



WORLD HEALTH ORGANIZATION

FIFTY-SIXTH WORLD HEALTH ASSEMBLY
Provisional agenda item 18.1

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Human resources: annual report, 2002

Report by the Secretariat

1. This fourth annual report provides complete data on the human resources profile in WHO as at 31 December 2002, updating the report submitted to the Executive Board at its 111th session. It contains information on: the overall staffing situation by main location and grade, distribution of staff by gender, geographical representation, age profile, retirement age, nature of appointment, information on national professional officers and distribution of the workforce across the main occupational groups.

STAFFING PROFILE

Appointment categories

2. At 31 December 2002, WHO had a total of 3686 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, 1411 (38.3%) were in the professional category, 2099 (56.9%) in the general services and 176 (4.8%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 78 (2.1%) compared with 3608 reported in the annual report for 2001.²

3. Since 1994, there has been a moratorium on career service appointments, which were replaced from 1 July 2002 by service appointments, except for those staff currently holding career service appointments. There are 39 such staff members in the professional category compared to 56 on 31 December 2001, or a decrease of 30.4%, and 182 staff members in the general service category compared to 216 on 31 December 2001, or a decrease of 15.7%. They represent 2.8% and 8.7% of the respective categories.

4. In addition to staff holding long-term appointments, there were 5091 temporary staff (4218 short-term staff and 873 term-limited staff) on board as at 31 December 2002 (see Table 11).

5. The tables 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 A55/30.

Gender distribution

6. The overall distribution by sex of the 3686 staff members on long-term appointments referred to in paragraph 2 above is 1954 men (53%) and 1732 women (47%). Of the 1411 professional staff members on long-term appointment, 950 (67.3%) are men and 461 (32.7%) are women (Table 2). The percentage of women in the professional category has increased from 31.8% to 32.7% since the last annual report.

7. In 2002, women represented close to 34.3% of the total at grade P.4, 26.4% of the total at P.5, and some 21.7% of the total at P.6/D.1. At the D.2 level, women represented 17.3% of the total compared to 14.3% in 2001. The proportion of women in ungraded posts has increased to 22.2% compared to 20.0% in 2001.

Geographical representation

8. As of December 2002, 108 countries were within their desirable range (three have reached the top of their range of representation), 27 were overrepresented, 13 were underrepresented and 46 (including two Associate Members) were unrepresented (Table 3).

9. During 2002, there were 178 appointments, of which 60, or 33.7%, were nationals of unrepresented or underrepresented countries. Six countries (Burkina Faso, Cameroon, Colombia, Côte d'Ivoire, France and Tunisia) that were previously within their desirable ranges have now exceeded the top of their range, whereas one country that was formerly unrepresented (Yugoslavia) is now within its desirable range. Four countries that were within their desirable range are now unrepresented (Andorra, Luxembourg, San Marino and Swaziland). Two countries (South Africa and Sweden) that were previously underrepresented are now within their desirable range, and one country (Ukraine) previously within its desirable range is now underrepresented (see Tables 3 and 4).

Age, length of service and turnover of staff

10. Just over half the professional workforce (50.8%) is aged 50 years or older. In the general service and the national professional officer categories, 42.3% and 48.3% respectively are in their forties (see Table 6).

11. The largest single group of the staff (37.1%) has less than five years of service. This is true for national professional officers (88.6% or 156 staff out of 176) and professional staff (51.6% or 728 staff out of 1411) (see Table 8). However, 61.6% 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.

12. With regard to staff appointments, in the professional category, 94 staff, or 53.4%, were recruited externally; 56, or 31.8%, represented conversion of existing temporary contracts, and 26, or 14.8%, were reassigned through interagency transfer (Table 9).

13. Some 19.4% of the current professional workforce, 6.8% of national professional officers, and 12.5% of the general service staff are due to retire within the next five years (Table 10).

Occupational groups

14. Almost 48% of the posts held by professional staff are in the category “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 91.1% are medical specialists and 2.2% are nurses. The second largest occupational group is that of “Administrative specialists”, accounting for 25.9% (Table 12).

