

Human resources: annual report

Report by the Secretariat

1. This report presents the Organization's staffing profile as at 31 December 2011. In addition, drawing on human resources annual reports generated over the last 10 years, it provides an analysis of certain aspects of the evolution of the workforce. The data include details on: appointment categories; staff distribution by sex; geographical representation; age, grade, length of service and turnover of staff; staff mobility and rotation; and the distribution of staff in professional and higher category posts across main occupational groups.

2. An earlier version of this report was considered by the Executive Board at its 130th session in January 2012.¹ In response to members' comments during the discussions,² the Secretariat undertook to provide fuller data on those employed by WHO on non-staff individual contracts.³ It was decided to add a second section to this report on the "non-staff" category.

STAFFING PROFILE

Appointment categories

3. As at 31 December 2011, WHO had a total of 7817 staff members (including temporary staff). Of these, 6875⁴ were holding a fixed-term or a continuing appointment (both referred to hereinafter as "long-term appointments"), with 2290 (33.3%) in the professional and higher categories, 894 (13.0%) in the national professional officer category and 3691 (53.7%) in general services category (see Table 1).⁵ The number of staff members holding long-term appointments has decreased by 279 (3.9%) compared with the number reported in the staffing profile as at 31 December 2010.⁶ This is the lowest staffing level since 2003.

¹ Document EB130/26 Add.1.

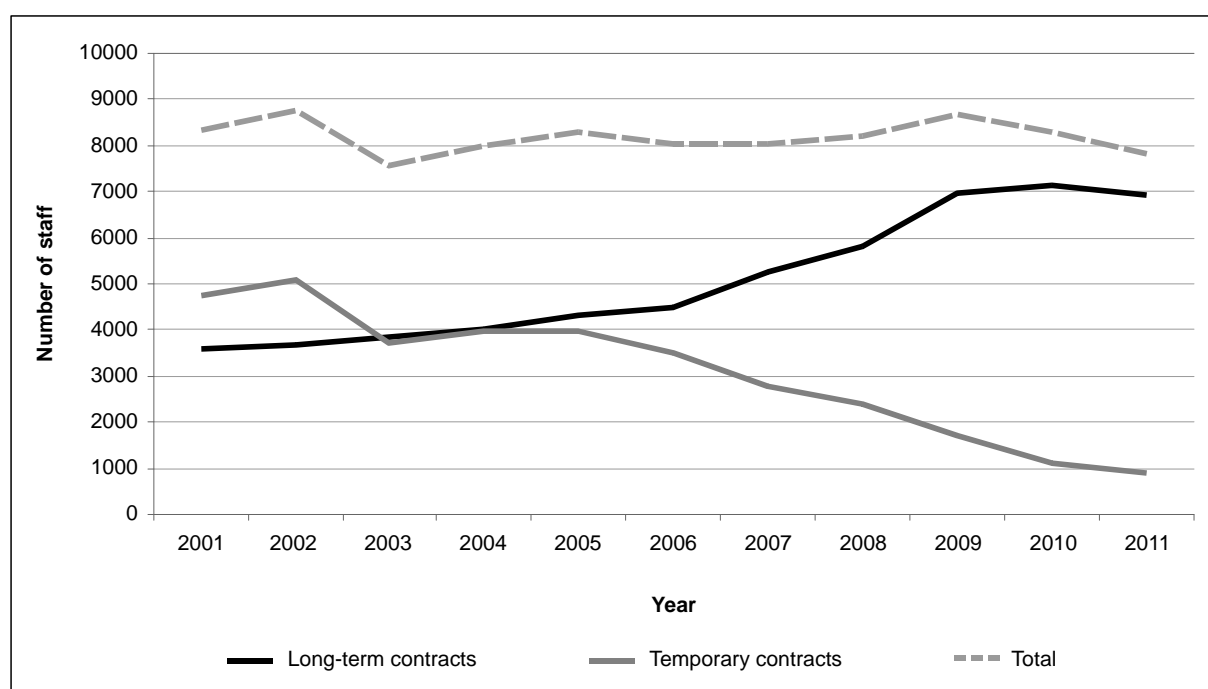
² See document EB130/2012/REC/2, summary record of the thirteenth meeting, section 3.

³ Non-staff contracts concern the following arrangements and job categories: Special Services Agreements, Consultants, Agreements for Performance of Work and Junior Professional Officers. See paragraph 28 for details.

⁴ This figure includes staff in special programmes and collaborative arrangements hosted by WHO. Although it also includes WHO-funded PAHO/AMRO staff, it does not include PAHO-funded staff members in the Region of the Americas (see details in paragraphs 24 to 27); nor does it include staff in IARC or in any agencies administered by WHO.

⁵ All data in this report refer to long-term appointments, unless otherwise indicated.

⁶ See document A64/36.

Figure 1. Evolution of staff numbers by contract type over the period 2001–2011

4. As at 31 December 2011, 942 staff were on temporary appointments (Figure 1 and Table 1), a decrease of 177 or 15.8% compared with the number reported in the profile as at 31 December 2010. Temporary staff currently represent 12.1% of the total workforce compared with 56.8% in 2001.¹

5. Table 2 shows the distribution of staff members holding long-term appointments by major office, grade and gender. Within the distribution for the professional and higher categories, it can be observed that the proportion of staff by grade has changed most significantly during the decade at grades P.3 to P.5 (P.3: 10.4% to 15.2%; P.4: 28.1% to 35.6%; and P.5: 39.3% to 31.6%). As a result, a total of 56.8% of staff holding long-term appointments are at grade P.4 or below compared with 45.9% in 2001, due to natural turnover of staff and their replacement by younger staff members with different profiles, hired at lower grades.

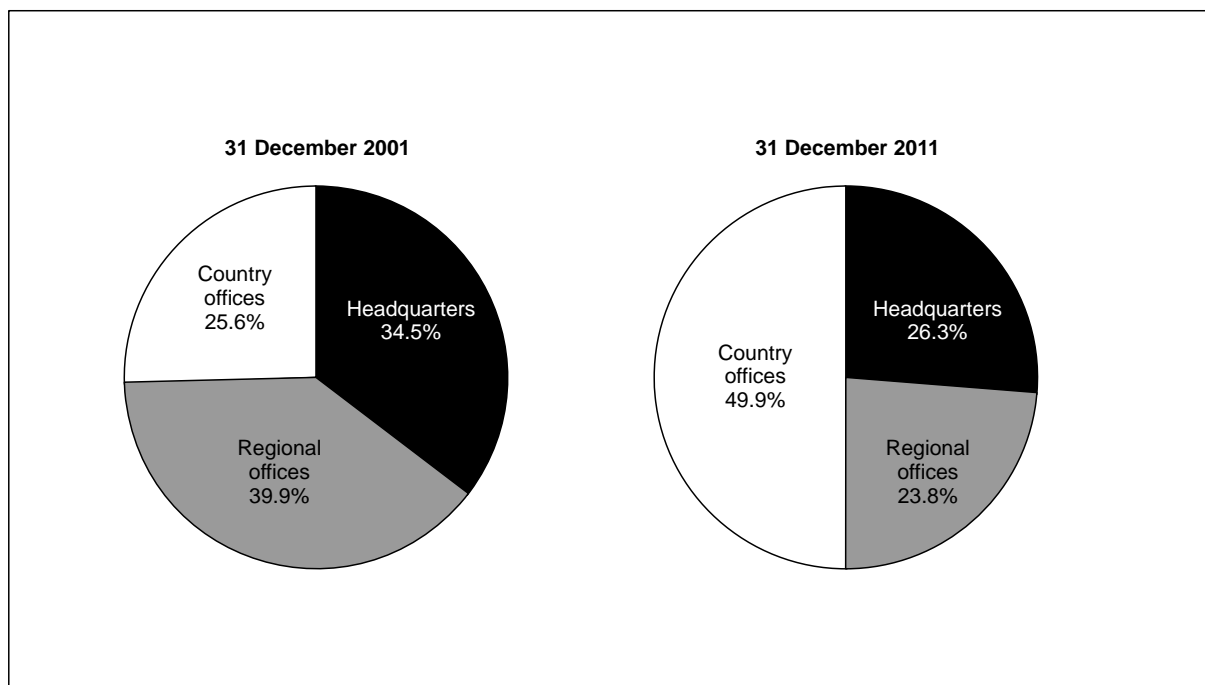
Staff category by major office and office type²

6. In 2001, 34.5% of staff members holding long-term appointments were assigned to headquarters, 39.9% to regional offices and 25.6% to country offices. In December 2011 the proportions were, respectively, 26.3% (of which 3.5% concerns staff members working in special programmes and collaborative arrangements), 23.8% and 49.9%. Thus, it can be seen that the percentage of long-term staff located at the country level has almost doubled during the last 10 years – a significant shift. This trend is an indicator of the more rational and strategic deployment of human resources throughout the Organization that is being undertaken in support of WHO's country operations (Figure 2).

¹ Document A55/30.

² In the tables provided in this document, staff numbers for a given major office relate to staff members administered by that office; the staff members concerned may actually be located elsewhere.

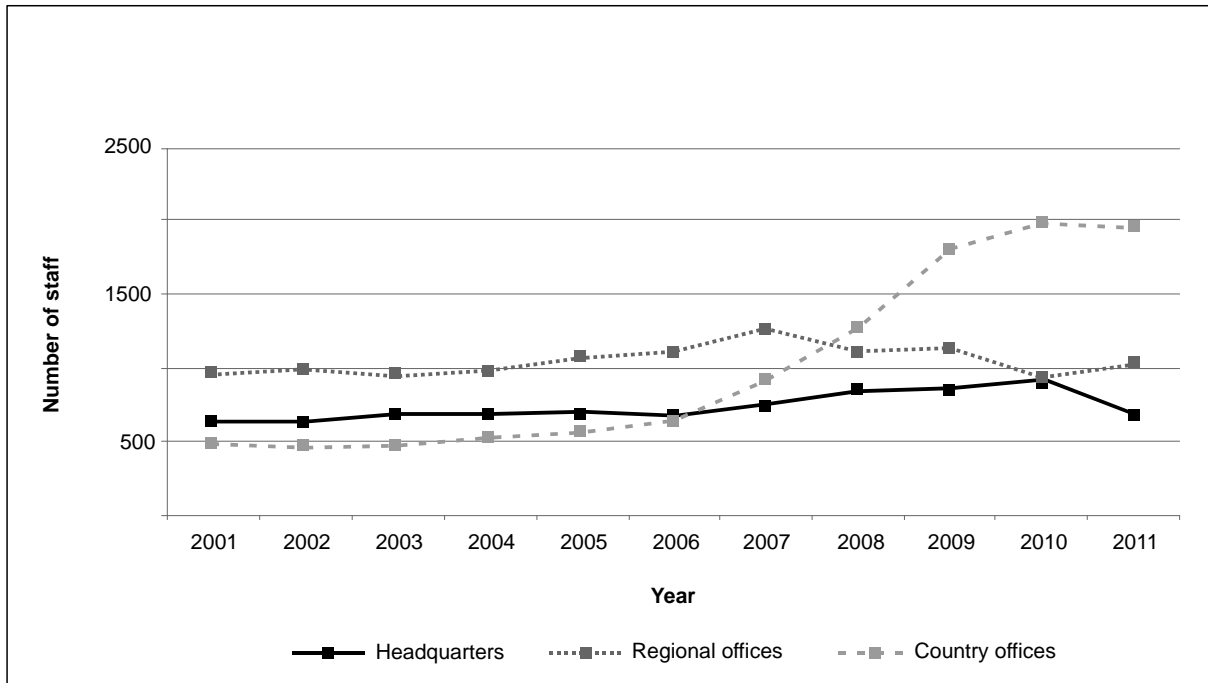
Figure 2. Comparison of the distribution of long-term staff between 2001 and 2011, by major office type



7. Between 2001 and 2011, the number of staff holding long-term contracts in the national professional officer category increased more than fivefold, rising from 172 in 2001 to 894 in 2011.

8. Figure 3 indicates that, in the general service staff category, staff numbers at country office level increased gradually between 2001 and 2006, with the growth becoming more rapid from 2006 to 2010. Since then, the staff numbers concerned have remained stable. Conversely, since 2010 staff numbers for this category have declined noticeably at headquarters. Over the same period, a slight growth in numbers has been recorded at regional office level.

