



WORLD HEALTH ORGANIZATION

FIFTY-SEVENTH WORLD HEALTH ASSEMBLY
Provisional agenda item 17.1

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Human resources: annual report

Report by the Secretariat

1. This fifth annual report provides complete data on the human resources profile in WHO as at 31 December 2003, updating the report submitted to the Executive Board at its 113th session. It contains information on: the overall staffing situation by main location and grade, distribution of staff by sex, 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 2003, WHO had a total of 3842 staff members on either fixed-term appointments of one year or more, or career service/service appointments¹ (both referred to hereafter as “fixed-term/service appointments”).² Of these, 1490 (38.8%) were in the professional category, 2139 (55.7%) in the general services and 213 (5.5%) in the national professional officer category (see Table 1). The number of staff members holding fixed-term/service appointments had increased by 109 (3%) compared with the number at 31 December 2002, given in the annual report for 2002.³

3. As of 1 July 2003, and with the approval of the Director-General, service appointments were introduced to replace career service appointments. Staff members already holding career service appointments were not affected by this change. There are currently 37 such staff members in the professional category, compared with 39 on 31 December 2002 – a decrease of 5.1%. For the general services category the figure is 173, compared with 182 on 31 December 2002 – a decrease of 5%. At the present time, the two groups represent 2.5% and 8.1% of their respective categories.

4. To date, some 224 service appointments have been awarded to general service staff from the Regional Offices for South-East Asia, the Eastern Mediterranean and the Western Pacific. The review process is continuing to award service appointments, in accordance with the provisions established by the Director-General.

¹ This figure includes staff members holding career service appointments on 1 July 2002.

² This figure excludes staff from PAHO and IARC.

³ See document A56/38.

5. In addition to staff holding fixed-term/service appointments, there were 3713 staff holding temporary appointments (1505 short-term staff and 2208 term-limited staff) as at 31 December 2003 (see Table 11).

6. The figure and tables appearing in this document and the summary analyses that precede them relate to staff holding fixed-term/service appointments (unless otherwise specified).

Gender distribution

7. The distribution of staff with fixed-term/service appointments by organizational location, grade and sex is shown in Table 2. It can be seen that, of the 1490 professional staff members on fixed-term/service appointments, 990 (66.4%) are men and 500 (33.6%) are women.

8. The percentage of women in the professional category has increased since the last annual report (33.6% from 32.7%). Thus, while this report shows that there is a prevalence of women at the P.2 and P.3 grades, the representation of women at grade P.4 is 36.8%, at P.5 28.3% and at P.6/D.1 18.7%. Since the last report, the proportion of women at D.2 level has decreased slightly from 21.7% to 20%; in ungraded posts it has increased from 22.2% to 26.3%.

Geographical representation

9. The Fifty-sixth World Health Assembly approved a revised formula for establishing desirable ranges to ensure equitable geographical representation of staff.¹ As a result of its implementation in July 2003:

- five countries that were previously overrepresented (Democratic Republic of the Congo, Ethiopia, India, Nigeria and the Russian Federation) are now within their desirable range of representation;
- three countries that were underrepresented (Austria, Italy and the United States of America) are now within their desirable range of representation;
- two countries that were within their desirable range of representation (Israel and Viet Nam) are now underrepresented.

10. The following changes are due to other factors:

- (i) Staff movements. Four countries that were previously unrepresented (Belarus, Cyprus, Kazakhstan and Saint Kitts and Nevis) are now within their desirable range and two countries that were previously within their desirable range of representation (Barbados and Suriname) are now unrepresented. One country that was previously overrepresented (Côte d'Ivoire) is now within its desirable range of representation whereas four countries that were formerly within their desirable range of representation (Denmark, Gambia, Jordan and Mali) are now overrepresented.

¹ Resolution WHA56.35.

(ii) Cyprus, which was formerly part of the Eastern Mediterranean Region, is now part of the European Region.

11. As of December 2003, 115 countries were within their desirable range (five of these having reached the top of their range of representation); 23 countries were overrepresented, 12 were underrepresented and 44 (including two Associate Members) were unrepresented (see Table 3). Table 4 gives details of the status of representation of countries.

12. Table 5 provides information on the distribution of staff by location of assignment and region of nationality.

13. In 2003, there were 208 appointments to the professional category; of these, 64 (30.8%) were nationals of unrepresented or underrepresented countries.

Age, length of service and turnover of staff

14. Almost half of the professional workforce (48.1%) is aged 50 years or older. In the general service and the national professional officer categories, 42.3% and 49.3% respectively are in their forties (see Table 6).

15. The largest single group of staff (37.1%) has less than five years of service. However, 58.6% 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 currently eight years for professional staff and 13 years for general service staff (see Table 8).

16. Table 9 provides data on staff appointments during 2003. In the professional category, it shows that 98 (32.7%) were recruited externally, 91 (40.7%) represented conversions of existing temporary contracts, in line with the Director-General's commitment to review the situation of "long-term short-term" staff and their possible transition to fixed-term status, and a further 19 (26.3%) were reassigned through interagency transfer.

17. According to current projections, approximately 15% of the workforce (including 19% of the professional category) is due to retire within the next five years and over a third within the next 10 years (see Table 10).

