



# WORLD HEALTH ORGANIZATION

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## Human resources: annual report

### Staffing profile

#### Report by the Secretariat

1. The information below represents a **preview** of the Organization's staffing profile as at **30 September 2004**; it covers the overall staffing situation by main location and grade, distribution of staff by gender, geographical representation, age profile, staff retirement, external recruitment, information on national professional officers, and distribution of the workforce across the main occupational groups. The sixth human resources annual report containing complete data as at 31 December 2004 will be submitted to the Fifty-eighth World Health Assembly.

#### Appointment categories

2. At 30 September 2004, WHO had a total of 3951 staff members on either fixed-term appointments of one to five years or career-service/service appointments (both referred to hereafter as "long-term appointments").<sup>1</sup> Of these, 1548 (39.2%) were in the professional category, 2167 (54.8%) in the general services and 236 (6%) in the national professional officer category (see Table 1). The number of staff members holding long-term appointments has increased by 109 (2.8%) compared with the number at 31 December 2003, as reported in the annual report for 2003.<sup>2</sup>

3. In addition to staff holding long-term appointments, there were 4090 temporary staff (1663 short-term staff and 2427 term-limited staff) as at 30 September 2004 (see Table 2).

#### Gender distribution

4. The percentage of women in the professional category has increased since the last annual report (34.4% versus 33.6%).

5. The distribution of staff with long-term appointments by organizational location, grade and gender is shown in Table 3. It can be seen that, of the 1548 professional staff members on long-term appointments, 1016 (65.6%) are men and 532 (34.4%) are women. Thus, while this report shows that women outnumber men at the P.2 and P.3 grades, the representation of women at grade P.4 is 37.8%, at P.5 28.5%, and at P.6/D.1 19.2%. The proportion of women at D.2 level has increased since the last report reaching 25%.

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

<sup>2</sup> See document A57/26.

## **Geographical representation**

6. As of September 2004, 114 countries were within their desirable range, with six of these reaching the top of their range of representation, 25 were overrepresented, 13 underrepresented and 42 (including two Associate Members) were unrepresented (Table 4). Table 5 gives details by region of the status of representation of countries:

- three countries that were unrepresented (Cambodia, Kyrgyzstan and Singapore) are now within their desirable ranges of representation;
- two countries that were previously within their range of representation (Lesotho and Haiti) are now unrepresented;
- three countries that were within their range of representation (Australia, Côte d'Ivoire and Sudan) are now overrepresented.

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

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

8. More than half of the staff in the professional category (51%) is aged 50 years or older. In the general service category, staff aged 50 or over now represent the largest age bracket (38%) whereas in the national professional officer category, staff in their 40s represent the largest group (49.2%) (Tables 7 and 8).

9. The largest single group of staff (41.8%) has fewer than five years of service. The approximate average length of service is eight years for professional staff and 13 years for general service staff. (Table 9).

10. Table 10 provides data on staff appointments (staff who have taken up duty in the period to 30 September 2004). In the professional category, it shows that 74 (43.2%) were recruited externally, 53 (39.6%) represented conversions of existing temporary staff, and 22 (31.8%) were reassigned through interagency transfer.

11. According to current projections, approximately 16% of the workforce is due to retire within the next five years and over 38% within the next 10 years (Table 11).

## **Occupational groups**

12. 47.1% of the posts held by professional staff are in the category "Dental, nutrition, medical, nursing and veterinary specialists". Within this group, 92.1% are "Medical specialists" and 1.8% are "Nurses". The second largest occupational group is that of "Administrative Specialists" which accounts for 28.9% (Table 12). Of that group, 16.8% are "Computer information systems specialists", 15% are "Financial management specialists" while 14.8% are "Administrative Officers".

**TABLES**

13. The tables referred to in section II of this report are listed below for ease of reference:

|                  |   |
|------------------|---|
| Table 1          | Number of staff holding long-term appointments by grade and main location for 2001, 2003 and 2004       |
| Tables 2a and 2b | Number of staff with long-term and temporary appointments as at 30 September 2004 and at September 2003 |
| Table 3          | Distribution of staff by organizational location, grade and gender as at 30 September 2004              |
| Table 4          | Summary of countries not within range by region as at 30 September 2004                                 |
| Table 5a-f       | Status of representation of countries as at 30 September 2004   |
| Table 6          | Total professional staff by location of assignment and region of nationality as at 30 September 2004    |
| Table 7          | Staff by age, gender and region as at 30 September 2004   |
| Table 8          | Staff by grade and age (all locations) as at 30 September 2004  |
| Table 9          | Staff by length of service as at 30 September 2004  |
| Table 10         | Appointments during year 2004 (up to 30 September 2004)   |
| Table 11         | Staff retirement projections  |
| Table 12         | Distribution of occupied professional and higher category posts across main occupational groups         |

**TABLE 1. NUMBER OF STAFF<sup>1</sup> HOLDING LONG-TERM APPOINTMENTS BY GRADE AND MAIN LOCATION FOR 2001, 2003 AND 2004**

|                                | Staff numbers at 31 December 2001 |                  |            |              | Staff numbers at 31 December 2003 |                  |            |              | Staff numbers at 30 September 2004 |                  |              |              |
|--------------------------------|-----------------------------------|------------------|------------|--------------|-----------------------------------|------------------|------------|--------------|------------------------------------|------------------|--------------|--------------|
|                                | Headquarters                      | Regional offices | Countries  | Total        | Headquarters                      | Regional offices | Countries  | Total        | Headquarters                       | Regional offices | Countries    | Total        |
| Ungraded                       | 4                                 | 6                | 0          | 10           | 13                                | 6                | 0          | 19           | 13                                 | 6                | 0            | 19           |
| D2                             | 40                                | 5                | 4          | 49           | 42                                | 6                | 2          | 50           | 40                                 | 6                | 2            | 48           |
| D1/P6                          | 67                                | 32               | 43         | 142          | 81                                | 38               | 47         | 166          | 96                                 | 38               | 48           | 182          |
| P5                             | 282                               | 172              | 77         | 531          | 325                               | 178              | 81         | 584          | 316                                | 187              | 79           | 582          |
| P4                             | 137                               | 151              | 91         | 379          | 164                               | 142              | 99         | 405          | 181                                | 153              | 102          | 436          |
| P3                             | 67                                | 50               | 23         | 140          | 92                                | 62               | 23         | 177          | 93                                 | 68               | 24           | 185          |
| P2                             | 24                                | 52               | 19         | 95           | 25                                | 44               | 20         | 89           | 29                                 | 47               | 20           | 96           |
| P1                             | 1                                 | 1                | 3          | 5            | 0                                 | 0                | 0          | 0            | 0                                  | 0                | 0            | 0            |
| <b>Total professional</b>      | <b>622</b>                        | <b>469</b>       | <b>260</b> | <b>1 351</b> | <b>743</b>                        | <b>476</b>       | <b>272</b> | <b>1 490</b> | <b>768</b>                         | <b>505</b>       | <b>275</b>   | <b>1 548</b> |
| National professional officers | 0                                 | 12               | 160        | 172          | 0                                 | 17               | 196        | 213          | 0                                  | 24               | 212          | 236          |
| <b>Total general service</b>   | <b>644</b>                        | <b>960</b>       | <b>481</b> | <b>2 085</b> | <b>690</b>                        | <b>960</b>       | <b>489</b> | <b>2 139</b> | <b>689</b>                         | <b>957</b>       | <b>521</b>   | <b>2 167</b> |
| <b>Grand total</b>             | <b>1 266</b>                      | <b>1 441</b>     | <b>901</b> | <b>3 608</b> | <b>1 432</b>                      | <b>1 453</b>     | <b>957</b> | <b>3 842</b> | <b>1 457</b>                       | <b>1 486</b>     | <b>1 008</b> | <b>3 951</b> |

<sup>1</sup> Figures for headquarters and regional offices include unassigned staff (those seconded to other organizations or on leave without pay): 2001: 44; 2002: 21; 2003: 17.

