



人力资源：年度报告

秘书处的报告

1. 下述信息陈述了本组织截至**2007年9月30日**时的职员配备情况**预览**。它包括下列详情：按主要地点和级别分列的职员配备全面情况；按职员性别、地域代表性、年龄概况、服务期限和职员更替列示的职员分布；以及主要职业类别的人力分布。将向第六十一届世界卫生大会提交包含截至2007年12月31日时职员配备情况全部数据的第九份人力资源年度报告。

职员配备情况

任用职类

2. 截至2007年9月30日，世卫组织一年至五年定期任用或继续任用（以下均称为“长期任用”）职员总数为4992名¹。其中，1834名（36.7%）为专业类职员，2799名（56.1%）为一般事务类职员，359名（7.2%）为国家专业类官员（见表1）。与截至2006年9月30日年度报告中报告的人数相比，长期任用的职员数目增加了549名（12.4%）²。

3. 执委会第120届会议通过了EB120（1）号决定，该决定涉及联合国大会确认国际公务员制度委员会的总框架。据此，自2007年7月1日起，世卫组织就以下三类职员任用采取了全新合同安排，即：继续任用，定期任用和临时任用。由此，自2007年7月1日起，得到终身/服务任用的职员、不间断工作至少五年的职员和得到定期任用的在职职员已经转为继续任用类。

4. 除了长期任用的职员之外，还有2795名临时任用的职员（包括顾问），此类职员占职员总数的35.9%，这一数字验证了2004年以来看到的下降趋势（见表2）。

¹ 该数字不包括泛美卫生组织和国际癌症研究机构的职员。

² 见文件EB120/24 Add.1。

性别分布

5. 自截止 2006 年 9 月 30 日年度报告以来，妇女在专业人员以上职类中的百分比有所增加，从 36.4% 增至 37.1%（见图）。

6. 表 3 显示按组织地点、级别和性别分列的长期任用职员的分布情况。可以看到，在 1834 名长期任用专业类职员中，1154 名（62.9%）为男职员，680 名（37.1%）为女职员。正如在截止 2006 年 9 月 30 日上一年度报告中所看到的那样，本报告显示 P.2 和 P.3 级的妇女职员人数超过男职员。自上一年度报告以来，妇女在 P.4 级以上级别的代表性持续得以改善。P.4 级的妇女比例现为 42.7%，P.5 级为 31.9%；在 P.6/D.1 级已从 19.3% 增至 20.3%；但在 D.2 级则由 28.6% 降至 27.1%。不叙级职位的妇女比例也从 28.6% 降至 26.1%。

地域代表性

7. 在按地域计算的职位任职的 1591 名职员中，813 名为发展中国家国民（51.1%）。在总共 183 名任用中，41.5% 来自发展中国家。

8. 截至 2007 年 9 月，105 个国家占额在其理想幅度之内（包括 5 个达到其幅度最高限额），45 个国家（包括 2 个准会员）为无额国，10 个国家为缺额国，35 个国家为超额国（见表 4）。表 5 列出了按区域分列的各国占额状况的详情（数据不包括由其国籍资助职位的职员）。自截止 2006 年 9 月 30 日年度报告以来，发生了下列变化：

- 原来无额的 2 个国家（斯威士兰和东帝汶）现已达到其占额理想幅度；
- 原来缺额的 2 个国家（德国和越南）现已达到其占额理想幅度；
- 原来超额的 4 个国家（埃及、缅甸、瑞典和突尼斯）现已达到其占额理想幅度；
- 原来达到其占额理想幅度的 5 个国家（巴哈马、巴林、老挝人民民主共和国、卢森堡和阿拉伯利比亚民众国）现为无额国；
- 原来达到其占额理想幅度的 3 个国家（奥地利、墨西哥和新加坡）现为缺额国；
- 原来达到其占额理想幅度的 4 个国家（贝宁、马来西亚、新西兰和南非）现为超额国。

9. 表 6 提供按任职地点和国籍区域分列的专业以上类职员分布的信息。

职员的年龄、级别、服务期限和更替

10. 逾半的专业类职员（51.0%）年龄在 50 岁以上。在一般事务类，50 岁以上的职员目前人数仍然最多（35.6%），而在国家专业类官员中，40 岁年龄段的职员人数最多（41.5%）（见表 7 和表 8）。

11. 人数最多的一组职员（占劳动力的 48.1%）服务不足 5 年。专业类职员的大约平均服务期限超过 7 年，一般事务类职员为 11 年（见表 9）。

12. 表 10 提供了职员任用的数据（包括到 2007 年 9 月 30 日时任职的职员）。它显示，在专业类职位中，65 名职员（35.5%）为外部招聘，105 名职员（57.4%）由在职临时合同转换任用，13 名（7.1%）为通过机构间调动重新任命。在专业类职位中，新任用中的 36.6% 为妇女（2006 年 9 月 30 日时为 41%）。

13. 根据目前的预测，在今后 5 年内退休的工作人员大约占 15.5%，在今后 10 年内退休的人员超过 35.8%（见表 11）。

职业类别

14. 在专业类职员担任的职位中，有一半以上为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中，91.0% 为“医学专业医生”，1.0% 为“护理师”。第二大职业类别是“行政专业人员”，它占 28.1%。在该类别中，18.8% 的职位由“技术合作行政管理人”担任，13.4% 由“计算机信息系统专业人员”担任，12.5% 由“财务管理专业人员”担任（见表 12）。

