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Human resources: annual report

Report by the Secretariat

1. This report is presented in the form of a **preview** of the Organization's staffing profile as at **30 September 2002**; the fourth human resources annual report containing complete data as at 31 December 2002 will be submitted to the Fifty-sixth World Health Assembly. This preview contains data on the overall staffing situation by 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.

STAFFING PROFILE

Appointment categories

2. At 30 September 2002, WHO had a total of 3632 staff members on either fixed-term appointments of one to five years or career-service appointments (both referred to hereafter as "long-term appointments").¹ Of these, 1396 (38.4%) were in the professional category, 2058 (56.7%) in the general services and 178 (4.9%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 24 (0.66%) compared with the number at 31 December 2001, as reported in the annual report for 2001.²

3. Since 1994, there has been a moratorium on career-service appointments. As of 1 July 2002 they were replaced by service appointments, except for those staff currently holding career-service appointments. There are 43 such staff members in the professional category compared with 56 on 31 December 2001 and 189 staff members in the general service category compared with 216 on 31 December 2001. This represents a decrease of 23.2% and 12.5% respectively. They represent 3.1% and 9.2% of the respective categories. In addition to staff holding long-term appointments, there were 4590 temporary staff (4226 short-term staff and 364 term-limited staff) as at 30 September 2002 (see Table 11).

4. Except for Table 11, the tables and figure appearing in this document and following summary analyses relate to staff holding long-term appointments (unless otherwise specified).

¹ This figure excludes staff from PAHO and IARC.

² See document A55/30.

Gender distribution

5. The distribution of staff holding long-term appointments by organizational location, grade and gender is shown in Table 2. It can be seen that of the 1396 professional staff members on long-term appointments, 950 (68.1%) are men and 446 (31.9%) are women.

6. The percentage of women in the professional category has increased slightly since the last annual report (31.9% versus 31.8%). Thus, while this report shows that there is a prevalence of women at the P.2 and P.3 grades, the representation of women at grade P.4 is 33%, at P.5 26.4%, and at P.6/D.1 21.6%. The proportion of women at D.2 level and in ungraded posts has remained unchanged since the last annual report, at 16% and 20% respectively.

Geographical representation

7. As of September 2002, 91 countries were within their desirable range, of which five have reached the top of their range of representation, 26 were overrepresented, 14 were underrepresented and 46 (including two Associate Members) were unrepresented (see Table 3).

8. As shown in Table 9, during 2002 there were 136 appointments to the professional and higher categories. Of these, 43, or 31.6%, were nationals of unrepresented or underrepresented countries. Two countries (Côte d'Ivoire and Tunisia) that were previously within their desirable ranges have now exceeded the top of their range, whereas one country that was formerly unrepresented (Yugoslavia) is now within its desirable range. Three countries that were within their desirable range are now unrepresented (Andorra, Luxembourg and Swaziland). Two countries (South Africa and Sweden) that were previously underrepresented are now within their desirable range, and one country (Israel), previously within its desirable range, is now underrepresented (see Tables 3 and 4). Table 5 provides information on the distribution of professional staff by region of nationality and region of assignment.

Age, length of service and turnover of staff

9. More than half of the professional workforce (50.8%) is aged 50 years or older. In both the general service and the national professional officers categories, staff in their forties represent the largest group (42.4% and 48.3% respectively) (see Table 6).

10. In terms of length of service (see Table 8), national professional officers (88.8%, or 158 staff out of 178) and professional staff (50.6%, or 706 staff out of 1396) comprise the largest single group of staff with less than five years' service. However, 51.5% of all staff who remain beyond the initial five-year period stay with the Organization for 10 years or more. The average length of service is eight years for professional staff and 13 years for general service staff (see Table 8). Table 9 provides data on staff appointments. In the professional category, it shows that 70, or 51.5%, were recruited externally, 40, or 29.4%, represented conversions of existing temporary staff, and 26, or 19.1%, were reassigned through interagency transfer.

11. Nearly 20% of the current professional workforce, some 7.9% of national professional officers, and 12.5% of the general service staff are due to retire within the next five years (see Table 10).

Occupational groups

12. Over 48% of the posts held by professional staff are in the category "Dental, nutrition, medical, nursing and veterinary specialists". Within this group, 90.6% are "Medical specialists" and 2.4%

are “Nurses”. The second largest occupational group is that of “Administrative specialists” which accounts for 25.6% (see Table 12). Of that group, 18.6% are financial management specialists and 15% are computer information systems specialists.

