



# WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD  
109th Session  
Provisional agenda item 8.5

EB109/37  
28 December 2001

---

## Annual report on human resources

### Report by the Secretariat

1. This report is presented in the form of an overview of the Organization's staffing profile as at **30 November 2001**. It contains data on the overall staffing situation by source of funds, main location and grade, distribution of staff by gender, geographical representation, age profile, staff retirement, external recruitment, information on national professional officers, and distribution of the workforce across the main occupational groups.

2. The third human resources annual report containing **complete data as at 31 December 2001** will be submitted to the Fifty-fifth World Health Assembly in order to ensure congruence with data submitted to the Health Assembly in the context of the Programme budget 2002-2003 and financial reports.

### STAFFING PROFILE

#### Appointment categories

3. At 30 November 2001 WHO had a total of 3581 staff members on either fixed-term appointments of one to five years or career-service appointments (both referred to hereafter as "long-term appointments").<sup>1</sup> Of these, 1344 (37.5%) were in the professional category, 2078 (58.0%) in the general services and 159 (4.5%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 95 (2.7%) compared with the number at 31 December 2000.<sup>2</sup>

4. Since 1994, there has been a moratorium on career service appointments, which are held currently by 56 staff members in the professional category and 216 staff members in the general service category, or 4.2% and 10.4 % of the respective categories. This represents a decrease of 1.4% and 1.5% respectively since the last annual report.

5. In addition to staff holding long-term appointments, 3186 staff held short-term appointments as at 30 November 2001 (see Table 11).

---

<sup>1</sup> This figure excludes staff from PAHO and IARC.

<sup>2</sup> See document A54/28.

6. The tables and figures appearing in this report and following summary analyses relate to staff holding long-term appointments (unless otherwise specified).

### **Gender distribution**

7. The overall gender distribution of the 3581 staff members on long-term appointments referred to in paragraph 3 above is 1890 men (52.8%) and 1691 women (47.2%). Of the 1503 fixed-term professional staff members, 1032 (68.7%) are men and 471 (31.3%) are women. The percentage of women in the professional category has essentially remained unchanged since the last annual report.

8. In 2001, women represented slightly more than 35% of the total at grade P.4, 24% of the total at P.5, and some 26% of the total at P.6/D.1. At the D.2 level, women represented 14.6% of the total compared to 9.8% in 2000. The proportion of women in ungraded posts remained the same as last year (20%).

### **Geographical representation**

9. As of November 2001, 107 countries were within their desirable range, 28 were over-represented, 14 under-represented, and 44 (including two Associate Members) unrepresented (see Table 3).

10. Since the last report to the Executive Board on geographical representation<sup>1</sup> there have been 151 appointments to the professional category, of which 81 or 53.6% were nationals of unrepresented or under-represented countries. Nine countries previously adequately represented have now reached or exceeded the top of their range (Burkina Faso, Cameroon, Cuba, Ethiopia, Lebanon, Senegal, Thailand, Tunisia and Zambia), whereas four countries that were formerly unrepresented (Bhutan, Cape Verde, Liberia and Solomon Islands) are now within their desirable range. One country that was within its desirable range is now unrepresented (Belize). One country that was under-represented is now unrepresented (Ukraine) (see Tables 3 and 4).

### **Age, length of service and turnover of staff**

11. More than half the professional workforce (50.8%) is aged 50 years or older. In the general service and the national professional officers categories, 42.1% and 49.1% respectively are in their forties (see Table 6).

12. The largest single group of the staff (33.3%) has less than five years' service. This is particularly valid for national professional officers (86.8%) and professional staff (46.7%). However, 51.2% of those who remain beyond the initial five-year period stay with the Organization for 10 years or more. The average length of service is 8.2 years for professional staff and 13 years for general service staff (see Table 8).

13. Data are included in Table 9 on staff appointments, which shows that 36% of professionals were recruited externally, 37% were existing short-term staff, and 18.8% were reassigned through interagency transfer.

---

<sup>1</sup> Document EB105/INF.DOC./2.

14. Nearly 20% of the professional workforce, almost 7% of national professional officers, and over 11% of the general service staff are due to retire within the next five years (see Table 10).

### **Occupational groups**

15. Almost 46% of the posts held by professional staff are in the category “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 91.5% are “Medical specialists” and 2.6% are “Nurses”. The second largest occupational group is that of “Administrative specialists”, which accounts for 26.6% (see Table 12).

