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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 2003**; the fifth human resources annual report containing complete data as at 31 December 2003 will be submitted to the Fifty-seventh 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 2003, WHO had a total of 3733 staff members on either fixed-term appointments of one to five years or career-service/service appointments (both referred to hereafter as "long-term appointments").¹ Of these, 1435 (38.4%) were in the professional category, 2093 (56.1%) in the general services and 205 (5.5%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 47 (1.3%) compared with the number at 31 December 2002, as reported in the annual report for 2002.²

3. As of 1 July 2002, career-service appointments were replaced by service appointments, except for those staff already holding career-service appointments. There are currently 36 such staff members in the professional category, compared with 39 on 31 December 2002 and 170 staff members in the general service category, compared with 182 on 31 December 2002. This represents a decrease of 7.7% and 6.6% respectively. They represent 2.5% and 8.1 % of the respective categories.

4. In addition to staff holding long-term appointments, there were 5087 temporary staff (2759 short-term staff and 2328 term-limited staff) as at 30 September 2003 (see Table 11).

5. The figure and tables 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 A56/38.

Gender distribution

6. The distribution of staff with long-term appointments by organizational location, grade and gender is shown in Table 2. It can be seen that, of the 1435 professional staff members on long-term appointments, 951 (66.3%) are men and 484 (33.7%) are women.

7. The percentage of women in the professional category has increased since the last annual report (33.7% versus 32.7%). 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 37.3%, at P.5 28%, and at P.6/D.1 18.6%. The proportion of women at D2 level and in ungraded posts has increased since the last report, reaching 20.8% and 26.3% respectively.

Geographical representation

8. The Fifty-sixth World Health Assembly approved a revised formula for establishing desirable ranges to ensure equitable geographical representation of staff.¹ As a result of its implementation in July 2003:

- eight countries that were previously overrepresented (Colombia, Democratic Republic of the Congo, Egypt, Ethiopia, India, New Zealand, Nigeria and the Russian Federation) are now within their desirable range of representation;
- three countries that were underrepresented (Austria, Italy and the United States of America) are now within their desirable ranges of representation;
- two countries that were within their desirable range of representation (Israel and Viet Nam) are now underrepresented.

9. The following changes are due to other factors:

(i) Staff movements. Four countries that were previously unrepresented (Belarus, Cyprus, Kazakhstan and Saint Kitts and Nevis) are now within their desirable ranges and two countries that were previously within their desirable range of representation (Barbados and Suriname) are now unrepresented. One country that was previously overrepresented (Côte d'Ivoire) is now within its desirable range of representation whereas one country that was formerly within its desirable range of representation (Denmark) has now exceeded the top of its range.

(ii) Cyprus, which was formerly part of the Eastern Mediterranean Region, is now part of the European Region.

10. As of September 2003, 118 countries were within their desirable range, with five of these reaching the top of their range of representation, 20 were overrepresented, 12 underrepresented and 44 (including two Associate Members) were unrepresented (see Table 3). Table 4 gives details of the status of representation of countries.

11. Table 5 provides information on the distribution of staff by location of assignment and region of nationality.

¹ Resolution WHA56.35.

12. As shown in Table 9, during 2003 (up to September 2003), there were 133 appointments to the professional and higher categories. Of these, 48 (36.1%) were nationals of unrepresented or underrepresented countries.

Age, length of service and turnover of staff

13. More than half the professional workforce (51%) is aged 50 or older. In both the general service and the national professional officer categories, staff in their forties represent the largest group (40.7% and 47.3% respectively) (see Table 6).

14. The largest single group of staff (37.1%) has less than five years of service (see Table 8). However, 49% of all staff who remain beyond the initial five-year period stay with the Organization for 10 years or more. The approximate average length of service is eight years for professional staff and 13 years for general service staff (see Table 8).

15. Table 9 provides data on staff appointments. In the professional category, it shows that 72 (38.9%) were recruited externally, 45 (40%) represented conversions of existing temporary staff, and 16 (31.3%) were reassigned through interagency transfer.

16. According to current projections, approximately 15% of the workforce is due to retire within the next five years and over a third within the next 10 years (see Table 10).

Occupational groups

17. Almost 48% of the posts held by professional staff are in the category "Dental, nutrition, medical, nursing and veterinary specialists". Within this group, 92.1% are "Medical specialists" and 2% are "Nurses". The second largest occupational group is that of "Administrative specialists" which accounts for 26.9% (see Table 12). Of that group, 19.1% are "Financial management specialists" and 12.9% are "Personnel management" specialists, while 12.6% are "Computer information systems specialists".