TABLES

15. The tables 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 at year end 1999, 2001 and 2002
Table 2	Distribution of staff by organizational location, grade and sex as at 31 December 2002
Table 3	Summary of countries not within range by region as at 31 December 2002
Table 4a-f	Status of representation of countries as at 31 December 2002
Table 5	Total professional staff by location of assignment and region of nationality as at 31 December 2002
Table 6	Staff by age, sex and location as at 31 December 2002
Table 7	Staff by grade and age, all locations, as at 31 December 2002
Table 8	Staff by length of service as at 31 December 2002
Table 9	Appointments during year 2002
Table 10	Staff retirement projections
Table 11	Number of staff with long-term and temporary appointments as at 31 December 2002
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

**TABLE 1. NUMBER OF STAFF¹ HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION
AT YEAR END 1999, 2001 AND 2002**

	Staff numbers at 31 December 1999				Staff numbers at 31 December 2001				Staff numbers at 31 December 2002			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	5	6	0	11	4	6	0	10	3	6	0	9
D2	42	6	4	52	40	5	4	49	43	6	3	52
D1/P6	61	36	42	139	67	32	43	142	72	37	43	152
P5	263	158	68	489	282	172	77	531	302	178	80	560
P4	138	120	88	346	137	151	91	379	144	151	96	391
P3	56	51	23	130	67	50	23	140	72	59	21	152
P2	24	40	18	82	24	52	19	95	22	54	18	94
P1	1	2	7	10	1	1	3	5	0	0	1	1
Total professional	590	419	250	1 259	622	469	260	1 351	658	491	262	1411
National professional officers	0	4	70	74	0	12	160	172	0	14	162	176
Total general service	671	1 041	481	2 193	644	960	481	2 085	644	987	468	2099
Grand total	1 261	1 464	801	3 526	1 266	1 441	901	3 608	1 302	1 492	892	3 686

¹ Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 1999: 23; 2001: 44; 2002: 23.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 31 DECEMBER 2002**

Professional staff

Location	P1			P2			P3			P4			P5			P6/D1			D2			Ungraded			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters	0	0	0	9	13	22	24	48	72	85	59	144	210	92	302	53	19	72	35	8	43	1	2	3	417	241	658	63.4	36.6
Africa	0	0	0	20	11	31	28	14	42	41	15	56	64	17	81	25	6	31	1	0	1	1	0	1	180	63	243	74.1	25.9
The Americas	0	0	0	3	12	15	5	5	10	60	30	90	9	4	13	1	0	1	0	0	0	1	0	1	79	51	130	60.8	39.2
South-East Asia	0	0	0	1	1	2	2	4	6	6	6	12	37	16	53	15	1	16	2	1	3	1	0	1	64	29	93	68.8	31.2
Europe	0	0	0	4	1	5	3	4	7	12	9	21	27	7	34	3	4	7	0	0	0	1	0	1	50	25	75	66.7	33.3
Eastern Mediterranean	0	0	0	6	4	10	3	4	7	20	5	25	29	7	36	14	1	15	2	0	2	1	0	1	75	21	96	78.1	21.9
Western Pacific	0	1	1	0	9	9	4	4	8	33	10	43	36	5	41	8	2	10	3	0	3	1	0	1	85	31	116	73.3	26.7
Total	0	1	1	43	51	94	69	83	152	257	134	391	412	148	560	119	33	152	43	9	52	7	2	9	950	461	1 411	67.3	32.7
Percentage by grade	0.0	100	100	45.7	54.3	100	45.4	54.6	100	65.7	34.3	100	73.6	26.4	100	78.3	21.7	100	82.7	17.3	100	77.8	22.2	100	67.3	32.7	100		
Percentage of total			0.1			6.7			10.9			27.7			39.7			10.6			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	47	15	62	67	34	101	0	1	1	114	50	164	69.5	30.5
The Americas	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0.0	100
South-East Asia	0	0	0	3	0	3	7	1	8	0	0	0	10	1	11	90.9	9.1
Total	0	1	1	50	15	65	74	35	109	0	1	1	124	52	176	70.0	30.0
Percentage by grade	0	100	100	76.9	23.1	100	67.9	32.1	100	0	100	100	70.5	29.5	100		
Percentage of total			0.6			36.9			62.3			0.6			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	2	3	20	18	38	35	114	149	46	200	246	28	135	163	15	30	45	145	499	644	22.5	77.5	
Africa	44	0	44	47	0	47	64	2	66	20	29	49	35	44	79	42	59	101	55	42	97	307	176	483	63.6	36.4	
The Americas	0	0	0	1	0	1	0	1	1	4	22	26	4	25	29	6	30	36	1	4	5	16	82	98	16.3	83.7	
South-East Asia	23	0	23	33	0	33	31	3	34	38	27	65	42	27	69	22	11	33	34	8	42	223	76	299	74.6	25.4	
Europe	0	0	0	1	1	2	7	5	12	7	14	21	6	60	66	3	11	14	3	11	14	27	102	129	20.9	79.1	
Eastern Mediterranean	5	0	5	21	0	21	17	7	24	9	39	48	8	40	48	15	27	42	6	19	25	81	132	213	38.0	62.0	
Western Pacific	4	1	5	12	3	15	24	4	28	9	18	27	11	68	79	10	35	45	11	23	34	81	152	233	34.8	65.2	
Total	76	1	77	116	6	122	163	40	203	122	263	385	152	464	616	126	308	434	125	137	262	880	1 219	2 099	41.9	58.1	
Percentage by grade	98.7	1.3	100	95.1	4.9	100	80.3	19.7	100	31.7	68.3	100	24.7	75.3	100	29.0	71.0	100	47.7	52.3	100	41.9	58.1	100			
Percentage of total			3.7			5.8			9.7			18.3			29.3			20.7			12.5			100			

