

Human resources: annual report

Report by the Secretariat

STAFFING PROFILE

1. This report presents the Organization's staffing profile as at 30 September 2009 and, given that human resources annual reports have been available for more than 10 years, an analysis of some aspects of the evolution of the workforce. The data include details on: appointment categories; staff distribution by sex; geographical representation; age, grade, length of service and turnover of staff; and distribution of staff in professional and higher category posts across main occupational groups.¹
2. The final report containing complete data on the staffing profile as at 31 December 2009 will be submitted to the Sixty-third World Health Assembly.

Appointment categories

3. WHO has revised contract and appointment types twice during the past decade. In 2002, following the work of the Task Force on Human Resources Management Reform, service appointments were introduced, replacing career-service appointments. At the same time, the cumulative total duration of short-term appointments that could be held by a staff member was limited to 44 months over a 48-month period.
4. Following a review,² three types of appointments were introduced with effect from 1 July 2007: continuing, fixed-term and temporary.
5. As at 30 September 2009, WHO had a total of 6964 staff members holding either a fixed-term or a continuing appointment (both referred to hereafter as "long-term appointments"),³ of whom 2294 (32.9%) were in the professional and higher categories, 862 (12.4%) were in the national professional officer category and 3808 (54.7%) were in the general services category (see Table 1). The number of staff members holding long-term appointments has increased by 1143 (21.2%) compared with the

¹ The figures contained in the trend analyses may be subject to minor inaccuracies since the data obtained from the Global Management System were not fully reliable in late 2008 (see document EB124/30 Add.1). Data cleansing and updating were completed during the first half of 2009.

² See document EB122/24 Add.1.

³ This figure excludes staff members from PAHO and IARC.

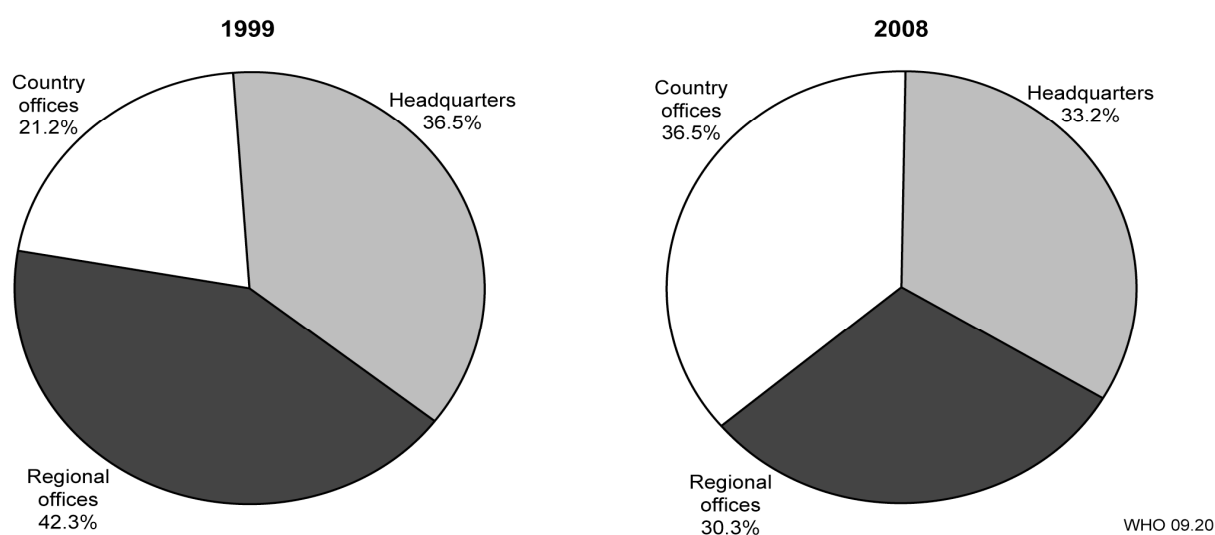
number reported in the annual report for 2008.¹ Of this increase, some 900 long-term appointments were located in the African Region, reflecting the decision to replace temporary by fixed-term appointments. Between December 1999 and September 2009, the number of long-term appointments throughout the Organization increased by 56.3%.

6. As at September 2009, 2234 staff had temporary appointments (see Table 1), a decrease from the figure of 2378 staff members who held temporary appointments on 31 December 2008 and a total representing 24.3% of the total workforce, compared with 36.6% in 1999.

7. Table 2 sets out the distribution of staff with long-term appointments by organizational location, grade and sex of the staff member as at 30 September 2009. Compared with the figures from 31 December 2008, for long-term staff members at the senior levels the number of ungraded staff is constant, although the number of staff at the D.2 level has declined by 10%, from 55 to 49. The total number of staff members at grades P.6/D.1 and P.5 combined has increased (from 628 in December 1999 to 977 in December 2008), but expressed as a percentage of the overall workforce it has declined (from 49.8% in 1999 to 42.6% in 2008). During this period, the greatest increase in the number of staff members occurred at the P.4 grade, from 698 to 814.

8. Table 3 provides information on the distribution of staff in the professional and higher categories by location of assignment and region of nationality.

**Figure 1. Distribution of staff by location of assignment
(1999 and 2008)**



¹ Document A62/34.

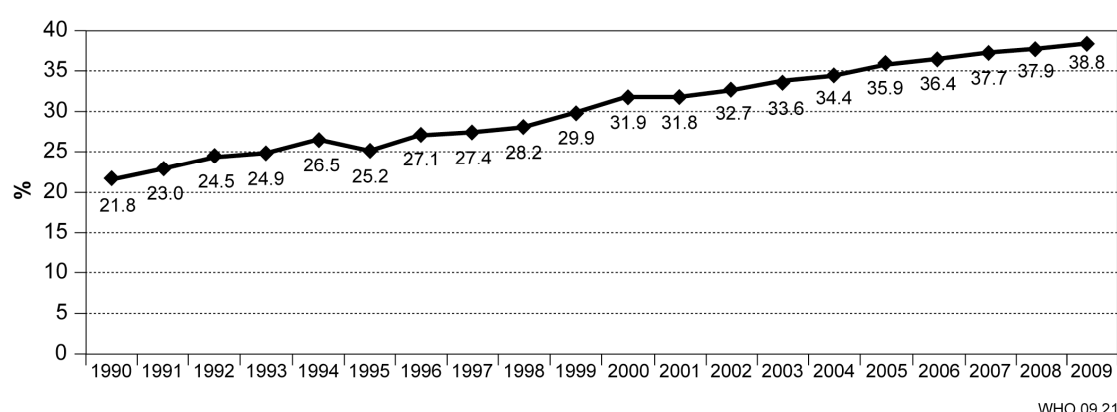
9. In 1999, 36.5% of staff were assigned to headquarters, 42.3% to the regional offices and 21.2% to country offices. In December 2008 the respective figures were 33.2%, 30.3% and 36.5% – a considerable rise in staffing in country offices (Figure 1).

