



## **Human resources: annual report**

### **Staffing profile**

#### **Report by the Secretariat**

1. This eleventh annual report presents the Organization's staffing profile as at 31 December 2009. As the human resources annual reports have been available for more than 10 years, it also provides an analysis of some aspects of the evolution of the workforce. Where possible, data from earlier years are also used to facilitate analysis of trends (e.g. that of the percentage of women in the workforce). The data include details of: the number of staff by appointment category; staff distribution by sex; geographical representation; age, grade, length of service and turnover of staff; and distribution of staff in posts in the professional and higher categories across the main occupational groups.

#### **Appointment categories**

2. WHO has revised contract and appointment types twice during the past decade. In 2002, following the work of the Task Force on Human Resources Management Reform, service appointments were introduced, replacing career-service appointments. At the same time, the cumulative total duration of short-term appointments that could be held by a staff member was limited to 44 months over a 48-month period.

3. Following a review, three types of appointments were introduced with effect from 1 July 2007: continuing, fixed-term and temporary.

4. As at 31 December 2009, WHO had a total of 6948 staff members holding either a fixed-term or a continuing appointment (both referred to hereafter as "long-term appointments"),<sup>1</sup> of whom 2339 (33.7%) were in the professional and higher categories, 807 (11.6%) were in the national professional officer category and 3802 (54.7%) were in the general service category (see Table 1). The number of staff members holding long-term appointments has increased by 1127 (19.4%) compared with the number reported in the annual report for 2008.<sup>2</sup> Of this increase, some 800 long-term appointments concerned staff in the African Region, reflecting the decision to replace temporary appointments by fixed-term ones.

5. As at December 2009, 1712 staff had temporary appointments (see Figure 1 and Table 1), a decrease from the total of 2378 staff members who held such appointments on 31 December 2008. This represents 19.8% of the total workforce, compared with 36.6% in 1999, constituting a change of 16.8% (Figure 2).

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<sup>1</sup> This figure excludes staff members from PAHO and IARC.

<sup>2</sup> Document A62/34.

6. Table 2 sets out the distribution of staff with long-term appointments by organizational location, grade and sex as at 31 December 2009. Compared with the figures for long-term staff members in senior positions as at 31 December 2008, the number of ungraded staff is constant, although the number of staff at the D.2 level has declined by 16.4%, from 55 to 46. The total number of staff members at grades P.6/D.1 and P.5 combined has increased (from 628 in December 1999 to 980 in December 2009), but expressed as a percentage of the overall long-term workforce in the professional and higher categories it has declined (falling from 49.8% in December 1999 to 41.9% in December 2009). During the last year, the greatest increase in the number of staff members in the professional and higher categories was recorded at grade P.4, where the figure rose from 698 to 831, reflecting the policy of creating more posts in technical programmes below the P.5 level (see Figure 3).

### **Staff by organizational location and office type**

7. Table 3 provides information on the distribution of staff in the professional and higher categories by location of assignment and region of nationality.

8. In 1999, 37% of the overall long-term workforce was assigned to headquarters, 42% to the regional offices and 21% to country offices. In December 2009 the figures were, respectively, 27%, 27% and 46%, indicating a considerable rise in staffing in country offices (see Figure 4).

9. The number of national professional officers working in country offices has increased significantly (from 70 in 1999 to 807 in 2009). The proportion of the total workforce constituted by national professional officers has increased from 2.0% in 1999 to 11.6% in 2009.

### **Distribution of staff by sex**

10. The representation of women in the professional and higher categories has increased by nearly 10% during the past 11 years, rising from 29.9% in December 1999 to 39.5% in December 2009. Figure 5 illustrates the annual increase over the past 20 years. As at 31 December 2009, 1415 (60.5%) of the 2339 staff members in the professional and higher categories on long-term appointments were men and 924 (39.5%) were women.

11. In terms of recruitment, in 1999, 41.3% of long-term appointments in the professional and higher categories concerned women and, by the end of 2009, this figure had increased to 47.1%.

12. Since 1999, women have outnumbered men in grades P.1 and P.2; since 2000, this has also been the case for grade P.3 positions.

13. At higher grades men have outnumbered women, although the difference in numbers has been steadily shrinking over time (see Table 2). In 1999, 31.2% of staff at grade P.4 were women; at 31 December 2009, the percentage has increased to 41.5%. At grade P.5, the percentage has risen to 32.5%, up from 22.3% in 1999. At the higher levels, as at 31 December 2009, at grade P.6/D.1 the proportion of women was 24.2%, versus 24.5% in 1999. However, at grade D.2, the proportion has risen from 15.4% to 26.1%. The percentage of women in ungraded posts has increased from 18.2% in 1999 to 33.3% as at 31 December 2009.

## **Geographical representation**

14. As at December 2009, 97 Member States were within their desirable range of geographical representation (five were at the top of their desirable range); 39 Member States (including two Associate Members) were unrepresented; 6 were underrepresented and 53 were overrepresented (see Table 4).

15. Tables 5a–f give details of the status of representation of Member States for each region (the data exclude staff members in posts funded by their country of nationality). The following changes have taken place since the annual report as at 31 December 2008:

- four Member States that were previously unrepresented (Belize, Honduras, Libyan Arab Jamahiriya and Uzbekistan) are now within their desirable range of representation;
- two Member States that were underrepresented (Austria and Mexico) are now within their desirable range of representation;
- one Member State that was unrepresented (Singapore) is now underrepresented;
- one Member State that was previously within its desirable range of geographical representation (Cyprus) is now unrepresented;
- eight Member States that were within their desirable range of geographical representation (Gambia, Guinea, Jordan, Madagascar, Niger, South Africa, Spain and Tunisia) are now overrepresented.

## **Age, grade, length of service and turnover of staff**

16. As at 31 December 2009, in the professional and higher categories, 52.2% of staff were under 50 years of age. In the national professional officer category 64.4% of staff were under 50 years of age, while in the general service category 69.4% were under 50 years old.

17. The largest group of staff among the professional and higher categories was aged between 50 and 59 years (42.1%); for the national professional officer category, the largest group concerned those aged 40 and 49 years (41.1%). In the general service category, the largest group was aged between 40 and 49 years old (34.8%) (see Tables 6 and 7 and Figure 6).

18. In 1999, staff with less than five years of service represented 24.4% of the workforce across the Organization, whereas as at 31 December 2009, this proportion had more than doubled to reach 55.7%. These figures reflect the marked increase in fixed-term recruitment in recent years and the high attrition rate through retirement (see Table 8).

19. In 1999, the average length of service was 11.5 years (8.8 years for staff members in the professional and higher categories and 13.7 years for general service staff). As at 31 December 2009 the average length of service was 7 years for staff in the professional and higher categories, and 8 years for general service staff.

20. Table 9 provides data on appointments of staff processed during 2009. In the case of those in the professional and higher categories, 119 staff members (36.0%) were recruited externally,

193 appointments (58.3%) were conversions of existing temporary contracts and 19 staff members (5.7%) were reassigned through interagency transfer.

21. According to current projections, 12.5% of the workforce is due to retire in the next five years (17.8% of staff in the professional and higher categories) and 30.5% in the next 10 years (39.4% of staff in the professional and higher categories) (see Table 10). In comparison, in 1999, such projections estimated higher proportions of the workforce leaving the Organization through retirement: 21% were due to retire in five years, and 43.2% in 10 years).