Figure 3. Evolution of staff numbers in the general service category between 2001 and 2011, by major office type



Distribution of staff by sex

9. The representation of women in the professional and higher categories has increased steadily over the past 10 years, rising from 31.8% in December 2001 to 39.8% in December 2011. Over the past 20 years, representation of women has almost doubled. Figure 4 illustrates this improvement by year over that period, highlighting the redoubled efforts made to achieve the target of gender balance. If the current trend is maintained and efforts are made across all major office locations, gender parity in the Organization could be a realistic target for the next decade (Figure 5).

Figure 4. Evolution of the percentage of women in the professional and higher categories, 1990–2011

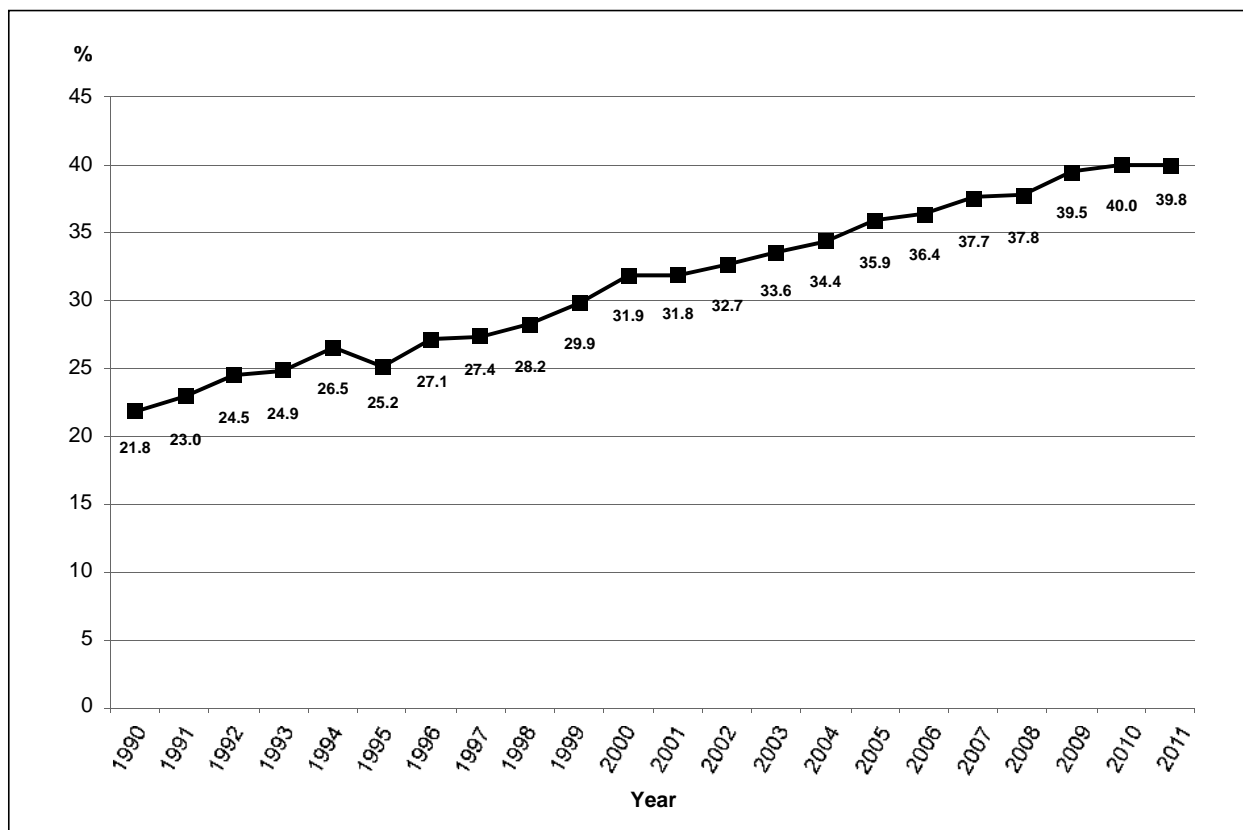
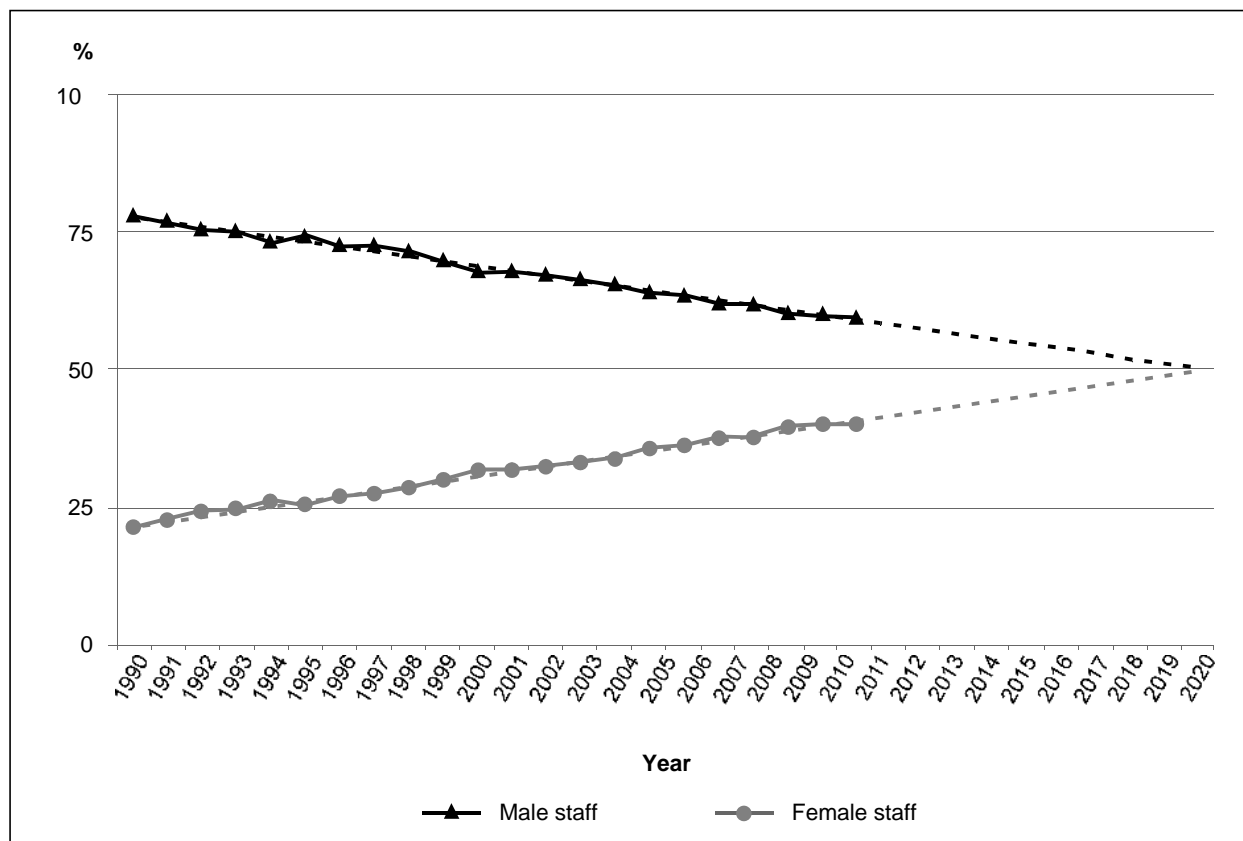


Figure 5. Projection of the movement towards gender parity in the professional and higher categories



10. As at 31 December 2011, of the 2290 staff members in the professional and higher categories on long-term appointments 1379 (60.2%) were men and 911 were women (39.8%). From grade P.4 up to the level of ungraded posts, men outnumber women (Table 2), although the number of women has been increasing steadily over time. For example, in 2001, 34.8% of staff members at grade P.4 were women, while as at 31 December 2011, the percentage had increased to 41.0%. Over the same period, the percentage of women at grade P.5 rose from 24.5% to 33.6%. At the most senior levels (from grade P.6 up to the ungraded level), the percentage of women remained almost unchanged: 22.9% in 2001 and 22.2% in December 2011.

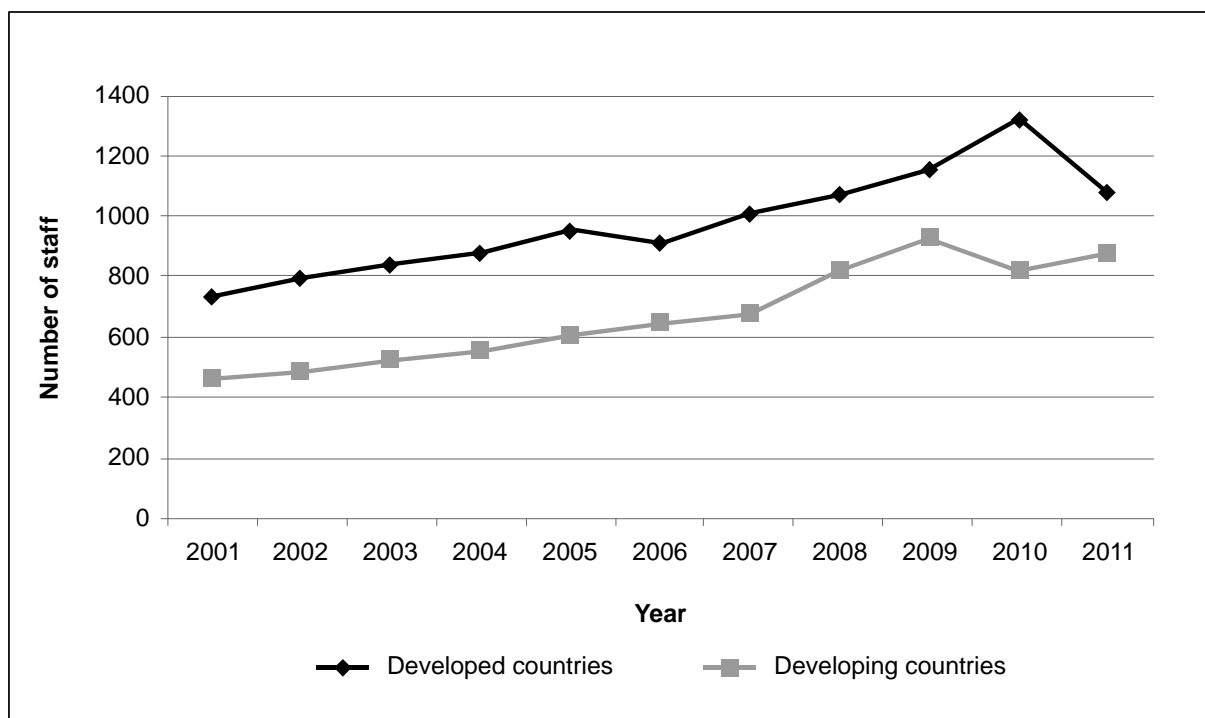
11. In the national professional officer category, the percentage of women has increased as well: in December 2011 it was 35.5%, compared with 29.1% in 2001. In the general service category, whereas women made up 58.8% of the category in December 2001, they now represent 51.7%.

Geographical representation

12. As at 31 December 2011, 871 posts counted for geographical representation in the professional and higher categories were held by staff members from developing countries (44.8% of all such posts); 1074 of these posts (55.2% of the total) were held by staff members from developed countries.