10. The number of national professional officers working in country offices has increased significantly over the past five years (from 245 to 862). Consequently, the proportion of the total workforce that national professional officers make up has increased from 3.7% when this category was established in 2000 to 12.4% in 2009.

Staff distribution by sex

11. The representation of women in professional and higher categories increased by nearly 10% during the past 11 years, from 29.9% in December 1999 to 38.8% in September 2009. Figure 2 illustrates the annual increase over the past 19 years. As at 30 September 2009, 1405 (61.2%) of the 2294 staff members in the professional and higher categories on long-term appointments were men and 889 (38.8%) were women.

Figure 2. Percentage of women in the professional and higher categories, 1990–2009 (30 September)



12. In terms of recruitment, in 1999, 41.3% of long-term appointments in the professional and higher categories were women and, by the end of 2008, this figure had increased to 45.4%.

13. In 1999, there was no gender gap in staff in grades P.1 and P.2, and in 2000 women outnumbered men in grade P.3 positions. Since then, women have consistently outnumbered men in all these grades.

14. The gender gap is evident at higher grades, although it has been steadily narrowing over time. In 1999, at grade P.4, women represented 31.2% and, in 2008, 41.1%; as at 30 September 2009, the percentage was 42.0%. At grade P.5, the percentage has risen to 32.2%, up from 31.5% at the end of 2008 and 22.3% in 1999. At the higher levels, as at 30 September 2009, in grade P.6/D.1, women represented 22.6% of the total serving at this grade, and 24.5% at D.2. The percentage of women in ungraded posts has increased from 18.2% (1999) to 28.6% (at the end of 2008) and 33.3% (at 30 September 2009).

Geographical representation

15. As of September 2009, 96 Member States were within their desirable range of geographical representation (six were at the top of their desirable range); 40 Member States (including two Associate Member States) were unrepresented; 7 were underrepresented and 52 were overrepresented (see Table 4).

16. Tables 5a–f give details of the status of representation of Member States for each region (the data exclude staff members in posts funded by their country of nationality). The following changes have taken place since the annual report as of 30 September 2008:

- one Member State that was previously unrepresented (Belize) is now within its desirable range of representation;
- one Member State that was underrepresented (Mexico) is now within its desirable range of representation;
- one Member State that was unrepresented (Singapore) is now underrepresented;
- one Member State that was previously overrepresented (Russian Federation) is now within its desirable range of representation;
- one Member State that was previously within its desirable range of geographical representation (Cyprus) is now unrepresented;
- six Member States that were within their desirable range of geographical representation (Gambia, Jordan, Madagascar, Niger, Spain and Togo) are now overrepresented.

Age, grade, length of service and turnover of staff

17. As at 30 September 2009, in the professional and higher categories 50.8% of staff were under 50 years of age. In the general services category, 69.9% of staff are under 50 years of age, while in the national professional officer category 63.3% are under 50 years old. The largest group of staff among the professional and higher categories is 50–59 years old (43.5%) and for the general services category it is those aged 40–49 years (34.7%). In the national professional officer category, the largest group is 40–49 years old (41.5%) (see Tables 6 and 7).

18. In 1999, staff with less than five years of service represented 24.4% of the workforce across the Organization, whereas in December 2008 and September 2009, this proportion more than doubled, to 51.8% and 57.5%, respectively. These figures reflect the marked increase in fixed-term recruitment during the past five years (see Table 8).

19. In 1999, the average length of service was 11.5 years, or specifically, 8.8 years for staff members in the professional and higher categories and 13.7 years for general services staff. Since 2005, the average length of service has been 7 years for staff in the professional and higher categories, and 8 years for general services staff.

20. Table 9 provides data on staff appointments, including those who began employment before 30 September 2009. In the case of those in the professional and higher categories, 96 staff members

(41.2%) were recruited externally, 122 appointments (52.8%) were conversions of existing temporary contracts and 14 staff members (6.0%) were reassigned through interagency transfer.

21. According to current projections, 13.9% of the workforce is due to retire in the next five years (19.5% of staff in the professional and higher categories) and 31.2% in the next 10 years (41.2% of staff in the professional and higher categories) (see Table 10). In comparison, in 1999, such projections estimated higher proportions of the workforce leaving the Organization through retirement: 21% would retire in five years, and 43.2% in 10 years).

Occupational groups

22. About half all occupied posts in the professional and higher categories fall into the occupational group “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, between 2000 (the first year when these figures were available) and 30 September 2009, the percentage of “Medical specialists” has remained stable at around 91%, whereas the figure for “Nursing specialists” has decreased from 2.9% to 1.4%. Over the same period, there has been an increase in the percentage of “Public health specialists” from 33.8% to 39.2% (see Table 11).