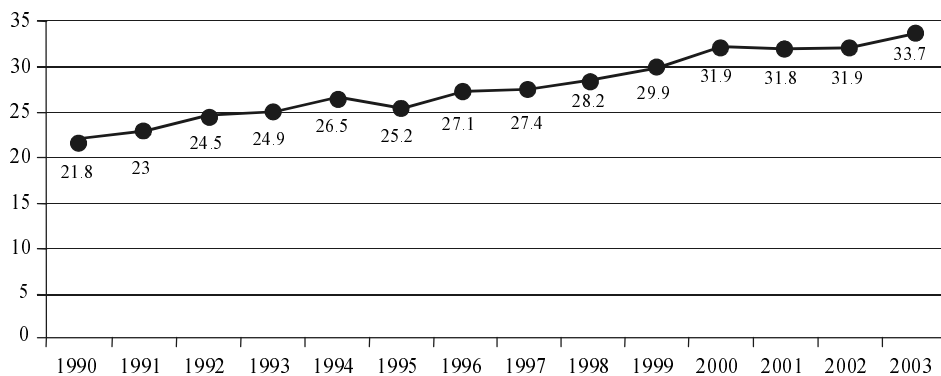
FIGURE AND TABLES

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

Figure	Representation of women in the professional and higher categories 1990-2003
Table 1	Number of staff holding long-term appointments by grade and main location for 1999, 2001 and 2003
Table 2	Distribution of staff by organizational location, grade and sex as at 30 September 2003
Table 3	Summary of countries not within range by region as at 30 September 2003
Table 4a-f	Status of representation of countries as at 30 September 2003
Table 5	Total professional staff by location of assignment and region of nationality as at 30 September 2003

- Table 6 Staff by age, sex and location as at 30 September 2003
- Table 7 Staff by grade and age (all locations) as at 30 September 2003
- Table 8 Staff by length of service as at 30 September 2003
- Table 9 Appointments during year 2003 (up to 30 September 2003)
- Table 10 Staff retirement projections
- Table 11 Number of staff with long-term and temporary appointments as at 30 September 2003
- Table 12 Distribution of occupied professional and higher category posts across main occupational groups

**REPRESENTATION OF WOMEN IN THE
PROFESSIONAL AND HIGHER CATEGORIES 1990-2003¹
(Percentage of professional staff)**



¹ Up to 30 September 2003.

TABLE 1. NUMBER OF STAFF¹ HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION FOR 1999, 2001 AND 2003

	Staff numbers at 31 December 1999				Staff numbers at 31 December 2001				Staff numbers at 30 September 2003			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	5	6	0	11	4	6	0	10	13	6	0	19
D2	42	6	4	52	40	5	4	49	45	6	2	53
D1/P6	61	36	42	139	67	32	43	142	75	36	45	156
P5	263	158	68	489	282	172	77	531	316	180	76	572
P4	138	120	88	346	137	151	91	379	152	139	98	389
P3	56	51	23	130	67	50	23	140	78	63	22	163
P2	24	40	18	82	24	52	19	95	22	43	18	83
P1	1	2	7	10	1	1	3	5	0	0	0	0
Total professional	590	419	250	1 259	622	469	260	1 351	701	473	261	1 435
National professional officers	0	4	70	74	0	12	160	172	0	14	191	205
Total general service	671	1 041	481	2 193	644	960	481	2 085	652	955	486	2 093
Grand total	1 261	1 464	801	3 526	1 266	1 441	901	3 608	1 353	1 442	938	3 733

¹ Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 1999: 23; 2001: 44; 2003: 16.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 30 SEPTEMBER 2003**

