



WORLD HEALTH ORGANIZATION

FIFTY-THIRD WORLD HEALTH ASSEMBLY
Provisional agenda item 14.2

A53/23
3 March 2000

Human resources: annual report

Report by the Secretariat

1. This first consolidated annual report on WHO's human resources was submitted to the 105th session of the Executive Board in January 2000.¹ The reference date of 31 December 1999 reflects the need to ensure consistency with the programme budget and financial reports.
2. The purpose of the annual report is to provide Member States with a more comprehensive, consistent and transparent overview of the Organization's staffing profile which can be used as a basis for analysing trends and forecasting requirements.

STAFFING PROFILE

3. At 31 December 1999 WHO had a total of 3452 staff members holding fixed-term appointments of one to five years or career service appointments.² Of these, 1259 (36.5%) were in the professional category, and 2193 (63.5%) in the general services. Since 1994 there has been a moratorium on career service appointments, which are held currently by 8.2% of the professional workforce and 15% of general service staff.
4. In addition to staff holding fixed-term or career service appointments (hereinafter referred to as "long-term" appointments), 13 890 short-term contracts were granted by the Organization during the 1998-1999 biennium, including consultants and professional and general service staff.
5. The number of staff holding long-term appointments has decreased by more than 600 over the past three bienniums and continues to decrease. In December 1999 the Director-General approved mutually agreed separations for 224 staff members. Of these, 35 left on 31 December 1999; the remainder will leave on mutually agreed dates during 2000.
6. The tables and figures appearing at the end of the document, and the following summary analysis, all relate to staff holding long-term appointments (unless otherwise specified). There will always be a need for short-term staff but review of both the reduction in staff holding long-term appointments and the increase in short-term staff is a priority for the Organization. It is being addressed by the Task Force on Human Resources Management Reform. Arrears in regular budget contributions have constrained the making of contractual commitments.

¹ Documents EB105/14, EB105/14 Add.1 and EB105/14 Add.1 Corr.1.

² This figure excludes staff from PAHO and IARC and 51 National Professional Officers; data on the latter will be included in future reports.

GENDER DISTRIBUTION

7. The Organization remains committed to achieving the goal of gender parity within the next decade. To do so will need greater efforts to recruit and retain female professional staff. The percentage of women in the professional category has increased from just over 20% in 1990 to nearly 30% as at end 1999. The proportion varies from 36.5% in the Region of the Americas to 21.4% in the African Region. Of the 150 appointments made during 1999 62 (41.3%) were women. Of the 3452 staff members (see paragraph 3) 1806 are men and 1646 are women.

GEOGRAPHICAL DISTRIBUTION

8. Document A53/INF.DOC./3 contains data on geographical representation, using the formula adopted by the Health Assembly in resolution WHA50.15, updated to reflect revised population and contribution factors for the 2000-2001 biennium. As of January 2000, 120 countries were within their desirable ranges, 15 were over-represented, 13 under-represented and 43 (including two Associate Members) unrepresented.

9. Since the last reports to the Executive Board and World Health Assembly on geographical representation¹ there have been 409 appointments to the professional category of which 136 or 33% were nationals of unrepresented or under-represented countries. Three formerly under-represented (Czech Republic, Libyan Arab Jamahiriya and Sweden) are now adequately represented (within the range), while three countries that were previously adequately represented (Argentina, Mexico and Republic of Korea) are now under-represented, and one previously under-represented (Russian Federation) is over-represented.

AGE AND LENGTH OF SERVICE

10. More than half the professional workforce is aged 50 years or more; in the general service category the largest concentration of staff are in their 40s.

11. The largest single group of the staff (24.4%) leaves WHO within five years of appointment. Despite this high turnover in the short term, more than half of those who remain beyond the initial five-year period (52.5%) stay with the Organization for more than 10 years.

12. Nearly 20% of the current professional workforce and 10% of the general service staff are due to retire within the next three years.

TABLES AND FIGURES

13. The tables and figures referred to in paragraph 6 are listed below for ease of reference:

Table 1	Numbers of staff holding long-term contracts by grade and main location and staff costs (regular and extrabudgetary) for 1994-1999
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¹ Document EB99/1997/REC/1, Annex 4, and resolution WHA50.15.

Figures 1a-c	Staffing projections to 2001
Table 2	Distribution of staff by organizational location, grade and sex as at 31 December 1999
Figure 2	Representation of women on the professional staff, 1990-1999
Table 3	Summary of countries not within range by region under revised (January 2000) ranges
Tables 4a-f	Status of representation of countries under revised (January 2000) ranges
Table 5	Total professional staff by region of assignment and region of nationality as at 31 December 1999
Table 6	Staff by age, sex and region as at 31 December 1999
Table 7	Staff by grade and age, all locations, as at 31 December 1999
Table 8	Staff by length of service as at 31 December 1999
Table 9	Staff retirement
Table 10a	Short-term staff and consultants
Table 10b	Number of short-term staff as at 31 December 1999

**TABLE 1. NUMBERS OF STAFF HOLDING LONG-TERM CONTRACTS BY GRADE AND MAIN LOCATION
AND STAFF COSTS (REGULAR AND EXTRABUDGETARY) FOR 1994-1999**