ACTION BY THE EXECUTIVE BOARD

23. The Board is invited to note the report.

FIGURES AND TABLES

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

Figure 1	Distribution of staff by location of assignment (1999 and 2008)
Figure 2	Percentage of women in the professional and higher categories, 1990–2009 (30 September)
Table 1	Number of staff holding long-term and temporary appointments as at 30 September 2009
Table 2	Distribution of staff by organizational location, grade and sex as at 30 September 2009
Table 3	Total staff in professional and higher categories by location of assignment and region of nationality as at 30 September 2009
Table 4	Summary of countries not within desirable range of geographical representation as at 30 September 2009
Table 5a–f	Status of representation of countries as at 30 September 2009
Table 6	Staff by age, sex and location as at 30 September 2009
Table 7	Staff by grade and age (all locations) as at 30 September 2009
Table 8	Staff by length of service as at 30 September 2009
Table 9	Appointments during year 2009 (up to 30 September 2009)
Table 10	Staff retirement projections
Table 11	Distribution of occupied posts in the professional and higher categories across main occupational groups

**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
AS AT 30 SEPTEMBER 2009**

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Staff with long-term appointments								
Professional and higher staff	1 114	437	109	133	169	152	180	2 294
National professional officer	27	623	11	37	93	30	41	862
General services staff	874	1 514	60	328	267	461	304	3 808
Total staff with long-term/service appointments	2 015	2 574	180	498	529	643	525	6 964
Staff with temporary appointments*								
Temporary staff in professional and higher categories	607	94	15	76	29	139	73	1 033
Temporary national professional officers	4	28	0	46	18	52	9	157
Temporary general services staff	593	94	7	120	37	90	103	1 044
Total staff with temporary appointments	1 204	216	22	242	84	281	185	2 234
Grand total	3 219	2 790	202	740	613	924	710	9 198

* Since 1 July 2008 consultants' contracts are considered as non-staff contracts.

TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 30 SEPTEMBER 2009

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	15	25	73	114	187	158	183	341	241	149	390	86	29	115	32	9	41	9	6	15	609	505	1 114	54.7	45.3
Africa	0	0	0	20	14	34	37	23	60	148	49	197	93	18	111	24	8	32	1	1	2	1	0	1	324	113	437	74.1	25.9
The Americas	0	0	0	2	3	5	3	4	7	46	26	72	14	7	21	3	0	3	0	0	0	0	1	1	68	41	109	62.4	37.6
South-East Asia	0	0	0	0	0	0	5	4	9	21	10	31	51	22	73	13	4	17	1	1	2	1	0	1	92	41	133	69.2	30.8
Europe	4	7	11	6	18	24	17	17	34	27	28	55	20	13	33	9	1	10	0	1	1	1	0	1	84	85	169	49.7	50.3
Eastern Mediterranean	1	1	2	3	5	8	13	7	20	26	15	41	35	15	50	23	5	28	2	0	2	1	0	1	104	48	152	68.4	31.6
Western Pacific	0	0	0	0	0	0	5	2	7	46	31	77	61	21	82	10	2	12	1	0	1	1	0	1	124	56	180	68.9	31.1
Total	5	8	13	41	55	96	153	171	324	472	342	814	515	245	760	168	49	217	37	12	49	14	7	21	1 405	889	2 294	61.2	38.8
Percentage by grade	38.5	61.5	100	42.7	57.3	100	47.2	52.8	100	58.0	42.0	100	67.8	32.2	100	77.4	22.6	100	75.5	24.5	100	66.7	33.3	100	61.2	38.8	100		
Percentage of total			0.6			4.2			14.1			35.5			33.1			9.5			2.1			0.9			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
Headquarters*	1	1	2	9	5	14	6	5	11	0	0	0	16	11	27	59.3	40.7
Africa	10	5	15	161	42	203	284	119	403	1	1	2	456	167	623	73.2	26.8
The Americas	0	1	1	0	0	0	1	1	2	3	5	8	4	7	11	36.4	63.6
South-East Asia	4	1	5	2	3	5	24	3	27	0	0	0	30	7	37	81.1	18.9
Europe	6	7	13	29	32	61	13	6	19	0	0	0	48	45	93	51.6	48.4
Eastern Mediterranean	0	0	0	12	12	24	3	2	5	1	0	1	16	14	30	53.3	46.7
Western Pacific	1	4	5	8	10	18	6	10	16	0	2	2	15	26	41	36.6	63.4
Total	22	19	41	221	104	325	337	146	483	5	8	13	585	277	862	67.9	32.1
Percentage by grade	53.7	46.3	100	68.0	32.0	100	69.8	30.2	100	38.5	61.5	100	67.9	32.1	100		
Percentage of total			6.4			37.7			56.0			1.5			100		

* National professional officers appearing under headquarters are located in offices outside Geneva (e.g. Addis Ababa, Kobe and Kuala Lumpur).

General services 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	1	2	23	11	34	39	132	171	84	312	396	66	182	248	8	15	23	221	653	874	25.3	74.7	
Africa	71	26	97	530	10	540	96	24	120	49	107	156	68	154	222	104	112	216	86	77	163	1 004	510	1 514	66.3	33.7	
The Americas	0	0	0	0	0	0	0	0	0	2	7	9	4	13	17	4	23	27	0	7	7	10	50	60	16.7	83.3	
South-East Asia	8	1	9	48	0	48	31	6	37	26	38	64	38	46	84	29	13	42	30	14	44	210	118	328	64.0	36.0	
Europe	0	0	0	19	0	19	17	9	26	8	41	49	26	113	139	9	19	28	2	4	6	81	186	267	30.3	69.7	
Eastern Mediterranean	29	1	30	48	1	49	39	2	41	20	74	94	38	103	141	33	34	67	11	28	39	218	243	461	47.3	52.7	
Western Pacific	3	5	8	19	0	19	24	8	32	10	55	65	7	82	89	17	47	64	6	21	27	86	218	304	28.3	71.7	
Total	111	33	144	665	12	677	230	60	290	154	454	608	265	823	1 088	262	430	692	143	166	309	1 830	1 978	3 808	48.1	51.9	
Percentage by grade	77.1	22.9	100	98.2	1.8	100	79.3	20.7	100	25.3	74.7	100	24.4	75.6	100	37.9	62.1	100	46.3	53.7	100	48.1	51.9	100			
			3.8			17.8			7.6			16.0			28.6			18.2			8.1			100			

M – male, F – female, T – total.