TABLES AND FIGURE

13. The tables and figure referred to in the preceding paragraphs are listed below for ease of reference.

Table 1	Number of staff holding long-term appointments by grade and main location for 1999-2001 and 2002
Table 2	Distribution of staff by organizational location, grade and sex as at 30 September 2002
Figure	Representation of women in the professional and higher categories 1990-2002
Table 3	Summary of countries not within range by region as at 30 September 2002
Table 4a-f	Status of representation of countries as at 30 September 2002
Table 5	Total professional staff by location of assignment and region of nationality as at 30 September 2002
Table 6	Staff by age, sex and location as at 30 September 2002
Table 7	Staff by grade and age, all locations, as at 30 September 2002
Table 8	Staff by length of service as at 30 September 2002
Table 9	Appointments during year 2002 (up to 30 September 2002)
Table 10	Staff retirement projections
Table 11	Number of staff with long-term and temporary appointments as at 30 September 2002
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

**TABLE 1. NUMBER OF STAFF¹ HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION
1999-2001 AND 2002**

	Staff numbers at 31 December 1999				Staff numbers at 31 December 2001				Staff numbers at 30 September 2002			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	5	6	0	11	4	6	0	10	4	6	0	10
D2	42	6	4	52	40	5	4	49	41	6	3	50
D1/P6	61	36	42	139	67	32	43	142	70	36	42	148
P5	263	158	68	489	282	172	77	531	295	180	79	554
P4	138	120	88	346	137	151	91	379	139	153	96	388
P3	56	51	23	130	67	50	23	140	69	56	22	147
P2	24	40	18	82	24	52	19	95	24	54	19	97
P1	1	2	7	10	1	1	3	5	0	1	1	2
Total professional	590	419	250	1 259	622	469	260	1 351	642	492	262	1 396
National professional officers	0	4	70	74	0	12	160	172	0	14	164	178
Total general service	671	1 041	481	2 193	644	960	481	2 085	631	965	462	2 058
Grand total	1 261	1 464	801	3 526	1 266	1 441	901	3 608	1 273	1 471	888	3 632

¹ Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 1999: 23; 2001: 44; 2002: 21.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 30 SEPTEMBER 2002**

Professional staff

Location	P1			P2			P3			P4			P5			P6/D1			D2			Ungraded			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters	0	0	0	10	14	24	24	45	69	85	54	139	204	91	295	51	19	70	34	7	41	2	2	4	410	232	642	63.9	36.1
Africa	0	0	0	19	11	30	30	12	42	39	14	53	66	16	82	25	6	31	1	0	1	1	0	1	181	59	240	75.4	24.6
The Americas	0	1	1	3	13	16	5	4	9	61	30	91	10	3	13	1	0	1	0	0	0	1	0	1	81	51	132	61.4	38.6
South-East Asia	0	0	0	1	1	2	2	3	5	6	6	12	34	16	50	15	1	16	2	1	3	1	0	1	61	28	89	68.5	31.5
Europe	0	0	0	4	1	5	3	4	7	14	9	23	26	8	34	3	3	6	0	0	0	1	0	1	51	25	76	67.1	32.9
Eastern Mediterranean	0	0	0	6	4	10	3	4	7	19	5	24	30	7	37	13	1	14	2	0	2	1	0	1	74	21	95	77.9	22.1
Western Pacific	0	1	1	2	8	10	4	4	8	36	10	46	38	5	43	8	2	10	3	0	3	1	0	1	92	30	122	75.4	24.6
Total	0	2	2	45	52	97	71	76	147	260	128	388	408	146	554	116	32	148	42	8	50	8	2	10	950	446	1396	68.1	31.9
Percentage by grade	0.0	100	100	46.4	53.6	100	48.3	51.7	100	67.0	33.0	100	73.6	26.4	100	78.4	21.6	100	84.0	16.0	100	80.0	20.0	100	68.1	31.9	100		
Percentage of total			0.2			6.9			10.5			27.7			39.7			10.6			3.6			0.7			100		

National professional officers

Location	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	0	0	0	47	15	62	68	34	102	0	1	1	115	50	165	69.7	30.3
The Americas	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0.0	100
South-East Asia	0	0	0	3	0	3	8	1	9	0	0	0	11	1	12	91.7	8.3
Total	0	1	1	50	15	65	76	35	111	0	1	1	126	52	178	71.0	29.0
Percentage by grade	0	100	100	76.9	23.1	100	68.5	31.5	100	0	100	100	70.8	29.2	100		
Percentage of total			0.6			36.5			62.3			0.6			100		

General service staff

Location	G1			G2			G3			G4			G5			G6			G7			Total			Percentage				
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F			
Headquarters	0	0	0	1	2	3	20	17	37	33	108	141	44	202	246	29	130	159	14	31	45	141	490	631	22.3	77.7			
Africa	44	0	44	43	0	43	62	2	64	19	28	47	35	45	80	39	58	97	56	41	97	298	174	472	63.1	36.9			
The Americas	0	0	0	1	0	1	1	1	2	4	21	25	5	27	32	6	28	34	1	4	5	18	81	99	18.2	81.8			
South-East Asia	24	0	24	37	0	37	28	3	31	37	24	61	42	27	69	24	11	35	30	8	38	222	73	295	75.3	24.7			
Europe	0	0	0	1	1	2	6	4	10	7	15	22	8	54	62	1	13	14	3	11	14	26	98	124	21.0	79.0			
Eastern Mediterranean	5	0	5	22	0	22	15	7	22	9	39	48	5	38	43	15	27	42	7	19	26	78	130	208	37.5	62.5			
Western Pacific	4	1	5	12	3	15	24	5	29	9	18	27	11	65	76	9	34	43	11	23	34	80	149	229	34.9	65.1			
Total	77	1	78	117	6	123	156	39	195	118	253	371	150	458	608	123	301	424	122	137	259	863	1 195	2 058	41.9	58.1			
Percentage by grade	98.7	1.3	100	95.1	4.9	100	80.0	20.0	100	31.8	68.2	100	24.7	75.3	100	29.0	71.0	100	47.1	52.9	100	41.9	58.1	100					
Percentage of total			3.8			6.0			9.5			18.0			29.5			20.6			12.6			100					