In 2001, 38.5% of staff members in such posts were nationals of developing countries. Figure 6 below reflects this upward trend in terms of staff numbers.¹

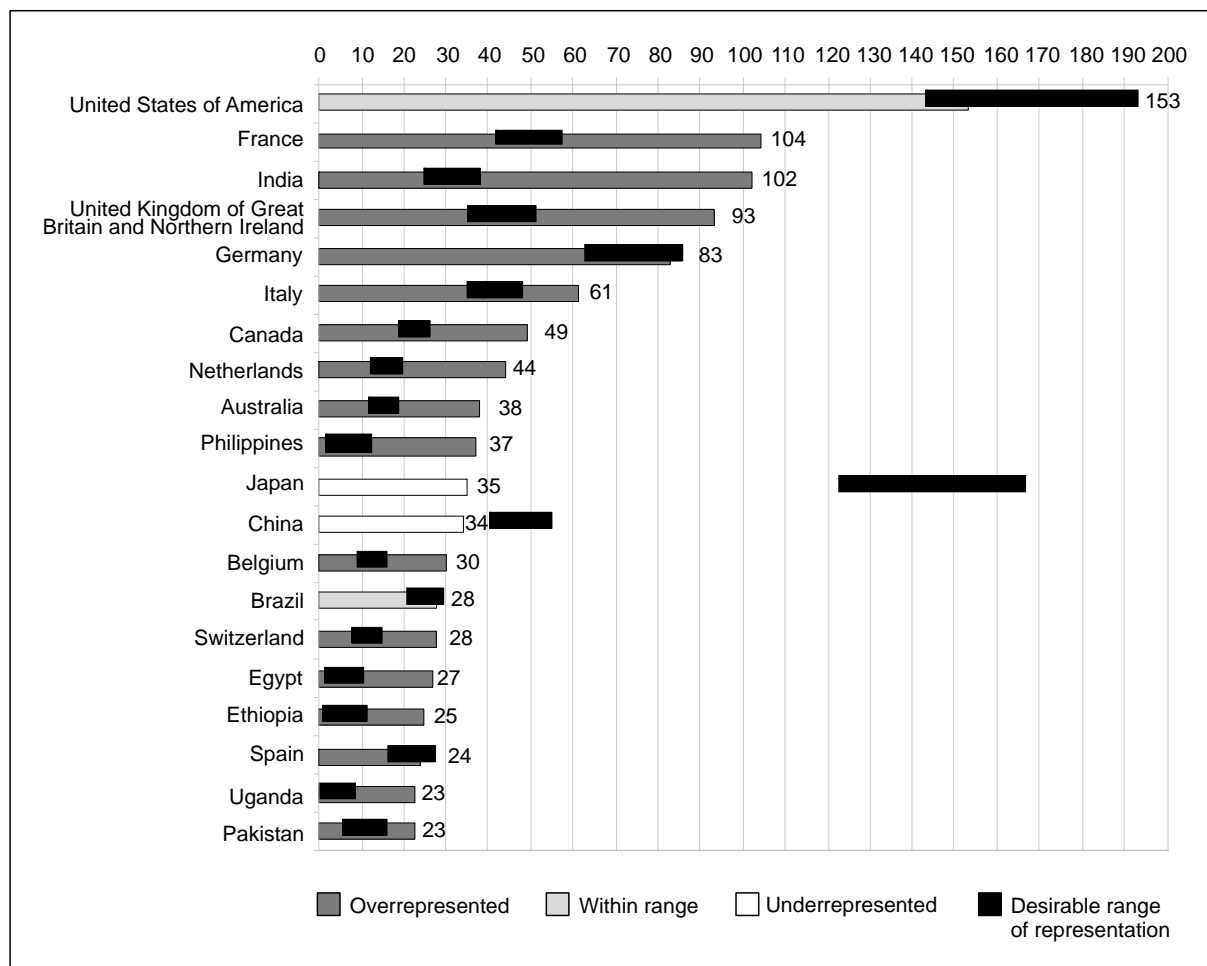
Figure 6. Evolution of staff numbers in the professional and higher categories in posts counted for geographical representation, 2001–2011



13. As at 31 December 2011, of the 196 Member States (including two Associate Members), 100 were within their desirable range of geographical representation (four were at the top of their desirable range); 43 Member States (including two Associate Members) were unrepresented; five were underrepresented and 48 were overrepresented (Table 3). Figure 7 shows the 20 Member States with the highest representation within the professional and higher categories. Taken together, they account for 45% of the staff members in the professional and higher categories. Overrepresented countries are found in all the WHO regions.

¹ Posts held by language specialists, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

Figure 7. Member States with the highest representation in the professional and higher categories



14. Tables 4a–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 last annual report as at 31 December 2010:

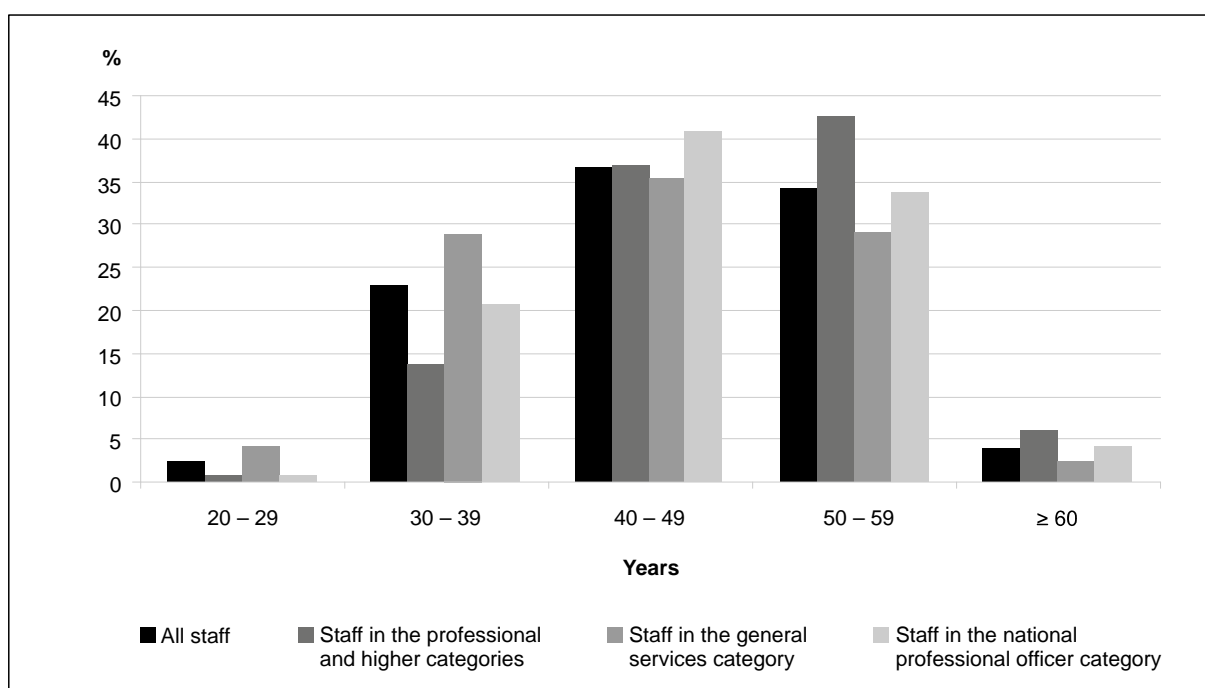
- four Member States that were previously unrepresented (Democratic People's Republic of Korea, Iceland, Seychelles and Suriname) are now within their desirable range of geographical representation;
- eight Member States that were previously overrepresented (Algeria, Colombia, Germany, Madagascar, Niger, Spain, South Africa, and Sweden) are now within their desirable range of geographical representation;
- four Member States that were within their desirable range of geographical representation (Argentina, Bangladesh, Islamic Republic of Iran and Nepal) are now overrepresented;
- one Member State that was within its desirable range of geographical representation (Israel) is now underrepresented;

- three Member States that were within their desirable range of geographical representation (Belize, Haiti and Lithuania) are now unrepresented.

Age, grade, length of service and turnover of staff

15. As at 31 December 2011, in the professional and higher categories, 50.0% of staff members are under 50 years of age. In the national professional officer category, staff in this age range represent 60.4% of the total, and in the general service category, 67.6% (Tables 5 and 6, Figure 8).

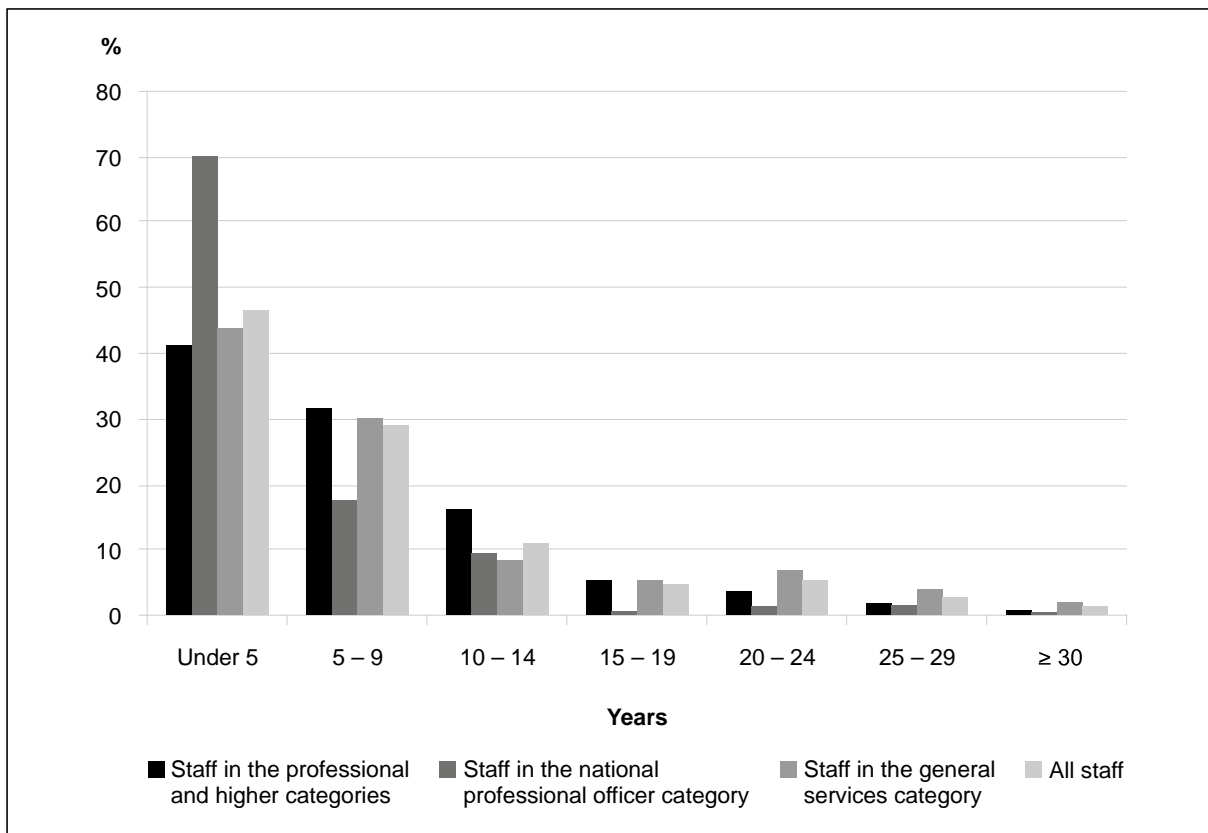
Figure 8. Distribution of staff by age and category



16. When the figures are analysed by sex, it can be seen that men in the professional and higher categories are generally in a higher age bracket than women. As a consequence, they will retire before their female colleagues, which could offer an opportunity to improve the gender balance further (Table 5 and Table 6).

17. In 2001, staff members with less than five years of service represented 34.0% of the total number of staff holding long-term appointments; by contrast, in 2011 they represent 46.5%. These numbers reflect the marked increase in fixed-term recruitment during recent years (Table 7). Since 2005, the average length of service has remained stable at about seven years for staff in the professional and higher categories, and about eight years for staff in the general service category.