Occupational groups

18. Some 47% of the posts held by professional staff are in the category "Dental, nutrition, medical, nursing and veterinary specialists". Within this group, 92.3% are "Medical specialists" and 1.8% are "Nurses". The second largest occupational group is that of "Administrative specialists", which accounts for 28.2% (see Table 12). Of that group, 17.4% are "Financial management specialists", 14.7% are "Computer information systems specialists", while 13.1% are "Administrative officers".

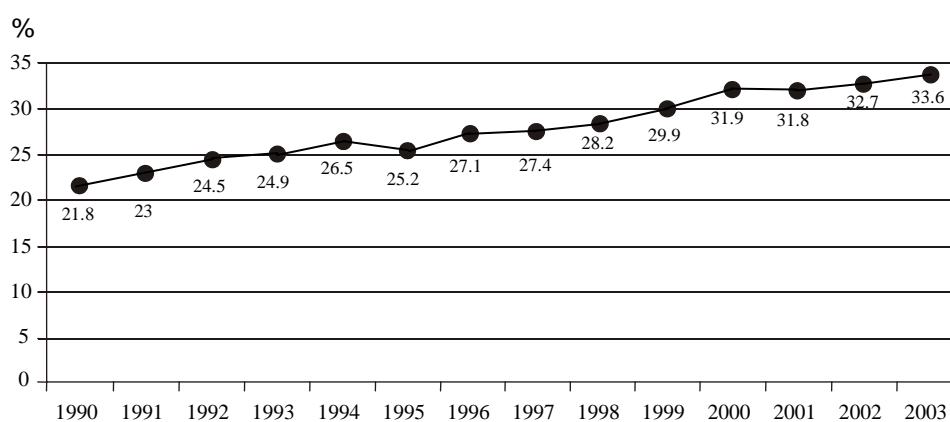
FIGURE AND TABLES

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

Figure Percentage of women in the professional and higher categories 1990-2003

Table 1	Number of staff holding fixed-term/service appointments by grade and main location at year end 1999, 2001 and 2003
Table 2	Distribution of staff by organizational location, grade and sex as at 31 December 2003
Table 3	Summary of countries not within range by region as at 31 December 2003
Table 4a-f	Status of representation of countries as at 31 December 2003
Table 5	Total professional staff by location of assignment and region of nationality as at 31 December 2003
Table 6	Staff by age, sex and location as at 31 December 2003
Table 7	Staff by grade and age (all locations) as at 31 December 2003
Table 8	Staff by length of service as at 31 December 2003
Table 9	Appointments during year 2003
Table 10	Staff retirement projections
Table 11	Number of staff holding fixed-term/service and temporary appointments as at 31 December 2003
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

PERCENTAGE OF WOMEN IN THE PROFESSIONAL AND HIGHER CATEGORIES 1990-2003



WHO 03.215

TABLE 1. NUMBER OF STAFF¹ HOLDING FIXED-TERM/SERVICE APPOINTMENTS BY GRADE AND MAIN LOCATION AT YEAR END 1999, 2001 AND 2003

	Staff numbers at 31 December 1999				Staff numbers at 31 December 2001				Staff numbers at 31 December 2003			
	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total	Headquarters	Regional offices	Countries	Total
Ungraded	5	6	0	11	4	6	0	10	13	6	0	19
D2	42	6	4	52	40	5	4	49	42	6	2	50
D1/P6	61	36	42	139	67	32	43	142	81	38	47	166
P5	263	158	68	489	282	172	77	531	325	178	81	584
P4	138	120	88	346	137	151	91	379	164	142	99	405
P3	56	51	23	130	67	50	23	140	92	62	23	177
P2	24	40	18	82	24	52	19	95	25	44	20	89
P1	1	2	7	10	1	1	3	5	0	0	0	0
Total professional	590	419	250	1 259	622	469	260	1 351	742	476	272	1 490
National professional officers	0	4	70	74	0	12	160	172	0	17	196	213
Total general service	671	1 041	481	2 193	644	960	481	2 085	690	960	489	2 139
Grand total	1 261	1 464	801	3 526	1 266	1 441	901	3 608	1 432	1 453	957	3 842

¹ Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 1999: 23; 2001: 44; 2003: 17.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 31 DECEMBER 2003**