M – male, F – female, T – total.

**REPRESENTATION OF WOMEN IN THE PROFESSIONAL AND
HIGHER CATEGORIES 1990-2002
(Percentage of professional staff)**

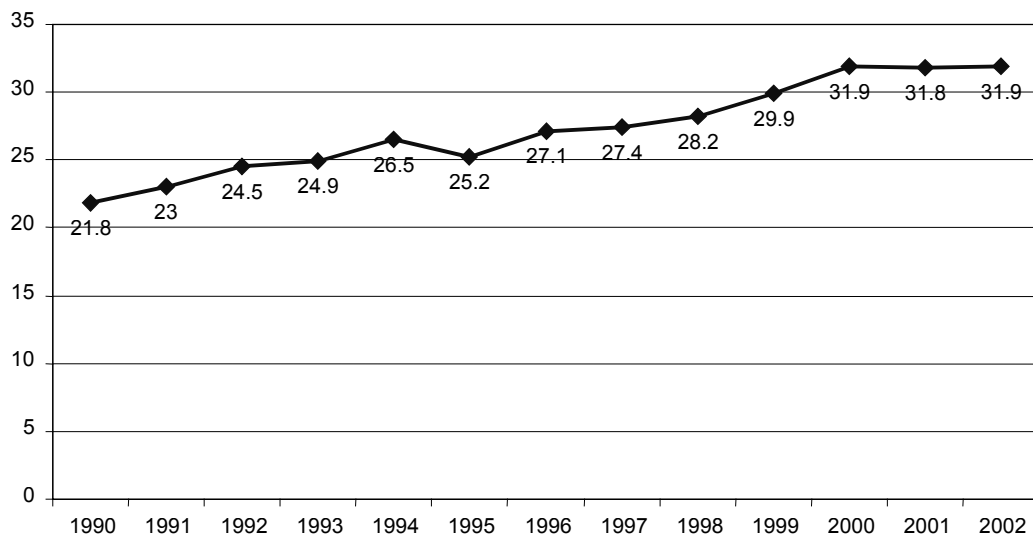


TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2002

(Note: Countries not listed are within range)

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

* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

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		1							4	0	4
Botswana	1-8									1	1								1	1	2
Burkina Faso	1-8			1		2	2	1		2		2							8	2	10
Burundi	1-8							1		1		1							3	0	3
Cameroon	1-8				1	2		1		3	2		1						6	4	10
Cape Verde	1-8								1	1									1	1	2
Central African Republic	1-8					1				2									3	0	3
Chad	1-8			1						1		1							3	0	3
Comoros	1-8																		0	0	0
Congo	1-8			6		2		2		1	1								11	1	12
Côte d'Ivoire	1-8			1		2	1	1		3			1						7	2	9
Democratic Republic of the Congo	1-8					1		1		6			1						8	1	9
Equatorial Guinea	1-8					1				1									2	0	2
Eritrea	1-8									2									2	0	2
Ethiopia	1-8					1	2	2	1	4	1	1	1						8	5	13
Gabon	1-8						1												0	1	1
Gambia	1-8					3				2		1			1				7	0	7
Ghana	1-8			2	2	3		3	1	3		1		1					13	3	16
Guinea	1-8							1		1	1	1							3	1	4
Guinea-Bissau	1-8								1			1							1	1	2
Kenya	1-8			1	2		1	2	1	3	2								6	6	12
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		2				1							0	4	4	
Malawi	1-8						1		2	1							3	1	4	
Mali	1-8					1		2	1	2			1				5	2	7	
Mauritania	1-8							1		3		1					5	0	5	
Mauritius	1-8			1	1	1		1									3	1	4	
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		3		4	2	1	1				11	3	14	
Rwanda	1-8			2				3		1		1					7	0	7	
Sao Tome and Principe	1-8																0	0	0	
Senegal	1-8			1		2	1	1		1	2	3					7	4	11	
Seychelles	1-8			1													0	1	1	
Sierra Leone	1-8							1	1	3							4	1	5	
South Africa	3-9							2		1	1			1			4	1	5	
Swaziland	1-8																0	0	0	
Togo	1-8							1		1		2					4	0	4	
Uganda	1-8							1		4	1						5	1	6	
United Republic of Tanzania	1-8							1	1	1	1	1	1				3	3	6	
Zambia	1-8							2	1	3		2					7	1	8	
Zimbabwe	1-8					1		1		2		1		1			6	0	6	
Total – African Region		0	0	17	9	26	11	39	11	74	20	25	7	4	0	1	0	186	58	244