执行委员会的行动

15. 请执委会注意本报告。

图表和表格

为便于参阅，前面段落中提及的图表和表格分列如下：

图 1990 年-2007 年 9 月 30 日妇女在专业人员以上职类中的百分比

表 1 2003 年末、2005 年和 2007 年 9 月 30 日时按级别和主要工作地点列示的长期任用职员数目

表 2 2007 年 9 月 30 日时长期和临时任用职员数目

表 3 2007 年 9 月 30 日时按组织地点、级别和性别分列的职员分布

表 4 2007 年 9 月 30 日时按区域列示的不在占额幅度之内的国家一览表

表 5a-f 2007 年 9 月 30 日时各国占额情况

表 6 2007 年 9 月 30 日时按任职地点和国籍区域分列的专业人员以上职类职员总数

表 7 2007 年 9 月 30 日时按年龄、性别和地点分列的职员情况

表 8 2007 年 9 月 30 日时按级别和年龄（所有工作地点）分列的职员情况

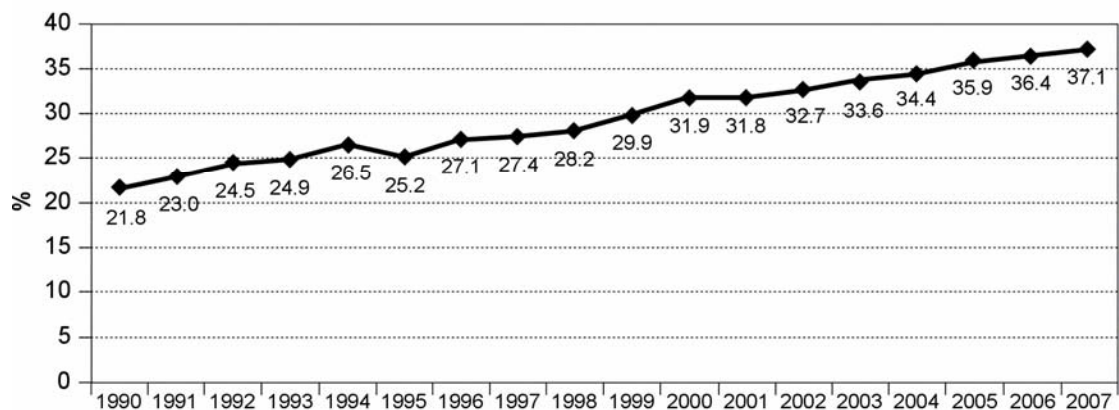
表 9 2007 年 9 月 30 日时按服务期限分列的职员情况

表 10 2007 年期间的任用情况（截至 2007 年 9 月 30 日）

表 11 职员退休预测

表 12 主要职业类别中专业人员以上职类在职员额分布

图 1990 年-2007 年 9 月 30 日
妇女在专业人员以上职类中的百分比



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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION
AT YEAR END 2003, 2005 AND AT 30 SEPTEMBER 2007¹**

	Staff numbers at 31 December 2003				Staff numbers at 31 December 2005				Staff numbers at 30 September 2007			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	3	6	0	9	13	6	0	19	17	6	0	23
D2	43	6	3	52	39	6	2	47	38	7	3	48
D1/P6	72	37	43	152	94	37	49	180	108	44	50	202
P5	302	178	80	560	319	193	85	597	349	218	119	686
P4	144	151	96	391	188	154	100	442	249	207	102	558
P3	72	59	21	152	90	71	26	187	119	74	25	218
P2	22	54	18	94	28	47	18	93	27	52	17	96
P1	0	0	1	1	0	0	0	0	0	3	0	3
Total professional	658	491	262	1 411	771	514	280	1 565	907	611	316	1 834
National professional officers	0	14	162	176	0	27	218	245	0	86	273	359
Total general service	644	987	468	2 099	687	984	536	2 207	732	1 238	829	2 799
Grand total	1 302	1 492	892	3 686	1 458	1 525	1 034	4 017	1 639	1 935	1 418	4 992

¹Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay).

**TABLE 2. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
(INCLUDING CONSULTANTS) AS AT 30 SEPTEMBER 2007**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	907	289	110	135	135	120	128	1 834
National professional staff	0	194	4	36	50	33	22	359
General service staff	732	545	83	342	198	371	271	2 799
Total	1 639	1 028	197	513	383	524	421	4 992
Temporary appointments								
Professional staff	463	149	71	78	79	141	73	1054
National professional staff	0	132	0	24	54	22	1	233
Consultants	54	42	94	4	5	48	29	276
General service staff	227	608	30	78	98	111	80	1 232
Total	744	931	195	184	236	322	183	2 795
Total number of staff	2 383	2 262	376	697	619	846	604	7 787

TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 30 SEPTEMBER 2007
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	8	19	27	54	65	119	111	138	249	217	132	349	83	25	108	28	10	38	12	5	17	513	394	907	56.6	43.4
Africa	0	0	0	25	13	38	27	19	46	67	23	90	80	22	102	25	6	31	1	1	2	1	0	1	226	84	310	72.9	27.1
The Americas	0	0	0	2	5	7	4	4	8	50	21	71	6	5	11	1	0	1	0	0	0	0	1	1	63	36	99	63.6	36.4
South-East Asia	0	0	0	1	2	3	6	2	8	23	11	34	46	20	66	17	4	21	1	1	2	1	0	1	95	40	135	70.4	29.6
Europe	2	0	2	5	9	14	5	11	16	26	22	48	30	17	47	5	1	6	0	1	1	1	0	1	74	61	135	54.8	45.2
Eastern Mediterranean	1	0	1	2	4	6	11	7	18	13	9	22	36	11	47	20	3	23	2	0	2	1	0	1	86	34	120	71.7	28.3
Western Pacific	0	0	0	0	1	1	1	2	3	30	14	44	52	12	64	10	2	12	3	0	3	1	0	1	97	31	128	75.8	24.2
Total	3	0	3	43	53	96	108	110	218	320	238	558	467	219	686	161	41	202	35	13	48	17	6	23	1 154	680	1 864	62.9	37.1
Percentage by grade	100	0.0	100	44.8	55.2	100	49.5	50.5	100	57.3	42.7	100	68.1	31.9	100	79.7	20.3	100	73.9	26.1	100	73.9	26.1	100	62.9	37.1	100		
Percentage of total			0.2			5.2			11.9			30.4			37.4			11.0			2.6			1.23			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	4	0	4	53	16	69	88	51	139	1	1	2	146	68	214	68.2	31.8
The Americas	0	1	1	0	0	0	0	3	3	0	0	0	0	4	4	0.0	100
South-East Asia	3	0	3	5	1	6	24	3	27	0	0	0	32	4	36	88.9	11.1
Europe	8	4	12	11	19	30	3	0	3	0	0	0	26	24	50	52.0	48.0
Eastern Mediterranean	0	0	0	18	12	30	3	0	3	0	0	0	21	12	33	63.6	36.4
Western Pacific	1	4	5	4	4	8	3	5	8	1	0	1	9	13	22	40.9	0.0
Total	16	9	25	91	52	143	125	63	188	2	1	3	234	125	359	65.2	35.8
Percentage by grade	64.0	36.0	100	63.6	36.4	100	66.5	33.5	100	66.7	33.3	100	65.2	34.8	100		
Percentage of total			7.0			39.8			52.4			0.8			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	0	1	1	21	9	30	35	158	193	59	250	309	42	133	175	7	17	24	164	568	732	22.4	77.6
Africa	75	19	94	125	3	128	83	10	93	29	50	79	27	117	144	50	91	141	68	60	128	457	350	807	56.6	43.4
The Americas	0	0	0	0	0	0	0	0	0	5	15	20	3	19	22	5	24	29	1	6	7	14	64	78	17.9	82.1
South-East Asia	10	1	11	57	0	57	33	10	43	32	39	71	43	36	79	28	10	38	32	11	43	235	107	342	68.7	31.3
Europe	0	0	0	16	0	16	5	4	9	9	26	35	14	94	108	5	16	21	3	6	9	52	146	198	26.3	73.7
Eastern Mediterranean	20	2	22	44	0	44	30	4	34	18	80	98	27	65	92	23	30	53	6	22	28	168	203	371	45.3	54.7
Western Pacific	3	2	5	16	0	16	23	6	29	8	43	51	7	76	83	16	48	83	7	16	23	80	191	271	29.5	70.5
Total	108	24	132	258	4	262	195	43	238	136	411	547	180	657	837	169	352	521	124	138	262	1170	1629	2799	41.8	58.2
Percentage by grade	81.8	18.2	100	98.5	1.5	100	98.5	1.5	100	24.9	75.1	100	21.5	78.5	100	32.4	67.6	100	47.3	52.7	100	41.80	58.2	100		
Percentage of total			4.7			9.4			8.5			19.5			29.9			18.6			9.4			100		

M – male, F – female, T – total.

TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2007

(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Comoros Lesotho Seychelles Swaziland		–	Benin Burkina Faso Cameroon Congo Côte d'Ivoire Ethiopia Ghana Kenya	Malawi Nigeria Rwanda Senegal South Africa Uganda Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize Dominica Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Mexico United States of America	Canada Colombia	
South-East Asia	Timor-Leste		–	India Sri Lanka	Thailand
Europe	Andorra Bosnia and Herzegovina Luxembourg Monaco Montenegro San Marino	Tajikistan The former Yugoslav Republic of Macedonia Uzbekistan	Austria Israel	Belgium Denmark France Ireland Italy	Netherlands Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Bahrain Kuwait Libyan Arab Jamahiriya	Oman Qatar United Arab Emirates	Saudi Arabia	Lebanon Sudan	
Western Pacific	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Marshall Islands Micronesia (Federated States of)	Nauru Niue Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia New Zealand Philippines	

* Associate Member.

TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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	2-10					1		2	1	3		2						8	1	9
Angola	1-8					1		2		1		1			1			6	0	6
Benin	1-8					1		3		1	2	2						7	2	9
Botswana	1-8				1					1	1							2	1	3
Burkina Faso	1-8				1		1	2	2		4		2					10	2	12
Burundi	1-8							1		3	2	1						5	2	7
Cameroon	1-8				1	2	2		1	3	1		1					7	4	11
Cape Verde	1-7									1	1							1	1	2
Central African Republic	1-8							2		1		1						4	0	4
Chad	1-8				1	1		1		1								3	1	4
Comoros	1-7																	0	0	0
Congo	1-8				7		3			1	0	1						12	0	12
Côte d'Ivoire	1-8				1		2		1	4	2		1					8	3	11
Democratic Republic of the Congo	2-12				1			4		5			1	1				11	1	12
Equatorial Guinea	1-7					0		1				1						2	0	2
Eritrea	1-8				1			2										3	0	3
Ethiopia	2-12					1		2	5	2	4	1		2				9	8	17
Gabon	1-8					1	1	1			1							2	2	4
Gambia	1-8				2		2		2		2		1					7	0	7
Ghana	1-8				1		1	2	3	3	2	2			1			9	6	15
Guinea	1-8				1			2		3		1	1					7	1	8
Guinea-Bissau	1-8									1	1							1	1	2
Kenya	1-10					1	2	3	3	4	3	2	2					10	10	20
Lesotho	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
Liberia	1-8					1				1								1	1	2
Madagascar	1-8			1	1		2	2										3	3	6
Malawi	1-8							2	1	5	1							7	2	9
Mali	1-8							2		4		1		1				7	1	8
Mauritania	1-8			1				2		3								6	0	6
Mauritius	1-8			1	0	1	1	1				1						4	1	5
Mozambique	1-8									2	1							2	1	3
Namibia	1-8							1	1	1								2	1	3
Niger	1-8					1	1	1	2			1						4	2	6
Nigeria	4-14			1		2		5	0	5	2	3	1					16	3	19
Rwanda	1-8				1			3		5		1						9	1	10
Sao Tome and Principe	1-7			1				1										2	0	2
Senegal	1-8					1		2	2	4	4	1		2				8	8	16
Seychelles	1-7																	0	0	0
Sierra Leone	1-8							1	1	1								2	1	3
South Africa	4-11							1	2	8	2		1			1		9	6	15
Swaziland	1-7			1														1	0	1
Togo	1-8					2		1		2		2						7	0	7
Uganda	1-8					1		4	1	7	1		1	1				13	3	16
United Republic of Tanzania	1-10					1		2	3	2			1					4	5	9
Zambia	1-8				1			2	2	4	1	1						7	4	11
Zimbabwe	1-8			1	2	1		2	1	3	1	2		1				9	4	13
Total – African Region		0	0	24	11	24	14	71	25	104	29	30	10	2	3	2	1	257	93	350