M – male, F – female, T – total.

TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2002**(Note: Countries not listed are within range)**

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries
Africa	Comoros Sao Tome and Principe Swaziland			Burkina Faso Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Nigeria Senegal
The Americas	Antigua and Barbuda Belize Dominica Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines	Argentina Mexico United States of America	Brazil Canada Colombia
South-East Asia	Timor-Leste			India Myanmar Nepal
Europe	Andorra Azerbaijan Belarus Bosnia and Herzegovina Kazakhstan Kyrgyzstan Luxembourg Monaco	Republic of Moldova San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan	Austria Germany Italy Portugal Spain Ukraine	Belgium France Ireland Netherlands Russian Federation United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Cyprus Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Tunisia
Western Pacific	Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Singapore Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea	Australia New Zealand Philippines

* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002

African Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Algeria	1-8					1		2		3		1						6	1	7
Angola	1-8									3				1				4	0	4
Benin	1-8					1		1		1		1						4	0	4
Botswana	1-8									1	1							1	1	2
Burkina Faso	1-8			1		2	2	1		1		2						7	2	9
Burundi	1-8							1		1		1						3	0	3
Cameroon	1-8				1	2		1		3	2		1					6	4	10
Cape Verde	1-8								1	1								1	1	2
Central African Republic	1-8					1				2								3	0	3
Chad	1-8			1						1		1						3	0	3
Comoros	1-8																	0	0	0
Congo	1-8			6		2		2		1	1							11	1	12
Côte d'Ivoire	1-8			1		2	1	1		3			1					7	2	9
Democratic Republic of the Congo	1-8					1		1		6			1					8	1	9
Equatorial Guinea	1-8					1				1								2	0	2
Eritrea	1-8									2								2	0	2
Ethiopia	1-8					1	2	1	1	4	1	1	1					7	5	12
Gabon	1-8						1											0	1	1
Gambia	1-8					3				2		1				1		7	0	7
Ghana	1-8			2	2	2		3	1	3		1		1				12	3	15
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	2	1	3	2							6	6	12
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		2			1								0	4	4
Malawi	1-8							1		2	1							3	1	4
Mali	1-8					1		3	1	2		1						6	2	8
Mauritania	1-8							1		3		1						5	0	5
Mauritius	1-8				2	1	1	1										4	1	5
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	3		4	2	1	1					11	3	14
Rwanda	1-8				2			3		1		1						7	0	7
Sao Tome and Principe	1-8																	0	0	0
Senegal	1-8				1	1	1	2		1	3	3						7	5	12
Seychelles	1-8				1													0	1	1
Sierra Leone	1-8				1			1	1	2								3	2	5
South Africa	3-9							2		2	2			1				5	2	7
Swaziland	1-8																	0	0	0
Togo	1-8							1		1		2						4	0	4
Uganda	1-8							2		4	1							6	1	7
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	1	1		1				6	1	7
Total – African Region		0	0	18	10	24	12	41	11	75	23	25	7	4	0	1	0	188	63	251