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

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
Argentina	9-15				1		3				1								3	2	5
Bahamas	1-8									1									1	0	1
Barbados	1-8														1				1	0	1
Belize	1-8																		0	0	0
Bolivia	1-8			1	1			3											4	1	5
Brazil	14-20					2		8	6	11	1	1		1	1				21	10	31
Canada	21-29			1		2	3	6	9	10	6	2	1	1					22	19	41
Chile	1-8				2				1	2	1								2	4	6
Colombia	1-8							4	2	1		1							6	2	8
Costa Rica	1-8				1			1											1	1	2
Cuba	1-8							3	1	1	1								4	2	6
Dominica	1-8																		0	0	0
Dominican Republic	1-8							1	3	1									2	3	5
Ecuador	1-8			1				2	1										3	1	4
El Salvador	1-8					1		2	2										2	3	5
Grenada	1-8																		0	0	0
Guatemala	1-8							1		1									2	0	2
Guyana	1-8							2	1		1								2	2	4
Haiti	1-8							1											1	0	1
Honduras	1-8							1											1	0	1
Jamaica	1-8				1				1										0	2	2
Mexico	9-15							4		1	1								5	1	6
Nicaragua	1-8							1	2										1	2	3

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Panama	1-8					4	1	1							5	1	6			
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		1							2	1	3			
United States of America	174-237			1	6	9	10	30	18	45	21	6	3	5	1		96	59	155	
Uruguay	1-8					2	1	1	2						3	3	6			
Venezuela	1-8					1	1	2							3	1	4			
Total – Region of the Americas		0	0	4	12	11	17	85	51	80	36	10	4	7	2	1	0	198	122	320

* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

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							2		2	2	1							5	2	7
Bhutan	1-8							1											1	0	1
Democratic People's Republic of Korea	1-8									1									1	0	1
Democratic Republic of Timor-Leste	1-8																		0	0	0
India	14-21			2		3		4	2	9	4	2	1	1	1				21	8	29
Indonesia	4-10									2	4	1		1		1			5	4	9
Maldives	1-8					1						2							3	0	3
Myanmar	1-8					2		2	1	1	2	3							6	5	11
Nepal	1-8							1		7			1						8	1	9
Sri Lanka	1-8								1	3	2	2							5	3	8
Thailand	2-8					1				1	4	1			1				2	6	8
Total – South-East Asia Region		0	0	2	0	4	3	10	4	26	18	12	2	2	2	1	0		57	29	86

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

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																0	0	0	
Armenia	1-8					1		1									2	0	2	
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				2	5	1	9		2		3					19	3	22	
Bosnia and Herzegovina	1-8																0	0	0	
Bulgaria	1-8					1											1	0	1	
Croatia	1-8							2									2	0	2	
Czech Republic	1-8						1	2									2	1	3	
Denmark	5-12		1	1	1	1		5		1	1						9	2	11	
Estonia	1-8									1							1	0	1	
Finland	4-10					1	1	2	3	2							5	4	9	
France	46-64		1	4	2	10	8	24	3	4	4	4	1				48	17	65	
Georgia	1-8					1											0	1	1	
Germany	69-94			1	1	7	4	15	5	4		2					29	10	39	
Greece	3-9				1	1		2									3	1	4	
Hungary	1-8					1											1	0	1	
Iceland	1-8									1							0	1	1	
Ireland	2-8			2	2	1	1	3	4		1						8	6	14	
Israel	3-9					1				1							0	2	2	
Italy	39-54			1		5	1	16	2	10		2					34	3	37	
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																0	0	0	
Malta	1-8							1	1								1	1	2	
Monaco	1-8																0	0	0	
Netherlands	13-19				1	7		12	5	5	1						24	7	31	
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						10	1	9		2						21	1	22	
San Marino	1-8																0	0	0	
Slovakia	1-8								1								1	0	1	
Slovenia	1-8									1							0	1	1	
Spain	20-28						2		3	7	1		1				6	8	14	
Sweden	9-15				1		2		3	1	1	1	1				5	5	10	
Switzerland	10-16				1	1	2		3	3							6	4	10	
Tajikistan	1-8																0	0	0	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	4-10								5	1	1			1			6	2	8	
Turkmenistan	1-8																0	0	0	
Ukraine	2-8						1										1	0	1	
United Kingdom of Great Britain and Northern Ireland	37-51				4	1	6	11	7	18	6	5	2	2	1	1	38	26	64	
Uzbekistan	1-8																0	0	0	
Yugoslavia	1-8						1										0	1	1	
Total – European Region		0	0	2	4	11	18	70	32	142	43	45	13	17	2	2	289	114	403	

