

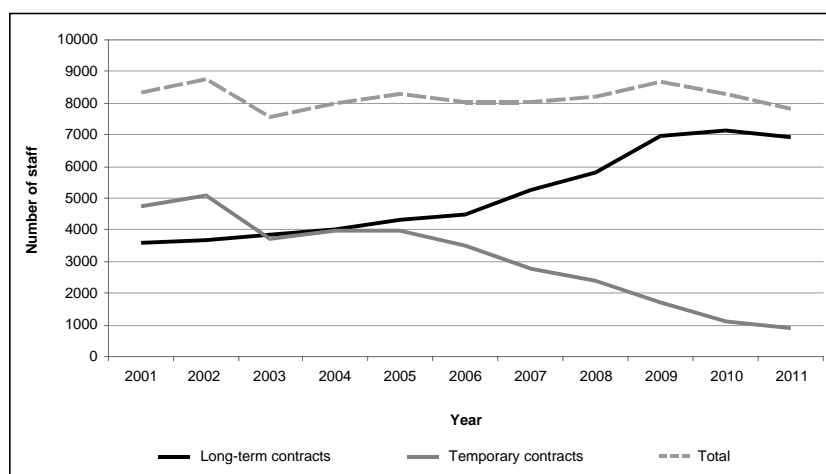
Human resources: annual report¹

Report by the Secretariat

STAFFING PROFILE

1. As at 31 July 2011, WHO had a total of 7836 staff. This compares with a total of 8273 as at 31 December 2010. As at 31 July 2011, 88.5% of the workforce (6937 staff members) held a fixed-term or a continuing appointment (both referred to hereinafter as “long-term appointments”).² One third of those with long-term appointments (2311) were in the professional and higher categories, 12.7% (880) were in the national professional officer category and 54.0% (3746) were in the general services category (see Table 1).³ The number of staff members holding long-term appointments has decreased by 3.0% (217) compared with the number reported in the staffing profile as at 31 December 2010.⁴

Figure 1. Number of staff by contract type as at 31 July 2011



¹ This report presents the Organization’s staffing profile as at 31 July 2011. The final report on the staffing profile, containing complete data as at 31 December 2011, will be submitted to the Sixty-fifth World Health Assembly.

² This figure includes staff in special programmes and collaborative arrangements hosted by WHO; it does not include staff members from PAHO, IARC or any agencies administered by WHO.

³ With the exception of Table 1, all data in this report refer to long-term appointments.

⁴ Document A64/36.

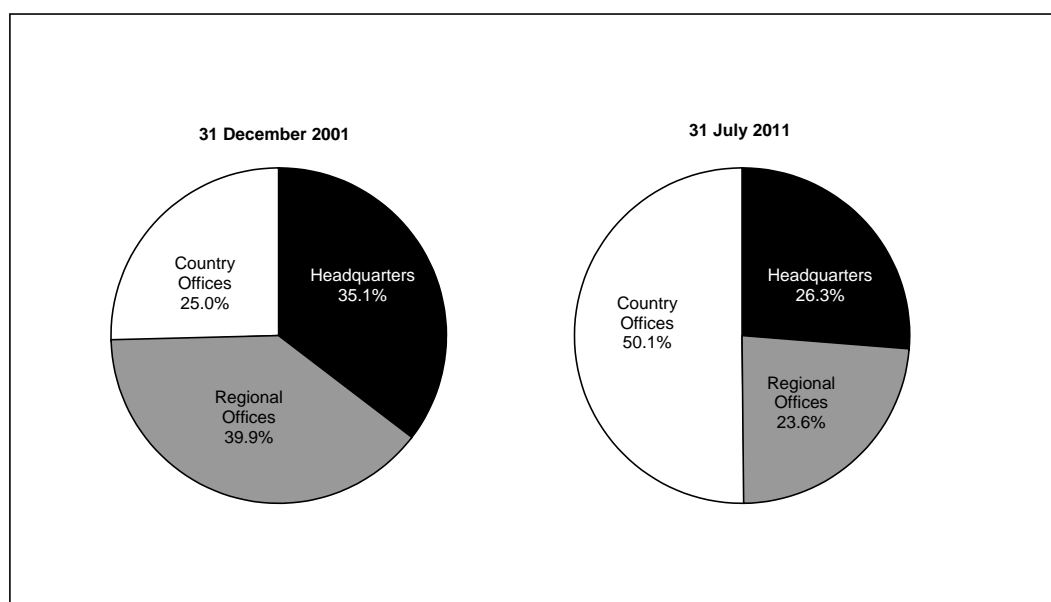
2. As at 31 July 2011, 11.5% of staff (899) were holding temporary appointments (Table 1 and Figure 1), a decrease of 19.7% (220) compared with the number reported in the staffing profile as at 31 December 2010.

3. Table 2 sets out the current distribution of staff members holding long-term appointments by organizational location, grade and sex. Since 2001 the proportion of staff by grade within the professional and higher categories has changed most significantly at grades P.3 to P.5 (P.3: 10.4% to 15.5%; P.4: 28.1% to 35.5%; and P.5: 39.3% to 31.7%). As at 31 July 2011, a total of 56.5% of staff holding long-term appointments were at grade P.4 or below, compared with 45.8% in 2001. This change is the result of a policy of using a wider range of post levels, rather than focusing unduly on posts at grade P.5 as was the case in previous years.

Staff category by organizational location and office type¹

4. In 2001, 34.5% of staff members holding long-term appointments were assigned to headquarters, 39.9% to regional offices and 25.0% to country offices. In July 2011 the figures were 26.3%, 23.6% and 50.1% respectively, confirming a significant shift in the location of long-term staff towards the country level (the percentage at that level has more than doubled during the last 10 years). This reflects the strategic deployment of human resources throughout the Organization that continues to be undertaken in support of WHO's country operations (see Figure 2).

Figure 2. Distribution of staff by major office type as at 31 July 2011

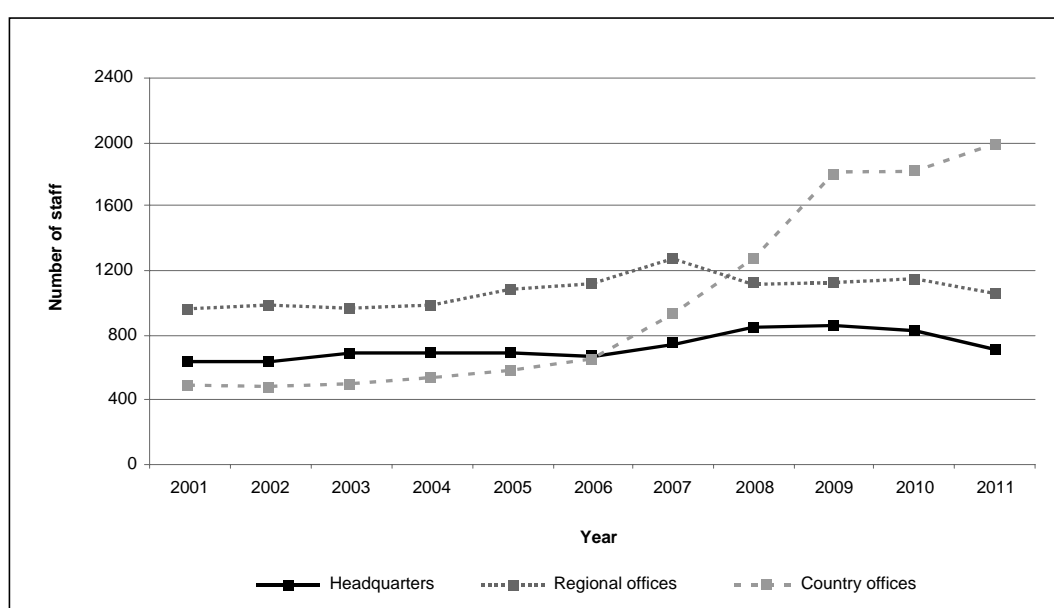


¹ In the tables provided in this document, staff numbers for a given major office indicate staff members administered by that office; the staff members concerned may actually be located elsewhere (e.g. the figures for headquarters include staff who may be located in one of several duty stations other than Geneva).

5. In line with the Organization's policy, greater use is being made of professional expertise at national level. Between 2001 and 2011, the number of staff holding long-term contracts in the national professional officer category increased more than fivefold, rising from 172 in 2001 to 880 in 2011. A slight decrease in the number of national professional officers (29) has been recorded compared with the figure provided in the final report on the staffing profile for 2010.

6. Figure 3 indicates that in the general services category, staff numbers at country office level increased gradually between 2001 and 2006, with the growth becoming more rapid from 2006 to 2011.

**Figure 3. Number of staff in the general services category,
31 December 2001–31 July 2011**



Distribution of staff by sex

7. Over the past 20 years, representation of women in the professional and higher categories has almost doubled. Figure 4 illustrates the trend by year during that period, highlighting the redoubled efforts made to achieve the target of gender balance. From this it can be seen that the representation of women in the professional and higher categories increased from 31.8% in December 2001 to 40.0% in July 2011. If the current trend is maintained and efforts are made across all major office locations, gender parity in the Organization could be a realistic target for the next decade (Figure 5).