**TABLE 2a. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS  
AS AT 30 SEPTEMBER 2004**

| Category  | Headquarters | Africa       | The Americas | South-East Asia | Eastern Mediterranean | Europe     | Western Pacific | Total        |
|---|--------------|--------------|--------------|-----------------|-----------------------|------------|-----------------|--------------|
| <b>1. Staff with long-term appointments</b>       |              |              |              |                 |                       |            |                 |              |
| Professional                                      | 768          | 247          | 114          | 107             | 92                    | 106        | 114             | 1 548        |
| National professional                             | 0            | 181          | 2            | 29              | 0                     | 24         | 0               | 236          |
| General service                                   | 689          | 453          | 89           | 308             | 144                   | 245        | 239             | 2 167        |
| <b>Total staff with long-term appointments</b>    | <b>1 457</b> | <b>881</b>   | <b>205</b>   | <b>444</b>      | <b>236</b>            | <b>375</b> | <b>353</b>      | <b>3 951</b> |
| <b>2. Staff with temporary appointments</b>       |              |              |              |                 |                       |            |                 |              |
| Term-limited professional                         | 388          | 199          | 15           | 9               | 33                    | 66         | 12              | 722          |
| Term-limited national professional                | 0            | 54           | 0            | 7               | 0                     | 22         | 0               | 83           |
| Term-limited general service                      | 289          | 986          | 6            | 77              | 128                   | 95         | 41              | 1 622        |
| <b>Total staff with term-limited appointments</b> | <b>677</b>   | <b>1 239</b> | <b>21</b>    | <b>93</b>       | <b>161</b>            | <b>183</b> | <b>53</b>       | <b>2 427</b> |
| Short-term professionals                          | 202          | 54           | 61           | 54              | 71                    | 32         | 33              | 507          |
| Short-term consultants                            | 98           | 75           | 64           | 10              | 61                    | 2          | 150             | 460          |
| Short-term national professionals                 | 0            | 34           | 0            | 4               | 0                     | 12         | 0               | 50           |
| Short-term general service                        | 129          | 305          | 27           | 40              | 45                    | 57         | 43              | 646          |
| <b>Total staff with short-term appointments</b>   | <b>429</b>   | <b>468</b>   | <b>152</b>   | <b>108</b>      | <b>177</b>            | <b>103</b> | <b>226</b>      | <b>1 663</b> |
| <b>Total staff with temporary appointments</b>    | <b>1 106</b> | <b>1 707</b> | <b>173</b>   | <b>201</b>      | <b>338</b>            | <b>286</b> | <b>279</b>      | <b>4 090</b> |
| <b>Grand total</b>                                | <b>2 563</b> | <b>2 588</b> | <b>378</b>   | <b>645</b>      | <b>574</b>            | <b>661</b> | <b>632</b>      | <b>8 041</b> |

**TABLE 2b. NUMBER OF STAFF WITH LONG-TERM AND TEMPORARY APPOINTMENTS  
AS AT 30 SEPTEMBER 2003**

| Category  | Headquarters | Africa       | The Americas | South-East Asia | Eastern Mediterranean | Europe     | Western Pacific | Total        |
|---|--------------|--------------|--------------|-----------------|-----------------------|------------|-----------------|--------------|
| <b>1. Staff with long-term appointments</b>       |              |              |              |                 |                       |            |                 |              |
| Professional                                      | 642          | 240          | 132          | 89              | 95                    | 76         | 122             | 1 396        |
| National professional                             | 0            | 165          | 1            | 12              | 0                     | 0          | 0               | 178          |
| General service                                   | 631          | 472          | 99           | 295             | 208                   | 124        | 229             | 2 058        |
| <b>Total staff with long-term appointments</b>    | <b>1 273</b> | <b>877</b>   | <b>232</b>   | <b>396</b>      | <b>303</b>            | <b>200</b> | <b>351</b>      | <b>3 632</b> |
| <b>2- Staff with temporary appointments</b>       |              |              |              |                 |                       |            |                 |              |
| Term-limited professional                         | 370          | 164          | 1            | 7               | 24                    | 62         | 14              | 642          |
| Term-limited national professional                | 0            | 19           | 0            | 8               | 0                     | 16         | 0               | 43           |
| Term-limited general service                      | 282          | 748          | 1            | 45              | 164                   | 109        | 54              | 1 403        |
| <b>Total staff with term-limited appointments</b> | <b>652</b>   | <b>931</b>   | <b>2</b>     | <b>60</b>       | <b>188</b>            | <b>187</b> | <b>68</b>       | <b>2 088</b> |
| Short-term professionals                          | 227          | 255          | 45           | 39              | 44                    | 48         | 34              | 692          |
| Short-term consultants                            | 43           | 268          | 74           | 7               | 88                    | 3          | 25              | 508          |
| Short-term national professionals                 | 0            | 77           | 0            | 7               | 0                     | 12         | 0               | 96           |
| Short-term general service                        | 146          | 1 417        | 42           | 69              | 51                    | 58         | 42              | 1 825        |
| <b>Total staff with short-term appointments</b>   | <b>416</b>   | <b>2 017</b> | <b>161</b>   | <b>122</b>      | <b>183</b>            | <b>121</b> | <b>101</b>      | <b>3 121</b> |
| <b>Total staff with temporary appointments</b>    | <b>1 068</b> | <b>2 948</b> | <b>163</b>   | <b>182</b>      | <b>371</b>            | <b>308</b> | <b>169</b>      | <b>5 209</b> |
| <b>Grand total</b>                                | <b>2 341</b> | <b>3 825</b> | <b>395</b>   | <b>578</b>      | <b>674</b>            | <b>508</b> | <b>520</b>      | <b>8 841</b> |