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

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							2	0	2
Egypt	1-8			2	1			3	1		4				1				5	7	12
Iran (Islamic Republic of)	2-8					1		2	1	3									6	1	7
Iraq	1-8									1		1							2	0	2
Jordan	1-8			1	1					3	1			1					5	2	7
Kuwait	1-8													1					1	0	1
Lebanon	1-8							2	1	2	2								4	3	7
Libyan Arab Jamahiriya	1-8					1				1									1	1	2
Morocco	1-8									2		1							3	0	3
Oman	1-8																		0	0	0
Pakistan	2-8							2		5									7	0	7
Qatar	1-8																		0	0	0
Saudi Arabia	5-11														1				1	0	1
Somalia	1-8									1		1		1					3	0	3
Sudan	1-8					1		3		2		2							8	0	8
Syrian Arab Republic	1-8							1	1	3		1							5	1	6
Tunisia	1-8					1	1	1		1		5							8	1	9
United Arab Emirates	1-8																		0	0	0
Yemen	1-8							1		1		1							3	0	3
Total – Eastern Mediterranean Region		0	0	4	2	3	2	16	4	25	9	14	0	3	1	1	0		66	18	84

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2002

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		2		5	2	5	1	3					16	3	19	
Brunei Darussalam	1-8																0	0	0	
Cambodia	1-8																0	0	0	
China	22-31			2	1	1	1	3	2	1		1	1				8	5	13	
Cook Islands	1-8																0	0	0	
Fiji	1-8					1		1		1							3	0	3	
Japan	141-191			3	5	5	3	17	3	1		2		1			28	12	40	
Kiribati	1-8																0	0	0	
Lao People's Democratic Republic	1-8			1													1	0	1	
Malaysia	2-8			3	1	2											3	3	6	
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	1	3	1		1	1						5	4	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	6	3	2		1							7	11	18	
Republic of Korea	8-15							5				1					6	0	6	
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
Total – Western Pacific Region		0	0	3	1	8	16	14	8	39	9	7	4	8	1	1	0	80	39	119	

* Associate Member.

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2002**

By location of assignment

Location of assignment	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	51	7.9	134	20.9	31	4.8	332	51.7	21	3.3	73	11.4	642	100.0
Africa	200	83.3	20	8.3	0	0.0	18	7.5	1	0.4	1	0.4	240	100.0
The Americas	1	0.8	115	87.1	1	0.8	15	11.4	0	0.0	0	0.0	132	100.0
South-East Asia	1	1.1	19	21.3	42	47.2	21	23.6	0	0.0	6	6.7	89	100.0
Europe	0	0.0	12	15.8	3	3.9	59	77.6	0	0.0	2	2.6	76	100.0
Eastern Mediterranean	3	3.2	13	13.7	2	2.1	11	11.6	64	67.4	2	2.1	95	100.0
Western Pacific	1	0.8	24	19.7	10	8.2	41	33.6	0	0.0	46	37.7	122	100.0
Total	257	18.4	337	24.1	89	6.4	497	35.6	86	6.2	130	9.3	1 396	100.0

By region of nationality

Location of assignment	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	51	19.8	134	39.8	31	34.8	332	66.8	21	24.4	73	56.2	642	46.0
Africa	200	77.8	20	5.9	0	0.0	18	3.6	1	1.2	1	0.8	240	17.2
The Americas	1	0.4	115	34.1	1	1.1	15	3.0	0	0.0	0	0.0	132	9.5
South-East Asia	1	0.4	19	5.6	42	47.2	21	4.2	0	0.0	6	4.6	89	6.4
Europe	0	0.0	12	3.6	3	3.4	59	11.9	0	0.0	2	1.5	76	5.4
Eastern Mediterranean	3	1.2	13	3.9	2	2.2	11	2.2	64	74.4	2	1.5	95	6.8
Western Pacific	1	0.4	24	7.1	10	11.2	41	8.2	0	0.0	46	35.4	122	8.7
Total	257	100.0	337	100.0	89	100.0	497	100.0	86	100.0	130	100.0	1 396	100.0

TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2002

Professional staff

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	4	3	7	36	51	87	153	75	228	209	98	307	8	5	13	410	232	642
Africa	0	1	1	12	11	23	64	23	87	102	24	126	3	0	3	181	59	240
The Americas	0	1	1	3	11	14	32	19	51	42	19	61	4	1	5	81	51	132
South-East Asia	0	0	0	3	4	7	18	7	25	37	15	52	3	2	5	61	28	89
Europe	1	0	1	6	3	9	18	13	31	25	8	33	1	1	2	51	25	76
Eastern Mediterranean	1	0	1	4	3	7	30	10	40	35	8	43	4	0	4	74	21	95
Western Pacific	0	0	0	12	10	22	36	9	45	39	11	50	5	0	5	92	30	122
Total	6	5	11	76	93	169	351	156	507	489	183	672	28	9	37	950	446	1 396
Percentage by bracket	54.5	45.5	100.0	45.0	55.0	100.0	69.2	30.8	100.0	72.8	27.2	100.0	75.7	24.3	100.0	68.1	31.9	100.0
Percentage of total	0.8			12.1			36.3			48.1			2.7			100.0		