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002

Region of the Americas

Country	Range	Staff by grade and sex												All professional staff			
		P1		P2		P3		P4		P5		P6/D1					D2
		M	F	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	3		1							3	2	5
Bahamas	1-8							1							1	0	1
Barbados	1-8												1		1	0	1
Belize	1-8														0	0	0
Bolivia	1-8			1	1		3								4	1	5
Brazil	14-20					2	8	6	9	2	2		1	1	20	11	31
Canada	21-29			1		2	3	6	9	10	6	2	1	1	22	19	41
Chile	1-8				1		1		1	2	1				2	4	6
Colombia	1-8						4	2	2		1				7	2	9
Costa Rica	1-8				1		1								1	1	2
Cuba	1-8						3	1	1	1					4	2	6
Dominica	1-8														0	0	0
Dominican Republic	1-8						1	3	1						2	3	5
Ecuador	1-8				1		2	1							3	1	4
El Salvador	1-8					1	2	2							2	3	5
Grenada	1-8														0	0	0
Guatemala	1-8						1		1						2	0	2
Guyana	1-8						2	1		1					2	2	4
Haiti	1-8						1								1	0	1
Honduras	1-8						1								1	0	1
Jamaica	1-8				1			1							0	2	2
Mexico	9-15						4		1	1					5	1	6
Nicaragua	1-8							2							0	2	2

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total			
Panama	1-8						4	1	1									5	1	6	
Paraguay	1-8						1											1	0	1	
Peru	1-8				1			1	1	1								2	2	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							2			1							2	1	3	
United States of America	174-237				1	6	9	12	29	19	47	22	7	2	5	1		98	62	160	
Uruguay	1-8							2	1	1	2							3	3	6	
Venezuela	1-8							1	1	2								3	1	4	
Total – Region of the Americas			0	0	4	11	11	20	82	52	81	38	12	3	7	2	1	0	198	126	324

* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002

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						2		2	2	1							5	2	7		
Bhutan	1-8						1											1	0	1		
Democratic People’s Republic of Korea	1-8								1									1	0	1		
India	14-21			2		3		4	2	9	4	2	2	1	1			21	9	30		
Indonesia	4-10									2	4	1		1		1		5	4	9		
Maldives	1-8					1						2						3	0	3		
Myanmar	1-8					2		2	1	1	2	3						6	5	11		
Nepal	1-8							1		7			1					8	1	9		
Sri Lanka	1-8								1	3	2	1						4	3	7		
Thailand	2-8					1				1	4	1			1			2	6	8		
Timor-Leste	1-8																	0	0	0		
Total – South-East Asia Region			0	0		2	0	4	3	10	4	26	18	11	3	2	2	1	0	56	30	86

M – male, F – female.

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					2	7			13	5	5	1					25	8	33
Norway	5-11								1	2		2		1			1	5	2	7
Poland	2-8								1	3								3	1	4
Portugal	3-10					1												0	1	1
Republic of Moldova	1-8																	0	0	0
Romania	1-8										1		1					0	2	2
Russian Federation	10-16							10	1	8		2						20	1	21
San Marino	1-8																	0	0	0
Slovakia	1-8									1								1	0	1
Slovenia	1-8								1		1							0	2	2
Spain	20-28							3		3	7	1			1			7	8	15
Sweden	9-15					1		2		3	1	1	1	1				5	5	10
Switzerland	10-16					1	1	2		3	2		1					6	4	10
Tajikistan	1-8																	0	0	0
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	4-10									4	1	1				1		5	2	7
Turkmenistan	1-8																	0	0	0
Ukraine	2-8							1										1	0	1
United Kingdom of Great Britain and Northern Ireland	37-51				4	1	6	13	6	17	6	5	2	2	1	1		39	25	64
Uzbekistan	1-8																	0	0	0
Yugoslavia	1-8								2									0	2	2
Total – European Region		0	0	2	5	12	23	71	35	142	41	46	14	18	3	2	2	293	123	416

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002

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	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	1		4			1			5	7	12	
Iran (Islamic Republic of)	2-8					1		1	1	3							5	1	6	
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							2	1	2	2						4	3	7	
Libyan Arab Jamahiriya	1-8					1				1							1	1	2	
Morocco	1-8									3		1					4	0	4	
Oman	1-8																0	0	0	
Pakistan	2-8							2		5							7	0	7	
Qatar	1-8																0	0	0	
Saudi Arabia	5-11														1		1	0	1	
Somalia	1-8							1		1		1		1			4	0	4	
Sudan	1-8					1		3		2		2					8	0	8	
Syrian Arab Republic	1-8							1	1	3		1					5	1	6	
Tunisia	1-8					1	1	1		1		5					8	1	9	
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	16	4	26	9	14	0	3	1	1	0	67	18	85