**TABLE 3. TOTAL STAFF IN PROFESSIONAL AND HIGHER CATEGORIES BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2009**

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	114	10.2	240	21.5	75	6.7	525	47.1	44	3.9	116	10.4	1 114	100.0
Africa	387	88.6	14	3.2	6	1.4	26	5.9	4	0.9	0	0.0	437	100.0
The Americas	0	0.0	97	89.0	0	0.0	11	10.1	0	0.0	1	0.9	109	100.0
South-East Asia	2	1.5	15	11.3	71	53.4	24	18.0	3	2.3	18	13.5	133	100.0
Europe	1	0.6	15	8.9	3	1.8	145	85.8	0	0.0	5	3.0	169	100.0
Eastern Mediterranean	8	5.3	18	11.8	1	0.7	23	15.1	98	64.5	4	2.6	152	100.0
Western Pacific	6	3.3	34	18.9	13	7.2	50	27.8	2	1.1	75	41.7	180	100.0
Total	518	22.6	433	18.9	169	7.4	804	35.0	151	6.6	219	9.5	2 294	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	114	22.0	240	55.4	75	44.4	525	65.3	44	29.1	116	53.0	1 114	48.6
Africa	387	74.7	14	3.2	6	3.6	26	3.2	4	2.6	0	0.0	437	19.0
The Americas	0	0.0	97	22.4	0	0.0	11	1.4	0	0.0	1	0.5	109	4.8
South-East Asia	2	0.4	15	3.5	71	42.0	24	3.0	3	2.0	18	8.2	133	5.8
Europe	1	0.2	15	3.5	3	1.8	145	18.0	0	0.0	5	2.3	169	7.4
Eastern Mediterranean	8	5.3	18	4.2	1	0.6	23	2.9	98	64.9	4	1.8	152	6.6
Western Pacific	6	1.2	34	7.9	13	7.7	50	6.2	2	1.3	75	34.2	180	7.8
Total	518	100.0	433	100.0	169	100.0	804	100.0	151	100.0	219	100.0	2 294	100.0

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN DESIRABLE RANGE OF GEOGRAPHICAL REPRESENTATION
AS AT 30 SEPTEMBER 2009¹**

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Lesotho Seychelles Swaziland		–	Algeria Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Gambia Ghana Kenya Madagascar	Malawi Mali Niger Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines		Brazil Canada Colombia	Peru
South-East Asia	–		–	India Sri Lanka	Thailand

¹ Note: countries not listed are within range.

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Europe	Andorra Bosnia and Herzegovina Cyprus Iceland Lithuania Luxembourg Monaco	Montenegro San Marino The former Yugoslav Republic of Macedonia Uzbekistan	Austria Israel	Belgium Denmark France Ireland Italy Netherlands Spain	Sweden Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Jordan Lebanon	Pakistan Sudan Tunisia
Western Pacific	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic 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 2009**African Region**

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D.1		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	2	1	4		1						8	3	11
Angola	1-8					1		3				2				1		7	0	7
Benin	1-8					1		7		2	1		1					10	2	12
Botswana	1-8			1					1				1					1	2	3
Burkina Faso	1-8				1	2	2	4	2	5		2						13	5	18
Burundi	1-8							2	3	4	2	1						7	5	12
Cameroon	1-8				1	4	1	5	2	2	1	1	1					12	6	18
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		2								4	1	5
Comoros	1-7									1								1	0	1
Congo	1-8			7		4		3		1		1						16	0	16
Côte d'Ivoire	1-8					3		4	1	4	2		2					11	5	16
Democratic Republic of the Congo	2-12					2		13	1	4				2				21	1	22
Equatorial Guinea	1-7							1				1						2	0	2
Eritrea	1-8				1	1		4										5	1	6
Ethiopia	2-12				2	1	1	5	3	7	1		2					13	9	22
Gabon	1-8						2	1		1								2	2	4
Gambia	1-8				2			5	1	1								8	1	9
Ghana	1-8				1		1	5	4	6	2					1		12	8	20
Guinea	1-8				1			3		3	1							7	1	8
Guinea-Bissau	1-8							1	1	1	1							2	2	4
Kenya	1-10						1	5	6	6	1	1						12	8	20

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D.1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Lesotho	1-8																	0	0	0
Liberia	1-8					1		1	1		1							2	2	4
Madagascar	1-8			1	2	1	2	2	2	1								5	6	11
Malawi	1-8					1		3	2	5								9	2	11
Mali	1-8					1		10		4		1		1				16	1	17
Mauritania	1-8			2				3		3								8	0	8
Mauritius	1-8			1		1	2	1		1		1						5	2	7
Mozambique	1-8							1	2	1		1	1					3	3	6
Namibia	1-8							1	1	1								2	1	3
Niger	1-8					2		2	1	3		1						6	3	9
Nigeria	4-14			1		3	1	10	1	3	2	2		1				20	4	24
Rwanda	1-8				1			5		9		2						16	1	17
Sao Tome and Principe	1-7			1				1										2	0	2
Senegal	1-8							4	3	4	3	2		1				10	7	17
Seychelles	1-7																	0	0	0
Sierra Leone	1-8					1		1	2	1								2	3	5
South Africa	4-11							1	3	5	3	1				1		6	8	14
Swaziland	1-7																	0	0	0
Togo	1-8					1		5	1	3		2						11	1	12
Uganda	1-8					1		5	3	7	1	2						15	4	19
United Republic of Tanzania	1-10					1		4	3	1	2	1	2					6	8	14
Zambia	1-8				1		2	3	4	4	1	1						8	8	16
Zimbabwe	1-8				3	3		3	2	2	1	1						9	6	15
Total – African Region		0	0	17	14	34	21	142	57	114	26	28	12	3	2	2	1	340	133	473

