	37	7	50	94	31	1	81	113	13	0	51	64	4	1	66	71	4	0	20	24	0	0	22	22	0	1	8	9	89	10	298	397
Europe	30	0	36	66	16	0	26	42	16	0	18	34	10	0	16	26	0	0	14	14	1	0	8	9	1	0	9	10	74	0	127	201
Eastern Mediterranean	40	0	59	99	26	0	44	70	16	0	44	60	7	0	46	53	1	0	23	24	0	0	10	10	1	0	1	2	91	0	227	318
Western Pacific	70	0	61	131	19	0	43	62	13	0	44	57	9	0	39	48	4	0	30	34	3	0	6	9	0	0	3	3	118	0	226	344
<b>Total</b>	<b>627</b>	<b>138</b>	<b>426</b>	<b>1191</b>	<b>259</b>	<b>7</b>	<b>378</b>	<b>644</b>	<b>225</b>	<b>11</b>	<b>427</b>	<b>663</b>	<b>120</b>	<b>2</b>	<b>391</b>	<b>513</b>	<b>56</b>	<b>0</b>	<b>212</b>	<b>268</b>	<b>35</b>	<b>0</b>	<b>170</b>	<b>205</b>	<b>22</b>	<b>1</b>	<b>74</b>	<b>97</b>	<b>1111</b>	<b>159</b>	<b>2111</b>	<b>3281</b>
<b>Percentage</b>	<b>46.7</b>	<b>86.8</b>	<b>20.5</b>	<b>33.3</b>	<b>19.3</b>	<b>4.4</b>	<b>18.2</b>	<b>18.0</b>	<b>16.7</b>	<b>6.9</b>	<b>20.5</b>	<b>18.5</b>	<b>8.9</b>	<b>1.3</b>	<b>18.8</b>	<b>14.3</b>	<b>4.2</b>	<b>0.0</b>	<b>10.2</b>	<b>7.5</b>	<b>2.6</b>	<b>0.0</b>	<b>8.2</b>	<b>5.7</b>	<b>1.6</b>	<b>0.6</b>	<b>3.6</b>	<b>2.7</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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



TABLE 9. APPOINTMENTS DURING YEAR 2001\*

Region	Category	Total staff at 30 November 2001	New appointments		Conversion of short- term contracts		Interagency transfers		Total number of appointments	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women	No. of staff	% of women
Headquarters	P	614	44	25.0	21	47.6	10	10.0	75	27.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	620	7	100.0	33	81.8	3	100.0	43	93.9
Africa	P	232	10	60.0	12	25.0	2	50.0	24	45.0
	NPO	149	18	16.7	4	50.0	0	0.0	22	22.2
	GS	471	2	50.0	10	50.0	0	0.0	12	33.3
The Americas	P	126	9	22.2	1	0.0	4	25.0	14	15.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	109	4	50.0	3	100.0	3	66.7	10	72.2
South-East Asia	P	89	5	40.0	3	0.0	0	0.0	8	13.3
	NPO	10	3	0.0	0	0.0	0	0.0	3	0.0
	GS	298	0	0.0	6	16.7	0	0.0	6	5.6
Europe	P	74	3	66.7	1	100.0	0	0.0	4	55.6
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	127	3	33.3	11	72.7	1	100.0	15	68.7
Eastern Mediterranean	P	91	4	50.0	2	50.0	0	0.0	6	33.3
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	227	4	50.0	25	48.0	0	0.0	29	32.7
Western Pacific	P	118	14	50.0	6	33.3	0	0.0	20	27.8
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	226	1	0.0	8	100.0	0	0.0	9	33.3
<b>Total</b>	P	1 344	89	36.0	46	37.0	16	18.8	151	30.6
	NPO	159	21	14.3	4	50.0	0	0.0	25	21.4
	GS	2 078	21	61.9	96	66.7	7	85.7	124	71.4
<b>Grand total</b>		3 581	131	37.4	146	51.2	23	34.8	300	41.2

\* 1 January – 30 November 2001.