**TABLE 3. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,  
GRADE AND SEX AS AT 30 SEPTEMBER 2004**

**Professional staff**

| Location                   | P1  |     |     | P2   |      |     | P3   |      |      | P4   |      |      | P5   |      |      | P6/D1 |      |      | D2   |      |     | Ungraded |      |     | Total |      |       | Percentage |      |
|----------------------------|-----|-----|-----|------|------|-----|------|------|------|------|------|------|------|------|------|-------|------|------|------|------|-----|----------|------|-----|-------|------|-------|------------|------|
|                            | M   | F   | T   | M    | F    | T   | M    | F    | T    | M    | F    | T    | M    | F    | T    | M     | F    | T    | M    | F    | T   | M        | F    | T   | M     | F    | T     | M          | F    |
| Headquarters               | 0   | 0   | 0   | 10   | 19   | 29  | 32   | 61   | 93   | 97   | 84   | 181  | 211  | 105  | 316  | 73    | 23   | 96   | 29   | 11   | 40  | 9        | 4    | 13  | 461   | 307  | 768   | 60.0       | 40.0 |
| Africa                     | 0   | 0   | 0   | 21   | 12   | 33  | 30   | 16   | 46   | 38   | 20   | 58   | 67   | 14   | 81   | 24    | 3    | 27   | 1    | 0    | 1   | 1        | 0    | 1   | 182   | 65   | 247   | 73.7       | 26.3 |
| The Americas               | 0   | 0   | 0   | 2    | 7    | 9   | 5    | 5    | 10   | 54   | 29   | 83   | 8    | 3    | 11   | 0     | 0    | 0    | 0    | 0    | 0   | 0        | 1    | 1   | 69    | 45   | 114   | 60.5       | 39.5 |
| South-East Asia            | 0   | 0   | 0   | 2    | 2    | 4   | 5    | 5    | 10   | 13   | 8    | 21   | 36   | 16   | 52   | 15    | 2    | 17   | 1    | 1    | 2   | 1        | 0    | 1   | 73    | 34   | 107   | 68.2       | 31.8 |
| Europe                     | 0   | 0   | 0   | 2    | 2    | 4   | 7    | 4    | 11   | 16   | 9    | 25   | 29   | 13   | 42   | 6     | 3    | 9    | 0    | 0    | 0   | 1        | 0    | 1   | 61    | 31   | 92    | 66.3       | 33.7 |
| Eastern Mediterranean      | 0   | 0   | 0   | 5    | 7    | 12  | 6    | 4    | 10   | 18   | 6    | 24   | 27   | 8    | 35   | 20    | 2    | 22   | 2    | 0    | 2   | 1        | 0    | 1   | 79    | 27   | 106   | 74.5       | 25.5 |
| Western Pacific            | 0   | 0   | 0   | 1    | 4    | 5   | 4    | 1    | 5    | 35   | 9    | 44   | 38   | 7    | 45   | 9     | 2    | 11   | 3    | 0    | 3   | 1        | 0    | 1   | 91    | 23   | 114   | 79.8       | 20.2 |
| <b>Total</b>               | 0   | 0   | 0   | 43   | 53   | 96  | 89   | 96   | 185  | 271  | 165  | 436  | 416  | 166  | 582  | 147   | 35   | 182  | 33   | 12   | 45  | 17       | 5    | 22  | 1 015 | 532  | 1 548 | 65.5       | 34.4 |
| <b>Percentage by grade</b> | 0.0 | 0.0 | 0.0 | 44.8 | 55.2 | 100 | 48.1 | 51.9 | 100  | 62.2 | 37.8 | 100  | 71.5 | 28.5 | 100  | 80.8  | 19.2 | 100  | 73.3 | 26.7 | 100 | 77.3     | 26.7 | 100 | 65.6  | 34.4 | 100   |            |      |
| <b>Percentage of total</b> |     |     | 0.0 |      |      | 6.0 |      |      | 11.9 |      |      | 27.2 |      |      | 39.2 |       |      | 11.2 |      |      | 3.3 |          |      | 1.2 |       |      |       |            | 100  |

**National professional officers**

| Location                   | A    |      |     | B    |      |      | C    |      |      | D    |      |     | Total |      |     | Percentage |      |
|----------------------------|------|------|-----|------|------|------|------|------|------|------|------|-----|-------|------|-----|------------|------|
|                            | M    | F    | T   | M    | F    | T    | M    | F    | T    | M    | F    | T   | M     | F    | T   | M          | F    |
| Africa                     | 0    | 0    | 0   | 44   | 15   | 59   | 75   | 45   | 120  | 1    | 1    | 2   | 120   | 61   | 181 | 66.3       | 33.7 |
| The Americas               | 1    | 1    | 2   | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 1     | 1    | 2   | 50.0       | 50.0 |
| South-East Asia            | 6    | 0    | 6   | 3    | 0    | 3    | 19   | 1    | 20   | 0    | 0    | 0   | 28    | 1    | 29  | 96.6       | 3.4  |
| Europe                     | 0    | 0    | 0   | 11   | 13   | 24   | 0    | 0    | 0    | 0    | 0    | 0   | 11    | 13   | 24  | 45.8       | 54.2 |
| <b>Total</b>               | 7    | 1    | 8   | 58   | 28   | 86   | 94   | 46   | 140  | 1    | 1    | 2   | 160   | 76   | 236 | 67.8       | 32.2 |
| <b>Percentage by grade</b> | 87.5 | 12.5 | 100 | 67.4 | 32.6 | 100  | 67.1 | 32.9 | 100  | 50.0 | 50.0 | 100 | 67.8  | 32.2 | 100 |            |      |
| <b>Percentage of total</b> |      |      | 3.4 |      |      | 36.4 |      |      | 58.8 |      |      | 0.8 |       |      | 100 |            |      |

**General service staff**

| Location                   | G1   |     |     | G2   |     |     | G3   |      |     | G4   |      |      | G5   |      |      | G6   |      |      | G7   |      |      | Total |       |       | Percentage |      |  |     |
|----------------------------|------|-----|-----|------|-----|-----|------|------|-----|------|------|------|------|------|------|------|------|------|------|------|------|-------|-------|-------|------------|------|--|-----|
|                            | M    | F   | T   | M    | F   | T   | M    | F    | T   | M    | F    | T    | M    | F    | T    | M    | F    | T    | M    | F    | T    | M     | F     | T     | M          | F    |  |     |
| Headquarters               | 0    | 0   | 0   | 0    | 2   | 2   | 24   | 9    | 33  | 43   | 139  | 182  | 54   | 210  | 264  | 34   | 138  | 172  | 12   | 24   | 36   | 167   | 522   | 689   | 24.2       | 75.8 |  |     |
| Africa                     | 42   | 1   | 43  | 52   | 0   | 52  | 64   | 3    | 67  | 21   | 28   | 49   | 21   | 50   | 71   | 32   | 56   | 88   | 40   | 43   | 83   | 272   | 181   | 453   | 60.0       | 40.0 |  |     |
| The Americas               | 0    | 0   | 0   | 0    | 0   | 0   | 0    | 1    | 1   | 5    | 15   | 20   | 3    | 26   | 29   | 4    | 30   | 34   | 1    | 4    | 5    | 13    | 76    | 89    | 14.6       | 85.4 |  |     |
| South-East Asia            | 11   | 1   | 12  | 50   | 0   | 50  | 28   | 6    | 34  | 37   | 32   | 69   | 42   | 29   | 71   | 22   | 10   | 32   | 30   | 10   | 40   | 220   | 88    | 308   | 71.4       | 28.6 |  |     |
| Europe                     | 0    | 0   | 0   | 1    | 0   | 1   | 7    | 5    | 12  | 7    | 13   | 20   | 8    | 74   | 82   | 3    | 12   | 15   | 2    | 12   | 14   | 28    | 116   | 144   | 19.4       | 80.6 |  |     |
| Eastern Mediterranean      | 19   | 1   | 20  | 35   | 0   | 35  | 19   | 1    | 20  | 11   | 40   | 51   | 12   | 40   | 52   | 15   | 29   | 44   | 4    | 19   | 23   | 115   | 130   | 245   | 46.9       | 53.1 |  |     |
| Western Pacific            | 3    | 1   | 4   | 9    | 2   | 11  | 22   | 6    | 28  | 7    | 26   | 33   | 9    | 68   | 77   | 14   | 38   | 52   | 10   | 24   | 34   | 74    | 165   | 239   | 31.0       | 69.0 |  |     |
| <b>Total</b>               | 75   | 4   | 79  | 147  | 4   | 151 | 164  | 31   | 195 | 131  | 293  | 424  | 149  | 497  | 646  | 124  | 313  | 437  | 99   | 136  | 235  | 889   | 1 278 | 2 167 | 41.9       | 59.0 |  |     |
| <b>Percentage by grade</b> | 94.9 | 5.1 | 100 | 97.4 | 2.6 | 100 | 84.1 | 15.9 | 100 | 30.9 | 69.1 | 100  | 23.1 | 76.9 | 100  | 28.4 | 71.6 | 100  | 42.1 | 57.9 | 100  | 1.0   | 59.0  | 100   |            |      |  |     |
| <b>Percentage of total</b> |      |     | 3.6 |      |     | 7.0 |      |      | 9.0 |      |      | 19.6 |      |      | 29.8 |      |      | 20.2 |      |      | 10.8 |       |       |       |            |      |  | 100 |