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	12	22	25	53	78	80	72	152	216	100	316	57	18	75	35	10	45	9	4	13	432	269	701	61.6	38.4
Africa	0	0	0	18	8	26	27	15	42	36	15	51	63	16	79	26	5	31	1	0	1	1	0	1	172	59	231	74.5	25.5
The Americas	0	0	0	2	11	13	4	6	10	57	31	88	6	2	8	1	0	1	0	0	0	1	1	70	51	121	57.9	42.1	
South-East Asia	0	0	0	1	3	4	4	5	9	7	6	13	35	17	52	15	1	16	2	1	3	1	0	1	65	33	98	66.3	33.7
Europe	0	0	0	3	0	3	4	5	9	12	9	21	25	10	35	5	3	8	0	0	0	1	0	1	50	27	77	64.9	35.1
Eastern Mediterranean	0	0	0	5	3	8	5	4	9	18	5	23	31	8	39	14	0	14	2	0	2	1	0	1	76	20	96	79.2	20.8
Western Pacific	0	0	0	0	7	7	4	2	6	34	7	41	36	7	43	9	2	11	2	0	2	1	0	1	86	25	111	77.5	22.5
Total	0	0	0	39	44	83	73	90	163	244	145	389	412	160	572	127	29	156	42	11	53	14	5	19	951	484	1 435	66.3	33.7
Percentage by grade	0.0	0.0	0.0	47.0	53.0	100	44.8	55.2	100	62.7	37.3	100	72.0	28.0	100	81.4	18.6	100	79.2	20.8	100	73.7	26.3	100	66.3	33.7	100		
Percentage of total			0.0			5.8			11.3			27.1			39.9			10.9			3.7			1.3			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	48	14	62	69	36	105	0	1	1	117	51	168	69.6	30.4
The Americas	1	1	2	0	0	0	0	0	0	0	0	0	1	1	2	50.0	50.0
South-East Asia	0	0	0	2	0	2	12	1	13	0	0	0	14	1	15	93.3	6.7
Europe	0	0	0	9	11	20	0	0	0	0	0	0	9	11	20	45.0	55.0
Total	1	1	2	59	25	84	81	37	118	0	1	1	141	64	205	69.0	31.0
Percentage by grade	50.0	50.0	100	70.2	29.8	100	68.6	31.4	100	0.0	100	100	68.8	31.2	100		
Percentage of total			1.0			41.0			57.6			0.4			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	19	18	37	36	118	154	53	201	254	32	136	168	14	22	36	155	497	652	23.8	76.2		
Africa	42	0	42	52	0	52	63	3	66	20	29	49	23	47	70	30	56	86	39	45	84	269	180	449	59.9	40.1		
The Americas	0	0	0	1	0	1	1	1	2	5	19	24	2	23	25	4	31	35	1	4	5	14	78	92	15.2	84.8		
South-East Asia	23	0	23	33	0	33	32	4	36	38	30	68	45	28	73	21	10	31	34	9	43	226	81	307	73.6	26.4		
Europe	0	0	0	1	1	2	8	5	13	7	14	21	7	62	69	1	13	14	3	13	16	27	108	135	20.0	80.0		
Eastern Mediterranean	5	0	5	21	0	21	17	3	20	8	40	48	10	38	48	15	26	41	6	22	28	82	129	211	38.9	61.1		
Western Pacific	4	1	5	14	3	17	22	5	27	10	22	32	13	66	79	12	42	54	10	23	33	85	162	247	34.4	65.6		
Total	74	1	75	123	6	129	162	39	201	124	272	396	153	465	618	115	314	429	107	138	245	858	1 235	2 093	41.0	59.0		
Percentage by grade	98.7	1.3	100	95.3	4.7	100	80.6	19.4	100	31.3	68.7	100	24.8	75.2	100	26.8	73.2	100	43.7	56.3	100	41.0	59.0	100				
Percentage of total			3.6			6.2			9.6			18.9			29.5			20.5			11.7			100				

M – male, F – female, T – total.

TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2003

(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 Ghana Kenya Mali Senegal
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada	Puerto Rico* Saint Lucia Saint Vincent and the Grenadines Suriname	Argentina Mexico	Brazil Canada
South-East Asia	Democratic Republic of Timor-Leste			Myanmar Nepal
Europe	Andorra Azerbaijan Bosnia and Herzegovina Kyrgyzstan Luxembourg Monaco Republic of Moldova	San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan	Germany Israel Portugal Spain Ukraine	Belgium Denmark France Ireland Netherlands United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Oman Qatar	United Arab Emirates	Saudi Arabia	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 Viet Nam	Australia Philippines

* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

African 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					
Algeria	2-10					1		1		4		1					6	1	7	
Angola	1-8							1		3				1			5	0	5	
Benin	1-8					1		1		1		1					4	0	4	
Botswana	1-8			1						1		1				1	2	2	4	
Burkina Faso	1-8			1		2	1	1	1	2		2					8	2	10	
Burundi	1-8							1		1		1					3	0	3	
Cameroon	1-8				1	2		1		4	2		1				7	4	11	
Cape Verde	1-7							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	1-7																0	0	0	
Congo	1-8			8		2		2		1	1						13	1	14	
Côte d'Ivoire	1-8			1		1	1	1		3			1				6	2	8	
Democratic Republic of the Congo	2-12					1		1		5			1				7	1	8	
Equatorial Guinea	1-7					1				1							2	0	2	
Eritrea	1-8									1							1	0	1	
Ethiopia	2-12					2	1	1		2	1	1	1				4	5	9	
Gabon	1-8					1											0	1	1	
Gambia	1-8			2		2				2		1			1		8	0	8	
Ghana	1-8			1	1	1	1	3	3	3		1			1		10	5	15	
Guinea	1-8							1		2	1	1					4	1	5	
Guinea-Bissau	1-8									1		1					1	1	2	
Kenya	1-10				1	1	2	1	1	4	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					2				1								0	3	3
Malawi	1-8							1		2	1							3	1	4
Mali	1-8					1		2	1	3		1		1				7	2	9
Mauritania	1-8			1				1		3		1						6	0	6
Mauritius	1-8			2	1	1	1	1		1								5	2	7
Mozambique	1-8									2	2							2	2	4
Namibia	1-8								1									0	1	1
Niger	1-8					1	1	1		3		1						5	1	6
Nigeria	4-14					2		2		4	2	2	1					10	3	13
Rwanda	1-8					1		3		1		1						6	0	6
Sao Tome and Principe	1-7																	0	0	0
Senegal	1-8				1	1	1	2		1	3	3		1				7	6	13
Seychelles	1-7				1													0	1	1
Sierra Leone	1-8				1			1	1	2								3	2	5
South Africa	4-11							2		4	2			1				7	2	9
Swaziland	1-7																	0	0	0
Togo	1-8							2		1		2						5	0	5
Uganda	1-8							1		4			1					5	1	6
United Republic of Tanzania	1-10							1	1	1			1					2	2	4
Zambia	1-8							2	1	3		1						6	1	7
Zimbabwe	1-8					1		1	1	2	1	1		1				6	2	8
Total – African Region		0	0	17	7	24	14	39	14	80	22	25	7	3	2	2	1	190	67	257