	1994-1995 Staff numbers at 31 December 1995				1996-1997 Staff numbers at 31 December 1997				1998-1999 Staff numbers at 31 December 1999			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	10	7	0	17	8	6	0	14	5	6	0	11
D2	40	8	3	51	33	7	3	43	42	6	4	52
D1/P6	66	36	33	135	58	39	33	130	61	36	42	139
P5	254	189	95	538	235	168	86	489	263	158	68	489
P4	167	139	107	413	142	114	88	344	138	120	88	346
P3	72	67	52	191	55	49	24	128	56	51	23	130
P2	30	49	19	98	20	45	21	86	24	40	18	82
P1	1	5	9	15	2	7	7	16	1	2	7	10
Total professional	640	500	318	1 458	553	435	262	1 250	590	419	250	1 259
Total general service	828	1 321	500	2 649	679	1 160	490	2 329	671	1 041	481	2 193
Grand total	1 468	1 821	818	4 107	1 232	1 595	752	3 579	1 261	1 460	731	3 452
	Staff costs in US dollars (1994-1995)				Staff costs in US dollars (1996-1997)				Staff costs in US dollars (1998-1999)*			
Professional	206 807 906	76 330 551	58 232 317	341 370 774	168 357 480	93 508 457	51 849 055	313 714 992	172 806 770	94 461 347	57 175 992	324 444 109
General service	161 768 303	92 530 848	32 810 483	287 109 634	120 913 462	78 987 424	31 863 504	231 764 390	124 472 748	76 504 512	33 321 475	234 298 735
Total	368 576 209	168 861 399	91 042 800	628 480 408	289 270 942	172 495 881	83 712 559	545 479 382	297 279 518	170 965 859	90 497 467	558 742 844
	Total obligations incurred for WHO's programmes 1 605 710 793				Total obligations incurred for WHO's programmes 1 540 582 649				Total obligations incurred for WHO's programmes 1 749 462 726			
	Percentage of staff costs to total obligations 39%				Percentage of staff costs to total obligations 35%				Percentage of staff costs to total obligations 32%			

* Actual figures for 23 months, extrapolated for December 1999.

- NOTES:**
1. Unassigned staff (those seconded to other organizations or on leave without pay) are included in the headquarters and interregional figures: 1995: 60; 1997: 27; 1999: 23.
 2. Staff in the Global Programme on AIDS are included up to 31 December 1995.

