

WORLD HEALTH ORGANIZATION

FIFTY-FOURTH WORLD HEALTH ASSEMBLY
Provisional agenda item 16.1

A54/28
19 March 2001

Human resources: annual report, 2000

Report by the Secretariat

1. The first human resources annual report,¹ submitted to the Fifty-third World Health Assembly, provided Member States with an overview of the Organization's staffing profile. It contained data on the overall staffing situation by source of funds, location and grade, distribution of staff by sex, geographical representation, and age profile.
2. This second annual report includes, in response to requests from Member States and others, the following additional information: distribution of the workforce across the main occupational groups, turnover statistics, data on external recruitment and internal reassignments, and information on national professional officers.
3. The reference date of 31 December 2000 ensures congruence with data submitted to the Health Assembly in the context of the Proposed programme budget 2002-2003 and financial reports.

STAFFING PROFILE

Appointment categories

4. At 31 December 2000 WHO had a total of 3486 staff members on fixed-term appointments of one to five years or career service appointments (referred to hereafter as "long-term appointments").² Of these, 1293 (37.09%) were in the professional category, 2065 (59.24%) in the general services and 128 (3.67%) in the national professional officer category. Since 1994 there has been a moratorium on career service appointments, which are held currently by 5.6% of the professional workforce and 11.9% of the general service staff.
5. In addition to staff holding long-term appointments, 8547 short-term contracts were granted by the Organization during the year 2000, including consultants, professional and general service staff, and national professional officers.
6. The number of staff members holding long-term appointments has decreased by 600 over the past three bienniums and continues to decrease.

¹ Document A53/23.

² This figure excludes staff from PAHO and IARC.

7. The tables and figures appearing in the document and the following summary analyses relate to staff holding long-term appointments (unless otherwise specified).

Gender distribution

8. The percentage of women in the professional category has increased from just over 21.83% in 1990 to nearly 31.86% as at end 2000. The proportion varies from 23.2% in the African Region to 42.9% in the Region of the Americas. Of the 164 appointments made during 2000 67 (38.93%) were women. Of the 3486 staff members (see paragraph 4) 1828 are men and 1658 are women.

Geographical representation

9. As of December 2000, 106 countries were within their desirable ranges, 24 were over-represented, 15 under-represented and 46 (including two Associate Members) unrepresented.

10. Since the last report to the Health Assembly on geographical representation¹ there have been 164 appointments to the professional category of which 58 or 35.36% were nationals of unrepresented or under-represented countries. Six countries previously adequately represented are now over-represented (Egypt, India, Indonesia, Kenya, New Zealand and Zimbabwe), whereas two countries that were formerly adequately represented (South Africa and Sweden) are now under-represented, and three are unrepresented (Cape Verde, Grenada, Sao Tome and Principe). Three countries that were unrepresented are now adequately represented (Andorra, Namibia and Romania). Three countries (Côte d'Ivoire, Denmark and Sri Lanka) are at the upper limit of their range.

Age, length of service and turnover of staff

11. 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 (this is also the case for the national professional officers).

12. At any time, the largest single group of the staff (29.9%) has less than five years service. However, half of those who remain beyond the initial five-year period (50.34%) stay with the Organization for 10 years or more. The average length of service is 11.5 years.

13. Data are included on staff appointments, which shows that 53.6% of professionals were recruited externally, 39.6% were existing short-term staff, and 6.7% were reassigned through interagency transfer. Almost 58% of all appointments took place in headquarters and in the African Region.

14. Nearly 13% of the current professional workforce and 6.3% of the general service staff are due to retire within the next three years.

Occupational groups

15. Almost half the posts held by professional staff are in the category "Dental, nutrition, medical, nursing and veterinary specialists". Within this group, 90.8 % are medical specialists and 2.9% are nurses. Over one-quarter of professional posts are administrative. In some areas, incumbents may have

¹ Document A53/INF.DOC./3.

other relevant professional profiles, for example, a doctor or a nurse may hold a senior administrative post.

TABLES AND FIGURES

16. The tables and figures referred to in paragraph 7 are listed below for ease of reference:

Table 1	Numbers of staff holding long-term appointments by grade and main location, and staff costs (regular and extrabudgetary) 1996-2000
Figures 1a-c	Staffing projections to 2001
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Table 6	Staff by age, sex and region as at 31 December 2000
Table 7	Staff by grade and age, all locations, as at 31 December 2000
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Table 9	Recruitment statistics during year 2000
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Table 11b	Number of short-term staff as at 31 December 2000
Table 12	Number of transfers between regions from 1 January 1990 to 31 December 2000
Table 13	Distribution of posts across main occupational groups

TABLE 1. NUMBERS OF STAFF¹ HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION AND STAFF COSTS (REGULAR AND EXTRABUDGETARY) 1996-2000

	1996-1997 Staff numbers at 31 December 1997				1998-1999 Staff numbers at 31 December 1999				2000 Staff numbers at 31 December 2000			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	8	6	0	14	5	6	0	11	4	6	0	10
D2	33	7	3	43	42	6	4	52	35	3	3	41
D1/P6	58	39	33	130	61	36	42	139	60	40	39	139
P5	235	168	86	489	263	158	68	489	275	159	83	517
P4	142	114	88	344	138	120	88	346	139	126	87	352
P3	55	49	24	128	56	51	23	130	64	54	25	143
P2	20	45	21	86	24	40	18	82	19	43	21	83
P1	2	7	7	16	1	2	7	10	2	2	4	8
Total professional	553	435	262	1 250	590	419	250	1 259	598	433	262	1 293
Total general service	679	1 160	490	2 329	671	1 041	481	2 193	641	954	470	2 065
National professional officers	0	0	1	1	0	4	70	74	0	5	123	128
Grand total	1 232	1 595	753	3 580	1 261	1 464	801	3 526	1 239	1 392	855	3 486
	Staff costs in US dollars (1996-1997)				Staff costs in US dollars (1998-1999)							
Professional	168 357 480	93 508 457	51 849 055	313 714 992	161 879 192	90 959 580	54 980 930	307 819 702				
General service	120 913 462	78 987 424	31 863 504	231 764 390	113 341 352	73 340 609	32 476 974	219 158 935				
Total	289 270 942	172 495 881	83 712 559	545 479 382	275 220 544	164 300 189	87 457 904	526 978 637				
	Total obligations incurred for WHO's programmes 1 540 582 649				Total obligations incurred for WHO's programmes 1 728 347 474							
	Percentage of staff costs to total obligations 35%				Percentage of staff costs to total obligations 30%							