M – male, F – female, T – total.

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2004**

(Note: countries not listed are within range)

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

\* Associate Member.



**TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004**

**African Region**

| Country                          | Range | Staff by grade and sex |   |    |   |    |   |    |   |    |   |       |   | All professional staff |   |          |    |   |    |       |
|----------------------------------|-------|------------------------|---|----|---|----|---|----|---|----|---|-------|---|------------------------|---|----------|----|---|----|-------|
|                                  |       | P1                     |   | P2 |   | P3 |   | P4 |   | P5 |   | P6/D1 |   | D2                     |   | Ungraded |    | M | F  | Total |
|                                  |       | M                      | F | M  | F | M  | F | M  | F | M  | F | M     | F | M                      | F |          |    |   |    |       |
| Algeria                          | 2-10  |                        |   |    |   | 1  |   | 1  |   | 4  |   | 1     |   |                        |   |          | 6  | 1 | 7  |       |
| Angola                           | 1-8   |                        |   |    |   |    |   | 1  |   | 3  |   |       |   | 1                      |   |          | 5  | 0 | 5  |       |
| Benin                            | 1-8   |                        |   |    |   | 1  |   | 1  |   | 1  |   | 1     |   |                        |   |          | 4  | 0 | 4  |       |
| Botswana                         | 1-8   |                        |   |    | 1 |    |   |    |   |    | 1 | 1     |   |                        |   | 1        | 2  | 2 | 4  |       |
| Burkina Faso                     | 1-8   |                        |   |    | 1 | 1  |   | 2  | 1 | 1  |   | 2     |   | 2                      |   |          | 8  | 3 | 11 |       |
| Burundi                          | 1-8   |                        |   |    |   |    |   | 1  |   | 2  |   |       |   |                        |   |          | 3  | 0 | 3  |       |
| Cameroon                         | 1-8   |                        |   |    |   | 2  |   | 2  |   | 1  |   | 3     | 2 |                        | 1 |          | 6  | 5 | 11 |       |
| Cape Verde                       | 1-7   |                        |   |    |   |    |   |    | 1 | 1  |   |       |   |                        |   |          | 1  | 1 | 2  |       |
| Central African Republic         | 1-8   |                        |   |    |   | 1  |   |    |   | 2  |   |       |   |                        |   |          | 3  | 0 | 3  |       |
| Chad                             | 1-8   |                        |   |    |   | 1  |   |    |   |    |   | 1     |   |                        |   |          | 2  | 0 | 2  |       |
| Comoros                          | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |                        |   |          | 0  | 0 | 0  |       |
| Congo                            | 1-8   |                        |   |    | 7 |    |   | 2  |   | 2  |   | 1     | 1 |                        |   |          | 12 | 1 | 13 |       |
| Côte d'Ivoire                    | 1-8   |                        |   |    | 1 |    | 2 | 1  |   | 1  |   | 3     |   |                        | 1 |          | 7  | 2 | 9  |       |
| Democratic Republic of the Congo | 2-12  |                        |   |    |   | 1  |   | 2  |   | 4  |   |       | 1 | 1                      |   |          | 8  | 1 | 9  |       |
| Equatorial Guinea                | 1-7   |                        |   |    |   | 1  |   |    |   |    |   | 1     |   |                        |   |          | 2  | 0 | 2  |       |
| Eritrea                          | 1-8   |                        |   |    | 1 |    |   |    |   |    |   |       |   |                        |   |          | 1  | 0 | 1  |       |
| Ethiopia                         | 2-12  |                        |   |    | 1 |    | 2 | 2  | 2 | 1  | 1 | 1     | 1 |                        |   |          | 5  | 6 | 11 |       |
| Gabon                            | 1-8   |                        |   |    |   | 1  |   |    |   |    |   |       |   |                        |   |          | 0  | 1 | 1  |       |
| Gambia                           | 1-8   |                        |   |    | 3 |    | 2 |    |   | 2  |   | 1     |   |                        | 1 |          | 9  | 0 | 9  |       |
| Ghana                            | 1-8   |                        |   |    | 1 | 1  | 1 | 1  | 2 | 3  |   | 4     |   | 1                      |   | 1        | 10 | 5 | 15 |       |
| Guinea                           | 1-8   |                        |   |    | 1 |    | 1 |    | 1 |    | 2 | 1     | 1 |                        |   |          | 6  | 1 | 7  |       |
| Guinea-Bissau                    | 1-8   |                        |   |    |   |    |   |    |   | 1  | 1 |       |   |                        |   |          | 1  | 1 | 2  |       |
| Kenya                            | 1-10  |                        |   |    |   | 1  |   | 1  | 2 | 1  | 2 | 4     | 2 |                        |   |          | 6  | 7 | 13 |       |
| Lesotho                          | 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 |    |
| Liberia                       | 1-8   |                        |   |    |    | 1  |    |    | 1  |    |    |       |   |    |   |          |   |                        | 1  | 1     | 2  |
| Madagascar                    | 1-8   |                        |   |    |    | 2  |    | 1  |    |    |    |       |   |    |   |          |   |                        | 1  | 2     | 3  |
| Malawi                        | 1-8   |                        |   |    |    |    |    | 2  | 1  | 2  | 1  |       |   |    |   |          |   |                        | 4  | 2     | 6  |
| Mali                          | 1-8   |                        |   |    |    | 1  |    | 1  | 1  | 4  |    | 1     |   |    | 1 |          |   |                        | 7  | 2     | 9  |
| Mauritania                    | 1-8   |                        |   | 1  |    |    |    | 1  |    | 2  |    | 1     |   |    |   |          |   |                        | 5  | 0     | 5  |
| Mauritius                     | 1-8   |                        |   | 2  | 1  | 1  | 1  | 1  |    | 1  |    |       |   |    |   |          |   |                        | 5  | 2     | 7  |
| Mozambique                    | 1-8   |                        |   |    |    |    |    |    |    | 2  | 2  |       |   |    |   |          |   |                        | 2  | 2     | 4  |
| Namibia                       | 1-8   |                        |   |    |    |    |    |    | 1  | 1  |    |       |   |    |   |          |   |                        | 1  | 1     | 2  |
| Niger                         | 1-8   |                        |   |    |    | 1  |    | 1  |    | 3  |    | 1     |   |    |   |          |   |                        | 5  | 1     | 6  |
| Nigeria                       | 4-14  |                        |   | 1  |    | 2  |    | 2  |    | 3  | 2  | 3     | 1 |    |   |          |   |                        | 11 | 3     | 14 |
| Rwanda                        | 1-8   |                        |   |    | 1  | 1  |    | 4  |    | 1  |    | 1     |   |    |   |          |   |                        | 7  | 1     | 8  |
| Sao Tome and Principe         | 1-7   |                        |   |    |    |    |    |    |    |    |    |       |   |    |   |          |   |                        | 0  | 0     | 0  |
| Senegal                       | 1-8   |                        |   |    | 1  | 1  |    | 2  | 2  | 1  | 3  | 3     |   |    | 2 |          |   |                        | 7  | 8     | 15 |
| Seychelles                    | 1-7   |                        |   |    | 1  |    |    |    |    |    |    |       |   |    |   |          |   |                        | 0  | 1     | 1  |
| Sierra Leone                  | 1-8   |                        |   |    | 1  |    |    | 1  | 1  | 3  |    |       |   |    |   |          |   |                        | 4  | 2     | 6  |
| South Africa                  | 4-11  |                        |   |    |    |    |    | 2  |    | 4  | 3  |       |   |    |   |          |   |                        | 6  | 3     | 9  |
| Swaziland                     | 1-7   |                        |   |    |    |    |    |    |    |    |    |       |   |    |   |          |   |                        | 0  | 0     | 0  |
| Togo                          | 1-8   |                        |   |    |    |    |    | 1  |    | 2  |    | 2     |   |    |   |          |   |                        | 5  | 0     | 5  |
| Uganda                        | 1-8   |                        |   |    |    |    |    | 2  | 1  | 4  |    |       | 1 |    |   |          |   |                        | 6  | 2     | 8  |
| United Republic of Tanzania   | 1-10  |                        |   |    |    |    |    | 1  | 1  | 1  |    |       | 1 |    |   |          |   |                        | 2  | 2     | 4  |
| Zambia                        | 1-8   |                        |   |    |    |    |    | 2  | 1  | 3  |    | 1     |   |    |   |          |   |                        | 6  | 1     | 7  |
| Zimbabwe                      | 1-8   |                        |   |    |    | 1  |    | 1  | 1  | 1  | 1  | 2     |   | 1  |   |          |   |                        | 6  | 2     | 8  |
| <b>Total – African Region</b> |       | 0                      | 0 | 21 | 10 | 26 | 13 | 42 | 20 | 78 | 21 | 26    | 7 | 3  | 3 | 2        | 1 | 198                    | 75 | 273   |    |

