



## 人力资源：年度报告

### 秘书处的报告

1. 本第六份年度报告提供截至 2004 年 12 月 31 日世界卫生组织人力资源概况完整数据，更新了向执行委员会第 115 届会议提交的报告。它包含如下方面资料：按主要服务地点和级别分列的职员配备全面情况，职工性别比例，地域代表性，年龄概况，退休年龄和任用性质；国家专业官员职类以及主要职业类别劳动力分布。

### 职员配备概况

#### 任用职类

2. 截至 2004 年 12 月 31 日，世界卫生组织 1 年或 1 年以上定期任用或终生任用/服务任用（以下均称为“定期/服务任用”）职员总数为 4017 名<sup>1</sup>。其中，1565 名（39.0%）为专业类职员，2207 名（54.9%）为一般事务类职员，245 名（6.1%）为国家专业官员类职员（见表 1）。与 2003 年年度报告中报告的截止 2003 年 12 月 31 日人数相比，定期/服务任用的职员数目增加了 175 名（4.6%）<sup>2</sup>。

3. 自 2002 年 7 月 1 日起，以服务任用取代终生任用，但已经持有终生任用合同的职员不受这一改变的影响。目前这类职员中 27 名为专业类职员，而 2003 年 12 月 31 日时为 37 名—减少了 27.0%；137 名为一般事务类职员，而 2003 年 12 月 31 日时为 173 名—减少了 20.8%。目前这两类职员分别占各自职类的 1.7% 和 6.2%。

4. 迄今为止，已签发约 740 份服务任用合同。正在继续按照总干事确定的规定通过评审过程发给此类任用合同。

<sup>1</sup> 这一数字不包括泛美卫生组织和国际癌症研究机构的职员。

<sup>2</sup> 见文件 A57/26。

5. 除了持有定期/服务任用合同的职员之外，截至 2004 年 12 月 31 日，临时任用的职员为 3973 名（包括顾问），其中 1542 名（38.8%）为短期职员和 2431 名（61.2%）为有限任期职员（见表 2）。

### 性别分布

6. 表 3 显示了按组织工作地点、级别和性别分列的定期/服务任用职员分布情况。可看到，在 1565 名定期/服务任用专业类职员中，1021 名（65.2%）为男职员，544 名（34.8%）为女职员。

7. 本报告显示 P.2 和 P.3 级的妇女职员人数超过男职员，占前一级别职员的 54.8% 和后一级别职员的 51.3%。妇女占 P.4 级的比例已从 36.8% 增至 38.2%，占 P.5 级的比例从 28.3% 增至 29.3%，占 P.6/D.1 级的比例从 18.7% 增至 19.4%。此外，在 D2 级职位中妇女的比例已从 20.0% 增至 27.7%；在不叙级职位中妇女的比例继续保持在 26.3%。

8. 自上一份年度报告以来，妇女占整个专业类职员的百分比已经增加，从 33.6% 上升至 34.8%。自 1990 年以来，妇女在这一职类中的比例已增加 43.0%（见图。）

### 地域代表性

9. 截至 2004 年 12 月，112 个国家达到其理想幅度（6 个已达到其幅度最高限额），28 个国家为超额国，13 个国家为缺额国，41 个国家（包括 2 个准会员）为无额国（见表 4）。表 5 提供各国占额状况的详情。自上一份年度报告以来已发生下列变化：

- 原来达到其占额理想幅度的三个国家（海地、莱索托及圣基茨和尼维斯）现为无额国；
- 原来无额的五个国家（阿塞拜疆、柬埔寨、吉尔吉斯斯坦、摩尔多瓦共和国和土库曼斯坦）现已达到其占额理想幅度；
- 原来无额的一个国家（新加坡）现为缺额国；
- 原来达到其占额理想幅度的六个国家（澳大利亚、科特迪瓦、印度、卢旺达、苏丹和赞比亚）现为超额国；
- 原来超额的一个国家（巴西）现已达到其占额理想幅度。

10. 表 6 提供了按任职地点和国籍区域分列的职员分布情况。

11. 2004 年期间，任命了 192 个专业类的职位。其中 32 个 ( 16.7% ) 是无额国或缺额国的国民。

### 职员的年龄、服务期限和更替

12. 约一半的专业类职员 ( 51.4% ) 已达 50 岁或 50 岁以上。一般事务类和国家专业官员类职员中 40 多岁的职员分别为 36.7% 和 50.6% ( 见表 7 和 8 )。

13. 人数最多的一组职员 ( 占劳动力的 42.1% ) 服务不足 5 年。目前专业类职员平均服务期限为 8 年，一般事务类职员为 13 年 ( 见表 9 )。

14. 表 10 提供 2004 年期间职员任用的数据。就专业类职员而言，显示在作出的 192 名任用中，91 名 ( 47.4% ) 为新任用的职员，75 名 ( 39.1 名 ) 为现有临时合同转换，另有 26 名 ( 13.5% ) 是通过机构间调任而任用的。

15. 按目前预测，15.7% 的劳动力 ( 包括 19.7% 的专业类职员 ) 将在今后 5 年内退休和 37.6% 的劳动力 ( 包括 44.0% 的专业类职员 ) 将在今后 10 年内退休 ( 见表 11 )。

### 职业类别

16. 在专业类职员担任的职位中，46.8% 为“牙科、营养、医学、护理和兽医专科人员”类别。在这一类别中，91.7% 为“医学专业医生”，2.1% 为“护士”。第二大职业类别为“行政专业人员”类别，占 29.4% ( 见表 12 )。在这一类别中，16.9% 为“计算机信息系统专业人员”，15.0% 为“行政官员”，而 14.5% 为“财务管理专业人员”。

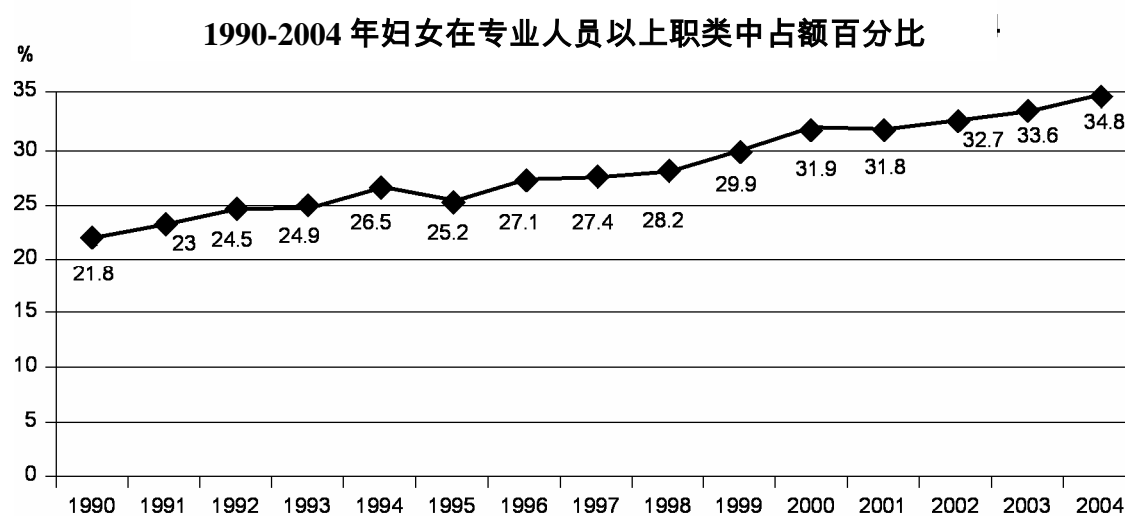
### 图和表格<sup>1</sup>

17. 现将前面各段中提及的图和表格列示如下，供参考：

图 1990-2004 年妇女在专业人员以上职类中占额百分比

<sup>1</sup> 只有英文、法文。

- 表 1 按级别和主要服务地点分列的 2001 年、2003 年和 2004 年年末时定期/服务任用职员数目
- 表 2 2004 年 12 月 31 日时定期/服务和临时任用职员（包括顾问）数目
- 表 3 按组织地点、级别和性别列示的 2004 年 12 月 31 日时的职员分布
- 表 4 按区域列示的 2004 年 12 月 31 日时低于或超过幅度的国家一览表
- 表 5a-f 2004 年 12 月 31 日时各国占额情况
- 表 6 按任职地点和国籍区域分列的 2004 年 12 月 31 日时专业类职员总数
- 表 7 按年龄、性别和地点分列的 2004 年 12 月 31 日时职员情况
- 表 8 所有工作地点按级别和年龄分列的 2004 年 12 月 31 日时职员情况
- 表 9 按服务期限分列的 2004 年 12 月 31 日时职员情况
- 表 10 2004 年期间任用情况
- 表 11 职员退休预计情况
- 表 12 主要职业类别中专业人员以上职类在职员额分布



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**TABLE 1. NUMBER OF STAFF HOLDING FIXED-TERM/SERVICE APPOINTMENTS BY GRADE AND MAIN LOCATION AT YEAR END 2001, 2003 AND 2004<sup>1</sup>**

|                                | Staff numbers at 31 December 2001 |                  |            |              | Staff numbers at 31 December 2003 |                  |            |              | Staff numbers at 31 December 2004 |                  |              |              |
|--------------------------------|-----------------------------------|------------------|------------|--------------|-----------------------------------|------------------|------------|--------------|-----------------------------------|------------------|--------------|--------------|
|                                | Headquarters                      | Regional offices | Countries  | Total        | Headquarters                      | Regional offices | Countries  | Total        | Headquarters                      | Regional offices | Countries    | Total        |
| Ungraded                       | 4                                 | 6                | 0          | 10           | 13                                | 6                | 0          | 19           | 13                                | 6                | 0            | 19           |
| D2                             | 40                                | 5                | 4          | 49           | 42                                | 6                | 2          | 50           | 39                                | 6                | 2            | 47           |
| D1/P6                          | 67                                | 32               | 43         | 142          | 81                                | 38               | 47         | 166          | 94                                | 37               | 49           | 180          |
| P5                             | 282                               | 172              | 77         | 531          | 325                               | 178              | 81         | 584          | 319                               | 193              | 85           | 597          |
| P4                             | 137                               | 151              | 91         | 379          | 164                               | 142              | 99         | 405          | 188                               | 154              | 100          | 442          |
| P3                             | 67                                | 50               | 23         | 140          | 92                                | 62               | 23         | 177          | 90                                | 71               | 26           | 187          |
| P2                             | 24                                | 52               | 19         | 95           | 25                                | 44               | 20         | 89           | 28                                | 47               | 18           | 93           |
| P1                             | 1                                 | 1                | 3          | 5            | 0                                 | 0                | 0          | 0            | 0                                 | 0                | 0            | 0            |
| <b>Total professional</b>      | <b>622</b>                        | <b>469</b>       | <b>260</b> | <b>1 351</b> | <b>742</b>                        | <b>476</b>       | <b>272</b> | <b>1 490</b> | <b>771</b>                        | <b>514</b>       | <b>280</b>   | <b>1 565</b> |
| National professional officers | 0                                 | 12               | 160        | 172          | 0                                 | 17               | 196        | 213          | 0                                 | 27               | 218          | 245          |
| <b>Total general service</b>   | <b>644</b>                        | <b>960</b>       | <b>481</b> | <b>2 085</b> | <b>690</b>                        | <b>960</b>       | <b>489</b> | <b>2 139</b> | <b>687</b>                        | <b>984</b>       | <b>536</b>   | <b>2 207</b> |
| <b>Grand total</b>             | <b>1 266</b>                      | <b>1 441</b>     | <b>901</b> | <b>3 608</b> | <b>1 432</b>                      | <b>1 453</b>     | <b>957</b> | <b>3 842</b> | <b>1 458</b>                      | <b>1 525</b>     | <b>1 034</b> | <b>4 017</b> |

<sup>1</sup> Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 2001: 44; 2003: 17; 2004: 14.

