



WORLD HEALTH ORGANIZATION

FIFTY-FIFTH WORLD HEALTH ASSEMBLY
Provisional agenda item 16.1

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Human resources: annual report, 2001

Report by the Secretariat

1. This third annual report on human resources provides data on human resources in WHO as at 31 December 2001 in order to ensure congruence with information submitted to the Health Assembly in the context of the Programme budget 2002-2003 and the financial report for 2000-2001. It contains data on the overall staffing situation by source of funds, main location and grade, geographical representation, age, sex, retirement age, external recruitment, national professional officers, and distribution of the workforce across the main occupational groups.

STAFFING PROFILE

Appointment categories

2. At 31 December 2001 WHO had a total of 3608 staff members on either fixed-term appointments of one to five years or career service appointments (referred to hereafter as “long-term appointments”).¹ Of these, 1351 (37.4%) were in the professional category, 2085 (57.8%) in the general services, and 172 (4.8%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 122 (3.5%) as compared to the 3486 reported in the annual report for 2000.²

3. Since 1994, there has been a moratorium on career service appointments, which are currently held by 56 staff members in the professional category as compared to 72 previously, and 216 staff members in the general service category as compared to 245 previously, or 4.1% and 10.4% of the respective categories. This represents a decrease of 22% and 12% respectively over the numbers reported in the annual report for 2000.

4. In addition to staff holding long-term appointments, 4746 staff were holding short-term contracts as at 31 December 2001 (see Table 11).

5. The tables and figure appearing in this document and following summary analyses relate to staff holding long-term appointments (unless otherwise specified).

¹ This figure excludes staff from PAHO and IARC.

² Document A54/28.

Distribution of the staff by sex

6. The overall distribution by sex of the 3608 staff members on long-term appointments referred to in paragraph 2 above is 1903 men (52.7%) and 1705 women (47.3%). Of the 1351 professional staff members on long-term appointment, 921 (68.2%) are men and 430 (31.8%) are women. The percentage of women in the professional category has essentially remained unchanged since the annual report for 2000 (see figure).

7. In 2001, women represented close to 35% of the total at grade P.4, 24.5% of the total at P.5, and some 26% of the total at P.6/D.1. At the D.2 level, women represented 14.3% of the total compared to 9.8 % in 2000. The proportion of women in ungraded posts has remained at 20%.

Geographical representation

8. As of December 2001, 114 countries were within their desirable range (6 have reached the top of their range of representation), 21 were overrepresented, 14 were underrepresented, and 44 (including two Associate Members) were unrepresented (see Table 3).

9. During 2001, there were 171 appointments, of which 81, or 47.4%, were nationals of unrepresented or underrepresented countries. Six countries (Egypt, Ethiopia, India, Kenya, New Zealand and Senegal) that were previously within their desirable ranges have now exceeded the top of their range, whereas five countries that were formerly unrepresented (Andorra, Bhutan, Liberia, Romania and Solomon Islands) are now within their desirable range. One country that was within its desirable range is now unrepresented (Belize). One country, Ukraine, that was underrepresented, is now unrepresented. The remaining countries have maintained their previous representation status (see Tables 3 and 4).

Age, length of service and turnover of staff

10. More than half the professional workforce (50.8%) is aged 50 years or older. In the general service and national professional officers categories, 42.5% and 49.4% respectively are in their forties (see Table 6).

11. The largest single group of the staff (34%) has less than five years of service. This is true for national professional officers (87.8% or 151 staff out of 172) and professional staff (47.1% or 637 staff out of 1351). However, 51.5% of those who remain beyond the initial five-year period stay with the Organization for 10 years or more. The average length of service is 8.8 years for professional staff and 13.7 years for general service staff (see Table 8).

12. Table 9 provides data on staff appointments. In the professional category, it shows that 99 staff, or 57.9%, were recruited externally, 35, or 32.2%, represented conversion of existing short-term contracts, and 17, or 9.9%, were reassigned through interagency transfer.

13. Nearly 20% of the current professional workforce, some 6.4% of national professional officers, and over 11% of the general service staff are due to retire within the next five years (see Table 10).

Occupational groups

14. Over 46% of the posts held by professional staff are in the category "Dental, nutrition, medical, nursing and veterinary specialists". Within this group, 91.4% are medical specialists and 2.6% are

nurses. The second largest occupational group is that of “Administrative specialists”, which accounts for 26.4% (see Table 12).