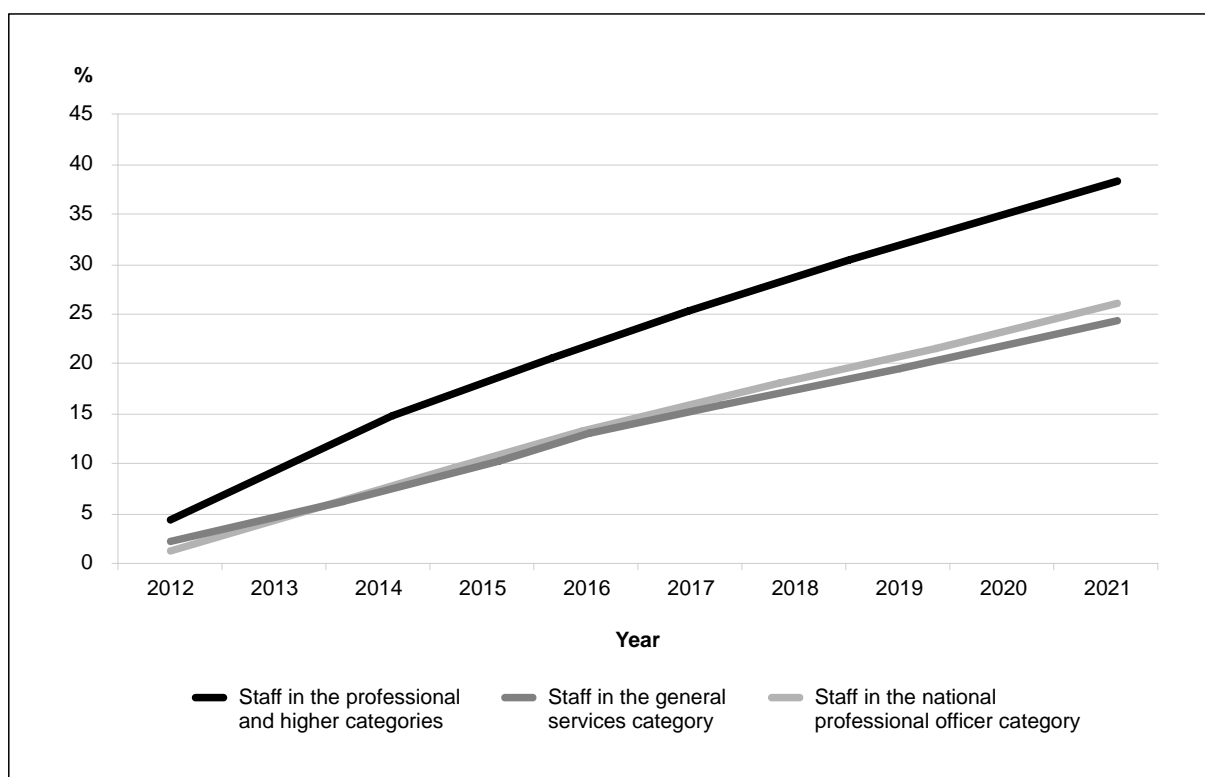
Figure 9. Distribution of staff by length of service and category



18. Table 8 provides data on staff appointments, including those of staff members who commenced employment in the period 1 January 2011 to 31 December 2011. In the case of the professional and higher categories, 57 staff members (68.7% of appointments in these categories) were recruited externally, 15 appointments (18.1%) were conversions of existing temporary contracts and 11 staff members (13.3%) were appointed through interagency transfer.

19. According to current projections (Table 9 and Figure 10), 1031 staff members, representing 15.0% of the workforce, are due to retire in the next five years (20.1% of these are employed in the professional and higher categories). Cumulatively, 2198 staff members, 32.0% of the workforce, are due to retire in the next 10 years (with 41.3% of the staff members concerned employed in the professional and higher categories).

Figure 10. Projection of the proportion of the workforce retiring over the next 10 years



Staff mobility across WHO regions

20. Table 10 and Figures 11 and 12 present an analysis of staff in the professional and higher categories by major office and region of nationality. The data for headquarters are found in Table 10. It can be observed that staff from a particular region tend to be employed within their own geographical region – with the exception of the Western Pacific Region. At headquarters, the majority of staff are nationals of one of two regions.

Figure 11. Percentage of staff in the regions working within their region of nationality (professional and higher categories)

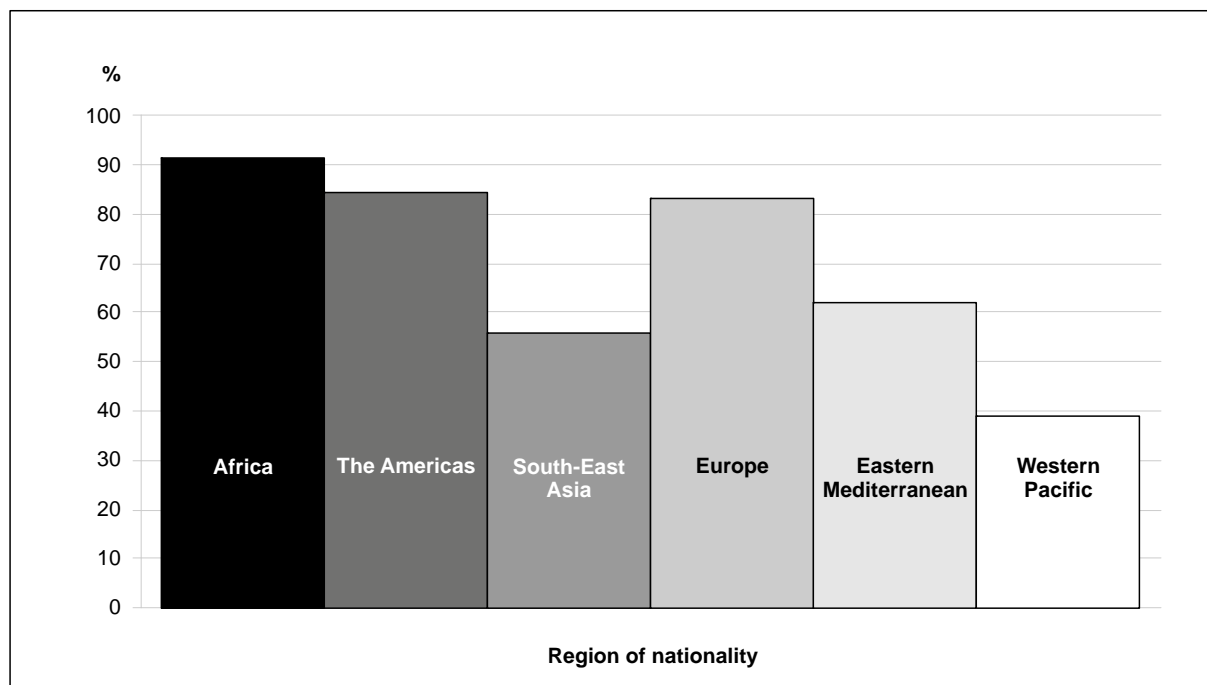
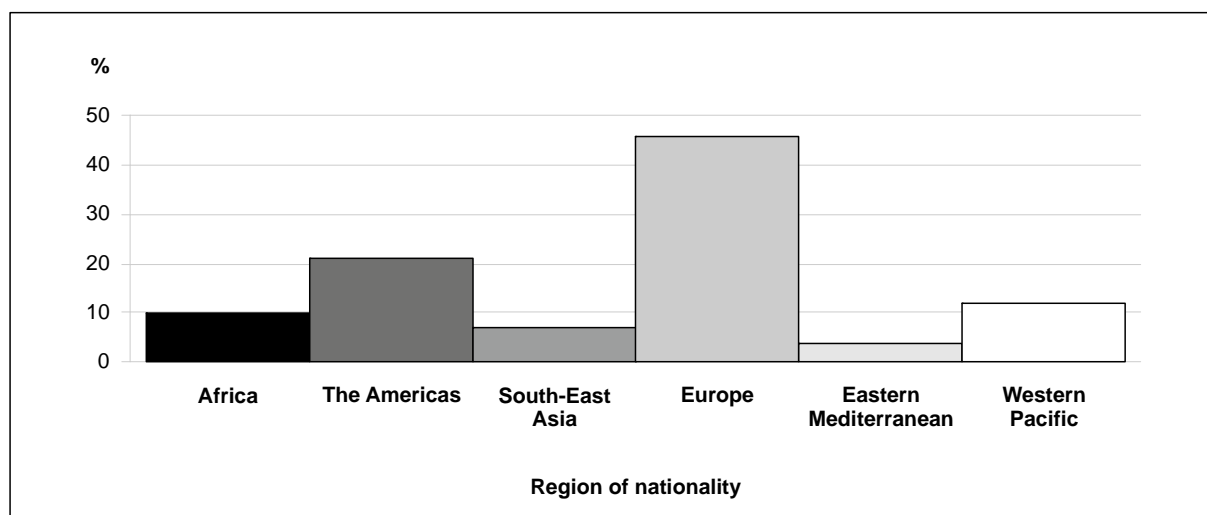


Figure 12. Distribution by region of nationality of staff working at headquarters (professional and higher categories)



21. Table 11 provides details on the movement of staff within the Organization during 2011. The largest reassignment rate concerned the African Region (27.4%, of which 95.6% was within the Region).

22. As can be seen in Table 11 and Figure 13a, a total of 164 staff members were subject to change in duty station, representing 7.7% of the total number of staff in the professional and higher categories at 31 December 2011. Of the 164 staff moves, 46 involved movement outside a WHO region (or headquarters). This suggests that there is a higher propensity among staff members to move within a

major office, than between major offices. Figure 13b shows that nearly three quarters of the mobility results from staff moving out of headquarters and the Western Pacific Region, while Figure 13c shows that nearly two thirds of rotation takes place within the African Region and the Western Pacific Region.

Figure 13a. Change of duty station during 2011: between major offices or within major office

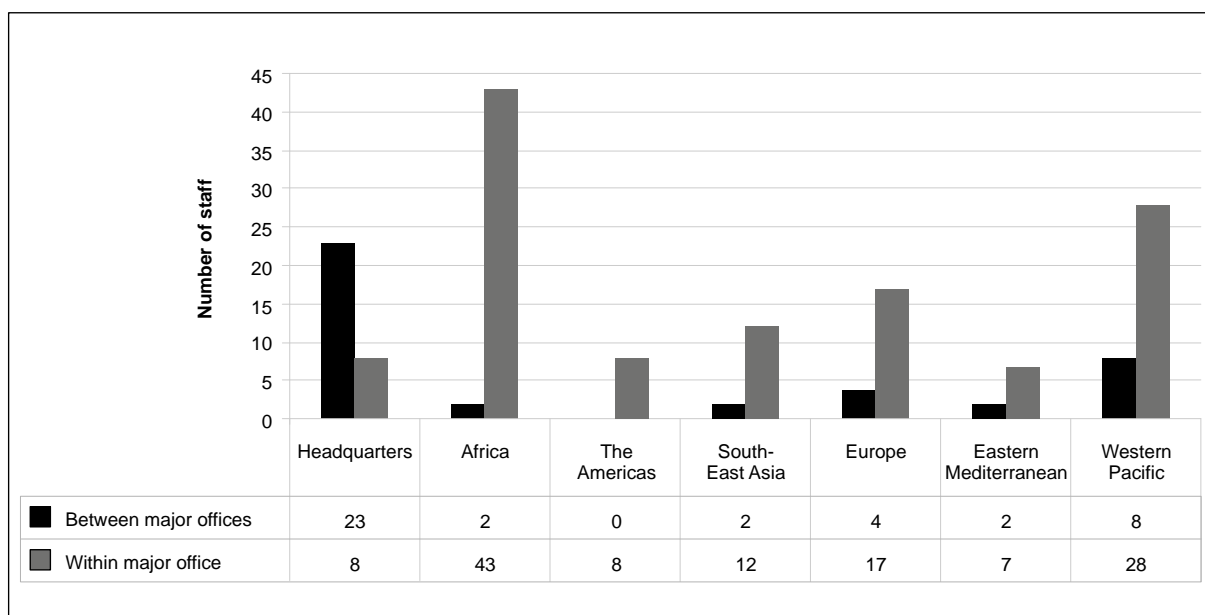


Figure 13b. Distribution of staff members in the professional and higher categories moving between major offices

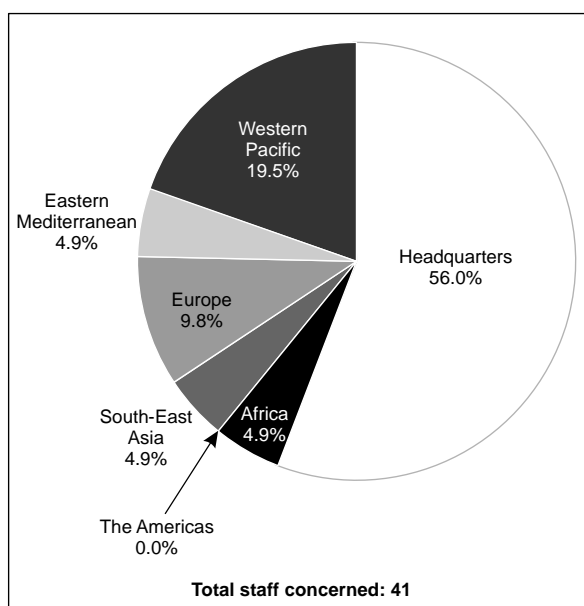
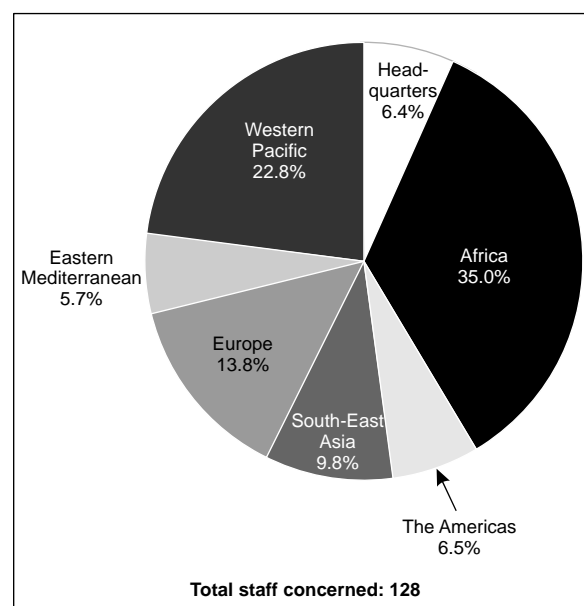


Figure 13c. Distribution of staff members in the professional and higher categories moving within major office



Occupational groups

23. Half the posts held by staff in the professional and higher categories (50.3%) are in the occupational group “Dental, nutrition, medical, nursing and veterinary specialists”. Within this group, 90.5% are “Medical specialists” (of which 46.9% are Public health specialists) and represent the vast majority (for further specializations, see Table 12). The second largest occupational group is that of “Administrative specialists”, which accounts for 31.3%. In that group, 17.4% of posts are held by “Computer information systems specialists”, 15.7% by Public information specialists, 13.2% by “Administrative officers”, and 12.6% by “Management and programme analysts” (Table 12).