¹ Unassigned staff (those seconded to other organizations or on leave without pay) are included in the headquarters and interregional figures: 1997: 27; 1999: 23; 2000: 65.

Figure 1a: Staffing projections to 2001

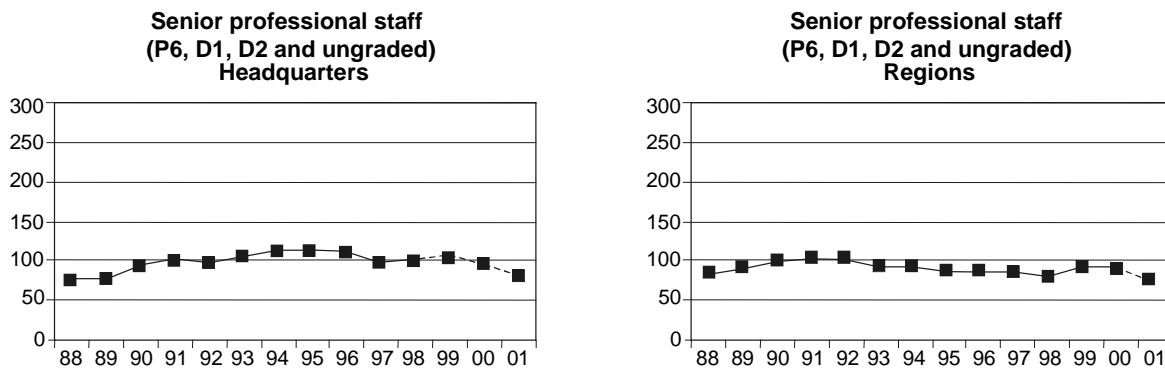


Figure 1b: Staffing projections to 2001

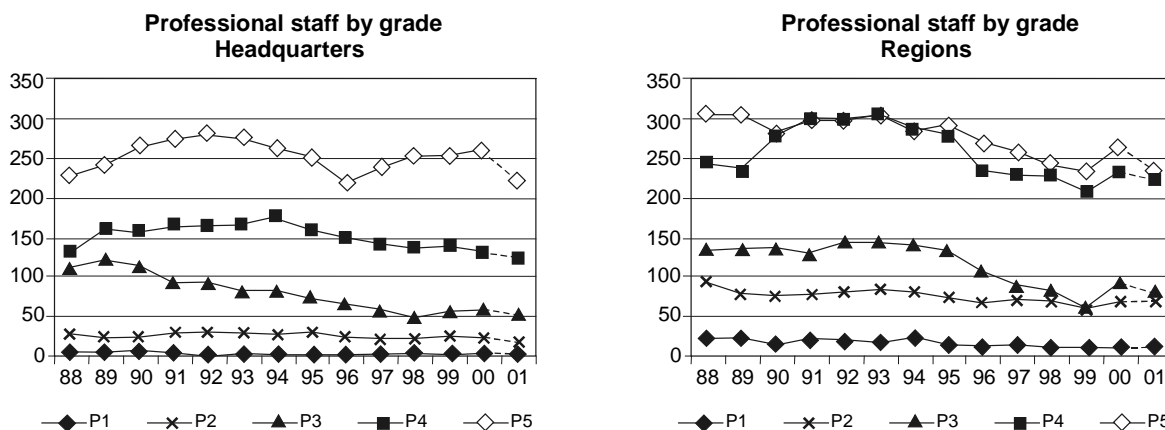
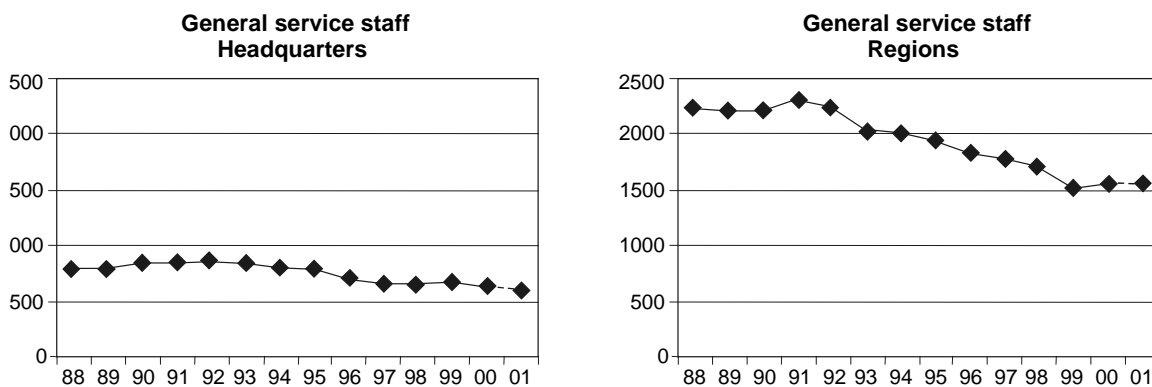