### **Occupational groups**

22. About half the occupied posts in the professional and higher categories fall into the occupational group “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, between 2000 (the first year when these figures were available) and 31 December 2009, the percentage of “Medical specialists” has remained stable at around 91% (see Table 11). Over the same period, there has been an increase in the percentage of “Public health specialists”, which has risen from 33.8% to 39.2%.

### **ACTION BY THE HEALTH ASSEMBLY**

23. The Health Assembly is invited to note the report.

## FIGURES AND TABLES

24. The figures and tables referred to in the preceding paragraphs are listed below for ease of reference.<sup>1</sup>

### Figures

- Figure 1     Number of staff holding temporary and long-term appointments
- Figure 2     Change in staffing in all categories at headquarters and in regions, 1999–present
- Figure 3     Distribution of staff by category
- Figure 4     Distribution of staff by major office type (1999 and 2009)
- Figure 5     Percentage of women in the professional and higher categories, 1990–2009
- Figure 6     Number of staff by category, age and sex

### Tables

- Table 1     Number of staff holding long-term and temporary appointments as at 31 December 2009
- Table 2     Distribution of staff by organizational location, grade and sex as at 31 December 2009
- Table 3     Total staff in the professional and higher categories by organizational location and region of nationality as at 31 December 2009
- Table 4     Summary of countries not within desirable range by region as at 31 December 2009
- Table 5a–f    Status of representation of countries as at 31 December 2009
- Table 6     Staff by age, sex and organizational location as at 31 December 2009
- Table 7     Staff by grade and age (all locations) as at 31 December 2009
- Table 8     Staff by length of service as at 31 December 2009
- Table 9     Appointments processed during year 2009
- Table 10    Staff retirement projections
- Table 11    Distribution of occupied posts in the professional and higher categories across the main occupational groups

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<sup>1</sup> With the exception of Figures 1 and 2 and Table 1, only staff holding long-term appointments are concerned.

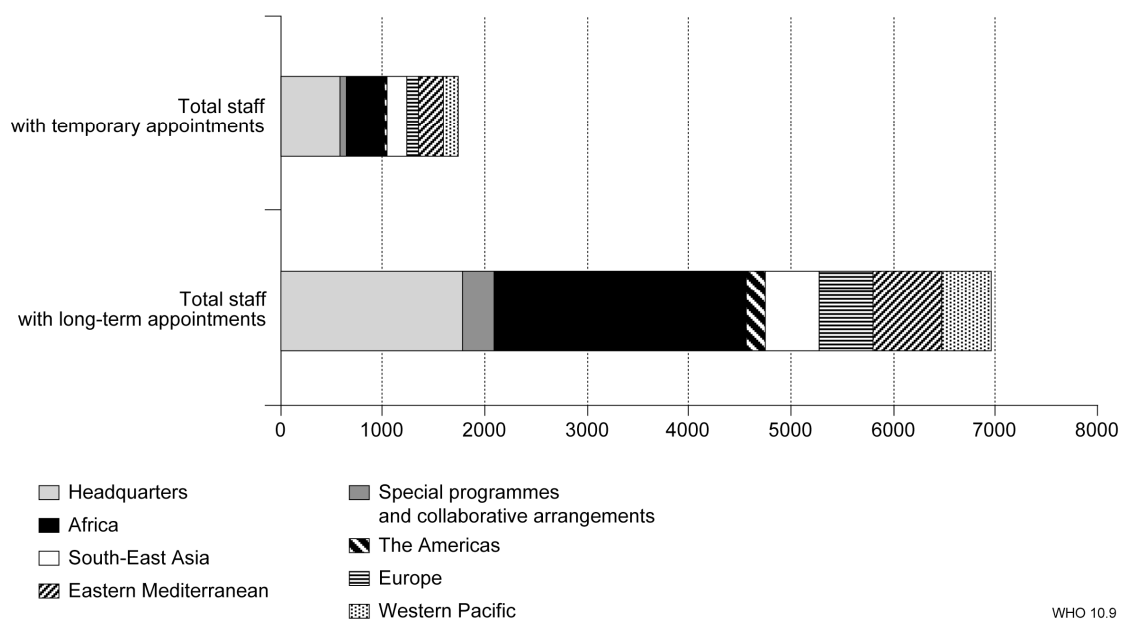
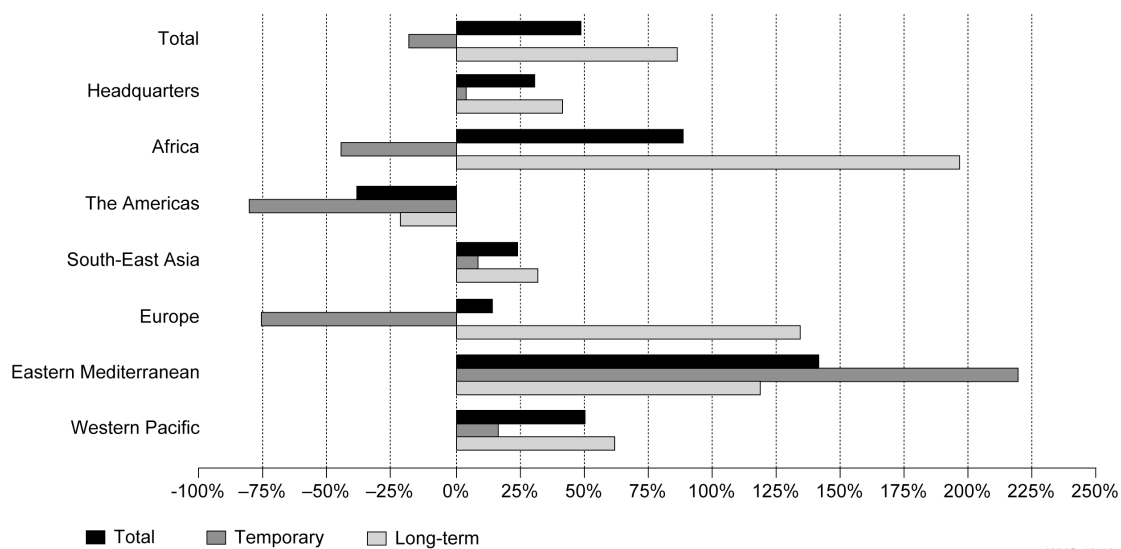
**Figure 1. Number of staff holding temporary and long-term appointments****Figure 2. Change in staffing in all categories at headquarters and in regions, 1999-present**