National professional officers

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Africa	1	1	2	16	7	23	55	24	79	39	17	56	4	1	5	115	50	165
The Americas	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
South-East Asia	0	0	0	1	0	1	6	0	6	3	1	4	1	0	1	11	1	12
Total	1	1	2	17	7	24	61	25	86	42	18	60	5	1	6	126	52	178
Percentage by bracket	50.0	50.0	100.0	70.8	29.2	100.0	70.9	29.1	100.0	70.0	30.0	100.0	83.3	16.7	100.0	70.8	29.2	100.0
Percentage of total	1.1			13.5			48.3			33.7			3.4			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	4	8	12	22	69	91	60	202	262	55	208	263	0	3	3	141	490	631
Africa	1	4	5	37	25	62	136	97	233	123	48	171	1	0	1	298	174	472
The Americas	1	2	3	4	14	18	4	32	36	8	31	39	1	2	3	18	81	99
South-East Asia	8	4	12	38	17	55	88	36	124	84	16	100	4	0	4	222	73	295
Europe	1	1	2	5	25	30	9	30	39	10	40	50	1	2	3	26	98	124
Eastern Mediterranean	4	14	18	15	45	60	36	45	81	23	26	49	0	0	0	78	130	208
Western Pacific	1	9	10	19	35	54	32	65	97	28	40	68	0	0	0	80	149	229
Total	20	42	62	140	230	370	365	507	872	331	409	740	7	7	14	863	1 195	2 058
Percentage by bracket	32.3	67.7	100.0	37.8	62.2	100.0	41.9	58.1	100.0	44.7	55.3	100.0	50.0	50.0	100.0	41.9	58.1	100.0
Percentage of total			3.0			18.0			42.3			36.0			0.7			100.0

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 30 SEPTEMBER 2002

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	0	0	0	6	2	8	33	5	38	3	1	4	42	8	50
D1/P6	0	0	0	1	0	1	26	6	32	84	26	110	5	0	5	116	32	148
P5	0	0	0	19	13	32	156	57	213	222	72	294	11	4	15	408	146	554
P4	2	0	2	28	27	55	120	55	175	105	44	149	5	2	7	260	128	388
P3	0	0	0	15	24	39	28	27	55	28	24	52	0	1	1	71	76	147
P2	4	5	9	13	27	40	15	9	24	13	11	24	0	0	0	45	52	97
P1	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	2	2
Total	6	5	11	76	93	169	351	156	507	489	183	672	28	9	37	950	446	1 396
Percentage by bracket	54.5	45.5	100.0	45.0	55.0	100.0	69.2	30.8	100.0	72.8	27.2	100.0	75.7	24.3	100.0	68.1	31.9	100.0
Percentage of total	0.8			12.1			36.3			48.1			2.7			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	1	1	0	0	0	0	0	0	0	1	1
B	1	0	1	10	4	14	23	7	30	14	4	18	2	0	2	50	15	65
C	0	1	1	7	2	9	38	17	55	28	14	42	3	1	4	76	35	111
D	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
Total	1	1	2	17	7	24	61	25	86	42	18	60	5	1	6	126	52	178
Percentage by bracket	50.0	50.0	100.0	70.8	29.2	100.0	70.9	29.1	100.0	70.0	30.0	100.0	83.3	16.7	100.0	70.8	29.2	100.0
Percentage of total	1.1			13.5			48.3			33.7			3.4			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	3	4	10	14	24	47	49	96	61	70	131	3	1	4	122	137	259
G6	2	4	6	24	35	59	59	143	202	38	116	154	0	3	3	123	301	424
G5	3	10	13	32	99	131	45	197	242	68	151	219	2	1	3	150	458	608
G4	5	19	24	19	64	83	54	107	161	39	61	100	1	2	3	118	253	371
G3	4	5	9	22	16	38	78	9	87	52	9	61	0	0	0	156	39	195
G2	4	0	4	22	2	24	51	2	53	39	2	41	1	0	1	117	6	123
G1	1	1	2	11	0	11	31	0	31	34	0	34	0	0	0	77	1	78
Total	20	42	62	140	230	370	365	507	872	331	409	740	7	7	14	863	1 195	2 058
Percentage by bracket	32.3	67.7	100.0	37.8	62.2	100.0	41.9	58.1	100.0	44.7	55.3	100.0	50.0	50.0	100.0	41.9	58.1	100.0
Percentage of total	3.0			18.0			42.4			36.0			0.7			100.0		

M – male, F – female, T – total.