Figure 1c: Staffing projections to 2001



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**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 31 DECEMBER 2000**

Professional staff

Region	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	T	M
Headquarters	0	2	2	8	11	19	24	40	64	79	58	137	198	74	272	39	19	58	32	3	35	2	2	4	382	209	591	64.6	35.4		
Africa	1	1	2	17	10	27	28	8	36	33	6	39	58	19	77	22	5	27	2	0	2	1	0	1	162	49	211	76.8	23.2		
The Americas	0	3	3	3	12	15	4	5	9	54	28	82	6	3	9	0	0	0	0	0	0	1	0	1	68	51	119	57.1	42.9		
South-East Asia	0	1	1	1	0	1	3	6	9	8	6	14	40	14	54	13	2	15	1	1	2	1	0	1	67	30	97	69.1	30.9		
Europe	0	0	0	4	2	6	4	4	8	14	9	23	32	8	40	6	3	9	0	0	0	1	0	1	61	26	87	70.1	29.9		
Eastern Mediterranean	0	0	0	6	3	9	3	7	10	15	5	20	23	4	27	17	1	18	0	0	0	1	0	1	65	20	85	76.5	23.5		
Western Pacific	0	0	0	2	4	6	3	4	7	27	10	37	33	5	38	8	4	12	2	0	2	1	0	1	76	27	103	73.8	26.2		
Total	1	7	8	41	42	83	69	74	143	230	122	352	390	127	517	105	34	139	37	4	41	8	2	10	881	412	1 293				
Percentage	12.5	87.5	0.9	49.4	50.6	9.4	48.3	51.7	11.1	65.3	34.7	27.2	75.4	24.6	40.0	75.5	24.5	10.8	90.2	9.8	3.2	80.0	20.0	0.8	68.1	31.9	100.0				

National professional officers

Region	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	0	0	0	35	14	49	46	24	70	0	0	0	81	38	119	68.1	31.9
South-East Asia	0	0	0	3	0	3	5	1	6	0	0	0	8	1	9	88.9	11.1
Total	0	0	0	38	14	52	51	25	76	0	0	0	89	39	128		
Percentage				73.1	26.9	40.6	67.1	32.9	59.4				69.5	30.5	100.0		

General service staff

Region	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	10	2	12	16	15	31	34	134	168	40	178	218	23	112	135	13	37	50	136	478	614	22.1	77.9
Africa	55	0	55	38	0	38	60	4	64	24	39	63	49	32	81	31	56	87	59	35	94	316	166	482	65.6	34.4
The Americas	0	0	0	1	0	1	1	0	1	3	21	24	4	33	37	3	32	35	0	9	9	12	95	107	11.2	88.8
South-East Asia	22	0	22	40	0	40	30	5	35	40	26	66	40	23	63	22	12	34	32	8	40	226	74	300	75.3	24.7
Europe	0	0	0	2	1	3	3	3	6	7	17	24	8	58	66	1	17	18	3	7	10	24	103	127	18.9	81.1
Eastern Mediterranean	5	0	5	19	1	20	20	13	33	2	49	51	5	42	47	8	27	35	4	11	15	63	143	206	30.6	69.4
Western Pacific	6	1	7	13	4	17	23	5	28	9	27	36	10	59	69	10	30	40	10	22	32	81	148	229	35.4	64.6
Total	88	1	89	123	8	131	153	45	198	119	313	432	156	425	581	98	286	384	121	129	250	858	1 207	2 065	41.5	58.5
Percentage	98.9	1.1	10.4	94.3	5.7	15.2	74.5	25.5	9.7	27.0	73.0	21.6	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 professional staff
1990-2000
(Percentage of professional staff)**