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2009

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			1		1		7	2		1		1			1		9	5	14
Bahamas	1-7																	0	0	0
Barbados	1-7																	0	0	0
Belize	1-7								1									0	1	1
Bolivia (Plurinational State of)	1-8					1		1	1		1							1	3	4
Brazil	21-29					3		6	8		6	4	5	1				17	16	33
Canada	19-26		1	1	1	3	5	10	8	11	4	2	2	1		1		29	21	50
Chile	2-9			1				1	2		2							2	4	6
Colombia	3-10					1		4	1	3	1	1						8	3	11
Costa Rica	1-8				1			2										2	1	3
Cuba	1-8					1		4		1								6	0	6
Dominica	1-7															1		0	1	1
Dominican Republic	1-8							1			1							1	1	2
Ecuador	1-8			1				1	2									2	2	4
El Salvador	1-8							3	2	1								4	2	6
Grenada	1-7																	0	0	0
Guatemala	1-8							1		3								4	0	4
Guyana	1-7					1		1			1							1	2	3
Haiti	1-8									1								1	0	1
Honduras	1-8							2	2	1								3	2	5
Jamaica	1-8								2									0	2	2
Mexico	11-17					2		1	4	4	2			1				6	8	14
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									1								1	0	1
Paraguay	1-8					1		2										2	1	3
Peru	2-10					3		6	1			2						8	4	12
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							1										0	1	1
Trinidad and Tobago	1-8					1		1				1						1	2	3
United States of America	142-193			2		3	12	31	19	44	24	10	3	3	2			91	62	153
Uruguay	1-8							2		1								3	0	3
Venezuela (Bolivarian Republic of)	2-9							1		2	1							2	2	4
Total – Region of the Americas		0	1	4	4	8	30	86	60	79	42	21	7	5	2	1	2	204	148	352

* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2009

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		4		3		2						10	0	10
Bhutan	1-8					1		1		1	1	1						3	2	5
Democratic People's Republic of Korea	1-8											1						1	0	1
India	27-38			3	1	13	5	21	13	13	10	5		1		1		55	31	86
Indonesia	7-14					1		1		3	3	2		1				5	6	11
Maldives	1-7									1		1						1	1	2
Myanmar	2-10							1	2	2	2	1		1				5	4	9
Nepal	1-8							1		3		4						8	0	8
Sri Lanka	1-8			2		1		1		4	3	1		1				8	5	13
Thailand	4-12							1	1	2	5	2	1			1		6	7	13
Timor-Leste	1-7									1								1	0	1
Total – South-East Asia Region		0	0	5	1	14	8	31	16	32	25	17	4	3	1	1	1	103	56	159

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2009

European Region

Country	Range	Staff by grade and sex																			All professional staff		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded							
		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	0	1			
Austria	7-14					1		2		2		1						3	3	6			
Azerbaijan	1-8					1		2	2									3	2	5			
Belarus	1-8							1		1								1	1	2			
Belgium	9-15			1		2		2	5	10	3	6		2				20	11	31			
Bosnia and Herzegovina	1-8																	0	0	0			
Bulgaria	1-8					1		1	2		1							1	4	5			
Croatia	1-8					1	2		2			1						2	4	6			
Cyprus	1-7																	0	0	0			
Czech Republic	2-9							1	2	1								2	2	4			
Denmark	6-12		1		1	2	3	2	1	5	1	3				1		12	8	20			
Estonia	1-8							1				1						1	1	2			
Finland	4-11					1		4	2	2	2							6	5	11			
France	42-58			1	4	8	13	17	9	21	14	9	3	1		2		59	43	102			
Georgia	1-8							1		1		1		1				2	2	4			
Germany	63-86	2	1		1	3	9	14	13	21	10	1	1		1			41	36	77			
Greece	4-11							2		3								3	2	5			
Hungary	1-8							2		1		1						4	0	4			
Iceland	1-7																	0	0	0			
Ireland	3-9			1	2		2	1	1	3	3	2		2				9	8	17			
Israel	3-10									1								0	1	1			
Italy	34-47	1			2	6	5	11	5	16	5	9		5				48	17	65			
Kazakhstan	1-8					2		2										2	2	4			
Kyrgyzstan	1-8							1										0	1	1			
Latvia	1-8							1		1	1							1	2	3			

Country	Range	Staff by grade and sex																			All professional staff		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded							
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total			
Lithuania	1-8																	0	0	0			
Luxembourg	1-8																	0	0	0			
Malta	1-7							1		1								2	0	2			
Monaco	1-7																	0	0	0			
Montenegro	1-7																	0	0	0			
Netherlands	13-20				2	1	4	6	3	16	4	5	2	1				29	15	44			
Norway	5-12						2	1	1		1	1						2	4	6			
Poland	4-11							1		3	2							4	2	6			
Portugal	4-10								3	1								1	3	4			
Republic of Moldova	1-8					1			2									1	2	3			
Romania	1-8					1	1		3									1	4	5			
Russian Federation	12-19				3	1	1	5	1	3	3	1				1		11	8	19			
San Marino	1-7																	0	0	0			
Serbia	1-8				2	1		1	2		1							2	5	7			
Slovakia	1-8					1												1	0	1			
Slovenia	1-8										1							0	1	1			
Spain	18-26		1	1	1	2	2	3	8	4	4	1	1		1			11	18	29			
Sweden	8-14				1		2	1	2	5	4			1				7	9	16			
Switzerland	9-16			2	1	7	6	2	5	4	2		1					15	15	30			
Tajikistan	1-8						1		1									0	2	2			
The former Yugoslav Republic of Macedonia	1-8																	0	0	0			
Turkey	5-12					1		2	1	1	1	2	1					6	3	9			
Turkmenistan	1-8			1			1		1									1	2	3			
Ukraine	2-10					1	1	2										3	1	4			
United Kingdom of Great Britain and Northern Ireland	37-51	2	2	1	2	6	6	12	11	17	15	7	3	3	3	1		49	42	91			
Uzbekistan	1-10																	0	0	0			
Total – European Region		5	5	7	23	46	66	96	98	142	81	52	12	15	6	4	1	367	292	659			

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2009

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									1								0	1	1
Djibouti	1-7					1				1		1						3	0	3
Egypt	3-12		1	1	2	2	2	5	2	1	5							9	12	21
Iran (Islamic Republic of)	4-12					2		3		5	1		1					10	2	12
Iraq	2-9									3						1		4	0	4
Jordan	1-8					1		2	2	2	1	1	1	1				7	4	11
Kuwait	1-8																	0	0	0
Lebanon	1-8					3		3	2	1	3		1					7	6	13
Libyan Arab Jamahiriya	1-8											1						1	0	1
Morocco	1-10					1		1		1		2						4	1	5
Oman	1-8																	0	0	0
Pakistan	5-14					2		3		8		2						15	0	15
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					3		4	2	6		3						16	2	18
Syrian Arab Republic	1-8							1	1	3		1						5	1	6
Tunisia	1-8					2		1		1	2	4						7	3	10
United Arab Emirates	2-8																	0	0	0
Yemen	1-8							3				2						5	0	5
Total – Eastern Mediterranean Region		0	1	1	2	19	2	24	14	36	13	19	3	2	0	2	0	103	35	138

