



WORLD HEALTH ORGANIZATION

FIFTY-EIGHTH WORLD HEALTH ASSEMBLY
Provisional agenda item 19.1

A58/34
28 April 2005

Human resources: annual report

Report by the Secretariat

1. This sixth annual report provides complete data on the human resources profile in WHO as at 31 December 2004, updating the report submitted to the Executive Board at its 115th session. It contains information on the following: the overall staffing situation by main location and grade; the distribution of staff by sex, geographical representation, age profile, retirement age and nature of appointment; the national professional officer category and the distribution of the workforce across the main occupational groups.

STAFFING PROFILE

Appointment categories

2. At 31 December 2004, WHO had a total of 4017 staff members on either fixed-term appointments of one year or more, or career service/service appointments (both referred to hereafter as “fixed-term/service appointments”).¹ Of these, 1565 (39.0%) were in the professional category, 2207 (54.9%) in the general services and 245 (6.1%) in the national professional officer category (see Table 1). The number of staff members holding fixed-term/service appointments had increased by 175 (4.6%) compared with the number at 31 December 2003, given in the annual report for 2003.²

3. As of 1 July 2002, service appointments were introduced to replace career service appointments. Staff members already holding career service appointments were not affected by this change. There are currently 27 such staff members in the professional category, compared with 37 on 31 December 2003 – a decrease of 27.0%. For the general services category the figure is 137, compared with 173 on 31 December 2003 – a decrease of 20.8%. The two groups represent 1.7% and 6.2% of their respective categories.

4. To date, some 740 service appointments have been awarded. Such appointments continue to be awarded through the review process that has been introduced in accordance with the provisions established by the Director-General.

¹ This figure excludes staff from PAHO and IARC.

² See document A57/26.

5. In addition to staff holding fixed-term/service appointments as at 31 December 2004, there were 3973 staff holding temporary appointments (including consultants); 1542 of these (38.3%) held short-term appointments and 2431 (61.2%) held term-limited appointments (see Table 2).

Gender distribution

6. The distribution of staff with fixed-term/service appointments by organizational location, grade and sex is shown in Table 3. It can be seen that, of the 1565 professional staff members on fixed-term/service appointments, 1021 (65.2%) are men and 544 (34.8%) are women.

7. This report shows that women outnumber men at the P.2 and P.3 grades, representing 54.8% of staff at the former level and 51.3% at the latter. The representation of women has increased from 36.8% to 38.2% at grade P.4, from 28.3% to 29.3% at P.5 and from 18.7% to 19.4% at P.6/D.1. In addition, the proportion of women at D.2 level has increased from 20.0% to 27.7%. In ungraded posts it has remained unchanged at 26.3%.

8. The percentage of women in the professional category as a whole has increased since the last annual report, rising to 34.8% from 33.6%. Since 1990, the proportion of women in this category has increased by 43.0% (see figure).

Geographical representation

9. As of December 2004, 112 countries were within their desirable range (six of these having reached the top of their range of representation); 28 countries were overrepresented, 13 were underrepresented and 41 (including two Associate Members) were unrepresented (see Table 4). Table 5 gives details of the status of representation of countries. The following changes have taken place since the last annual report:

- three countries that were previously within their desirable range of representation (Haiti, Lesotho and Saint Kitts and Nevis) are now unrepresented;
- five countries that were previously unrepresented (Azerbaijan, Cambodia, Kyrgyzstan, Republic of Moldova and Turkmenistan) are now within their desirable range of representation;
- one country that was unrepresented (Singapore) is now underrepresented;
- six countries that were previously within their desirable range of representation (Australia, Côte d'Ivoire, India, Rwanda, Sudan and Zambia) are now overrepresented;
- one country that was formerly overrepresented (Brazil) is now within its desirable range of representation.

10. Table 6 provides information on the distribution of professional staff by location of assignment and region of nationality.

11. In 2004, there were 192 appointments to the professional category; of these, 32 (16.7%) were nationals of unrepresented or underrepresented countries.

Age, length of service and turnover of staff

12. Over half of the professional workforce (51.4%) is aged 50 years or older. In the general service and the national professional officer categories, 36.7% and 50.6% of staff members respectively are in their forties (see Tables 7 and 8).

13. The largest single group of staff (representing 42.1% of the workforce) has less than five years of service. The average length of service is currently eight years for professional staff and 13 years for general service staff (see Table 9).