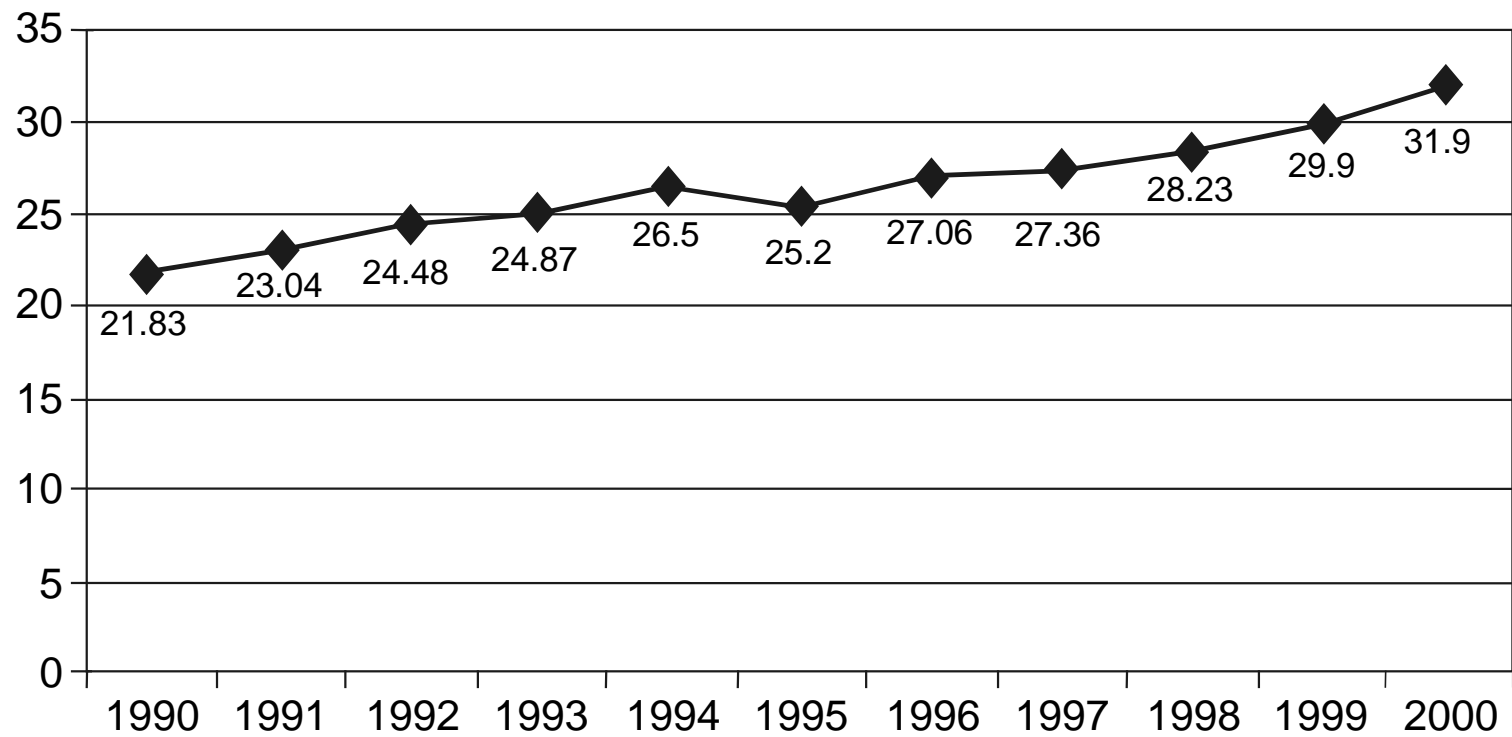


TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2000

(Note: Countries not listed are within range)

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

* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000

African Region

Country	Range	Staff by grade and sex														All professional staff				
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Algeria	1-8						1		1		1							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		2						6	1	7
Burundi	1-8						1		1		1		1					3	0	3
Cameroon	1-8				2				3	2								5	2	7
Cape Verde	1-8																	0	0	0
Central African Republic	1-8								2									2	0	2
Chad	1-8			1					2									3	0	3
Comoros	1-8																	0	0	0
Congo	1-8			5		3		2										10	0	10
Côte d'Ivoire	1-8					2		2		2		1	1					7	1	8
Democratic Republic of the Congo	1-8				1		1		6	1		1						8	2	10
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			1		2		1							1			5	0	5
Ghana	1-8			3	1	4		1		1	2	1		2				12	3	15
Guinea	1-8						1		2	1		1						4	1	5
Guinea-Bissau	1-8											1						1	0	1
Kenya	1-8			1	2			2	1	1	2							4	5	9
Lesotho	1-8									1								0	1	1

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Liberia	1-8																		0	0	0
Madagascar	1-8					1				1									0	2	2
Malawi	1-8									1	1								1	1	2
Mali	1-8					1		1		1			1						3	1	4
Mauritania	1-8							2		2			2						6	0	6
Mauritius	1-8				1	2													2	1	3
Mozambique	1-8									2	2								2	2	4
Namibia	1-8								1										0	1	1
Niger	1-8					1	1						2						3	1	4
Nigeria	1-8			2				1		5	2								8	2	10
Rwanda	1-8			1		1	2			1			1						5	1	6
Sao Tome and Principe	1-8																		0	0	0
Senegal	1-8					1	1	1		1	1		2						5	2	7
Seychelles	1-8				1														0	1	1
Sierra Leone	1-8								1	3									3	1	4
South Africa	3-9									1				1					2	0	2
Swaziland	1-8												1						0	1	1
Togo	1-8							2		3			2						7	0	7
Uganda	1-8									3	1								3	1	4
United Republic of Tanzania	1-8									1	1		1	1					2	2	4
Zambia	1-8					1				2			2						4	1	5
Zimbabwe	1-8					2		1		2			2	1	1				8	1	9
Total – African Region		0	0	16	6	22	7	25	3	61	21	22	6	5	1			152	43	195	

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000

Region of the Americas

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					
Antigua and Barbuda	1-8																	0	0	0
Argentina	9-15				1	2	2		1									2	4	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			1			1											2	0	2
Brazil	14-20				1		1	10	4	9	1			1				20	7	27
Canada	21-29				1	3	2	5	8	13	5	1	1	1				23	17	40
Chile	1-8				2			1		1	1							2	3	5
Colombia	1-8							2	3	2								4	3	7
Costa Rica	1-8				1													0	1	1
Cuba	1-8							4	2	1								5	2	7
Dominica	1-8																	0	0	0
Dominican Republic	1-8				1	1	3	1										2	4	6
Ecuador	1-8							1										1	0	1
El Salvador	1-8				1	3	1											3	2	5
Grenada	1-8																	0	0	0
Guatemala	1-8							2		1								3	0	3
Guyana	1-8				1	1	1			1								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			3		2	1							5	2	7
Nicaragua	1-8							2	2									2	2	4

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							3											3	0	3
Paraguay	1-8							1											1	0	1
Peru	1-8				1		1	1		1									2	3	5
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			1	5	5	12	26	19	45	20	9	4	6					92	60	152
Uruguay	1-8								1		2								0	3	3
Venezuela	1-8							1	1	2									3	1	4
Total – Region of the Americas		0	0	2	13	8	21	75	50	81	32	10	5	8	0	1	0		185	121	306

* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000

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	2-8							5	1								5	1	6	
Bhutan	1-8																0	0	0	
Democratic People's Republic of Korea	1-8					1											1	0	1	
India	14-21		1	3	1	4	2	9	4	1		1	1				19	8	27	
Indonesia	4-10							5	2	2	1	1		1			9	3	12	
Maldives	1-8			1				1		1							3	0	3	
Myanmar	1-8				2	1	1	3	2	1							5	5	10	
Nepal	1-8					3		3	2		1						6	3	9	
Sri Lanka	1-8						1	3	2	2							5	3	8	
Thailand	2-8				1		1	2	3								2	5	7	
Total – South-East Asia Region		0	0	1	0	4	4	9	5	31	16	7	2	2	1	1	0	55	28	83

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000

European Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Albania	1-8									1									1	0	1
Andorra	1-8											1							1	0	1
Armenia	1-8							1											1	0	1
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					1		2	1	10		2		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									1	1	2
Denmark	5-12			1	1	1		1	1	5	1			1					9	3	12
Estonia	1-8								0			1							1	0	1
Finland	4-10							1	2	2	1	3							6	3	9
France	46-64			1		1	1	5	6	23	3	1	2	3		1			35	12	47
Georgia	1-8								1										0	1	1
Germany	69-94					2		10	3	10	5	5		1		1			27	10	37
Greece	3-9							1		2	1								3	1	4
Hungary	1-8							2				1	1						3	1	4
Iceland	1-8												1						0	1	1
Ireland	2-8					2	1		1	2	2	4							8	4	12
Israel	3-9					1		1					2						1	3	4
Italy	39-54					2		3		15	4	6		1					27	4	31
Kazakhstan	1-8																		0	0	0
Kyrgyzstan	1-8																		0	0	0
Latvia	1-8							1											1	0	1
Lithuania	1-8									1	1								1	1	2
Luxembourg	1-8					1													0	1	1
Malta	1-8									1	1								1	1	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	
Monaco	1-8																		0	0	0
Netherlands	13-19					1	1	7		13	4	1	1						22	6	28
Norway	5-11							1	2	2		2					1		5	3	8
Poland	2-8								1	3									3	1	4
Portugal	3-10							1											1	0	1
Republic of Moldova	1-8																		0	0	0
Romania	1-8												1						0	1	1
Russian Federation	10-16				1		1	9	1	12		2							25	1	26
San Marino	1-8																		0	0	0
Slovakia	1-8									1									1	0	1
Slovenia	1-8										1								0	1	1
Spain	20-28					1		2	1	4	6	1	1						8	8	16
Sweden	9-15						2		1	2		2	1						4	4	8
Switzerland	10-16				1		1	1	1	2	1	4	4						8	6	14
Tajikistan	1-8																		0	0	0
The former Yugoslav Republic of Macedonia	1-8																		0	0	0
Turkey	4-10								1	3	1						1		3	3	6
Turkmenistan	1-8																		0	0	0
Ukraine	2-8									1									1	0	1
United Kingdom of Great Britain and Northern Ireland	37-51						2	1	6	9	7	18	3	6	3	1	1	1	36	22	58
Uzbekistan	1-8																		0	0	0
Yugoslavia	1-8																		0	0	0
Total – European Region		0	0	4	4	12	16	61	31	138	38	39	14	10	1	3	2	267	106	373	

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000

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			1						2									3	0	3
Bahrain	1-8									2									0	2	2
Cyprus	1-8																		0	0	0
Djibouti	1-8											1							1	0	1
Egypt	1-8			2	1			1	3	1	1	1							5	5	10
Iran (Islamic Republic of)	2-8					1				3									4	0	4
Iraq	1-8											1							1	0	1
Jordan	1-8			1	1					3		1							5	1	6
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				1		1							3	0	3
Oman	1-8																		0	0	0
Pakistan	2-8							1		3		1							5	0	5
Qatar	1-8																		0	0	0
Saudi Arabia	5-11															1			1	0	1
Somalia	1-8									1		2							3	0	3
Sudan	1-8							1		2		1		1					5	0	5
Syrian Arab Republic	1-8								2	2		1							5	0	5
Tunisia	1-8					1				1		5							7	0	7
United Arab Emirates	1-8																		0	0	0
Yemen	1-8							1		1		1							3	0	3
Total – Eastern Mediterranean Region		0	0	4	2	4	1	7	4	21	5	16	0	2	0	1	0		55	12	67

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2000

Western Pacific Region

Country	Range	Staff by grade and sex														All professional staff				
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Australia	12-18			1		4	1	4	2	6	1	3	1			18	5	23		
Brunei Darussalam	1-8															0	0	0		
Cambodia	1-8															0	0	0		
China	22-31			2	1	2		3	2	1		1	1			9	4	13		
Cook Islands	1-8															0	0	0		
Fiji	1-8					1		1		1						3	0	3		
Japan	141-191			3	6	7	1	14	2		1	3		1		28	10	38		
Kiribati	1-8															0	0	0		
Lao People's Democratic Republic	1-8			1												1	0	1		
Malaysia	2-8				1			2								2	1	3		
Marshall Islands	1-8															0	0	0		
Micronesia (Federated States of)	1-8															0	0	0		
Mongolia	1-8							1		1						2	0	2		
Nauru	1-8															0	0	0		
New Zealand	2-8					1	1	4	1		1	1				6	3	9		
Niue	1-8															0	0	0		
Palau	1-8															0	0	0		
Papua New Guinea	1-8															0	0	0		
Philippines	1-8		2	1	5	3	1		2		1					6	9	15		
Republic of Korea	8-15					1		2				1				4	0	4		
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			
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	2	0	8	13	19	4	32	9	9	4	9	2	1	0	80	32	112

* Associate Member

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY REGION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2000**