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

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	1-7																		0	0	0
Argentina	9-16							2	1			1			1		1		3	3	6
Bahamas	1-7											1							1	0	1
Barbados	1-7																		0	0	0
Belize	1-7																		0	0	0
Bolivia	1-8			1	1					3									4	1	5
Brazil	21-29					1	2	8	6	9	2	2		2	2	1			22	11	33
Canada	19-26			1		2	2	7	9	10	5	3		1		1			25	16	41
Chile	2-9				1		1		1	2	2								2	5	7
Colombia	3-10							5	2	2		1							8	2	10
Costa Rica	1-8				1							1							1	1	2
Cuba	1-8							2	1	1									3	1	4
Dominica	1-7																		0	0	0
Dominican Republic	1-8							1	3	1									2	3	5
Ecuador	1-8			1				3	1										4	1	5
El Salvador	1-8					1		2	2										2	3	5
Grenada	1-7																		0	0	0
Guatemala	1-8							1		1									2	0	2
Guyana	1-7					1		2	1		1								2	3	5
Haiti	1-8							1											1	0	1
Honduras	1-8							1											1	0	1
Jamaica	1-8				1				1										0	2	2
Mexico	11-17							5		1	1								6	1	7
Nicaragua	1-8								2										0	2	2

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Panama	1-8							2	1	1							3	1	4	
Paraguay	1-8							1									1	0	1	
Peru	2-10				1			2	1	1							3	2	5	
Puerto Rico*	1-8																0	0	0	
Saint Kitts and Nevis	1-7									1							0	1	1	
Saint Lucia	1-7																0	0	0	
Saint Vincent and the Grenadines	1-7																0	0	0	
Suriname	1-7																0	0	0	
Trinidad and Tobago	1-8							1			1						1	1	2	
United States of America	142-193			1	3	9	11	26	22	43	20	9	2	5	1	1	94	59	153	
Uruguay	1-8							2	1	1	1						3	2	5	
Venezuela	2-9							1	1	1							2	1	3	
Total – Region of the Americas		0	0	4	8	12	18	78	56	75	35	16	2	9	2	2	1	196	122	318

* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

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	4-14							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	1-7																0	0	0	
India	27-38			2		3		4	1	10	5	2	2	1	1		22	9	31	
Indonesia	7-14									1	4	1		1		1	4	4	8	
Maldives	1-7					1						2					3	0	3	
Myanmar	2-10					2		2		2	2	3					7	4	11	
Nepal	1-8							1		7			1				8	1	9	
Sri Lanka	1-8								1	2	2	1		1			4	3	7	
Thailand	4-12					1				1	4	1					2	5	7	
Total – South-East Asia Region		0	0	2	0	4	3	10	2	26	19	11	3	3	1	1	0	57	28	85