M – male, F – female.

**TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004**

**Region of the Americas**

| Country             | Range | Staff by grade and sex |   |    |   |    |   |    |   |    |   |       |   | All professional staff |   |          |    |    |    |       |
|---------------------|-------|------------------------|---|----|---|----|---|----|---|----|---|-------|---|------------------------|---|----------|----|----|----|-------|
|                     |       | P1                     |   | P2 |   | P3 |   | P4 |   | P5 |   | P6/D1 |   | D2                     |   | Ungraded |    | M  | F  | Total |
|                     |       | M                      | F | M  | F | M  | F | M  | F | M  | F | M     | F | M                      | F |          |    |    |    |       |
| Antigua and Barbuda | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |                        |   |          | 0  | 0  | 0  |       |
| Argentina           | 9-16  |                        |   | 1  |   | 2  | 1 |    | 1 |    |   | 1     |   | 1                      |   |          | 4  | 3  | 7  |       |
| Bahamas             | 1-7   |                        |   |    |   |    |   | 1  |   |    |   |       |   |                        |   |          | 1  | 0  | 1  |       |
| Barbados            | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |                        |   |          | 0  | 0  | 0  |       |
| Belize              | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |                        |   |          | 0  | 0  | 0  |       |
| Bolivia             | 1-8   |                        |   | 1  |   | 3  |   |    |   |    |   |       |   |                        |   |          | 3  | 1  | 4  |       |
| Brazil              | 21-29 |                        |   | 1  | 2 | 5  | 6 | 9  | 2 | 2  | 1 |       | 1 |                        |   |          | 17 | 12 | 29 |       |
| Canada              | 19-26 |                        |   | 1  |   | 2  | 4 | 6  | 5 | 10 | 8 | 3     |   | 1                      | 1 |          | 24 | 17 | 41 |       |
| Chile               | 2-9   |                        |   | 1  | 1 |    | 1 | 1  | 1 | 2  |   |       |   |                        |   |          | 3  | 5  | 8  |       |
| Colombia            | 3-10  |                        |   |    |   | 6  | 3 | 2  |   | 1  |   |       |   |                        |   |          | 9  | 3  | 12 |       |
| Costa Rica          | 1-8   |                        |   | 1  |   | 1  |   |    |   | 1  |   |       |   |                        |   |          | 2  | 1  | 3  |       |
| Cuba                | 1-8   |                        |   |    |   | 3  | 1 | 1  |   |    |   |       |   |                        |   |          | 4  | 1  | 5  |       |
| Dominica            | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |                        |   |          | 0  | 0  | 0  |       |
| Dominican Republic  | 1-8   |                        |   |    |   | 1  | 3 |    |   | 1  |   |       |   |                        |   |          | 2  | 3  | 5  |       |
| Ecuador             | 1-8   |                        |   | 1  |   | 4  | 1 |    |   |    |   |       |   |                        |   |          | 5  | 1  | 6  |       |
| El Salvador         | 1-8   |                        |   |    |   | 2  | 2 |    |   |    |   |       |   |                        |   |          | 2  | 2  | 4  |       |
| Grenada             | 1-7   |                        |   |    |   |    |   |    |   |    |   |       |   |                        |   |          | 0  | 0  | 0  |       |
| Guatemala           | 1-8   |                        |   |    |   | 1  |   | 1  |   |    |   |       |   |                        |   |          | 2  | 0  | 2  |       |
| Guyana              | 1-7   |                        |   |    | 1 | 2  | 1 |    | 1 |    |   |       |   |                        |   |          | 2  | 3  | 5  |       |
| Haiti               | 1-8   |                        |   |    |   |    |   |    |   |    |   |       |   |                        |   |          | 0  | 0  | 0  |       |
| Honduras            | 1-8   |                        |   |    |   | 1  |   |    |   |    |   |       |   |                        |   |          | 1  | 0  | 1  |       |
| Jamaica             | 1-8   |                        |   | 1  |   |    | 1 |    |   |    |   |       |   |                        |   |          | 0  | 2  | 2  |       |
| Mexico              | 11-17 |                        |   |    |   | 6  |   | 2  | 1 |    |   |       | 1 |                        |   |          | 9  | 1  | 10 |       |
| Nicaragua           | 1-8   |                        |   |    |   |    | 2 |    |   |    |   |       |   |                        |   |          | 0  | 2  | 2  |       |