Figure 1a. Staffing projections to 2001

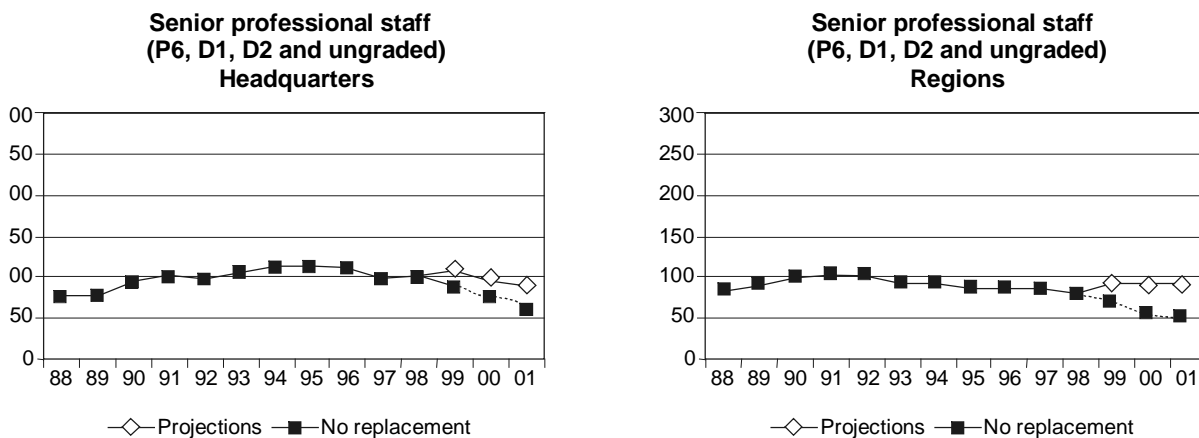


Figure 1b. Staffing projections to 2001

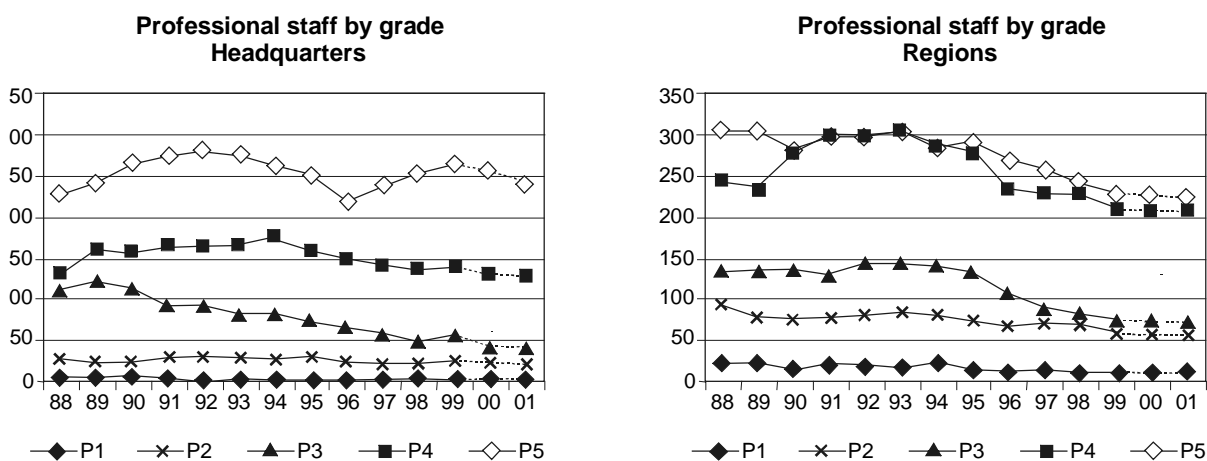
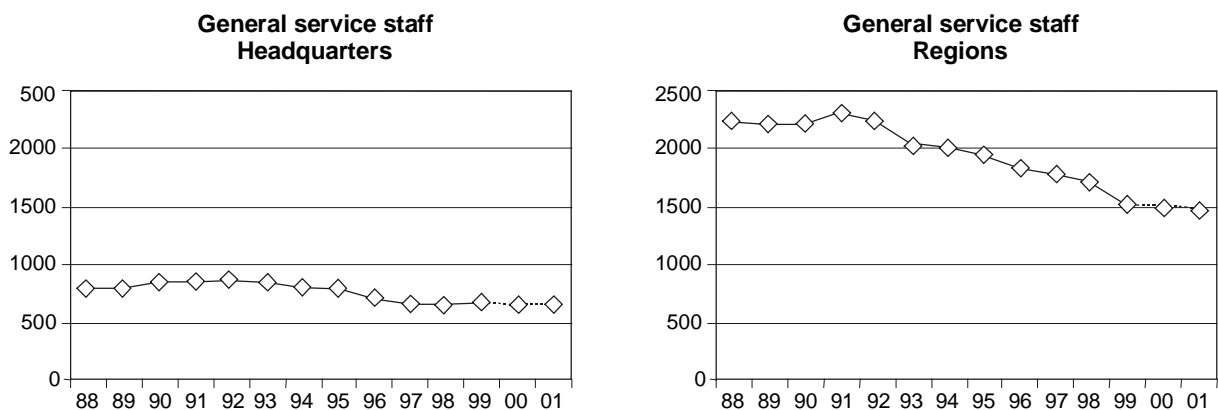


Figure 1c. Staffing projections to 2001



WHO 00006

TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 31 DECEMBER 1999

Professional staff

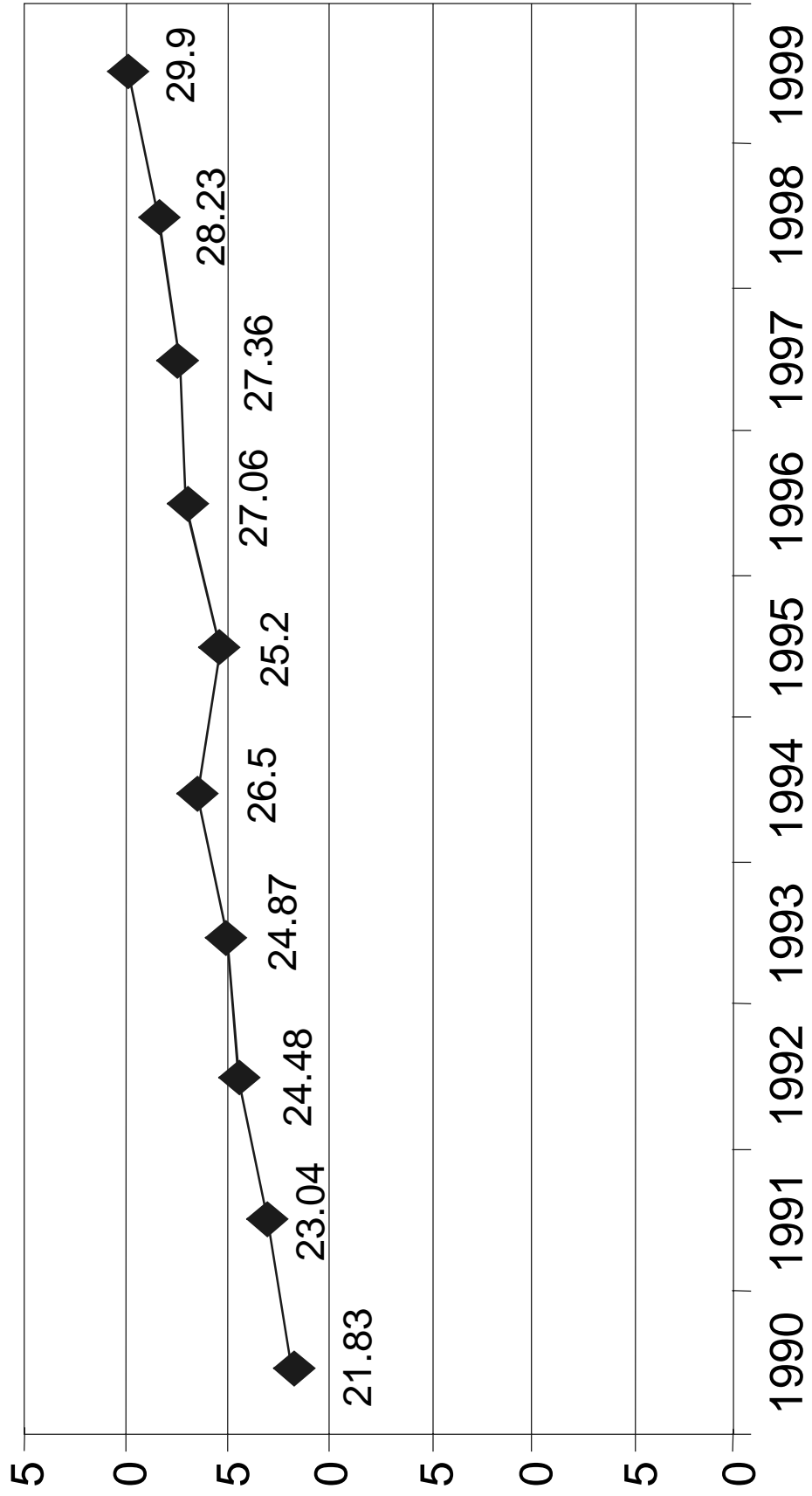
Region	P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		Total		Percentage				
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Headquarters	0	1	10	14	24	32	56	82	138	200	63	263	43	18	61	42	8	34	396	194	590	67.1	32.9
Africa	3	1	15	11	26	7	34	31	4	35	15	68	22	4	26	2	0	2	154	42	196	78.6	21.4
The Americas	0	2	2	11	13	5	10	55	20	75	8	4	12	1	0	1	0	1	73	42	115	63.5	36.5
South-East Asia	0	1	2	0	2	3	4	7	12	6	18	42	14	56	13	2	0	2	75	27	102	73.5	26.5
Europe	0	0	0	3	3	3	4	7	13	8	21	30	8	38	5	3	8	2	54	26	80	67.5	32.5
Eastern Mediterranean	0	1	4	4	8	1	7	8	16	2	18	26	2	28	15	3	18	1	64	19	83	77.1	22.9
Western Pacific	0	1	2	4	6	5	3	8	29	12	41	21	3	24	6	4	10	2	66	27	93	71.0	29.0
Total	3	7	35	47	82	68	130	238	108	346	380	109	489	105	34	139	44	8	882	377	1 259		
Percentage	30.0	70.0	42.7	57.3	9.3	52.3	47.7	10.3	68.8	31.2	27.5	77.7	22.3	38.8	75.5	24.5	11.0	84.6	70.1	29.9	100.0		