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

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	1-7																	0	0	0
Armenia	1-8					1	1		1									2	1	3
Austria	7-14							3	1	1		1			1			5	2	7
Azerbaijan	1-8																	0	0	0
Belarus	1-8								1									1	0	1
Belgium	9-15					1	4	3	9		4		2					19	4	23
Bosnia and Herzegovina	1-8																	0	0	0
Bulgaria	1-8								1									1	0	1
Croatia	1-8									1								1	0	1
Cyprus	1-7								1									1	0	1
Czech Republic	2-9								1	2								2	1	3
Denmark	6-12					2	2	2		4		2	1	1				11	3	14
Estonia	1-8											1						1	0	1
Finland	4-11					1			1	3	2	2						5	4	9
France	42-58				2	5	6	9	10	26	4	4	4	4	4	1	1	49	27	76
Georgia	1-8									1			1					1	1	2
Germany	63-86					4	7	3	16	7	3		2			1		28	15	43
Greece	4-11					1	1		2									3	1	4
Hungary	1-8							1										1	0	1
Iceland	1-7											1	1					1	1	2
Ireland	3-9					2	2	1	1		4	4		1				8	7	15
Israel	3-10							1	1									1	1	2
Italy	34-47					1		4	1	15	2	10		3				33	3	36
Kazakhstan	1-8								1									0	1	1
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																	0	0	0
Malta	1-7									1	2							1	2	3
Monaco	1-7																	0	0	0
Netherlands	13-20					2	6	1	13	5	5	1						24	9	33
Norway	5-12					1		1	2		2		1					5	2	7
Poland	4-11								3	2								3	2	5
Portugal	4-10					1			1									1	1	2
Republic of Moldova	1-8																	0	0	0
Romania	1-8									1		1						0	2	2
Russian Federation	12-19							7	8		1				1			17	0	17
San Marino	1-7																	0	0	0
Serbia and Montenegro	1-8							3										0	3	3
Slovakia	1-8								1									1	0	1
Slovenia	1-8									1								0	1	1
Spain	18-26							2	1	3	7	1		1				6	9	15
Sweden	8-14				1		1		2	3	1	1	1	1		1		6	6	12
Switzerland	9-16					2		3	1	3	2		1					8	4	12
Tajikistan	1-8																	0	0	0
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	5-12									4	1	1				1		5	2	7
Turkmenistan	1-8																	0	0	0
Ukraine	2-10							1										1	0	1
United Kingdom of Great Britain and Northern Ireland	37-51				2	1	6	10	8	17	10	5	1	3	2	1		37	29	66
Uzbekistan	1-10																	0	0	0
Total – European Region		0	0	0	5	13	29	66	40	143	52	48	12	18	4	4	3	292	145	437

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

Eastern Mediterranean 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					
Afghanistan	1-8			1								1						2	0	2
Bahrain	1-7									2								0	2	2
Djibouti	1-7						1		1									2	0	2
Egypt	3-12			1	1	1		3	1		4							5	6	11
Iran (Islamic Republic of)	4-12					1		1		3	2							5	2	7
Iraq	2-9									1		1						2	0	2
Jordan	1-8			1	1				1	3	1			1				5	3	8
Kuwait	1-8															1		1	0	1
Lebanon	1-8					1		1	1	2	2							3	4	7
Libyan Arab Jamahiriya	1-8					1						1						1	1	2
Morocco	1-10									3		1						4	0	4
Oman	1-8																	0	0	0
Pakistan	5-14							2		5								7	0	7
Qatar	1-7																	0	0	0
Saudi Arabia	5-11															1		1	0	1
Somalia	1-8									2		1		1				4	0	4
Sudan	1-10					1		3		3		2						9	0	9
Syrian Arab Republic	1-8							1	1	3		1						5	1	6
Tunisia	1-8					1	1	1		2		6						10	1	11
United Arab Emirates	2-8																	0	0	0
Yemen	1-8							1		1		1						3	0	3
Total – Eastern Mediterranean Region		0	0	3	2	4	3	14	4	29	11	15	0	2	0	2	0	69	20	89

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2003

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	12-19					1	1	1		6	3	4	1	3			15	5	20	
Brunei Darussalam	1-7																0	0	0	
Cambodia	1-8																0	0	0	
China	40-55					2	1	2	2	4	2	2		2	1		11	7	18	
Cook Islands	1-7																0	0	0	
Fiji	1-7							1		1		1					3	0	3	
Japan	121-166					2	5	7	3	12	4	1		3	1		25	13	38	
Kiribati	1-7																0	0	0	
Lao People's Democratic Republic	1-8					1											1	0	1	
Malaysia	3-9					3	1			1		1					3	3	6	
Marshall Islands	1-7																0	0	0	
Micronesia (Federated States of)	1-7																0	0	0	
Mongolia	1-8									1							1	0	1	
Nauru	1-7																0	0	0	
New Zealand	2-9							1	2	3	1	1	1	1			5	4	9	
Niue	1-7																0	0	0	
Palau	1-7																0	0	0	
Papua New Guinea	1-8																0	0	0	
Philippines	3-12			3	1	1	5	2	2	1	1	1					7	10	17	
Republic of Korea	15-21									4					1		5	0	5	
Samoa	1-7																0	0	0	
Singapore	3-10																0	0	0	
Solomon Islands	1-7									1							1	0	1	
Tokelau*	1-7																0	0	0	

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Tonga	1-7																		0	0	0
Tuvalu	1-7																		0	0	0
Vanuatu	1-7																		0	0	0
Viet Nam	3-12							1	1										1	1	2
Total – Western Pacific Region		0	0	3	1	7	15	15	10	35	11	8	4	7	2	3	0		78	43	121

* Associate Member.