| 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 |          |    |     |     |       |
| Panama                                | 1-8     |                        |   |    |    | 2  | 1  | 1  |    |    |    |       |                        |    |   |          | 3  | 1   | 4   |       |
| Paraguay                              | 1-8     |                        |   |    |    | 1  |    |    |    |    |    |       |                        |    |   |          | 1  | 0   | 1   |       |
| Peru                                  | 2-10    |                        |   |    |    | 2  | 2  | 1  |    |    |    |       |                        |    |   |          | 3  | 2   | 5   |       |
| Puerto Rico*                          | 1-8     |                        |   |    |    |    |    |    |    |    |    |       |                        |    |   |          | 0  | 0   | 0   |       |
| Saint Kitts and Nevis                 | 1-7     |                        |   |    |    |    |    | 1  |    |    |    |       |                        |    |   |          | 0  | 1   | 1   |       |
| Saint Lucia                           | 1-7     |                        |   |    |    |    |    |    |    |    |    |       |                        |    |   |          | 0  | 0   | 0   |       |
| Saint Vincent and the Grenadines      | 1-7     |                        |   |    |    |    |    |    |    |    |    |       |                        |    |   |          | 0  | 0   | 0   |       |
| Suriname                              | 1-7     |                        |   |    |    |    |    |    |    |    |    |       |                        |    |   |          | 0  | 0   | 0   |       |
| Trinidad and Tobago                   | 1-8     |                        |   |    |    | 2  | 1  |    | 1  |    |    |       |                        |    |   |          | 2  | 2   | 4   |       |
| United States of America              | 142-193 |                        |   | 2  | 12 | 12 | 28 | 22 | 44 | 24 | 8  | 2     | 4                      | 1  | 1 |          | 97 | 63  | 160 |       |
| Uruguay                               | 1-8     |                        |   |    |    |    | 2  | 1  | 1  | 1  |    |       |                        |    |   |          | 3  | 2   | 5   |       |
| Venezuela (Bolivarian Republic of)    | 2-9     |                        |   |    |    |    | 1  | 2  |    |    |    |       |                        |    |   |          | 2  | 1   | 3   |       |
| <b>Total – Region of the Americas</b> |         | 0                      | 0 | 3  | 6  | 16 | 20 | 81 | 55 | 76 | 42 | 16    | 3                      | 6  | 2 | 3        | 1  | 201 | 129 | 330   |

\* Associate Member.

M – male, F – female.

**TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004**

**South-East Asia Region**

| Country                               | Range | Staff by grade and sex |   |    |   |    |   |    |   |    |    |       |   |    |   |          |    |                        |    |       |
|---------------------------------------|-------|------------------------|---|----|---|----|---|----|---|----|----|-------|---|----|---|----------|----|------------------------|----|-------|
|                                       |       | P1                     |   | P2 |   | P3 |   | P4 |   | P5 |    | P6/D1 |   | D2 |   | Ungraded |    | All professional staff |    |       |
|                                       |       | M                      | F | M  | F | M  | F | M  | F | M  | F  | M     | F | M  | F | M        | F  | M                      | F  | Total |
| Bangladesh                            | 4-14  |                        |   |    |   |    |   | 3  |   | 3  | 2  | 1     |   |    |   |          | 7  | 2                      | 9  |       |
| Bhutan                                | 1-8   |                        |   |    |   |    |   | 1  |   |    |    |       |   |    |   |          | 1  | 0                      | 1  |       |
| Democratic People's Republic of Korea | 1-8   |                        |   |    |   |    |   |    |   | 1  |    |       |   |    |   |          | 1  | 0                      | 1  |       |
| Democratic Republic of Timor-Leste    | 1-7   |                        |   |    |   |    |   |    |   |    |    |       |   |    |   |          | 0  | 0                      | 0  |       |
| India                                 | 27-38 |                        |   | 1  |   | 3  | 1 | 7  | 2 | 12 | 5  | 2     |   | 1  | 2 |          | 26 | 10                     | 36 |       |
| Indonesia                             | 7-14  |                        |   |    |   |    |   |    |   | 1  | 4  | 1     |   | 1  |   |          | 3  | 4                      | 7  |       |
| Maldives                              | 1-7   |                        |   |    |   |    |   | 1  |   |    |    | 2     |   |    |   |          | 3  | 0                      | 3  |       |
| Myanmar                               | 2-10  |                        |   |    |   | 2  |   | 3  |   | 1  | 2  | 4     |   |    |   |          | 8  | 4                      | 12 |       |
| Nepal                                 | 1-8   |                        |   |    |   |    |   | 1  |   | 5  |    |       | 1 |    |   |          | 6  | 1                      | 7  |       |
| Sri Lanka                             | 1-8   |                        |   |    |   |    |   |    | 1 | 1  | 2  | 1     |   | 1  |   |          | 3  | 3                      | 6  |       |
| Thailand                              | 4-12  |                        |   |    |   |    |   |    | 2 | 2  | 3  | 1     |   |    |   | 1        | 4  | 5                      | 9  |       |
| <b>Total – South-East Asia Region</b> |       | 0                      | 0 | 1  | 0 | 3  | 3 | 16 | 5 | 26 | 18 | 12    | 1 | 3  | 2 | 1        | 62 | 29                     | 91 |       |