Figure 3. Distribution of staff by category

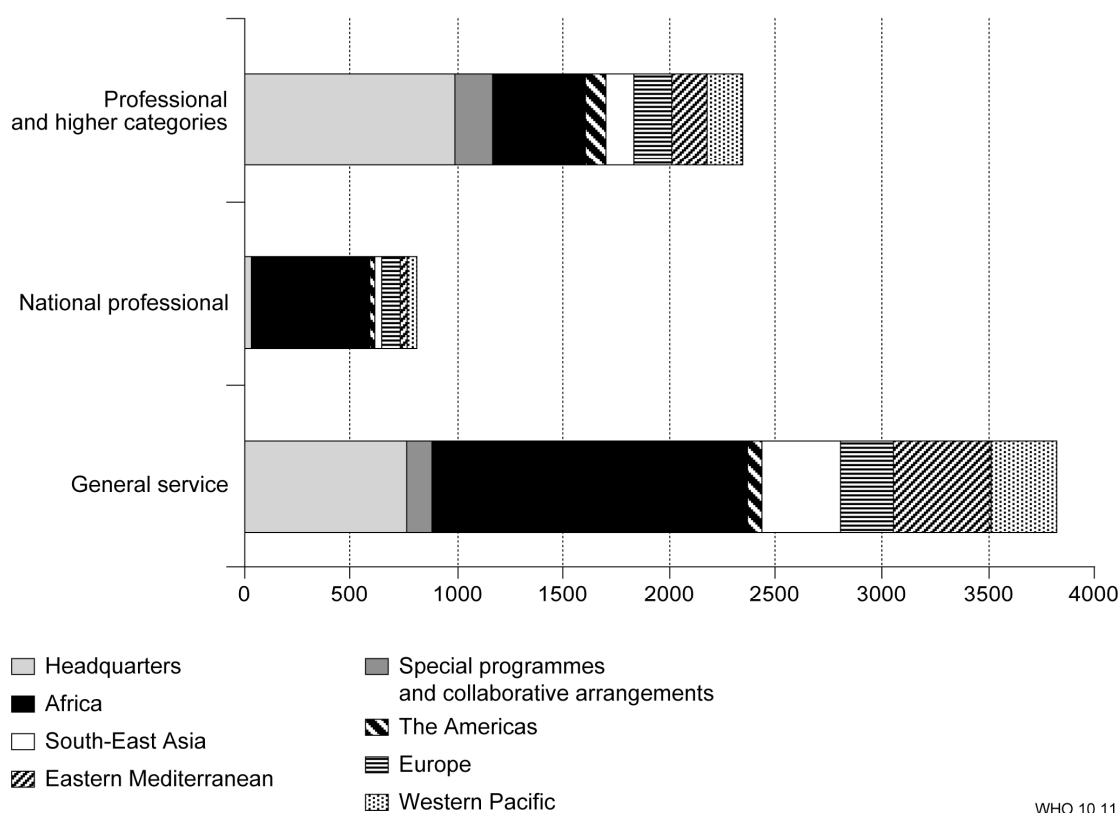
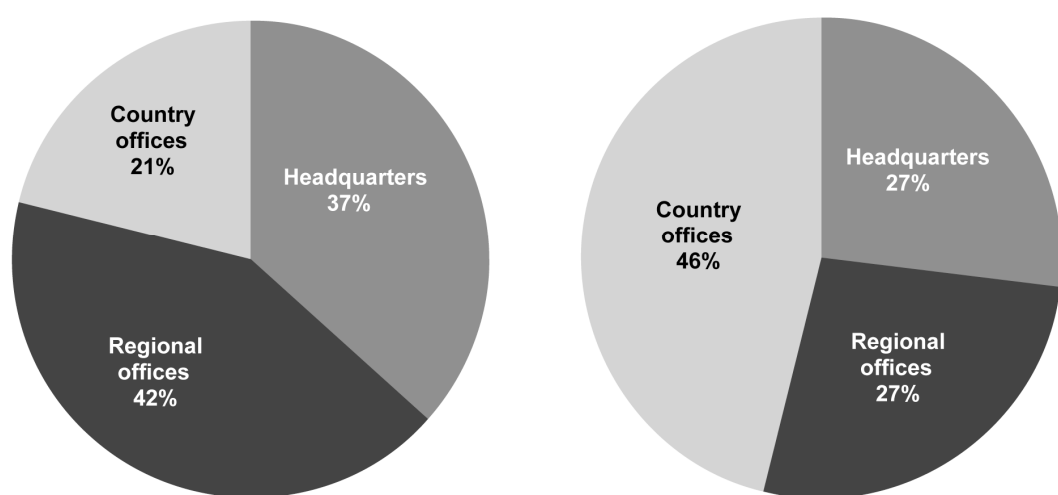
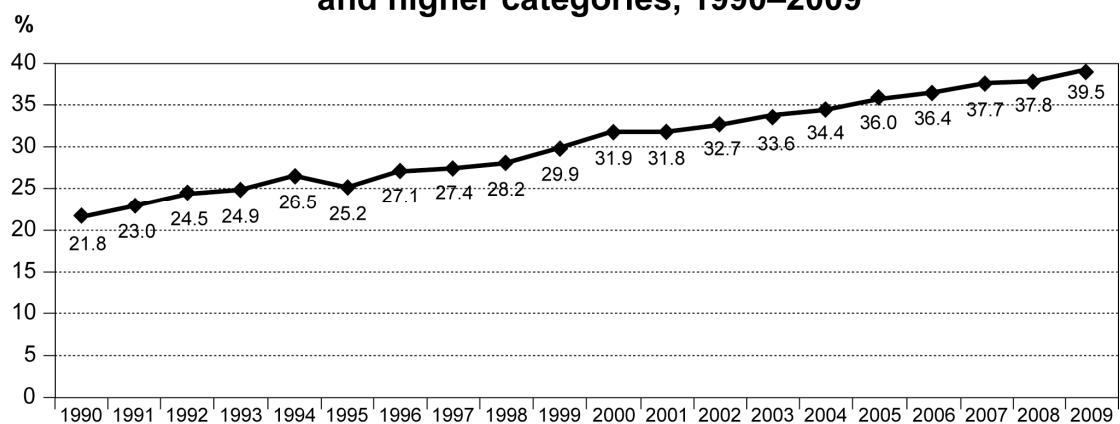


Figure 4. Distribution of staff by major office type (1999 and 2009)

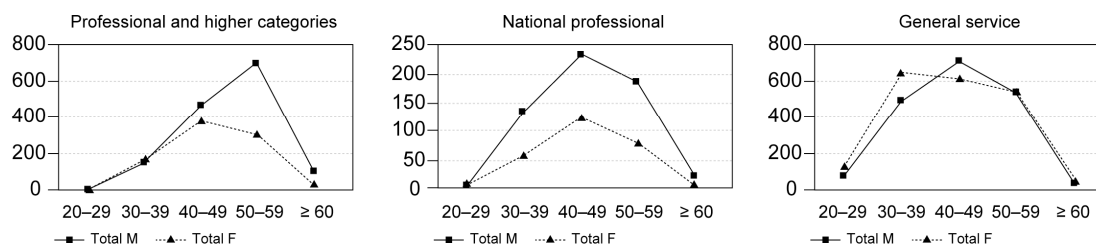


**Figure 5. Percentage of women in the professional and higher categories, 1990–2009**



WHO 10.13

**Figure 6. Number of staff by category, age and sex**



WHO 10.14



**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS  
AS AT 31 DECEMBER 2009**

Category	Headquarters	Special programmes and collaborative arrangements	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
<b>Staff with long-term appointments</b>									
Professional and higher categories	986	181	432	100	133	171	158	178	2 339
National professional	29	0	565	15	38	87	31	42	807
General service	762	110	1 487	63	365	260	457	298	3 802
<b>Total</b>	<b>1 777</b>	<b>291</b>	<b>2 484</b>	<b>178</b>	<b>536</b>	<b>518</b>	<b>646</b>	<b>518</b>	<b>6 948</b>
<b>Staff with temporary appointments<sup>1</sup></b>									
Professional and higher categories	393	46	82	12	74	27	142	49	825
National professional	4	0	70	0	45	15	49	7	190
General service	156	26	224	6	103	31	83	68	697
<b>Total</b>	<b>553</b>	<b>72</b>	<b>376</b>	<b>18</b>	<b>222</b>	<b>73</b>	<b>274</b>	<b>124</b>	<b>1 712</b>
<b>Total number of staff</b>	<b>2 330</b>	<b>363</b>	<b>2 860</b>	<b>196</b>	<b>758</b>	<b>591</b>	<b>920</b>	<b>642</b>	<b>8 660</b>

<sup>1</sup> Since 1 July 2008, those on consultant contracts have not been counted as staff members.