TABLES AND FIGURE

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

Table 1	Number of staff holding long-term appointments by grade and main location, and staff costs (regular and extrabudgetary) 1996-2001
Table 2	Distribution of staff by organizational location, grade and sex as at 31 December 2001
Figure	Representation of women professional staff 1990-2001
Table 3	Summary of countries not within range by region as at 31 December 2001
Table 4a-4f	Status of representation of countries as at 31 December 2001
Table 5	Total professional staff by location of assignment and region of nationality as at 31 December 2001
Table 6	Staff by age, sex and location as at 31 December 2001
Table 7	Staff by grade and age, all locations, as at 31 December 2001
Table 8	Staff by length of service as at 31 December 2001
Table 9	Appointments during year 2001
Table 10	Staff retirement
Table 11	Number of staff with long-term and short-term appointments as at 31 December 2001
Table 12	Distribution of posts across main occupational groups

**TABLE 1. NUMBER OF STAFF¹ HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION
AND STAFF COSTS (REGULAR AND EXTRABUDGETARY)
1996-2001**

	1996-1997 Staff numbers at 31 December 1997				1998-1999 Staff numbers at 31 December 1999				2000-2001 Staff numbers at 31 December 2001			
	Headquarters	Regional office	Countries	Total	Headquarters	Regional office	Countries	Total	Headquarters	Regional office	Countries	Total
Ungraded	8	6	0	14	5	6	0	11	4	6	0	10
D2	33	7	3	43	42	6	4	52	40	5	4	49
D1/P6	58	39	33	130	61	36	42	139	67	32	43	142
P5	235	168	86	489	263	158	68	489	282	172	77	531
P4	142	114	88	344	138	120	88	346	137	151	91	379
P3	55	49	24	128	56	51	23	130	67	50	23	140
P2	20	45	21	86	24	40	18	82	24	52	19	95
P1	2	7	7	16	1	2	7	10	1	1	3	5
Total professional	553	435	262	1 250	590	419	250	1 259	622	469	260	1 351
Total general service	679	1 160	490	2 329	671	1 041	481	2 193	644	960	481	2 085
National professional officers	0	0	1	1	0	4	70	74	0	12	160	172
Grand total	1 232	1 595	753	3 580	1 261	1 464	801	3 526	1 266	1 441	901	3 608
	Staff costs in US dollars (1996-1997)				Staff costs in US dollars (1998-1999)				Staff costs in US dollars (2000-2001)			
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	146 897 000	94 373 000	60 765 000	302 035 000
General services	120 913 462	78 987 424	31 863 504	231 764 390	113 341 352	73 340 609	32 476 974	219 158 935	92 652 000	69 998 000	36 064 000	198 714 000
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	239 549 000	164 371 000	96 829 000	500 749 000
	Total expenditures incurred for WHO's programmes 1 540 582 649				Total expenditures incurred for WHO's programmes 1 728 347 474				Total expenditures incurred for WHO's programmes 2 048 520 000			
	Percentage of staff costs to total expenditures 35%				Percentage of staff costs to total expenditures 30%				Percentage of staff costs to total expenditures 24%			

¹ Interregional and unassigned staff are included in the headquarters figures: 1997: 27; 1999: 23; 2000: 65; 2001: 44.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 31 DECEMBER 2001**

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	1	1	12	12	24	23	42	65	78	58	136	202	80	282	46	21	67	34	6	40	2	2	4	397	222	619	64.1	35.9
Africa	1	1	2	21	10	31	25	7	32	39	14	53	64	16	80	23	7	30	2	0	2	1	0	1	176	55	231	76.2	23.8
The Americas	0	1	1	3	12	15	6	5	11	57	29	86	9	3	12	0	0	0	0	0	0	1	0	1	76	50	126	60.3	39.7
South-East Asia	0	0	0	2	0	2	2	7	9	7	6	13	38	11	49	10	1	11	2	1	3	1	0	1	62	26	88	70.5	29.5
Europe	0	0	0	4	1	5	4	3	7	12	10	22	26	8	34	4	3	7	0	0	0	1	0	1	51	25	76	67.1	32.9
Eastern Mediterranean	0	0	0	6	3	9	4	6	10	18	5	23	26	7	33	14	1	15	2	0	2	1	0	1	71	22	93	76.3	23.7
Western Pacific	0	1	1	2	7	9	3	3	6	36	10	46	36	5	41	8	4	12	2	0	2	1	0	1	88	30	118	74.6	25.4
Total	1	4	5	50	45	95	67	73	140	247	132	379	401	130	531	105	37	142	42	7	49	8	2	10	921	430	1351	68.2	31.8
Percentage by bracket	20.0	80.0	100	52.6	47.4	100	47.9	52.1	100	65.2	34.8	100	75.5	24.5	100	73.9	26.1	100	85.7	14.3	100	80.0	20.0	100	68.2	31.8	100		
Percentage of total			0.4			7.0			10.4			28.1			39.3			10.5			3.6			0.7			100		