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	10	15	25	35	57	92	87	77	164	223	102	325	62	19	81	33	9	42	9	4	13	459	283	742	61.9	38.1
Africa	0	0	0	21	8	29	27	15	42	37	15	52	64	17	81	25	5	30	1	0	1	1	0	1	176	60	236	74.6	25.4
The Americas	0	0	0	2	9	11	4	6	10	57	30	87	6	3	9	2	0	2	0	0	0	0	1	1	71	49	120	59.2	40.8
South-East Asia	0	0	0	1	3	4	3	5	8	9	4	13	37	18	55	15	1	16	2	1	3	1	0	1	68	32	100	68.0	32.0
Europe	0	0	0	3	0	3	5	5	10	16	9	25	25	10	35	5	3	8	0	0	0	1	0	1	55	27	82	67.1	32.9
Eastern Mediterranean	0	0	0	6	5	11	5	4	9	17	6	23	29	8	37	17	1	18	2	0	2	1	0	1	77	24	101	76.2	23.8
Western Pacific	0	0	0	0	6	6	4	2	6	33	8	41	35	7	42	9	2	11	2	0	2	1	0	1	84	25	109	77.1	22.9
Total	0	0	0	43	46	89	83	94	177	256	149	405	419	165	584	135	31	166	40	10	50	14	5	19	990	500	1 490	66.4	33.6
Percentage by grade	0.0	0.0	0.0	48.3	51.7	100	46.9	53.1	100	63.2	36.8	100	71.7	28.3	100	81.3	18.7	100	80.0	20.0	100	73.7	26.3	100	66.4	33.6	100		
Percentage of total			0.0			6.0			11.9			27.2			39.2			11.2			3.3			1.2			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	46	15	61	70	41	111	1	1	2	117	57	174	67.2	32.8
The Americas	1	1	2	0	0	0	0	0	0	0	0	0	1	1	2	50.0	50.0
South-East Asia	0	0	0	2	0	2	13	1	14	0	0	0	15	1	16	93.8	6.3
Europe	0	0	0	9	12	21	0	0	0	0	0	0	9	12	21	42.9	57.1
Total	1	1	2	57	27	84	83	42	125	1	1	2	142	71	213	66.7	33.3
Percentage by grade	50.0	50.0	100	67.9	32.1	100	66.4	33.6	100	50.0	50.0	100	66.7	33.3	100		
Percentage of total			0.9			39.4			58.8			0.9			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	2	3	25	13	38	38	127	165	57	214	271	33	139	172	14	27	41	168	522	690	24.3	75.7		
Africa	43	0	43	53	0	53	63	3	66	20	29	49	23	48	71	27	56	83	42	45	87	271	181	452	60.0	40.0		
The Americas	0	0	0	1	0	1	1	1	2	5	18	23	2	23	25	3	30	33	1	4	5	13	76	89	14.6	85.4		
South-East Asia	9	0	9	49	0	49	32	5	37	37	31	68	44	29	73	23	9	32	34	10	44	228	84	312	73.1	26.9		
Europe	0	0	0	1	1	2	8	5	13	6	16	22	8	65	73	1	13	14	3	13	16	27	113	140	19.3	80.7		
Eastern Mediterranean	13	0	13	20	0	20	16	3	19	8	39	47	10	36	46	15	26	41	4	20	24	86	124	210	41.0	59.0		
Western Pacific	4	1	5	14	2	16	22	6	28	10	22	32	13	66	79	12	42	54	9	23	32	84	162	246	34.1	65.9		
Total	69	1	70	139	5	144	167	36	203	124	282	406	157	481	638	114	315	429	107	142	249	877	1 262	2 139	41.0	59.0		
Percentage by grade	98.6	1.4	100	96.5	3.5	100	82.3	17.7	100	30.5	69.5	100	24.6	75.4	100	26.6	73.4	100	43.0	57.0	100	41.0	59.0	100				
Percentage of total			3.3			6.7			9.5			19.0			29.8			20.1			11.6			100				

M – male, F – female, T – total.

TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2003

(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries
Africa	Comoros Sao Tome and Principe Swaziland		-	Burkina Faso Ghana Cameroon Kenya Congo Mali Gambia Senegal
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada	Puerto Rico* Saint Lucia Saint Vincent and the Grenadines Suriname	Argentina Mexico	Brazil Canada Colombia
South-East Asia	Democratic Republic of Timor-Leste		-	Myanmar
Europe	Andorra Azerbaijan Bosnia and Herzegovina Kyrgyzstan Luxembourg Monaco Republic of Moldova	San Marino Tajikistan The former Yugoslav Republic of Macedonia Turkmenistan Uzbekistan	Germany Israel Portugal Spain Ukraine	Belgium Denmark France Ireland Netherlands United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Oman Qatar	United Arab Emirates	Saudi Arabia	Egypt Tunisia Jordan
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 Viet Nam	Philippines New Zealand

* Associate Member.

TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

African Region

Country	Range	Staff by grade and sex																	
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Algeria	2-10				1	1		4		1						6	1	7	
Angola	1-8					1		3			1					5	0	5	
Benin	1-8				1	1		1		1						4	0	4	
Botswana	1-8			1					1	1				1		2	2	4	
Burkina Faso	1-8			1		2	1	1	1	2		2				8	2	10	
Burundi	1-8						1	1		1						3	0	3	
Cameroon	1-8				1	2		1		4	2		1			7	4	11	
Cape Verde	1-7							1	1							1	1	2	
Central African Republic	1-8					1			2							3	0	3	
Chad	1-8					1						1				2	0	2	
Comoros	1-7															0	0	0	
Congo	1-8				7	2		2		1	1					12	1	13	
Côte d'Ivoire	1-8				1	1	1	1		3			1			6	2	8	
Democratic Republic of the Congo	2-12					1		2		5			1			8	1	9	
Equatorial Guinea	1-7					1			1							2	0	2	
Eritrea	1-8				1											1	0	1	
Ethiopia	2-12				1		2	1	1	2	1	1	1	1		5	5	10	
Gabon	1-8						1									0	1	1	
Gambia	1-8				3	2				2		1			1	9	0	9	
Ghana	1-8				1	1	1	2	3	4		1			1	10	5	15	
Guinea	1-8							1		2	1	1				4	1	5	
Guinea-Bissau	1-8									1	1	1				2	1	3	
Kenya	1-10					1	2	1	2	4	2					6	7	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	Total		
Liberia	1-8			1		1												1	1	2
Madagascar	1-8			2		1		1										1	3	4
Malawi	1-8					1		2	1									3	1	4
Mali	1-8					1		2	1	3		1		1				7	2	9
Mauritania	1-8			1				1		3		1						6	0	6
Mauritius	1-8			2	1	1	1	1		1								5	2	7
Mozambique	1-8									2	2							2	2	4
Namibia	1-8							1										0	1	1
Niger	1-8					1	1	3		1		1						5	1	6
Nigeria	4-14			1		1		2		5	2	2	1					11	3	14
Rwanda	1-8				1	1		3		1		1						6	1	7
Sao Tome and Principe	1-7																	0	0	0
Senegal	1-8				1	1		2	1	1	3	3		1				7	6	13
Seychelles	1-7				1													0	1	1
Sierra Leone	1-8				1			1	2	2								3	3	6
South Africa	4-11							2		4	3			1				7	3	10
Swaziland	1-7																	0	0	0
Togo	1-8							2		1		2						5	0	5
Uganda	1-8							2		4		1						6	1	7
United Republic of Tanzania	1-10							1	1	1		1						2	2	4
Zambia	1-8							2	1	3		1						6	1	7
Zimbabwe	1-8					1		1	1	2	1	1		1				6	2	8
Total – African Region		0	0	20	8	23	13	41	17	81	23	25	7	3	2	2	1	195	71	266