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 31 DECEMBER 2009**  
**Professional and higher categories**

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	12	25	37	76	130	206	173	193	366	240	151	391	83	30	113	30	9	39	9	6	15	623	544	1 167	53.4	46.6
Africa	0	0	0	20	13	33	35	23	58	146	49	195	93	17	110	23	10	33	1	1	2	1	0	1	319	113	432	73.8	26.2
The Americas	0	0	0	3	3	6	3	3	6	41	25	66	12	7	19	2	0	2	0	0	0	0	1	1	61	39	100	61.0	39.0
South-East Asia	0	0	0	0	0	0	6	5	11	21	9	30	50	22	72	13	4	17	1	1	2	1	0	1	92	41	133	69.2	30.8
Europe	2	7	9	7	17	24	17	18	35	30	25	55	20	15	35	10	1	11	0	1	1	1	0	1	87	84	171	50.9	49.1
Eastern Mediterranean	1	1	2	3	5	8	11	8	19	30	13	43	39	16	55	24	5	29	1	0	1	1	0	1	110	48	158	69.6	30.4
Western Pacific	0	0	0	0	0	0	5	2	7	45	31	76	60	19	79	11	3	14	1	0	1	1	0	1	123	55	178	69.1	30.9
<b>Total</b>	3	8	11	45	63	108	153	189	342	486	345	831	514	247	761	166	53	219	34	12	46	14	7	21	1 415	924	2 339	60.5	39.5
<b>Percentage by grade</b>	27.3	72.7	100	41.7	58.3	100	44.7	55.3	100	58.5	41.5	100	67.5	32.5	100	75.8	24.2	100	73.9	26.1	100	66.7	33.3	100	60.5	39.5	100		
<b>Percentage of total</b>			0.5			4.6			14.6			35.5			32.5			9.4			2.0			0.9			100		

**National professional**

Location	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters <sup>1</sup>	0	1	1	11	6	17	6	5	11	0	0	0	17	12	29	58.6	41.4
Africa	9	5	14	147	40	187	253	109	362	1	1	2	410	155	565	72.6	27.4
The Americas	1	1	2	2	3	5	3	1	4	0	4	4	6	9	15	40.0	60.0
South-East Asia	5	0	5	3	3	6	23	4	27	0	0	0	31	7	38	81.6	18.4
Europe	6	7	13	26	30	56	12	6	18	0	0	0	44	43	87	50.6	49.4
Eastern Mediterranean	0	0	0	12	12	24	3	3	6	1	0	1	16	15	31	51.6	48.4
Western Pacific	1	3	4	7	12	19	6	11	17	0	2	2	14	28	42	33.3	66.7
<b>Total</b>	22	17	39	208	106	314	306	139	445	2	7	9	538	269	807	66.7	33.3
<b>Percentage by grade</b>	56.4	43.6	100	66.2	33.8	100	68.8	31.2	100	22.2	77.8	100	66.7	33.3	100		
<b>Percentage of total</b>			4.8			38.9			55.1			1.1			100		

<sup>1</sup> National professional officers appearing under headquarters are located in offices outside Geneva (e.g. Addis Ababa, Kobe and Kuala Lumpur).

**General service**

Location	G1			G2			G3			G4			G5			G6			G7			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters	0	0	0	1	1	2	21	11	32	38	136	174	80	308	388	68	185	253	8	15	23	216	656	872	24.8	75.2
Africa	67	26	93	496	10	506	92	21	113	50	104	154	71	157	228	102	127	229	85	79	164	963	524	1 487	64.8	35.2
The Americas	0	0	0	0	0	0	0	0	0	2	9	11	4	13	17	4	24	28	0	7	7	10	53	63	15.9	84.1
South-East Asia	8	1	9	55	0	55	34	8	42	30	44	74	46	48	94	33	14	47	30	14	44	236	129	365	64.7	35.3
Europe	0	0	0	19	0	19	17	10	27	8	34	42	23	114	137	11	18	29	2	4	6	80	180	260	30.8	69.2
Eastern Mediterranean	28	2	30	44	1	45	43	3	46	20	67	87	39	103	142	32	37	69	10	28	38	216	241	457	47.3	52.7
Western Pacific	3	5	8	20	0	20	20	8	28	10	52	62	6	83	89	17	48	65	6	20	26	82	216	298	27.5	72.5
<b>Total</b>	106	34	140	635	12	647	227	61	288	158	446	604	269	826	1095	267	453	720	141	167	308	1 803	1 999	3 802	47.4	52.6
<b>Percentage by grade</b>	75.7	24.3	100	98.1	1.9	100	78.8	21.2	100	26.2	73.8	100	24.6	75.4	100	37.1	62.9	100	45.8	54.2	100	47.4	52.6	100		
<b>Percentage of total</b>			3.7			17.0			7.6			15.9			28.8			18.9			8.1			100		

M – male, F – female, T – total.

**TABLE 3. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES BY ORGANIZATIONAL LOCATION AND REGION OF NATIONALITY AS AT 31 DECEMBER 2009**

**By organizational location**

Organizational location	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	116	9.9	259	22.2	78	6.7	541	46.4	47	4.0	126	10.8	1 167	100.0
Africa	385	89.1	14	3.2	5	1.2	25	5.8	3	0.7	0	0.0	432	100.0
The Americas	0	0.0	89	89.0	0	0.0	10	10.0	0	0.0	1	1.0	100	100.0
South-East Asia	2	1.5	16	12.0	71	53.4	25	18.8	3	2.3	16	12.0	133	100.0
Europe	1	0.6	16	9.4	3	1.8	146	85.4	0	0.0	5	2.9	171	100.0
Eastern Mediterranean	7	4.4	18	11.4	2	1.3	26	16.5	102	64.6	3	1.9	158	100.0
Western Pacific	7	3.9	34	19.1	12	6.7	49	27.5	2	1.1	74	41.6	178	100.0
Total	518	22.1	446	19.1	171	7.3	822	35.1	157	6.7	225	9.6	2 339	100.0

**By region of nationality**

Organizational location	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	116	22.4	259	58.1	78	45.6	541	65.8	47	29.9	126	56.0	1 167	49.9
Africa	385	74.3	14	3.1	5	2.9	25	3.0	3	1.9	0	0.0	432	18.5
The Americas	0	0.0	89	20.0	0	0.0	10	1.2	0	0.0	1	0.4	100	4.3
South-East Asia	2	0.4	16	3.6	71	41.5	25	3.0	3	1.9	16	7.1	133	5.7
Europe	1	0.2	16	3.6	3	1.8	146	17.8	0	0.0	5	2.2	171	7.3
Eastern Mediterranean	7	1.4	18	4.0	2	1.2	26	3.2	102	65.0	3	1.3	158	6.8
Western Pacific	7	1.4	34	7.6	12	7.0	49	6.0	2	1.3	74	32.9	178	7.6
Total	518	100.0	446	100.0	171	100.0	822	100.0	157	100.0	225	100.0	2 339	100.0

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN DESIRABLE RANGE BY REGION AS AT 31 DECEMBER 2009**

(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Lesotho Seychelles Swaziland		–	Algeria Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Gambia Ghana Guinea Kenya Madagascar	Malawi Mali Niger Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Grenada Puerto Rico*	Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines	–	Brazil Canada Colombia Peru	
South-East Asia	–		–	India Sri Lanka	Thailand
Europe	Andorra Bosnia and Herzegovina Cyprus Iceland Lithuania Luxembourg	Monaco Montenegro San Marino The former Yugoslav Republic of Macedonia	Israel	Belgium Denmark France Ireland Italy Netherlands Russian Federation	Spain Sweden Switzerland United Kingdom of Great Britain and Northern Ireland

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Eastern Mediterranean	Kuwait Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Jordan Lebanon	Pakistan Sudan Tunisia
Western Pacific	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Micronesia (Federated States of) Nauru Niue	Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia New Zealand Philippines	

\* Associate Member.

TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2009

## African Region

Country	Range	Staff by grade and sex											
		P1		P2		P3		P4		P5		P6/D1	
		M	F	M	F	M	F	M	F	M	F	M	F
Algeria	2-10					2	2	2	1	4		1	
Angola	1-8			1				1		1		2	
Benin	1-8					1		7		2	1	1	
Botswana	1-8			1				1				1	
Burkina Faso	1-8			1		2	2	5	2	6		1	
Burundi	1-8							1	2	4	2	2	
Cameroon	1-8			1		4	1	5	3	2	1	1	1
Cape Verde	1-7									1		1	
Central African Republic	1-8							3		1		1	
Chad	1-8			1		1		1		2			
Comoros	1-7									1			
Congo	1-8			6		5		3		1		1	
Côte d'Ivoire	1-8					3		4	1	5	2	2	
Democratic Republic of the Congo	2-12					2	1	15	1	4			2
Equatorial Guinea	1-7									1		1	
Eritrea	1-8			1		1		4					
Ethiopia	2-12			2		1	2	5	4	7	1	2	
Gabon	1-8					2		1		1			
Gambia	1-8			2				6	1	1			
Ghana	1-8			1		1		5	4	7	2		1
Guinea	1-8			1		1		3		3	1		
Guinea-Bissau	1-8							1	1	1	1		
Kenya	1-10					1	1	4	6	4	1	1	
Lesotho	1-8												

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Liberia	1-8					1		1	1		1							2	2	4
Madagascar	1-8			1	2	1	2	2	2	1								5	6	11
Malawi	1-8					1		4	2	5								10	2	12
Mali	1-8					1		10		4		1		1				16	1	17
Mauritania	1-8			2				3		3								8	0	8
Mauritius	1-8			1		1	2	1		1		1						5	2	7
Mozambique	1-8							1	2	1		1	1					3	3	6
Namibia	1-8							1	1	1								2	1	3
Niger	1-8			1			1	2	1	4		1						8	2	10
Nigeria	4-14			1		3	1	10		4	2	2	1	1				21	4	25
Rwanda	1-8				1			5		7		2						14	1	15
Sao Tome and Principe	1-7			1				1										2	0	2
Senegal	1-8							5	3	4	2	2	1	1				11	7	18
Seychelles	1-7																	0	0	0
Sierra Leone	1-8						1	1	2	1								2	3	5
South Africa	4-11						1	1	2	5	3		1			1		6	8	14
Swaziland	1-7																	0	0	0
Togo	1-8					1		7	1	3		2						13	1	14
Uganda	1-8					1		5	3	7	1	2						15	4	19
United Republic of Tanzania	1-10				1	1	1	5	3	1	2		2					7	9	16
Zambia	1-8				1		2	3	4	4	1	1						8	8	16
Zimbabwe	1-8				2	3	4	2	2	2	1	1						11	6	17
Total – African Region		0	0	19	16	38	24	146	56	117	25	27	14	3	2	2	1	352	138	490

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2009

## 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	Total		
Antigua and Barbuda	1-7																	0	0	0
Argentina	9-16			1		1	1	6	3		1		1			1		8	7	15
Bahamas	1-7																	0	0	0
Barbados	1-7																	0	0	0
Belize	1-7								1									0	1	1
Bolivia (Plurinational State of)	1-8						1	2	1		1							2	3	5
Brazil	21-29						3	6	9		5	4	6					17	16	33
Canada	19-26		1		1	2	1	4	10	8	11	5	2	2	1		1	27	22	49
Chile	2-9				1		1	1	2		2							2	5	7
Colombia	3-10						1	4	1		3	1	1					8	3	11
Costa Rica	1-8					1		2										2	1	3
Cuba	1-8						1	4			1							6	0	6
Dominica	1-7															1		0	1	1
Dominican Republic	1-8							1			1							1	1	2
Ecuador	1-8				1			1	2									2	2	4
El Salvador	1-8							2	2		1							3	2	5
Grenada	1-7																	0	0	0
Guatemala	1-8							1			3							4	0	4
Guyana	1-7						1	1			1							1	2	3
Haiti	1-8										1							1	0	1
Honduras	1-8							2	2		1							3	2	5
Jamaica	1-8								1									0	1	1
Mexico	11-17					1		2	2	4	4	2			1			7	9	16



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							1								1	0	1
Paraguay	1-8				1	2										2	1	3
Peru	2-10				3	7	1			1						8	4	12
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					1										0	1	1
Trinidad and Tobago	1-8				1	1			1							1	2	3
United States of America	142-193			1	2	6	16	32	25	47	25	11	4	2	2	99	74	173
Uruguay	1-8				1	2										2	1	3
Venezuela (Bolivarian Republic of)	2-9					1		2	1	0						2	2	4
Total – Region of the Americas		0	1	5	6	9	36	88	67	80	44	22	7	4	2	1	2	209 165 374

\* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2009

## 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			1		4		2	1	2							9	1	10
Bhutan	1-8			1		1		1	1	1							3	2	5
Democratic People’s Republic of Korea	1-8									1							1	0	1
India	27-38			2	2	13	5	20	12	13	11	6		1		1	54	32	86
Indonesia	7-14					1		1		3	3	2		1			5	6	11
Maldives	1-7									1		1					1	1	2
Myanmar	2-10							1	2	2	2	1		1			5	4	9
Nepal	1-8							1		3		4					8	0	8
Sri Lanka	1-8			2		1		1		4	3	1					7	5	12
Thailand	4-12					1		1	1	2	4	2	1			1	6	7	13
Timor-Leste	1-7									1							1	0	1
Total – South-East Asia Region		0	0	4	2	14	9	30	15	31	26	18	4	2	1	1	100	58	158

M – male, F – female.

**TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2009**

**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										0	1	1
Andorra	1-7																	0	0	0
Armenia	1-8							1										1	0	1
Austria	7-14				1		1		2	2		2						4	4	8
Azerbaijan	1-8					1		2	2									3	2	5
Belarus	1-8							1	1									1	1	2
Belgium	9-15				1		2	3	6	12	3	5		2				22	12	34
Bosnia and Herzegovina	1-8																	0	0	0
Bulgaria	1-8						1	1	1		2							1	4	5
Croatia	1-8					1	2		2			1						2	4	6
Cyprus	1-7																	0	0	0
Czech Republic	2-9							1	2	1								2	2	4
Denmark	6-12		1		1	2	3	3	1	5	1	3				1		13	8	21
Estonia	1-8							1				1						1	1	2
Finland	4-11						1	4	2	1	2							5	5	10
France	42-58				1	5	9	15	18	7	26	11	9	4	1		2	66	42	108
Georgia	1-8							1		1		1		1				2	2	4
Germany	63-86	1	1		1	4	8	16	14	22	10	2	1		1		1	45	37	82
Greece	4-11							1	2	2		1						4	2	6
Hungary	1-8						1	1		1	2	1						3	3	6
Iceland	1-7																	0	0	0
Ireland	3-9				1	1		4	1	1	3	3	2		2			9	9	18
Israel	3-10								1		1							0	2	2
Italy	34-47	1			2	7	5	13	6	15	5	10	1	5				51	19	70
Kazakhstan	1-8					2		2										2	2	4
Kyrgyzstan	1-8								1									0	1	1
Latvia	1-8								1	1	1							1	2	3

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Lithuania	1-8																	0	0	0
Luxembourg	1-8																	0	0	0
Malta	1-7						1		1									2	0	2
Monaco	1-7																	0	0	0
Montenegro	1-7																	0	0	0
Netherlands	13-20			2		1	3	6	2	15	5	6	2	1				29	14	43
Norway	5-12					1		1	2		1	1						2	4	6
Poland	4-11							1		3	2							4	2	6
Portugal	4-10							4		1								1	4	5
Republic of Moldova	1-8					1		2										1	2	3
Romania	1-8					1	1	3										1	4	5
Russian Federation	12-19			1	4	2	1	5	1	4	4	1				1		14	10	24
San Marino	1-7																	0	0	0
Serbia	1-8			2		1		2	2		1							3	5	8
Slovakia	1-8					1												1	0	1
Slovenia	1-8										1							0	1	1
Spain	18-26		1	1	2	2	2	3	8	5	4	1	1		1			12	19	31
Sweden	8-14				1		3	1	2	4	4			1				6	10	16
Switzerland	9-16			2	1	7	6	3	5	4	3		1					16	16	32
Tajikistan	1-8					2		1										0	3	3
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	5-12							3	1	1	2	2	1					6	4	10
Turkmenistan	1-8			1			1		1									1	2	3
Ukraine	2-10					2	1	2										4	1	5
United Kingdom of Great Britain and Northern Ireland	37-51	1	2	2	3	6	8	15	12	17	14	6	3	4	3			51	45	96
Uzbekistan	1-10										1							0	1	1
Total – European Region		3	5	9	27	50	72	109	101	147	85	55	14	16	6	3	2	392	312	704

M – male, F – female.

**TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2009**

**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					1				1		1						3	0	3
Egypt	3-12		1		1 2	2 2		6 2		1 5								10	12	22
Iran (Islamic Republic of)	4-12				1	1		3		5 1		1						9	3	12
Iraq	2-9									3						1		4	0	4
Jordan	1-8					1		3 2		2 1		1 1		1				8	4	12
Kuwait	1-8																	0	0	0
Lebanon	1-8					3		2 2		2 3		1						7	6	13
Libyan Arab Jamahiriya	1-8											1						1	0	1
Morocco	1-10					1		1		1		2						4	1	5
Oman	1-8																	0	0	0
Pakistan	5-14					2		2		10		2						16	0	16
Qatar	1-7																	0	0	0
Saudi Arabia	5-11							1		1						1		2	1	3
Somalia	1-8							1		3		1		1				5	1	6
Sudan	1-10					3		4 2		6		3						16	2	18
Syrian Arab Republic	1-8							1 1		3		1						5	1	6
Tunisia	1-8					2		2 1		2 2		5						11	3	14
United Arab Emirates	2-8																	0	0	0
Yemen	1-8							3				2						5	0	5
Total – Eastern Mediterranean Region		0	1		1 3	18 2		26 14		40 13		20 4		2 0		2 0		109 37		146

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 DECEMBER 2009

## Western Pacific Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Australia	12-19	1		2		1		9 6		7 9		4		1		1		22 18 40		
Brunei Darussalam	1-7																	0 0 0		
Cambodia	1-8							1		1								2 0 2		
China	40-55			1		1 2		5 7		8 2		3 1				1 1		18 14 32		
Cook Islands	1-7																	0 0 0		
Fiji	1-7							1		1								2 0 2		
Japan	121-166			1		2 2		4 8		11 5		1				1		19 16 35		
Kiribati	1-7																	0 0 0		
Lao People’s Democratic Republic	1-8																	0 0 0		
Malaysia	3-9			1		1 1		2 4		5 3		1		1				10 9 19		
Marshall Islands	1-7			1														1 0 1		
Micronesia (Federated States of)	1-7																	0 0 0		
Mongolia	1-8							1 3		1								2 3 5		
Nauru	1-7																	0 0 0		
New Zealand	2-9					2 1		3		3 3		1		1				10 4 14		
Niue	1-7																	0 0 0		
Palau	1-7																	0 0 0		
Papua New Guinea	1-8																	0 0 0		
Philippines	3-12			3 1		5 7		5 9		2 1		1 2		1				17 20 37		
Republic of Korea	15-21					1		3 3		2		1				1		7 4 11		
Samoa	1-7																	0 0 0		
Singapore	3-10							1										0 1 1		
Solomon Islands	1-7									1								1 0 1		
Tokelau*	1-7																	0 0 0		

Country	Range	Staff by grade and sex										
		P1	P2	P3	P4	P5	P6/D1	D2	Ungraded	All professional staff		
		M F	M F	M F	M F	M F	M F	M F	M F	M F	Total	
Tonga	1-7										0 0 0	
Tuvalu	1-7										0 0 0	
Vanuatu	1-7										0 0 0	
Viet Nam	3-12			1	1 1	2					4 1 5	
<b>Total – Western Pacific Region</b>		0 1	5 5	13 14	35 42	44 23	11 4	4 0	3 1	115 90 205		

\* Associate Member.

M – male, F – female.

**TABLE 6. STAFF BY AGE, SEX AND ORGANIZATIONAL LOCATION AS AT 31 DECEMBER 2009**  
**Professional and higher categories**

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	1	6	7	95	136	231	218	222	440	275	165	440	34	15	49	623	544	1 167
Africa	0	1	1	15	9	24	98	49	147	188	49	237	18	5	23	319	113	432
The Americas	0	0	0	4	1	5	16	17	33	32	20	52	9	1	10	61	39	100
South-East Asia	0	0	0	3	6	9	26	13	39	50	17	67	13	5	18	92	41	133
Europe	1	2	3	15	26	41	36	39	75	32	15	47	3	2	5	87	84	171
Eastern Mediterranean	0	0	0	7	5	12	34	24	58	53	17	70	16	2	18	110	48	158
Western Pacific	0	0	0	13	10	23	48	26	74	54	17	71	8	2	10	123	55	178
<b>Total</b>	2	9	11	152	193	345	476	390	866	684	300	984	101	32	133	1 415	924	2 339
<b>Percentage by bracket</b>	18	82	100	44	56	100	55	45	100	70	30	100	76	24	100	60	40	100
<b>Percentage of total</b>	0.5			14.7			37.0			42.1			5.7			100.0		