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2003**

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	64	9.1	149	21.3	33	4.7	361	51.5	22	3.1	72	10.3	701	100.0
Africa	197	85.3	15	6.5	0	0.0	15	6.5	3	1.3	1	0.4	231	100.0
The Americas	1	0.8	106	87.6	1	0.8	13	10.8	0	0.0	0	0.0	121	100.0
South-East Asia	1	1.0	20	20.4	42	42.9	29	29.6	0	0.0	6	6.1	98	100.0
Europe	0	0.0	13	16.9	3	3.9	59	76.6	0	0.0	2	2.6	77	100.0
Eastern Mediterranean	3	3.1	14	14.6	2	2.1	8	8.3	67	69.8	2	2.1	96	100.0
Western Pacific	1	0.9	20	18.0	7	6.3	37	33.3	1	0.9	45	40.6	111	100.0
Total	267	18.6	337	23.5	88	6.1	522	36.4	93	6.5	128	8.9	1 435	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	64	24.0	149	44.2	33	37.5	361	69.2	22	23.7	72	56.3	701	48.9
Africa	197	73.8	15	4.5	0	0.0	15	2.9	3	3.2	1	0.8	231	16.1
The Americas	1	0.4	106	31.5	1	1.1	13	2.5	0	0.0	0	0.0	121	8.4
South-East Asia	1	0.4	20	5.9	42	47.7	29	5.5	0	0.0	6	4.7	98	6.8
Europe	0	0.0	13	3.8	3	3.4	59	11.3	0	0.0	2	1.5	77	5.4
Eastern Mediterranean	3	1.0	14	4.2	2	2.3	8	1.5	67	72.0	2	1.5	96	6.7
Western Pacific	1	0.4	20	5.9	7	8.0	37	7.1	1	1.1	45	35.2	111	7.7
Total	267	100.0	337	100.0	88	100.0	522	100.0	93	100.0	128	100.0	1 435	100.0

TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2003

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	42	65	107	157	92	249	222	103	325	7	6	13	432	269	701
Africa	0	0	0	9	11	20	64	19	83	95	29	124	4	0	4	172	59	231
The Americas	0	0	0	1	9	10	18	19	37	49	20	69	2	3	5	70	51	121
South-East Asia	1	2	3	2	6	8	22	6	28	36	14	50	4	5	9	65	33	98
Europe	0	0	0	5	2	7	20	14	34	23	10	33	2	1	3	50	27	77
Eastern Mediterranean	0	0	0	6	3	9	27	10	37	38	7	45	5	0	5	76	20	96
Western Pacific	1	0	1	10	9	19	33	7	40	37	8	45	5	1	6	86	25	111
Total	6	5	11	75	105	180	341	167	508	500	191	691	29	16	45	951	484	1 435
Percentage by bracket	54.5	45.5	100.0	41.7	58.3	100.0	67.1	32.9	100.0	72.4	27.6	100.0	64.4	35.6	100.0	66.3	33.7	100.0
Percentage of total	0.8			12.7			35.5			48.2			2.8			100.0		

National professional officers

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Africa	0	0	0	17	6	23	51	26	77	45	19	64	4	0	4	117	51	168
The Americas	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2
South-East Asia	0	0	0	1	0	1	8	0	8	5	1	6	0	0	0	14	1	15
Europe	1	0	1	2	6	8	5	5	10	1	0	1	0	0	0	9	11	20
Total	1	0	1	20	12	32	65	32	97	51	20	71	4	0	4	141	64	205
Percentage by bracket				62.5	37.5	100.0	67.0	33.0	100.0	71.8	28.2	100.0	100.0	0.0	100.0	68.8	31.2	100.0
Percentage of total	0.5			15.6			47.3			34.6			2.0			100.0		

M – male, F – female, T – total.

General service staff

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	6	11	17	28	75	103	62	201	263	59	206	265	0	4	4	155	497	652
Africa	1	2	3	32	30	62	119	96	215	115	52	167	2	0	2	269	180	449
The Americas	1	1	2	4	14	18	4	32	36	5	29	34	0	2	2	14	78	92
South-East Asia	9	6	15	36	20	56	86	35	121	92	19	111	3	1	4	226	81	307
Europe	1	3	4	8	31	39	7	29	36	10	43	53	1	2	3	27	108	135
Eastern Mediterranean	6	13	19	14	40	54	37	47	84	24	29	53	1	0	1	82	129	211
Western Pacific	5	12	17	19	39	58	32	65	97	29	46	75	0	0	0	85	162	247
Total	29	48	77	141	249	390	347	505	852	334	424	758	7	9	16	858	1 235	2 093
Percentage by bracket	37.7	62.3	100.0	36.2	63.8	100.0	40.7	59.3	100.0	44.1	55.9	100.0	43.8	56.3	100.0	41.0	59.0	100.0
Percentage of total			3.7			18.6			40.7			36.2			0.8			100.0