General service staff

Region	G1		G2		G3		G4		G5		G6		G7		Total		Percentage					
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
Headquarters	0	0	11	3	14	18	19	37	44	175	219	25	116	141	12	52	64	149	522	671	22.2	77.8
Africa	60	0	39	0	39	63	5	68	51	34	85	35	55	90	77	37	114	352	173	525	67.0	33.0
The Americas	0	0	1	0	1	1	0	1	4	36	40	3	32	35	2	7	9	13	98	111	11.7	88.3
South-East Asia	23	0	46	0	46	27	5	32	46	20	66	22	11	33	33	7	40	235	70	305	77.0	23.0
Europe	0	0	2	1	3	7	3	10	9	58	67	1	25	26	4	6	10	30	111	141	21.3	78.7
Eastern Mediterranean	5	0	20	0	20	20	16	36	5	40	45	6	30	36	6	8	14	67	145	212	31.6	68.4
Western Pacific	6	1	13	4	17	22	6	28	10	54	64	9	30	39	8	27	35	78	150	228	34.2	65.8
Total	94	1	132	8	140	158	54	212	169	417	586	101	299	400	142	144	286	924	1 269	2 193		
Percentage	98.9	1.1	94.3	5.7	15.2	74.5	25.5	9.7	28.8	71.2	26.7	25.3	74.8	18.2	49.7	50.3	13.0	42.1	57.9	100.0		

M – male, F – female, T – total.

Figure 2. Representation of women on the professional staff, 1990-1999 (Percentage of professional staff)



WHO 00007

TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION UNDER REVISED (JANUARY 2000) RANGES
 (Note: Countries not listed are within range)

Region	Over-represented countries	Under-represented countries	Unrepresented countries
Africa	Congo Democratic Republic of the Congo Ghana Nigeria		Comoros Liberia Namibia
The Americas	Brazil Canada	Argentina Mexico United States of America	Antigua and Barbuda Dominica Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines
South-East Asia	Nepal Myanmar		Bhutan
Europe	Belgium Ireland Netherlands Russian Federation United Kingdom of Great Britain and Northern Ireland	Austria Germany Italy Portugal Spain Ukraine	Andorra Azerbaijan Belarus Bosnia and Herzegovina Kazakhstan Kyrgyzstan Monaco Republic of Moldova Romania San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan Yugoslavia
Eastern Mediterranean		Saudi Arabia	Cyprus Oman Qatar United Arab Emirates
Western Pacific	Australia Philippines	China Japan Republic of Korea	Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia Nauru Niue Palau Papua New Guinea Samoa Singapore Solomon Islands Tokelau* Tonga Tuvalu Vanuatu

* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED (JANUARY 2000) RANGES

African Region

Country	Range	Staff by grade and sex														All professional staff						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Algeria	1-8							1					2							3	0	3
Angola	1-8														1					1	0	1
Benin	1-8				1			1					3							5	0	5
Botswana	1-8												1	1						1	1	2
Burkina Faso	1-8		1			1		1				2								4	1	5
Burundi	1-8							1				1			1					3	0	3
Cameroon	1-8					2						1	2							3	2	5
Cape Verde	1-8											1								1	0	1
Central African Republic	1-8											1								1	0	1
Chad	1-8												3							4	0	4
Comoros	1-8																			0	0	0
Congo	1-8		5	1	4			1												10	1	11
Côte d'Ivoire	1-8		1		1			3					1							7	0	7
Democratic Republic of the Congo	1-8				1			1				4	1		1					7	2	9
Equatorial Guinea	1-8											1								1	0	1
Eritrea	1-8											2								2	0	2
Ethiopia	1-8					1	1					3	2							4	3	7
Gabon	1-8		1	1																1	1	2
Gambia	1-8					2														1		1
Ghana	1-8		1	1	4			1				2	2							10	3	13
Guinea	1-8							1				2								4	0	4
Guinea-Bissau	1-8																			1	0	1
Kenya	1-8		1					3	1			1								4	2	6