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

**TABLE 10. STAFF RETIREMENT**

Region	Category	Total staff at 30 November 2001	Staff due to retire by 30 November 2002		Staff due to retire by 30 November 2004		Staff due to retire by 30 November 2006		Staff due to retire by 30 November 2011	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	614	19	3.1	68	11.1	119	19.4	267	43.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	620	11	1.8	40	6.5	78	12.6	240	38.7
Africa	P	232	7	3.0	29	12.5	54	23.3	105	45.3
	NPO	149	1	0.0	5	0.0	9	0.0	39	0.0
	GS	471	12	2.5	25	5.3	54	11.5	148	31.4
The Americas	P	126	7	5.6	17	13.5	22	17.5	59	46.8
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	109	3	2.8	9	8.3	15	13.8	41	37.6
South-East Asia	P	89	5	5.6	12	13.5	24	27.0	51	57.3
	NPO	10	1	0.0	2	0.0	2	0.0	4	0.0
	GS	298	6	2.0	18	6.0	28	9.4	89	29.9
Europe	P	74	3	4.1	8	10.8	11	14.9	29	39.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	127	7	5.5	13	10.2	22	17.3	53	41.7
Eastern Mediterranean	P	91	7	7.7	13	14.3	17	18.7	40	44.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	227	3	1.3	11	4.8	18	7.9	50	22.0
Western Pacific	P	118	9	7.6	13	11.0	21	17.8	47	39.8
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	226	4	1.8	6	2.7	15	6.6	66	29.2
<b>Total</b>	P	1 344	57	4.2	160	11.9	268	19.9	598	44.5
	NPO	159	2	1.3	7	4.4	11	6.9	43	27.0
	GS	2 078	46	2.2	122	5.9	230	11.1	687	33.1

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

TABLE 11. NUMBER OF STAFF WITH LONG-TERM AND SHORT-TERM APPOINTMENTS AS AT 30 NOVEMBER 2001

Contract	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
<b>Long-term appointments</b>								
Professional staff	614	232	126	89	74	91	118	1 344
National professional staff		149		10				159
General services	620	471	109	298	127	227	226	2 078
<b>Total</b>	1 234	852	235	397	201	318	344	3 581
<b>Short-term appointment</b>								
Professional staff	477	152	26	41	99	96	30	921
Consultants	77		94	24		460	40	695
National professional staff				9				9
General services	346	532	24	82	189	291	97	1 561
<b>Total</b>	900	684	144	156	288	847	167	3 186
<b>Grand total</b>	2 134	1 536	379	553	489	1 165	511	6 767

**TABLE 12. DISTRIBUTION OF POSTS ACROSS MAIN OCCUPATIONAL GROUPS<sup>1</sup>**

<b>1 Professional, managerial and technical work</b>		<b>%</b>			<b>%</b>
1.A	Administrative specialists	26.6	1.A	Administrative specialists	100.0
1.B	Architects, engineers	3.0	1.A	Administrative (general)	5.4
1.C	Archivists, curators, information specialists and librarians	1.2	1.A.1	Financial management specialists	17.8
1.D	Artists	0.1	1.A.2	Management and programme analysts	4.8
1.E	Economists	1.4	1.A.3	Building service administrators	3.2
1.F	Education specialists	1.3	1.A.4	Meetings services administrators	1.9
1.G	Jurists	0.6	1.A.5	Computer informations systems specialists	13.4
1.H	Life scientists	6.0	1.A.6	Personnel management	9.9
			1.A.7	Printing services	0.6
			1.A.8	Public information	7.0
			1.A.9	Purchasing and contracting	3.2
			1.A.10	Representation and protocol	6.7
			1.A.11	Technical cooperation	10.2
			1.A.12	Administrative officers	12.7
			1.A.21	Auditors	2.5
			1.A.22	Hospital administrators	0.3
			1.A.23	Records and documents	0.3
1.I	Dental, nutrition, medical, nursing and veterinary specialists	45.9	1.I	Dental, nutrition, medical, nursing and veterinary specialists	100.0
1.J	Physical scientists	0.3	1.I	Medical specialists (general)	0.4
1.K	Sales and marketing specialists	0.1	1.I.1	Dentists	0.2
1.L	Social scientists	4.1	1.I.2	Dieticians, nutritionists	1.7
1.M	Statisticians and mathematicians	1.5	1.I.3	Medical specialists	91.5
1.N	Transportation specialists	0.1	1.I.3	Medical specialists	100.0
1.O	Writers, translators, interpreters	6.0	1.I.3	Medical specialists	7.9
1.P	Professionals, managerial and technical specialists for which no job family exists	0.2	1.I.3.B	Epidemiologists	20.2
1.R	Environmental specialists	1.2	1.I.3.D	General practitioners	1.0
1.S	Relief specialists	0.4	1.I.3.E	Haematologists	1.0
			1.I.3.F	Neurologists	0.2
			1.I.3.G	Family health	9.1
			1.I.3.H	Ophthalmologists	0.6
			1.I.3.I	Immunologists	3.0
			1.I.3.K	Noncommunicable diseases	2.0
			1.I.3.L	Geriatricians	0.2
			1.I.3.M	Mental health	3.2
			1.I.3.N	Public health	30.2
			1.I.3.O	Radiologists	0.4
			1.I.3.Q	Traditional medicine	0.4
			1.I.3.S	Communicable diseases	20.0
			1.I.3.T	Occupational health	0.6

<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 reference work of the United Nations system.