Staffing profile at the Pan American Sanitary Bureau: a quick overview

24. The Pan American Sanitary Bureau is the entity that issues contracts for staff working in PAHO/AMRO. The proportion of staff holding fixed-term appointments is 83.8% which is very similar to WHO at 87.9%. As at 31 December 2011, the Bureau had a total of 822 staff members on fixed-term or career service appointments.¹ Of these, 432 (52.6%) were in the professional and higher categories, 67 (8.2%) were in the national professional officer category and 323 (39.2%) in the general service category. There were 159 staff on temporary appointments (16.2% of total staff), of whom 105 (66.0%) were in the professional and higher categories and 54 (34.0%) in the general service staff category.

25. In PAHO/AMRO representative offices and subregional centres the percentage of women in the professional and higher categories continues to increase. As at 31 October 2011, women made up 42% of this group, compared with 40% during the 2010 reporting period. At the Bureau’s headquarters in Washington, DC, the percentage of women in professional and higher categories category has increased from 47% in 2010 to 56%. As at 31 October 2011, 59% of the 66 new staff members appointed to fixed-term positions in these categories were women.

26. Among fixed-term staff members, 55.0% (261 staff in the professional and higher categories and 195 in the general service category) are based in the Bureau’s headquarters in Washington, DC. The remaining 45.0% of fixed-term staff (171 in the professional and higher categories, 67 national professional officers, and 128 in the general service category) were based in country offices. A total of 53 countries are represented among the internationally recruited staff of the Pan American Sanitary Bureau, including 21 from regions other than the Region of the Americas.

27. As at 31 October 2011, there had been 36 staff reassignments involving staff in the professional and higher categories. Twenty-seven of these reassignments concerned the movement of staff between PAHO’s country offices and centres; three involved the movement of staff from the Bureau’s headquarters to the countries; and six involved the movement of staff from country offices to the headquarters in Washington, DC.

NON-STAFF PROFILE

28. This section contains data on individuals with the following types of contract that do not confer the status of staff member on their holder: Agreement for Performance of Work, Special Services

¹ The career service appointment was discontinued in 2002. However, staff members who held such an appointment on 1 July 2002 and who remain below grade P.6/D.1 retain the appointment until they separate.

Agreement and Consultant.¹ The three types of contract are used and administered through the Procurement module in the Global Management System. In addition, this section includes details of Junior Professional Officers. These employees hold contracts issued by UNDP, which provides a central service to WHO. In view of the nature of their contracts, however, they do not appear elsewhere in the report.

- **Agreement for Performance of Work.** These agreements are used to contract individuals or companies to provide services or prepare a specific product (Table A). Examples of the type of work for which such an agreement should normally be used include the preparation of a paper without the need for travel; the translation of a document; acting as a local conference organizer with responsibility for the logistics of a meeting or other event; or lay-out and design work. An individual engaged under an Agreement for Performance of Work is expected to deliver a results-oriented piece of work or services in a time-bound manner. In all cases, the individual engaged under an Agreement for Performance of Work is paid a fixed-sum or maximum amount; does not normally work on WHO premises; does not perform work that requires close WHO technical guidance; and does not undertake travel for WHO (i.e. other than commuting and/or travelling for an occasional visit to WHO premises in order to present or discuss aspects of the work with WHO staff). An individual Agreement may be for any period of time from one day upwards.

Table A. Individuals holding Agreements for Performance of Work by WHO major office

Major office	Number of individuals holding an Agreement for Performance of Work in 2011	Number of Agreements for Performance of Work issued during 2011
Headquarters	1292	2565
Africa	537	1306
South-East Asia	1001	1506
Europe	1361	2382
Eastern Mediterranean	401	553
Western Pacific	448	792
Total	5040	9104

- **Consultant.** Consultants should be recognized authorities or specialists in a specific field who are engaged in a technical advisory or consultative capacity, often bringing unique expertise to the Organization (Table B). They are not contracted to perform functions that are reflected in the organigram as positions of the unit or department concerned – these contracts should not duplicate staff work. A Consultant contract may normally be for a period of up to two years.

¹ In 2011, the Pan American Sanitary Bureau had 1025 individuals working under a number of non-United Nations contractual mechanisms in PAHO/WHO representative offices (including centres) and subregional centres (Latin American and Caribbean Center on Health Sciences Information (BIREME) and Caribbean Epidemiology Centre (CAREC)). The PAHO/WHO representative offices employed 232 ministry staff seconded to PAHO, 288 employment agency staff, 98 Pan American Sanitary Bureau local employees, 198 national consultants, and 54 international consultants. The subregional centres employed 62 professionals and 93 administrative support staff.

Table B. Individuals holding Consultant contracts by WHO major office

Major office	Number of individuals holding Consultant contracts in 2011	Number of Consultant contracts issued during 2011
Headquarters	483	750
Africa	79	95
South-East Asia	42	46
Europe	54	75
Eastern Mediterranean	40	55
Western Pacific	171	244
Total	869	1265

- **Special Services Agreement.** This is a contract between the Organization and a national or resident of a host country for use of his/her services for either long or short assignments on a specific national project or activity (Table C). There are two situations where a Special Services Agreement may be concluded: (i) when the services of a national or resident of the host country are to be made available by WHO directly to the host government; or (ii) when, in the circumstances described in the definition section of these provisions, the services of nationals or residents of the host country are hired under a Special Services Agreement for a government project. Special Services Agreements are typically of 12 months' duration, which may be renewed.

Table C. Number of Special Services Agreements issued by WHO major office

Major office	Number of Special Services Agreements issued during 2011
Headquarters	0
Africa	241
South-East Asia	1622
Europe	89
Eastern Mediterranean	1183
Western Pacific	135
Total	3270

- **Junior Professional Officer.** The Junior Professional Officer Programme provides young professionals pursuing a career in development with hands-on experience in multilateral technical cooperation (Table D). The Programme is administered by UNDP through the Junior Professional Officer Service Centre. Junior Professional Officers are primarily sponsored for an initial two-year period, which may be extended for part or all of a third year, by their respective governments. They serve under the supervision of a senior staff member.

**Table D. Number of Junior Professional Officers by WHO major office
and by sponsor countries**

	Headquarters	Africa	Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Belgium	0	1	0	0	0	0	0	1
Denmark	1	1	0	0	0	0	0	2
France	3	0	0	0	0	0	0	3
Germany	10	0	0	0	1	0	0	11
Italy	1	2	0	0	0	0	1	4
Japan	2	1	0	0	0	0	0	3
Luxembourg	1	0	0	0	0	0	0	1
Netherlands	1	0	0	0	0	0	0	1
Norway	1	0	0	0	0	0	0	1
Spain	2	0	3	0	0	0	1	6
Sweden	0	1	0	0	0	0	1	2
Total	22	6	3	0	1	0	3	35

ACTION BY THE HEALTH ASSEMBLY

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

TABLES

30. The tables referred to in paragraphs 1 to 23 are listed below for ease of reference (the information is provided as at 31 December 2011, unless otherwise stated).

Table 1	Number of staff with long-term and temporary appointments
Table 2	Distribution of staff with long-term appointments by major office, grade and gender
Table 3	Summary of countries not within range by major office
Table 4a-f	Distribution of staff in positions counted for geographical representation by country of origin
Table 5	Staff by age, sex and major office
Table 6	Staff by grade and age, all locations
Table 7	Staff by length of service
Table 8	Appointments processed from 1 January to 31 December 2011
Table 9	Staff retirement projections
Table 10	Total staff in the professional and higher categories by major office and region of nationality
Table 11	Staff mobility: professional and higher categories from 1 January to 31 December 2011
Table 12	Distribution of occupied professional and higher category posts across main occupational groups

TABLE 1. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS

Category	Headquarters	Special programmes and collaborative arrangements ^a	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Staff with long-term appointments									
Professional and higher categories	980	164	373	94	137	197	173	172	2 290
National professional	36	1	601	5	46	84	65	56	894
General service	756	77	1 394	55	372	247	482	308	3 691
Total	1 772	242	2 368	154	555	528	720	536	6 875
Staff with temporary appointments									
Professional and higher categories	124	65	52	7	48	21	110	29	456
National professional	2	0	20	0	43	6	27	22	120
General service	83	22	42	4	108	16	42	49	366
Total	209	87	114	11	199	43	179	100	942
Total number of staff	1 981	329	2 482	165	754	571	899	636	7 817

^a This column includes: the Secretariat of the Roll Back Malaria Partnership, the Secretariat of the Stop TB Partnership, the Partnership for Maternal, Newborn and Child Health, the Health Metrics Network, the Alliance for Health Policy and Systems Research, the Global Health Workforce Alliance and the United Nations System Standing Committee on Nutrition.

TABLE 2. DISTRIBUTION OF STAFF WITH LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER¹**Professional staff**

Major office	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	8	27	35	75	116	191	146	165	311	200	124	324	64	18	82	20	4	24	8	5	13	521	459	980	53.2	46.8
<i>Special programmes and collaborative arrangements</i>	3	8	11	4	5	9	5	18	23	32	28	60	30	16	46	8	3	11	3	1	4	0	0	0	85	79	164	51.8	48.2
Africa	0	0	0	12	8	20	34	15	49	124	40	164	85	14	99	29	10	39	0	1	1	1	0	1	285	88	373	76.4	23.6
The Americas	0	1	1	1	5	6	5	4	9	36	27	63	11	3	14	0	0	0	0	0	0	0	1	1	53	41	94	56.4	43.6
South-East Asia	0	0	0	0	0	0	8	3	11	21	10	31	47	28	75	15	2	17	0	2	2	1	0	1	92	45	137	67.2	32.8
Europe	3	8	11	12	18	30	19	19	38	29	30	59	22	15	37	15	4	19	2	0	2	0	1	1	102	95	197	51.8	48.2
Eastern Mediterranean	2	1	3	4	7	11	11	9	20	40	13	53	37	18	55	22	4	26	3	1	4	1	0	1	120	53	173	69.4	30.6
Western Pacific	0	0	0	0	1	1	4	2	6	53	21	74	49	25	74	13	2	15	1	0	1	1	0	1	121	51	172	70.3	29.7
Total	8	18	26	41	71	112	161	186	347	481	334	815	481	243	724	166	43	209	29	9	38	12	7	19	1379	911	2290	60.2	39.8
Percentage by grade	30.8	69.2	100.0	36.6	63.4	100.0	46.4	53.6	100.0	59.0	41.0	100.0	66.4	33.6	100.0	79.4	20.6	100.0	76.3	23.7	100.0	63.2	36.8	100.0	60.2	39.8	100.0		
Percentage of total			1.1			4.9			15.2			35.6			31.6			9.1			1.7			0.8			100.0		

National professional officers

Major office	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters*	0	1	1	7	14	21	8	6	14	0	0	0	15	21	36	41.7	58.3
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	100.0	0.0
Africa	12	3	15	157	39	196	261	123	384	5	1	6	435	166	601	72.4	27.6
The Americas	0	1	1	0	1	1	1	1	2	0	1	1	1	4	5	20.0	80.0
South-East Asia	5	2	7	3	6	9	20	9	29	1	0	1	29	17	46	63.0	37.0
Europe	6	6	12	22	34	56	8	8	16	0	0	0	36	48	84	42.9	57.1
Eastern Mediterranean	0	2	2	24	15	39	14	7	21	2	1	3	40	25	65	61.5	38.5
Western Pacific	1	4	5	12	15	27	7	16	23	0	1	1	20	36	56	35.7	64.3
Total	24	19	43	225	124	349	320	170	490	8	4	12	577	317	894	64.5	35.5
Percentage by grade	55.8	44.2	100.0	64.5	35.5	100.0	65.3	34.7	100.0	66.7	33.3	100.0	64.5	35.5	100.0		
Percentage of total			4.8			39.0			54.8			1.3			100.0		

¹ Includes all staff in all positions (including those not counted for geographical distribution purposes)

* National professional officers appearing under headquarters are located in offices outside Geneva (e.g. Addis Ababa, Kobe, Kuala Lumpur).