Country	Range	Staff by grade and sex														All professional staff						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Lesotho	1-8																			0	1	1
Liberia	1-8																			0	0	0
Madagascar	1-8			2																0	2	2
Malawi	1-8								1	1										1	1	2
Mali	1-8			1			2				1									3	1	4
Mauritania	1-8						2		2											6	0	6
Mauritius	1-8			1	2															2	1	3
Mozambique	1-8								1	2										1	2	3
Namibia	1-8																			0	0	0
Niger	1-8					1		1				2								3	1	4
Nigeria	1-8							1	1	5	2									9	3	12
Rwanda	1-8							2	1		1									4	0	4
Sao Tome and Principe	1-8										1									1	0	1
Senegal	1-8					1			1		2									3	1	4
Seychelles	1-8								1											0	1	1
Sierra Leone	1-8									3										3	0	3
South Africa	3-9									1				1	1					2	1	3
Swaziland	1-8															1				0	1	1
Togo	1-8							2	3		2									7	0	7
Uganda	1-8									2	1									2	1	3
United Republic of Tanzania	1-8									1	1	1	1							2	2	4
Zambia	1-8									1		3								4	1	5
Zimbabwe	1-8					2														6	1	7
Total – African Region		0	0	14	5	21	7	24	2	54	17	21	5	5	1	1	0	140	37	177		

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED (JANUARY 2000) RANGES

Region of the Americas

Country	Range	Staff by grade and sex																				
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff				
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Antigua and Barbuda	1-8																			0	0	0
Argentina	9-15			1	3	1	1													3	3	6
Bahamas	1-8						1													1	0	1
Barbados	1-8				1									1						2	0	2
Belize	1-8				1															1	0	1
Bolivia	1-8				2															2	0	2
Brazil	14-20		2		9	1	9	2						3						21	5	26
Canada	21-29		2	3	1	6	6	12	3	2	2	1								24	14	38
Chile	1-8		2		1		2													3	2	5
Colombia	1-8				3	3	2													5	3	8
Costa Rica	1-8		1				1													1	1	2
Cuba	1-8				4	2	2													6	2	8
Dominica	1-8																			0	0	0
Dominican Republic	1-8				1	2														1	2	3
Ecuador	1-8				1															1	0	1
El Salvador	1-8			1	3															3	1	4
Grenada	1-8				1															1	0	1
Guatemala	1-8				1		1													2	0	2
Guyana	1-8			1	1	2														1	3	4
Haiti	1-8				1															1	0	1
Honduras	1-8				2	1														2	1	3
Jamaica	1-8		1																	0	1	1
Mexico	9-15		1		2		2	2				1								5	3	8

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		
Nicaragua	1-8							1	1											1	1	2
Panama	1-8							3												3	0	3
Paraguay	1-8							3												3	0	3
Peru	1-8							1	1	2										3	1	4
Puerto Rico*	1-8																			0	0	0
Saint Kitts and Nevis	1-8																			0	0	0
Saint Lucia	1-8																			0	0	0
Saint Vincent and the Grenadines	1-8																			0	0	0
Suriname	1-8													1						1	0	1
Trinidad and Tobago	1-8							1	1	1										1	2	3
United States of America	174-237							5	6	9	30	15	42	17	8	7	6			92	53	145
Uruguay	1-8													1	2					0	3	3
Venezuela	1-8													1	1	2				3	1	4
Total – Region of the Americas		0	0	0	14	9	14	83	38	79	27	10	9	11	0	1	0	193	102	295		

* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED (JANUARY 2000) RANGES

South-East Asia Region

Country	Range	Staff by grade and sex														All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Bangladesh	2-8									5	1								5	1	6
Bhutan	1-8																		0	0	0
Democratic People's Republic of Korea	1-8						1			1									2	0	2
India	14-21		1	1	1	1	3	1	7	2	2	1	1	1					15	5	20
Indonesia	4-10						1		3	1	2	1	1	1		1			8	2	10
Maldives	1-8				1				1		1								3	0	3
Myanmar	1-8					2	1	1	3	2	1								5	5	10
Nepal	1-8						2		3	2	1	1							6	3	9
Sri Lanka	1-8							1	4		2								6	1	7
Thailand	2-8					1	1	1	2	3			1						3	5	8
Total – South-East Asia Region		0	0	1	0	2	4	8	4	29	11	9	2	3	1	1	0	0	53	22	75

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED (JANUARY 2000) RANGES

European Region

Country	Range	Staff by grade and sex														All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Albania	1-8									1									1	0	1
Andorra	1-8																		0	0	0
Armenia	1-8							1		1									1	1	2
Austria	7-14			1				1	1	1	1								4	1	5
Azerbaijan	1-8																		0	0	0
Belarus	1-8																		0	0	0
Belgium	9-15						2	2	1	1					3				17	2	19
Bosnia and Herzegovina	1-8																		0	0	0
Bulgaria	1-8						1												1	0	1
Croatia	1-8								1										1	0	1
Czech Republic	1-8								1										1	0	1
Denmark	5-12			1			1	1	1	5				1	1				8	2	10
Estonia	1-8													1					1	0	1
Finland	4-10			1			1	2	1	1	2								5	3	8
France	46-64		1				8	6	23	2	3	2	2	1					38	11	49
Georgia	1-8								1										0	1	1
Germany	69-94					3	7	2	9	5	6			1					24	10	34
Greece	3-9						1		2	1									3	1	4
Hungary	1-8						1				1	1							2	1	3
Iceland	1-8								1										0	1	1
Ireland	2-8			1		1			4	2	2								7	3	10
Israel	3-9					1								2					0	3	3
Italy	39-54			2			4		14	3	5		1						26	3	29
Kazakhstan	1-8																		0	0	0
Kyrgyzstan	1-8																		0	0	0
Latvia	1-8						1												1	0	1