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004

## European Region

| Country                | Range | Staff by grade and sex |   |    |   |    |    |    |    |    |   |       |   |    |   |          |   |                        |    |       |
|------------------------|-------|------------------------|---|----|---|----|----|----|----|----|---|-------|---|----|---|----------|---|------------------------|----|-------|
|                        |       | P1                     |   | P2 |   | P3 |    | P4 |    | P5 |   | P6/D1 |   | D2 |   | Ungraded |   | All professional staff |    |       |
|                        |       | M                      | F | M  | F | M  | F  | M  | F  | M  | F | M     | F | M  | F | M        | F | M                      | F  | Total |
| Albania                | 1-8   |                        |   |    |   | 1  |    |    |    | 1  |   |       |   |    |   |          |   | 1                      | 1  | 2     |
| Andorra                | 1-7   |                        |   |    |   |    |    |    |    |    |   |       |   |    |   |          |   | 0                      | 0  | 0     |
| Armenia                | 1-8   |                        |   |    |   | 1  | 1  |    | 1  |    |   |       |   |    |   |          |   | 2                      | 1  | 3     |
| Austria                | 7-14  |                        |   |    |   |    | 2  | 2  | 2  |    | 1 |       |   |    |   |          |   | 5                      | 2  | 7     |
| Azerbaijan             | 1-8   |                        |   |    |   | 1  |    |    |    |    |   |       |   |    |   |          |   | 1                      | 0  | 1     |
| Belarus                | 1-8   |                        |   |    |   |    | 1  |    |    |    |   |       |   |    |   |          |   | 1                      | 0  | 1     |
| Belgium                | 9-15  |                        |   |    |   | 1  | 1  | 4  | 3  | 12 |   | 4     |   | 2  |   |          |   | 23                     | 4  | 27    |
| Bosnia and Herzegovina | 1-8   |                        |   |    |   |    |    |    |    |    |   |       |   |    |   |          |   | 0                      | 0  | 0     |
| Bulgaria               | 1-8   |                        |   |    |   |    | 1  |    |    |    |   |       |   |    |   |          |   | 1                      | 0  | 1     |
| Croatia                | 1-8   |                        |   |    |   |    |    |    |    | 1  |   |       |   |    |   |          |   | 1                      | 0  | 1     |
| Cyprus                 | 1-7   |                        |   |    |   |    | 1  |    |    |    |   |       |   |    |   |          |   | 1                      | 0  | 1     |
| Czech Republic         | 2-9   |                        |   |    |   |    |    | 1  | 2  |    |   |       |   |    |   |          |   | 2                      | 1  | 3     |
| Denmark                | 6-12  |                        |   |    |   | 2  | 2  | 2  |    | 3  |   | 4     | 1 | 1  |   |          |   | 12                     | 3  | 15    |
| Estonia                | 1-8   |                        |   |    |   |    |    |    |    |    |   | 1     |   |    |   |          |   | 1                      | 0  | 1     |
| Finland                | 4-11  |                        |   |    |   |    |    | 2  | 4  | 2  | 1 |       |   |    |   |          |   | 5                      | 4  | 9     |
| France                 | 42-58 |                        |   |    | 2 | 6  | 7  | 11 | 9  | 27 | 4 | 7     | 5 | 3  | 1 | 1        |   | 55                     | 28 | 83    |
| Georgia                | 1-8   |                        |   |    |   |    |    | 1  | 1  |    |   | 1     |   |    |   |          |   | 1                      | 2  | 3     |
| Germany                | 63-86 |                        |   |    |   | 5  | 11 | 5  | 15 | 8  | 3 |       | 1 |    | 1 |          |   | 30                     | 19 | 49    |
| Greece                 | 4-11  |                        |   |    |   | 1  |    |    | 3  |    |   |       |   |    |   |          |   | 3                      | 1  | 4     |
| Hungary                | 1-8   |                        |   |    |   |    | 1  |    |    |    |   |       |   |    |   |          |   | 1                      | 0  | 1     |
| Iceland                | 1-7   |                        |   |    |   |    |    |    |    |    |   | 1     | 1 |    |   |          |   | 1                      | 1  | 2     |
| Ireland                | 3-9   |                        |   |    | 1 | 2  | 2  | 3  | 1  |    | 3 | 4     | 1 | 1  |   |          |   | 10                     | 8  | 18    |
| Israel                 | 3-10  |                        |   |    |   |    | 1  | 1  |    |    |   |       |   |    |   |          |   | 1                      | 1  | 2     |
| Italy                  | 34-47 |                        |   |    | 1 | 1  | 1  | 5  | 3  | 14 | 2 | 10    |   | 3  |   |          |   | 34                     | 6  | 40    |
| Kazakhstan             | 1-8   |                        |   |    |   |    |    | 1  |    |    |   |       |   |    |   |          |   | 0                      | 1  | 1     |
| Kyrgyzstan             | 1-8   |                        |   |    |   |    |    | 1  |    |    |   |       |   |    |   |          |   | 0                      | 1  | 1     |
| Latvia                 | 1-8   |                        |   |    |   |    |    |    | 1  | 1  |   |       |   |    |   |          |   | 1                      | 1  | 2     |

| Country  | Range | Staff by grade and sex |   |    |   |    |    |    |    |     |    |       |    |    |   |          |    |                        |     |       |
|--|-------|------------------------|---|----|---|----|----|----|----|-----|----|-------|----|----|---|----------|----|------------------------|-----|-------|
|  |       | P1                     |   | P2 |   | P3 |    | P4 |    | P5  |    | P6/D1 |    | D2 |   | Ungraded |    | All professional staff |     |       |
|  |       | M                      | F | M  | F | M  | F  | M  | F  | M   | F  | M     | F  | M  | F | M        | F  | M                      | F   | Total |
| Lithuania  | 1-8   |                        |   |    |   |    | 1  |    | 1  | 1   |    |       |    |    |   |          | 2  | 1                      | 3   |       |
| Luxembourg   | 1-8   |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| Malta  | 1-7   |                        |   |    |   |    |    |    | 1  | 2   |    |       |    |    |   |          | 1  | 2                      | 3   |       |
| Monaco   | 1-7   |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| Netherlands  | 13-20 |                        |   | 2  | 1 | 2  | 5  | 3  | 16 | 4   | 6  | 1     |    |    |   |          | 28 | 12                     | 40  |       |
| Norway   | 5-12  |                        |   |    | 1 |    | 1  |    | 1  |     | 2  |       |    |    |   |          | 3  | 2                      | 5   |       |
| Poland   | 4-11  |                        |   |    |   |    |    |    | 4  | 2   |    |       |    |    |   |          | 4  | 2                      | 6   |       |
| Portugal   | 4-10  |                        |   |    | 1 |    |    |    | 2  |     |    |       |    |    |   |          | 2  | 1                      | 3   |       |
| Republic of Moldova                                  | 1-8   |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| Romania  | 1-8   |                        |   |    |   |    |    |    | 1  |     | 1  |       |    |    |   |          | 0  | 2                      | 2   |       |
| Russian Federation                                   | 12-19 |                        |   |    |   |    | 8  |    | 8  |     | 1  |       |    | 1  |   |          | 18 | 0                      | 18  |       |
| San Marino   | 1-7   |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| Serbia and Montenegro                                | 1-8   |                        |   |    |   |    | 3  |    |    |     |    |       |    |    |   |          | 0  | 3                      | 3   |       |
| Slovakia   | 1-8   |                        |   |    |   |    |    |    | 1  |     |    |       |    |    |   |          | 1  | 0                      | 1   |       |
| Slovenia   | 1-8   |                        |   |    |   |    |    |    |    | 1   |    |       |    |    |   |          | 0  | 1                      | 1   |       |
| Spain  | 18-26 |                        |   |    |   |    | 2  | 1  | 3  | 6   | 2  | 1     |    | 1  |   |          | 7  | 9                      | 16  |       |
| Sweden   | 8-14  |                        |   | 1  |   | 1  |    | 2  | 3  | 2   | 1  | 1     | 1  | 1  | 1 |          | 6  | 7                      | 13  |       |
| Switzerland  | 9-16  |                        |   |    | 3 | 1  | 3  | 2  | 2  | 2   |    | 1     |    |    |   |          | 8  | 6                      | 14  |       |
| Tajikistan   | 1-8   |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| The former Yugoslav Republic of Macedonia            | 1-8   |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| Turkey   | 5-12  |                        |   |    | 1 |    |    |    | 3  | 1   | 1  |       |    |    | 1 |          | 5  | 2                      | 7   |       |
| Turkmenistan   | 1-8   |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| Ukraine  | 2-10  |                        |   |    |   |    | 1  |    |    |     |    |       |    |    |   |          | 1  | 0                      | 1   |       |
| United Kingdom of Great Britain and Northern Ireland | 37-51 |                        |   | 3  | 3 | 6  | 11 | 6  | 14 | 12  | 8  | 1     | 2  | 3  | 1 |          | 39 | 31                     | 70  |       |
| Uzbekistan   | 1-10  |                        |   |    |   |    |    |    |    |     |    |       |    |    |   |          | 0  | 0                      | 0   |       |
| <b>Total – European Region</b>                       |       | 0                      | 0 | 1  | 9 | 21 | 33 | 75 | 48 | 146 | 54 | 57    | 15 | 12 | 4 | 6        | 3  | 318                    | 166 | 484   |