Figure 4. Percentage of women in the professional and higher categories 31 December 1990–31 July 2011

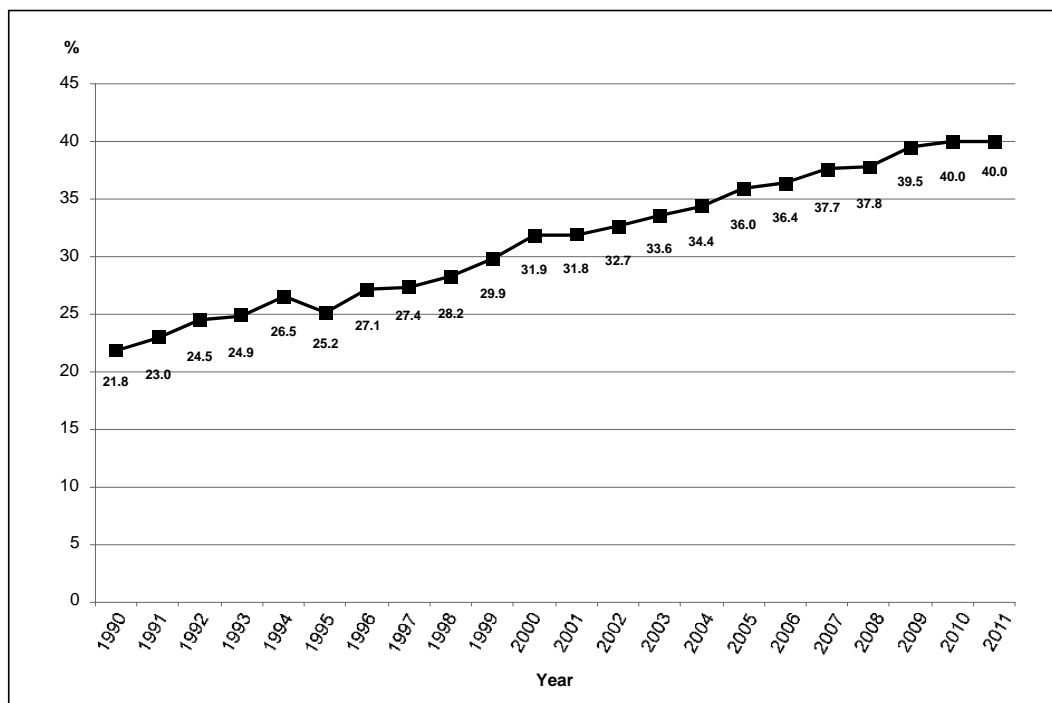
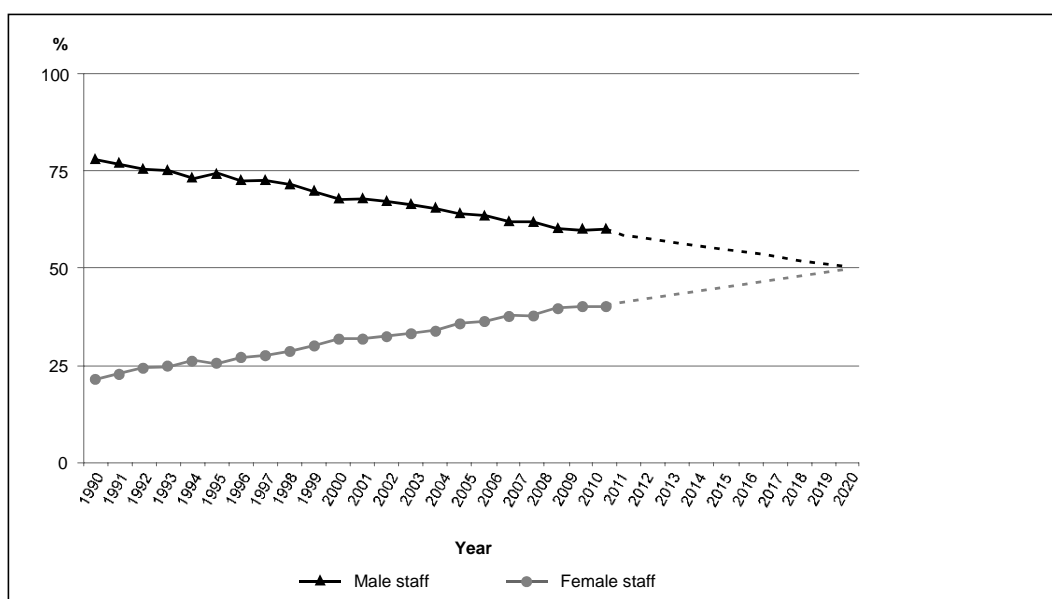


Figure 5. Projection of the movement towards gender parity in the professional and higher categories



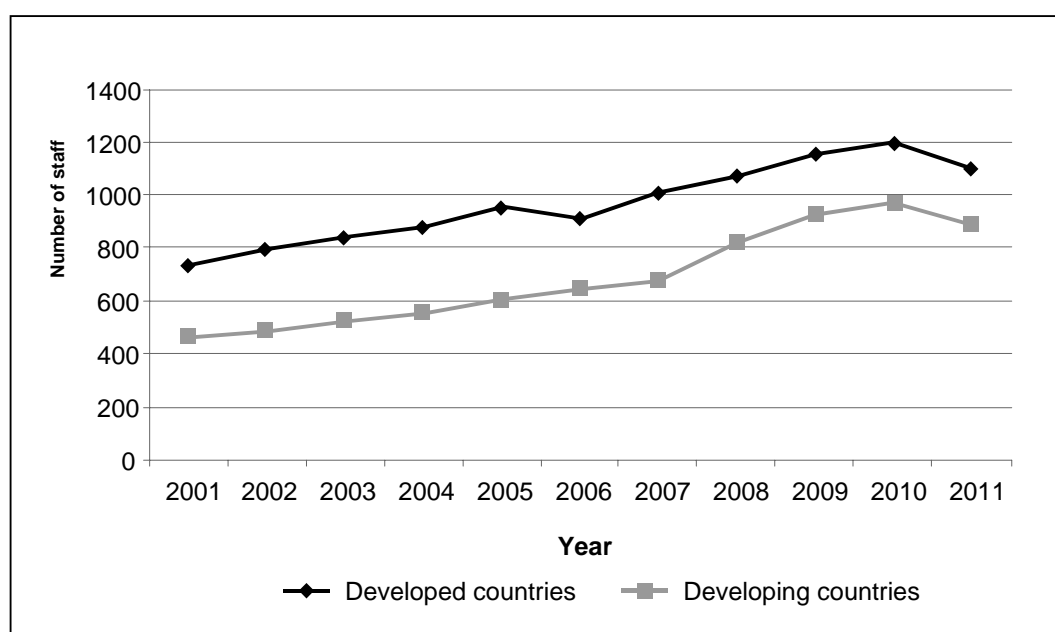
8. As at 31 July 2011, 60.0% (1387) of the 2311 staff members in the professional and higher categories on long-term appointments were men and 40.0% (924) were women. Among staff in posts from grade P.4 up to the ungraded level, men outnumber women (Table 2). Nevertheless, the number of women in posts at these grades has been increasing steadily over time. For example, in 2001, 34.8% of staff members at grade P.4 were women, while as at 31 July 2011, the percentage had increased to 41.1%. Over the same period, the percentage of women at grade P.5 rose from 24.5% to 34.2%. Among the most senior staff members (from those at grade P.6 to those in ungraded posts), the percentage of women remained relatively stable, at 22.9% in 2001 and 22.7% in July 2011.

9. The percentage of women has also increased in the national professional officer category; in July 2011 it was 35.2%, compared with 29.1% in 2001. In the general services category, whereas women made up 58.8% of such staff as at 31 December 2001, they now represent 52.1% (Table 2).

Geographical representation

10. Figure 6 shows that the representation of Member States has been evolving in the same way for developed and developing countries alike.