**TABLE 2. NUMBER OF STAFF HOLDING FIXED-TERM/SERVICE AND TEMPORARY APPOINTMENTS  
(INCLUDING CONSULTANTS) AS AT 31 DECEMBER 2004**

| Category  | Headquarters | Africa       | The Americas | South-East Asia | Europe     | Eastern Mediterranean | Western Pacific | Total        |
|---|--------------|--------------|--------------|-----------------|------------|-----------------------|-----------------|--------------|
| <b>Fixed-term/service appointments</b>            |              |              |              |                 |            |                       |                 |              |
| Professional staff                                | 771          | 254          | 111          | 114             | 95         | 108                   | 112             | 1 458        |
| National professional staff                       | 0            | 185          | 2            | 30              | 27         | 0                     | 1               | 245          |
| General service staff                             | 687          | 465          | 90           | 309             | 147        | 262                   | 247             | 2 603        |
| <b>Total</b>                                      | <b>1 458</b> | <b>904</b>   | <b>203</b>   | <b>453</b>      | <b>269</b> | <b>370</b>            | <b>360</b>      | <b>4 017</b> |
| <b>Temporary appointments</b>                     |              |              |              |                 |            |                       |                 |              |
| <b>• Term-limited appointments</b>                |              |              |              |                 |            |                       |                 |              |
| Professional staff                                | 390          | 180          | 19           | 9               | 63         | 31                    | 18              | 710          |
| National professional staff                       | 0            | 61           | 0            | 8               | 22         | 0                     | 0               | 91           |
| General service staff                             | 307          | 1 062        | 9            | 69              | 77         | 133                   | 33              | 1 688        |
| <b>Total</b>                                      | <b>697</b>   | <b>1 243</b> | <b>28</b>    | <b>86</b>       | <b>162</b> | <b>164</b>            | <b>51</b>       | <b>2 473</b> |
| <b>• Short-term appointments</b>                  |              |              |              |                 |            |                       |                 |              |
| Professional staff                                | 259          | 57           | 49           | 41              | 26         | 73                    | 29              | 534          |
| Consultants                                       | 34           | 116          | 71           | 1               | 0          | 53                    | 3               | 278          |
| National professional staff                       | 0            | 31           | 0            | 11              | 24         | 3                     | 0               | 69           |
| General service staff                             | 204          | 252          | 27           | 39              | 54         | 49                    | 36              | 661          |
| <b>Total</b>                                      | <b>497</b>   | <b>456</b>   | <b>147</b>   | <b>92</b>       | <b>104</b> | <b>178</b>            | <b>68</b>       | <b>1 434</b> |
| <b>Total staff holding temporary appointments</b> | <b>1 194</b> | <b>1 699</b> | <b>175</b>   | <b>178</b>      | <b>266</b> | <b>342</b>            | <b>119</b>      | <b>3 903</b> |
| <b>Total number of staff</b>                      | <b>2 652</b> | <b>2 603</b> | <b>378</b>   | <b>631</b>      | <b>535</b> | <b>712</b>            | <b>479</b>      | <b>7 920</b> |

**TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 31 DECEMBER 2004**

**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    | 19   | 28  | 31   | 59   | 90   | 101  | 87   | 188  | 209  | 110  | 319  | 72    | 22   | 94   | 27   | 12   | 36  | 9        | 4    | 16  | 458   | 313  | 771   | 59.4       | 40.6 |
| Africa                     | 0   | 0   | 0   | 21   | 13   | 34  | 31   | 15   | 46   | 40   | 22   | 62   | 70   | 15   | 85   | 21    | 4    | 25   | 1    | 0    | 1   | 1        | 0    | 1   | 185   | 69   | 254   | 72.8       | 27.2 |
| The Americas               | 0   | 0   | 0   | 2    | 6    | 8   | 5    | 5    | 10   | 51   | 29   | 80   | 9    | 3    | 12   | 0     | 0    | 0    | 0    | 0    | 0   | 0        | 1    | 1   | 67    | 44   | 111   | 60.4       | 39.6 |
| South-East Asia            | 0   | 0   | 0   | 2    | 2    | 4   | 7    | 4    | 11   | 14   | 10   | 24   | 38   | 16   | 54   | 16    | 2    | 18   | 1    | 1    | 2   | 1        | 0    | 1   | 79    | 35   | 114   | 69.3       | 30.7 |
| Europe                     | 0   | 0   | 0   | 2    | 2    | 4   | 7    | 6    | 13   | 17   | 8    | 25   | 29   | 13   | 42   | 7     | 3    | 10   | 0    | 0    | 0   | 1        | 0    | 1   | 63    | 32   | 95    | 66.3       | 33.7 |
| Eastern Mediterranean      | 0   | 0   | 0   | 5    | 6    | 11  | 6    | 6    | 12   | 17   | 5    | 22   | 29   | 9    | 38   | 20    | 2    | 22   | 2    | 0    | 2   | 1        | 0    | 1   | 80    | 28   | 108   | 74.1       | 25.9 |
| Western Pacific            | 0   | 0   | 0   | 1    | 3    | 4   | 4    | 1    | 5    | 33   | 8    | 41   | 38   | 9    | 47   | 9     | 2    | 11   | 3    | 0    | 3   | 1        | 0    | 1   | 89    | 23   | 112   | 79.5       | 20.5 |
| <b>Total</b>               | 0   | 0   | 0   | 42   | 51   | 93  | 91   | 96   | 187  | 273  | 169  | 442  | 422  | 175  | 597  | 145   | 35   | 180  | 34   | 13   | 47  | 14       | 5    | 19  | 1 021 | 544  | 1 565 | 65.2       | 34.8 |
| <b>Percentage by grade</b> | 0.0 | 0.0 | 0.0 | 45.2 | 54.8 | 100 | 48.7 | 51.3 | 100  | 61.8 | 38.2 | 100  | 70.7 | 29.3 | 100  | 80.6  | 19.4 | 100  | 72.3 | 27.7 | 100 | 73.7     | 26.3 | 100 | 65.2  | 34.8 | 100   |            |      |
| <b>Percentage of total</b> |     |     | 0.0 |      |      | 6.1 |      |      | 11.9 |      |      | 28.2 |      |      | 38.1 |       |      | 11.5 |      |      | 3.0 |          |      | 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   | 45   | 15   | 60   | 74   | 49   | 123  | 1    | 1    | 2   | 120   | 65   | 185 | 64.9       | 35.1  |
| The Americas               | 1    | 1    | 2   | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 1     | 1    | 2   | 50.0       | 50.0  |
| South-East Asia            | 6    | 0    | 6   | 3    | 0    | 3    | 20   | 1    | 21   | 0    | 0    | 0   | 29    | 1    | 30  | 96.7       | 3.3   |
| Europe                     | 0    | 0    | 0   | 12   | 15   | 27   | 0    | 0    | 0    | 0    | 0    | 0   | 12    | 15   | 27  | 44.4       | 55.6  |
| Eastern Mediterranean      | 0    | 0    | 0   | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0     | 0    | 0   | 0.0        | 0.0   |
| Western Pacific            | 0    | 0    | 0   | 0    | 0    | 0    | 0    | 1    | 1    | 0    | 0    | 0   | 0     | 1    | 1   | 0.0        | 100.0 |
| <b>Total</b>               | 7    | 1    | 8   | 60   | 30   | 90   | 94   | 51   | 145  | 1    | 1    | 2   | 162   | 83   | 245 | 66.1       | 33.9  |
| <b>Percentage by grade</b> | 87.5 | 12.5 | 100 | 66.7 | 33.3 | 100  | 64.8 | 35.2 | 100  | 50.0 | 50.0 | 100 | 66.1  | 33.9 | 100 |            |       |
| <b>Percentage of total</b> |      |      | 3.3 |      |      | 36.7 |      |      | 59.2 |      |      | 0.8 |       |      | 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   | 0    | 2   | 2   | 22   | 8    | 30  | 43   | 135  | 178  | 57   | 213  | 270  | 33   | 135  | 168  | 15   | 24   | 39   | 170   | 517   | 687   | 24.7       | 75.3 |  |  |
| Africa                     | 42   | 2   | 44  | 53   | 0   | 53  | 66   | 3    | 69  | 22   | 28   | 50   | 22   | 57   | 79   | 29   | 54   | 83   | 43   | 44   | 87   | 277   | 188   | 465   | 59.6       | 40.4 |  |  |
| The Americas               | 0    | 0   | 0   | 0    | 0   | 0   | 0    | 1    | 1   | 6    | 15   | 21   | 3    | 26   | 29   | 4    | 30   | 34   | 1    | 4    | 5    | 14    | 76    | 90    | 15.6       | 84.4 |  |  |
| South-East Asia            | 11   | 1   | 12  | 49   | 0   | 49  | 29   | 8    | 37  | 37   | 33   | 70   | 41   | 29   | 70   | 22   | 9    | 31   | 29   | 11   | 40   | 218   | 91    | 309   | 70.6       | 29.4 |  |  |
| Europe                     | 0    | 0   | 0   | 0    | 0   | 0   | 6    | 5    | 11  | 7    | 13   | 20   | 9    | 77   | 86   | 4    | 13   | 17   | 2    | 11   | 13   | 28    | 119   | 147   | 19.0       | 81.0 |  |  |
| Eastern Mediterranean      | 18   | 1   | 19  | 38   | 0   | 38  | 18   | 1    | 19  | 16   | 41   | 57   | 12   | 45   | 57   | 17   | 32   | 49   | 4    | 19   | 23   | 123   | 139   | 262   | 46.9       | 53.1 |  |  |
| Western Pacific            | 3    | 1   | 4   | 10   | 2   | 12  | 22   | 6    | 28  | 7    | 31   | 38   | 9    | 70   | 79   | 14   | 38   | 52   | 10   | 24   | 34   | 75    | 172   | 247   | 30.4       | 69.6 |  |  |
| <b>Total</b>               | 74   | 5   | 79  | 150  | 4   | 154 | 163  | 132  | 195 | 138  | 296  | 434  | 153  | 517  | 670  | 123  | 311  | 434  | 104  | 137  | 241  | 905   | 1 302 | 2 207 | 41.0       | 59.0 |  |  |
| <b>Percentage by grade</b> | 93.7 | 6.3 | 100 | 97.4 | 2.6 | 100 | 83.6 | 16.4 | 100 | 31.8 | 68.2 | 100  | 22.8 | 77.2 | 100  | 28.3 | 71.7 | 100  | 43.2 | 56.8 | 100  | 41.0  | 59.0  | 100   |            |      |  |  |
| <b>Percentage of total</b> |      |     | 3.6 |      |     | 6.9 |      |      | 8.8 |      |      | 19.7 |      |      | 30.4 |      |      | 19.7 |      |      | 10.9 |       |       | 100   |            |      |  |  |

M – male, F – female, T – total.