M – male, F – female.

TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

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	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Antigua and Barbuda	1-7																0	0	0
Argentina	9-16						2	1		1			1			1	3	3	6
Bahamas	1-7									1							1	0	1
Barbados	1-7																0	0	0
Belize	1-7																0	0	0
Bolivia	1-8			1	1			3									4	1	5
Brazil	21-29					1	2	8	5	9	2	2		1	1		21	10	31
Canada	19-26			1		2	3	8	9	10	6	4		1		1	27	18	45
Chile	2-9			1	1		1		1	2	2						3	5	8
Colombia	3-10							5	3	2		1					8	3	11
Costa Rica	1-8				1							1					1	1	2
Cuba	1-8							2	1	1							3	1	4
Dominica	1-7																0	0	0
Dominican Republic	1-8							1	3			1					2	3	5
Ecuador	1-8			1				3	1								4	1	5
El Salvador	1-8						1	2	2								2	3	5
Grenada	1-7																0	0	0
Guatemala	1-8							1		1							2	0	2
Guyana	1-7						1	2	1		1						2	3	5
Haiti	1-8							1									1	0	1
Honduras	1-8							1									1	0	1
Jamaica	1-8				1				1								0	2	2
Mexico	11-17							5		1	1						6	1	7
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					2	1	1										3	1	4
Paraguay	1-8					1												1	0	1
Peru	2-10			1		2	1	1										3	2	5
Puerto Rico*	1-8																	0	0	0
Saint Kitts and Nevis	1-7							1										0	1	1
Saint Lucia	1-7																	0	0	0
Saint Vincent and the Grenadines	1-7																	0	0	0
Suriname	1-7																	0	0	0
Trinidad and Tobago	1-8					1	1	1										1	2	3
United States of America	142-193			1	3	11	11	27	22	46	22	8	2	5	1	1		99	61	160
Uruguay	1-8					2	1	1	1									3	2	5
Venezuela	2-9					1	1	1										2	1	3
Total – Region of the Americas		0	0	5	8	14	19	80	57	77	38	17	2	8	2	2	1	203	127	330

* Associate Member.

M – male, F – female.

TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

South-East Asia 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
Bangladesh	4-14							2		2	2	1	
Bhutan	1-8							1					
Democratic People's Republic of Korea	1-8									1			
Democratic Republic of Timor-Leste	1-7												
India	27-38			2		3	1	4	1	11	6	2	2
Indonesia	7-14									1	4	1	
Maldives	1-7							1				2	
Myanmar	2-10					2		2		1	2	4	
Nepal	1-8							1		6		1	
Sri Lanka	1-8								1	2	2	1	
Thailand	4-12					1				1	4	1	
Total – South-East Asia Region		0	0	2	0	3	4	11	2	25	20	12	3

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

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	Total			
Albania	1-8							1										1	0	1	
Andorra	1-7																	0	0	0	
Armenia	1-8					1	1		1									2	1	3	
Austria	7-14						3	1	1		1			1				5	2	7	
Azerbaijan	1-8																	0	0	0	
Belarus	1-8						1											1	0	1	
Belgium	9-15					1	4	3	11		4			2				21	4	25	
Bosnia and Herzegovina	1-8																	0	0	0	
Bulgaria	1-8						1											1	0	1	
Croatia	1-8								1									1	0	1	
Cyprus	1-7						1											1	0	1	
Czech Republic	2-9							1	2									2	1	3	
Denmark	6-12					2	2		2		4		2	1	1			11	3	14	
Estonia	1-8										1							1	0	1	
Finland	4-11					1		1	3	2	1							4	4	8	
France	42-58					2	5	6	9	10	26	4	5	4	4		1	1	50	27	77
Georgia	1-8										1			1				1	1	2	
Germany	63-86					5	9	3	16	7	3		3		1		1	29	16	45	
Greece	4-11					1	1		2									3	1	4	
Hungary	1-8						1											1	0	1	
Iceland	1-7												1	1				1	1	2	
Ireland	3-9					1	3	2	1	1		4	4		1			9	8	17	
Israel	3-10						1	1										1	1	2	
Italy	34-47					1		1	6	1	14	2	11		3			36	3	39	
Kazakhstan	1-8								1									0	1	1	
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	Total		
Lithuania	1-8					1		1	1									2	1	3
Luxembourg	1-8																	0	0	0
Malta	1-7							1	2									1	2	3
Monaco	1-7																	0	0	0
Netherlands	13-20				1	1	2	6	1	15	5	5	1					27	10	37
Norway	5-12					1		1		2		2		1				5	2	7
Poland	4-11									4	2							4	2	6
Portugal	4-10					1				1								1	1	2
Republic of Moldova	1-8																	0	0	0
Romania	1-8									1		1						0	2	2
Russian Federation	12-19							7		8		1				1		17	0	17
San Marino	1-7																	0	0	0
Serbia and Montenegro	1-8							3										0	3	3
Slovakia	1-8									1								1	0	1
Slovenia	1-8									1								0	1	1
Spain	18-26							2	1	3	7	1		1				6	9	15
Sweden	8-14				1		1		2	3	1	1	1	1		1		6	6	12
Switzerland	9-16					3		2	2	3	2		1					8	5	13
Tajikistan	1-8																	0	0	0
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	5-12					1				4	1	1				1		6	2	8
Turkmenistan	1-8																	0	0	0
Ukraine	2-10							1										1	0	1
United Kingdom of Great Britain and Northern Ireland	37-51				3	2	6	11	7	17	12	6	1	3	2	1		40	31	71
Uzbekistan	1-10																	0	0	0
Total – European Region		0	0	1	8	18	30	71	40	147	54	50	12	17	4	4	3	308	151	459