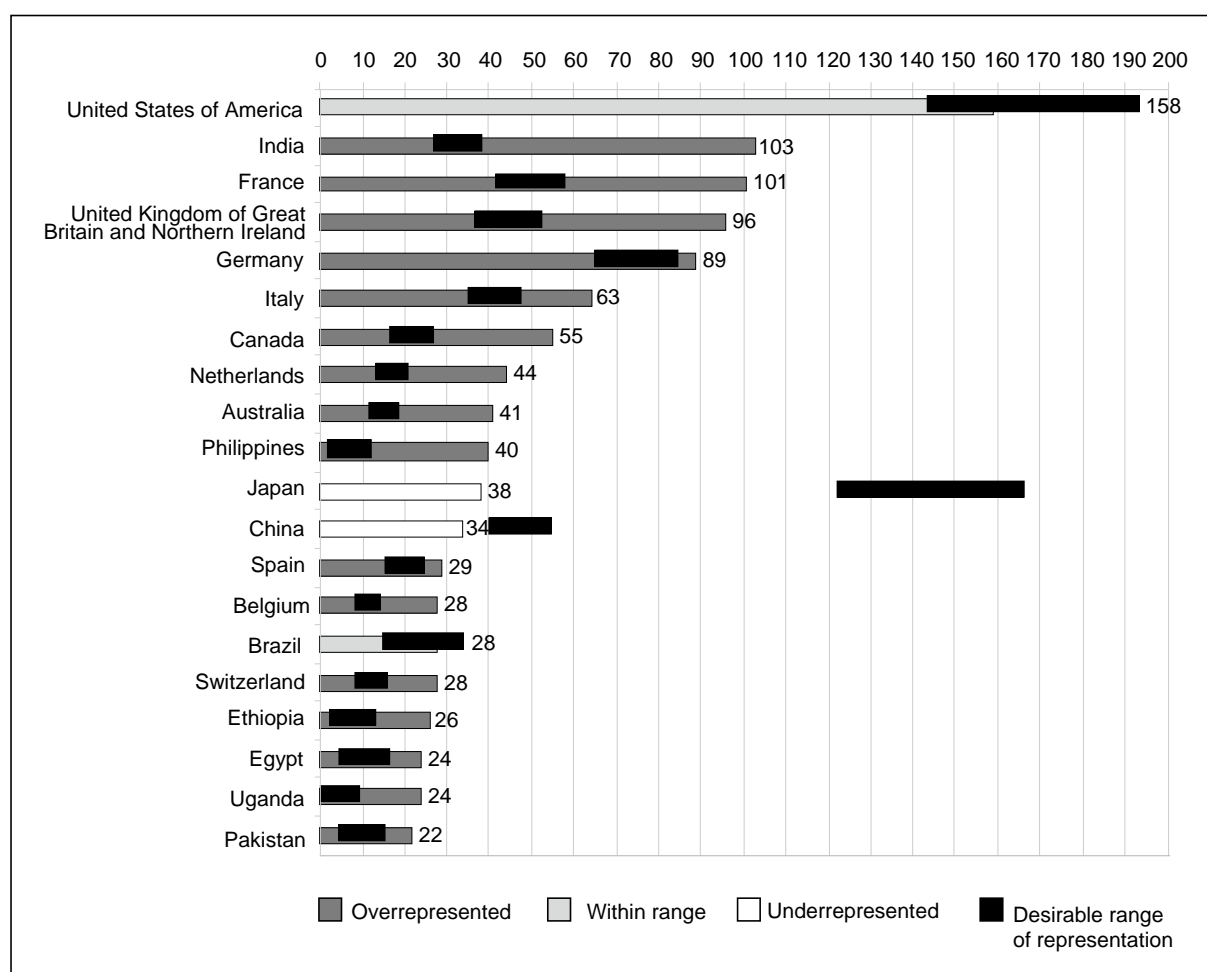
Figure 6. Number of staff in the professional and higher categories in posts counted for geographical representation 31 December 2001–31 July 2011¹



¹ The figures for “developing countries” are based on the World Bank list of least developed countries, low-income countries and lower-middle income countries. When a country is not classified by the World Bank, the list of the OECD Development Assistance Committee is used.

11. As at 31 July 2011, of the 195 Member States (including two Associate Members), 98 were within their desirable range of geographical representation (six were at the top of their desirable range); 42 Member States (including two Associate Members) were unrepresented; six were underrepresented and 49 were overrepresented (Table 3). Figure 7 shows the 20 Member States with the highest representation within the professional and higher categories.

Figure 7. Member States with the highest representation as at 31 July 2011



12. Tables 4a–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 last annual report as at 31 December 2010:

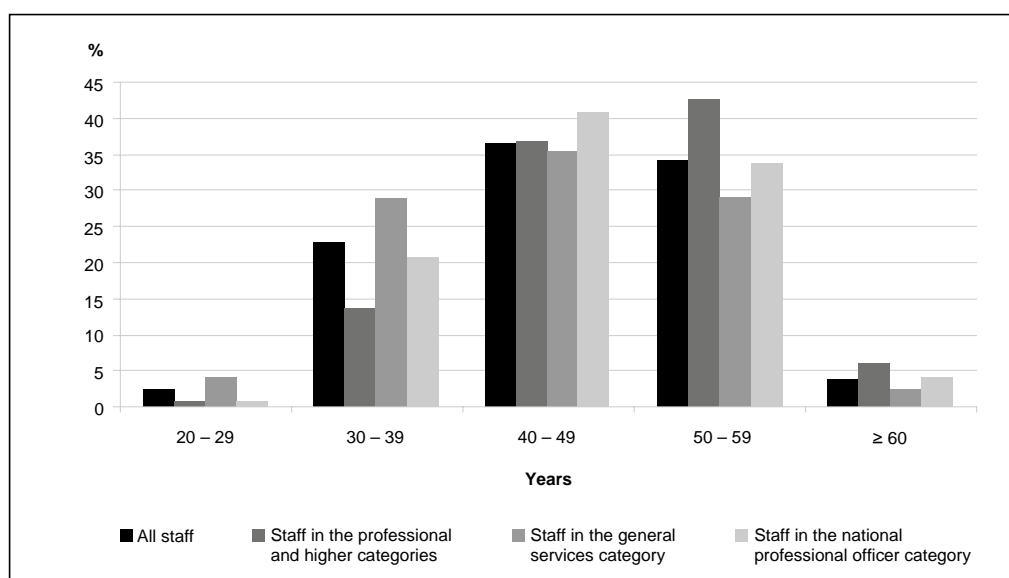
- one Member State that was previously unrepresented (Iceland) is now within its desirable range of geographical representation;
- six Member States that were previously overrepresented (Algeria, Colombia, Gambia, Niger, Sweden and Tunisia) are now within their desirable range of geographical representation;

- two Member States that were within their desirable range of geographical representation (Bangladesh and Nepal) are now overrepresented;
- two Member States that were within their desirable range of geographical representation (Mexico and Israel) are now underrepresented.

Age, grade, length of service and turnover of staff

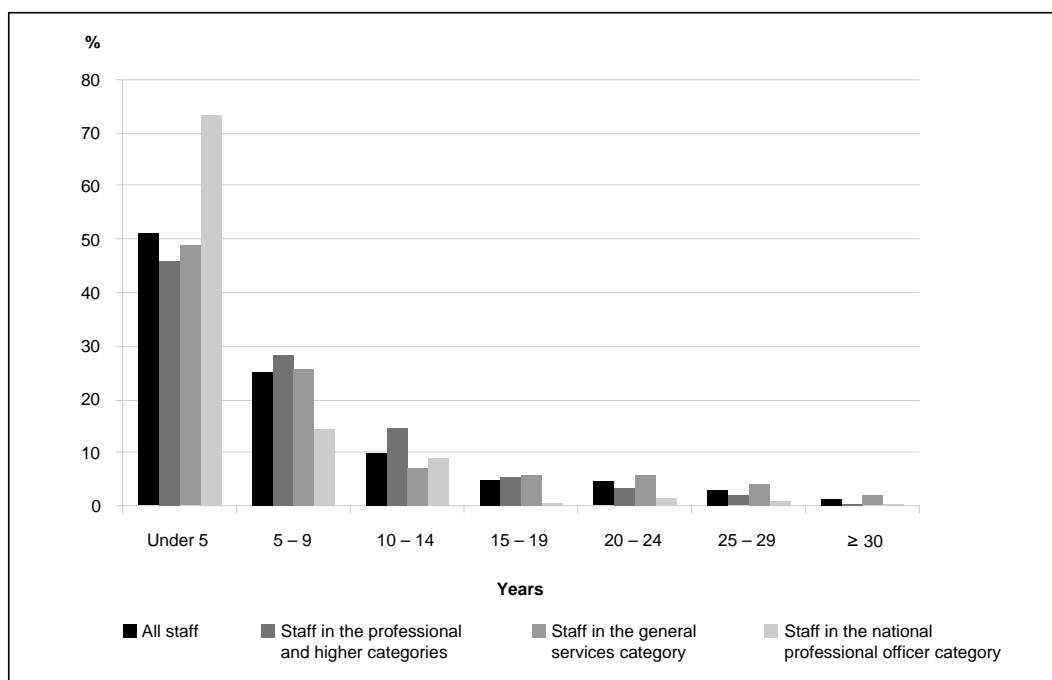
13. As at 31 July 2011, in the professional and higher categories, 51.3% of staff members are under 50 years of age. In the national professional officer category, staff in this age range represent 62.2% of the total, and in the general services category, 68.5% (Tables 5 and 6, Figure 8).

Figure 8. Distribution of staff by age and category as at 31 July 2011



14. When the figures are analyzed by sex, it can be seen that men in the professional and higher categories are generally in a higher age bracket than women. As a consequence, they will retire before their female colleagues, thus offering an opportunity to improve the gender balance further (Table 5 and Table 6).