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 DECEMBER 2004**

(Note: countries not listed are within range)

| Region                   | Unrepresented countries   |   | Underrepresented countries                                   | Overrepresented countries   |  |
|--------------------------|---|---|--|---|--|
| Africa                   | Comoros<br>Lesotho<br>Sao Tome and Principe<br>Swaziland  |   | -  | Burkina Faso<br>Cameroon<br>Congo<br>Côte d'Ivoire<br>Gambia<br>Ghana   | Kenya<br>Mali<br>Rwanda<br>Senegal<br>Zambia |
| The Americas             | Antigua and Barbuda<br>Barbados<br>Belize<br>Dominica<br>Grenada<br>Haiti   | Puerto Rico*<br>Saint Kitts and Nevis<br>Saint Lucia<br>Saint Vincent and the<br>Grenadines<br>Suriname | Argentina<br>Mexico  | Canada<br>Colombia  |  |
| South-East Asia          | Timor-Leste   |   | -  | India   | Myanmar                                      |
| Europe                   | Andorra<br>Bosnia and Herzegovina<br>Luxembourg<br>Monaco<br>San Marino   | Tajikistan<br>The former Yugoslav<br>Republic of Macedonia<br>Uzbekistan                                | Germany<br>Israel<br>Portugal<br>Spain<br>Ukraine            | Belgium<br>Denmark<br>France<br>Ireland<br>Netherlands<br>United Kingdom of Great Britain and<br>Northern Ireland |  |
| Eastern<br>Mediterranean | Oman<br>Qatar   | United Arab Emirates  | Saudi Arabia   | Egypt<br>Jordan   | Sudan<br>Tunisia                             |
| Western Pacific          | Brunei Darussalam<br>Cook Islands<br>Kiribati<br>Marshall Islands<br>Micronesia (Federated<br>States of)<br>Nauru<br>Niue | Palau<br>Papua New Guinea<br>Samoa<br>Tokelau*<br>Tonga<br>Tuvalu<br>Vanuatu                            | China<br>Japan<br>Republic of Korea<br>Singapore<br>Viet Nam | Australia<br>New Zealand<br>Philippines   |  |

\* Associate Member.



**TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2004**

**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                          | 2-10  |                        |   |    |   | 1  |   | 1  |   | 4  |   | 1     |   |    |   |          |   |                        | 6  | 1     | 7  |
| Angola                           | 1-8   |                        |   |    |   |    |   | 1  |   | 2  |   |       |   | 1  |   |          |   |                        | 4  | 0     | 4  |
| Benin                            | 1-8   |                        |   |    |   | 1  |   | 1  |   | 1  | 1 | 1     |   |    |   |          |   |                        | 4  | 1     | 5  |
| Botswana                         | 1-8   |                        |   |    |   | 1  |   |    |   |    | 1 | 1     |   |    |   |          | 1 |                        | 2  | 2     | 4  |
| Burkina Faso                     | 1-8   |                        |   |    |   | 1  | 2 | 2  | 1 | 1  | 2 |       | 2 |    |   |          |   |                        | 8  | 4     | 12 |
| Burundi                          | 1-8   |                        |   |    |   |    |   | 2  |   | 2  | 1 |       |   |    |   |          |   |                        | 4  | 1     | 5  |
| Cameroon                         | 1-8   |                        |   |    |   | 2  | 2 | 1  |   | 3  | 2 |       | 1 |    |   |          |   |                        | 6  | 5     | 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  |   | 2  | 1 | 1  |   | 3     |   | 1  |   |          |   |                        | 7  | 2     | 9  |
| Democratic Republic of the Congo | 2-12  |                        |   |    |   | 1  |   | 2  |   | 4  |   |       | 1 | 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  | 2 | 3  | 1 | 1     |   | 1  |   |          |   |                        | 4  | 7     | 11 |
| Gabon                            | 1-8   |                        |   |    |   |    |   | 1  |   |    |   |       |   |    |   |          |   |                        | 0  | 1     | 1  |
| Gambia                           | 1-8   |                        |   |    |   | 3  |   | 2  |   |    | 2 |       | 1 |    |   |          | 1 |                        | 9  | 0     | 9  |
| Ghana                            | 1-8   |                        |   |    |   | 1  | 1 | 1  | 1 | 2  | 3 | 4     |   | 1  |   |          |   | 1                      | 10 | 5     | 15 |
| Guinea                           | 1-8   |                        |   |    |   | 1  |   | 1  |   | 2  |   | 2     |   | 1  | 1 |          |   |                        | 7  | 1     | 8  |
| Guinea-Bissau                    | 1-8   |                        |   |    |   |    |   |    |   |    | 1 | 1     |   |    |   |          |   |                        | 1  | 1     | 2  |

| Country                       | Range | Staff by grade and sex |   |    |    |    |    |    |    |    |    |       |   |    |   |          |    |                        |    |       |
|-------------------------------|-------|------------------------|---|----|----|----|----|----|----|----|----|-------|---|----|---|----------|----|------------------------|----|-------|
|                               |       | P1                     |   | P2 |    | P3 |    | P4 |    | P5 |    | P6/D1 |   | D2 |   | Ungraded |    | All professional staff |    |       |
|                               |       | M                      | F | M  | F  | M  | F  | M  | F  | M  | F  | M     | F | M  | F | M        | F  | M                      | F  | Total |
| Kenya                         | 1-10  |                        |   | 1  |    | 1  | 2  | 1  | 2  | 4  | 2  |       |   |    |   |          | 6  | 7                      | 13 |       |
| Lesotho                       | 1-8   |                        |   |    |    |    |    |    |    |    |    |       |   |    |   |          | 0  | 0                      | 0  |       |
| Liberia                       | 1-8   |                        |   |    |    | 1  |    |    | 1  |    |    |       |   |    |   |          | 1  | 1                      | 2  |       |
| Madagascar                    | 1-8   |                        |   |    |    |    | 2  | 2  |    |    |    |       |   |    |   |          | 2  | 2                      | 4  |       |
| Malawi                        | 1-8   |                        |   |    |    |    |    | 2  | 1  | 2  | 1  |       |   |    |   |          | 4  | 2                      | 6  |       |
| Mali                          | 1-8   |                        |   |    |    | 1  |    | 1  | 1  | 4  |    | 1     |   | 1  |   |          | 7  | 2                      | 9  |       |
| Mauritania                    | 1-8   |                        |   | 1  |    |    |    | 1  |    | 2  |    | 1     |   |    |   |          | 5  | 0                      | 5  |       |
| Mauritius                     | 1-8   |                        |   | 2  | 1  | 1  | 1  | 1  |    | 1  |    |       |   |    |   |          | 5  | 2                      | 7  |       |
| Mozambique                    | 1-8   |                        |   |    |    |    |    |    |    | 2  | 2  |       |   |    |   |          | 2  | 2                      | 4  |       |
| Namibia                       | 1-8   |                        |   |    |    |    |    |    | 1  | 1  |    |       |   |    |   |          | 1  | 1                      | 2  |       |
| Niger                         | 1-8   |                        |   |    |    | 1  |    | 1  |    | 3  |    | 1     |   |    |   |          | 5  | 1                      | 6  |       |
| Nigeria                       | 4-14  |                        |   | 1  |    | 2  |    | 2  |    | 3  | 2  | 3     | 1 |    |   |          | 11 | 3                      | 14 |       |
| Rwanda                        | 1-8   |                        |   |    | 1  | 1  |    | 3  |    | 3  |    | 1     |   |    |   |          | 8  | 1                      | 9  |       |
| Sao Tome and Principe         | 1-7   |                        |   |    |    |    |    |    |    |    |    |       |   |    |   |          | 0  | 0                      | 0  |       |
| Senegal                       | 1-8   |                        |   |    | 1  | 1  |    | 2  | 2  | 1  | 3  | 2     |   | 2  |   |          | 6  | 8                      | 14 |       |
| Seychelles                    | 1-7   |                        |   |    | 1  |    |    |    |    |    |    |       |   |    |   |          | 0  | 1                      | 1  |       |
| Sierra Leone                  | 1-8   |                        |   |    | 1  |    |    | 1  | 1  | 3  |    |       |   |    |   |          | 4  | 2                      | 6  |       |
| South Africa                  | 4-11  |                        |   |    |    |    |    | 2  |    | 4  | 3  |       |   |    |   |          | 6  | 3                      | 9  |       |
| Swaziland                     | 1-7   |                        |   |    |    |    |    |    |    |    |    |       |   |    |   |          | 0  | 0                      | 0  |       |
| Togo                          | 1-8   |                        |   |    |    |    |    | 1  |    | 2  |    | 2     |   |    |   |          | 5  | 0                      | 5  |       |
| Uganda                        | 1-8   |                        |   |    |    |    |    | 2  | 1  | 4  |    |       | 1 |    |   |          | 6  | 2                      | 8  |       |
| United Republic of Tanzania   | 1-10  |                        |   |    |    |    |    | 1  | 2  | 2  |    |       | 1 |    |   |          | 3  | 3                      | 6  |       |
| Zambia                        | 1-8   |                        |   |    |    |    |    | 2  | 1  | 4  | 1  | 1     |   |    |   |          | 7  | 2                      | 9  |       |
| Zimbabwe                      | 1-8   |                        |   |    |    | 1  |    | 1  | 1  | 1  |    | 2     |   | 1  |   |          | 6  | 1                      | 7  |       |
| <b>Total – African Region</b> |       | 0                      | 0 | 21 | 11 | 26 | 13 | 44 | 22 | 81 | 22 | 24    | 8 | 3  | 3 | 2        | 1  | 201                    | 80 | 281   |

M – male, F – female.

**TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2004**

**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 | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |    |   |          |   |                        | 0  | 0     | 0  |
| Argentina           | 9-16  |                        |   |    |   | 1  |   | 2  | 1 |    | 1 |       |   | 1  |   |          | 1 |                        | 4  | 3     | 7  |
| Bahamas             | 1-7   |                        |   |    |   |    |   |    |   | 1  |   |       |   |    |   |          |   |                        | 1  | 0     | 1  |
| Barbados            | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |    |   |          |   |                        | 0  | 0     | 0  |
| Belize              | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |    |   |          |   |                        | 0  | 0     | 0  |
| Bolivia             | 1-8   |                        |   |    | 1 |    |   | 3  |   |    |   |       |   |    |   |          |   |                        | 3  | 1     | 4  |
| Brazil              | 21-29 |                        |   |    |   | 2  |   | 5  | 6 | 10 | 2 | 2     | 1 |    | 1 |          |   |                        | 17 | 12    | 29 |
| Canada              | 19-26 |                        |   |    |   | 3  | 4 | 6  | 5 | 9  | 9 | 4     |   |    |   | 1        |   |                        | 23 | 18    | 41 |
| Chile               | 2-9   |                        |   | 1  | 1 |    | 1 | 1  |   | 1  | 2 |       |   |    |   |          |   |                        | 3  | 5     | 8  |
| Colombia            | 3-10  |                        |   |    |   |    |   | 5  | 3 | 2  |   | 1     |   |    |   |          |   |                        | 8  | 3     | 11 |
| Costa Rica          | 1-8   |                        |   |    | 1 |    |   | 1  |   |    |   | 1     |   |    |   |          |   |                        | 2  | 1     | 3  |
| 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 |    |   | 4  | 1 |    |   |       |   |    |   |          |   |                        | 5  | 1     | 6  |
| El Salvador         | 1-8   |                        |   |    |   |    |   | 2  | 2 |    |   |       |   |    |   |          |   |                        | 2  | 2     | 4  |
| 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   |                        |   |    |   |    |   |    |   |    |   |       |   |    |   |          |   |                        | 0  | 0     | 0  |
| Honduras            | 1-8   |                        |   |    |   |    |   | 1  |   |    |   |       |   |    |   |          |   |                        | 1  | 0     | 1  |
| Jamaica             | 1-8   |                        |   |    | 1 |    |   |    | 1 |    |   |       |   |    |   |          |   |                        | 0  | 2     | 2  |
| Mexico              | 11-17 |                        |   |    |   | 1  |   | 5  |   | 1  | 1 |       |   | 1  |   |          |   |                        | 7  | 2     | 9  |

| Country                               | Range   | Staff by grade and sex |   |    |    |    |    |    |    |    |    |       |   |    |   |          |     |                        |     |       |
|---------------------------------------|---------|------------------------|---|----|----|----|----|----|----|----|----|-------|---|----|---|----------|-----|------------------------|-----|-------|
|                                       |         | P1                     |   | P2 |    | P3 |    | P4 |    | P5 |    | P6/D1 |   | D2 |   | Ungraded |     | All professional staff |     |       |
|                                       |         | M                      | F | M  | F  | M  | F  | M  | F  | M  | F  | M     | F | M  | F | M        | F   | M                      | F   | Total |
| Nicaragua                             | 1-8     |                        |   |    |    |    |    | 2  |    |    |    |       |   |    |   |          | 0   | 2                      | 2   |       |
| Panama                                | 1-8     |                        |   |    |    |    | 2  | 1  | 1  |    |    |       |   |    |   |          | 3   | 1                      | 4   |       |
| Paraguay                              | 1-8     |                        |   |    |    |    | 1  |    |    |    |    |       |   |    |   |          | 1   | 0                      | 1   |       |
| Peru                                  | 2-10    |                        |   |    |    |    | 2  | 2  | 1  |    |    |       |   |    |   |          | 3   | 2                      | 5   |       |
| Puerto Rico*                          | 1-8     |                        |   |    |    |    |    |    |    |    |    |       |   |    |   |          | 0   | 0                      | 0   |       |
| Saint Kitts and Nevis                 | 1-7     |                        |   |    |    |    |    |    |    |    |    |       |   |    |   |          | 0   | 0                      | 0   |       |
| 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     |                        |   |    |    |    | 2  | 1  |    | 1  |    |       |   |    |   |          | 2   | 2                      | 4   |       |
| United States of America              | 142-193 |                        |   | 3  | 13 | 13 | 30 | 20 | 44 | 28 | 8  | 2     | 3 | 1  | 2 |          | 100 | 67                     | 167 |       |
| Uruguay                               | 1-8     |                        |   |    |    |    | 2  |    | 1  | 2  |    |       |   |    |   |          | 3   | 2                      | 5   |       |
| Venezuela (Bolivarian Republic of)    | 2-9     |                        |   |    |    |    |    | 1  | 2  |    |    |       |   |    |   |          | 2   | 1                      | 3   |       |
| <b>Total – Region of the Americas</b> |         | 0                      | 0 | 2  | 7  | 17 | 22 | 80 | 52 | 75 | 47 | 17    | 3 | 5  | 2 | 3        | 1   | 199                    | 134 | 333   |

\* Associate Member.

M – male, F – female.

**TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2004**

**South-East Asia Region**

| Country                               | Range | Staff by grade and sex |   |    |   |    |   |    |   |    |    |       |   | All professional staff |   |          |    |    |    |       |
|---------------------------------------|-------|------------------------|---|----|---|----|---|----|---|----|----|-------|---|------------------------|---|----------|----|----|----|-------|
|                                       |       | P1                     |   | P2 |   | P3 |   | P4 |   | P5 |    | P6/D1 |   | D2                     |   | Ungraded |    | M  | F  | Total |
|                                       |       | M                      | F | M  | F | M  | F | M  | F | M  | F  | M     | F | M                      | F |          |    |    |    |       |
| Bangladesh                            | 4-14  |                        |   |    |   | 3  |   | 3  | 2 | 1  |    |       |   |                        |   |          | 7  | 2  | 9  |       |
| Bhutan                                | 1-8   |                        |   |    |   | 1  |   |    |   |    |    |       |   |                        |   |          | 1  | 0  | 1  |       |
| Democratic People's Republic of Korea | 1-8   |                        |   |    |   |    |   | 1  |   |    |    |       |   |                        |   |          | 1  | 0  | 1  |       |
| India                                 | 27-38 |                        |   | 1  |   | 5  | 1 | 7  | 2 | 13 | 5  | 2     |   | 1                      | 2 |          | 29 | 10 | 39 |       |
| Indonesia                             | 7-14  |                        |   |    |   |    |   |    |   | 1  | 4  | 1     |   | 1                      |   |          | 3  | 4  | 7  |       |
| Maldives                              | 1-7   |                        |   |    |   |    |   | 1  |   |    |    | 2     |   |                        |   |          | 3  | 0  | 3  |       |
| Myanmar                               | 2-10  |                        |   |    |   | 1  |   | 3  | 1 | 1  | 2  | 4     |   |                        |   |          | 8  | 4  | 12 |       |
| Nepal                                 | 1-8   |                        |   |    |   |    |   | 1  |   | 5  |    |       | 1 |                        |   |          | 6  | 1  | 7  |       |
| Sri Lanka                             | 1-8   |                        |   |    |   |    |   |    | 1 | 1  | 2  | 1     |   | 1                      |   |          | 3  | 3  | 6  |       |
| Thailand                              | 4-12  |                        |   |    |   |    |   |    | 2 | 2  | 3  | 1     |   |                        | 1 |          | 4  | 5  | 9  |       |
| Timor-Leste                           | 1-7   |                        |   |    |   |    |   |    |   |    |    |       |   |                        |   |          | 0  | 0  | 0  |       |
| <b>Total – South-East Asia Region</b> |       | 0                      | 0 | 1  | 0 | 5  | 2 | 16 | 6 | 27 | 18 | 12    | 1 | 3                      | 2 | 1        | 0  | 65 | 29 | 94    |

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2004

## European Region

| Country                | Range | Staff by grade and sex |   |    |   |    |   |    |   |    |   |       |   |    |   |          |   |                        |    |       |
|------------------------|-------|------------------------|---|----|---|----|---|----|---|----|---|-------|---|----|---|----------|---|------------------------|----|-------|
|                        |       | P1                     |   | P2 |   | P3 |   | P4 |   | P5 |   | P6/D1 |   | D2 |   | Ungraded |   | All professional staff |    |       |
|                        |       | M                      | F | M  | F | M  | F | M  | F | M  | F | M     | F | M  | F | M        | F | M                      | F  | Total |
| Albania                | 1-8   |                        |   |    |   | 1  |   |    |   | 1  |   |       |   |    |   |          |   | 1                      | 1  | 2     |
| Andorra                | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |    |   |          |   | 0                      | 0  | 0     |
| Armenia                | 1-8   |                        |   |    |   | 1  | 1 |    | 1 |    |   |       |   |    |   |          |   | 2                      | 1  | 3     |
| Austria                | 7-14  |                        |   |    |   |    | 2 | 2  | 2 |    | 1 |       |   |    |   |          |   | 5                      | 2  | 7     |
| Azerbaijan             | 1-8   |                        |   |    |   | 1  |   |    |   |    |   |       |   |    |   |          |   | 1                      | 0  | 1     |
| Belarus                | 1-8   |                        |   |    |   |    | 1 |    |   |    |   |       |   |    |   |          |   | 1                      | 0  | 1     |
| Belgium                | 9-15  |                        |   |    |   | 1  | 1 | 4  | 3 | 12 |   | 5     |   | 2  |   |          |   | 24                     | 4  | 28    |
| 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  |   | 3  |   | 4     | 1 | 1  |   |          |   | 12                     | 3  | 15    |
| Estonia                | 1-8   |                        |   |    |   |    |   |    |   |    |   | 1     |   |    |   |          |   | 1                      | 0  | 1     |
| Finland                | 4-11  |                        |   |    |   |    |   |    | 2 | 4  | 2 | 1     |   |    |   |          |   | 5                      | 4  | 9     |
| France                 | 42-58 |                        |   |    | 2 | 6  | 7 | 12 | 9 | 27 | 4 | 7     | 5 | 2  | 1 | 1        |   | 55                     | 28 | 83    |
| Georgia                | 1-8   |                        |   |    |   |    |   |    | 1 | 1  |   |       | 1 |    |   |          |   | 1                      | 2  | 3     |
| Germany                | 63-86 |                        |   |    |   | 4  |   | 11 | 5 | 15 | 9 | 3     |   | 1  |   | 1        |   | 30                     | 19 | 49    |
| Greece                 | 4-11  |                        |   |    |   |    |   |    | 1 | 3  |   |       |   |    |   |          |   | 3                      | 1  | 4     |
| Hungary                | 1-8   |                        |   |    |   |    | 1 |    |   |    |   |       |   |    |   |          |   | 1                      | 0  | 1     |
| Iceland                | 1-7   |                        |   |    |   |    |   |    |   |    |   | 1     | 1 |    |   |          |   | 1                      | 1  | 2     |
| Ireland                | 3-9   |                        |   |    | 1 | 2  | 2 | 3  | 1 |    | 3 | 4     | 1 | 1  |   |          |   | 10                     | 8  | 18    |
| Israel                 | 3-10  |                        |   |    |   |    |   |    | 1 |    |   |       |   |    |   |          |   | 0                      | 1  | 1     |
| Italy                  | 34-47 |                        |   |    | 1 |    | 1 | 6  | 3 | 15 | 2 | 10    |   | 3  |   |          |   | 35                     | 6  | 41    |
| Kazakhstan             | 1-8   |                        |   |    |   |    |   |    | 1 |    |   |       |   |    |   |          |   | 0                      | 1  | 1     |
| Kyrgyzstan             | 1-8   |                        |   |    |   |    |   |    | 1 |    |   |       |   |    |   |          |   | 0                      | 1  | 1     |
| Latvia                 | 1-8   |                        |   |    |   |    |   |    |   | 1  | 1 |       |   |    |   |          |   | 1                      | 1  | 2     |