### **TABLES AND FIGURES**

16. The tables and figures referred to in the preceding paragraphs are listed below for ease of reference:

Table 1	Numbers of staff holding long-term appointments by grade and main location, and staff costs (regular and extrabudgetary) 1996-2001
Table 2	Distribution of staff by organizational location, grade and gender as at 30 November 2001
Figure	Representation of women professional staff 1990-2001
Table 3	Summary of countries not within range by region as at 30 November 2001
Table 4a-f	Status of representation of countries as at 30 November 2001
Table 5	Total professional staff by region of assignment and region of nationality as at 30 November 2001
Table 6	Staff by age, gender and region as at 30 November 2001
Table 7	Staff by grade and age, all locations, as at 30 November 2001
Table 8	Staff by length of service as at 30 November 2001
Table 9	Appointments during year 2001
Table 10	Staff retirement
Table 11	Number of staff with long-term and short-term appointments as at 30 November 2001
Table 12	Distribution of posts across main occupational groups

**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>	1	4	5	50	43	93	66	72	138	247	134	381	404	128	532	102	35	137	41	7	48	8	2	10	919	425	1344	68.4	31.6
<b>Percentage by grade</b>	20.0	80.0	100	53.8	46.2	100	47.8	52.2	100	64.8	35.2	100	75.9	24.1	100	74.5	25.5	100	85.4	14.6	100	80.0	20.0	100	68.4	31.6	100.0		
<b>Percentage of total</b>			0.5			10.1			10.3			28.3			39.6			10.2			3.6			0.7					

**National professional officers**

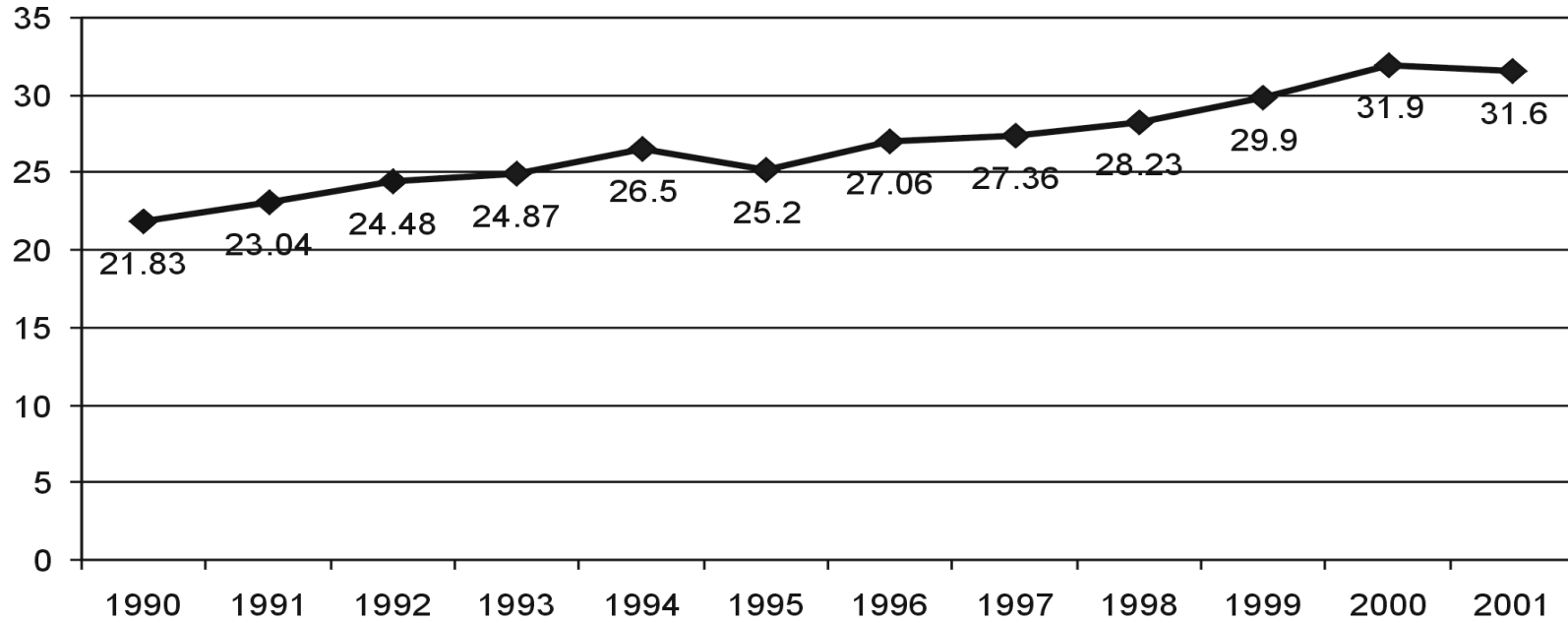
Region	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	0	0	0	48	16	64	56	29	85	0	0	0	104	45	149	69.8	30.2
South-East Asia	0	0	0	4	0	4	5	1	6	0	0	0	9	1	10	90.0	10.0
<b>Total</b>	0	0	0	52	16	68	61	30	91	0	0	0	113	46	159	71.1	28.9
<b>Percentage by grade</b>				76.5	23.5	100	67.0	33.0	100				71.1	28.9	100		
<b>Percentage of total</b>						42.8			57.2						100		

**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>	83	1	84	104	8	112	167	44	211	116	274	390	157	469	626	108	289	397	123	135	258	858	1220	2078	41.3	58.7		
<b>Percentage by grade</b>	98.8	1.2	100	92.9	7.1	100	79.1	20.9	100	29.7	70.3	100	25.1	74.9	100	27.2	72.8	100	47.7	52.3	100	41.3	58.7	100.0				
<b>Percentage of total</b>			9.8			13.1			10.2			18.8			30.1			19.1			12.4							

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																			
		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						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																		
		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								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	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	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>1</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>1</b>	<b>159</b>	<b>2</b>	<b>3</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.