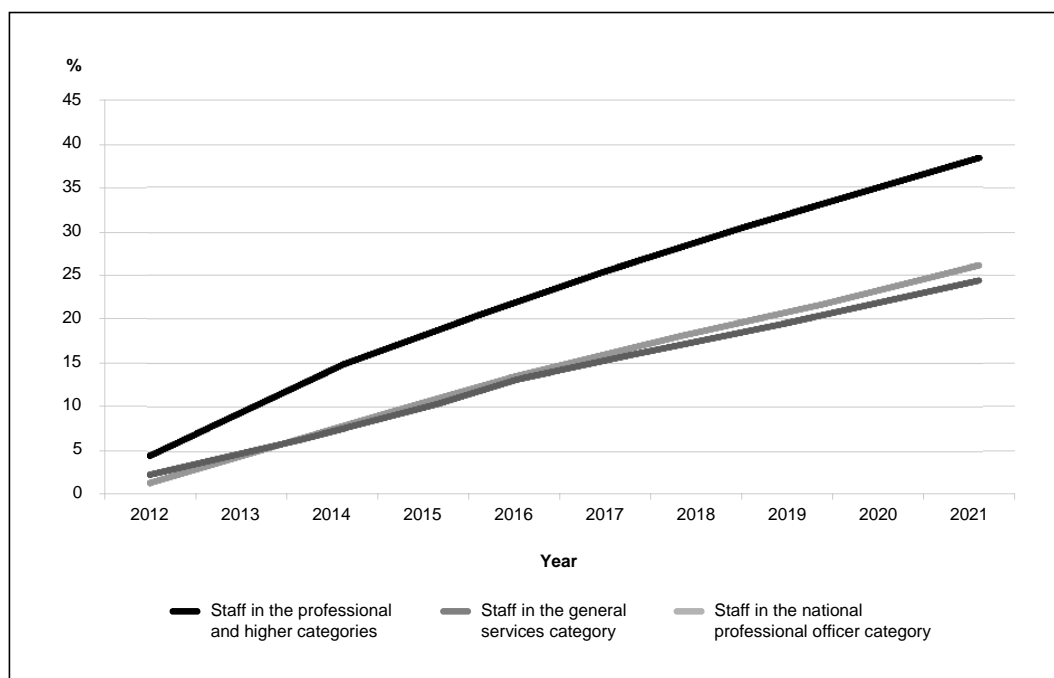
15. In 2001, staff members with less than five years of service represented 34.0% of the total number of staff holding long-term appointments; in 2011, by contrast, they represent 51.1%. These numbers reflect the marked increase in fixed-term recruitment during the past five years (Table 7 and Figure 9). They may also indicate greater staff turnover, a trend that will be closely monitored over the coming years. Since 2005, the average length of service has remained stable at about seven years for staff in the professional and higher categories, and about eight years for staff in the general services category.

Figure 9. Distribution of staff by length of service and category as at 31 July 2011

16. Table 8 provides data on staff appointments, including those of staff members who commenced employment in the period 1 January 2011 to 31 July 2011. A total of 26 staff in the professional and higher categories were recruited during this period. Of these, 21 were recruited externally, one appointment involved a conversion of an existing temporary contract and four staff members were appointed through interagency transfer. Table 8 shows in addition that, although the number of appointments is not so large, the Organization has continued to promote the goal of gender balance in 2011 (for all categories of staff, 47.7% of those recruited were women).

17. Current projections show that 16.2% of the workforce is due to retire within five years (Table 9 and Figure 10). In the professional and higher categories over the same period the proportion is 22.2%; cumulatively, 29.0% of such staff members are due to retire in the next 10 years.

Figure 10. Projection of the proportion of the workforce retiring over the next 10 years in the professional and higher categories

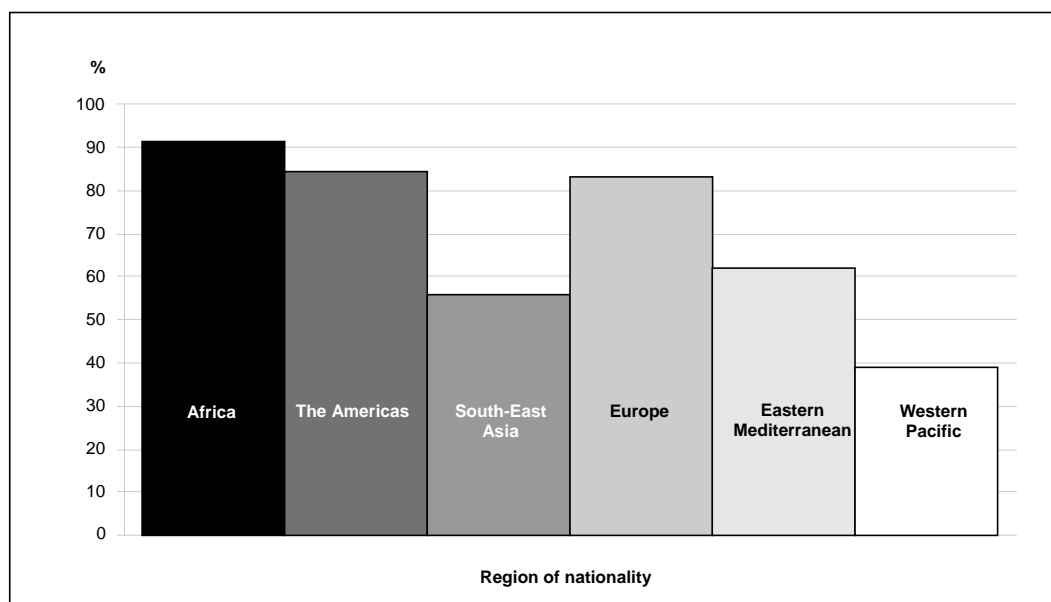


18. The Secretariat needs to be able to manage the workforce proactively – on the one hand, adhering to the needs for a reduced workforce due to financial restrictions and, on the other hand, ensuring the systematic strengthening of priority programmes and clusters. The staff retirement projections show clearly that about 10% of the total workforce will retire per biennium, thus providing the Secretariat with a clear opportunity to decrease the headcount without making significant future layoffs.

Staff mobility and distribution

19. Table 10 and Figure 11 analyze staff numbers in the professional and higher categories by location of assignment and region of nationality. It can be observed that staff tend to be reassigned within their region of nationality. However, the South-East Asia and Western Pacific regions both have high percentages of staff who are nationals of countries outside the region.

Figure 11. Percentage of staff working within their region of nationality as at 31 July 2011¹



20. Table 11 shows that the highest reassignment rate was recorded in the African Region (31.1%, of which 91.5% concerned reassignment within the same region).

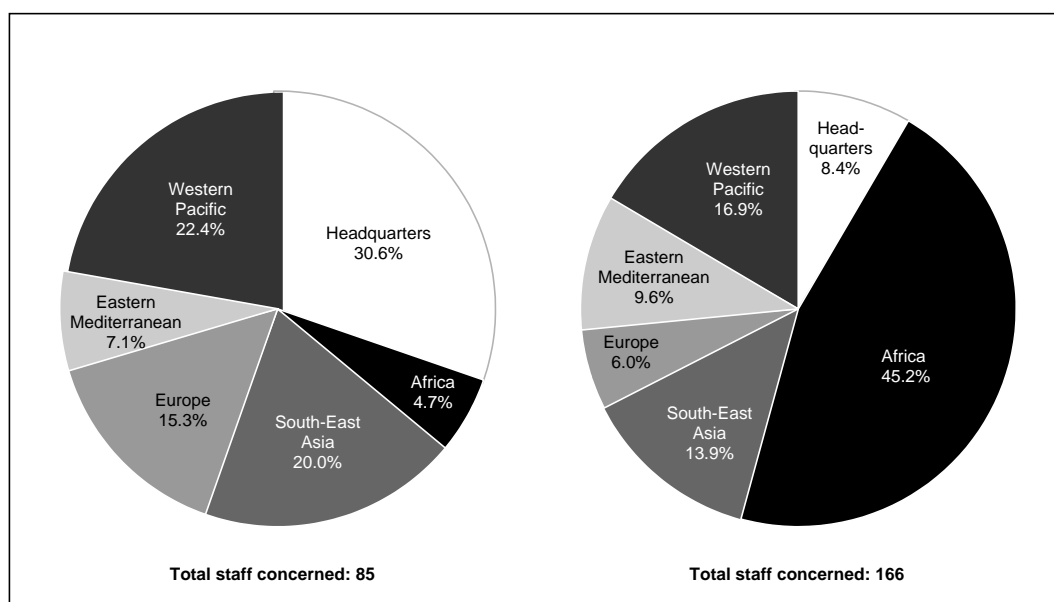
21. Although the Organization does not have a policy of mandatory mobility, there was movement of staff during the period 1 January 2011 to 31 July 2011. As may be seen from Figure 12, reassignment within the boundaries of a given WHO location (rotation) was nearly twice as common as reassignment between locations (mobility). Mobility was carried out the most frequently at headquarters and in the South-East Asia and Western Pacific regions. Conversely, rotation took place in the African Region far more often than elsewhere.

¹ The data relate to WHO regions only.

Figure 12. Staff in the professional and higher categories moving within the Organization from 1 January 2011 to 31 July 2011

Distribution of staff members moving between WHO locations^a

Distribution of staff members moving within WHO location^a



^a Data on mobility and rotation were not available for the Region of the Americas, which is administered by PAHO.

Occupational groups

22. Half the posts held by staff in the professional and higher categories (50.3%) are in the occupational group “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 90.5% are “Medical specialists” (of whom 46.9% are “Public health specialists”). The second largest occupational group is that of “Administrative specialists”, which accounts for 31.3%. In that group, 17.4% of posts are held by “Computer information systems specialists”, 15.6% by “Public information specialists”, 13.0% by “Administrative officers”, and 12.6% by “Management and programme analysts” (Table 12).