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2009

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		1		1		9 6		6 9		4		1		1		22	17	39
Brunei Darussalam	1-7																	0	0	0
Cambodia	1-8							1		1								2	0	2
China	40-55					1		4 7		7 1		2 1				1 1		14	11	25
Cook Islands	1-7																	0	0	0
Fiji	1-7							1		1								2	0	2
Japan	121-166					3 2		4 7		11 5		1				1		20	14	34
Kiribati	1-7																	0	0	0
Lao People’s Democratic Republic	1-8																	0	0	0
Malaysia	3-9			1		1		2 4		5 3		1		1				9	9	18
Marshall Islands	1-7			1														1	0	1
Micronesia (Federated States of)	1-7																	0	0	0
Mongolia	1-8							1 3		1 1								2	4	6
Nauru	1-7																	0	0	0
New Zealand	2-9					2		3		2 4		1						8	4	12
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		5 8		2 1		1 2		1				17	19	36
Republic of Korea	15-21					1		1 2		1		1		1				3	4	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					1		1	1	2								4	1	5
Total – Western Pacific Region		0	1	5	2	12	12	33	38	40	24	10	4	3	1	3	1	106	83	189

* Associate Member.
M – male, F – female.

TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2009**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	2	5	7	88	115	203	208	205	413	278	166	444	33	14	47	609	505	1 114
Africa	0	1	1	15	10	25	97	50	147	190	49	239	22	3	25	324	113	437
The Americas	0	0	0	3	2	5	17	18	35	38	20	58	10	1	11	68	41	109
South-East Asia	0	0	0	3	6	9	26	12	38	50	17	67	13	6	19	92	41	133
Europe	1	3	4	15	23	38	34	41	75	33	16	49	1	2	3	84	85	169
Eastern Mediterranean	1	0	1	6	5	11	31	23	54	52	18	70	14	2	16	104	48	152
Western Pacific	0	0	0	14	10	24	48	27	75	55	17	72	7	2	9	124	56	180
Total	4	9	13	144	171	315	461	376	837	696	303	999	100	30	130	1 405	889	2 294
Percentage by bracket	31.0	69.0	100.0	46.0	54.0	100.0	55.0	45.0	100.0	70.0	30.0	100.0	77.0	23.0	100.0	61.0	39.0	100.0
Percentage of total	0.6			13.7			36.5			43.5			5.7			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
Headquarters	2	3	5	13	5	18	1	2	3	0	1	1	0	0	0	16	11	27
Africa	2	2	4	90	23	113	196	78	274	148	57	205	20	7	27	456	167	623
The Americas	0	0	1	0	2	2	1	1	2	3	4	7	0	0	0	4	7	11
South-East Asia	1	0	1	2	2	2	9	4	13	16	1	17	2	0	2	30	7	37
Europe	0	1	1	23	17	40	15	20	35	10	7	17	0	0	0	48	45	93
Eastern Mediterranean	0	0	0	3	2	5	6	9	15	6	3	9	1	0	1	16	14	30
Western Pacific	0	0	0	4	8	12	6	10	16	5	8	13	0	0	0	15	26	41
Total	5	6	12	135	59	192	234	124	358	188	81	269	23	7	30	585	277	862
Percentage by bracket	42.0	50.0	92.0	70.0	30.0	101.0	65.0	35.0	100.0	70.0	30.0	100.0	77.0	23.0	100.0	68.0	32.0	100.0
Percentage of total	1.4			22.5			41.5			31.2			3.5			100.1		

General services 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	22	25	47	67	193	260	62	195	257	65	221	286	5	19	24	221	653	790
Africa	18	24	42	244	188	432	429	178	607	299	114	413	14	6	20	1 004	510	843
The Americas	0	1	1	4	3	7	5	12	17	1	29	30	0	5	5	10	50	73
South-East Asia	5	6	11	49	44	93	76	33	109	79	32	111	1	3	4	210	118	328
Europe	4	15	19	32	70	102	29	53	82	16	45	61	0	3	3	81	186	218
Eastern Mediterranean	13	35	48	79	85	164	74	82	156	48	40	88	4	1	5	218	243	365
Western Pacific	6	22	28	20	69	89	30	62	92	30	62	92	0	3	3	86	218	285
Total	68	128	196	495	652	1 147	705	615	1 320	538	543	1 081	24	40	64	1 830	1 978	3 808
Percentage by bracket	35.0	65.0	100.0	43.0	57.0	100.0	53.0	47.0	100.0	50.0	50.0	100.0	38.0	63.0	100.0	48.0	52.0	100.0
Percentage of total	5.1			30.1			34.7			28.4			1.7			100.0		

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2009**Professional and higher category 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	2	0	2	7	5	12	5	2	7	14	7	21
D2	0	0	0	0	0	0	8	4	12	25	7	32	4	1	5	37	12	49
D1/P6	0	0	0	3	1	4	24	15	39	113	24	137	28	9	37	168	49	217
P5	0	0	0	14	17	31	156	90	246	302	128	430	43	10	53	515	245	760
P4	0	1	1	60	61	121	207	178	385	190	96	286	15	6	21	472	342	814
P3	1	3	4	49	68	117	55	60	115	45	38	83	3	2	5	153	171	324
P2	1	2	3	16	20	36	8	28	36	14	5	19	2	0	2	41	55	96
P1	2	3	5	2	4	6	1	1	2	0	0	0	0	0	0	5	8	13
Total	4	9	13	144	171	315	461	376	837	696	303	999	100	30	130	1 405	889	2 294
Percentage by bracket	31	69	100	46	54	100	55	45	100	70	30	100	77	23	100	61	39	100
Percentage of total	0.6			13.7			36.5			43.5			5.7			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	8	7	15	11	3	14	3	8	11	0	1	1	22	19	41
B	3	6	9	70	30	100	83	39	122	57	28	85	8	1	9	221	104	325
C	2	0	2	57	20	77	138	78	216	125	43	168	15	5	20	337	146	483
D	0	0	0	0	2	2	2	4	6	3	2	5	0	0	0	5	8	13
Total	5	6	11	135	59	194	234	124	358	188	81	269	23	7	30	585	277	862
Percentage by bracket	45	55	100	70	30	100	65	35	100	70	30	100	77	23	100	68	32	100
Percentage of total	1.3			22.5			41.5			31.2			3.5			100.0		