**National professional**

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	1	2	3	15	7	22	1	2	3	0	1	1	0	0	0	17	12	29
Africa	1	2	3	78	20	98	180	66	246	133	58	191	18	9	27	410	155	565
The Americas	0	0	0	0	3	3	2	2	4	4	4	8	0	0	0	6	9	15
South-East Asia	0	0	0	4	1	5	7	5	12	18	1	19	2	0	2	31	7	38
Europe	0	1	1	20	16	36	14	17	31	10	9	19	0	0	0	44	43	87
Eastern Mediterranean	0	0	0	2	2	4	8	9	17	5	4	9	1	0	1	16	15	31
Western Pacific	0	0	0	5	8	13	6	13	19	3	7	10	0	0	0	14	28	42
<b>Total</b>	2	5	7	124	57	181	218	114	332	173	84	257	21	9	30	538	269	807
<b>Percentage by bracket</b>	29	71	100	69	31	100	66	34	100	67	33	100	70	30	100	67	33	100
<b>Percentage of total</b>	0.9			22.4			41.1			31.8			3.7			100.0		



### General service

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	20	24	44	66	192	258	64	201	265	62	220	282	4	19	23	216	656	790
Africa	15	22	37	218	190	408	414	184	598	298	122	420	18	6	24	963	524	843
The Americas	0	1	1	4	3	7	5	14	19	1	30	31	0	5	5	10	53	73
South-East Asia	7	9	16	65	49	114	81	34	115	79	33	112	4	4	8	236	129	365
Europe	3	12	15	32	65	97	29	56	85	16	45	61	0	2	2	80	180	218
Eastern Mediterranean	12	32	44	75	85	160	71	82	153	53	40	93	5	2	7	216	241	365
Western Pacific	6	21	27	20	67	87	27	62	89	29	62	91	0	4	4	82	216	285
<b>Total</b>	63	121	184	480	651	1 131	691	633	1 324	538	552	1 090	31	42	73	1 803	1 999	3 802
<b>Percentage by bracket</b>	34	66	100	42	58	100	52	48	100	49	51	100	42	58	100	47	53	100
<b>Percentage of total</b>	4.8			29.7			34.8			28.7			1.9			100.0		

M – male, F – female, T – total.

**TABLE 7. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 DECEMBER 2009****Professional and higher categories**

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	2	0	2	6	5	11	6	2	8	14	7	21
D2	0	0	0	0	0	0	8	4	12	23	6	29	3	2	5	34	12	46
D1/P6	0	0	0	3	1	4	22	17	39	116	25	141	25	10	35	166	53	219
P5	0	0	0	14	19	33	157	90	247	296	127	423	47	11	58	514	247	761
P4	0	0	0	66	63	129	222	183	405	183	95	278	15	4	19	486	345	831
P3	1	3	4	46	79	125	56	66	122	47	38	85	3	3	6	153	189	342
P2	0	4	4	21	26	47	9	29	38	13	4	17	2	0	2	45	63	108
P1	1	2	3	2	5	7	0	1	1	0	0	0	0	0	0	3	8	11
<b>Total</b>	2	9	11	152	193	345	476	390	866	684	300	984	101	32	133	1 415	924	2 339
<b>Percentage by bracket</b>	18	82	100	44	56	100	55	45	100	70	30	100	76	24	100	60	40	100
<b>Percentage of total</b>	0.5			14.7			37.0			42.1			5.7			100.0		

**National professional**

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	8	7	15	10	3	13	4	6	10	0	1	1	22	17	39
B	1	5	6	67	31	98	78	37	115	55	32	87	7	1	8	208	106	314
C	1	0	1	49	18	67	129	70	199	113	44	157	14	7	21	306	139	445
D	0	0	0	0	1	1	1	4	5	1	2	3	0	0	0	2	7	9
<b>Total</b>	2	5	7	124	57	181	218	114	332	173	84	257	21	9	30	538	269	807
<b>Percentage by bracket</b>	29	71	100	69	31	100	66	34	100	67	33	100	70	30	100	67	33	100
<b>Percentage of total</b>	0.9			22.4			41.1			31.8			3.7			100.0		

### General service

Grade	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	0	0	0	37	30	67	52	45	97	50	87	137	2	5	7	141	167	308
G6	17	9	26	85	117	202	105	166	271	60	151	211	0	10	10	267	453	720
G5	19	41	60	92	292	384	91	260	351	62	217	279	5	16	21	269	826	1 095
G4	8	53	61	48	180	228	46	126	172	52	76	128	4	11	15	158	446	604
G3	3	12	15	51	17	68	89	22	111	77	10	87	7	0	7	227	61	288
G2	6	4	10	138	2	140	268	3	271	212	3	215	11	0	11	635	12	647
G1	10	2	12	29	13	42	40	11	51	25	8	33	2	0	2	106	34	140
<b>Total</b>	63	121	184	480	651	1 131	691	633	1 324	538	552	1 090	31	42	73	1 803	1 999	3 802
<b>Percentage by bracket</b>	34	66	100	42	58	100	52	48	100	49	51	100	42	58	100	47	53	100
<b>Percentage of total</b>	4.8			29.7			34.8			28.7			1.9			100.0		

M – male, F – female, T – total.

**TABLE 8. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 2009**

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	595	29	412	1036	291	0	205	496	124	0	49	173	81	0	64	145	38	0	60	98	35	0	65	100	3	0	17	20	1167	29	872	2068
Africa	213	419	1099	1731	123	85	138	346	49	50	54	153	21	4	70	95	11	4	47	62	10	2	56	68	5	1	23	29	432	565	1487	2484
The Americas	30	13	6	49	33	1	15	49	21	0	10	31	7	0	6	13	6	0	6	12	2	1	10	13	1	0	10	11	100	15	63	178
South-East Asia	61	20	123	204	38	12	70	120	21	2	47	70	6	0	67	73	2	2	15	19	6	2	38	46	0	0	5	5	134	38	365	537
Europe	102	60	135	297	38	27	82	147	13	0	12	25	10	0	11	21	5	0	8	13	3	0	7	10	0	0	5	5	171	87	260	518
Eastern Mediterranean	65	21	217	303	50	5	143	198	29	0	19	48	4	1	33	38	6	0	19	25	3	1	19	23	0	3	7	10	157	31	457	645
Western Pacific	98	33	117	248	44	2	74	120	21	1	36	58	9	2	23	34	3	1	20	24	3	2	20	25	0	1	8	9	178	42	298	518
<b>Total</b>	1164	595	2109	3868	617	132	727	1476	278	53	227	558	138	7	274	419	71	7	175	253	62	8	215	285	9	5	75	89	2339	807	3802	6948
<b>Percentage by bracket</b>	30.1	15.4	54.5	100	41.8	8.9	49.3	100	49.8	9.5	40.7	100	32.9	1.7	65.4	100	28.1	2.8	69.2	100	21.8	2.8	75.4	100	10.1	5.6	84.3	100	33.7	11.6	54.7	100
<b>Percentage of total</b>	55.7				21.2				8.0				6.0				3.6				4.1				1.3				100			