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

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						1						3	0	3	
Bahrain	1-7									1		1						0	2	2	
Djibouti	1-7							1		1								2	0	2	
Egypt	3-12				2	3	1		4	1		4						7	8	15	
Iran (Islamic Republic of)	4-12						1		1	1	2	2	1					5	3	8	
Iraq	2-9										1		1					2	0	2	
Jordan	1-8				1	1				1	4	1			1			6	3	9	
Kuwait	1-8															1		1	0	1	
Lebanon	1-8						1		1	1	2	2						3	4	7	
Libyan Arab Jamahiriya	1-8						1						1					1	1	2	
Morocco	1-10										2		2					4	0	4	
Oman	1-8																	0	0	0	
Pakistan	5-14								2		5							7	0	7	
Qatar	1-7																	0	0	0	
Saudi Arabia	5-11												1			1		2	0	2	
Somalia	1-8										2		1		1			4	0	4	
Sudan	1-10						1		3		3		2					9	0	9	
Syrian Arab Republic	1-8									1	3		1					4	1	5	
Tunisia	1-8						1	1	1		2		6					10	1	11	
United Arab Emirates	2-8																	0	0	0	
Yemen	1-8								1		1		1					3	0	3	
Total – Eastern Mediterranean Region			0	0	4	4	5	3	14	5	28	10	18	1	2	0	2	0	73	23	96

M – male, F – female.

TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2003

Western Pacific 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		
Australia	12-19					1	1	1		5	3	4	1	3				14	5	19
Brunei Darussalam	1-7																	0	0	0
Cambodia	1-8																	0	0	0
China	40-55					2	1	2	2	5	2	2		1	1			12	6	18
Cook Islands	1-7																	0	0	0
Fiji	1-7							1		1		1						3	0	3
Japan	121-166					2	4	7	4	13	3		1	3		1		26	12	38
Kiribati	1-7																	0	0	0
Lao People’s Democratic Republic	1-8					1												1	0	1
Malaysia	3-9						3	2		1		1						4	3	7
Marshall Islands	1-7																	0	0	0
Micronesia (Federated States of)	1-7																	0	0	0
Mongolia	1-8									1								1	0	1
Nauru	1-7																	0	0	0
New Zealand	2-9								2	5	2		1	1				6	5	11
Niue	1-7																	0	0	0
Palau	1-7																	0	0	0
Papua New Guinea	1-8																	0	0	0
Philippines	3-12				3	1	5	7	2	3	1	1		1				11	13	24
Republic of Korea	15-21								1		4					1		6	0	6
Samoa	1-7																	0	0	0
Singapore	3-10																	0	0	0
Solomon Islands	1-7									1								1	0	1
Tokelau*	1-7																	0	0	0

**TABLE 5. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2003**

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	66	8.9	159	21.4	35	4.7	379	51.1	23	3.1	80	10.8	742	100.0
Africa	201	85.2	16	6.8	0	0.0	15	6.3	3	1.3	1	0.4	236	100.0
The Americas	1	0.8	107	89.2	1	0.8	11	9.2	0	0.0	0	0.0	120	100.0
South-East Asia	1	1.0	21	21.0	42	42.0	29	29.0	1	1.0	6	6.0	100	100.0
Europe	0	0.0	13	15.8	3	3.7	63	76.8	0	0.0	3	3.7	82	100.0
Eastern Mediterranean	3	3.0	14	13.8	2	2.0	9	8.9	71	70.3	2	2.0	101	100.0
Western Pacific	1	0.9	18	16.5	6	5.5	36	33.0	1	0.9	47	43.2	109	100.0
Total	273	18.3	348	23.4	89	6.0	542	36.4	99	6.6	139	9.3	1 490	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	66	24.2	159	45.7	35	39.3	379	69.9	23	23.2	80	57.6	742	49.8
Africa	201	73.6	16	4.6	0	0.0	15	2.8	3	3.1	1	0.7	236	15.8
The Americas	1	0.4	107	30.7	1	1.1	11	2.0	0	0.0	0	0.0	120	8.1
South-East Asia	1	0.4	21	6.0	42	47.2	29	5.4	1	1.0	6	4.3	100	6.7
Europe	0	0.0	13	3.8	3	3.4	63	11.6	0	0.0	3	2.2	82	5.5
Eastern Mediterranean	3	1.0	14	4.0	2	2.3	9	1.7	71	71.7	2	1.4	101	6.8
Western Pacific	1	0.4	18	5.2	6	6.7	36	6.6	1	1.0	47	33.8	109	7.3
Total	273	100.0	348	100.0	89	100.0	542	100.0	99	100.0	139	100.0	1 490	100.0