General services 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	10	2	12	32	13	45	41	10	51	26	8	34	2	0	2	111	33	144
G6	8	4	12	146	2	148	286	3	289	217	3	220	8	0	8	665	12	677
G5	5	7	12	48	21	69	91	23	114	81	9	90	5	0	5	230	60	290
G4	9	58	67	48	182	230	44	125	169	50	77	127	3	12	15	154	454	608
G3	23	47	70	93	298	391	89	248	337	56	213	269	4	17	21	265	823	1 088
G2	13	9	22	90	106	196	100	161	261	57	146	203	2	8	10	262	430	692
G1	0	1	1	38	30	68	54	45	99	51	87	138	0	3	3	143	166	309
Total	68	128	196	495	652	1 147	705	615	1 320	538	543	1 081	24	40	64	1 830	1 978	3 808
Percentage by bracket	35	65	100	43	57	100	53	47	100	50	50	100	38	63	100	48	52	100
Percentage of total	5.1			30.1			34.7			28.4			1.7			100.0		

M – male, F – female, T – total.

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2009

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	422	27	551	1 000	195	0	297	492	45	0	109	154	75	0	82	157	70	0	52	122	46	0	20	66	21	0	3	24	874	27	1 114	2 015
Africa	1 163	484	227	1 874	108	90	126	324	56	40	39	135	70	6	22	98	51	3	12	66	46	0	6	52	20	0	5	25	1 514	623	437	2 574
The Americas	4	10	33	47	15	0	34	49	11	0	24	35	6	0	9	15	7	1	6	14	10	0	2	12	7	0	1	8	60	11	109	180
South-East Asia	93	20	65	178	66	11	35	112	49	2	19	70	64	0	7	71	23	3	3	29	27	1	4	32	6	0	0	6	328	37	133	498
Europe	150	65	104	319	76	28	36	140	11	0	12	23	12	0	9	21	6	0	5	11	7	0	3	10	5	0	0	5	267	93	169	529
Eastern Mediterranean	239	21	67	327	126	5	45	176	17	0	25	42	34	1	5	40	28	1	7	36	9	0	3	12	8	2	0	10	461	30	152	643
Western Pacific	123	31	102	256	73	1	44	118	34	1	22	57	24	1	7	32	31	2	2	35	12	4	3	19	7	1	0	8	304	41	180	525
Total	2 194	658	1 149	4 001	659	135	617	1 411	223	43	250	516	285	8	141	434	216	10	87	313	157	5	41	203	74	3	9	86	3 808	862	2 294	6 964
Percentage by bracket	54.8	16.4	28.7	100	46.7	9.6	43.7	100	43.2	8.3	48.4	100	65.7	1.8	32.5	100	69.0	3.2	27.8	100	77.3	2.5	20.2	100	86.0	3.5	10.5	100	54.7	12.4	32.9	100
Percentage of total	57.5				20.3				7.4				6.2				4.5				2.9				1.2				100.0			

P – Professional and higher categories, NPO – national professional officers, GS – general services, T – total.

TABLE 9. APPOINTMENTS DURING YEAR 2009 (UP TO 30 SEPTEMBER 2009)

Location	Category	Total staff at 30 September 2009	External 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	1 114	44	41.9	50	52	49.5	63	9	8.6	67	105	58.1
	NPO	27	6	100.0	33	0	0.0	0	0	0.0	0	6	33.3
	GS	874	35	44.9	60	43	55.1	84	0	0.0	0	78	73.1
Africa	P	437	14	29.2	64	34	70.8	21	0	0.0	0	48	33.3
	NPO	623	94	58.8	28	66	41.3	32	0	0.0	0	160	29.4
	GS	1 514	81	31.5	47	176	68.5	30	0	0.0	0	257	35.0
The Americas	P	109	7	77.8	57	2	22.2	100	0	0.0	0	9	55.6
	NPO	11	3	100.0	33	0	0.0	0	0	0.0	0	3	33.3
	GS	60	1	50.0	0	1	50.0	100	0	0.0	0	2	50.0
South-East Asia	P	133	7	50.0	71	5	35.7	40	2	14.3	0	14	50.0
	NPO	37	6	85.7	17	1	14.3	100	0	0.0	0	7	28.6
	GS	328	7	58.3	86	5	41.7	40	0	0.0	0	12	66.7
Europe	P	169	6	28.6	67	13	61.9	54	2	9.5	100	21	61.9
	NPO	93	4	33.3	25	8	66.7	25	0	0.0	0	12	25.0
	GS	267	14	42.4	50	18	54.5	56	1	3.0	0	33	51.5
Eastern Mediterranean	P	152	7	33.3	43	13	61.9	31	1	4.8	0	21	33.3
	NPO	30	1	50.0	100	1	50.0	0	0	0.0	0	2	50.0
	GS	461	22	33.8	50	43	66.2	42	0	0.0	0	65	44.6
Western Pacific	P	180	11	73.3	18	4	26.7	25	0	0.0	0	15	20.0
	NPO	41	5	100.0	80	0	0.0	0	0	0.0	0	5	80.0
	GS	304	13	43.3	69	15	50.0	80	2	6.7	0	30	70.0
Total	P	2 294	96	41.2	48	123	52.8	41.5	14	6.0	3.4	233	45.1
	NPO	862	119	61.0	29	76	39.0	31.6	0	0.0	0	195	30.3
	GS	3 808	173	36.3	47	301	63.1	37.5	3	0.6	0	477	40.7
	All	6 964	388	42.9	18	500	55.2	14.4	17	1.9	1.1	905	16.9

P – Professional and higher categories, NPO – national professional officers, GS – general services.