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2002

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	297	0	150	447	100	0	50	150	123	0	154	277	66	0	94	160	25	0	67	92	18	0	73	91	13	0	43	56	642	0	631	1 273
Africa	122	150	70	342	34	2	83	119	37	12	96	145	18	1	106	125	19	0	62	81	4	0	43	47	6	0	12	18	240	165	472	877
The Americas	84	0	42	126	23	0	21	44	17	0	13	30	6	1	10	17	1	0	9	10	1	0	4	5	0	0	0	0	132	1	99	232
South-East Asia	42	8	50	100	27	2	59	88	14	0	72	86	2	1	65	68	4	0	19	23	0	0	22	22	0	1	8	9	89	12	295	396
Europe	32	0	36	68	15	0	27	42	16	0	15	31	8	0	13	21	4	0	16	20	1	0	8	9	0	0	9	9	76	0	124	200
Eastern Mediterranean	51	0	63	114	21	0	34	55	15	0	43	58	6	0	37	43	1	0	17	18	0	0	12	12	1	0	2	3	95	0	208	303
Western Pacific	78	0	72	150	20	0	41	61	9	0	42	51	8	0	36	44	4	0	31	35	3	0	5	8	0	0	2	2	122	0	229	351
Total	706	158	483	1 347	240	4	315	559	231	12	435	678	114	3	361	478	58	0	221	279	27	0	167	194	20	1	76	97	1 396	178	2 058	3 632
Percentage by bracket	52.4	11.7	35.9	100	42.9	0.7	56.4	100	34.1	1.8	64.2	100	23.8	0.6	75.5	100	20.8	0.0	79.2	100	13.9	0.0	86.1	100	20.6	1.0	78.4	100	38.4	4.9	56.7	100
Percentage of total	37.1				15.4				18.7				13.2				7.6				5.3				2.7				100.0			

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

TABLE 9. APPOINTMENTS DURING YEAR 2002 (UP TO 30 SEPTEMBER 2002)

Region	Category	Total staff at 30 September 2002	New appointments		Conversion of temporary contracts		Interagency transfers		Total	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women	No. of staff	% of women
Headquarters	P	642	32	18.8	22	59.1	5	40.0	59	39.3
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	631	3	33.3	27	74.1	2	100.0	32	69.1
Africa	P	240	8	12.5	4	25.0	2	50.0	14	29.2
	NPO	165	7	42.9	1	100.0	0	0.0	8	47.6
	GS	472	3	33.3	9	33.3	1	100.0	13	55.5
The Americas	P	132	5	20.0	0	0.0	18	38.9	23	19.6
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	99	1	100.0	0	0.0	9	55.6	10	51.9
South-East Asia	P	89	10	60.0	2	100.0	0	0.0	12	53.3
	NPO	12	0	0.0	2	0.0	0	0.0	2	0.0
	GS	295	0	0.0	8	12.5	0	0.0	8	4.2
Europe	P	76	0	0.0	4	25.0	0	0.0	4	8.3
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	124	4	100.0	5	100.0	0	0.0	9	66.7
Eastern Mediterranean	P	95	4	25.0	7	14.3	1	0.0	12	13.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	208	2	50.0	7	57.1	0	0.0	9	35.7
Western Pacific	P	122	11	18.2	1	0.0	0	0.0	12	6.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	229	4	50.0	9	77.8	0	0.0	13	42.6
TOTAL	P	1 396	70	24.3	40	45.0	26	38.5	136	35.9
	NPO	178	7	42.9	3	33.3	0	0.0	10	25.4
	GS	2 058	17	58.8	65	61.5	12	66.7	94	62.3
	All	3 632	94	42.0	108	46.6	38	35.1	240	41.2

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

TABLE 10. STAFF RETIREMENT PROJECTIONS

Region	Category	Total staff at 30 September 2002	Staff due to retire							
			by 30 September 2003 ^a		by 30 September 2005 ^a		by 30 September 2007 ^a		by 30 September 2012 ^a	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	642	28	4.4	72	11.2	130	20.2	271	42.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	631	11	1.7	42	6.7	87	13.8	246	39.0
Africa	P	240	12	5.0	31	12.9	52	21.7	101	42.1
	NPO	165	3	0.0	7	0.0	11	0.0	43	0.0
	GS	472	7	1.5	28	5.9	56	11.9	160	33.9
The Americas	P	132	6	4.5	14	10.6	22	16.7	60	45.5
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	99	3	3.0	12	12.1	19	19.2	40	40.4
South-East Asia	P	89	1	1.1	13	14.6	24	27.0	49	55.1
	NPO	12	2	0.0	2	0.0	3	0.0	5	0.0
	GS	295	5	1.7	17	5.8	35	11.9	92	31.2
Europe	P	76	5	6.6	8	10.5	12	15.8	32	42.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	124	4	3.2	13	10.5	24	19.4	51	41.1
Eastern Mediterranean	P	95	5	5.3	8	8.4	16	16.8	38	40.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	208	3	1.4	12	5.8	22	10.6	48	23.1
Western Pacific	P	122	4	3.3	10	8.2	18	14.8	46	37.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	229	0	0.0	4	1.7	15	6.6	63	27.5
Total	P	1 396	61	4.4	156	11.2	274	19.6	597	42.8
	NPO	178	5	2.8	9	5.1	14	7.9	48	27.0
	GS	2 058	33	1.6	128	6.2	258	12.5	700	34.0
	ALL	3 632	99	2.7	293	8.1	546	15.0	1 345	37.0

^a Cumulative figures.