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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							4	1		2				1			1	5	4	9
Bahamas	1-7																		0	0	0
Barbados	1-7																		0	0	0
Belize	1-7																		0	0	0
Bolivia	1-8				1				2										2	1	3
Brazil	21-29						2	2	8	7	2	4	1	1					14	13	27
Canada	19-26				1	4	3	7	3	7	5	3	1	1		1			23	13	36
Chile	2-9				1		1	1	1		3	1							3	5	8
Colombia	3-10							6	4	2	1	1							9	5	14
Costa Rica	1-8				1			2		1									2	1	3
Cuba	1-8					1		3		1									5		5
Dominica	1-7																		0	0	0
Dominican Republic	1-8							1	2		1	1							2	3	5
Ecuador	1-8				2			2	2										4	2	6
El Salvador	1-8							1	1										1	1	2
Grenada	1-7																		0	0	0
Guatemala	1-8							1		2									3	0	3
Guyana	1-7					1		2		1									2	2	4
Haiti	1-8							1											1	0	1
Honduras	1-8							1		1									1	1	2
Jamaica	1-8							1											1	0	1
Mexico	11-17					2		2	2	1	1	1		1					5	5	10
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									1								1	0	1
Paraguay	1-8						2	1										2	1	3
Peru	2-10						4	1			1							5	1	6
Puerto Rico*	1-8																	0	0	0
Saint Kitts and Nevis	1-7																	0	0	0
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	3
United States of America	142-193			2	10	8	15	21	37	24	12	2	2	2	2	2		78	59	137
Uruguay	1-8						2		1	1								3	1	4
Venezuela (Bolivarian Republic of)	2-9						2		1		1							2	2	4
Total – Region of the Americas		0	0	3	5	15	17	63	52	61	43	25	4	6	2	3	1	176	124	300

* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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					1		3		2	0	1	1						7	1	8
Bhutan	1-8									1	1	1							2	1	3
Democratic People's Republic of Korea	1-8									1									1	0	1
India	27-38			3	2	8	2	6	5	11	7	5			1		1		33	18	51
Indonesia	7-14					1		2		1	4		1	1					4	6	10
Maldives	1-7							1											1	0	1
Myanmar	2-10							1	3	2	2	3		1					7	5	12
Nepal	1-8									2		3							5	0	5
Sri Lanka	1-8			1	1			2	1	2	1	1	1	1					7	4	11
Thailand	4-12							1	3	3	3	1	1			1			6	7	13
Timor-Leste	1-7							1											1		1
Total – South-East Asia Region		0	0	4	3	9	3	17	12	25	18	15	4	3	1	1	1		74	42	116

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

European Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Albania	1-8				1													0	1	1
Andorra	1-7																	0	0	0
Armenia	1-8					1	1					1						2	1	3
Austria	7-14							2	2		2							4	2	6
Azerbaijan	1-8				1		2											3	0	3
Belarus	1-8								1									1	0	1
Belgium	9-15				1	6	2	8	4	6	2							22	7	29
Bosnia and Herzegovina	1-8																	0	0	0
Bulgaria	1-8				1	2	2		1									3	3	6
Croatia	1-8				1	1		1	1									2	2	4
Cyprus	1-7								1									1	0	1
Czech Republic	2-9							1	2									2	1	3
Denmark	6-12			1	1	1	2	2	1	4		4		1				12	5	17
Estonia	1-8									1		1						2	0	2
Finland	4-11				1	1	3	3	3									4	7	11
France	42-58			1	3	8	8	11	7	20	9	6	4	1		1	1	48	31	79
Georgia	1-8									1	1	1		1				2	2	4
Germany	63-86	2				2	7	11	7	21	12	1						37	26	63
Greece	4-11								1	3								3	1	4
Hungary	1-8							1	1	1								2	1	3
Iceland	1-7											1						1	0	1
Ireland	3-9				3	1	3	2	2	2		2		2				9	8	17
Israel	3-10										2							0	2	2
Italy	34-47				1	2	2	7	6	23	4	7		5				44	13	57
Kazakhstan	1-8								2									0	2	2
Kyrgyzstan	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
Latvia	1-8									1	1							1	1	2
Lithuania	1-8						1				1							1	1	2
Luxembourg	1-8																	0	0	0
Malta	1-7									1	1							1	1	2
Monaco	1-7																	0	0	0
Montenegro	1-7																	0	0	0
Netherlands	13-20			1	1	1	7	4	15	4	1	1						29	11	40
Norway	5-12			1		1		3		2	1							1	7	8
Poland	4-11						1		3	2								4	2	6
Portugal	4-10			1		2		2	2									2	3	5
Republic of Moldova	1-8					1		1										0	2	2
Romania	1-8							1		1								0	2	2
Russian Federation	12-19			2		1	7	1	6	1	1				1			15	5	20
San Marino	1-7																	0	0	0
Serbia	1-7							1		1								0	2	2
Slovakia	1-8									1								1	0	1
Slovenia	1-8																	0	1	1
Spain	18-26			1	1		1	5	4	4	1	2		1				7	13	20
Sweden	8-14					2		2	4	4			1		1			6	8	14
Switzerland	9-16			1	2	6	3	3	4	5	3		1					15	13	28
Tajikistan	1-8																	0	0	0
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	5-12					1		1	2	3	1							4	4	8
Turkmenistan	1-8			1		1												1	1	2
Ukraine	2-10				1			1	1									1	2	3
United Kingdom of Great Britain and Northern Ireland	37-51	1			2	5	8	11	10	13	13	6	2	4	3	1		41	38	79
Uzbekistan	1-10																	0	0	0
Total – European Region		3	0	4	19	31	45	78	74	151	77	47	10	16	6	4	0	334	231	565