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	34	5.8	138	23.4	25	4.2	311	52.6	15	2.5	68	11.5	591	45.7
Africa	170	80.6	17	8.1	0	0.0	20	9.5	1	0.5	3	1.4	211	16.3
The Americas	0	0.0	104	87.4	0	0.0	15	12.6	0	0.0	0	0.0	119	9.2
South-East Asia	2	2.1	22	22.7	48	49.5	20	20.6	0	0.0	5	5.2	97	7.5
Europe	0	0.0	10	11.5	2	2.3	72	82.8	0	0.0	3	3.4	87	6.7
Eastern Mediterranean	3	3.5	14	16.5	3	3.5	8	9.4	55	64.7	2	2.4	85	6.6
Western Pacific	0	0.0	22	21.4	11	10.7	31	30.1	0	0.0	39	37.9	103	8.0
Total	209	16.2	327	25.3	89	6.9	477	36.9	71	5.5	120	9.3	1 29	100.0

TABLE 6. STAFF BY AGE, SEX AND REGION AS AT 31 DECEMBER 2000

Professional staff

Region	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	35	35	70	140	80	220	197	88	285	9	3	12	382	209	591
Africa	0	1	1	11	9	20	57	21	78	91	17	108	3	1	4	162	49	211
The Americas	1	2	3	4	10	14	25	18	43	34	20	54	4	1	5	68	51	119
South-East Asia	0	1	1	2	3	5	18	9	27	40	16	56	7	1	8	67	30	97
Europe	1	0	1	4	3	7	25	12	37	30	11	41	1	0	1	61	26	87
Eastern Mediterranean	0	0	0	7	2	9	29	9	38	28	9	37	1	0	1	65	20	85
Western Pacific	0	2	2	12	6	18	30	9	39	33	10	43	1	0	1	76	27	103
Total	3	9	12	75	68	143	324	158	482	453	171	624	26	6	32	881	412	1 293
Percentage	25.0	75.0	0.9	52.4	47.6	11.1	67.2	32.8	37.3	72.6	27.4	48.3	81.3	18.8	2.5	68.1	31.9	100.0

National professional officers

Region	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Africa	0	0	0	9	6	15	47	16	63	23	16	39	2	0	2	81	38	119
South-East Asia	0	0	0	1	0	1	5	0	5	1	1	2	1	0	1	8	1	9
Total	0	0	0	10	6	16	52	16	68	24	17	41	3	0	3	89	39	128
Percentage	0.0	0.0	0.0	62.5	37.5	12.5	76.5	23.5	53.1	58.5	41.5	32.0	100.0	0.0	2.3	69.5	30.5	100.0

M – male, F – female, T – total.

General service staff

Region	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	7	8	19	78	97	62	187	249	53	204	257	1	2	3	136	478	614
Africa	1	1	2	37	42	79	156	88	244	120	35	155	2	0	2	316	166	482
The Americas	2	3	5	2	13	15	2	45	47	6	33	39	0	1	1	12	95	107
South-East Asia	6	6	12	43	16	59	104	41	145	72	11	83	1	0	1	226	74	300
Europe	2	2	4	2	23	25	10	31	41	10	45	55	0	2	2	24	103	127
Eastern Mediterranean	1	12	13	12	61	73	29	43	72	21	27	48	0	0	0	63	143	206
Western Pacific	4	11	15	16	37	53	34	61	95	27	39	66	0	0	0	81	148	229
Total	17	42	59	131	270	401	397	496	893	309	394	703	4	5	9	858	1 2	2 0
Percentage	28.8	71.2	2.9	32.7	67.3	19.4	44.5	55.5	43.2	44.0	56.0	34.0	44.4	55.6	0.4	41.5	58.5	100.0

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 31 DECEMBER 2000

Professional staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	1	0	1	3	1	4	4	1	5	8	2	10
D2	0	0	0	1	0	1	8	0	8	27	4	31	1	0	1	37	4	41
D1/P6	0	0	0	1	0	1	20	7	27	79	26	105	5	1	6	105	34	139
P5	0	0	0	16	6	22	158	61	219	204	57	261	12	3	15	390	127	517
P4	0	0	0	27	21	48	101	57	158	98	44	142	4	0	4	230	122	352
P3	0	2	2	10	17	27	28	25	53	31	29	60	0	1	1	69	74	143
P2	3	4	7	19	20	39	8	8	16	11	10	21	0	0	0	41	42	83
P1	0	3	3	1	4	5	0	0	0	0	0	0	0	0	0	1	7	8
Total	3	9	12	75	68	143	324	158	482	453	171	624	26	6	32	881	412	1 293
Percentage	25.0	75.0	0.9	52.4	47.6	11.1	67.2	32.8	37.3	72.6	27.4	48.3	81.3	18.8	2.5	68.1	31.9	100.0

National professional officers

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B	0	0	0	7	3	10	21	7	28	9	4	13	1	0	1	38	14	52
C	0	0	0	3	3	6	31	9	40	15	13	28	2	0	2	51	25	76
D	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	10	6	16	52	16	68	24	17	41	3	0	3	89	39	128
Percentage	0.0	0.0	0.0	62.5	37.5	12.5	76.5	23.5	53.1	58.5	41.5	32.0	100.0	0.0	2.3	69.5	30.5	100.0

M – male, F – female, T – total.