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2003

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	4	2	6	5	3	8	5	0	5	14	5	19
D2	0	0	0	0	0	0	9	2	11	30	8	38	3	1	4	42	11	53
D1/P6	0	0	0	1	0	1	26	7	33	93	20	113	7	2	9	127	29	156
P5	0	0	0	17	16	33	163	65	228	222	71	293	10	8	18	412	160	572
P4	0	0	0	27	32	59	103	60	163	110	48	158	4	5	9	244	145	389
P3	3	1	4	17	34	51	24	25	49	29	30	59	0	0	0	73	90	163
P2	3	4	7	13	23	36	12	6	18	11	11	22	0	0	0	39	44	83
P1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	6	5	11	75	105	180	341	167	508	500	191	691	29	16	45	951	484	1 435
Percentage by bracket	54.5	45.5	100.0	41.7	58.3	100.0	67.1	32.9	100.0	72.4	27.6	100.0	64.4	35.6	100.0	66.3	33.7	100.0
Percentage of total	0.8			12.7			35.5			48.2			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	1	1	2	0	0	0	0	0	0	1	1	2
B	1	0	1	13	8	21	27	14	41	15	3	18	3	0	3	59	25	84
C	0	0	0	7	4	11	37	16	53	36	17	53	1	0	1	81	37	118
D	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
Total	1	0	1	20	12	32	65	32	97	51	20	71	4	0	4	141	64	205
Percentage by bracket				62.5	37.5	100.0	67.0	33.0	100.0	71.8	28.2	100.0	100.0	0.0	100.0	68.8	31.2	100.0
Percentage of total	0.5			15.6			47.3			34.6			2.0			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	39	49	88	54	71	125	3	0	3	107	138	245	
G6	3	6	9	29	38	67	49	141	190	34	124	158	0	5	5	115	314	429	
G5	6	10	16	36	102	138	43	194	237	68	158	226	0	1	1	153	465	618	
G4	6	22	28	22	79	101	51	109	160	44	59	103	1	3	4	124	272	396	
G3	8	7	15	17	12	29	80	10	90	56	10	66	1	0	1	162	39	201	
G2	4	0	4	18	2	20	56	2	58	43	2	45	2	0	2	123	6	129	
G1	1	1	2	9	0	9	29	0	29	35	0	35	0	0	0	74	1	75	
Total	29	48	77	141	249	390	347	505	852	334	424	758	7	9	16	858	1 235	2 093	
Percentage by bracket	37.7	62.3	100.0	36.2	63.8	100.0	40.7	59.3	100.0	44.1	55.9	100.0	43.8	56.3	100.0	41.0	59.0	100.0	
Percentage of total			3.7			18.6			40.7			36.2			0.8				100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2003

Location	Under 5 years				5-9 years				10-14 years				15-19 years				20-24 years				25-29 years				≥30 years				All			
	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T
Headquarters	342	0	185	527	111	0	60	171	112	0	137	249	83	0	98	181	27	0	62	89	18	0	68	86	8	0	42	50	701	0	652	1 353
Africa	113	134	95	342	37	23	78	138	38	10	81	129	18	1	92	111	12	0	63	75	8	0	28	36	5	0	12	17	231	168	449	848
The Americas	73	1	42	116	25	0	18	43	14	0	12	26	7	1	8	16	1	0	9	10	1	0	3	4	0	0	0	0	121	2	92	215
South-East Asia	49	10	58	117	29	4	50	83	12	1	80	93	4	0	57	61	4	0	33	37	0	0	17	17	0	0	12	12	98	15	307	420
Europe	34	20	54	108	17	0	24	41	14	0	16	30	8	0	9	17	4	0	15	19	0	0	7	7	0	0	10	10	77	20	135	232
Eastern Mediterranean	53	0	69	122	22	0	32	54	12	0	42	54	6	0	36	42	2	0	15	17	0	0	14	14	1	0	3	4	96	0	211	307
Western Pacific	66	0	84	150	22	0	44	66	10	0	37	47	6	0	36	42	4	0	39	43	3	0	4	7	0	0	3	3	111	0	247	358
Total	730	165	587	1 482	263	27	306	596	212	11	405	628	132	2	336	470	54	0	236	290	30	0	141	171	14	0	82	96	1 435	205	2 093	3 733
Percentage by bracket	49.3	11.1	39.6	100	44.2	4.5	51.3	100	33.7	1.8	64.5	100	28.1	0.4	71.5	100	18.6	0.0	81.4	100	17.5	0.0	82.5	100	14.6	0.0	85.4	100	38.4	5.5	56.1	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 2003 (UP TO 30 SEPTEMBER 2003)