TABLE 6. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2003

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	5	5	10	50	70	120	166	93	259	227	109	336	11	6	17	459	283	742
Africa	0	0	0	9	9	18	66	21	87	97	30	127	4	0	4	176	60	236
The Americas	0	0	0	1	6	7	15	19	34	53	21	74	2	3	5	71	49	120
South-East Asia	1	1	2	2	7	9	22	4	26	38	15	53	5	5	10	68	32	100
Europe	0	0	0	6	2	8	22	14	36	25	10	35	2	1	3	55	27	82
Eastern Mediterranean	1	0	1	4	3	7	29	13	42	38	8	46	5	0	5	77	24	101
Western Pacific	1	0	1	10	8	18	33	8	41	37	8	45	3	1	4	84	25	109
Total	8	6	14	82	105	187	353	172	525	515	201	716	32	16	48	990	500	1 490
Percentage by bracket	57.1	42.9	100.0	43.9	56.1	100.0	67.2	32.8	100.0	71.9	28.1	100.0	66.7	33.3	100.0	66.4	33.6	100.0
Percentage of total	0.9			12.6			35.2			48.1			3.2			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	0	0	15	9	24	55	28	83	43	20	63	4	0	4	117	57	174
The Americas	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2
South-East Asia	0	0	0	1	0	1	9	0	9	5	1	6	0	0	0	15	1	16
Europe	1	0	1	2	6	8	5	6	11	1	0	1	0	0	0	9	12	21
Total	1	0	1	18	15	33	70	35	105	49	21	70	4	0	4	142	71	213
Percentage by bracket				54.5	45.5	100.0	66.7	33.3	100.0	70.0	30.0	100.0	100.0	0.0	100.0	66.7	33.3	100.0
Percentage of total	0.5			15.5			49.2			32.9			1.9			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	6	17	23	37	81	118	62	203	265	63	216	279	0	5	5	168	522	690
Africa	1	1	2	29	31	60	119	96	215	120	53	173	2	0	2	271	181	452
The Americas	1	1	2	4	13	17	4	30	34	4	31	35	0	1	1	13	76	89
South-East Asia	8	8	16	37	21	58	89	33	122	92	21	113	2	1	3	228	84	312
Europe	0	4	4	9	33	42	7	29	36	10	45	55	1	2	3	27	113	140
Eastern Mediterranean	3	12	15	18	38	56	42	46	88	22	28	50	1	0	1	86	124	210
Western Pacific	5	12	17	19	37	56	32	62	94	28	50	78	0	1	1	84	162	246
Total	24	55	79	153	254	407	355	499	854	339	444	783	6	10	16	877	1 262	2 139
Percentage by bracket	30.4	69.6	100.0	37.6	62.4	100.0	41.6	58.4	100.0	43.3	56.7	100.0	37.5	62.5	100.0	41.0	59.0	100.0
Percentage of total	3.7			19.0			39.9			36.7			0.7			100.0		

M – male, F – female, T – total.

TABLE 7. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 DECEMBER 2003

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	4	2	6	5	3	8	5	0	5	14	5	19
D2	0	0	0	0	0	0	1	2	3	28	8	36	4	0	4	33	10	43
D1/P6	0	0	0	2	0	2	29	6	35	97	22	119	7	3	10	135	31	166
P5	0	0	0	17	16	33	165	66	231	226	75	301	11	8	19	419	165	584
P4	0	1	1	28	31	59	107	61	168	117	51	168	4	5	9	256	149	405
P3	4	1	5	25	37	62	24	26	50	29	30	59	1	0	1	83	94	177
P2	4	4	8	10	21	31	16	9	25	13	12	25	0	0	0	43	46	89
P1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	8	6	14	82	105	187	346	172	518	515	201	716	32	16	48	983	500	1 483
Percentage by bracket	57.1	42.9	100.0	43.9	56.1	100.0	66.8	33.2	100.0	71.9	28.1	100.0	66.7	33.3	100.0	66.3	33.7	100.0
Percentage of total	0.9			12.6			35.2			48.1			3.2			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	1	1	2	0	0	0	0	0	0	1	1	2
B	1	0	1	11	8	19	29	15	44	13	4	17	3	0	3	57	27	84
C	0	0	0	7	7	14	39	18	57	36	17	53	1	0	1	83	42	125
D	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2
Total	1	0	1	18	15	33	70	35	105	49	21	70	4	0	4	142	71	213
Percentage by bracket	100.0	0.0	100.0	54.5	45.5	100.0	66.7	33.3	100.0	70.0	30.0	100.0	100.0	0.0	100.0	66.7	33.3	100.0
Percentage of total	0.5			15.5			49.2			32.9			1.9			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	1	1	10	15	25	40	48	88	54	77	131	3	1	4	107	142	249
G6	2	6	8	31	38	69	47	137	184	34	129	163	0	5	5	114	315	429
G5	6	13	19	33	111	144	48	193	241	70	163	233	0	1	1	157	481	638
G4	5	27	32	24	77	101	52	108	160	43	67	110	0	3	3	124	282	406
G3	6	7	13	24	12	36	78	11	89	58	6	64	1	0	1	167	36	203
G2	4	0	4	24	1	25	65	2	67	44	2	46	2	0	2	139	5	144
G1	1	1	2	7	0	7	25	0	25	36	0	36	0	0	0	69	1	70
Total	24	55	79	153	254	407	355	499	854	339	444	783	6	10	16	877	1 262	2 139
Percentage by bracket	30.4	69.6	100.0	37.6	62.4	100.0	41.6	58.4	100.0	43.3	56.7	100.0	37.5	62.5	100.0	41.0	59.0	100.0
Percentage of total	3.7			19.0			39.9			36.7			0.7			100.0		