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

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					2			1				1						3	1	4
Bahrain	1-7																		0		
Djibouti	1-7									1			1						2	0	2
Egypt	3-12			1	3	2	1	1	2		2								4	8	12
Iran (Islamic Republic of)	4-12						1		1	4	2								6	2	8
Iraq	2-9							2		2						1			5	0	5
Jordan	1-8					1		1	1	1		2	1						5	2	7
Kuwait	1-8																		0	0	0
Lebanon	1-8						1	2	1	1	4		1						3	7	10
Libyan Arab Jamahiriya	1-8																		0	0	0
Morocco	1-10									1		1							2	0	2
Oman	1-8																		0	0	0
Pakistan	5-14							3		6		2							11	0	11
Qatar	1-7																		0	0	0
Saudi Arabia	5-11								1			1				1			2	1	3
Somalia	1-8								1	3		1		1					5	1	6
Sudan	1-10					2		1	2	6		3							12	2	14
Syrian Arab Republic	1-8								1	3		1							4	1	5
Tunisia	1-8					1	1		2			3							4	3	7
United Arab Emirates	2-8																		0	0	0
Yemen	1-8							2				2							4	0	4
Total – Eastern Mediterranean Region		0	0	1	3	9	3	13	12	28	8	18	2	1	0	2	0		72	28	100

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

Western Pacific Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Australia	12-19			1		2		8	5	6	7	3	2	2		1		22	15	37
Brunei Darussalam	1-7																	0	0	0
Cambodia	1-8						1		1									2	0	2
China	40-55					2		2	3	4	2	2				1		8	8	16
Cook Islands	1-7																	0	0	0
Fiji	1-7									1								1	0	1
Japan	121-166					1	4	7	5	11	4	2		1	1	2		23	14	37
Kiribati	1-7																	0	0	0
Lao People's Democratic Republic	1-8																	0	0	0
Malaysia	3-9					1		2	4	2	1	1	1					5	7	12
Marshall Islands	1-7																	0	0	0
Micronesia (Federated States of)	1-7																	0	0	0
Mongolia	1-8					1		1		1								2	1	3
Nauru	1-7																	0	0	0
New Zealand	2-9					1				2	3	4		1				5	6	11
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	5	7	3	3	1		1	2	1				14	13	27
Republic of Korea	15-21							4	2			1						5	2	7
Samoa	1-7																	0	0	0
Singapore	3-10							1										1	0	1
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							2	1										1	2	3
Total – Western Pacific Region		0	0	3	2	9	15	29	26	31	18	10	5	5	1	3	1		90	68	158

* Associate Member.

M – male, F – female.

TABLE 6. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2007

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	89	9.8	191	21.1	49	5.4	440	48.5	34	3.7	104	11.5	907	100.0
Africa	273	88.1	14	4.5	3	1.0	18	5.8	2	0.6	0	0.0	310	100.0
The Americas	0	0.0	85	85.9	0	0.0	13	13.1	0	0.0	1	1.0	99	100.0
South-East Asia	2	1.5	22	16.3	61	45.2	33	24.4	2	1.5	15	11.1	135	100.0
Europe	0	0.0	10	7.4	3	2.2	118	87.4	0	0.0	4	3.0	135	100.0
Eastern Mediterranean	5	4.2	12	10.0	2	1.7	14	11.7	83	69.2	4	3.3	120	100.0
Western Pacific	3	2.3	26	20.3	9	7.0	38	29.7	0	0.0	52	40.6	128	100.0
Total	372	20.3	360	19.6	127	6.9	674	36.8	121	6.6	180	9.8	1 834	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	89	23.9	191	53.1	49	38.6	440	65.3	34	28.1	104	57.8	907	49.5
Africa	273	73.4	14	3.9	3	2.4	18	2.7	2	1.7	0	0.0	310	16.9
The Americas	0	0.0	85	23.6	0	0.0	13	1.9	0	0.0	1	0.6	99	5.4
South-East Asia	2	0.5	22	6.1	61	6.1	33	4.9	2	1.7	15	8.3	135	7.4
Europe	0	0.0	10	2.8	3	2.4	118	17.5	0	0.0	4	2.2	135	7.4
Eastern Mediterranean	5	1.3	12	3.3	2	1.6	14	2.1	83	68.6	4	2.2	120	6.5
Western Pacific	3	0.8	26	7.2	9	7.1	38	5.6	0	0.0	52	28.9	128	7.0
Total	372	100.0	360	100.0	127	100.0	674	100.0	121	100.0	180	100.0	1 834	100.0