National professional officers

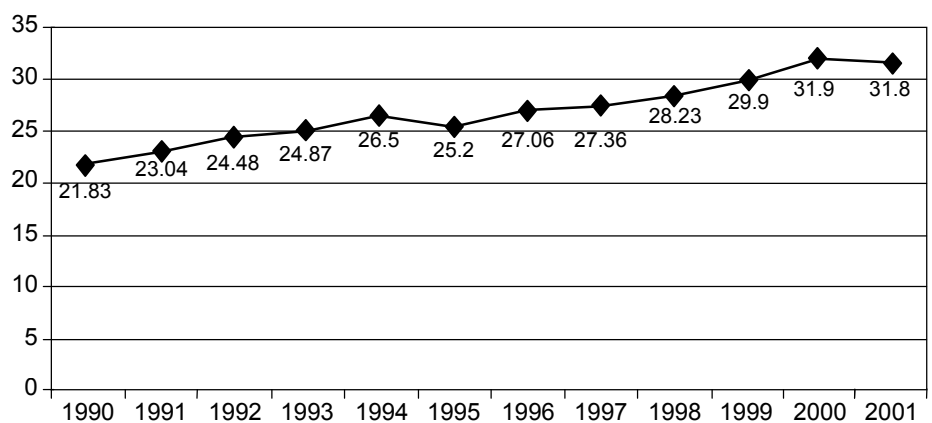
Location	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Africa	0	0	0	49	17	66	64	32	96	0	0	0	113	49	162	69.8	30.2
South-East Asia	0	0	0	3	0	3	6	1	7	0	0	0	9	1	10	90.0	10.0
Total	0	0	0	52	17	69	70	33	103	0	0	0	122	50	172	70.9	29.1
Percentage by bracket				75.4	24.6	100	68.0	32.0	100				70.9	29.1	100		
Percentage of total						40.1			59.9						100		

General service staff

Location	G1			G2			G3			G4			G5			G6			G7			Total			Percentage				
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F			
Headquarters	0	0	0	1	3	4	22	17	39	32	113	145	38	204	242	29	123	152	13	31	44	135	491	626	21.6	78.4			
Africa	50	0	50	34	0	34	61	3	64	18	34	52	42	41	83	37	58	95	59	38	97	301	174	475	63.4	36.6			
The Americas	0	0	0	1	0	1	1	1	2	4	21	25	5	34	39	4	30	34	0	8	8	15	94	109	13.8	86.2			
South-East Asia	23	0	23	37	0	37	28	4	32	37	27	64	41	26	67	22	12	34	33	8	41	221	77	298	74.2	25.8			
Europe	0	0	0	1	1	2	7	2	9	8	18	26	8	53	61	1	14	15	3	11	14	28	99	127	22.0	78.0			
Eastern Mediterranean	5	0	5	17	0	17	20	13	33	9	37	46	8	48	56	12	28	40	8	18	26	79	144	223	35.4	64.6			
Western Pacific	5	1	6	13	4	17	25	4	29	11	20	31	7	67	74	10	29	39	10	21	31	81	146	227	35.7	64.3			
Total	83	1	84	104	8	112	164	44	208	119	270	389	149	473	622	115	294	409	126	135	261	860	1225	2085	41.25	58.8			
Percentage by bracket	98.8	1.2	100	92.9	7.1	100	78.8	21.2	100	30.6	69.4	100	24.0	76.0	100	28.1	71.9	100	48.3	51.7	100	41.2	58.75	100					
Percentage of total			4.0			5.4			10.0			18.7			29.8			19.6			12.5			100					

M – male, F – female, T – total

**REPRESENTATION OF WOMEN PROFESSIONAL STAFF 1990-2001
(PERCENTAGE OF PROFESSIONAL STAFF)**



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TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2001

(Note: Countries not listed are within range)

Region	Overrepresented countries	Underrepresented countries	Unrepresented countries	
Africa	Congo Democratic Republic of the Congo Ethiopia	Ghana Kenya Nigeria Senegal	South Africa	Comoros Sao Tome and Principe
The Americas	Brazil Canada	Argentina Mexico United States of America	Antigua and Barbuda Belize Dominica Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines
South-East Asia	India Myanmar Nepal			
Europe	Belgium Ireland Netherlands Russian Federation United Kingdom of Great Britain and Northern Ireland	Austria Germany Italy Portugal Spain Sweden	Azerbaijan Belarus Bosnia and Herzegovina Kazakhstan Kyrgyzstan Monaco Republic of Moldova San Marino	Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Ukraine 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 Tokelau* Tonga Tuvalu Vanuatu

* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

African Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Algeria	1-8							2		2		1							5	0	5
Angola	1-8									2				1					3	0	3
Benin	1-8							1		1		1							3	0	3
Botswana	1-8									1	1								1	1	2
Burkina Faso	1-8			1		1	1	1		2		2							7	1	8
Burundi	1-8					1		1		1		1							4	0	4
Cameroon	1-8				1	1		1		3	1		1						5	3	8
Cape Verde	1-8								1	1									1	1	2
Central African Republic	1-8									2									2	0	2
Chad	1-8			1						1		1							3	0	3
Comoros	1-8																		0	0	0
Congo	1-8			8		3		2			1								13	1	14
Côte d'Ivoire	1-8			1		2		1		1		1	1						6	1	7
Democratic Republic of the Congo	1-8					1		1		6	1		1						8	2	10
Equatorial Guinea	1-8					1				1									2	0	2
Eritrea	1-8									2									2	0	2
Ethiopia	1-8					1	1	1	1	3	1	1	1						6	4	10
Gabon	1-8				1														0	1	1
Gambia	1-8			1		2				1		1			1				6	0	6
Ghana	1-8			3	2	2		3	1	2	1	1		1					12	4	16
Guinea	1-8							1		1	1	1							3	1	4
Guinea-Bissau	1-8								1			1							1	1	2
Kenya	1-8			1	2		1	4	1	2	2								7	6	13
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			1			1										1	1	2	
Madagascar	1-8				1				1								0	2	2	
Malawi	1-8							2	1								2	1	3	
Mali	1-8			1		2		2			1						5	1	6	
Mauritania	1-8					2		2		1							5	0	5	
Mauritius	1-8		1	1		1											2	1	3	
Mozambique	1-8							2	2								2	2	4	
Namibia	1-8						1										0	1	1	
Niger	1-8				1			2		2							4	1	5	
Nigeria	1-8		2	1		2		5	2		1						10	3	13	
Rwanda	1-8		1			3		1		1							6	0	6	
Sao Tome and Principe	1-8																0	0	0	
Senegal	1-8			1	2	1	1	1	1	3							7	3	10	
Seychelles	1-8			1													0	1	1	
Sierra Leone	1-8					1	1	3									4	1	5	
South Africa	3-9							1				1					2	0	2	
Swaziland	1-8									1							0	1	1	
Togo	1-8					1		3		1							5	0	5	
Uganda	1-8					1		4	1								5	1	6	
United Republic of Tanzania	1-8					1	1	1	1	1	1						3	3	6	
Zambia	1-8					2	1	3		2							7	1	8	
Zimbabwe	1-8			1		1		2		2		1					7	0	7	
Total – African Region		0	0	19	9	22	6	37	10	69	19	25	8	4	0	1	0	177	52	229

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

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	2		1										3	4	7
Bahamas	1-8								1										1	0	1
Barbados	1-8					1								1					2	0	2
Belize	1-8																		0	0	0
Bolivia	1-8			1				2											3	0	3
Brazil	14-20				2	7	4	10	1				1	1					18	8	26
Canada	21-29				2	3	5	9	11	7	1	1	1						20	20	40
Chile	1-8				2				1	1									1	3	4
Colombia	1-8							3	2	1		1							5	2	7
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	1	3	1										2	4	6
Ecuador	1-8				1			1	1										2	1	3
El Salvador	1-8					1	3	1											3	2	5
Grenada	1-8																		0	0	0
Guatemala	1-8							1		1									2	0	2
Guyana	1-8					1	2	1		1									2	3	5
Haiti	1-8							1											1	0	1
Honduras	1-8							2											2	0	2
Jamaica	1-8					1			1										0	2	2
Mexico	9-15							5		1	1								6	1	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		1								4	0	4	
Paraguay	1-8						1										1	0	1	
Peru	1-8			1			2	1	1								3	2	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	0	1	
United States of America	174-237			1	6	6	10	29	20	49	17	6	4	6	1		97	58	155	
Uruguay	1-8							1		2							0	3	3	
Venezuela	1-8						1	1	2								3	1	4	
Total – Region of the Americas		0	0	3	11	8	19	81	51	83	31	8	5	8	2	1	0	192	119	311

* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

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						1										1	0	1	
Democratic People's Republic of Korea	1-8						1										1	0	1	
India	14-21			1		2	1	4	2	10	3	2	1	1	1		20	8	28	
Indonesia	4-10									3	2	1	1	1		1	6	3	9	
Maldives	1-8				1					1		1					3	0	3	
Myanmar	1-8					2		1	1	2	2	2					5	5	10	
Nepal	1-8							3		6	1		1				9	2	11	
Sri Lanka	1-8							1		3	2	1					4	3	7	
Thailand	2-8					1		1		2	4						2	6	8	
Total – South-East Asia Region		0	0	1	0	3	4	10	5	32	15	7	3	2	1	1	0	56	28	84