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2002

Western Pacific Region

Country	Range	Staff by grade and sex											
		P1		P2		P3		P4		P5		P6/D1	
		M	F	M	F	M	F	M	F	M	F	M	F
Australia	12-18					1		2		5	3	5	1
Brunei Darussalam	1-8												
Cambodia	1-8												
China	22-31					2	1	1	1	4	2	1	
Cook Islands	1-8												
Fiji	1-8							1		1		1	
Japan	141-191					3	4	4	4	17	3	1	2
Kiribati	1-8												
Lao People's Democratic Republic	1-8					1							
Malaysia	2-8					3		1		2			
Marshall Islands	1-8												
Micronesia (Federated States of)	1-8												
Mongolia	1-8									1			
Nauru	1-8												
New Zealand	2-8					1		1	1	3	1	1	1
Niue	1-8												
Palau	1-8												
Papua New Guinea	1-8												
Philippines	1-8			3	1	1	6	3	2	1		1	
Republic of Korea	8-15									5			1
Samoa	1-8												
Singapore	1-8												
Solomon Islands	1-8									1			
Tokelau*	1-8												

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	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	15	13	9	40	10	7	4	8	1	1	0	80	40	120

* Associate Member.

M – male, F – female.

**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2002**

By location of assignment

Location of assignment	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	54	8.2	139	21.1	32	4.9	340	51.7	19	2.9	74	11.2	658	100.0
Africa	203	83.5	22	9.1	0	0.0	15	6.2	2	0.8	1	0.4	243	100.0
The Americas	1	0.8	112	86.2	1	0.8	16	12.3	0	0.0	0	0.0	130	100.0
South-East Asia	1	1.1	22	23.7	42	45.2	22	23.7	0	0.0	6	6.5	93	100.0
Europe	0	0.0	12	16.0	3	4.0	58	77.3	0	0.0	2	2.7	75	100.0
Eastern Mediterranean	3	3.1	13	13.5	2	2.1	11	11.5	65	67.7	2	2.1	96	100.0
Western Pacific	1	0.9	22	19.0	9	7.8	38	32.8	0	0.0	46	39.7	116	100.0
Total	263	18.6	342	24.2	89	6.3	500	35.4	86	6.1	131	9.3	1 411	100.0

By region of nationality

Location of assignment	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	54	20.5	139	40.6	32	36.0	340	68.0	19	22.1	74	56.5	658	46.6
Africa	203	77.2	22	6.4	0	0.0	15	3.0	2	2.3	1	0.8	243	17.2
The Americas	1	0.4	112	32.7	1	1.1	16	3.2	0	0.0	0	0.0	130	9.2
South-East Asia	1	0.4	22	6.4	42	47.2	22	4.4	0	0.0	6	4.6	93	6.6
Europe	0	0.0	12	3.5	3	3.4	58	11.6	0	0.0	2	1.5	75	5.3
Eastern Mediterranean	3	1.1	13	3.8	2	2.2	11	2.2	65	75.6	2	1.5	96	6.8
Western Pacific	1	0.4	22	6.4	9	10.1	38	7.6	0	0.0	46	35.1	116	8.2
Total	263	100.0	342	100.0	89	100.0	500	100.0	86	100.0	131	100.0	1 411	100.0

TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2002**Professional staff**

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	2	4	6	38	53	91	153	80	233	215	99	314	9	5	14	417	241	658
Africa	0	1	1	13	11	24	64	24	88	100	27	127	3	0	3	180	63	243
The Americas	1	1	2	3	9	12	28	21	49	45	19	64	2	1	3	79	51	130
South-East Asia	1	0	1	3	5	8	19	6	25	39	16	55	2	2	4	64	29	93
Europe	1	0	1	4	3	7	19	11	30	24	10	34	2	1	3	50	25	75
Eastern Mediterranean	0	0	0	5	3	8	29	10	39	36	8	44	5	0	5	75	21	96
Western Pacific	0	0	0	10	11	21	35	9	44	36	11	47	4	0	4	85	31	116
Total	5	6	11	76	95	171	347	161	508	495	190	685	27	9	36	950	461	1 411
Percentage by bracket	45.5	54.5	100.0	44.4	55.6	100.0	68.3	31.7	100.0	72.3	27.7	100.0	75.0	25.0	100.0	67.3	32.7	100.0
Percentage of total	0.8			12.1			36.0			48.1			2.7			99.7		