General service staff

Major office	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	0	0	16	7	23	37	105	142	70	278	348	65	162	227	5	11	16	193	563	756	25.5	74.5
<i>Special programmes and collaborative arrangements</i>	0	0	0	1	0	1	1	0	1	1	24	25	3	32	35	1	13	14	0	1	1	7	70	77	9.1	90.9
Africa	39	18	57	484	10	494	104	21	125	59	104	163	62	135	197	93	109	202	76	80	156	917	477	1394	65.8	34.2
The Americas	0	0	0	0	0	0	0	0	0	1	11	12	2	12	14	6	20	26	0	3	3	9	46	55	16.4	83.6
South-East Asia	10	1	11	65	0	65	34	10	44	28	41	69	45	50	95	30	15	45	29	14	43	241	131	372	64.8	35.2
Europe	0	0	0	16	0	16	16	8	24	8	29	37	27	113	140	10	18	28	1	1	2	78	169	247	31.6	68.4
Eastern Mediterranean	31	2	33	50	1	51	50	1	51	25	68	93	39	104	143	38	36	74	12	25	37	245	237	482	50.8	49.2
Western Pacific	3	5	8	21	0	21	24	9	33	8	53	61	6	83	89	22	44	66	8	22	30	92	216	308	29.9	70.1
Total	83	26	109	637	11	648	245	56	301	167	435	602	254	807	1061	265	417	682	131	157	288	1782	1909	3691	48.3	51.7
Percentage by grade	76.1	23.9	100.0	98.3	1.7	100.0	81.4	18.6	100.0	27.7	72.3	100.0	23.9	76.1	100.0	38.9	61.1	100.0	45.5	54.5	100.0	48.3	51.7	100.0		
Percentage of total			3.0			17.6			8.2			16.3			28.7			18.5			7.8			100.0		

M – male, F – female, T – total.

TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY MAJOR OFFICE

Major office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Lesotho Swaziland		Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Gambia Ghana Guinea Kenya Malawi Mali Nigeria Rwanda Senegal Togo Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize Grenada Haiti Jamaica Paraguay Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines		Argentina Canada Peru
South-East Asia			Bangladesh India Nepal Sri Lanka

Major office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Europe	Andorra Bosnia and Herzegovina Cyprus Lithuania Luxembourg Monaco Montenegro San Marino The former Yugoslav Republic of Macedonia	Israel	Belgium Denmark France Ireland Italy Netherlands Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Oman Qatar South Sudan United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) 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 Singapore Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea	Australia Malaysia New Zealand Philippines

* Associate Member.

TABLE 4a. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION¹ BY COUNTRY OF ORIGIN
Nationals of Member States in the 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	1	2	2									4	3	7	
Angola	1-8			1		2	1	1		1				1			6	1	7	
Benin	1-8					7		2			1						9	1	10	
Botswana	1-8										1						0	1	1	
Burkina Faso	1-8			1	2	4	3	4		1							11	4	15	
Burundi	1-8					2	1	3	3	3							8	4	12	
Cameroon	1-8			1	1	4	1	5	2	1	1	2	1				13	6	19	
Cape Verde	1-7											1					0	1	1	
Central African Republic	1-8					1		1		1							3	0	3	
Chad	1-8			1		1		3									5	0	5	
Comoros	1-7							1									1	0	1	
Congo	1-8			2		4		3		1		1					11	0	11	
Côte d'Ivoire	1-8					2	1	4	1		2						8	4	12	
Democratic Republic of the Congo	2-12					2		13	1	3		1		1			20	1	21	
Equatorial Guinea	1-7							1									1	0	1	
Eritrea	1-8			1		3											4	0	4	
Ethiopia	2-12			2	3	8	4	5	1	1	1						17	8	25	
Gabon	1-8				1	1		1		1							2	1	3	
Gambia	1-8			1		7				1							9	0	9	
Ghana	1-8			1	1	4	4	3	1	1	1			1			10	8	18	
Guinea	1-8			1		4		3	1	1							9	1	10	
Guinea-Bissau	1-8					1	1		1	1							2	2	4	
Kenya	1-10				1	4	8	4	2	2							10	11	21	
Lesotho	1-8																0	0	0	
Liberia	1-8			1													1	0	1	
Madagascar	1-8			1		1	1	2									4	2	6	
Malawi	1-8			1		2	1	6									9	1	10	
Mali	1-8			1		7		5		1			1				14	1	15	

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
Mauritania	1-8			2				2		1							5	0	5	
Mauritius	1-8			1		1	1	2		1		1					6	1	7	
Mozambique	1-8							2				1	1				1	3	4	
Namibia	1-8							1	2								2	1	3	
Niger	1-8					2		1	4		1						6	2	8	
Nigeria	4-14			1		2	1	8	6	1	3						20	2	22	
Rwanda	1-8				1	1		3	10		1						15	1	16	
Sao Tome and Principe	1-7							1									1	0	1	
Senegal	1-8							4	3	4	2	1	1		1		9	7	16	
Seychelles	1-7							1									0	1	1	
Sierra Leone	1-8					1		1		1							1	2	3	
South Africa	4-11					1	1	2	4	3							5	6	11	
Swaziland	1-7																0	0	0	
Togo	1-8					2		4	1	4		2					12	1	13	
Uganda	1-8			1		1		8	4	6	1	1	1				17	6	23	
United Republic of Tanzania	1-10				1		2	5	2	1	2		1				6	8	14	
Zambia	1-8					3		3	3	2		2					7	6	13	
Zimbabwe	1-8			1	1	3		3	1	5	1	1		1			14	3	17	
Total		0	0	12	8	36	17	128	50	106	22	32	12	2	2	2	0	318	111	429

¹ Counted posts exclude: language positions, seconded staff, staff working in partnerships.

M – male, F – female.

TABLE 4b. DISTRIBUTION OF STAFF ON COUNTED POSITIONS¹ BY COUNTRY OF ORIGIN

Nationals of Member States in the 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	7	4	3			1				1		11	8	19
Bahamas	1-7																		0	0	0
Barbados	1-7																		0	0	0
Belize	1-7																		0	0	0
Bolivia	1-8						2		1										0	3	3
Brazil	21-29						3	5	6	5	4	5							15	13	28
Canada	19-26					1	2	1	6	12	7	10	4	2	2	1		1	28	21	49
Chile	2-9						1	2	2	1	1								3	4	7
Colombia	3-10						1		1	2	1	3	1						5	4	9
Costa Rica	1-8								1										1	0	1
Cuba	1-8						1		4		1								6	0	6
Dominica	1-7																1		0	1	1
Dominican Republic	1-8								2										2	0	2
Ecuador	1-8						1	1		2	2								3	3	6
El Salvador	1-8								1	3									1	3	4
Grenada	1-7																		0	0	0
Guatemala	1-8						1		1	1	2		1						4	2	6
Guyana	1-7							1	1			1							1	2	3
Haiti	1-8																		0	0	0
Honduras	1-8								2		1								3	0	3
Jamaica	1-8																		0	0	0
Mexico	11-17						1		4	2	2	1		1					5	6	11
Nicaragua	1-8								1	2									1	2	3
Panama	1-8								1	2									1	2	3
Paraguay	1-8																		0	0	0
Peru	2-10						2	2	7	1	1		1						11	3	14
Puerto Rico*	1-8																		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							
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	2	4						
United States of America	142-193		1		2	4		6	17		26	23		37	16		13	5	2	1	87	66	153				
Uruguay	1-8					1		1												1	1	2					
Venezuela (Bolivarian Republic of)	2-9							1	1		1									2	1	3					
Total			0	1		3	9		14	37		79	62		67	29		24	8		4	0	2	2	193	148	341

¹ Counted posts exclude: language positions, seconded staff, staff working in partnerships.

* Associate Member.

M – male, F – female.

TABLE 4c. DISTRIBUTION OF STAFF ON COUNTED POSITIONS¹ BY COUNTRY OF ORIGIN
Nationals of Member States in the South-East Asia Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Bangladesh	4-14			1		8		4	1	3					16	1	17			
Bhutan	1-8					1		2	1	1					4	1	5			
Democratic People's Republic of Korea	1-8					1		1							2	0	2			
India	27-38		1	2	18	7	23	8	19	17	6		1		67	35	102			
Indonesia	7-14				2				5	2			1		6	4	10			
Maldives	1-7			1					1	1					2	1	3			
Myanmar	2-10					1			2	2					3	2	5			
Nepal	1-8			1		3		3		3					10	0	10			
Sri Lanka	1-8		1		1	1	1	4	3	2					9	3	12			
Thailand	4-12					1	2		6	2			1		4	8	12			
Timor-Leste	1-7							1							1	0	1			
Total		0	0	2	2	22	9	39	10	39	33	20	0	1	1	1	0	124	55	179

¹ Counted posts exclude: language positions, seconded staff, staff working in partnerships.

M – male, F – female.

TABLE 4d. DISTRIBUTION OF STAFF ON COUNTED POSITIONS¹ BY COUNTRY OF ORIGIN

Nationals of Member States in the 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							0	3	3	
Andorra	1-7																0	0	0	
Armenia	1-8									1				1			2	0	2	
Austria	7-14			1	2				3	1		1		1			4	5	9	
Azerbaijan	1-8							2	1		1						2	2	4	
Belarus	1-8								1	1							1	1	2	
Belgium	9-15			1	1			2	1	5	10	1	7	1	1		20	10	30	
Bosnia and Herzegovina	1-8																0	0	0	
Bulgaria	1-8					1	1	1			1						2	2	4	
Croatia	1-8					1	1		3			1					2	4	6	
Cyprus	1-7																0	0	0	
Czech Republic	2-9							1	2	1							2	2	4	
Denmark	6-12				3	2	2	4	2	5		1				1	12	8	20	
Estonia	1-8								1	1		1					2	1	3	
Finland	4-11							2	1	1	4						3	5	8	
France	42-58			1	5	9	11	19	10	23	14	8	2	1		1	61	43	104	
Georgia	1-8							1			1			1			1	2	3	
Germany	63-86				2	5	10	16	13	19	11	4	2	1			44	39	83	
Greece	4-11					1		1	1	1		1					3	2	5	
Hungary	1-8					2		2	1	1		1				1	4	4	8	
Iceland	1-7								1								0	1	1	
Ireland	3-9				1		4		1	3	2	1					4	8	12	
Israel	3-10										1						0	1	1	
Italy	34-47				2	7	3	8	3	14	8	10		5		1	44	17	61	
Kazakhstan	1-8					1		1	2								2	2	4	
Kyrgyzstan	1-8								1								0	1	1	
Latvia	1-8								1	1	1						1	2	3	
Lithuania	1-8																0	0	0	
Luxembourg	1-8																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					
Malta	1-7							2				1	1					3	1	4
Monaco	1-7																	0	0	0
Montenegro	1-7																	0	0	0
Netherlands	13-20			2	2	4	6	3	13	4	8	2						29	15	44
Norway	5-12					2	1	3		1		1						1	7	8
Poland	4-11						1		2	2	1							4	2	6
Portugal	4-10							3	1									1	3	4
Republic of Moldova	1-8				1	1		1	1									2	2	4
Romania	1-8						1	3										1	3	4
Russian Federation	12-19			1	3	2	3	1	4	3								10	7	17
San Marino	1-7																	0	0	0
Serbia	1-8			1	1		2	1	2									3	4	7
Slovakia	1-8				1													1	0	1
Slovenia	1-8					1												0	1	1
Spain	18-26			1	2	2	4	4	4	3	1	1	1	1				13	11	24
Sweden	8-14				1	4	1	1	2	3			1					4	9	13
Switzerland	9-16			1		6	5	4	1	4								13	15	28
Tajikistan	1-8					1		2										0	3	3
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	5-12						3		2	3	1	1						6	4	10
Turkmenistan	1-8			1		1			1									1	2	3
Ukraine	2-10					2		1										2	2	4
United Kingdom of Great Britain and Northern Ireland	37-51	1		2	2	2	16	13	20	15	7	3	3	1				51	42	93
Uzbekistan	1-10			1					1									1	1	2
Total		1	0	10	27	45	104	94	133	88	55	14	14	4	0	4		362	299	661

¹ Counted posts exclude: language positions, seconded staff, staff working in partnerships.