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

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					
Albania	1-8							1									1	0	1	
Andorra	1-8										1						1	0	1	
Armenia	1-8						1										1	0	1	
Austria	7-14						2		1		1	1					4	1	5	
Azerbaijan	1-8																0	0	0	
Belarus	1-8																0	0	0	
Belgium	9-15				1		5	1	10		2		3				20	2	22	
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	4	1		1				8	3	11	
Estonia	1-8											1					1	0	1	
Finland	4-10					1		1	2	2	2	2					5	5	10	
France	46-64			1		3		7	9	24	2	1	4	4		1	41	15	56	
Georgia	1-8							1									0	1	1	
Germany	69-94				1	2		9	3	15	5	4		2		1	32	10	42	
Greece	3-9							1		2							3	0	3	
Hungary	1-8							1				1	1				2	1	3	
Iceland	1-8												1				0	1	1	
Ireland	2-8				2	1		1	1	1	3	5					9	5	14	
Israel	3-9					1							2				0	3	3	
Italy	39-54				1			3	1	16	2	9		1			30	3	33	
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	1	1
Malta	1-8									1	1							1	1	2
Monaco	1-8																	0	0	0
Netherlands	13-19					1	7			13	5	1	1					21	7	28
Norway	5-11								1	2		2		1			1	5	2	7
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		1					0	2	2
Russian Federation	10-16			1		1		8	1	10		2						22	1	23
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		1		4	7	1			1			7	8	15
Sweden	9-15					2		1		1		1	1	1				3	4	7
Switzerland	10-16			1		1	1	2	1	3	4							7	6	13
Tajikistan	1-8																	0	0	0
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	4-10									4	2	1				1		5	3	8
Turkmenistan	1-8																	0	0	0
Ukraine	2-8																	0	0	0
United Kingdom of Great Britain and Northern Ireland	37-51					2	2	7	10	6	17	4	4	3	2	1	1	36	23	59
Uzbekistan	1-8																	0	0	0
Yugoslavia	1-8																	0	0	0
Total – European Region		0	0	4	3	13	18	62	31	139	41	39	15	15	2	3	2	275	112	387

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

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						1									2	0	2
Bahrain	1-8									2									0	2	2
Cyprus	1-8																		0	0	0
Djibouti	1-8							1				1							2	0	2
Egypt	1-8			2	1			3	2	1	3			1					7	6	13
Iran (Islamic Republic of)	2-8					1		2	1	3									6	1	7
Iraq	1-8									1		1							2	0	2
Jordan	1-8			1	1					3	1	1							5	2	7
Kuwait	1-8													1					1	0	1
Lebanon	1-8							3	1	1	2								4	3	7
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		1		1					3	0	3
Sudan	1-8							1		1		2							4	0	4
Syrian Arab Republic	1-8							2		2		1							5	0	5
Tunisia	1-8					1	1			1		5							7	1	8
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	3	2	14	4	20	8	15	0	3	0	1	0		60	16	76

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2001

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		3		4	2	7	1	3	1			18	4	22		
Brunei Darussalam	1-8															0	0	0		
Cambodia	1-8															0	0	0		
China	22-31			2	1	1		3	2	1		1	1			8	4	12		
Cook Islands	1-8															0	0	0		
Fiji	1-8					1		1		1						3	0	3		
Japan	141-191			3	5	5	3	15	2		1	3		1		27	11	38		
Kiribati	1-8															0	0	0		
Lao People's Democratic Republic	1-8			1												1	0	1		
Malaysia	2-8				2			2								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	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		3	1	1	5	3	2		1		1				7	10	17		
Republic of Korea	8-15					1		3				1				5	0	5		
Samoa	1-8															0	0	0		
Singapore	1-8															0	0	0		
Solomon Islands	1-8					1										1	0	1		
Tokelau*	1-8															0	0	0		

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Tonga	1-8																		0	0	0
Tuvalu	1-8																		0	0	0
Vanuatu	1-8																		0	0	0
Viet Nam	1-8						1	1											1	1	2
Total – Western Pacific Region		0	0	3	1	8	13	16	7	34	8	9	4	9	2	1	0		80	35	115

* Associate Member

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2001**

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	42	6.8	135	21.8	33	5.3	319	51.5	17	2.7	73	11.8	619	45.8
Africa	195	84.4	15	6.5	0	0.0	19	8.2	1	0.4	1	0.4	231	17.1
The Americas	1	0.8	109	86.5	0	0.0	16	12.7	0	0.0	0	0.0	126	9.3
South-East Asia	2	2.3	20	22.7	40	45.5	22	25.0	0	0.0	4	4.5	88	6.5
Europe	0	0.0	12	15.8	2	2.6	60	78.9	0	0.0	2	2.6	76	5.6
Eastern Mediterranean	3	3.2	13	14.0	3	3.2	10	10.8	62	66.7	2	2.2	93	6.9
Western Pacific	1	0.8	25	21.2	10	8.5	38	32.2	0	0.0	44	37.3	118	8.7
Total	244	18.1	329	24.4	88	6.5	484	35.8	80	5.9	126	9.3	1 351	100.0

TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2001

Professional staff

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	3	4	7	39	40	79	150	79	229	196	95	291	9	4	13	397	222	619
Africa	0	3	3	11	8	19	60	23	83	102	21	123	3	0	3	176	55	231
The Americas	0	1	1	6	12	18	26	17	43	40	20	60	4	0	4	76	50	126
South-East Asia	0	0	0	2	2	4	18	10	28	37	13	50	5	1	6	62	26	88
Europe	1	0	1	5	2	7	18	14	32	26	7	33	1	2	3	51	25	76
Eastern Mediterranean	1	0	1	4	1	5	30	11	41	31	10	41	5	0	5	71	22	93
Western Pacific	0	1	1	15	10	25	32	7	39	35	12	47	6	0	6	88	30	118
Total	5	9	14	82	75	157	334	161	495	467	178	645	33	7	40	921	430	1 351
Percentage by bracket	35.7	64.3	100.0	52.2	47.8	100.0	67.5	32.5	100.0	72.4	27.6	100.0	82.5	17.5	100.0	68.2	31.8	100.0
Percentage of total			1.0			11.6			36.6			47.8			3.0			100.0

National professional officers

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Africa	0	1	1	22	6	28	58	24	82	31	17	48	2	1	3	113	49	162
South-East Asia	0	0	0	3	0	3	3	0	3	2	1	3	1	0	1	9	1	10
Total	0	1	1	25	6	31	61	24	85	33	18	51	3	1	4	122	50	172
Percentage by bracket	0.0	100.0	100.0	80.6	19.4	100.0	71.8	28.2	100.0	64.7	35.3	100.0	75.0	25.0	100.0	70.9	29.1	100.0
Percentage of total			0.6			18.0			49.4			29.7			2.3			100.0

M – male, F – female, T – total.

General service staff

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	2	7	9	21	82	103	58	197	255	54	204	258	0	1	1	135	491	626
Africa	1	5	6	38	35	73	145	93	238	114	41	155	3	0	3	301	174	475
The Americas	1	4	5	4	16	20	4	38	42	6	35	41	0	1	1	15	94	109
South-East Asia	6	8	14	40	14	54	95	38	133	77	17	94	3	0	3	221	77	298
Europe	2	3	5	4	23	27	10	31	41	11	40	51	1	2	3	28	99	127
Eastern Mediterranean	5	11	16	18	57	75	31	51	82	25	25	50	0	0	0	79	144	223
Western Pacific	1	12	13	19	31	50	33	63	96	28	40	68	0	0	0	81	146	227
Total	18	50	68	144	258	402	376	511	887	315	402	717	7	4	11	860	1 225	2 085
Percentage by bracket	26.5	73.5	100.0	35.8	64.2	100.0	42.4	57.6	100.0	43.9	56.1	100.0	63.6	36.4	100.0	41.2	58.8	100.0
Percentage of total			3.3			19.3			42.5			34.4			0.5			100.0

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 31 DECEMBER 2001

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	0	0	0	4	1	5	4	1	5	8	2	10
D2	0	0	0	1	0	1	8	3	11	32	3	35	1	1	2	42	7	49
D1/P6	0	0	0	1	0	1	19	9	28	78	27	105	7	1	8	105	37	142
P5	0	0	0	16	4	20	161	63	224	209	61	270	15	2	17	401	130	531
P4	1	0	1	32	29	61	105	55	160	103	46	149	6	2	8	247	132	379
P3	0	0	0	9	20	29	31	24	55	27	29	56	0	0	0	67	73	140
P2	4	7	11	22	20	42	10	7	17	14	11	25	0	0	0	50	45	95
P1	0	2	2	1	2	3	0	0	0	0	0	0	0	0	0	1	4	5
Total	5	9	14	82	75	157	334	161	495	467	178	645	33	7	40	921	430	1 351
Percentage by bracket	35.7	64.3	100.0	52.2	47.8	100.0	67.5	32.5	100.0	72.4	27.6	100.0	82.5	17.5	100.0	68.2	31.8	100.0
Percentage of total	1.0			11.6			36.6			47.8			3.0			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	16	4	20	24	8	32	12	5	17	0	0	0	52	17	69
C	0	1	1	9	2	11	37	16	53	21	13	34	3	1	4	70	33	103
D	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	1	1	25	6	31	61	24	85	33	18	51	3	1	4	122	50	172
Percentage by bracket	0.0	100.0	100.0	80.6	19.4	100.0	71.8	28.2	100.0	64.7	35.3	100.0	75.0	25.0	100.0	70.9	29.1	100.0
Percentage of total	0.6			18.0			49.4			29.7			2.3			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	1	2	3	10	16	26	50	48	98	63	69	132	2	0	2	126	135	261	
G6	1	4	5	24	36	60	54	139	193	36	114	150	0	1	1	115	294	409	
G5	5	15	20	29	102	131	57	210	267	57	145	202	1	1	2	149	473	622	
G4	2	20	22	22	83	105	57	102	159	36	63	99	2	2	4	119	270	389	
G3	5	8	13	24	18	42	84	10	94	51	8	59	0	0	0	164	44	208	
G2	3	0	3	24	3	27	39	2	41	38	3	41	0	0	0	104	8	112	
G1	1	1	2	11	0	11	35	0	35	34	0	34	2	0	2	83	1	84	
Total	18	50	68	144	258	402	376	511	887	315	402	717	7	4	11	860	1 225	2 085	
Percentage by bracket	26.5	73.5	100.0	35.8	64.2	100.0	42.4	57.6	100.0	43.9	56.1	100.0	63.6	36.4	100.0	41.2	58.8	100.0	
Percentage of total			3.3			19.3			42.5			34.4			0.5				100.0