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	0	0	17	8	25	54	24	78	39	17	56	4	1	5	114	50	164
The Americas	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
South-East Asia	0	0	0	1	0	1	6	0	6	3	1	4	0	0	0	10	1	11
Total	0	0	0	18	8	26	60	25	85	42	18	60	4	1	5	124	52	176
Percentage by bracket				69.2	30.8	100.0	70.6	29.4	100.0	70.0	30.0	100.0	80.0	20.0	100.0	70.5	29.5	100.0
Percentage of total	0.0			14.8			48.3			34.1			2.8			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	5	9	14	20	72	92	64	206	270	56	207	263	0	5	5	145	499	644
Africa	1	4	5	38	25	63	139	97	236	128	50	178	1	0	1	307	176	483
The Americas	1	2	3	3	16	19	5	32	37	7	31	38	0	1	1	16	82	98
South-East Asia	7	5	12	38	18	56	88	37	125	85	16	101	5	0	5	223	76	299
Europe	1	2	3	6	29	35	9	31	40	10	39	49	1	1	2	27	102	129
Eastern Mediterranean	5	14	19	16	44	60	36	44	80	24	30	54	0	0	0	81	132	213
Western Pacific	2	11	13	18	33	51	33	64	97	28	44	72	0	0	0	81	152	233
Total	22	47	69	139	237	376	374	511	885	338	417	755	7	7	14	880	1 219	2 099
Percentage by bracket	31.9	68.1	100.0	37.0	63.0	100.0	42.3	57.7	100.0	44.8	55.2	100.0	50.0	50.0	100.0	41.9	58.1	100.0
Percentage of total	3.3			17.9			42.3			36.0			0.7			100.2		

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS, AS AT 31 DECEMBER 2002**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	3	1	4	4	1	5	7	2	9
D2	2	0	2	0	0	0	6	2	8	34	6	40	1	1	2	43	9	52
D1/P6	0	0	0	1	0	1	27	8	35	85	24	109	6	1	7	119	33	152
P5	0	0	0	18	12	30	157	57	214	226	75	301	11	4	15	412	148	560
P4	0	0	0	30	29	59	117	56	173	105	47	152	5	2	7	257	134	391
P3	0	0	0	15	28	43	26	30	56	28	25	53	0	0	0	69	83	152
P2	3	6	9	12	25	37	14	8	22	14	12	26	0	0	0	43	51	94
P1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
Total	5	6	11	76	95	171	347	161	508	495	190	685	27	9	36	950	461	1 411
Percentage by bracket	45.5	54.5	100.0	44.4	55.6	100.0	68.3	31.7	100.0	72.3	27.7	100.0	75.0	25.0	100.0	67.3	32.7	100.0
Percentage of total	0.8			12.1			36.0			48.1			2.6			99.6		

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	1	1	0	0	0	0	0	0	0	1	1
B	0	0	0	11	4	15	23	7	30	14	4	18	2	0	2	50	15	65
C	0	0	0	7	3	10	37	17	54	28	14	42	2	1	3	74	35	109
D	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
Total	0	0	0	18	8	26	60	25	85	42	18	60	4	1	5	124	52	176
Percentage by bracket				69.2	30.8	100.0	70.6	29.4	100.0	70.0	30.0	100.0	80.0	20.0	100.0	70.5	29.5	100.0
Percentage of total	0.0			14.8			48.3			34.1			2.8			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	3	4	13	12	25	48	50	98	60	71	131	3	1	4	125	137	262
G6	3	6	9	23	35	58	61	148	209	39	115	154	0	4	4	126	308	434
G5	4	13	17	33	103	136	45	190	235	69	157	226	1	1	2	152	464	616
G4	5	18	23	20	72	92	57	110	167	39	62	101	1	1	2	122	263	385
G3	4	6	10	18	13	31	84	11	95	57	10	67	0	0	0	163	40	203
G2	4	0	4	22	2	24	49	2	51	39	2	41	2	0	2	116	6	122
G1	1	1	2	10	0	10	30	0	30	35	0	35	0	0	0	76	1	77
Total	22	47	69	139	237	376	374	511	885	338	417	755	7	7	14	880	1 219	2 099
Percentage by bracket	31.9	68.1	100.0	37.0	63.0	100.0	42.3	57.7	100.0	44.8	55.2	100.0	50.0	50.0	100.0	41.9	58.1	100.0
Percentage of total	3.3			17.9			42.2			36.0			0.7			100.0		
M – male, F – female, T – total.																		