14. Table 10 provides data on staff appointments during 2004. In the case of the professional category it shows that, of the 192 appointments made, 91 (47.4%) were new appointments, 75 (39.1%) represented conversions of existing temporary contracts, and a further 26 (13.5%) involved staff appointed through interagency transfer.

15. According to current projections, 15.7% of the workforce (including 19.7% of the professional category) is due to retire within the next five years and 37.6% of the workforce (including 44.0% of the professional category) within the next 10 years (see Table 11).

Occupational groups

16. 46.8% of the posts held by professional staff are in the category "Dental, nutrition, medical, nursing and veterinary specialists". Within this group, 91.7% are "Medical specialists" and 2.1% are "Nurses". The second largest occupational group is that of "Administrative specialists", which accounts for 29.4% (see Table 12). Of that group, 16.9% are "Computer information systems specialists", 15.0% are "Administrative officers", while 14.5% are "Financial management specialists".

FIGURE AND TABLES

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

Figure	Percentage of women in the professional and higher categories 1990-2004
Table 1	Number of staff holding fixed-term/service appointments by grade and main location at year end 2001, 2003 and 2004
Table 2	Number of staff holding fixed-term/service and temporary appointments (including consultants) as at 31 December 2004
Table 3	Distribution of staff by organizational location, grade and sex as at 31 December 2004
Table 4	Summary of countries not within range by region as at 31 December 2004
Table 5a-f	Status of representation of countries as at 31 December 2004
Table 6	Total professional staff by location of assignment and region of nationality as at 31 December 2004

Table 7	Staff by age, sex and location as at 31 December 2004
Table 8	Staff by grade and age (all locations) as at 31 December 2004
Table 9	Staff by length of service as at 31 December 2004
Table 10	Appointments during year 2004
Table 11	Staff retirement projections
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

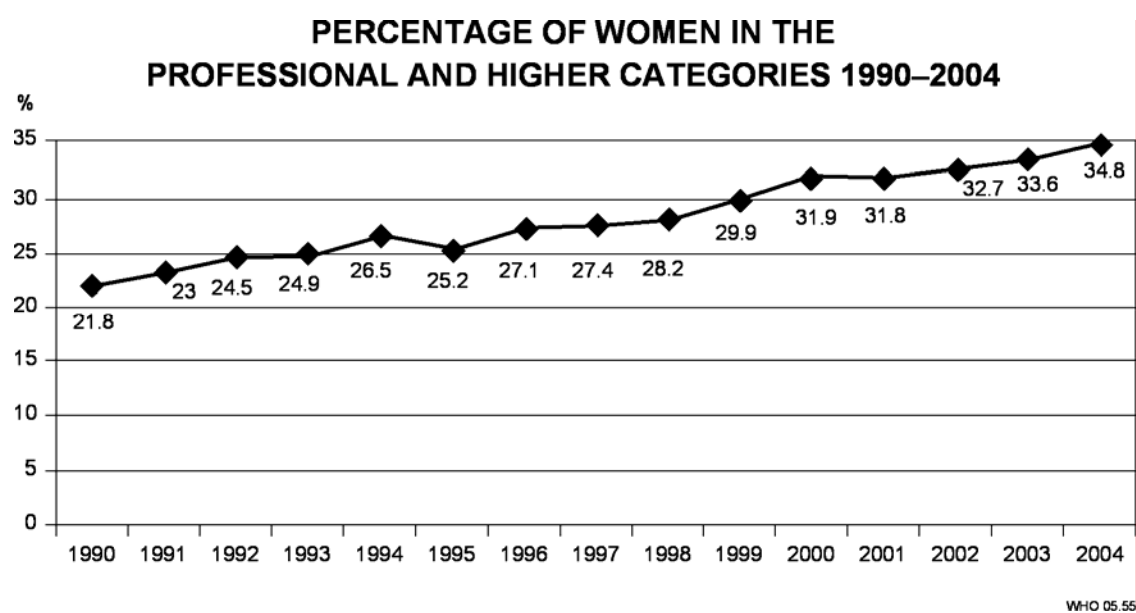


TABLE 1. NUMBER OF STAFF HOLDING FIXED-TERM/SERVICE APPOINTMENTS BY GRADE AND MAIN LOCATION AT YEAR END 2001, 2003 AND 2004¹