M – male, F – female, T – total.

TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2003

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	382		225	607	113		59	172	111		134	245	85		98	183	28		65	93	16		66	82	7		43	50	742		690	1 432
Africa	118	140	96	354	39	24	81	144	36	10	76	122	20		90	110	11		65	76	8		31	39	4		13	17	236	174	452	862
The Americas	65	1	40	106	32		19	51	13		11	24	8	1	8	17	1		8	9	1		3	4					120	2	89	211
South-East Asia	50	11	65	126	29	4	47	80	12	1	81	94	5		56	61	4		36	40			15	15			12	12	100	16	312	428
Europe	40	21	59	120	16		23	39	14		17	31	7		9	16	5		15	20			7	7			10	10	82	21	140	243
Eastern Mediterranean	52		76	128	26		31	57	12		41	53	8		31	39	2		15	17			13	13	1		3	4	101		210	311
Western Pacific	66		82	148	21		45	66	10		36	46	5		38	43	4		38	42	3		4	7			3	3	109		246	355
Total	773	173	643	1 589	276	28	305	609	208	11	396	615	138	1	330	469	55		242	297	28		139	167	12		84	96	1 490	213	2 139	3 842
Percentage by bracket	48.6	10.9	40.5	100	45.3	4.6	50.1	100	33.8	1.8	64.4	100	29.4	0.2	70.4	100	18.5	0.0	81.5	100	16.8	0.0	83.2	100	12.5	0.0	87.5	100	38.8	5.5	55.7	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 2003

Location	Category	Total staff at 31 December 2003	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	742	54	33.3	69	49.3	9	22.2	132	40.9
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	690	13	69.2	67	67.2	4	75.0	84	67.9
Africa	P	236	4	50.0	9	11.1	1	0.0	14	21.4
	NPO	174	17	35.3	6	83.3	0	0.0	23	47.8
	GS	452	7	28.6	16	75.0	0	0.0	23	60.9
The Americas	P	120	5	20.0	0	0.0	5	40.0	10	30.0
	NPO	2	1	0.0	0	0.0	0	0.0	1	0.0
	GS	89	2	50.0	0	0.0	4	75.0	6	66.7
South-East Asia	P	100	14	35.7	2	0.0	0	0.0	16	31.2
	NPO	16	5	0.0	1	0.0	0	0.0	6	0.0
	GS	312	4	25.0	16	43.8	0	0.0	20	40.0
Europe	P	82	6	50.0	4	25.0	3	33.3	13	38.5
	NPO	21	8	75.0	9	55.6	0	0.0	17	64.7
	GS	140	7	100.0	14	78.6	1	100.0	22	86.4
Eastern Mediterranean	P	101	4	0.0	1	0.0	0	0.0	5	0.0
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	210	2	100.0	15	20.0	0	0.0	17	29.4
Western Pacific	P	109	11	27.3	6	16.7	1	0.0	18	22.3
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	246	7	42.9	11	72.7	0	0.0	18	61.1
Total	P	1 490	98	32.7	91	40.7	19	26.3	208	35.6
	NPO	213	31	38.7	16	62.5	0	0.0	47	46.8
	GS	2 139	42	59.5	139	61.9	9	77.8	190	62.1
	All	3 842	171	40.4	246	54.1	28	42.9	445	48.1

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

TABLE 10. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 31 December 2003	Staff due to retire							
			by 31 December 2004		by 31 December 2006		by 31 December 2008		by 31 December 2013	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	742	24	3.2	69	9.3	142	19.1	307	41.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	690	10	1.4	50	7.2	100	14.5	263	38.1
Africa	P	236	7	3.0	30	12.7	46	19.5	111	47.0
	NPO	174	3	1.7	6	3.4	15	8.6	50	28.7
	GS	452	6	1.3	29	6.4	63	13.9	164	36.3
The Americas	P	120	3	2.5	10	8.3	23	19.2	59	49.2
	NPO	2	0	0.0	0	0.0	0	0.0	0	0.0
	GS	89	5	5.6	8	9.0	15	16.9	33	37.1
South-East Asia	P	100	6	6.0	19	19.0	30	30.0	57	57.0
	NPO	16	0	0.0	0	0.0	2	12.5	5	31.3
	GS	312	7	2.2	16	5.1	46	14.7	103	33.0
Europe	P	82	2	2.4	6	7.3	9	11.0	34	41.5
	NPO	21	0	0.0	0	0.0	0	0.0	1	0.0
	GS	140	4	2.9	11	7.9	23	16.4	49	35.0
Eastern Mediterranean	P	101	5	5.0	8	7.9	17	16.8	42	41.6
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	210	4	1.9	10	4.8	18	8.6	48	22.9
Western Pacific	P	109	1	0.9	7	6.4	17	15.6	43	39.4
	NPO	0	0	0.0	0	0.0	0	0.0	0	0.0
	GS	246	1	0.4	7	2.8	24	9.8	69	28.0
Total	P	1 490	48	3.2	149	10.0	284	19.1	653	43.8
	NPO	213	3	1.4	6	2.8	17	8.0	56	26.3
	GS	2 139	37	1.7	131	6.1	289	13.5	729	34.1
	All	3 842	88	2.3	286	7.4	590	15.4	1 438	37.4