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 20067

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	1	1	2	68	94	162	171	158	329	248	128	376	25	13	38	513	394	907
Africa	0	0	0	11	8	19	63	40	103	144	33	177	8	3	11	226	84	310
The Americas	0	0	0	1	2	2	21	15	36	37	14	51	4	5	9	63	36	99
South-East Asia	0	0	0	8	6	14	28	12	40	52	19	71	7	3	10	95	40	135
Europe	0	1	1	15	13	28	25	27	52	30	18	48	4	2	6	74	61	135
Eastern Mediterranean	1	0	1	5	2	7	24	18	42	50	13	63	6	1	7	86	34	120
Western Pacific	0	0	0	6	5	11	37	12	49	53	12	65	1	2	3	97	31	128
Total	2	2	4	114	130	244	369	282	651	614	237	851	55	29	84	1154	680	1 834
Percentage by bracket	50.0	50.0	100.0	46.7	53.3	100.0	56.7	43.3	100.0	72.2	27.8	100.0	65.5	34.5	100.0	62.9	37.1	100.0
Percentage of total			0.2			13.3			35.5			46.4			4.6			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	1	1	16	6	22	54	32	86	73	22	95	3	7	10	146	68	214
The Americas	0	0	0	0	0	0	0	3	3	0	1	1	0	0	0	0	4	4
South-East Asia	0	0	0	1	1	2	14	3	17	15	0	15	1	0	1	31	4	35
Europe	1	1	2	13	7	20	9	11	20	3	5	8	0	0	0	26	24	50
Eastern Mediterranean	1	0	1	3	2	5	8	7	15	10	3	13	0	0	0	22	12	34
Western Pacific	0	0	0	2	4	6	4	4	8	3	4	7	0	1	1	9	13	22
Total	2	2	4	35	20	55	89	60	149	104	35	139	4	8	12	234	125	359
Percentage by bracket	50.0	50.0	100.0	63.6	36.4	100.0	59.7	40.3	100.0	74.8	25.2	100.0	33.3	66.7	100.0	65.2	34.8	100.0
Percentage of total			1.1			15.3			41.5			38.7			3.3			100.0

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	3	18	21	37	132	169	56	177	233	64	230	294	4	11	15	164	568	732	
Africa	6	19	25	85	105	190	181	129	310	173	92	265	12	5	17	457	350	807	
The Americas	1	0	1	4	10	14	5	20	25	3	33	36	1	1	2	14	64	78	
South-East Asia	8	8	16	58	38	96	73	29	102	91	32	123	5	0	5	235	107	342	
Europe	3	6	9	19	47	66	15	42	57	15	49	64	0	2	2	52	146	198	
Eastern Mediterranean	10	28	38	53	73	126	60	64	124	43	37	80	2	1	3	168	203	371	
Western Pacific	8	19	27	16	50	66	25	62	87	30	58	88	1	2	3	80	191	271	
Total	39	98	137	272	455	727	415	523	938	419	531	950	25	22	47	1170	1629	2799	
Percentage by bracket	28.5	71.5	100.0	37.4	62.6	100.0	44.2	55.8	100.0	44.1	55.9	100.0	53.2	46.8	100.0	41.8	58.2	100.0	
Percentage of total			4.9			26.0			33.5			33.9			1.7				100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2007

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	8	2	10	5	2	7	17	6	23
D2	0	0	0	0	0	0	5	3	8	29	10	39	1	0	1	35	13	48
D1/P6	0	0	0	1	0	1	24	12	36	119	24	143	17	5	22	161	41	202
P5	0	0	0	15	10	25	150	98	248	281	99	380	21	12	33	467	219	686
P4	0	0	0	46	48	94	136	115	251	131	66	197	7	9	16	320	238	558
P3	1	1	2	38	51	89	34	29	63	31	28	59	4	1	5	108	110	218
P2	0	1	1	12	21	33	16	23	39	15	8	23	0	0	0	43	53	96
P1	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3	0	3
Total	2	2	4	114	130	244	369	282	651	614	237	851	55	29	84	1 154	680	1 834
Percentage by bracket	50.0	50.0	100.0	46.7	53.3	100.0	56.7	43.3	100.0	72.2	27.8	100.0	65.5	34.5	100.0	62.9	37.1	100.0
Percentage of total			0.2			13.3			35.5			46.4			4.6			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	7	2	9	4	2	6	5	4	9	0	1	1	16	9	25
B	1	2	3	16	11	27	40	22	62	33	16	49	1	1	2	91	52	143
C	1	0	1	12	7	19	44	35	79	65	15	80	3	6	9	125	63	188
D	0	0	0	0	0	0	1	1	2	1	0	1	0	0	0	2	1	3
Total	2	2	4	35	20	55	89	60	149	104	35	139	4	8	12	234	125	359
Percentage by bracket	0.0	50.0	100.0	63.6	36.4	100.0	59.7	40.3	100.0	74.8	25	100.0	33.3	66.7	100.0	65.2	34.8	100.0
Percentage of total			1.1			15.3			41.5			38.7			3.3			100.0