| Country  | Range | Staff by grade and sex |   |    |   |    |    |    |    |     |    |       |    |    |   |          |    |                        |     |       |
|--|-------|------------------------|---|----|---|----|----|----|----|-----|----|-------|----|----|---|----------|----|------------------------|-----|-------|
|  |       | P1                     |   | P2 |   | P3 |    | P4 |    | P5  |    | P6/D1 |    | D2 |   | Ungraded |    | All professional staff |     |       |
|  |       | M                      | F | M  | F | M  | F  | M  | F  | M   | F  | M     | F  | M  | F | M        | F  | M                      | F   | Total |
| 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 |                        |   |    | 2 | 1  | 2  | 5  | 3  | 16  | 4  | 6     | 1  |    |   |          | 28 | 12                     | 40  |       |
| Norway   | 5-12  |                        |   |    |   |    |    | 2  |    | 1   |    | 2     |    |    |   |          | 3  | 2                      | 5   |       |
| Poland   | 4-11  |                        |   |    |   |    |    |    |    | 4   | 2  |       |    |    |   |          | 4  | 2                      | 6   |       |
| Portugal   | 4-10  |                        |   |    |   |    | 1  |    |    | 2   |    |       |    |    |   |          | 2  | 1                      | 3   |       |
| Republic of Moldova                                  | 1-8   |                        |   |    |   |    | 1  |    |    |     |    |       |    |    |   |          | 0  | 1                      | 1   |       |
| Romania  | 1-8   |                        |   |    |   |    |    |    |    | 1   |    | 1     |    |    |   |          | 0  | 2                      | 2   |       |
| Russian Federation                                   | 12-19 |                        |   |    |   |    |    | 8  |    | 8   |    | 1     |    |    | 1 |          | 18 | 0                      | 18  |       |
| 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  | 4   | 6  | 2     | 1  |    | 1 |          | 8  | 9                      | 17  |       |
| Sweden   | 8-14  |                        |   |    | 1 |    | 1  |    | 3  | 3   | 2  | 1     | 1  | 1  | 1 | 1        | 6  | 8                      | 14  |       |
| Switzerland  | 9-16  |                        |   |    |   |    | 3  | 2  | 3  | 2   | 2  | 2     | 1  |    |   |          | 8  | 7                      | 15  |       |
| Tajikistan   | 1-8   |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| The former Yugoslav Republic of Macedonia            | 1-8   |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| Turkey   | 5-12  |                        |   |    |   |    | 1  |    |    | 3   | 1  | 1     |    |    |   | 1        | 5  | 2                      | 7   |       |
| Turkmenistan   | 1-8   |                        |   |    |   |    | 1  |    |    |     |    |       |    |    |   |          | 0  | 1                      | 1   |       |
| Ukraine  | 2-10  |                        |   |    |   |    |    | 1  |    |     |    |       |    |    |   |          | 1  | 0                      | 1   |       |
| United Kingdom of Great Britain and Northern Ireland | 37-51 |                        |   |    |   | 3  | 3  | 5  | 12 | 6   | 14 | 14    | 7  | 2  | 2 | 3        | 1  | 39                     | 33  | 72    |
| Uzbekistan   | 1-10  |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| <b>Total – European Region</b>                       |       | 0                      | 0 | 1  | 9 | 20 | 32 | 77 | 51 | 148 | 57 | 57    | 16 | 13 | 4 | 4        | 3  | 320                    | 172 | 492   |

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2004

## 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   |                        |   |    |   | 2  |   | 1  |    | 1  |    |       |    |    |   |          |   |                        | 3  | 1     | 4   |
| Bahrain                                     | 1-7   |                        |   |    |   |    |   |    |    | 1  |    | 1     |    |    |   |          |   |                        | 0  | 2     | 2   |
| Djibouti                                    | 1-7   |                        |   |    |   |    |   |    |    | 2  |    |       |    |    |   |          |   |                        | 2  | 0     | 2   |
| Egypt                                       | 3-12  |                        |   | 1  | 3 | 2  | 1 | 4  | 1  |    | 5  |       |    |    |   |          |   |                        | 7  | 10    | 17  |
| Iran (Islamic Republic of)                  | 4-12  |                        |   |    |   | 1  |   | 1  |    | 2  | 2  | 1     |    |    |   |          |   |                        | 5  | 2     | 7   |
| 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  | 1  | 1     |    |    |   |          |   |                        | 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  |    | 1     |    |    |   |          |   |                        | 8  | 0     | 8   |
| Qatar                                       | 1-7   |                        |   |    |   |    |   |    |    |    |    |       |    |    |   |          |   |                        | 0  | 0     | 0   |
| Saudi Arabia                                | 5-11  |                        |   |    |   |    |   |    |    |    |    | 1     |    |    |   | 1        |   |                        | 2  | 0     | 2   |
| Somalia                                     | 1-8   |                        |   |    |   |    |   |    |    | 3  |    | 1     |    | 1  |   |          |   |                        | 5  | 0     | 5   |
| Sudan                                       | 1-10  |                        |   | 1  |   |    |   | 3  |    | 4  |    | 4     |    |    |   |          |   |                        | 12 | 0     | 12  |
| Syrian Arab Republic                        | 1-8   |                        |   |    |   |    |   | 1  |    | 2  |    | 2     |    |    |   |          |   |                        | 4  | 1     | 5   |
| Tunisia                                     | 1-8   |                        |   |    |   | 1  | 1 | 1  |    | 2  |    | 5     |    |    |   |          |   |                        | 9  | 1     | 10  |
| United Arab Emirates                        | 2-8   |                        |   |    |   |    |   |    |    |    |    |       |    |    |   |          |   |                        | 0  | 0     | 0   |
| Yemen                                       | 1-8   |                        |   |    |   |    |   | 1  |    |    |    | 2     |    |    |   |          |   |                        | 3  | 0     | 3   |
| <b>Total – Eastern Mediterranean Region</b> |       |                        | 0 | 0  | 3 | 4  | 6 | 4  | 13 | 4  | 29 | 11    | 22 | 2  | 2 | 0        | 2 | 0                      | 77 | 25    | 102 |

M – male, F – female.



**TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2004**

**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                        | 12-19   |                        |   | 1  | 1 | 2  | 2 | 4  | 4 | 4  | 1 | 3     |   |                        | 14 | 8        | 22 |   |   |       |
| Brunei Darussalam                | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |
| Cambodia                         | 1-8     |                        |   |    |   | 1  |   |    |   |    |   |       |   |                        | 1  | 0        | 1  |   |   |       |
| China                            | 40-55   |                        |   | 1  | 1 | 4  | 2 | 5  | 3 | 2  |   | 1     | 1 | 13                     | 7  | 20       |    |   |   |       |
| Cook Islands                     | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |
| Fiji                             | 1-7     |                        |   |    |   |    |   | 2  |   |    |   |       |   |                        | 2  | 0        | 2  |   |   |       |
| Japan                            | 121-166 |                        |   | 1  | 4 | 8  | 4 | 13 | 3 |    |   | 2     | 1 | 25                     | 11 | 36       |    |   |   |       |
| Kiribati                         | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |
| Lao People's Democratic Republic | 1-8     |                        |   | 1  |   |    |   |    |   |    |   |       |   |                        | 1  | 0        | 1  |   |   |       |
| Malaysia                         | 3-9     |                        |   |    | 2 | 2  | 1 | 1  |   | 1  | 2 |       |   |                        | 4  | 5        | 9  |   |   |       |
| Marshall Islands                 | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |
| Micronesia (Federated States of) | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |
| Mongolia                         | 1-8     |                        |   |    |   | 1  |   | 1  |   |    |   |       |   |                        | 2  | 0        | 2  |   |   |       |
| Nauru                            | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |
| New Zealand                      | 2-9     |                        |   |    |   |    | 2 | 4  | 2 | 1  | 2 |       |   |                        | 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  | 6 | 2  | 3 | 1  | 1 | 1     |   |                        | 11 | 12       | 23 |   |   |       |
| Republic of Korea                | 15-21   |                        |   |    | 1 | 1  |   | 5  |   |    |   |       | 1 |                        | 7  | 1        | 8  |   |   |       |
| Samoa                            | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |
| Singapore                        | 3-10    |                        |   |    |   | 1  |   |    |   |    |   |       |   |                        | 1  | 0        | 1  |   |   |       |
| Solomon Islands                  | 1-7     |                        |   |    |   |    |   | 1  |   |    |   |       |   |                        | 1  | 0        | 1  |   |   |       |
| Tokelau*                         | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |

| Country                               | Range | Staff by grade and sex |   |    |   |    |    |    |    |    |    |       |   | All professional staff |   |          |   |    |    |       |
|---------------------------------------|-------|------------------------|---|----|---|----|----|----|----|----|----|-------|---|------------------------|---|----------|---|----|----|-------|
|                                       |       | P1                     |   | P2 |   | P3 |    | P4 |    | P5 |    | P6/D1 |   | D2                     |   | Ungraded |   | M  | F  | Total |
|                                       |       | M                      | F | M  | F | M  | F  | M  | F  | M  | F  | M     | F | M                      | F |          |   |    |    |       |
| Tonga                                 | 1-7   |                        |   |    |   |    |    |    |    |    |    |       |   |                        |   |          | 0 | 0  | 0  |       |
| Tuvalu                                | 1-7   |                        |   |    |   |    |    |    |    |    |    |       |   |                        |   |          | 0 | 0  | 0  |       |
| Vanuatu                               | 1-7   |                        |   |    |   |    |    |    |    |    |    |       |   |                        |   |          | 0 | 0  | 0  |       |
| Viet Nam                              | 3-12  |                        |   |    |   |    | 1  | 1  |    |    |    |       |   |                        |   |          | 1 | 1  | 2  |       |
| <b>Total – Western Pacific Region</b> |       | 0                      | 0 | 3  | 1 | 9  | 15 | 22 | 15 | 38 | 13 | 7     | 5 | 7                      | 1 | 3        | 0 | 89 | 50 | 139   |

\* Associate Member.

M – male, F – female.