	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
Total professional	622	469	260	1 351	742	476	272	1 490	771	514	280	1 565
National professional officers	0	12	160	172	0	17	196	213	0	27	218	245
Total general service	644	960	481	2 085	690	960	489	2 139	687	984	536	2 207
Grand total	1 266	1 441	901	3 608	1 432	1 453	957	3 842	1 458	1 525	1 034	4 017

¹ 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
Fixed-term/service appointments								
Professional staff	771	254	111	114	95	108	112	1 565
National professional staff	0	185	2	30	27	0	1	245
General service staff	687	465	90	309	147	262	247	2 207
Total	1 458	904	203	453	269	370	360	4 017
Temporary appointments								
• Term-limited appointments								
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	1 630
Total	697	1 243	28	86	162	164	51	2 431
• Short-term appointments								
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
Total	497	456	147	92	104	178	68	1 542
Total staff holding temporary appointments	1 194	1 699	175	178	266	342	119	3 973
Total number of staff	2 652	2 603	378	631	535	712	479	7 990

**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
Total	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
Percentage by grade	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		
Percentage of total			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
Total	7	1	8	60	30	90	94	51	145	1	1	2	162	83	245	66.1	33.9
Percentage by grade	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		
Percentage of total			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
Total	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
Percentage by grade	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		
Percentage of total			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 Lesotho Sao Tome and Principe Swaziland		-	Burkina Faso Cameroon Congo Côte d'Ivoire Gambia Ghana	Kenya Mali Rwanda Senegal Zambia
The Americas	Antigua and Barbuda Barbados Belize Dominica Grenada Haiti	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Argentina Mexico	Canada Colombia	
South-East Asia	Timor-Leste		-	India	Myanmar
Europe	Andorra Bosnia and Herzegovina Luxembourg Monaco San Marino	Tajikistan The former Yugoslav Republic of Macedonia Uzbekistan	Germany Israel Portugal Spain Ukraine	Belgium Denmark France Ireland Netherlands United Kingdom of Great Britain and Northern Ireland	
Eastern Mediterranean	Oman Qatar	United Arab Emirates	Saudi Arabia	Egypt Jordan	Sudan Tunisia
Western Pacific	Brunei Darussalam Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore Viet Nam	Australia New Zealand 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	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	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	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
Total – African Region		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	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
Total – Region of the Americas		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																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
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		
Total – South-East Asia Region		0	0	1	0	5	2	16	6	27	18	12	1	3	2	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	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			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		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
Total – European Region		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	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
Total – Eastern Mediterranean Region			0	0		3	4		6	4		13	4		29	11		22	2	102

M – male, F – female.

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

Western Pacific Region

[illegible]

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Tonga	1-7																0	0	0	
Tuvalu	1-7																0	0	0	
Vanuatu	1-7																0	0	0	
Viet Nam	3-12						1	1									1	1	2	
Total – Western Pacific Region		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
Total	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
Total	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
Total	5	10	15	91	100	191	348	206	554	531	214	745	46	14	60	1 021	544	1 565
Percentage by bracket	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
Percentage of total	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
Total	1	1	2	19	15	34	80	44	124	60	22	82	2	1	3	162	83	245
Percentage by bracket				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
Percentage of total	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
Total	23	61	84	172	290	462	340	471	811	365	470	835	5	10	15	905	1 302	2 207
Percentage by bracket	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
Percentage of total	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
Total	5	10	15	91	100	191	348	206	554	531	214	745	46	14	60	1 021	544	1 565
Percentage by bracket	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
Percentage of total	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
Total	1	1	2	19	15	34	80	44	124	60	22	82	2	1	3	162	83	245
Percentage by bracket	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
Percentage of total	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
Total	23	61	84	172	290	462	340	471	811	365	470	835	5	10	15	905	1 302	2 207
Percentage by bracket	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
Percentage of total	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
Total	789	168	734	1 691	329	57	308	694	212	11	371	594	136	4	307	447	63	4	256	323	19	1	126	146	17	0	105	122	1 565	245	2 207	4 017
Percentage by bracket	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
Percentage of total	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
Total	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 PROJECTIONS¹

Location	Category	Total staff at 31 December 2004	Staff due to retire							
			by 31 December 2005		by 31 December 2007		by 31 December 2009		by 31 December 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

¹ 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 GROUPS¹

1	Professional, managerial and technical work	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

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

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