General service staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	0	0	0	10	13	23	52	44	96	59	71	130	0	1	1	121	129	250
G6	2	4	6	14	42	56	50	134	184	32	106	138	0	0	0	98	286	384
G5	3	11	14	27	93	120	67	188	255	58	133	191	1	0	1	156	425	581
G4	3	18	21	19	99	118	53	120	173	44	72	116	0	4	4	119	313	432
G3	4	7	11	23	20	43	83	8	91	42	10	52	1	0	1	153	45	198
G2	4	1	5	27	3	30	52	2	54	40	2	42	0	0	0	123	8	131
G1	1	1	2	11	0	11	40	0	40	34	0	34	2	0	2	88	1	89
Total	17	42	59	131	270	401	397	496	893	309	394	703	4	5	9	858	1 2	2 0
Percentage	28.8	71.2	2.9	32.7	67.3	19.4	44.5	55.5	43.2	44.0	56.0	34.0	44.4	55.6	0.4	41.5	58.5	100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2000

Region	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	238	0	88	326	118	0	84	202	106	0	148	254	63	0	119	182	24	0	45	69	28	0	92	120	14	0	38	52	591	0	614	1 2
Africa	84	103	71	258	38	4	101	143	40	11	99	150	22	1	100	123	14	0	63	77	5	0	34	39	8	0	14	22	211	119	482	812
The Americas	67	0	40	107	23	0	19	42	21	0	18	39	4	0	17	21	3	0	8	11	1	0	4	5	0	0	1	1	119	0	107	226
South-East Asia	41	6	48	95	27	1	93	121	16	0	44	60	8	1	64	73	3	0	21	24	1	1	22	24	1	0	8	9	97	9	300	406
Europe	35	0	31	66	26	0	26	52	15	0	17	32	4	0	20	24	4	0	16	20	3	0	9	12	0	0	8	8	87	0	127	214
Eastern Mediterranean	42	0	33	75	22	0	50	72	12	0	53	65	6	0	39	45	1	0	19	20	1	0	10	11	1	0	2	3	85	0	206	291
Western Pacific	56	0	61	117	23	0	44	67	11	0	43	54	8	0	45	53	3	0	21	24	1	0	11	12	1	0	4	5	103	0	229	332
Total	563	109	372	1 027	277	5	417	699	221	11	422	654	115	2	404	521	52	0	193	245	40	1	182	223	25	0	75	100	1 212	128	2 034	3 444
Percentage	53.9	29.3	35.6	29.9	39.6	1.2	59.7	20.1	33.8	2.6	64.5	18.8	22.1	0.5	77.5	14.9	21.2	0.0	78.8	7.0	17.9	0.5	81.6	6.4	25.0	0.0	75.0	2.9	37.1	3.7	59.2	100.0

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

TABLE 9. RECRUITMENT DURING YEAR 2000

Region	Category	Total staff at 31 December 2000	New appointments		Conversion of short-term contracts		Interagency transfers	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women
Headquarters	P	591	40	52.5	21	61.9	4	50.0
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	614	8	87.5	18	83.3	0	0.0
Africa	P	211	9	44.4	20	15.0	1	0.0
	NPO	119	10	30.0	36	33.3	0	0.0
	GS	482	1	0.0	4	25.0	0	0.0
The Americas	P	119	10	50.0	2	100.0	3	33.3
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	107	1	0.0	1	0.0	9	100.0
South-East Asia	P	97	5	80.0	1	0.0	0	0.0
	NPO	9	0	0.0	0	0.0	0	0.0
	GS	300	2	50.0	8	50.0	0	0.0
Europe	P	87	3	33.3	5	0.0	0	0.0
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	127	2	50.0	8	100.0	0	0.0
Eastern Mediterranean	P	85	5	0.0	9	44.4	2	0.0
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	206	2	0.0	12	83.3	0	0.0
Western Pacific	P	103	16	37.5	7	0.0	1	100.0
	NPO	0	0	0.0	0	0.0	0	0.0
	GS	229	1	0.0	23	69.6	0	0.0
Total	P	1 293	88	46.6	65	33.8	11	36.4
	NPO	128	10	30.0	36	33.3	0	0.0
	GS	2 065	17	76.5	74	73.0	9	100.0

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

TABLE 10. STAFF RETIREMENT

Region	Category	Total staff at 31 December 2000	Staff due to retire by 31 December 2001		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	591	21	3.6	67	11.3	124	21.0	263	44.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	614	11	1.8	35	5.7	74	12.1	250	40.7
Africa	P	211	11	5.2	32	15.2	53	25.1	101	47.9
	NPO	119	1	0.0	4	0.0	6	0.0	32	0.0
	GS	482	18	3.7	38	7.9	60	12.4	151	31.3
The Americas	P	119	4	3.4	15	12.6	26	21.8	53	44.5
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	107	3	2.8	8	7.5	15	14.0	37	34.6
South-East Asia	P	97	10	10.3	17	17.5	28	28.9	57	58.8
	NPO	9	0	0.0	2	0.0	2	0.0	3	0.0
	GS	300	5	1.7	16	5.3	29	9.7	79	26.3
Europe	P	87	6	6.9	14	16.1	18	20.7	33	37.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	127	6	4.7	12	9.4	24	18.9	57	44.9
Eastern Mediterranean	P	85	3	3.5	11	12.9	14	16.5	34	40.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	206	5	2.4	13	6.3	20	9.7	48	23.3
Western Pacific	P	103	2	1.9	12	11.7	17	16.5	37	35.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	229	3	1.3	9	3.9	14	6.1	62	27.1
Total	P	1 293	57	4.4	168	13.0	280	21.7	578	44.7
	NPO	128	1	0.8	6	4.7	8	6.3	35	27.3
	GS	2 065	51	2.5	131	6.3	236	11.4	684	33.1

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

TABLE 11a. SHORT-TERM STAFF AND CONSULTANTS AS AT 31 DECEMBER 2000

Biennium	Number of contracts															
	Headquarters				Regional offices				Countries				Grand total			
	P	NPO	GS	Total	P	NPO	GS	Total	P	NPO	GS	Total	P	NPO	GS	All
1992-1993	1 855		3 361	5 211	1 733		1 380	3 113	1 0		694	1 722	4 6		5 4	10 051
1994-1995	2 495		3 451	5 946	2 026		1 989	4 015	1 1		707	1 852	5 6		6 1	11 811
1996-1997	2 934		4 046	6 980	2 422		2 588	5 010	1 4		1 0	2 491	6 7		7 7	14 481
1998-1999	3 449		3 766	7 215	2 514		1 793	4 307	1 2		1 0	2 261	7 2		6 5	13 891
2000	2 121		2 297	4 418	1 581	133	1 833	3 541	583	119	1 2	1 921	4 2	252	5 3	9 891