M – male, F – female.

TABLE 4e. DISTRIBUTION OF STAFF ON COUNTED POSITIONS¹ BY COUNTRY OF ORIGIN

Nationals of Member States in the 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					1				1		1						3	0	3
Egypt	3-12		1	2	3	2	2	7	3	2	5							13	14	27
Iran (Islamic Republic of)	4-12					1		5	1	4	1		1					10	3	13
Iraq	2-9									3					1			4	0	4
Jordan	1-8					1		3	1	2	2	1	1	1				8	4	12
Kuwait	1-8																	0	0	0
Lebanon	1-8					2		2	2	2	1		2					6	5	11
Libya	1-8											1						1	0	1
Morocco	1-10					1		1	1	1		2						4	2	6
Oman	1-8																	0	0	0
Pakistan	5-14					1		7	1	11		3						22	1	23
Qatar	1-7																	0	0	0
Saudi Arabia	5-11									1	1				1			2	1	3
Somalia	1-8								2	1		1			1			3	2	5
South Sudan	1-7																	0	0	0
Sudan	1-10					1	1	5	2	3		2						11	3	14
Syrian Arab Republic	1-8							1	1	2		1						4	1	5
Tunisia	1-8					2	1	2	1	1	2	3						8	4	12
United Arab Emirates	2-8																	0	0	0
Yemen	1-8							2		1				1				4	0	4
Total		0	1	2	3	13	5	35	16	35	13	16	4	2	1	3	0	106	43	149

¹ Counted posts exclude: language positions, seconded staff, staff working in partnerships.

M – male, F – female.

TABLE 4f. DISTRIBUTION OF STAFF ON COUNTED POSITIONS¹ BY COUNTRY OF ORIGIN
Nationals of Member States in the 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	M	F	Total
Australia	12-19			3		1	2	8	6	6	6	5		1			21	17	38	
Brunei Darussalam	1-7																0	0	0	
Cambodia	1-8							1		1							2	0	2	
China	40-55				1	4	5	7	8	3	4				1	1	19	15	34	
Cook Islands	1-7																0	0	0	
Fiji	1-7						1		1	1							2	1	3	
Japan	121-166			2	2	1	4	8	10	5	1		1	1			19	16	35	
Kiribati	1-7																0	0	0	
Lao People's Democratic Republic	1-8																0	0	0	
Malaysia	3-9						3	2	3	4			1				7	6	13	
Marshall Islands	1-7			1													1	0	1	
Micronesia (Federated States of)	1-7																0	0	0	
Mongolia	1-8							4	1	1							1	5	6	
Nauru	1-7																0	0	0	
New Zealand	2-9				2		3		1	4			1				7	4	11	
Niue	1-7																0	0	0	
Palau	1-7																0	0	0	
Papua New Guinea	1-8																0	0	0	
Philippines	3-12			2	1	6	6	3	11	4	1	1	1	1			17	20	37	
Republic of Korea	15-21					1	1	2	2	3	2	1			1		8	5	13	
Samoa	1-7																0	0	0	
Singapore	3-10																0	0	0	
Solomon Islands	1-7								1								1	0	1	
Tokelau*	1-7																0	0	0	
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	2	4	
Total		0	0	3	6	14	15	31	41	39	27	12	1	5	0	3	1	107	91	198

¹ Counted posts exclude: language positions, seconded staff, staff working in partnerships.

* Associate Member.

M – male, F – female.

TABLE 5. STAFF BY AGE, SEX AND MAJOR OFFICE

Professional and higher categories

Major office	20–29 years			30–39 years			40–49 years			50–59 years			60–62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	1	2	3	61	90	151	184	197	381	245	152	397	26	16	42	4	2	6	521	459	980
<i>Special programmes and collaborative arrangements</i>	2	2	4	12	27	39	30	34	64	34	14	48	6	2	8	1	0	1	85	79	164
Africa	0	0	0	13	6	19	80	30	110	160	46	206	32	6	38	0	0	0	285	88	373
The Americas	0	0	0	3	5	8	18	14	32	27	21	48	4	0	4	1	1	2	53	41	94
South-East Asia	0	0	0	4	4	8	20	18	38	56	17	73	11	5	16	1	1	2	92	45	137
Europe	2	2	4	19	27	46	38	44	82	36	20	56	6	2	8	1	0	1	102	95	197
Eastern Mediterranean	0	0	0	8	3	11	32	23	55	65	27	92	10	0	10	5	0	5	120	53	173
Western Pacific	0	1	1	12	3	15	48	26	74	48	18	66	12	3	15	1	0	1	121	51	172
Total	5	7	12	132	165	297	450	386	836	671	315	986	107	34	141	14	4	18	1379	911	2290
Percentage by bracket	42	58	100	44	56	100	54	46	100	68	32	100	76	24	100	78	22	100	60	40	100
Percentage of total	0.5			13.0			36.5			43.1			6.2			0.8			100.0		

National professional

Major office	20–29 years			30–39 years			40–49 years			50–59 years			60–62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	1	2	3	12	12	24	2	6	8	0	1	1	0	0	0	0	0	0	15	21	36
<i>Special programmes and collaborative arrangements</i>	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Africa	1	0	1	63	22	85	192	66	258	155	72	227	23	5	28	1	1	2	435	166	601
The Americas	0	0	0	0	0	0	0	0	0	1	4	5	0	0	0	0	0	0	1	4	5
South-East Asia	0	1	1	2	5	7	6	4	10	19	6	25	2	1	3	0	0	0	29	17	46
Europe	0	0	0	8	17	25	16	19	35	9	12	21	3	0	3	0	0	0	36	48	84
Eastern Mediterranean	0	0	0	9	7	16	14	11	25	16	6	22	1	1	2	0	0	0	40	25	65
Western Pacific	0	0	0	6	8	14	9	18	27	4	10	14	1	0	1	0	0	0	20	36	56
Total	2	3	5	101	71	172	239	124	363	204	111	315	30	7	37	1	1	2	577	317	894
Percentage by bracket	40	60	100	59	41	100	66	34	100	65	35	100	81	19	100	50	50	100	65	35	100
Percentage of total	0.6			19.2			40.6			35.2			4.1			0.2			100.0		

General service

Major office	20–29 years			30–39 years			40–49 years			50–59 years			60–62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	12	18	30	55	158	213	69	177	246	52	195	247	5	13	18	0	2	2	193	563	756
<i>Special programmes and collaborative arrangements</i>	0	2	2	6	21	27	1	21	22	0	23	23	0	3	3	0	0	0	7	70	77
Africa	12	14	26	176	147	323	399	179	578	298	130	428	29	7	36	3	0	3	917	477	1394
The Americas	0	1	1	3	1	4	5	11	16	1	29	30	0	2	2	0	2	2	9	46	55
South-East Asia	4	7	11	61	52	113	83	38	121	88	32	120	5	1	6	0	1	1	241	131	372
Europe	1	7	8	27	60	87	35	56	91	13	41	54	2	5	7	0	0	0	78	169	247
Eastern Mediterranean	15	23	38	78	90	168	82	79	161	65	43	108	4	2	6	1	0	1	245	237	482
Western Pacific	4	12	16	27	79	106	26	60	86	35	60	95	0	5	5	0	0	0	92	216	308
Total	48	84	132	433	608	1041	700	621	1321	552	553	1105	45	38	83	4	5	9	1782	1909	3691
Percentage by bracket	36	64	100	42	58	100	53	47	100	50	50	100	54	46	100	44	56	100	48	52	100
Percentage of total			3.6			28.2			35.8			29.9			2.2			0.2			100.0

M – male, F – female, T – total.

TABLE 6. STAFF BY GRADE AND AGE, ALL LOCATIONS

Professional and higher categories

Grade	20–29 years			30–39 years			40–49 years			50–59 years			60–62 years			Over 62 years			Total		
	M	F	T	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	4	4	8	1	1	2	5	2	7	12	7	19
D2	0	0	0	0	0	0	2	1	3	22	5	27	4	2	6	1	1	2	29	9	38
D1/P6	0	0	0	2	0	2	20	15	35	114	25	139	25	3	28	5	0	5	166	43	209
P5	0	0	0	15	9	24	130	89	219	285	130	415	48	14	62	3	1	4	481	243	724
P4	0	0	0	49	39	88	217	179	396	192	106	298	23	10	33	0	0	0	481	334	815
P3	1	2	3	49	73	122	61	73	134	47	34	81	3	4	7	0	0	0	161	186	347
P2	0	1	1	16	32	48	15	27	42	7	11	18	3	0	3	0	0	0	41	71	112
P1	4	4	8	1	12	13	3	2	5	0	0	0	0	0	0	0	0	0	8	18	26
Total	5	7	12	132	165	297	450	386	836	671	315	986	107	34	141	14	4	18	1379	911	2290
Percentage by bracket	42	58	100	44	56	100	54	46	100	68	32	100	76	24	100	78	22	100	60	40	100
Percentage of total	0.5			13.0			36.5			43.1			6.2			0.8			100.0		

National professional

Grade	20–29 years			30–39 years			40–49 years			50–59 years			60–62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
A	0	0	0	7	9	16	13	3	16	4	7	11	0	0	0	0	0	0	24	19	43
B	2	3	5	56	38	94	98	44	142	55	36	91	13	3	16	1	0	1	225	124	349
C	0	0	0	38	24	62	126	75	201	139	67	206	17	3	20	0	1	1	320	170	490
D	0	0	0	0	0	0	2	2	4	6	1	7	0	1	1	0	0	0	8	4	12
Total	2	3	5	101	71	172	239	124	363	204	111	315	30	7	37	1	1	2	577	317	894
Percentage by bracket	40	60	100	59	41	100	66	34	100	65	35	100	81	19	100	50	50	100	65	35	100
Percentage of total	0.6			19.2			40.6			35.2			4.1			0.2			100.0		

General service

Grade	20–29 years			30–39 years			40–49 years			50–59 years			60–62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	0	1	1	31	27	58	49	47	96	48	77	125	3	4	7	0	1	1	131	157	288
G6	12	5	17	91	98	189	105	154	259	54	150	204	5	10	15	0	1	1	267	418	685
G5	16	29	45	72	263	335	95	269	364	66	229	295	5	16	21	0	1	1	254	807	1061
G4	12	38	50	46	193	239	57	121	178	52	74	126	2	6	8	0	2	2	169	434	603
G3	5	9	14	52	14	66	94	21	115	85	12	97	6	0	6	1	0	1	243	56	299
G2	0	1	1	114	5	119	274	1	275	224	3	227	20	1	21	3	0	3	635	11	646
G1	3	1	4	27	8	35	26	8	34	23	8	31	4	1	5	0	0	0	83	26	109
Total	48	84	132	433	608	1041	700	621	1321	552	553	1105	45	38	83	4	5	9	1782	1909	3691
Percentage by bracket	36	64	100	42	58	100	53	47	100	50	50	100	54	46	100	44	56	100	48	52	100
Percentage of total			3.6			28.2			35.8			29.9			2.2			0.2			100.0

M – male, F – female, T – total.