**TABLE 6. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 31 DECEMBER 2004**

**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           | 71                    | 9.2  | 169          | 21.9 | 36              | 4.7  | 384    | 49.8 | 24                    | 3.1  | 87              | 11.3 | 771   | 100.0 |
| Africa                 | 213                   | 83.8 | 17           | 6.7  | 1               | 0.4  | 20     | 7.9  | 3                     | 1.2  | 0               | 0.0  | 254   | 100.0 |
| The Americas           | 1                     | 0.9  | 98           | 88.3 | 1               | 0.9  | 11     | 9.9  | 0                     | 0.0  | 0               | 0.0  | 111   | 100.0 |
| South-East Asia        | 1                     | 0.9  | 23           | 20.2 | 49              | 42.9 | 35     | 30.7 | 1                     | 0.9  | 5               | 4.4  | 114   | 100.0 |
| Europe                 | 0                     | 0.0  | 10           | 10.5 | 2               | 2.1  | 78     | 82.1 | 1                     | 1.1  | 4               | 4.2  | 95    | 100.0 |
| Eastern Mediterranean  | 1                     | 0.9  | 15           | 13.8 | 2               | 1.9  | 12     | 11.1 | 76                    | 70.4 | 2               | 1.9  | 108   | 100.0 |
| Western Pacific        | 2                     | 1.8  | 19           | 17.0 | 6               | 5.3  | 36     | 32.1 | 0                     | 0.0  | 49              | 43.8 | 112   | 100.0 |
| <b>Total</b>           | 289                   | 18.5 | 351          | 22.4 | 97              | 6.2  | 576    | 36.8 | 105                   | 6.7  | 147             | 9.4  | 1 565 | 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           | 71                    | 24.6  | 169          | 48.1  | 36              | 37.1  | 384    | 66.6  | 24                    | 22.8  | 87              | 59.2  | 771   | 49.3  |
| Africa                 | 213                   | 73.8  | 17           | 4.8   | 1               | 1.0   | 20     | 3.5   | 3                     | 2.8   | 0               | 0.0   | 254   | 16.2  |
| The Americas           | 1                     | 0.3   | 98           | 27.9  | 1               | 1.0   | 11     | 1.9   | 0                     | 0.0   | 0               | 0.0   | 111   | 7.1   |
| South-East Asia        | 1                     | 0.3   | 23           | 6.6   | 49              | 50.5  | 35     | 6.1   | 1                     | 1.0   | 5               | 3.4   | 114   | 7.3   |
| Europe                 | 0                     | 0.0   | 10           | 2.9   | 2               | 2.1   | 78     | 13.5  | 1                     | 1.0   | 4               | 2.7   | 95    | 6.0   |
| Eastern Mediterranean  | 1                     | 0.3   | 15           | 4.3   | 2               | 2.1   | 12     | 2.1   | 76                    | 72.4  | 2               | 1.4   | 108   | 6.9   |
| Western Pacific        | 2                     | 0.7   | 19           | 5.4   | 6               | 6.2   | 36     | 6.3   | 0                     | 0.0   | 49              | 33.3  | 112   | 7.2   |
| <b>Total</b>           | 289                   | 100.0 | 351          | 100.0 | 97              | 100.0 | 576    | 100.0 | 105                   | 100.0 | 147             | 100.0 | 1 565 | 100.0 |

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 31 DECEMBER 2004

## 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           | 8    | 11    | 50          | 66   | 116   | 164         | 116  | 280   | 222         | 118  | 340   | 19        | 5    | 24    | 458   | 313  | 771   |
| Africa                       | 0           | 0    | 0     | 9           | 12   | 21    | 61          | 26   | 87    | 109         | 31   | 140   | 6         | 0    | 6     | 185   | 69   | 254   |
| The Americas                 | 0           | 0    | 0     | 3           | 2    | 5     | 18          | 18   | 36    | 46          | 20   | 66    | 0         | 4    | 4     | 67    | 44   | 111   |
| South-East Asia              | 0           | 1    | 1     | 7           | 6    | 13    | 22          | 7    | 29    | 41          | 18   | 59    | 9         | 3    | 12    | 79    | 35   | 114   |
| Europe                       | 1           | 1    | 2     | 8           | 5    | 13    | 22          | 17   | 39    | 29          | 8    | 37    | 3         | 1    | 4     | 63    | 32   | 95    |
| Eastern Mediterranean        | 0           | 0    | 0     | 6           | 5    | 11    | 24          | 14   | 38    | 44          | 9    | 53    | 6         | 0    | 6     | 80    | 28   | 108   |
| Western Pacific              | 1           | 0    | 1     | 8           | 4    | 12    | 37          | 8    | 45    | 40          | 10   | 50    | 3         | 1    | 4     | 89    | 23   | 112   |
| <b>Total</b>                 | 5           | 10   | 15    | 91          | 100  | 191   | 348         | 206  | 554   | 531         | 214  | 745   | 46        | 14   | 60    | 1 021 | 544  | 1 565 |
| <b>Percentage by bracket</b> | 33.3        | 66.7 | 100.0 | 47.6        | 52.4 | 100.0 | 62.8        | 37.2 | 100.0 | 71.3        | 28.7 | 100.0 | 76.7      | 23.3 | 100.0 | 65.2  | 34.8 | 100.0 |
| <b>Percentage of total</b>   | 1.0         |      |       | 12.2        |      |       | 35.4        |      |       | 47.6        |      |       | 3.8       |      |       | 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 | 15          | 9    | 24    | 55          | 33   | 88    | 48          | 21   | 69    | 2         | 1    | 3     | 120   | 65   | 185   |
| 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     | 17          | 1    | 18    | 11          | 0    | 11    | 0         | 0    | 0     | 29    | 1    | 30    |
| Europe                       | 1           | 0 | 1 | 3           | 6    | 9     | 7           | 8    | 15    | 1           | 1    | 2     | 0         | 0    | 0     | 12    | 15   | 27    |
| Eastern Mediterranean        | 0           | 0 | 0 | 0           | 0    | 0     | 0           | 0    | 0     | 0           | 0    | 0     | 0         | 0    | 0     | 0     | 0    | 0     |
| Western Pacific              | 0           | 0 | 0 | 0           | 0    | 0     | 0           | 1    | 1     | 0           | 0    | 0     | 0         | 0    | 0     | 0     | 1    | 1     |
| <b>Total</b>                 | 1           | 1 | 2 | 19          | 15   | 34    | 80          | 44   | 124   | 60          | 22   | 82    | 2         | 1    | 3     | 162   | 83   | 245   |
| <b>Percentage by bracket</b> |             |   |   | 55.9        | 44.1 | 100.0 | 64.5        | 35.5 | 100.0 | 73.2        | 26.8 | 100.0 | 66.7      | 33.3 | 100.0 | 66.1  | 33.9 | 100.0 |
| <b>Percentage of total</b>   | 0.8         |   |   | 13.9        |      |       | 50.6        |      |       | 33.5        |      |       | 1.2       |      |       | 100.0 |      |       |

### 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                 | 4           | 15   | 19    | 40          | 89   | 129   | 59          | 184  | 243   | 67          | 224  | 291   | 0         | 5    | 5     | 170   | 517   | 687   |
| Africa                       | 1           | 3    | 4     | 28          | 34   | 62    | 113         | 89   | 202   | 132         | 62   | 194   | 3         | 0    | 3     | 277   | 188   | 465   |
| The Americas                 | 1           | 1    | 2     | 6           | 13   | 19    | 4           | 26   | 30    | 3           | 34   | 37    | 0         | 2    | 2     | 14    | 76    | 90    |
| South-East Asia              | 8           | 8    | 16    | 38          | 26   | 64    | 77          | 32   | 109   | 95          | 24   | 119   | 0         | 1    | 1     | 218   | 91    | 309   |
| Europe                       | 1           | 10   | 11    | 10          | 31   | 41    | 8           | 32   | 40    | 9           | 44   | 53    | 0         | 2    | 2     | 28    | 119   | 147   |
| Eastern Mediterranean        | 6           | 9    | 15    | 33          | 50   | 83    | 53          | 50   | 103   | 29          | 30   | 59    | 2         | 0    | 2     | 123   | 139   | 262   |
| Western Pacific              | 2           | 15   | 17    | 17          | 47   | 64    | 26          | 58   | 84    | 30          | 52   | 82    | 0         | 0    | 0     | 75    | 172   | 247   |
| <b>Total</b>                 | 23          | 61   | 84    | 172         | 290  | 462   | 340         | 471  | 811   | 365         | 470  | 835   | 5         | 10   | 15    | 905   | 1 302 | 2 207 |
| <b>Percentage by bracket</b> | 27.4        | 72.6 | 100.0 | 37.2        | 62.8 | 100.0 | 41.9        | 58.1 | 100.0 | 43.7        | 56.3 | 100.0 | 33.3      | 66.7 | 100.0 | 41.0  | 59.0  | 100.0 |
| <b>Percentage of total</b>   |             |      | 3.8   |             |      | 20.9  |             |      | 36.8  |             |      | 37.8  |           |      | 0.7   |       |       | 100.0 |

M – male, F – female, T – total.

**TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 DECEMBER 2004****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     | 7           | 2    | 9     | 6         | 1    | 7     | 17    | 5    | 22    |
| D2                           | 0           | 0    | 0     | 0           | 0    | 0     | 9           | 2    | 11    | 16          | 11   | 27    | 6         | 0    | 6     | 31    | 13   | 44    |
| D1/P6                        | 0           | 0    | 0     | 1           | 0    | 1     | 30          | 9    | 39    | 103         | 23   | 126   | 11        | 3    | 14    | 145   | 35   | 180   |
| P5                           | 0           | 0    | 0     | 12          | 12   | 24    | 152         | 72   | 224   | 242         | 86   | 328   | 16        | 5    | 21    | 422   | 175  | 597   |
| P4                           | 0           | 0    | 0     | 35          | 34   | 69    | 112         | 77   | 189   | 120         | 54   | 174   | 6         | 4    | 10    | 273   | 169  | 442   |
| P3                           | 4           | 2    | 6     | 29          | 34   | 63    | 27          | 33   | 60    | 30          | 26   | 56    | 1         | 1    | 2     | 91    | 96   | 187   |
| P2                           | 1           | 8    | 9     | 14          | 20   | 34    | 14          | 11   | 25    | 13          | 12   | 25    | 0         | 0    | 0     | 42    | 51   | 93    |
| P1                           | 0           | 0    | 0     | 0           | 0    | 0     | 0           | 0    | 0     | 0           | 0    | 0     | 0         | 0    | 0     | 0     | 0    | 0     |
| <b>Total</b>                 | 5           | 10   | 15    | 91          | 100  | 191   | 348         | 206  | 554   | 531         | 214  | 745   | 46        | 14   | 60    | 1 021 | 544  | 1 565 |
| <b>Percentage by bracket</b> | 33.3        | 66.7 | 100.0 | 47.6        | 52.4 | 100.0 | 62.8        | 37.2 | 100.0 | 71.3        | 28.7 | 100.0 | 76.7      | 23.3 | 100.0 | 65.2  | 34.8 | 100.0 |
| <b>Percentage of total</b>   | 1.0         |      |       | 12.2        |      |       | 35.4        |      |       | 47.6        |      |       | 3.8       |      |       | 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     | 3           | 1    | 4     | 4           | 0    | 4     | 0         | 0    | 0     | 7     | 1    | 8     |
| B                            | 1           | 1    | 2     | 10          | 6    | 16    | 32          | 18   | 50    | 15          | 5    | 20    | 2         | 0    | 2     | 60    | 30   | 90    |
| C                            | 0           | 0    | 0     | 9           | 9    | 18    | 44          | 24   | 68    | 41          | 17   | 58    | 0         | 1    | 1     | 94    | 51   | 145   |
| D                            | 0           | 0    | 0     | 0           | 0    | 0     | 1           | 1    | 2     | 0           | 0    | 0     | 0         | 0    | 0     | 1     | 1    | 2     |
| <b>Total</b>                 | 1           | 1    | 2     | 19          | 15   | 34    | 80          | 44   | 124   | 60          | 22   | 82    | 2         | 1    | 3     | 162   | 83   | 245   |
| <b>Percentage by bracket</b> | 50.0        | 50.0 | 100.0 | 55.9        | 44.1 | 100.0 | 64.5        | 35.5 | 100.0 | 73.2        | 26.8 | 100.0 | 66.7      | 33.3 | 100.0 | 66.1  | 33.9 | 100.0 |
| <b>Percentage of total</b>   | 0.8         |      |       | 13.9        |      |       | 50.6        |      |       | 33.5        |      |       | 1.2       |      |       | 100.0 |      |       |