General service staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	2	1	3	22	17	39	47	37	84	52	83	135	1	0	1	124	138	262
G6	8	8	16	53	69	122	52	132	184	54	136	190	2	7	9	169	352	521
G5	10	28	38	56	187	243	52	213	265	59	217	276	3	12	15	180	657	837
G4	8	54	62	24	164	188	48	112	160	50	78	128	6	3	9	136	411	547
G3	5	5	10	37	9	46	71	19	90	80	10	90	2	0	2	195	43	238
G2	2	1	3	57	0	57	104	1	105	87	2	89	8	0	8	258	4	262
G1	4	1	5	23	9	32	41	9	50	37	5	42	3	0	3	108	24	132
Total	39	98	137	272	455	727	415	523	938	419	531	950	25	22	47	1 170	1 629	2 799
Percentage by bracket	28.5	71.5	100.0	37.4	62.6	100.0	44.2	55.8	100.0	44.1	55.9	100.0	53.2	46.8	100.0	41.8	58.2	100.0
Percentage of total			4.9			26.0			33.5			33.9			1.7			100.0

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2007

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	454	0	296	750	219	0	141	360	77	0	33	110	97	0	125	222	41	0	62	103	15	0	38	53	4	0	37	41	907	0	732	1 639
Africa	134	92	461	687	108	113	77	298	21	0	66	87	27	8	73	108	9	0	69	78	10	1	38	49	1	0	23	24	310	214	807	1 331
The Americas	45	3	17	65	32	0	27	59	14	0	13	27	6	0	8	14	1	1	6	8	0	0	5	5	1	0	2	3	99	4	78	181
South-East Asia	68	23	99	190	36	6	56	98	20	1	53	74	6	1	62	69	5	4	47	56	0	1	11	12	0	0	14	14	135	36	342	513
Europe	88	45	124	257	19	5	25	49	8	0	14	22	13	0	10	23	3	0	10	13	4	0	11	15	0	0	4	4	135	50	198	383
Eastern Mediterranean	45	24	213	282	45	5	50	100	15	0	30	45	7	1	35	43	7	1	23	31	0	1	15	16	1	1	5	7	120	33	371	524
Western Pacific	57	12	99	168	43	1	66	110	14	2	27	43	6	0	33	39	5	4	24	33	2	3	20	25	1	0	2	3	128	22	271	421
Total	891	199	1 309	2 399	502	130	442	1 074	169	3	236	408	162	10	346	518	71	10	241	322	31	6	138	175	8	1	87	96	1 834	359	2 799	4 992
Percentage by bracket	37.1	8.3	54.6	100.0	46.7	12.1	41.2	100.0	41.4	0.7	57.8	100.0	31.3	1.9	66.8	100.0	22.0	3.1	74.8	100.0	17.7	3.4	78.9	100.0	8.3	1.0	90.6	100.0	36.7	7.2	56.1	100.0
Percentage of total				48.1				21.5				8.2				10.4				6.5				3.5				1.9				100.0

TABLE 10. APPOINTMENTS DURING YEAR 2007 (UP TO 30 SEPTEMBER 2007)

Location	Category	Total staff at 30 September 2007	New appointments			Conversion of temporary contracts			Interagency transfers			Total number of appointments	
			No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of women
Headquarters	P	907	33	29.2	42.4	72	63.7	55.6	8	7.1	37.5	113	50.5
	NPO	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	732	7	8.6	71.4	74	91.4	81.1	0	0.0	0.0	81	80.3
Africa	P	310	4	20.0	75.0	14	70.0	21.4	2	10.0	0.0	20	30.0
	NPO	214	3	20.0	33.3	12	80.0	18.2	0	0.0	0.0	15	21.2
	GS	807	24	14.7	62.5	138	84.7	47.1	1	0.6	100.0	163	49.7
The Americas	P	99	0	0.0	0.0	2	66.7	50.0	1	33.3	0.0	3	33.3
	NPO	4	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	78	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
South-East Asia	P	135	7	77.8	28.6	1	11.1	0.0	1	11.1	0.0	9	22.2
	NPO	36	4	0.0	0.0	1	20.0	0.0	0	0.0	0.0	5	0.0
	GS	342	0	0.0	0.0	16	31.3	0.0	0	0.0	0.0	16	31.3
Europe	P	135	9	56.3	33.3	6	37.5	50.0	1	6.3	0.0	16	37.5
	NPO	50	4	40.0	25.0	6	60.0	66.7	0	0.0	0.0	10	50.0
	GS	198	1	14.3	100.0	5	71.4	40.0	1	14.3	0.0	7	42.9
Eastern Mediterranean	P	120	1	16.7	0.0	5	83.3	40.0	0	0.0	0.0	6	33.3
	NPO	33	2	40.0	50.0	3	60.0	33.3	0	0.0	0.0	5	40.0
	GS	37	4	9.1	75.0	40	90.9	47.5	0	0.0	0.0	44	50.0
Western Pacific	P	128	11	68.8	27.3	5	31.3	80.0	0	0.0	0.0	16	43.8
	NPO	22	2	100.0	50.0	0	0.0	0.0	0	0.0	0.0	2	50.0
	GS	271	10	38.5	60.0	16	61.5	50.0	0	0.0	0.0	26	53.8
Total	P	1 834	65	35.5	16.9	105	57.4	50.5	13	7.1	23.1	183	36.6
	NPO	359	15	40.5	26.7	59.5	32.7	0	0	0.0	0.0	37	30.2
	GS	2 799	46	13.6	65.2	289	85.8	55.0	2	0.6	50.0	337	56.4
	All	4 992	126	22.6	17.5	416	74.7	15.9	15	2.7	20.0	557	16.3