ACTION BY THE EXECUTIVE BOARD

23. The Board is invited to note the report.

TABLES

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

Table 1	Number of staff holding long-term and temporary appointments as at 31 July 2011
Table 2	Distribution of staff holding long-term appointments by organizational location, grade and sex as at 31 July 2011
Table 3	Summary of countries not within range by region as at 31 July 2011
Table 4a-f	Distribution of staff by country of origin as at 31 July 2011
Table 5	Staff by age, sex and organizational location as at 31 July 2011
Table 6	Staff by grade and age (all locations) as at 31 July 2011
Table 7	Staff by length of service as at 31 July 2011
Table 8	Appointments processed during year up to 31 July 2011
Table 9	Staff retirement projections
Table 10	Total staff in the professional and higher categories by location of assignment and region of nationality as at 31 July 2011
Table 11	Staff mobility (reassignments between organizational locations) as at 31 July 2011
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
AS AT 31 JULY 2011**

Category	Headquarters	Special programmes and collaborative arrangements	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Staff with long-term appointments									
Fixed-term appointments									
Professional and higher categories	509	122	206	79	65	112	91	107	1 291
National professional	38	0	504	4	25	59	30	47	707
General service	404	27	1 092	41	118	131	240	141	2 194
Total	951	149	1 802	124	208	302	361	295	4 192
Continuing appointments									
Professional and higher categories	486	54	168	11	67	81	76	77	1 020
National professional	0	0	97	1	21	27	18	9	173
General service	394	55	300	12	254	124	241	172	1 552
Total	880	109	565	24	342	232	335	258	2 745
Total number of long-term appointments	1 831	258	2 367	148	550	534	696	553	6 937
Staff with temporary appointments									
Professional and higher categories	131	44	41	7	54	20	95	32	424
National professional	2	0	22	0	49	2	30	20	125
General service	93	13	38	5	100	16	39	46	350
Total	226	57	101	12	203	38	164	98	899
Total number of staff	2 057	315	2 468	160	753	572	860	651	7 836

TABLE 2. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 31 JULY 2011

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	11	34	45	84	133	217	183	204	387	234	146	380	76	21	97	25	7	32	8	5	13	621	550	1171	53.0	47.0
Africa	0	0	0	14	11	25	35	16	51	123	38	161	82	14	96	28	11	39	0	1	1	1	0	1	283	91	374	75.7	24.3
The Americas	0	0	0	1	5	6	4	5	9	34	21	55	12	6	18	1	0	1	0	0	0	0	1	1	52	38	90	57.8	42.2
South-East Asia	0	0	0	0	0	0	7	4	11	20	10	30	47	25	72	14	2	16	0	2	2	1	0	1	89	43	132	67.4	32.6
Europe	3	8	11	10	17	27	20	19	39	31	30	61	20	14	34	14	4	18	2	0	2	0	1	1	100	93	193	51.8	48.2
Eastern Mediterranean	2	1	3	4	5	9	11	9	20	37	12	49	36	19	55	22	4	26	3	1	4	1	0	1	116	51	167	69.5	30.5
Western Pacific	0	0	0	0	1	1	5	6	11	55	22	77	51	27	78	13	2	15	1	0	1	1	0	1	126	58	184	68.5	31.5
Total	5	9	14	40	73	113	166	192	358	483	337	820	482	251	733	168	44	212	31	11	42	12	7	19	1387	924	2311	60.0	40.0
Percentage by grade	35.7	64.3	100.0	35.4	64.6	100.0	46.4	53.6	100.0	58.9	41.1	100.0	65.8	34.2	100.0	79.2	20.8	100.0	73.8	26.2	100.0	63.2	36.8	100.0	60.0	40.0	100.0		
Percentage of total			0.6			4.9			15.5			35.5			31.7			9.2			1.8			0.8			100.0		

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	0	1	1	8	14	22	9	6	15	0	0	0	17	21	38	44.7	55.3
Africa	11	3	14	161	39	200	260	121	381	5	1	6	437	164	601	72.7	27.3
The Americas	0	1	1	0	1	1	1	0	1	0	2	2	1	4	5	20.0	80.0
South-East Asia	5	2	7	4	7	11	19	8	27	1	0	1	29	17	46	63.0	37.0
Europe	6	7	13	24	33	57	8	8	16	0	0	0	38	48	86	44.2	55.8
Eastern Mediterranean	0	2	2	24	11	35	3	5	8	2	1	3	29	19	48	60.4	39.6
Western Pacific	1	4	5	12	15	27	6	16	22	0	2	2	19	37	56	33.9	66.1
Total	23	20	43	233	120	353	306	164	470	8	6	14	570	310	880	64.8	35.2
Percentage by grade	53.5	46.5	100.0	66.0	34.0	100.0	65.1	34.9	100.0	57.1	42.9	100.0	64.8	35.2	100.0		
Percentage of total			4.9			40.1			53.4			1.6			100.0		

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

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	1	2	19	10	29	40	138	178	74	321	395	72	184	256	7	13	20	213	667	880	24.2	75.8
Africa	40	18	58	483	9	492	101	19	120	60	101	161	65	137	202	93	109	202	79	78	157	921	471	1392	66.2	33.8
The Americas	0	0	0	0	0	0	0	0	0	1	9	10	2	12	14	6	20	26	0	3	3	9	44	53	17.0	83.0
South-East Asia	10	1	11	66	0	66	32	9	41	30	40	70	43	51	94	31	14	45	30	15	45	242	130	372	65.1	34.9
Europe	0	0	0	18	0	18	16	9	25	8	33	41	25	115	140	11	17	28	1	2	3	79	176	255	31.0	69.0
Eastern Mediterranean	31	2	33	49	1	50	51	3	54	24	68	92	39	102	141	36	36	72	12	27	39	242	239	481	50.3	49.7
Western Pacific	3	5	8	19	0	19	24	9	33	8	54	62	5	83	88	23	48	71	7	25	32	89	224	313	28.4	71.6
Total	84	26	110	636	11	647	243	59	302	171	443	614	253	821	1074	272	428	700	136	163	299	1795	1951	3746	47.9	52.1
Percentage by grade	76.4	23.6	100.0	98.3	1.7	100.0	80.5	19.5	100.0	27.9	72.1	100.0	23.6	76.4	100.0	38.9	61.1	100.0	45.5	54.5	100.0	47.9	52.1	100.0		
Percentage of total			2.9			17.3			8.1			16.4			28.7			18.7			8.0			100.0		

M – male, F – female, T – total.

TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 JULY 2011

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

* Associate Member.

Region	Unrepresented countries	Underrepresented countries	Overrepresented countries
Europe	Andorra Bosnia and Herzegovina Cyprus Luxembourg Monaco Montenegro San Marino The former Yugoslav Republic of Macedonia	Israel	Belgium Denmark France Germany Ireland Italy Netherlands Spain Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Oman Qatar United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon Pakistan Sudan
Western Pacific	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Micronesia (Federated States of) Nauru Niue Palau Papua New Guinea Samoa Singapore Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea	Australia Malaysia New Zealand Philippines

* Associate Member.

TABLE 4a. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 JULY 2011

Nationals of Member States in the 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	Total			
Algeria	2-10					1	1			1	3		3						5	4	9
Angola	1-8					1				2	1			1			1		5	1	6
Benin	1-8									7			2		1				9	1	10
Botswana	1-8				1									1					1	1	2
Burkina Faso	1-8					1		2		4	3		5						11	4	15
Burundi	1-8									2	1		3	3	3				8	4	12
Cameroon	1-8				1	1		4	1	4	2		1	1	2	1			12	6	18
Cape Verde	1-7													1					0	1	1
Central African Republic	1-8									2				1					3	0	3
Chad	1-8					1		2		1			3						6	1	7
Comoros	1-7												1						1	0	1
Congo	1-8				4			5		3			1		1				14	0	14
Côte d'Ivoire	1-8							2		3	1		3	1		2			8	4	12
Democratic Republic of the Congo	2-12							2		12			2		1		1		18	0	18
Equatorial Guinea	1-7												1						1	0	1
Eritrea	1-8							1		3									4	0	4
Ethiopia	2-12					2		3		8	4		6	1	1	1			18	8	26
Gabon	1-8							2		1			1						2	2	4
Gambia	1-8				1					6					1				8	0	8
Ghana	1-8					1		1	1	4	4		4	1	1	1		1	11	8	19
Guinea	1-8				1					4			2	1	1				8	1	9
Guinea-Bissau	1-8									1	1			1	1				2	2	4
Kenya	1-10							1		3	8		4	1	2				9	10	19
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	Total		
Liberia	1-8					1						1						1	1	2
Madagascar	1-8				1	2		2	1	1	2							4	5	9
Malawi	1-8					1		2	1	6								9	1	10
Mali	1-8					1		8	1	4		1		1				14	2	16
Mauritania	1-8				2			2		1		1						6	0	6
Mauritius	1-8				1		1	1		2		1		1				6	1	7
Mozambique	1-8								2			1	1					1	3	4
Namibia	1-8								1	2								2	1	3
Niger	1-8						2	1		4		1						6	2	8
Nigeria	4-14				1		3	1	8		5	1	2					19	2	21
Rwanda	1-8					1	1		3		10		1					15	1	16
Sao Tome and Principe	1-7							1										1	0	1
Senegal	1-8								5	3	4	2	1	1		1		10	7	17
Seychelles	1-7																	0	0	0
Sierra Leone	1-8						1	1	1	1		1	1					2	3	5
South Africa	4-11					1	1		2		5	3						6	6	12
Swaziland	1-7																	0	0	0
Togo	1-8					2		4	1	5		2						13	1	14
Uganda	1-8				1			9	5	7	1	1						18	6	24
United Republic of Tanzania	1-10					1	1	1	1	5	2	1	1		1			7	6	13
Zambia	1-8						2	3	4	3		2						8	6	14
Zimbabwe	1-8				1	2	3		3	1	3	1	1					11	4	15
Total		0	0	15	12	39	17	129	53	106	20	31	12	1	2	2	0	323	116	439

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purpose of geographical representation.

M – male, F – female.