TABLE 7. STAFF BY LENGTH OF SERVICE

Major office	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	385	36	281	702	340	0	234	574	131	0	82	213	57	0	24	81	44	0	78	122	20	0	41	61	3	0	16	19	980	36	756	1772
<i>Special programmes and collaborative arrangements</i>	85	1	28	114	51	0	29	80	22	0	11	33	3	0	0	3	2	0	7	9	1	0	2	3	0	0	0	0	164	1	77	242
Africa	146	436	799	1381	116	85	377	578	79	71	48	198	11	1	59	71	14	6	54	74	2	2	37	41	5	0	20	25	373	601	1394	2368
The Americas	26	0	14	40	20	3	5	28	30	0	9	39	8	0	7	15	6	0	7	13	3	1	4	8	1	1	9	11	94	5	55	154
South-East Asia	58	25	92	175	39	12	95	146	21	3	57	81	10	0	41	51	4	1	46	51	4	5	33	42	1	0	8	9	137	46	372	555
Europe	91	54	102	247	67	30	104	201	19	0	16	35	9	0	11	20	9	0	8	17	1	0	2	3	1	0	4	5	197	84	247	528
Eastern Mediterranean	68	38	184	290	49	13	194	256	36	9	28	73	10	2	29	41	4	0	25	29	6	2	17	25	0	1	5	6	173	65	482	720
Western Pacific	88	36	123	247	42	12	78	132	27	0	48	75	13	1	23	37	1	5	21	27	0	1	8	9	1	1	7	9	172	56	308	536
Total	947	626	1623	3196	724	155	1116	1995	365	83	299	747	121	4	194	319	84	12	246	342	37	11	144	192	12	3	69	84	2290	894	3691	6875
Percentage by bracket	29.6	19.6	50.8	100.0	36.3	7.8	55.9	100.0	48.9	11.1	40.0	100.0	37.9	1.3	60.8	100.0	24.6	3.5	71.9	100.0	19.3	5.7	75.0	100.0	14.3	3.6	82.1	100.0	33.3	13.0	53.7	100.0
Percentage of total	46.5				29.0				10.9				4.6				5.0				2.8				1.2				100.0			

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

TABLE 8. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2011

Major office	Category	Total staff at 31 December 2011	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	980	14	73.7	43	0	0.0	0	5	26.3	40	19	42.1
	NPO	36	1	100.0	0	0	0.0	0	0	0.0	0	1	0.0
	GS	756	1	100.0	100	0	0.0	0	0	0.0	0	1	100.0
<i>Special programmes and collaborative arrangements</i>	P	164	3	60.0	33	0	0.0	0	2	40.0	0	5	20.0
	NPO	1	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
	GS	77	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Africa	P	373	8	100.0	25	0	0.0	0	0	0.0	0	8	25.0
	NPO	601	7	100.0	43	0	0.0	0	0	0.0	0	7	42.9
	GS	1 394	6	100.0	17	0	0.0	0	0	0.0	0	6	16.7
The Americas	P	94	8	100.0	0	0	0.0	100	0	0.0	0	8	0.0
	NPO	5	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
	GS	55	3	100.0	0	0	0.0	100	0	0.0	0	3	0.0
South-East Asia	P	137	4	28.6	0	10	71.4	0	0	0.0	0	14	35.7
	NPO	46	1	50.0	100	1	50.0	0	0	0.0	0	2	50.0
	GS	372	5	50.0	80	5	50.0	80	0	0.0	0	10	80.0
Europe	P	197	10	71.4	40	3	21.4	33	1	7.1	0	14	35.7
	NPO	84	3	100.0	100	0	0.0	0	0	0.0	0	3	100.0
	GS	247	3	60.0	100	2	40.0	0	0	0.0	0	5	100.0
Eastern Mediterranean	P	173	4	57.1	50	1	14.3	0	2	28.6	0	7	28.6
	NPO	65	9	100.0	33	0	0.0	0	0	0.0	0	9	33.3
	GS	482	16	84.2	31	3	15.8	0	0	0.0	0	19	26.3
Western Pacific	P	172	6	75.0	17	1	12.5	100	1	12.5	0	8	37.5
	NPO	56	6	100.0	100	0	0.0	0	0	0.0	0	6	100.0
	GS	308	8	88.9	50	1	11.1	100	0	0.0	0	9	55.6
Total	P	2 290	57	68.7	37	15	18.1	33.3	11	13.3	27.3	83	34.9
	NPO	894	27	96.4	59	1	3.6	0.0	0	0.0	0.0	28	57.1
	GS	3 691	42	79.2	50	11	20.8	63.6	0	0.0	0.0	53	52.8
	All	6 875	126	76.8	46	27	16.5	44.4	11	6.7	27.3	164	44.5

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

TABLE 9. STAFF RETIREMENT PROJECTIONS^a

Major office	Category	Total staff at 31 December 2011	Staff due to retire							
			By 31 December 2012		By 31 December 2014		By 31 December 2016		By 31 December 2021	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	980	31	3.2	110	11.2	183	18.7	392	40.0
	NPO	36	0	0.0	0	0.0	1	2.8	1	2.8
	GS	756	16	2.1	58	7.7	119	15.7	245	32.4
<i>Special programmes and collaborative arrangements</i>	P	164	2	1.2	14	8.5	19	11.6	40	24.4
	NPO	1	0	0.0	0	0.0	0	0.0	0	0.0
	GS	77	2	2.6	5	6.5	10	13.0	23	29.9
Africa	P	373	15	4.0	66	17.7	108	29.0	200	53.6
	NPO	601	17	2.8	50	8.3	86	14.3	195	32.4
	GS	1 394	27	1.9	95	6.8	167	12.0	368	26.4
The Americas	P	94	2	2.1	7	7.4	20	21.3	43	45.7
	NPO	5	0	0.0	0	0.0	1	20.0	5	100.0
	GS	55	1	1.8	6	10.9	11	20.0	26	47.3
South-East Asia	P	137	7	5.1	25	18.2	41	29.9	76	55.5
	NPO	46	1	2.2	7	15.2	11	23.9	22	47.8
	GS	372	7	1.9	31	8.3	57	15.3	104	28.0
Europe	P	197	8	4.1	19	9.6	22	11.2	49	24.9
	NPO	84	0	0.0	5	6.0	7	8.3	18	21.4
	GS	247	3	1.2	15	6.1	26	10.5	50	20.2
Eastern Mediterranean	P	173	3	1.7	14	8.1	37	21.4	78	45.1
	NPO	65	1	1.5	3	4.6	7	10.8	15	23.1
	GS	482	6	1.2	17	3.5	34	7.1	91	18.9
Western Pacific	P	172	7	4.1	19	11.0	31	18.0	68	39.5
	NPO	56	1	1.8	3	5.4	5	8.9	11	19.6
	GS	308	1	0.3	15	4.9	28	9.1	78	25.3
Total	P	2 290	75	3.3	274	12.0	461	20.1	946	41.3
	NPO	894	20	2.2	68	7.6	118	13.2	267	29.9
	GS	3 691	63	1.7	242	6.6	452	12.2	985	26.7
	All	6 875	158	2.3	584	8.5	1 031	15.0	2 198	32.0

^a Figures are cumulative. For example, the total number of staff due to retire by 31 December 2014 (274) includes those due to retire by 31 December 2012 (75).

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

**TABLE 10. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES BY MAJOR OFFICE
AND REGION OF NATIONALITY**

By location of assignment

Major office	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	116	10.1	240	21.0	83	7.3	524	45.8	46	4.0	135	11.8	1144	100.0
Africa	336	90.1	12	3.2	5	1.3	17	4.6	2	0.5	1	0.3	373	100.0
The Americas	0	0.0	81	86.2	0	0.0	12	12.8	0	0.0	1	1.1	94	100.0
South-East Asia	1	0.7	20	14.6	79	57.7	19	13.9	4	2.9	14	10.2	137	100.0
Europe	1	0.6	22	11.2	3	1.5	164	83.2	1	0.5	6	3.0	197	100.0
Eastern Mediterranean	6	3.5	22	12.7	4	2.3	29	16.8	108	62.4	4	2.3	173	100.0
Western Pacific	9	5.2	32	18.6	17	9.9	45	26.2	2	1.2	67	39.0	172	100.0
Total	469	20.5	429	18.7	191	8.3	810	35.4	163	7.1	228	10.0	2 290	100.0

By region of nationality

Major office	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	116	24.7	240	55.9	83	43.5	524	64.7	46	28.2	135	59.2	1 144	
Africa	336	71.6	12	2.8	5	2.6	17	2.1	2	1.2	1	0.4	373	
The Americas	0	0.0	81	18.9	0	0.0	12	1.5	0	0.0	1	0.4	94	
South-East Asia	1	0.2	20	4.7	79	41.4	19	2.3	4	2.5	14	6.1	137	
Europe	1	0.2	22	5.1	3	1.6	164	20.2	1	0.6	6	2.6	197	
Eastern Mediterranean	6	1.3	22	5.1	4	2.1	29	3.6	108	66.3	4	1.8	173	
Western Pacific	9	1.9	32	7.5	17	8.9	45	5.6	2	1.2	67	29.4	172	
Total	469	100.0	429	100.0	191	100.0	810	100.0	163	100.0	228	100.0	2 290	

TABLE 11. STAFF MOBILITY: PROFESSIONAL AND HIGHER CATEGORIES FROM 1 JANUARY TO 31 DECEMBER 2011

Major office leaving	Major office joining															
	Headquarters		Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	8	25.8	2	6.5	2	6.5	6	19.4	5	16.1	2	6.5	6	19.4	31	100.0
Africa	1	2.2	43	95.6	0	0.0	0	0.0	0	0.0	0	0.0	1	2.2	45	100.0
The Americas	0	0.0	0	0.0	8	100.0	0	0.0	0	0.0	0	0.0	0	0.0	8	100.0
South-East Asia	1	7.1	0	0.0	0	0.0	12	85.7	0	0.0	0	0.0	1	7.1	14	100.0
Europe	1	4.8	0	0.0	0	0.0	1	4.8	17	81.0	1	4.8	1	4.8	21	100.0
Eastern Mediterranean	2	22.2	0	0.0	0	0.0	0	0.0	0	0.0	7	77.8	0	0.0	9	100.0
Western Pacific	2	5.6	0	0.0	0	0.0	5	13.9	0	0.0	1	2.8	28	77.8	36	100.0
Total	15	9.1	45	27.4	10	6.1	24	14.6	22	13.4	11	6.7	37	22.6	164	100.0

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

1 Professional, managerial and technical work		%			
1.A.	Administrative specialists	31.3	1.A.	Administrative specialists	31.3
1.B.	Architects, engineers	0.8	1.A.	Administrative (general)	3.3
1.C.	Archivists, curators, information specialists and librarians	0.9	1.A.01.	Financial management specialists	11.3
1.D.	Artists	0.0	1.A.02.	Management and programme analysts	12.6
1.E.	Economists	1.6	1.A.03.	Building services administrators	2.5
1.F.	Education specialists	0.4	1.A.04.	Meetings services administrators	0.8
1.G.	Jurists	1.4	1.A.05.	Computer information systems specialists	17.4
1.H.	Life scientists	3.8	1.A.06.	Human resources management specialists	7.3
			1.A.07.	Printing services specialists	0.3
			1.A.08.	Public information specialists	15.7
			1.A.09.	Purchasing and contracting specialists	2.3
			1.A.10.	Representation and protocol specialists	4.8
			1.A.11.	Technical cooperation administrators	6.4
			1.A.12.	Administrative officers	13.2
			1.A.21.	Auditors	1.4
			1.A.23.	Records and documents administrators	0.7
1.I.	Dental, nutrition, medical, nursing and veterinary specialists	50.3	1.I.	Dental, nutrition, medical, nursing and veterinary specialists	50.3
1.J.	Physical scientists	0.3	1.I.	Medical specialists (general)	1.2
1.K.	Sales and marketing specialists	0.2	1.I.01.	Dentists	0.2
1.L.	Social scientists	1.7	1.I.02.	Dieticians and nutritionists	2.6
1.M.	Statisticians and mathematicians	1.2	1.I.03.	Medical specialists	90.5
1.N.	Transportation specialists	0.1	1.I.04.	Nursing specialists	0.7
1.O.	Writers, translators, interpreters	2.5	1.I.05.	Opticians and optometrists	0.2
1.P.	Professional, managerial and technical specialists for which no job family exists	1.2	1.I.06.	Pharmacists	2.0
1.Q.	Postal services specialists	0.0	1.I.07.	Sanitarians (public health)	0.2
1.R.	Environmental specialists	0.9	1.I.08.	Veterinarians	0.4
1.S.	Relief specialists	1.3	1.I.09.	Rehabilitation specialists	0.5
1.T.	Electronic communications specialists	0.1	1.I.10.	Health laboratory specialists	1.5
1.U.	Cultural development specialists	0.0			
					%
			1.I.03.	Medical specialists (selected)	
			1.I.03	Medical specialists	8.6
			1.I.03.B.	Epidemiologists	12.1
			1.I.03.G.	Family health specialists	5.0
			1.I.03.H.	Ophthalmologists	0.5
			1.I.03.I.	Immunologists	2.2
			1.I.03.K.	Noncommunicable disease specialists	1.5
			1.I.03.M.	Mental health specialists	1.6
			1.I.03.N.	Public health specialists	46.9
			1.I.03.Q.	Traditional medicine specialists	0.4
			1.I.03.S.	Communicable disease specialists	15.8
			1.I.03.T.	Occupational health specialists	0.6

¹ 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 reference work of the United Nations system.