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

TABLE 11. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS AS AT 30 SEPTEMBER 2002

Category	Headquarters	Africa ^a	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	642	240	132	89	76	95	122	1 396
National professional staff	0	165	1	12	0	0	0	178
General services	631	472	99	295	124	208	229	2 058
Total staff with long-term appointments	1 273	877	232	396	200	303	351	3 632
Temporary appointments								
Term-limited appointments								
Professional staff	156	0	0	4	3	7	0	170
National professional staff	0	0	0	2	1	0	0	3
General service staff	105	0	0	16	20	27	23	191
Total staff	261	0	0	22	24	34	23	364
Short-term appointments								
Professional staff	540	282	33	47	113	70	19	1 104
Consultants	143	130	91	12	19	248	137	780
National professional staff	0	240	0	13	43	0	0	296
General service staff	455	945	47	117	180	197	105	2 046
Total staff	1 138	1 597	171	189	355	515	261	4 226
Total staff with temporary appointments	1 399	1 597	171	211	379	549	284	4 590
Grand total	2 672	2 474	403	607	579	852	635	8 222

^a Data from the Regional Office for Africa on temporary staff as at 31 August 2002.

**TABLE 12. DISTRIBUTION OF OCCUPIED PROFESSIONAL AND HIGHER CATEGORY POSTS
ACROSS MAIN OCCUPATIONAL GROUPS¹**

1 Professional, managerial and technical work		%			%
1.A	Administrative specialists 357 posts, or	25.6	1.A	Administrative specialists	100.0
1.B	Architects, engineers	2.8	1.A	Administrative (general)	4.2
1.C	Archivists, curators, information specialists and librarians	1.4	1.A.1	Financial management specialists	18.6
1.D	Artists	0.1	1.A.2	Management and programme analysts	3.5
1.E	Economists	1.5	1.A.3	Building service administrators	3.5
1.F	Education specialists	1.5	1.A.4	Meetings services administrators	1.9
1.G	Jurists	0.7	1.A.5	Computer informations systems specialists	15.0
1.H	Life scientists	5.6	1.A.6	Personnel management	11.5
			1.A.7	Printing services	0.6
			1.A.8	Public information	6.1
			1.A.9	Purchasing and contracting	2.9
			1.A.10	Representation and protocol	7.7
			1.A.11	Technical cooperation	8.9
			1.A.12	Administrative officers	12.8
			1.A.21	Auditors	2.2
			1.A.22	Hospital administrators	0.3
			1.A.23	Records and documents	0.3
1.I	Dental, nutrition, medical, nursing and veterinary specialists 670 posts, or	48.0	1.I	Dental, nutrition, medical, nursing and veterinary specialists	100.0
1.J	Physical scientists	0.3	1.I	Medical specialists (general)	0.3
1.K	Sales and marketing specialists	0.1	1.I.1	Dentists	0.3
1.L	Social scientists	3.8	1.I.2	Dieticians, nutritionists	1.9
1.M	Statisticians and mathematicians	1.5	1.I.3	Medical specialists	90.6
1.N	Transportation specialists	0.1	1.I.4	Nurses	2.4
1.O	Writers, translators, interpreters	5.2	1.I.5	Opticians	0.2
1.P	Professionals, managerial and technical specialists for which no job family exists	0.2	1.I.6	Pharmacists	0.9
1.R	Environmental specialists	1.1	1.I.7	Sanitarians public health	0.2
1.S	Relief specialists	0.6	1.I.8	Veterinarians	1.5
			1.I.9	Rehabilitation specialists	0.2
			1.I.10	Health laboratory specialists	1.5
			1.I.3	Medical specialists	100.0
			1.I.3	Medical specialists	8.6
			1.I.3.A	Food services administrators	0.2
			1.I.3.B	Epidemiologists	18.8
			1.I.3.D	General practitioners	0.9
			1.I.3.E	Haematologists	1.1
			1.I.3.F	Neurologists	0.2
			1.I.3.G	Family health	8.1
			1.I.3.H	Ophthalmologists	0.8
			1.I.3.I	Immunologists	2.6
			1.I.3.K	Noncommunicable diseases	2.1
			1.I.3.L	Geriatricians	0.2
			1.I.3.M	Mental health	2.8
			1.I.3.N	Public health	30.8
			1.I.3.O	Radiologists	0.2
			1.I.3.Q	Traditional medicine	0.4
			1.I.3.S	Communicable diseases	21.6
			1.I.3.T	Occupational health	0.6

¹ Occupied posts only; refers to the requirements of the job, not the skills of the incumbent.

Coding follows the Common Classification of Occupational Groups, the occupational reference work of the United Nations system.