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2002

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	316	0	166	482	98	0	51	149	121	0	150	271	69	0	94	163	24	0	64	88	18	0	76	94	12	0	43	55	658	0	644	1 302
Africa	126	149	82	357	34	2	77	113	37	12	99	148	18	1	106	125	17	0	65	82	4	0	41	45	7	0	13	20	243	164	483	890
The Americas	83	0	44	127	22	0	21	43	17	0	13	30	6	1	9	16	1	0	8	9	1	0	3	4	0	0	0	0	130	1	98	229
South-East Asia	45	7	53	105	28	2	58	88	14	0	73	87	2	1	68	71	4	0	17	21	0	0	22	22	0	1	8	9	93	11	299	403
Europe	31	0	46	77	16	0	24	40	16	0	16	32	8	0	13	21	4	0	14	18	0	0	7	7	0	0	9	9	75	0	129	204
Eastern Mediterranean	52	0	69	121	21	0	32	53	14	0	44	58	6	0	38	44	2	0	15	17	0	0	13	13	1	0	2	3	96	0	213	309
Western Pacific	75	0	72	147	20	0	41	61	8	0	45	53	7	0	35	42	3	0	33	36	3	0	5	8	0	0	2	2	116	0	233	349
Total	728	156	532	1 416	239	4	304	547	227	12	440	679	116	3	363	482	55	0	216	271	26	0	167	193	20	1	77	98	1 411	176	2 099	3 686
Percentage by bracket	51.4	11.0	37.6	100	43.7	0.7	55.6	100	33.4	1.8	64.8	100	24.1	0.6	75.3	100	20.3	0.0	79.7	100	13.5	0.0	86.5	100	20.4	1.0	78.6	100	38.3	4.8	56.9	100
Percentage of total	37.1				15.4				18.7				13.2				7.6				5.3				2.7				100.0			

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

TABLE 9. APPOINTMENTS DURING YEAR 2002

Location	Category	Total staff at 31 December 2002	New appointments		Conversion of temporary 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	658	46	26.1	34	64.7	6	50.0	86	43.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	644	7	42.9	42	78.6	2	100.0	51	74.5
Africa	P	243	13	38.5	7	28.6	2	50.0	22	36.4
	NPO	164	9	33.3	1	100.0	0	0.0	10	40.0
	GS	483	11	27.3	15	33.3	1	100.0	27	33.3
The Americas	P	130	7	28.6	0	0.0	18	38.9	25	36.0
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	98	1	100.0	0	0.0	12	66.7	13	69.3
South-East Asia	P	93	11	63.6	2	100.0	1	0.0	14	64.3
	NPO	11	0	0.0	2	0.0	0	0.0	2	0.0
	GS	299	0	0.0	14	35.7	0	0.0	14	35.7
Europe	P	75	1	100.0	4	25.0	0	0.0	5	40.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	129	7	100.0	11	90.9	0	0.0	18	94.4
Eastern Mediterranean	P	96	4	25.0	8	12.5	1	0.0	13	15.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	213	3	66.7	12	50.0	1	0.0	16	50.0
Western Pacific	P	116	12	16.7	1	0.0	0	0.0	13	15.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	233	4	50.0	14	78.6	0	0.0	18	72.2
Total	P	1 411	94	31.9	56	50.0	28	39.3	178	38.8
	NPO	176	9	33.3	3	33.3	0	0.0	12	33.3
	GS	2 099	33	54.5	108	64.8	16	68.8	157	63.1
	All	3 686	136	37.5	167	59.3	44	50.0	347	49.6

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

TABLE 10. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 31 December 2002	Staff due to retire							
			by 31 December 2003		by 31 December 2005		by 31 December 2007		by 31 December 2012	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	658	28	4.3	74	11.2	131	19.9	278	42.2
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	644	12	1.9	39	6.1	86	13.4	249	38.7
Africa	P	243	12	4.9	31	12.8	50	20.6	104	42.8
	NPO	164	2	1.2	6	3.7	10	6.1	46	28.0
	GS	483	8	1.7	29	6.0	61	12.6	165	34.2
The Americas	P	130	5	3.8	15	11.5	22	16.9	60	46.2
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	98	3	3.1	10	10.2	17	17.3	37	37.8
South-East Asia	P	93	1	1.1	14	15.1	28	30.1	51	54.8
	NPO	11	1	9.1	1	9.1	2	18.2	4	36.4
	GS	299	4	1.3	16	5.4	37	12.4	95	31.8
Europe	P	75	4	5.3	7	9.3	11	14.7	32	42.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	129	1	0.8	10	7.8	22	17.1	48	37.2
Eastern Mediterranean	P	96	5	5.2	8	8.3	17	17.7	40	41.7
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	213	5	2.3	13	6.1	22	10.3	52	24.4
Western Pacific	P	116	4	3.4	8	6.9	15	12.9	43	37.1
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	233	1	0.4	5	2.1	17	7.3	64	27.5
Total	P	1 411	59	4.2	157	11.1	274	19.4	608	43.1
	NPO	176	3	1.7	7	4.0	12	6.8	50	28.4
	GS	2 099	34	1.6	122	5.8	262	12.5	710	33.8
	All	3 686	96	2.6	286	7.8	548	14.9	1 368	37.1

¹ Cumulative figures.