¹ Figures are cumulative. For example, the total number of professional staff due to retire on 31 December 2006 (149) includes those scheduled to retire on 31 December 2004 (48).

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

**TABLE 11. NUMBER OF STAFF HOLDING FIXED-TERM/SERVICE AND TEMPORARY APPOINTMENTS
AS AT 31 DECEMBER 2003**

Category	Headquarters	Africa	The Americas ^a	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Fixed-term/service appointments								
Professional staff	742	236	121	100	82	101	109	1 491
National professional staff	0	174	2	16	21	0	0	213
General services	690	452	92	312	140	210	246	2 142
Total	1 432	862	215	428	243	311	355	3 846
Temporary appointments								
Term-limited appointments								
Professional staff	332	170	4	8	67	25	11	617
National professional staff	0	38	0	7	20	0	0	65
General service staff	251	892	3	67	113	144	56	1 526
Total	583	1 100	7	82	200	169	67	2 208
Short-term appointments								
Professional staff	223	71	64	33	34	42	23	490
Consultants	24	2	157	0	0	63	19	265
National professional staff	0	34	0	6	12	1	0	53
General service staff	147	304	44	57	52	42	51	697
Total	394	411	265	96	98	148	93	1 505
Total staff holding temporary appointments	977	1 511	272	178	298	317	160	3 713
Total number of staff	2 409	2 373	487	606	541	628	515	7 559

^a Data as of 30 September 2003.

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

1 Professional, managerial and technical work				Posts	%					Posts	%
1.A	Administrative specialists	374	28.2	1.A	Administrative specialists					100	
1.B	Architects, engineers	27	2.0	1.A	Administrative (general)	16	4.3				
1.C	Archivists, curators, information specialists and librarians	16	1.2	1.A.1	Financial management specialists	65	17.4				
1.D	Artists	1	0.1	1.A.2	Management and programme analysts	17	4.5				
1.E	Economists	22	1.7	1.A.3	Building service administrators	10	2.7				
1.F	Education specialists	17	1.3	1.A.4	Meetings services administrators	5	1.3				
1.G	Jurists	9	0.7	1.A.5	Computer information systems specialists	55	14.7				
1.H	Life scientists	64	4.8	1.A.6	Personnel management	42	11.2				
				1.A.7	Printing services	2	0.5				
				1.A.8	Public information	27	7.2				
				1.A.9	Purchasing and contracting	9	2.4				
				1.A.10	Representation and protocol	31	8.3				
				1.A.11	Technical cooperation	35	9.4				
				1.A.12	Administrative officers	49	13.1				
				1.A.21	Auditors	8	2.1				
				1.A.22	Hospital administrators	1	0.3				
				1.A.23	Records and documents	2	0.5				
1.I	Dental, nutrition, medical, nursing and veterinary specialists	623	47.0	1.I	Dental, nutrition, medical, nursing and veterinary specialists		100				
1.J	Physical scientists	6	0.5	1.I	Medical specialists (general)	1	0.2				
1.K	Sales and marketing specialists	1	0.1	1.I.1	Dentists	2	0.3				
1.L	Social scientists	51	3.8	1.I.2	Dieticians, nutritionists	10	1.6				
1.M	Statisticians and mathematicians	17	1.3	1.I.3	Medical specialists	575	92.3				
1.N	Transportation specialists	1	0.1	1.I.4	Nurses	11	1.8	1.I.3	Medical specialists		
1.O	Writers, translators and interpreters	63	4.8	1.I.5	Opticians	2	0.3	1.I.3.A	Food services administrators	50	8.7
1.P	Professionals, managerial and technical specialists for whom no job family exists	6	0.5	1.I.6	Pharmacists	5	0.8	1.I.3.B	Epidemiologists	97	16.9
1.R	Environmental specialists	15	1.1	1.I.8	Veterinarians	9	1.4	1.I.3.D	General practitioners	4	0.7
1.S	Relief specialists	12	0.9	1.I.10	Health laboratory specialists	8	1.3	1.I.3.E	Haematologists	6	1.0
1.T	Electronic communications specialists	1	0.1					1.I.3.F	Neurologists	1	0.2
								1.I.3.G	Family health	39	6.8
								1.I.3.H	Ophthalmologists	5	0.9
								1.I.3.I	Immunologists	12	2.1
								1.I.3.K	Noncommunicable diseases	16	2.8
								1.I.3.L	Geriatricians	1	0.2
								1.I.3.M	Mental health	12	2.1
								1.I.3.N	Public health	185	32.2
								1.I.3.O	Radiologists	2	0.3
								1.I.3.Q	Traditional medicine	2	0.3
								1.I.3.S	Communicable diseases	138	24.0
								1.I.3.T	Occupational health	4	0.7

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.