**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           | 0    | 1     | 7           | 16   | 23    | 39          | 45   | 84    | 55          | 76   | 131   | 2         | 0    | 2     | 104   | 137   | 241   |
| G6                           | 3           | 5    | 8     | 29          | 44   | 73    | 50          | 125  | 175   | 41          | 133  | 174   | 0         | 4    | 4     | 123   | 311   | 434   |
| G5                           | 5           | 26   | 31    | 38          | 125  | 163   | 43          | 179  | 222   | 67          | 183  | 250   | 0         | 4    | 4     | 153   | 517   | 670   |
| G4                           | 5           | 22   | 27    | 33          | 98   | 131   | 49          | 104  | 153   | 51          | 70   | 121   | 0         | 2    | 2     | 138   | 296   | 434   |
| G3                           | 5           | 7    | 12    | 28          | 7    | 35    | 66          | 11   | 77    | 63          | 7    | 70    | 1         | 0    | 1     | 163   | 32    | 195   |
| G2                           | 3           | 0    | 3     | 29          | 0    | 29    | 66          | 3    | 69    | 51          | 1    | 52    | 1         | 0    | 1     | 150   | 4     | 154   |
| G1                           | 1           | 1    | 2     | 8           | 0    | 8     | 27          | 4    | 31    | 37          | 0    | 37    | 1         | 0    | 1     | 74    | 5     | 79    |
| <b>Total</b>                 | 23          | 61   | 84    | 172         | 290  | 462   | 340         | 471  | 811   | 365         | 470  | 835   | 5         | 10   | 15    | 905   | 1 302 | 2 207 |
| <b>Percentage by bracket</b> | 27.4        | 72.6 | 100.0 | 37.2        | 62.8 | 100.0 | 41.9        | 58.1 | 100.0 | 43.7        | 56.3 | 100.0 | 33.3      | 66.7 | 100.0 | 41.0  | 59.0  | 100.0 |
| <b>Percentage of total</b>   |             |      | 3.8   |             |      | 20.9  |             |      | 36.8  |             |      | 37.8  |           |      | 0.7   |       |       | 100.0 |

M – male, F – female, T – total.

**TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2004**

| 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                 | 383           | 0          | 228        | 611          | 144        | 0         | 73         | 217        | 109         | 0         | 103        | 212        | 81          | 0        | 108        | 189        | 34          | 0        | 73         | 107        | 10          | 0        | 44         | 54         | 10        | 0        | 58         | 68         | 771          | 0          | 687          | 1 458        |
| Africa                       | 130           | 120        | 114        | 364          | 49         | 54        | 68         | 171        | 33          | 11        | 88         | 132        | 20          | 0        | 71         | 91         | 11          | 0        | 77         | 88         | 7           | 0        | 32         | 39         | 4         | 0        | 15         | 19         | 254          | 185        | 465          | 904          |
| The Americas                 | 63            | 1          | 41         | 105          | 30         | 0         | 20         | 50         | 10          | 0         | 11         | 21         | 7           | 1        | 9          | 17         | 0           | 0        | 5          | 5          | 0           | 0        | 3          | 3          | 1         | 0        | 1          | 2          | 111          | 2          | 90           | 203          |
| South-East Asia              | 54            | 19         | 64         | 137          | 29         | 3         | 54         | 86         | 18          | 0         | 84         | 102        | 7           | 3        | 36         | 46         | 5           | 4        | 44         | 53         | 0           | 1        | 10         | 11         | 1         | 0        | 17         | 18         | 114          | 30         | 309          | 453          |
| Europe                       | 49            | 27         | 72         | 148          | 18         | 0         | 20         | 38         | 15          | 0         | 16         | 31         | 8           | 0        | 10         | 18         | 5           | 0        | 15         | 20         | 0           | 0        | 8          | 8          | 0         | 0        | 6          | 6          | 95           | 27         | 147          | 269          |
| Eastern Mediterranean        | 50            | 0          | 131        | 181          | 33         | 0         | 26         | 59         | 12          | 0         | 38         | 50         | 8           | 0        | 35         | 43         | 4           | 0        | 14         | 18         | 0           | 0        | 14         | 14         | 1         | 0        | 4          | 5          | 108          | 0          | 262          | 370          |
| Western Pacific              | 60            | 1          | 84         | 145          | 26         | 0         | 47         | 73         | 15          | 0         | 31         | 46         | 5           | 0        | 38         | 43         | 4           | 0        | 28         | 32         | 2           | 0        | 15         | 17         | 0         | 0        | 4          | 4          | 112          | 1          | 247          | 360          |
| <b>Total</b>                 | <b>789</b>    | <b>168</b> | <b>734</b> | <b>1 691</b> | <b>329</b> | <b>57</b> | <b>308</b> | <b>694</b> | <b>212</b>  | <b>11</b> | <b>371</b> | <b>594</b> | <b>136</b>  | <b>4</b> | <b>307</b> | <b>447</b> | <b>63</b>   | <b>4</b> | <b>256</b> | <b>323</b> | <b>19</b>   | <b>1</b> | <b>126</b> | <b>146</b> | <b>17</b> | <b>0</b> | <b>105</b> | <b>122</b> | <b>1 565</b> | <b>245</b> | <b>2 207</b> | <b>4 017</b> |
| <b>Percentage by bracket</b> | 46.7          | 9.9        | 43.4       | 100          | 47.4       | 8.2       | 44.4       | 100        | 35.7        | 1.9       | 62.5       | 100        | 30.4        | 0.9      | 68.7       | 100        | 19.5        | 1.2      | 79.3       | 100        | 13.0        | 0.7      | 86.3       | 100        | 13.9      | 0.0      | 86.1       | 100        | 39.0         | 6.1        | 54.9         | 100          |
| <b>Percentage of total</b>   |               |            |            | 42.1         |            |           |            | 17.3       |             |           |            | 14.8       |             |          |            | 11.1       |             |          |            | 8.0        |             |          |            | 3.7        |           |          |            | 3.0        |              |            |              | 100          |

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



**TABLE 10. APPOINTMENTS DURING YEAR 2004**

| Location              | Category | Total staff at 31 December 2004 | New appointments |                        |            | Conversion of temporary contracts |                        |            | Interagency transfers |                        |            | Total number of appointments |            |
|-----------------------|----------|---------------------------------|------------------|------------------------|------------|-----------------------------------|------------------------|------------|-----------------------|------------------------|------------|------------------------------|------------|
|                       |          |                                 | No. of staff     | % of total recruitment | % of women | No. of staff                      | % of total recruitment | % of women | No. of staff          | % of total recruitment | % of women | No. of staff                 | % of women |
| Headquarters          | P        | 771                             | 48               | 53.3                   | 50.0       | 29                                | 32.2                   | 62.1       | 13                    | 14.5                   | 53.8       | 90                           | 54.4       |
|                       | NPO      | 0                               | 0                | 0.0                    | 0.0        | 0                                 | 0.0                    | 0.0        | 0                     | 0.0                    | 0.0        | 0                            | 0.0        |
|                       | GS       | 687                             | 5                | 14.3                   | 80.0       | 27                                | 77.1                   | 81.5       | 3                     | 8.6                    | 33.3       | 35                           | 77.2       |
| Africa                | P        | 254                             | 12               | 37.5                   | 33.3       | 19                                | 59.4                   | 31.6       | 1                     | 3.1                    | 0.0        | 32                           | 31.3       |
|                       | NPO      | 185                             | 14               | 70.0                   | 42.9       | 6                                 | 30.0                   | 66.7       | 0                     | 0.0                    | 0.0        | 20                           | 50.0       |
|                       | GS       | 465                             | 6                | 18.8                   | 50.0       | 26                                | 81.2                   | 50.0       | 0                     | 0.0                    | 0.0        | 32                           | 50.0       |
| The Americas          | P        | 111                             | 2                | 12.5                   | 0.0        | 4                                 | 25.0                   | 0.0        | 10                    | 62.5                   | 20.0       | 16                           | 12.5       |
|                       | NPO      | 2                               | 0                | 0.0                    | 0.0        | 0                                 | 0.0                    | 0.0        | 0                     | 0.0                    | 0.0        | 0                            | 0.0        |
|                       | GS       | 90                              | 0                | 0.0                    | 0.0        | 1                                 | 25.0                   | 100.0      | 3                     | 75.0                   | 33.3       | 4                            | 50.0       |
| South-East Asia       | P        | 114                             | 7                | 63.6                   | 57.1       | 3                                 | 27.3                   | 33.3       | 1                     | 9.1                    | 0.0        | 11                           | 45.4       |
|                       | NPO      | 30                              | 7                | 87.5                   | 14.3       | 1                                 | 12.5                   | 0.0        | 0                     | 0.0                    | 0.0        | 8                            | 12.5       |
|                       | GS       | 309                             | 1                | 9.1                    | 100.0      | 10                                | 90.9                   | 40.0       | 0                     | 0.0                    | 0.0        | 11                           | 45.5       |
| Europe                | P        | 95                              | 10               | 45.5                   | 50.0       | 12                                | 54.5                   | 50.0       | 0                     | 0.0                    | 0.0        | 22                           | 50.0       |
|                       | NPO      | 27                              | 3                | 100.0                  | 66.7       | 0                                 | 0.0                    | 0.0        | 0                     | 0.0                    | 0.0        | 3                            | 0.0        |
|                       | GS       | 147                             | 8                | 29.6                   | 75.0       | 19                                | 70.4                   | 73.7       | 0                     | 0.0                    | 0.0        | 27                           | 74.1       |
| Eastern Mediterranean | P        | 108                             | 2                | 28.6                   | 50.0       | 5                                 | 71.4                   | 40.0       | 0                     | 0.0                    | 0.0        | 7                            | 42.9       |
|                       | NPO      | 0                               | 0                | 0.0                    | 0.0        | 0                                 | 0.0                    | 0.0        | 0                     | 0.0                    | 0.0        | 0                            | 0.0        |
|                       | GS       | 262                             | 10               | 22.2                   | 40.0       | 35                                | 77.8                   | 37.1       | 0                     | 0.0                    | 0.0        | 45                           | 37.7       |
| Western Pacific       | P        | 112                             | 10               | 71.4                   | 20.0       | 3                                 | 21.4                   | 0.0        | 1                     | 7.1                    | 100.0      | 14                           | 21.4       |
|                       | NPO      | 1                               | 1                | 100.0                  | 100.0      | 0                                 | 0.0                    | 0.0        | 0                     | 0.0                    | 0.0        | 1                            | 0.0        |
|                       | GS       | 247                             | 5                | 22.7                   | 100.0      | 17                                | 77.3                   | 76.5       | 0                     | 0.0                    | 0.0        | 22                           | 81.8       |
| <b>Total</b>          | P        | 1 565                           | 91               | 47.4                   | 43.2       | 75                                | 39.1                   | 39.6       | 26                    | 13.5                   | 31.8       | 192                          | 40.3       |
|                       | NPO      | 245                             | 25               | 78.1                   | 26.7       | 7                                 | 21.9                   | 50.0       | 0                     | 0.0                    | 0.0        | 32                           | 31.8       |
|                       | GS       | 2 207                           | 35               | 19.9                   | 59.1       | 135                               | 76.7                   | 58.3       | 6                     | 3.4                    | 50.0       | 176                          | 58.2       |
|                       | All      | 4 017                           | 151              | 37.8                   | 44.2       | 217                               | 54.3                   | 51.6       | 32                    | 8.0                    | 35.2       | 400                          | 47.5       |