M – male, F – female, T – total.

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2001

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	274	0	125	399	105	0	62	167	112	0	157	269	66	0	110	176	26	0	51	77	24	0	79	103	12	0	42	54	619	0	626	1 245
Africa	107	144	64	315	39	6	100	145	36	11	100	147	18	1	96	115	18	0	63	81	5	0	41	46	8	0	11	19	231	162	475	868
The Americas	73	0	44	117	24	0	19	43	20	0	14	34	6	0	17	23	1	0	11	12	2	0	3	5	0	0	1	1	126	0	109	235
South-East Asia	37	7	50	94	31	1	79	111	13	0	53	66	3	1	66	70	4	0	20	24	0	0	22	22	0	1	8	9	88	10	298	396
Europe	31	0	36	67	16	0	26	42	17	0	18	35	10	0	16	26	0	0	14	14	1	0	8	9	1	0	9	10	76	0	127	203
Eastern Mediterranean	43	0	58	101	24	0	45	69	17	0	40	57	7	0	46	53	1	0	23	24	0	0	10	10	1	0	1	2	93	0	223	316
Western Pacific	72	0	62	134	19	0	44	63	12	0	44	56	9	0	39	48	3	0	30	33	3	0	5	8	0	0	3	3	118	0	227	345
Total	637	151	439	1 227	258	7	375	640	227	11	426	664	119	2	390	511	53	0	212	265	35	0	168	203	22	1	75	98	1 351	172	2 085	3 608
Percentage by bracket	51.9	12.3	35.8	100	40.3	1.1	58.6	100	34.2	1.7	64.2	100	23.3	0.4	76.3	100	20.0	0.0	80.0	100	17.2	0.0	82.8	100	22.4	1.0	76.5	100	37.4	4.8	57.8	100
Percentage of total	34.0				17.8				18.4				14.2				7.3				5.6				2.7				100.0			

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

TABLE 9. APPOINTMENTS DURING YEAR 2001

Location	Category	Total staff at 31 December 2001	New appointments		Conversion of short- term contracts		Interagency transfers		Total number of appointments	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women	No. of staff	% of women
Headquarters	P	619	48	29.2	26	46.2	11	18.2	85	31.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	626	8	87.5	39	84.6	3	100.0	50	90.7
Africa	P	231	12	58.3	13	23.1	2	50.0	27	43.8
	NPO	162	27	22.2	8	37.5	0	0.0	35	19.9
	GS	475	4	75.0	14	57.1	1	100.0	19	77.4
The Americas	P	126	10	20.0	1	0.0	4	25.0	15	15.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	109	4	50.0	3	100.0	3	66.7	10	72.2
South-East Asia	P	88	5	40.0	3	0.0	0	0.0	8	13.3
	NPO	10	3	0.0	0	0.0	0	0.0	3	0.0
	GS	298	0	0.0	7	28.6	0	0.0	7	9.5
Europe	P	76	4	50.0	1	100.0	0	0.0	5	50.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	127	3	33.3	11	72.7	1	100.0	15	68.7
Eastern Mediterranean	P	93	5	40.0	4	25.0	0	0.0	9	21.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	223	5	40.0	25	48.0	0	0.0	30	29.3
Western Pacific	P	118	15	53.3	7	42.9	0	0.0	22	32.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	227	2	0.0	9	88.9	0	0.0	11	29.6
Total	P	1 351	99	36.0	55	37.0	17	18.8	171	30.6
	NPO	172	30	14.3	8	50.0	0	0.0	38	21.4
	GS	2 085	26	61.9	108	66.7	8	85.7	142	71.4