TABLE 4b. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 JULY 2011

Nationals of Member States in the 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	Total		
Antigua and Barbuda	1-7															0	0	0		
Argentina	9-16					1	1	5	4	1		1				1	7	7	14	
Bahamas	1-7																0	0	0	
Barbados	1-7																0	0	0	
Belize	1-7								1								0	1	1	
Bolivia (Pluriational State of)	1-8					2		1									0	3	3	
Brazil	21-29					1	3	4	6	5	4	5					15	13	28	
Canada	19-26		1	1	2	1	7	13	9	10	5	2	2	1		1	29	26	55	
Chile	2-9							1	2		2						1	4	5	
Colombia	3-10				2		1	2	1	3	1						5	5	10	
CostaRica	1-8						1	2									2	1	3	
Cuba	1-8					1		3		1							5	0	5	
Dominica	1-7															1	0	1	1	
Dominican Republic	1-8							2									2	0	2	
Ecuador	1-8				1	1		2	2								3	3	6	
ElSalvador	1-8							1	2								1	2	3	
Grenada	1-7																0	0	0	
Guatemala	1-8				1					2		1					3	1	4	
Guyana	1-7						1	1			1						1	2	3	
Haiti	1-8									1							1	0	1	
Honduras	1-8							2		1							3	0	3	
Jamaica	1-8																0	0	0	
Mexico	11-17						1		3	2	1	1		1			4	5	9	
Nicaragua	1-8							1	2								1	2	3	
Panama	1-8							2									2	0	2	
Paraguay	1-8																0	0	0	
Peru	2-10					1	2	6	1			1					8	3	11	
Puerto Rico*	1-8																0	0	0	
Saint Kitts and Nevis	1-7																0	0	0	

Country	Range	Staff by grade and sex											
		P1		P2		P3		P4		P5		P6/D1	
		M	F	M	F	M	F	M	F	M	F	M	F
Saint Lucia	1-7												
Saint Vincent and the Grenadines	1-7												
Suriname	1-7												
Trinidad and Tobago	1-8					1	1			1	1		
United States of America	142-193	1		2	3	7	16	27	27	35	20	12	5
Uruguay	1-8					2		1					
Venezuela (Bolivarian Republic of)	2-9			1				1	1	2	1		
Total		1	1	4	9	14	38	76	62	63	36	23	8
										4	0	2	2
												187	156
												343	

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purpose of geographical representation.

* Associate Member.

M – male, F – female.

TABLE 4c. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 JULY 2011

Nationals of Member States in the 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	Total		
Bangladesh	4-14					1		8		3	1	2						14	1	15
Bhutan	1-8							1		2	1	1						4	1	5
Democratic People’s Republic of Korea	1-8																	0	0	0
India	27-38			1	2	18	7	28	9	17	15	5		1				69	34	103
Indonesia	7-14						2			4	2			1				5	4	9
Maldives	1-7					1					1	1						2	1	3
Myanmar	2-10							1			2	3						4	2	6
Nepal	1-8					1		3		3		3						10	0	10
Sri Lanka	1-8				1	1	1	1		4	3	2						8	5	13
Thailand	4-12						1	1	2		5	2			1			4	8	12
Timor-Leste	1-7									1								1	0	1
Total		0	0	1	3	22	11	43	11	34	30	19	0	1	1	1	0	121	56	177

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purpose of geographical representation.

M – male, F – female.

TABLE 4d. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 JULY 2011

Nationals of Member States in the European Region

[illegible]

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Malta	1-7						2				1	1					3	1	4	
Monaco	1-7																0	0	0	
Montenegro	1-7																0	0	0	
Netherlands	13-20			2		2	4	7	3	12	5	7	2				28	16	44	
Norway	5-12					2		1	2		1	1					2	5	7	
Poland	4-11		1					1		2	2	1					4	3	7	
Portugal	4-10								3	1							1	3	4	
Republic of Moldova	1-8					1	1		2	1							2	3	5	
Romania	1-8							1	3								1	3	4	
Russian Federation	12-19			1	4	2	1	3	1	2	3						8	9	17	
San Marino	1-7																0	0	0	
Serbia	1-8			1		1		2	2		1						3	4	7	
Slovakia	1-8					1											1	0	1	
Slovenia	1-8						1										0	1	1	
Spain	18-26		1	1	2	2	2	4	4	4	4	2	1	1	1		14	15	29	
Sweden	8-14				1		3	1	2	2	4			1			4	10	14	
Switzerland	9-16			1	1	7	7	3	4	2	3						13	15	28	
Tajikistan	1-8					1		2									0	3	3	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	5-12							3	1	1	2	1	1				5	4	9	
Turkmenistan	1-8			1			1			1							2	1	3	
Ukraine	2-10					1	1	1									2	1	3	
United Kingdom of Great Britain and Northern Ireland	37-51	1	2	3	2	3	9	18	13	15	14	8	3	3	2		51	45	96	
Uzbekistan	1-10									1							0	1	1	
Total		1	8	11	29	46	74	108	97	129	83	55	13	15	5	1	3	366	312	678

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purpose of geographical representation.

M – male, F – female.

TABLE 4e. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 JULY 2011**Nationals of Member States in the Eastern Mediterranean Region**

Country	Range	Staff by grade and sex													
		P1		P2		P3		P4		P5		P6/D1		D2	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F
Afghanistan	1-8					2		1				1			
Bahrain	1-7									1					
Djibouti	1-7					1				1		1			
Egypt	3-12		1	2	2	2	2	6	3	1	5				
Iran (Islamic Republic of)	4-12				1	1		5		4	1		1		
Iraq	2-9									3				1	
Jordan	1-8					1		3	1	1	2		1	1	
Kuwait	1-8														
Lebanon	1-8					2		2	2	3	2		1		
Libya	1-8											1			
Morocco	1-10					1		1	1	1		2			
Oman	1-8														
Pakistan	5-14					1		6	1	11		3			
Qatar	1-7														
Saudi Arabia	5-11							1		1	1			1	
Somalia	1-8							2		1		1		1	
Sudan	1-10					1	1	4	2	3		3			
Syrian Arab Republic	1-8							1	1	2		1			
Tunisia	1-8					2		1	1	2		2			
United Arab Emirates	2-8														
Yemen	1-8							3						1	
Total		0	1	2	3	13	4	32	16	32	14	15	3	2	0
														3	0
														99	41
														140	

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purpose of geographical representation.

M – male, F – female.

TABLE 4f. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 JULY 2011

Nationals of Member States in the Western Pacific 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	Total
Australia	12-19		1		2	1	2	9	7	6	7	5		1				22 19 41
Brunei Darussalam	1-7																	0 0 0
Cambodia	1-8							1		1								2 0 2
China	40-55				1	1	4	5	8	6	3	4				1	1	17 17 34
Cook Islands	1-7																	0 0 0
Fiji	1-7							1	1	1								2 1 3
Japan	121-166				2	3	2	6	8	10	4	1		1		1		22 16 38
Kiribati	1-7																	0 0 0
Lao People's Democratic Republic	1-8																	0 0 0
Malaysia	3-9						1	3	1	3	4			1				7 6 13
Marshall Islands	1-7				1													1 0 1
Micronesia (Federated States of)	1-7																	0 0 0
Mongolia	1-8							1	4	1	1							2 5 7
Nauru	1-7																	0 0 0
New Zealand	2-9					2		2	1	2	4			1				7 5 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 2	6	7	6	11	2		1	1	1				19 21 40
Republic of Korea	15-21					1	1	1	1	3	2	1				1		7 4 11
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
Tonga	1-7																	0 0 0
Tuvalu	1-7																	0 0 0
Vanuatu	1-7																	0 0 0
Viet Nam	3-12					1	2	1										2 2 4
Total		0	1	4	7	15	19	36	42	36	25	12	1	5	0	3	1	111 96 207

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purpose of geographical representation.

M – male, F – female.

* Associate Member.

TABLE 5. STAFF BY AGE, SEX AND ORGANIZATIONAL LOCATION AS AT 31 JULY 2011**Professional and higher categories**

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	5	6	78	131	209	228	230	458	279	165	444	35	19	54	621	550	1 171
Africa	0	0	0	16	7	23	79	32	111	164	46	210	24	6	30	283	91	374
The Americas	0	0	0	3	3	6	16	13	29	26	21	47	7	1	8	52	38	90
South-East Asia	0	0	0	3	3	6	19	17	36	59	17	76	8	6	14	89	43	132
Europe	3	2	5	16	26	42	37	47	84	36	16	52	8	2	10	100	93	193
Eastern Mediterranean	0	0	0	7	3	10	38	23	61	61	25	86	10	0	10	116	51	167
Western Pacific	0	1	1	18	4	22	45	31	76	49	21	70	14	1	15	126	58	184
Total	4	8	12	141	177	318	462	393	855	674	311	985	106	35	141	1 387	924	2 311
Percentage by bracket	33.3	66.7	100.0	44.3	55.7	100.0	54.0	46.0	100.0	68.4	31.6	100.0	75.2	24.8	100.0	60.0	40.0	100.0
Percentage of total	0.5			13.8			37.0			42.6			6.1			100.0		

National professional

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	3	4	14	13	27	2	4	6	0	1	1	0	0	0	17	21	38
Africa	1	0	1	67	23	90	198	68	266	147	67	214	24	6	30	437	164	601
The Americas	0	0	0	0	0	0	0	0	0	1	4	5	0	0	0	1	4	5
South-East Asia	0	1	1	3	5	8	5	4	9	20	6	26	1	1	2	29	17	46
Europe	0	0	0	11	18	29	14	20	34	11	10	21	2	0	2	38	48	86
Eastern Mediterranean	0	0	0	6	4	10	11	9	20	12	5	17	0	1	1	29	19	48
Western Pacific	0	0	0	6	8	14	8	20	28	5	9	14	0	0	0	19	37	56
Total	2	4	6	107	71	178	238	125	363	196	102	298	27	8	35	570	310	880
Percentage by bracket	33.3	66.7	100.0	60.1	39.9	100.0	65.6	34.4	100.0	65.8	34.2	100.0	77.1	22.9	100.0	64.8	35.2	100.0
Percentage of total	0.7			20.2			41.3			33.9			4.0			100.0		

M – male, F – female, T – total.