Country	Range	Staff by grade and sex																						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff						
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total				
Lithuania	1-8									1	1									1	1	2		
Luxembourg	1-8	1																			0	2	2	
Malta	1-8							1													1	1	2	
Monaco	1-8																				0	0	0	
Netherlands	13-19			1	1			5		11	3	1	1								18	5	23	
Norway	5-11							1	1	3	1	2		1						1	1	8	3	11
Poland	2-8							1		4											4	1	5	
Portugal	3-10							1													1	0	1	
Republic of Moldova	1-8																				0	0	0	
Romania	1-8																				0	0	0	
Russian Federation	10-16			1				10	1	15		2		1						1	30	1	31	
San Marino	1-8																				0	0	0	
Slovakia	1-8							1													1	0	1	
Slovenia	1-8																				0	1	1	
Spain	20-28			1				1	1	3	5	1	1		1						6	8	14	
Sweden	9-15								2			3	1	2	1						5	4	9	
Switzerland	10-16			1	1			2	1	3	2										6	4	10	
Tajikistan	1-8																				0	0	0	
The former Yugoslav Republic of Macedonia	1-8																				0	0	0	
Turkey	4-10									3	1			1							1	4	2	6
Turkmenistan	1-8																				0	0	0	
Ukraine	2-8									1											1	0	1	
United Kingdom of Great Britain and Northern Ireland	37-51			1	1	4		9	7	19	4	5	2	1	1						36	19	55	
Uzbekistan	1-8																				0	0	0	
Yugoslavia	1-8																				0	0	0	
Total – European Region		0	1	1	2	12	13	60	27	139	36	35	11	12	3	4	2	263	95	358				

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED (JANUARY 2000) RANGES

Eastern Mediterranean Region

Country	Range	Staff by grade and sex																All professional staff				
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Afghanistan	1-8							1												2	0	2
Bahrain	1-8																			1	1	2
Cyprus	1-8																			0	0	0
Djibouti	1-8																			1	0	1
Egypt	1-8			2																3	3	6
Iran (Islamic Republic of)	2-8							1												6	0	6
Iraq	1-8																			1	0	1
Jordan	1-8			1	1			1												4	1	5
Kuwait	1-8														1					1	0	1
Lebanon	1-8					1		1	1	1	2									3	3	6
Libyan Arab Jamahiriya	1-8									1										0	1	1
Morocco	1-8					1														4	0	4
Oman	1-8																			0	0	0
Pakistan	2-8							1		4										6	0	6
Qatar	1-8																			0	0	0
Saudi Arabia	5-11																			1	1	2
Somalia	1-8																			3	0	3
Sudan	1-8							1		2										6	0	6
Syrian Arab Republic	1-8							1		1										3	0	3
Tunisia	1-8									4										6	1	7
United Arab Emirates	1-8																			0	0	0
Yemen	1-8									1										2	0	2
Total – Eastern Mediterranean Region		0	0	1	3	2	1	7	1	23	3	16	1	3	1	1	0	53	10	63		

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES UNDER REVISED (JANUARY 2000) RANGES

Western Pacific Region

Country	Range	Staff by grade and sex														All professional staff					
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Australia	12-18			1				5	2	3	1	6			3	1			18	4	22
Brunei Darussalam	1-8																		0	0	0
Cambodia	1-8																		0	0	0
China	22-31			2				2		4	2				1	1			9	3	12
Cook Islands	1-8																		0	0	0
Fiji	1-8							1		1		1							3	0	3
Japan	141-191			4	5	8	3	14	2			1	3	1					30	11	41
Kiribati	1-8																		0	0	0
Lao People's Democratic Republic	1-8			1															1	0	1
Malaysia	2-8					1				2	1								2	2	4
Marshall Islands	1-8																		0	0	0
Micronesia (Federated States of)	1-8																		0	0	0
Mongolia	1-8											1							1	0	1
Nauru	1-8																		0	0	0
New Zealand	2-8					1	1	1	1	1	1	1	1	1	1	1			4	3	7
Niue	1-8																		0	0	0
Palau	1-8																		0	0	0
Papua New Guinea	1-8																		0	0	0
Philippines	1-8			1	1	3	4	2	1	2	1	1	1	1					7	9	16
Republic of Korea	8-15							2		3					1				6	0	6
Samoa	1-8																		0	0	0
Singapore	1-8																		0	0	0
Solomon Islands	1-8																		0	0	0

Country	Range	Staff by grade and sex														All professional staff							
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total			
Tokelau*	1-8																			0	0	0	
Tonga	1-8																			0	0	0	
Tuvalu	1-8																			0	0	0	
Vanuatu	1-8																			0	0	0	
Viet Nam	1-8									1										1	0	1	
Total – Western Pacific Region		0	0	1	1	11	10	21	7	29	9	10	3	9	2	1	0	82	32	114			

* Associate Member

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY REGION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 31 DECEMBER 1999**