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

TABLE 11. STAFF RETIREMENT PROJECTIONS<sup>1</sup>

| Location              | Category | Total staff at<br>31 December 2004 | Staff due to retire    |     |                        |      |                        |      |                        |      |
|-----------------------|----------|------------------------------------|------------------------|-----|------------------------|------|------------------------|------|------------------------|------|
|                       |          |                                    | by 31 December<br>2005 |     | by 31 December<br>2007 |      | by 31 December<br>2009 |      | by 31 December<br>2014 |      |
|                       |          |                                    | No.                    | %   | No.                    | %    | No.                    | %    | No.                    | %    |
| Headquarters          | P        | 771                                | 24                     | 3.1 | 83                     | 10.8 | 153                    | 19.8 | 322                    | 41.8 |
|                       | NPO      | 0                                  | 0                      | 0.0 | 0                      | 0.0  | 0                      | 0.0  | 0                      | 0.0  |
|                       | GS       | 687                                | 15                     | 2.2 | 51                     | 7.4  | 105                    | 15.3 | 267                    | 38.9 |
| Africa                | P        | 254                                | 10                     | 3.9 | 30                     | 11.8 | 49                     | 19.3 | 123                    | 48.4 |
|                       | NPO      | 185                                | 1                      | 0.5 | 3                      | 1.6  | 16                     | 8.6  | 56                     | 30.3 |
|                       | GS       | 465                                | 15                     | 3.2 | 35                     | 7.5  | 67                     | 14.4 | 176                    | 37.8 |
| The Americas          | P        | 111                                | 5                      | 4.5 | 12                     | 10.8 | 27                     | 24.3 | 55                     | 49.5 |
|                       | NPO      | 2                                  | 0                      | 0.0 | 0                      | 0.0  | 0                      | 0.0  | 0                      | 0.0  |
|                       | GS       | 90                                 | 4                      | 4.4 | 8                      | 8.9  | 15                     | 16.7 | 38                     | 42.2 |
| South-East Asia       | P        | 114                                | 6                      | 5.3 | 20                     | 17.5 | 31                     | 27.2 | 58                     | 50.9 |
|                       | NPO      | 30                                 | 0                      | 0.0 | 1                      | 3.3  | 3                      | 10.0 | 10                     | 33.3 |
|                       | GS       | 309                                | 5                      | 1.6 | 22                     | 7.1  | 45                     | 14.6 | 106                    | 34.3 |
| Europe                | P        | 95                                 | 4                      | 4.2 | 7                      | 7.4  | 12                     | 12.6 | 39                     | 41.1 |
|                       | NPO      | 27                                 | 0                      | 0.0 | 0                      | 0.0  | 0                      | 0.0  | 1                      | 3.7  |
|                       | GS       | 147                                | 4                      | 2.7 | 11                     | 7.5  | 21                     | 14.3 | 45                     | 30.6 |
| Eastern Mediterranean | P        | 108                                | 2                      | 1.9 | 11                     | 10.2 | 18                     | 16.7 | 47                     | 43.5 |
|                       | NPO      | 0                                  | 0                      | 0.0 | 0                      | 0.0  | 0                      | 0.0  | 0                      | 0.0  |
|                       | GS       | 262                                | 3                      | 1.1 | 11                     | 4.2  | 21                     | 8.0  | 54                     | 20.6 |
| Western Pacific       | P        | 112                                | 3                      | 2.7 | 8                      | 7.1  | 19                     | 17.0 | 45                     | 40.2 |
|                       | NPO      | 1                                  | 0                      | 0.0 | 0                      | 0.0  | 0                      | 0.0  | 0                      | 0.0  |
|                       | GS       | 247                                | 2                      | 0.8 | 11                     | 4.5  | 27                     | 10.9 | 70                     | 28.3 |
| Total                 | P        | 1 565                              | 54                     | 3.5 | 171                    | 10.9 | 309                    | 19.7 | 689                    | 44.0 |
|                       | NPO      | 245                                | 1                      | 0.4 | 4                      | 1.6  | 19                     | 7.8  | 67                     | 27.3 |
|                       | GS       | 2 207                              | 48                     | 2.2 | 149                    | 6.8  | 301                    | 13.6 | 756                    | 34.3 |
|                       | All      | 4 017                              | 103                    | 2.6 | 324                    | 8.1  | 629                    | 15.7 | 1 512                  | 37.6 |

<sup>1</sup> Figures are cumulative. For example, the total number of professional staff due to retire on 31 December 2007 (171) includes those scheduled to retire on 31 December 2005 (54).

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

**TABLE 12. DISTRIBUTION OF OCCUPIED PROFESSIONAL AND HIGHER CATEGORY POSTS ACROSS MAIN OCCUPATIONAL GROUPS<sup>1</sup>**

| <b>1</b> | <b>Professional, managerial and technical work</b>                                | Posts | %    |         | Posts  | %   |       |           |                                     |
|----------|---|-------|------|---------|--|-----|-------|-----------|-------------------------------------|
| 1.A.     | Administrative specialists  | 408   | 29.4 | 1.A.    | Administrative specialists                                     |     | 100.0 |           |                                     |
| 1.B.     | Architects, engineers   | 24    | 1.7  | 1.A.    | Administrative (general)                                       | 20  | 4.9   |           |                                     |
| 1.C.     | Archivists, curators, information specialists and librarians                      | 16    | 1.2  | 1.A.01. | Financial management specialists                               | 59  | 14.5  |           |                                     |
| 1.D.     | Artists   | 1     | 0.1  | 1.A.02. | Management and programme analysts                              | 20  | 4.9   |           |                                     |
| 1.E.     | Economists  | 19    | 1.4  | 1.A.03. | Building services administrators                               | 10  | 2.5   |           |                                     |
| 1.F.     | Education specialists   | 16    | 1.2  | 1.A.04. | Meetings services administrators                               | 4   | 1.0   |           |                                     |
| 1.G.     | Jurists   | 11    | 0.8  | 1.A.05. | Computer information systems specialists                       | 69  | 16.9  |           |                                     |
| 1.H.     | Life scientists   | 71    | 5.1  | 1.A.06. | Human resources management specialists                         | 43  | 10.5  |           |                                     |
|          |   |       |      | 1.A.07. | Printing services specialists                                  | 2   | 0.5   |           |                                     |
|          |   |       |      | 1.A.08. | Public information specialists                                 | 29  | 7.1   |           |                                     |
|          |   |       |      | 1.A.09. | Purchasing and contracting specialists                         | 9   | 2.2   |           |                                     |
|          |   |       |      | 1.A.10. | Representation and protocol specialists                        | 26  | 6.4   |           |                                     |
|          |   |       |      | 1.A.11. | Technical cooperation administrators                           | 45  | 11.0  |           |                                     |
|          |   |       |      | 1.A.12. | Administrative officers  | 61  | 15.0  |           |                                     |
|          |   |       |      | 1.A.21. | Auditors   | 9   | 2.2   |           |                                     |
|          |   |       |      | 1.A.22. | Hospital administrators  | 1   | 0.2   |           |                                     |
|          |   |       |      | 1.A.23. | Records and documents administrators                           | 1   | 0.2   |           |                                     |
| 1.I.     | Dental, nutrition, medical, nursing and veterinary specialists                    | 650   | 46.8 | 1.I.    | Dental, nutrition, medical, nursing and veterinary specialists |     | 100.0 |           |                                     |
| 1.J.     | Physical scientists   | 6     | 0.4  | 1.I.    | Medical specialists (general)                                  | 2   | 0.3   |           |                                     |
| 1.K.     | Sales and marketing specialists   | 1     | 0.1  | 1.I.01. | Dentists   | 2   | 0.3   |           |                                     |
| 1.L.     | Social scientists   | 53    | 3.8  | 1.I.02. | Dieticians and nutritionists                                   | 11  | 1.7   |           |                                     |
| 1.M.     | Statisticians and mathematicians  | 18    | 1.3  | 1.I.03. | Medical specialists  | 596 | 92.7  | 1.I.03.   | Medical specialists                 |
| 1.N.     | Transportation specialists  | 1     | 0.1  | 1.I.04. | Nursing specialists  | 14  | 2.1   | 1.I.03.   | Medical specialists                 |
| 1.O.     | Writers, translators, interpreters  | 57    | 4.1  | 1.I.05. | Opticians and optometrists                                     | 2   | 0.3   | 1.I.03.a. | Anaesthesiologists                  |
| 1.P.     | Professional, managerial and technical specialists for which no job family exists | 6     | 0.4  | 1.I.06. | Pharmacists  | 5   | 0.8   | 1.I.03.b. | Epidemiologists                     |
| 1.R.     | Environmental specialists   | 15    | 1.1  | 1.I.08. | Veterinarians  | 9   | 1.4   | 1.I.03.d. | General practitioners               |
| 1.S.     | Relief specialists  | 14    | 1.0  | 1.I.10. | Health laboratory specialists                                  | 9   | 1.4   | 1.I.03.e. | Haematologists                      |
| 1.T.     | Electronic communications specialists   | 2     | 0.1  |         |  |     |       | 1.I.03.f. | Neurologists                        |
|          |   |       |      |         |  |     |       | 1.I.03.g. | Family health specialists           |
|          |   |       |      |         |  |     |       | 1.I.03.h. | Ophthalmologists                    |
|          |   |       |      |         |  |     |       | 1.I.03.i. | Immunologists                       |
|          |   |       |      |         |  |     |       | 1.I.03.k. | Noncommunicable disease specialists |
|          |   |       |      |         |  |     |       | 1.I.03.l. | Geriatricians                       |
|          |   |       |      |         |  |     |       | 1.I.03.m. | Mental health specialists           |
|          |   |       |      |         |  |     |       | 1.I.03.n. | Public health specialists           |
|          |   |       |      |         |  |     |       | 1.I.03.o. | Radiologists                        |
|          |   |       |      |         |  |     |       | 1.I.03.q. | Traditional medicine specialists    |
|          |   |       |      |         |  |     |       | 1.I.03.s. | Communicable disease specialists    |
|          |   |       |      |         |  |     |       | 1.I.03.t. | Occupational health specialists     |

<sup>1</sup> 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.