General service

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	13	23	36	67	195	262	70	212	282	58	218	276	5	19	24	213	667	880
Africa	13	17	30	186	152	338	404	172	576	291	124	415	27	6	33	921	471	1 392
The Americas	0	1	1	3	1	4	5	9	14	1	30	31	0	3	3	9	44	53
South-East Asia	5	8	13	64	51	115	80	36	116	89	32	121	4	3	7	242	130	372
Europe	1	9	10	29	68	97	34	54	88	14	40	54	1	5	6	79	176	255
Eastern Mediterranean	13	25	38	81	92	173	83	76	159	60	46	106	5	0	5	242	239	481
Western Pacific	5	14	19	23	78	101	29	66	95	31	61	92	1	5	6	89	224	313
Total	50	97	147	453	637	1 090	705	625	1 330	544	551	1 095	43	41	84	1 795	1 951	3 746
Percentage by bracket	34.0	66.0	100.0	41.6	58.4	100.0	53.0	47.0	100.0	49.7	50.3	100.0	51.2	48.8	100.0	47.9	52.1	100.0
Percentage of total	3.9			29.1			35.5			29.2			2.2			100.0		

M – male, F – female, T – total.

TABLE 6. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 JULY 2011**Professional and higher categories**

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	1	3	5	3	8	5	3	8	12	7	19
D2	0	0	0	0	0	0	4	1	5	23	6	29	4	4	8	31	11	42
D1/P6	0	0	0	3	0	3	22	14	36	115	27	142	28	3	31	168	44	212
P5	0	0	0	17	10	27	133	98	231	284	130	414	48	13	61	482	251	733
P4	0	0	0	53	52	105	224	178	402	188	99	287	18	8	26	483	337	820
P3	2	3	5	51	76	127	62	74	136	48	35	83	3	4	7	166	192	358
P2	0	3	3	16	33	49	13	26	39	11	11	22	0	0	0	40	73	113
P1	2	2	4	1	6	7	2	1	3	0	0	0	0	0	0	5	9	14
Total	4	8	12	141	177	318	462	393	855	674	311	985	106	35	141	1 387	924	2 311
Percentage by bracket	33.3	66.7	100.0	44.3	55.7	100.0	54.0	46.0	100.0	68.4	31.6	100.0	75.2	24.8	100.0	60.0	40.0	100.0
Percentage of total	0.5			13.8			37.0			42.6			6.1			100.0		

National professional

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
D	0	0	0	0	0	0	4	3	7	4	2	6	0	1	1	8	6	14
C	0	0	0	34	23	57	126	77	203	127	60	187	19	4	23	306	164	470
B	2	4	6	65	39	104	97	41	138	61	33	94	8	3	11	233	120	353
A	0	0	0	8	9	17	11	4	15	4	7	11	0	0	0	23	20	43
Total	2	4	6	107	71	178	238	125	363	196	102	298	27	8	35	570	310	880
Percentage by bracket	33.3	66.7	100.0	60.1	39.9	100.0	65.6	34.4	100.0	65.8	34.2	100.0	77.1	22.9	100.0	64.8	35.2	100.0
Percentage of total	0.7			20.2			41.3			33.9			4.0			100.0		

General service

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	0	1	1	33	25	58	50	50	100	50	82	132	3	5	8	136	163	299
G6	13	7	20	95	107	202	107	152	259	54	151	205	3	11	14	272	428	700
G5	16	32	48	74	277	351	93	268	361	66	228	294	4	16	20	253	821	1074
G4	11	43	54	50	203	253	59	118	177	47	72	119	4	7	11	171	443	614
G3	5	11	16	53	13	66	89	27	116	87	8	95	9	0	9	243	59	302
G2	1	2	3	120	4	124	279	1	280	217	3	220	19	1	20	636	11	647
G1	4	1	5	28	8	36	28	9	37	23	7	30	1	1	2	84	26	110
Total	50	97	147	453	637	1 090	705	625	1 330	544	551	1 095	43	41	84	1 795	1 951	3 746
Percentage by bracket	34.0	66.0	100.0	41.6	58.4	100.0	53.0	47.0	100.0	49.7	50.3	100.0	51.2	48.8	100.0	47.9	52.1	100.0
Percentage of total	3.9			29.1			35.5			29.2			2.2			100.0		

M – male, F – female, T – total.

TABLE 7. STAFF BY LENGTH OF SERVICE AS AT 31 JULY 2011

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	567	38	380	985	329	0	234	563	146	0	84	230	60	0	31	91	44	0	83	127	22	0	51	73	3	0	17	20	1 171	38	880	2 089
Africa	156	456	889	1 501	108	66	288	462	73	70	43	186	17	1	63	81	11	6	54	71	5	2	33	40	4	0	22	26	374	601	1 392	2 367
The Americas	30	2	9	41	21	1	6	28	25	0	14	39	2	0	3	5	8	0	7	15	3	1	4	8	1	1	10	12	90	5	53	148
South-East Asia	49	22	99	170	49	15	103	167	19	3	46	68	9	1	56	66	1	2	29	32	5	3	31	39	0	0	8	8	132	46	372	550
Europe	97	59	118	274	60	27	95	182	16	0	16	32	13	0	11	24	5	0	8	13	1	0	3	4	1	0	4	5	193	86	255	534
Eastern Mediterranean	70	26	216	312	47	13	159	219	33	6	26	65	9	1	30	40	5	0	28	33	3	1	18	22	0	1	4	5	167	48	481	696
Western Pacific	95	44	122	261	40	4	77	121	29	0	48	77	13	1	22	36	3	4	21	28	3	1	13	17	1	2	10	13	184	56	313	553
Total	1 064	647	1 833	3 544	654	126	962	1 742	341	79	277	697	123	4	216	343	77	12	230	319	42	8	153	203	10	4	75	89	2 311	880	3 746	6 937
Percentage by bracket	30.0	18.3	51.7	100.0	37.5	7.2	55.2	100.0	48.9	11.3	39.7	100.0	35.9	1.2	63.0	100.0	24.1	3.8	72.1	100.0	20.7	3.9	75.4	100.0	11.2	4.5	84.3	100.0	33.3	12.7	54.0	100.0
Percentage of total	51.1				25.1				10.0				4.9				4.6				2.9				1.3				100.0			

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

TABLE 8. APPOINTMENTS PROCESSED DURING YEAR (UP TO 31 JULY 2011)

Location	Category	Total staff at 31 July 2011	External appointments			Conversion of temporary contracts			Interagency transfers			Total	
			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	1 171	9	100.0	44.4	0	0.0	0.0	0	0.0	0	9	44.4
	NPO	38	1	100.0	100.0	0	0.0	0.0	0	0.0	0	1	100.0
	GS	880	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0	0.0
Africa	P	374	3	60.0	0.0	0	0.0	0.0	2	40.0	0	5	0.0
	NPO	601	5	100.0	40.0	0	0.0	0.0	0	0.0	0	5	40.0
	GS	1 392	3	100.0	0.0	0	0.0	0.0	0	0.0	0	3	0.0
The Americas	P	90	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0	0.0
	NPO	5	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0	0.0
	GS	53	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0	0.0
South-East Asia	P	132	2	66.7	50.0	0	0.0	0.0	1	33.3	100.0	3	66.7
	NPO	46	2	100.0	100.0	0	0.0	0.0	0	0.0	0	2	100.0
	GS	372	5	100.0	80.0	0	0.0	0.0	0	0.0	0	5	80.0
Europe	P	193	1	100.0	0.0	0	0.0	0.0	0	0.0	0	1	0.0
	NPO	86	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0	0.0
	GS	255	10	90.9	40.0	1	9.1	100.0	0	0.0	0	11	45.5
Eastern Mediterranean	P	167	4	80.0	25.0	0	0.0	0.0	1	20.0	0	5	20.0
	NPO	48	1	50.0	100.0	1	50.0	0.0	0	0.0	0	2	50.0
	GS	481	3	75.0	100.0	1	25.0	0.0	0	0.0	0	4	75.0
Western Pacific	P	184	2	66.7	0.0	1	33.3	100.0	0	0.0	0	3	33.3
	NPO	56	3	100.0	100.0	0	0.0	0.0	0	0.0	0	3	100.0
	GS	313	3	100.0	66.7	0	0.0	0.0	0	0.0	0	3	66.7
Total	P	2 311	21	80.8	28.6	1	3.8	100.0	4	15.4	25.0	26	30.8
	NPO	880	12	92.3	75.0	1	7.7	0.0	0	0.0	0.0	13	69.2
	GS	3 746	24	92.3	54.2	2	7.7	7.7	0	0.0	0.0	26	53.8
	All	6 937	57	87.7	49.1	4	6.2	7.1	4	6.2	25.0	65	47.7