Location	Category	Total staff at 30 September 2003	New appointments		Conversion of temporary 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	701	40	40.0	31	51.6	8	25.0	79	43.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	652	5	80.0	34	67.6	3	66.7	42	69.0
Africa	P	231	2	100.0	4	0.0	1	0.0	7	28.6
	NPO	168	12	16.7	3	100.0	0	0.0	15	33.4
	GS	449	6	33.3	11	81.8	0	0.0	17	64.7
The Americas	P	121	5	20.0	0	0.0	4	50.0	9	33.3
	NPO	2	1	0.0	0	0.0	0	0.0	1	0.0
	GS	92	2	50.0	0	0.0	3	66.7	5	60.0
South-East Asia	P	98	11	36.4	1	0.0	0	0.0	12	33.4
	NPO	15	5	0.0	0	0.0	0	0.0	5	0.0
	GS	307	3	0.0	9	55.6	0	0.0	12	41.7
Europe	P	77	3	100.0	3	33.3	2	50.0	8	62.5
	NPO	20	7	71.4	9	55.6	0	0.0	16	62.5
	GS	135	4	100.0	10	70.0	1	100.0	15	80.0
Eastern Mediterranean	P	96	3	0.0	1	0.0	0	0.0	4	0.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	211	2	100.0	6	50.0	0	0.0	8	62.5
Western Pacific	P	111	8	25.0	5	20.0	1	0.0	14	21.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	247	7	42.9	11	72.7	0	0.0	18	61.1
Total	P	1 435	72	38.9	45	40.0	16	31.3	133	38.4
	NPO	205	25	28.0	12	66.7	0	0.0	37	40.6
	GS	2 093	29	55.2	81	67.9	7	71.4	117	65.0
	All	3 733	126	40.7	138	58.2	23	34.2	287	48.6

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

TABLE 10. STAFF RETIREMENT PROJECTIONS

Location	Category	Total staff at 30 September 2003	Staff due to retire							
			by 30 September 2004*		by 30 September 2006*		by 30 September 2008*		by 30 September 2013*	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	701	23	3.3	68	9.7	132	18.8	294	41.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	652	12	1.8	42	6.4	93	14.3	253	38.8
Africa	P	231	7	3.0	28	12.1	45	19.5	107	46.3
	NPO	168	2	1.2	7	4.2	13	7.7	48	28.6
	GS	449	5	1.1	28	6.2	61	13.6	159	35.4
The Americas	P	121	3	2.5	11	9.1	23	19.0	59	48.8
	NPO	2	0	0.0	0	0.0	0	0.0	0	0.0
	GS	92	5	5.4	10	10.9	16	17.4	34	37.0
South-East Asia	P	98	5	5.1	18	18.4	30	30.6	54	55.1
	NPO	15	0	0.0	0	0.0	2	13.3	4	26.7
	GS	307	7	2.3	17	5.5	45	14.7	103	33.6
Europe	P	77	0	0.0	6	7.8	10	13.0	31	40.3
	NPO	20	0	0.0	0	0.0	0	0.0	1	0.0
	GS	135	4	3.0	11	8.1	21	15.6	47	34.8
Eastern Mediterranean	P	96	5	5.2	8	8.3	16	16.7	40	41.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	211	7	3.3	13	6.2	22	10.4	51	24.2
Western Pacific	P	111	3	2.7	9	8.1	18	16.2	45	40.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	247	1	0.4	7	2.8	21	8.5	67	27.1
Total	P	1 435	46	3.2	148	10.3	274	19.1	630	43.9
	NPO	205	2	1.0	7	3.4	15	7.3	53	25.9
	GS	2 093	41	2.0	128	6.1	279	13.3	714	34.1
	All	3 733	89	2.4	283	7.6	568	15.2	1 397	37.4

* Cumulative figures.

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

TABLE 11. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS AS AT 30 SEPTEMBER 2003

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	701	231	121	98	77	96	111	1 435
National professional staff	0	168	2	15	20	0	0	205
General services	652	449	92	307	135	211	247	2 093
Total	1 353	848	215	420	232	307	358	3 733
Temporary appointments								
Term-limited appointments								
Professional staff	446	153	4	10	63	25	13	714
National professional staff	0	31	0	7	14	0	0	52
General service staff	335	849	3	58	108	162	47	1 562
Total	781	1 033	7	75	185	187	60	2 328
Short-term appointments								
Professional staff	317	210	64	43	48	48	40	770
Consultants	85	234	157	8	11	99	30	624
National professional staff	0	52	0	8	9	0	0	69
General service staff	265	785	44	61	55	44	42	1 296
Total	667	1 281	265	120	123	191	112	2 759
Total staff with temporary appointments	1 448	2 314	272	195	308	378	172	5 087
Total number of staff	2 801	3 162	487	615	540	685	530	8 820