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

TABLE 11. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS AS AT 31 DECEMBER 2002

Category	Headquarters	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Long-term appointments								
Professional staff	658	243	130	93	75	96	116	1 411
National professional staff	0	164	1	11	0	0	0	176
General services	644	483	98	299	129	213	233	2 099
Total	1 302	890	229	403	204	309	349	3 686
Temporary appointments								
Term-limited appointments								
Professional staff	201	38	25	5	11	7	2	289
National professional staff	0	7	0	3	15	0	0	25
General service staff	161	269	0	25	45	27	32	559
Total	362	314	25	33	71	34	34	873
Short-term appointments								
Professional staff	332	371	28	46	96	89	26	988
Consultants	24	235	77	8	1	356	2	703
National professional staff	0	115	0	15	29	0	0	159
General service staff	239	1 669	16	132	132	118	62	2 368
Total	595	2 390	121	201	258	563	90	4 218
Total staff with temporary appointments	957	2 704	146	234	329	597	124	5 091
Total number of staff	2 259	3 594	375	637	533	906	473	8 777

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

1 Professional, managerial and technical work		%			%
1.A	Administrative specialists (365 posts)	25.9	1.A	Administrative specialists	100.0
1.B	Architects, engineers	2.7	1.A	Administrative (general)	4.0
1.C	Archivists, curators, information specialists and librarians	1.4	1.A.1	Financial management specialists	18.3
1.D	Artists	0.1	1.A.2	Management and programme analysts	3.4
1.E	Economists	1.5	1.A.3	Building service administrators	3.4
1.F	Education specialists	1.5	1.A.4	Meetings services administrators	2.2
1.G	Jurists	0.6	1.A.5	Computer informations systems specialists	13.7
1.H	Life scientists	5.7	1.A.6	Personnel management	12.1
			1.A.7	Printing services	0.6
			1.A.8	Public information	7.1
			1.A.9	Purchasing and contracting	2.8
			1.A.10	Representation and protocol	7.8
			1.A.11	Technical cooperation	9.0
			1.A.12	Administrative officers	12.4
			1.A.21	Auditors	2.2
			1.A.22	Hospital administrators	0.3
			1.A.23	Records and documents	0.6
1.I	Dental, nutrition, medical, nursing and veterinary specialists (676 posts)	47.9	1.I	Dental, nutrition, medical, nursing and veterinary specialists	100.0
1.J	Physical scientists	0.4	1.I	Medical specialists (general)	0.3
1.K	Sales and marketing specialists	0.1	1.I.1	Dentists	0.3
1.L	Social scientists	3.9	1.I.2	Dieticians, nutritionists	1.7
1.M	Statisticians and mathematicians	1.5	1.I.3	Medical specialists	91.1
1.N	Transportation specialists	0.1	1.I.4	Nurses	2.2
1.O	Writers, translators, interpreters	5.0	1.I.5	Opticians	0.2
1.P	Professionals, managerial and technical specialists for which no job family exists	0.2	1.I.6	Pharmacists	0.8
1.R	Environmental specialists	0.9	1.I.7	Sanitarians public health	0.2
1.S	Relief specialists	0.6	1.I.8	Veterinarians	1.7
			1.I.9	Rehabilitation specialists	0.2
			1.I.10	Health laboratory specialists	1.3
					%
			1.I.3	Medical specialists	100.0
			1.I.3	Medical specialists	9.2
			1.I.3.A	Food services administrators	0.2
			1.I.3.B	Epidemiologists	17.3
			1.I.3.D	General practitioners	0.9
			1.I.3.E	Haematologists	1.1
			1.I.3.F	Neurologists	0.2
			1.I.3.G	Family health	7.6
			1.I.3.H	Ophthalmologists	0.7
			1.I.3.I	Immunologists	2.6
			1.I.3.K	Noncommunicable diseases	2.4
			1.I.3.L	Geriatricians	0.2
			1.I.3.M	Mental health	2.6
			1.I.3.N	Public health	30.9
			1.I.3.O	Radiologists	0.2
			1.I.3.Q	Traditional medicine	0.4
			1.I.3.S	Communicable diseases	23.0
			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.