Region 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	31	5.25	137	23.22	23	3.90	308	52.20	19	3.22	72	12.20	590	
Africa	153	78.06	14	7.14	0	0.00	23	11.73	2	1.02	4	2.04	196	
The Americas	0	0.00	102	88.70	0	0.00	13	11.30	0	0.00	0	0.00	115	
South-East Asia	2	1.96	22	21.57	48	47.06	24	23.53	0	0.00	6	5.88	102	
Europe	0	0.00	9	11.25	0	0.00	69	86.25	0	0.00	2	2.50	80	
Eastern Mediterranean	4	4.82	13	15.66	3	3.61	13	15.66	48	57.83	2	2.41	83	
Western Pacific	0	0.00	19	20.43	7	7.53	30	32.26	0	0.00	37	39.78	93	
Total	190	15.09	316	25.1	81	6.4	480	38.1	69	5.5	123	9.8	1 251	100.0

TABLE 6. STAFF BY AGE, SEX AND REGION AS AT 31 DECEMBER 1999

Professional staff

Region	20-29 years		30-39 years		40-49 years		50-59 years		≥60 years		Total							
	M	F	M	F	M	F	M	F	M	F	M	F	T					
Headquarters	3	2	43	32	137	67	204	203	90	293	10	3	13	396	194	590		
Africa	0	1	9	6	46	17	63	94	17	111	5	1	6	154	42	196		
The Americas	1	1	4	8	25	12	37	39	20	59	4	1	5	73	42	115		
South-East Asia	0	1	5	2	20	8	28	45	15	60	5	1	6	75	27	102		
Europe	0	0	2	6	24	9	33	26	11	37	2	0	2	54	26	80		
Eastern Mediterranean	0	1	6	2	20	5	25	34	11	45	4	0	4	64	19	83		
Western Pacific	0	3	12	8	27	7	34	27	9	36	0	0	0	66	27	93		
Total	4	9	81	64	299	125	424	468	173	641	30	6	36	882	377	1 260		
Percentage	30.8	69.2	1.03	55.9	44.1	11.5	70.5	29.5	33.7	73.0	27.0	50.9	83.3	16.7	2.86	70.1	29.9	100.0

General service staff

Region	20-29 years		30-39 years		40-49 years		50-59 years		≥60 years		Total							
	M	F	M	F	M	F	M	F	M	F	M	F	T					
Headquarters	2	7	21	89	67	202	269	58	223	281	1	1	2	149	522	671		
Africa	0	1	54	50	162	87	249	134	35	169	2	0	2	352	173	525		
The Americas	2	1	1	13	2	48	50	8	36	44	0	0	0	13	98	111		
South-East Asia	6	5	50	16	100	38	138	79	11	90	0	0	0	235	70	305		
Europe	3	1	3	21	12	35	47	11	53	64	1	1	2	30	111	141		
Eastern Mediterranean	1	8	15	61	29	45	74	22	31	53	0	0	0	67	145	212		
Western Pacific	4	9	14	38	32	64	96	28	39	67	0	0	0	78	150	228		
Total	18	32	158	288	404	519	923	340	428	768	4	2	6	924	1 261	2 185		
Percentage	36.0	64.0	2.28	35.4	64.6	20.3	43.8	56.2	42.1	44.3	55.7	35.0	66.7	33.3	0.27	42.1	57.9	100.0

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 31 DECEMBER 1999

Professional staff

Grade	20-29 years		30-39 years		40-49 years		50-59 years		≥60 years		Total						
	M	F	M	F	M	F	M	F	M	F	M	F	T				
Ungraded	0	0	0	0	1	0	1	4	3	1	4	5	1	6	9	2	11
D2	0	0	3	0	10	1	11	36	30	6	36	1	1	2	44	8	52
D1/P6	0	0	0	1	19	7	26	104	78	26	104	8	0	8	105	34	139
P5	0	0	23	7	137	45	182	262	208	54	262	12	3	15	380	109	489
P4	0	0	27	14	99	46	145	156	108	48	156	4	0	4	238	108	346
P3	1	2	8	15	27	18	45	58	32	26	58	0	1	1	68	62	130
P2	3	4	17	24	6	7	13	21	9	12	21	0	0	0	35	47	82
P1	0	3	3	3	0	1	1	0	0	0	0	0	0	0	3	7	10
Total	4	9	81	64	299	125	424	641	468	173	641	30	6	36	882	377	1 260
Percentage	30.8	69.2	1.03	55.9	44.1	11.5	33.7	50.9	73.0	27.0	50.9	83.3	16.7	2.86	70.1	29.9	100.0

General service staff

Grade	20-29 years		30-39 years		40-49 years		50-59 years		≥60 years		Total						
	M	F	M	F	M	F	M	F	M	F	M	F	T				
G7	0	1	15	16	56	44	100	152	70	82	152	1	1	2	142	144	286
G6	0	1	14	52	48	129	177	156	39	117	156	0	0	0	101	299	400
G5	5	7	37	83	69	201	270	184	58	126	184	0	0	0	169	417	586
G4	5	15	24	111	53	132	185	133	46	87	133	0	1	1	128	346	474
G3	2	7	30	21	77	12	89	61	47	14	61	2	0	2	158	54	212
G2	5	0	24	5	61	1	62	44	42	2	44	0	0	0	132	8	140
G1	1	1	14	0	40	0	40	38	38	0	38	1	0	1	94	1	95
Total	18	32	158	288	404	519	923	768	340	428	768	4	2	6	924	1 261	2 185
Percentage	36.0	64.0	2.28	35.4	64.6	20.3	42.1	35.0	44.3	55.7	35.0	66.7	33.3	0.27	42.1	57.9	100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 1999