Biennium	Total work-months															
	Headquarters				Regional offices				Countries				Grand total			
	P	NPO	GS	Total	P	NPO	GS	Total	P	NPO	GS	Total	P	NPO	GS	All
1992-1993	2 9		5 060	7 988	2 9		4 76	7 66	2 0		4 5	6 665	7 9		14 394	22 317
1994-1995	4 7		5 376	10 153	3 6		6 60	10 233	1 5		4 6	6 234	9 9		16 631	26 624
1996-1997	5 4		5 538	11 032	5 6		9 07	14 752	2 4		7 0	9 525	13 6		21 648	35 311
1998-1999	7 5		6 171	13 671	6 6		6 86	13 551	2 7		3 1	5 856	16 9		16 165	33 080
2000	9 5		6 215	15 722	4 0	567	7 90	12 501	3 2	1 348	7 5	121 511	16 8	1 915	21 632	40 378

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

TABLE 11b. NUMBER OF SHORT-TERM STAFF AS AT 31 DECEMBER 2000*

Location	Short-term consultants	Short-term professionals	Short-term national professionals	Short-term general service	Total
Headquarters	50	336		244	630
Africa	170	139	121	867	1 297
The Americas	61	25		27	113
South-East Asia	47*			70	117
Europe	4	121	54	276	455
Eastern Mediterranean	94*			135	229
Western Pacific	2	22		74	98
Total	997	504	175	1 693	2 939

* Including short-term professionals and short-term consultants; total appears under "short-term consultants".

TABLE 12. NUMBER OF TRANSFERS BETWEEN REGIONS FROM 1 JANUARY 1990 TO 31 DECEMBER 2000

From region	To region							Total
	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
Headquarters		26	4	18	8	10	15	81
Africa	53		1	9	2		3	68
The Americas	9	3		2	2	1		17
South-East Asia	25	6	1		5	4	7	48
Europe	20					3	1	24
Eastern Mediterranean	17	2		5	3		3	30
Western Pacific	32	2	3	4	1	2		44
Total	156	39	9	38	21	20	29	312

TABLE 13. DISTRIBUTION OF POSTS ACROSS MAIN OCCUPATIONAL GROUPS¹

1 Professional, managerial and technical work							
		%				%	
1.A	Administrative specialists	27.1	1.A	Administrative specialists	100.0		
1.B	Architects, engineers	2.9	1.A	Administrative (general)	5.3		
1.C	Archivists, curators, information specialists and librarians	1.3	1.A.1	Financial management specialists	18.3		
1.D	Artists	0.1	1.A.2	Management and programme analysts	5.3		
1.E	Economists	1.4	1.A.3	Building service administrators	3.0		
1.F	Education specialists	1.5	1.A.4	Meetings services administrators	2.0		
1.G	Jurist	0.6	1.A.5	Computer informations systems specialists	14.6		
1.H	Life scientists	7.0	1.A.6	Personnel management	10.6		
			1.A.7	Printing services	0.7		
			1.A.8	Public information	5.6		
			1.A.9	Purchasing and contracting	2.3		
			1.A.10	Representation and protocol	7.3		
			1.A.11	Technical cooperation	10.0		
			1.A.12	Administrative officers	11.6		
			1.A.21	Auditors	2.7		
			1.A.22	Hospital administrators	0.3		
			1.A.23	Records and documents	0.3		
1.I	Dental, nutrition, medical, nursing and veterinary specialists	43.0	1.I	Dental, nutrition, medical, nursing and veterinary specialists	100.0		
1.J	Physical scientists	0.4	1.I	Medical specialist (general)	0.6		
1.K	Sales and marketing specialists	0.2	1.I.1	Dentists	0.4		
1.L	Social scientists	4.6	1.I.2	Dieticians, nutritionists	1.5		
1.M	Statisticians and mathematicians	1.7	1.I.3	Medical specialist	90.8	1.I.3	Medical specialists
1.N	Transportation specialists	0.1	1.I.4	Nurses	2.9	1.I.3	Medical specialists
1.O	Writers, translators, interpreters	6.5	1.I.5	Opticians	0.0	1.I.3.B	Epidemiologists
1.P	Professionals, managerial and technical specialists for which no job family exists	0.2	1.I.6	Pharmacists	0.4	1.I.3.D	General practitioners
1.R	Environmental specialists	1.0	1.I.7	Sanitarians public health	0.2	1.I.3.E	Haematologists
1.S	Relief specialists	0.5	1.I.8	Veterinarians	1.5	1.I.3.F	Neurologists
			1.I.9	Rehabilitation specialists	0.2	1.I.3.G	Family health
			1.I.10	Health laboratory specialists	1.5	1.I.3.H	Ophthalmologists
						1.I.3.I	Immunologists
						1.I.3.K	Noncommunicable diseases
						1.I.3.L	Geriatricians
						1.I.3.M	Mental health
						1.I.3.N	Public health
						1.I.3.O	Radiologists
						1.I.3.Q	Traditional medicine
						1.I.3.S	Communicable diseases
						1.I.3.T	Occupational health

¹ Occupied posts only; refers to the requirements of the job, not the skills of the incumbent.

Coding follows the Common Classification of Occupational Groups, the occupational reference work of the United Nations system.