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

TABLE 9. STAFF RETIREMENT PROJECTIONS^a

Location	Category	Total staff at 31 July 2011	Staff due to retire							
			By 31 July 2012		By 31 July 2014		By 31 July 2016		By 31 July 2021	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	1 171	34	2.9	114	9.7	189	16.1	365	31.2
	NPO	38	0	0.0	0	0.0	1	2.6	1	2.6
	GS	880	20	2.3	63	7.2	130	14.8	243	27.6
Africa	P	374	8	2.1	58	15.5	103	27.5	187	50.0
	NPO	601	13	2.2	49	8.2	86	14.3	169	28.1
	GS	1 392	25	1.8	86	6.2	155	11.1	309	22.2
The Americas	P	90	33	36.7	77	85.6	89	98.9	90	100.0
	NPO	5	2	40.0	3	60.0	5	100.0	5	100.0
	GS	53	15	28.3	36	67.9	51	96.2	53	100.0
South-East Asia	P	132	6	4.5	20	15.2	39	29.5	61	46.2
	NPO	46	1	2.2	6	13.0	10	21.7	20	43.5
	GS	372	10	2.7	35	9.4	59	15.9	99	26.6
Europe	P	193	6	3.1	17	8.8	23	11.9	42	21.8
	NPO	86	0	0.0	4	4.7	6	7.0	10	11.6
	GS	255	2	0.8	13	5.1	25	9.8	43	16.9
Eastern Mediterranean	P	167	4	2.4	15	9.0	37	22.2	68	40.7
	NPO	48	1	2.1	3	6.3	6	12.5	12	25.0
	GS	481	5	1.0	16	3.3	33	6.9	82	17.0
Western Pacific	P	184	10	5.4	24	13.0	33	17.9	67	36.4
	NPO	56	0	0.0	3	5.4	4	7.1	10	17.9
	GS	313	8	2.6	17	5.4	36	11.5	73	23.3
Total	P	2 311	101	4.4	325	14.1	513	22.2	880	38.1
	NPO	880	17	1.9	68	7.7	118	13.4	227	25.8
	GS	3 746	85	2.3	266	7.1	489	13.1	902	24.1
	All	6 937	203	2.9	659	9.5	1 120	16.2	2 009	29.0

^a Figures are cumulative. For example, the total number of staff in the professional and higher categories due to retire by 31 July 2014 (325) includes those due to retire by 31 July 2012 (101).

P – professional and higher categories, NPO – national professional officer, GS – general service.

**TABLE 10. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 31 JULY 2011**

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	122	10.4	251	21.4	47	4.0	529	45.2	84	7.2	138	11.8	1 171	100.0
Africa	340	90.9	13	3.5	1	0.3	14	3.7	5	1.3	1	0.3	374	100.0
The Americas	0	0.0	76	84.4	0	0.0	13	14.4	0	0.0	1	1.1	90	100.0
South-East Asia	6	4.5	22	16.7	74	56.1	22	16.7	4	3.0	4	3.0	132	100.0
Europe	1	0.5	21	10.9	1	0.5	160	82.9	3	1.6	7	3.6	193	100.0
Eastern Mediterranean	1	0.6	16	9.6	4	2.4	28	16.8	103	61.7	15	9.0	167	100.0
Western Pacific	9	4.9	35	19.0	2	1.1	49	26.6	18	9.8	71	38.6	184	100.0
Total	479	20.7	434	18.8	129	5.6	815	35.3	217	9.4	237	10.3	2 311	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	122	25.5	251	57.8	47	36.4	529	64.9	84	38.7	138	58.2	1 171	50.7
Africa	340	71.0	13	3.0	1	0.8	14	1.7	5	2.3	1	0.4	374	16.2
The Americas	0	0.0	76	17.5	0	0.0	13	1.6	0	0.0	1	0.4	90	3.9
South-East Asia	6	1.3	22	5.1	74	57.4	22	2.7	4	1.8	4	1.7	132	5.7
Europe	1	0.2	21	4.8	1	0.8	160	19.6	3	1.4	7	3.0	193	8.4
Eastern Mediterranean	1	0.2	16	3.7	4	3.1	28	3.4	103	47.5	15	6.3	167	7.2
Western Pacific	9	1.9	35	8.1	2	1.6	49	6.0	18	8.3	71	30.0	184	8.0
Total	479	100.0	434	100.0	129	100.0	815	100.0	217	100.0	237	100.0	2 311	100.0

TABLE 11. STAFF MOBILITY (REASSIGNMENTS BETWEEN ORGANIZATIONAL LOCATIONS) AS AT 31 JULY 2011

Location leaving	Location joining															
	Headquarters		Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	14	27.5	3	5.9	2	3.9	9	17.6	12	23.5	3	5.9	8	15.7	51	100.0
Africa	4	4.9	75	91.5	0	0.0	0	0.0	0	0.0	0	0.0	3	3.7	82	100.0
The Americas	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	100.0
South-East Asia	7	19.4	1	2.8	0	0.0	23	63.9	0	0.0	0	0.0	5	13.9	36	100.0
Europe	3	15.8	0	0.0	0	0.0	2	10.5	10	52.6	2	10.5	2	10.5	19	100.0
Eastern Mediterranean	4	14.8	0	0.0	0	0.0	6	22.2	0	0.0	16	59.3	1	3.7	27	100.0
Western Pacific	8	21.1	0	0.0	0	0.0	0	0.0	1	2.6	1	2.6	28	73.7	38	100.0
Total	40	15.7	79	31.1	2	0.8	41	16.1	23	9.1	22	8.7	47	18.5	254	100.0

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

1	Professional, managerial and technical work	%			%
1.A.	Administrative specialists	31.3	1.A.	Administrative specialists	
1.B.	Architects, engineers	0.8	1.A.	Administrative (general)	3.2
1.C.	Archivists, curators, information specialists and librarians	0.9	1.A.01.	Financial management specialists	11.2
1.D.	Artists	0.0	1.A.02.	Management and programme analysts	12.6
1.E.	Economists	1.6	1.A.03.	Building services administrators	2.5
1.F.	Education specialists	0.4	1.A.04.	Meetings services administrators	0.7
1.G.	Jurists	1.4	1.A.05.	Computer information systems specialists	17.4
1.H.	Life scientists	3.8	1.A.06.	Human resources management specialists	7.3
			1.A.07.	Printing services specialists	0.3
			1.A.08.	Public information specialists	15.6
			1.A.09.	Purchasing and contracting specialists	2.3
			1.A.10.	Representation and protocol specialists	4.7
			1.A.11.	Technical cooperation administrators	6.4
			1.A.12.	Administrative officers	13.0
			1.A.21.	Auditors	1.3
			1.A.22.	Hospital administrators	0.0
			1.A.23.	Records and documents administrators	0.7
1.I.	Dental, nutrition, medical, nursing and veterinary specialists	50.3	1.I.	Dental, nutrition, medical, nursing and veterinary specialists	
1.J.	Physical scientists	0.3	1.I.	Medical specialists (general)	1.2
1.K.	Sales and marketing specialists	0.2	1.I.01.	Dentists	0.2
1.L.	Social scientists	1.7	1.I.02.	Dieticians and nutritionists	2.6
1.M.	Statisticians and mathematicians	1.2	1.I.03.	Medical specialists	90.5
1.N.	Transportation specialists	0.1	1.I.04.	Nursing specialists	0.7
1.O.	Writers, translators, interpreters	2.5	1.I.05.	Opticians and optometrists	0.2
1.P.	Professional, managerial and technical specialists for which no job family exists	1.2	1.I.06.	Pharmacists	2.0
1.Q.	Postal services specialists	0.0	1.I.07.	Sanitarians (public health)	0.2
1.R.	Environmental specialists	0.9	1.I.08.	Veterinarians	0.4
1.S.	Relief specialists	1.3	1.I.09.	Rehabilitation specialists	0.5
1.T.	Electronic communications specialists	0.1	1.I.10.	Health laboratory specialists	1.6
1.U.	Cultural development specialists	0.0			
			1.I.03.	Medical specialists	%
			1.I.03.	Medical specialists (general)	8.6
			1.I.03.A.	Anaesthesiologists	0.1
			1.I.03.B.	Epidemiologists	12.1
			1.I.03.C.	Dermatologists	0.1
			1.I.03.D.	General practitioners	0.4
			1.I.03.E.	Haematologists and blood transfusion specialists	0.6
			1.I.03.F.	Neurologists	0.1
			1.I.03.G.	Family health specialists	5.0
			1.I.03.H.	Ophthalmologists	0.5
			1.I.03.I.	Immunologists	2.2
			1.I.03.J.	Pathologists	0.1
			1.I.03.K.	Noncommunicable disease specialists	1.5
			1.I.03.L.	Geriatricians	0.1
			1.I.03.M.	Mental health specialists	1.6
			1.I.03.N.	Public health specialists	46.9
			1.I.03.O.	Radiologists	0.2
			1.I.03.P.	Surgeons	0.1
			1.I.03.Q.	Traditional medicine specialists	0.4
			1.I.03.R.	Emergency care specialists	0.2
			1.I.03.S.	Communicable disease specialists	15.8
			1.I.03.T.	Occupational health specialists	0.6

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 directory of the United Nations system.