Region	Under 5 years			5-9 years			10-14 years			15-19 years			20-24 years			25-29 years			≥30 years			All		
	P	GS	T	P	GS	T	P	GS	T	P	GS	T	P	GS	T	P	GS	T	P	GS	T	P	GS	T
Headquarters	213	74	287	128	130	258	112	150	262	52	108	160	33	64	97	31	100	131	21	45	66	590	671	1
Africa	64	78	142	46	126	172	37	97	134	19	113	132	14	59	73	7	27	34	9	25	34	196	525	721
The Americas	56	31	87	32	23	55	20	29	49	3	15	18	2	10	12	2	2	4	0	1	1	115	111	226
South-East Asia	49	49	98	23	95	118	17	48	65	8	62	70	3	16	19	1	27	28	1	8	9	102	305	407
Europe	33	33	66	24	25	49	13	17	30	2	30	32	6	15	21	1	14	15	1	7	8	80	141	221
Eastern Mediterranean	34	32	66	22	55	77	14	59	73	7	34	41	2	21	23	1	8	9	3	3	6	83	212	295
Western Pacific	48	50	98	23	44	67	12	54	66	5	41	46	3	24	27	1	11	12	1	4	5	93	228	321
Total	497	347	844	298	498	796	225	454	679	96	403	499	63	209	272	44	189	233	36	93	129	1	2	3
Percentage	58.9	41.1	24.4	37.4	62.6	23.1	33.1	66.9	19.7	19.2	80.8	14.5	23.2	76.8	7.9	18.9	81.1	6.7	27.9	72.1	3.7	36.5	63.5	100.0

P – professional, G – general service, T – total.

TABLE 9. STAFF RETIREMENT

Region	Category	Total staff at 31 December 1999	Staff due to retire by 31 December 2000		Staff due to retire by 31 December 2003		Staff due to retire by 31 December 2005		Staff due to retire by 31 December 2010	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	590	24	4.1	100	16.9	165	28.0	305	51.7
	GS	671	18	2.7	76	11.3	129	19.2	307	45.8
Africa	P	196	8	4.1	42	21.4	65	33.2	114	58.2
	GS	525	7	1.3	56	10.7	86	16.4	182	34.7
The Americas	P	115	7	6.1	21	18.3	32	27.8	62	53.9
	GS	111	4	3.6	12	10.8	21	18.9	45	40.5
South-East Asia	P	102	7	6.9	23	22.5	35	34.3	66	64.7
	GS	305	6	2.0	25	8.2	39	12.8	91	29.8
Europe	P	80	3	3.8	16	20.0	20	25.0	35	43.8
	GS	141	8	5.7	24	17.0	39	27.7	73	51.8
Eastern Mediterranean	P	83	8	9.6	23	27.7	25	30.1	47	56.6
	GS	212	3	1.4	18	8.5	30	14.2	59	27.8
Western Pacific	P	93	1	1.1	12	12.9	15	16.1	35	37.6
	GS	228	1	0.4	15	6.6	24	10.5	71	31.1
Total	P	1 259	58	4.6	237	18.8	357	28.4	664	52.7
	GS	2 193	47	2.1	226	10.3	368	16.8	828	37.8

P – professional, GS – general service, T – total.

TABLE 10a. SHORT-TERM STAFF AND CONSULTANTS

Biennium	Number of contracts											
	Headquarters			Regional offices			Countries			Grand total		
	P	GS	Total	P	GS	Total	P	GS	Total	P	GS	All
1992-1993	1 855	3 361	5 216	1 733	1 380	3 113	1 030	694	1 724	4 618	5 435	10 053
1994-1995	2 495	3 451	5 946	2 026	1 989	4 015	1 151	707	1 858	5 672	6 147	11 819
1996-1997	2 934	4 046	6 980	2 422	2 588	5 010	1 413	1 078	2 491	6 769	7 712	14 481
1998-1999	3 549	3 766	7 315	2 514	1 793	4 307	1 233	1 035	2 268	7 296	6 594	13 890

Biennium	Total work-months											
	Headquarters			Regional offices			Countries			Grand total		
	P	GS	Total	P	GS	Total	P	GS	Total	P	GS	All
1992-1993	2 927	5 060	7 987	2 904	4 761	7 665	2 092	4 573	6 665	7 92	14 39	22 31
1994-1995	4 777	5 376	10 153	3 630	6 607	10 237	1 586	4 648	6 234	9 99	16 63	26 62
1996-1997	5 493	5 538	11 031	5 682	9 073	14 755	2 488	7 037	9 525	13 66	21 64	35 31
1998-1999	7 502	6 171	13 673	6 691	6 860	13 551	2 722	3 134	5 856	16 91	16 16	33 08

* Figures from the Regional Office for Africa are not available.

P – professional, GS – general service.

TABLE 10b. NUMBER OF SHORT-TERM STAFF AS AT 31 DECEMBER 1999

Location	Short-term consultants	Short-term professionals	Short-term general service	Total
Headquarters	33	273	229	535
Africa	152*		532	684
The Americas	20	42	28	90
South-East Asia	44	21	139	204
Europe	9	99	189	297
Eastern Mediterranean	26	12	47	85
Western Pacific	4	16	86	106
Total	136	615	1 250	2 001

* Including short-term consultants and short-term professionals.

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