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

**TABLE 9. APPOINTMENTS PROCESSED DURING YEAR 2009**

Location	Category	Total staff at 31 December 2009	External appointments			Conversion of temporary contracts			Interagency transfers			Total	
			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	1 167	46	27.7	57%	111	66.9	43%	9	5.4	67%	166	48.2%
	NPO	29	6	0.0	33%	0	0.0	0%	0	0.0	0%	6	0.0%
	GS	872	35	44.9	60%	43	55.1	84%	0	0.0	0%	78	73.1%
Africa	P	432	14	29.2	43%	34	70.8	41%	0	0.0	0%	48	41.7%
	NPO	565	57	46.3	30%	66	53.7	32%	0	0.0	0%	123	30.9%
	GS	1 487	81	31.5	47%	176	68.5	30%	0	0.0	0%	257	35.0%
The Americas	P	100	7	77.8	57%	2	22.2	100%	0	0.0	0%	9	55.6%
	NPO	15	3	100.0	33%	0	0.0	0%	0	0.0	0%	3	33.3%
	GS	63	1	50.0	0%	1	50.0	100%	0	0.0	0%	2	50.0%
South-East Asia	P	133	9	47.4	33%	5	26.3	40%	5	26.3	60%	19	42.1%
	NPO	38	8	61.5	38%	5	38.5	40%	0	0.0	0%	13	38.5%
	GS	365	11	20.8	55%	42	79.2	33%	0	0.0	0%	53	37.7%
Europe	P	171	8	34.8	50%	13	56.5	54%	2	8.7	100%	23	56.5%
	NPO	87	4	33.3	25%	8	66.7	25%	0	0.0	0%	12	25.0%
	GS	260	14	42.4	50%	18	54.5	56%	1	3.0	0%	33	51.5%
Eastern Mediterranean	P	158	7	23.3	43%	21	70.0	52%	2	6.7	0%	30	46.7%
	NPO	31	1	50.0	100%	1	50.0	100%	0	0.0	0%	2	100%
	GS	457	22	33.8	50%	43	66.2	42%	0	0.0	0%	65	44.6%
Western Pacific	P	178	28	77.8	43%	7	19.4	43%	1	2.8	100%	36	44.4%
	NPO	42	9	100.0	44%	0	0.0	0%	0	0.0	0%	9	44.4%
	GS	298	13	37.1	69%	20	57.1	70%	2	5.7	0%	35	65.7%
Total	P	2 339	119	36.0	49%	193	58.3	44.6%	19	5.7	63.2	331	47.1%
	NPO	807	88	52.4	33%	80	47.6	32.5%	0	0.0	0.0	168	32.7%
	GS	3 802	177	33.8	52%	343	65.6	42.3%	3	0.6	0.0	523	45.3%
	All	6 948	384	37.6	47%	616	60.3	41.7%	22	2.2	54.5	1 022	43.8%

P – professional and higher categories, NPO – national professional officer, GS – general service.

**TABLE 10. STAFF RETIREMENT PROJECTIONS<sup>1</sup>**

Location	Category	Total staff at 31 December 2009	Staff due to retire							
			by 31 December 2010		by 31 December 2012		by 31 December 2014		by 31 December 2019	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	1 167	39	3.3	106	9.1	191	16.4	399	34.2
	NPO	29	0	0.0	0	0.0	0	0.0	0	0.0
	GS	872	23	2.6	63	7.2	114	13.1	273	31.3
Africa	P	432	14	3.2	49	11.3	104	24.1	222	51.4
	NPO	565	19	3.4	43	7.6	79	14.0	171	30.3
	GS	1 487	22	1.5	78	5.2	152	10.2	357	24.0
The Americas	P	100	8	0.0	8	8.0	8	8.0	50	50.0
	NPO	15	0	0.0	1	6.7	1	6.7	5	33.3
	GS	63	3	4.8	3	4.8	3	4.8	35	55.6
South-East Asia	P	133	13	9.8	27	20.3	27	20.3	69	51.9
	NPO	38	1	2.6	1	2.6	1	2.6	15	39.5
	GS	365	5	1.4	5	1.4	5	1.4	106	29.0
Europe	P	171	2	1.2	15	8.8	24	14.0	40	23.4
	NPO	87	0	0.0	0	0.0	5	0.0	10	11.5
	GS	260	6	2.3	11	4.2	23	8.8	55	21.2
Eastern Mediterranean	P	158	11	7.0	11	7.0	33	20.9	74	46.8
	NPO	31	0	0.0	2	6.5	3	9.7	3	9.7
	GS	457	8	0.8	8	4.1	31	7.4	82	18.9
Western Pacific	P	178	7	3.9	19	10.7	30	16.9	67	37.6
	NPO	42	0	0.0	3	0.0	4	0.0	9	0.0
	GS	298	6	2.0	17	5.7	33	11.1	78	26.2
Total	P	2 339	94	4.0	235	10.0	417	17.8	921	39.4
	NPO	807	20	2.5	50	6.2	93	11.5	213	26.4
	GS	3 802	73	1.9	185	4.9	361	9.5	986	25.9
	All	6 948	187	2.7	470	6.8	871	12.5	2 120	30.5

<sup>1</sup> Figures are cumulative. For example, the total number of staff in the professional and higher categories due to retire by 31 December 2012 (235) includes those due to retire by 31 December 2010 (94).

P – professional and higher categories, NPO – national professional officer, GS – general service.

**TABLE 11. DISTRIBUTION OF OCCUPIED POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES  
ACROSS THE MAIN OCCUPATIONAL GROUPS<sup>1</sup>**

**1 Professional, managerial and technical work**

%					
1.A	Administrative specialists	30.5	1.A	Administrative specialists	%
1.B	Architects, engineers	0.4	1.A	Administrative (general)	4.9
1.C	Archivists, curators, information specialists and librarians	0.5	1.A.01	Financial management specialists	12.5
1.D	Artists	0.1	1.A.02	Management and programme analysts	9.6
1.E	Economists	1.2	1.A.03	Building service administrators	2.8
1.F	Education specialists	0.4	1.A.04	Meetings services administrators	0.7
1.G	Jurists	0.8	1.A.05	Computer information systems specialists	17.0
1.H	Life scientists	1.8	1.A.06	Human resources management specialists	9.7
			1.A.07	Printing services specialists	0.2
			1.A.08	Public information specialists	9.9
			1.A.09	Purchasing and contracting specialists	3.7
			1.A.10	Representation and protocol specialists	2.8
			1.A.11	Technical cooperation administrators	8.0
			1.A.12	Administrative officers	15.5
			1.A.21	Auditors	1.9
			1.A.22	Hospital administrators	0.2
			1.A.23	Records and documents administrators	0.7

1.I	Dental, nutrition, medical, nursing and veterinary specialists	54.0	1.I	Dental, nutrition, medical, nursing and veterinary specialists	%
1.J	Physical scientists	0.3	1.I	Medical Specialists (general)	0.2
1.K	Sales and marketing specialists	0.2	1.I.01	Dentists	0.2
1.L	Social scientists	2.7	1.I.02	Dieticians' and nutritionists	1.7
1.M	Statisticians and mathematicians	1.2	1.I.03	Medical specialists (general)	91.3
1.N	Transportation specialists	0.3	1.I.04	Nursing specialists	1.4
1.O	Writers, translators, interpreters	2.9	1.I.05	Opticians and optometrists	1.1
1.P	Professional, managerial and technical specialists for which no job family exists	1.0	1.I.06	Pharmacists	1.6
1.Q	Postal services specialists	0.1	1.I.07	Sanitarians (public health)	0.2
1.R	Environmental specialists	0.8	1.I.08	Veterinarians	0.7
1.S	Relief specialists	0.9	1.I.09	Rehabilitation specialists	0.3
1.T	Electronic communications specialists	0.1	1.I.10	Health laboratory specialists	1.5
1.U	Cultural development specialists	0.1			

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

Coding is according to the Common Classification of Occupational Groups, the occupational directory of the United Nations system.