TABLE 10. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 30 September 2009	Staff due to retire							
			By 30 September 2010		By 30 September 2012		By 30 September 2014		By 30 September 2019	
Headquarters	P	1 114	38	3.4	110	9.9	194	17.4	408	36.6
	NPO	27	0	0.0	0	0.0	0	0.0	1	0.0
	GS	874	20	2.3	62	7.1	114	13.0	281	32.2
Africa	P	437	16	3.7	45	10.3	103	23.6	224	51.3
	NPO	623	14	2.2	39	6.3	81	13.0	183	29.4
	GS	1 514	22	1.5	80	5.3	151	10.0	354	23.4
The Americas	P	109	12	0.0	20	18.3	27	24.8	59	54.1
	NPO	11	0	0.0	0	0.0	0	0.0	3	27.3
	GS	60	3	5.0	10	16.7	17	28.3	33	55.0
South-East Asia	P	133	12	9.0	25	18.8	37	27.8	70	52.6
	NPO	37	1	2.7	3	8.1	6	16.2	16	43.2
	GS	328	4	1.2	23	7.0	50	15.2	103	31.4
Europe	P	169	3	1.8	14	8.3	24	14.2	41	24.3
	NPO	93	0	0.0	0	0.0	4	0.0	11	11.8
	GS	267	6	2.2	14	5.2	24	9.0	58	21.7
Eastern Mediterranean	P	152	9	5.9	22	14.5	33	21.7	73	48.0
	NPO	30	0	0.0	1	3.3	3	10.0	10	33.3
	GS	461	4	0.8	16	4.1	30	7.4	80	18.9
Western Pacific	P	180	6	3.3	20	11.1	30	16.7	71	39.4
	NPO	41	3	0.0	5	0.0	8	0.0	12	0.0
	GS	304	8	2.6	20	6.6	31	10.2	83	27.3
Total	P	2 294	96	4.2	256	11.2	448	19.5	946	41.2
	NPO	862	18	2.1	48	5.6	102	11.8	236	27.4
	GS	3 808	67	1.8	225	5.9	417	11.0	992	26.1
	All	6 964	181	2.6	529	7.6	967	13.9	2174	31.2

¹ Cumulative figures

P – Professional and higher categories, NPO – national professional officers, GS – general services.

**TABLE 11. DISTRIBUTION OF OCCUPIED POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES
ACROSS MAIN OCCUPATIONAL GROUPS¹**

1 Professional, managerial and technical work		%			%
1.A.	Administrative specialists	30.5	1.A.	Administrative specialists	
1.B.	Architects, engineers	0.4	1.A.	Administrative (general)	4.9
1.C.	Archivists, curators, information specialists and librarians	0.5	1.A.1.	Financial management specialists	12.5
1.D.	Artists	0.1	1.A.2.	Management and programme analysts	9.6
1.E.	Economists	1.2	1.A.3.	Building services administrators	2.8
1.F.	Education specialists	0.4	1.A.4.	Meetings services administrators	0.7
1.G.	Jurists	0.8	1.A.5.	Computer information systems specialists	17.0
1.H.	Life scientists	1.8	1.A.6.	Human resources management specialists	9.7
			1.A.7.	Printing services specialists	0.2
			1.A.8.	Public information specialists	9.9
			1.A.9.	Purchasing and contracting specialists	3.7
			1.A.10.	Representation and protocol specialists	2.8
			1.A.11.	Technical cooperation administrators	8.0
			1.A.12.	Administrative officers	15.5
			1.A.21.	Auditors	1.9
			1.A.22.	Hospital administrators	0.2
			1.A.23.	Records and documents administrators	0.7
1.I.	Dental, nutrition, medical, nursing and veterinary specialists	54.0	1.I.	Dental, nutrition, medical, nursing and veterinary specialists	
1.J.	Physical scientists	0.3	1.I.	Medical specialists (general)	0.2
1.K.	Sales and marketing specialists	0.2	1.I.1.	Dentists	0.2
1.L.	Social scientists	2.7	1.I.2.	Dieticians and nutritionists	1.7
1.M.	Statisticians and mathematicians	1.2	1.I.3.	Medical specialists	91.3
1.N.	Transportation specialists	0.3	1.I.4.	Nursing specialists	1.4
1.O.	Writers, translators, interpreters	2.9	1.I.5.	Opticians and optometrists	1.1
1.P.	Professional, managerial and technical specialists for which no job family exists	1.0	1.I.6.	Pharmacists	1.6
1.Q.	Postal services specialists	0.1	1.I.7.	Sanitarians (public health)	0.2
1.R.	Environmental specialists	0.8	1.I.8.	Veterinarians	0.7
1.S.	Relief specialists	0.9	1.I.9.	Rehabilitation specialists	0.3
1.T.	Electronic communications specialists	0.1	1.I.10.	Health laboratory specialists	1.5
1.U.	Cultural development specialists	0.1			
			1.I.3.	Medical specialists	
			1.I.3.	Medical specialists	9.6
			1.I.3.A.	Anaesthesiologists	0.1
			1.I.3.B.	Epidemiologists	16.1
			1.I.3.C.	Dermatologists	0.1
			1.I.3.D.	General practitioners	0.4
			1.I.3.E.	Haematologists and blood transfusion specialists	0.6
			1.I.3.F.	Neurologists	0.1
			1.I.3.G.	Family health specialists	6.7
			1.I.3.H.	Ophthalmologists	0.5
			1.I.3.I.	Immunologists	1.9
			1.I.3.J.	Pathologists	0.1
			1.I.3.K.	Noncommunicable disease specialists	4.8
			1.I.3.L.	Geriatricians	0.1
			1.I.3.M.	Mental health specialists	1.3
			1.I.3.N.	Public health specialists	39.2
			1.I.3.O.	Radiologists	0.2
			1.I.3.P.	Surgeons	0.1
			1.I.3.Q.	Traditional medicine specialists	0.4
			1.I.3.R.	Emergency care specialists	0.2
			1.I.3.S.	Communicable disease specialists	16.4
			1.I.3.T.	Occupational health specialists	0.9

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, a United Nations system-wide occupational directory.