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

TABLE 11. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 30 September 2007	Staff due to retire							
			by 30 September 2008		by 30 September 2010		by 30 September 2012		by 30 September 2017	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	907	31	3.4	94	10.4	164	18.1	353	38.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	732	19	2.6	62	8.5	108	14.8	269	36.7
Africa	P	310	8	2.6	30	9.7	54	17.4	154	49.7
	NPO	214	3	1.4	17	7.9	32	15.9	85	39.7
	GS	807	21	2.6	55	6.8	108	13.4	248	30.7
The Americas	P	99	9	9.1	20	20.2	27	27.3	50	50.5
	NPO	4	0	0.0	0	0.0	0	0.0	1	25.0
	GS	78	3	3.8	11	14.1	20	25.6	37	47.4
South-East Asia	P	135	7	5.2	22	16.3	37	27.4	72	53.3
	NPO	36	2	5.6	3	8.3	6	16.7	15	41.7
	GS	342	14	4.1	26	7.6	49	14.3	118	34.5
Europe	P	135	2	1.5	10	7.4	21	15.6	45	33.3
	NPO	50	0	0.0	0	0.0	1	0.0	8	0.0
	GS	198	3	1.5	15	7.6	24	12.1	58	29.3
Eastern Mediterranean	P	120	5	4.2	16	13.3	28	23.3	59	49.2
	NPO	33	0	0.0	0	0.0	1	0.0	8	0.0
	GS	371	3	0.8	15	4.0	27	7.3	69	18.6
Western Pacific	P	128	1	0.8	14	10.9	29	22.7	58	45.3
	NPO	22	0	0.0	4	0.0	6	0.0	7	0.0
	GS	271	5	1.8	20	7.4	33	12.2	74	27.3
Total	P	1 834	63	3.4	206	11.2	360	19.6	791	43.1
	NPO	359	5	1.4	24	6.7	45	12.5	122	34.0
	GS	2 799	68	2.4	204	7.3	369	13.2	873	31.2
	All	4 992	136	2.7	434	8.7	774	15.5	1 786	35.8

¹ Figures are cumulative. For example, the total number of professional staff due to retire on 30 September 2009 (186) includes those scheduled to retire on 30 September 2007 (58).

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

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

1 Professional, managerial and technical work		Posts	%			Posts	%
1.A.	Administrative specialists	448	28.1	1.A.	Administrative specialists		100.0
1.B.	Architects, engineers	19	1.2	1.A.	Administrative (general)	22	4.9
1.C.	Archivists, curators, information specialists and librarians	16	1.0	1.A.01.	Financial management specialists	56	12.5
1.D.	Artists	2	0.1	1.A.02.	Management and programme analysts	36	8.0
1.E.	Economists	33	2.1	1.A.03.	Building services administrators	14	3.1
1.F.	Education specialists	10	0.6	1.A.04.	Meetings services administrators	2	0.4
1.G.	Jurists	13	0.8	1.A.05.	Computer information systems specialists	60	13.4
1.H.	Life scientists	71	4.4	1.A.06.	Human resources management specialists	35	7.8
				1.A.07.	Printing services specialists	42	9.4
				1.A.08.	Public information specialists	10	2.2
				1.A.09.	Purchasing and contracting specialists	24	5.4
				1.A.10.	Representation and protocol specialists	47	10.5
				1.A.11.	Technical cooperation administrators	84	18.8
				1.A.12.	Administrative officers	10	2.2
				1.A.21.	Auditors	2	0.4
				1.A.22.	Hospital administrators	4	0.9
				1.A.23.	Records and documents administrators	0	0.0
1.I.	Dental, nutrition, medical, nursing and veterinary specialists	803	50.3	1.I.	Dental, nutrition, medical, nursing and veterinary specialists		%
1.J.	Physical scientists	1	0.1	1.I.	Medical specialists (general)	10	1.2
1.K.	Sales and marketing specialists	48	3.0	1.I.01.	Dentists	2	0.2
1.L.	Social scientists	22	1.4	1.I.02.	Dieticians and nutritionists	12	1.58
1.M.	Statisticians and mathematicians	2	0.1	1.I.03.	Medical specialists	731	91.0
1.N.	Transportation specialists	61	3.8	1.I.04.	Nursing specialists	8	1.0
1.O.	Writers, translators, interpreters	17	1.1	1.I.05.	Opticians and optometrists	1	0.1
1.P.	Professional, managerial and technical specialists for which no job family exists	15	0.9	1.I.06.	Pharmacists	16	2.0
1.R.	Environmental specialists	14	0.9	1.I.07.	Sanitarians (public health)	2	0.2
1.S.	Relief specialists	1	0.1	1.I.08.	Veterinarians	9	1.1
1.T.	Electronic communications specialists	0	0.0	1.I.09.	Rehabilitation specialists	1	0.1
				1.I.10.	Health laboratory specialists	11	1.4
							Posts %
							100.0
				1.I.03.	Medical specialists	76	10.4
				1.I.03.a.	Anaesthesiologists	1	0.1
				1.I.03.b.	Epidemiologists	134	18.3
				1.I.03.d.	General practitioners	2	0.3
				1.I.03.e.	Haematologists and blood transfer specialists	5	0.7
				1.I.03.f.	Neurologists	0	0.0
				1.I.03.g.	Family health specialists	34	4.7
				1.I.03.h.	Ophthalmologists	2	0.3
				1.I.03.i.	Immunologists	15	2.1
				1.I.03.k.	Noncommunicable disease specialists	15	2.1
				1.I.03.l.	Geriatricians	1	0.1
				1.I.03.m.	Mental health specialists	11	1.5
				1.I.03.n.	Public health specialists	290	39.7
				1.I.03.o.	Radiologists	0	0.0
				1.I.03.q.	Traditional medicine specialists	4	0.5
				1.I.03.s.	Communicable disease specialists	134	18.3
				1.I.03.t.	Occupational health specialists	7	1.0

¹ 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.