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

TABLE 10. STAFF RETIREMENT

Location	Category	Total staff at 31 December 2001	Staff due to retire							
			by 31 December 2002		by 31 December 2004 ^a		by 31 December 2006		by 31 December 2011	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	619	18	2.9	72	11.6	120	19.4	266	43.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	626	12	1.9	38	6.1	79	12.6	241	38.5
Africa	P	231	7	3.0	29	12.6	54	23.4	104	45.0
	NPO	162	1	0.6	5	3.1	9	5.6	39	24.1
	GS	475	12	2.5	26	5.5	56	11.8	146	30.7
The Americas	P	126	6	4.8	16	12.7	21	16.7	60	47.6
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	109	3	2.8	10	9.2	15	13.8	41	37.6
South-East Asia	P	88	5	5.7	11	12.5	23	26.1	51	58.0
	NPO	10	1	10.0	2	20.0	2	20.0	4	40.0
	GS	298	6	2.0	18	6.0	28	9.4	90	30.2
Europe	P	76	3	3.9	9	11.8	11	14.5	29	38.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	127	8	6.3	13	10.2	22	17.3	53	41.7
Eastern Mediterranean	P	93	7	7.5	12	12.9	16	17.2	42	45.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	223	3	1.3	12	5.4	18	8.1	50	22.4
Western Pacific	P	118	8	6.8	13	11.0	20	16.9	46	39.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	227	3	1.3	5	2.2	14	6.2	66	29.1
Total	P	1 351	54	4.0	162	12.0	265	19.6	598	44.3
	NPO	172	2	1.2	7	4.1	11	6.4	43	25.0
	GS	2 085	47	2.3	122	5.9	232	11.1	687	32.9

^a Figures are cumulative. For example, the total number of staff due to retire on 31 December 2004 (162) includes those scheduled to retire on 31 December 2002 (54).

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

TABLE 11. NUMBER OF STAFF WITH LONG-TERM AND SHORT-TERM APPOINTMENTS AS AT 31 DECEMBER 2001

Contract	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	619	231	126	88	93	76	118	1 351
National professional officers		162		10				172
General service staff	626	475	109	298	223	127	227	2 085
Total	1 245	868	235	396	316	203	345	3 608
Short-term appointments								
Professional staff	460	270	8	49	176	56	48	1 067
Consultants	77	125	72	17	417	335	267	1 310
National officers		240	230	13				483
General service staff	336	905	25	109	239	175	97	1 886
Total	873	1 540	335	188	832	566	412	4 746
Total number of staff	2 118	2 408	570	584	1 148	769	757	8 354

TABLE 12. DISTRIBUTION OF POSTS ACROSS MAIN OCCUPATIONAL GROUPS¹

1 Professional, managerial and technical work		%			%
1.A	Administrative specialists	26.4	1.A	Administrative specialists	100.0
1.B	Architects, engineers	3.0	1.A	Administrative (general)	5.1
1.C	Archivists, curators, information specialists and librarians	1.3	1.A.1	Financial management specialists	17.8
1.D	Artists	0.1	1.A.2	Management and programme analysts	4.8
1.E	Economists	1.4	1.A.3	Building service administrators	3.2
1.F	Education specialists	1.4	1.A.4	Meetings services administrators	1.9
1.G	Jurists	0.6	1.A.5	Computer informations systems specialists	13.7
1.H	Life scientists	5.8	1.A.6	Personnel management	9.9
			1.A.7	Printing services	0.6
			1.A.8	Public information	7.0
			1.A.9	Purchasing and contracting	3.2
			1.A.10	Representation and protocol	7.3
			1.A.11	Technical cooperation	9.9
			1.A.12	Administrative officers	12.4
			1.A.21	Auditors	2.5
			1.A.22	Hospital administrators	0.3
			1.A.23	Records and documents	0.3
1.I	Dental, nutrition, medical, nursing and veterinary specialists	46.2	1.I	Dental, nutrition, medical, nursing and veterinary specialists	100.0
1.J	Physical scientists	0.3	1.I	Medical specialists (general)	0.4
1.K	Sales and marketing specialists	0.1	1.I.1	Dentists	0.2
1.L	Social scientists	4.0	1.I.2	Dieticians, nutritionists	1.6
1.M	Statisticians and mathematicians	1.5	1.I.3	Medical specialists	91.4
1.N	Transportation specialists	0.1	1.I.3	Medical specialists	100.0
1.O	Writers, translators, interpreters	5.9	1.I.3	Medical specialists	7.6
1.P	Professionals, managerial and technical specialists for which no job family exists	0.2	1.I.3.B	Epidemiologists	19.7
1.R	Environmental specialists	1.2	1.I.3.D	General practitioners	1.0
1.S	Relief specialists	0.5	1.I.3.E	Haematologists	1.0
			1.I.3.F	Neurologists	0.2
			1.I.3.G	Family health	9.0
			1.I.3.H	Ophthalmologists	0.6
			1.I.3.I	Immunologists	3.2
			1.I.3.K	Noncommunicable diseases	2.0
			1.I.3.L	Geriatricians	0.2
			1.I.3.M	Mental health	3.2
			1.I.3.N	Public health	30.7
			1.I.3.O	Radiologists	0.4
			1.I.3.Q	Traditional medicine	0.4
			1.I.3.S	Communicable diseases	20.3
			1.I.3.T	Occupational health	0.6

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.