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004

## Eastern Mediterranean Region

| Country                                     | Range | Staff by grade and sex |   |    |   |    |   |    |   |    |    |       |   |    |   |          |   |                        |    |       |    |
|---|-------|------------------------|---|----|---|----|---|----|---|----|----|-------|---|----|---|----------|---|------------------------|----|-------|----|
|   |       | P1                     |   | P2 |   | P3 |   | P4 |   | P5 |    | P6/D1 |   | D2 |   | Ungraded |   | All professional staff |    |       |    |
|   |       | M                      | F | M  | F | M  | F | M  | F | M  | F  | M     | F | M  | F | M        | F | M                      | F  | Total |    |
| Afghanistan                                 | 1-8   |                        |   |    |   | 2  |   | 1  |   | 1  |    |       |   |    |   |          |   |                        | 3  | 1     | 4  |
| Bahrain                                     | 1-7   |                        |   |    |   |    |   |    |   | 1  |    | 1     |   |    |   |          |   |                        | 0  | 2     | 2  |
| Djibouti                                    | 1-7   |                        |   |    |   |    |   |    |   | 2  |    |       |   |    |   |          |   |                        | 2  | 0     | 2  |
| Egypt                                       | 3-12  |                        |   | 1  | 3 | 2  |   | 4  | 1 |    | 5  |       |   |    |   |          |   |                        | 7  | 9     | 16 |
| Iran (Islamic Republic of)                  | 4-12  |                        |   |    |   | 1  |   | 1  |   | 2  | 2  | 1     |   |    |   |          |   |                        | 5  | 2     | 7  |
| Iraq  | 2-9   |                        |   |    |   |    |   |    |   | 1  |    | 1     |   |    |   |          |   |                        | 2  | 0     | 2  |
| Jordan                                      | 1-8   |                        |   | 1  | 1 |    |   |    | 1 | 4  | 1  |       |   | 1  |   |          |   |                        | 6  | 3     | 9  |
| Kuwait                                      | 1-8   |                        |   |    |   |    |   |    |   |    |    |       |   |    |   | 1        |   |                        | 1  | 0     | 1  |
| Lebanon                                     | 1-8   |                        |   |    |   | 1  |   | 1  |   | 1  | 2  | 1     | 1 |    |   |          |   |                        | 3  | 4     | 7  |
| Libyan Arab Jamahiriya                      | 1-8   |                        |   |    |   | 1  |   |    |   |    |    | 1     |   |    |   |          |   |                        | 1  | 1     | 2  |
| Morocco                                     | 1-10  |                        |   |    |   |    |   |    |   | 2  |    | 2     |   |    |   |          |   |                        | 4  | 0     | 4  |
| Oman  | 1-8   |                        |   |    |   |    |   |    |   |    |    |       |   |    |   |          |   |                        | 0  | 0     | 0  |
| Pakistan                                    | 5-14  |                        |   |    |   |    |   | 2  |   | 4  |    | 1     |   |    |   |          |   |                        | 7  | 0     | 7  |
| Qatar                                       | 1-7   |                        |   |    |   |    |   |    |   |    |    |       |   |    |   |          |   |                        | 0  | 0     | 0  |
| Saudi Arabia                                | 5-11  |                        |   |    |   |    |   |    |   |    |    | 1     |   |    | 1 |          |   |                        | 2  | 0     | 2  |
| Somalia                                     | 1-8   |                        |   |    |   |    |   |    |   | 2  |    | 1     |   | 1  |   |          |   |                        | 4  | 0     | 4  |
| Sudan                                       | 1-10  |                        |   | 1  |   |    |   | 3  |   | 4  |    | 4     |   |    |   |          |   |                        | 12 | 0     | 12 |
| Syrian Arab Republic                        | 1-8   |                        |   |    |   |    |   | 1  |   | 2  |    | 2     |   |    |   |          |   |                        | 4  | 1     | 5  |
| Tunisia                                     | 1-8   |                        |   |    |   | 1  | 1 | 1  |   | 2  |    | 5     |   |    |   |          |   |                        | 9  | 1     | 10 |
| United Arab Emirates                        | 2-8   |                        |   |    |   |    |   |    |   |    |    |       |   |    |   |          |   |                        | 0  | 0     | 0  |
| Yemen                                       | 1-8   |                        |   |    |   |    |   | 1  |   |    |    | 2     |   |    |   |          |   |                        | 3  | 0     | 3  |
| <b>Total – Eastern Mediterranean Region</b> |       | 0                      | 0 | 3  | 4 | 6  | 3 | 13 | 4 | 27 | 11 | 22    | 2 | 2  | 0 | 2        | 0 |                        | 75 | 24    | 99 |

M – male, F – female.



**TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2004**

**Western Pacific Region**

| Country                          | Range   | Staff by grade and sex |   |    |   |    |   |    |   |    |   |       |   | All professional staff |    |          |    |   |   |       |
|----------------------------------|---------|------------------------|---|----|---|----|---|----|---|----|---|-------|---|------------------------|----|----------|----|---|---|-------|
|                                  |         | P1                     |   | P2 |   | P3 |   | P4 |   | P5 |   | P6/D1 |   | D2                     |    | Ungraded |    | M | F | Total |
|                                  |         | M                      | F | M  | F | M  | F | M  | F | M  | F | M     | F | M                      | F  |          |    |   |   |       |
| Australia                        | 12-19   |                        |   | 1  | 1 | 2  | 2 | 5  | 3 | 4  | 1 | 3     |   |                        | 15 | 7        | 22 |   |   |       |
| Brunei Darussalam                | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |
| Cambodia                         | 1-8     |                        |   |    |   | 1  |   |    |   |    |   |       |   |                        | 1  | 0        | 1  |   |   |       |
| China                            | 40-55   |                        |   | 1  | 1 | 4  | 2 | 5  | 3 | 2  |   | 1     | 1 | 13                     | 7  | 20       |    |   |   |       |
| Cook Islands                     | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   |                        | 0  | 0        | 0  |   |   |       |
| Fiji                             | 1-7     |                        |   |    |   |    |   | 2  |   | 1  |   |       |   | 3                      | 0  | 3        |    |   |   |       |
| Japan                            | 121-166 |                        |   | 1  | 4 | 8  | 4 | 13 | 3 | 1  |   | 2     | 1 | 25                     | 12 | 37       |    |   |   |       |
| Kiribati                         | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   | 0                      | 0  | 0        |    |   |   |       |
| Lao People's Democratic Republic | 1-8     |                        |   | 1  |   |    |   |    |   |    |   |       |   | 1                      | 0  | 1        |    |   |   |       |
| Malaysia                         | 3-9     |                        |   |    | 2 | 2  | 1 | 1  |   | 1  | 2 |       |   | 4                      | 5  | 9        |    |   |   |       |
| Marshall Islands                 | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   | 0                      | 0  | 0        |    |   |   |       |
| Micronesia (Federated States of) | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   | 0                      | 0  | 0        |    |   |   |       |
| Mongolia                         | 1-8     |                        |   |    |   | 1  |   | 1  |   |    |   |       |   | 2                      | 0  | 2        |    |   |   |       |
| Nauru                            | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   | 0                      | 0  | 0        |    |   |   |       |
| New Zealand                      | 2-9     |                        |   |    |   |    | 1 | 4  | 2 | 1  |   | 2     |   | 6                      | 4  | 10       |    |   |   |       |
| Niue                             | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   | 0                      | 0  | 0        |    |   |   |       |
| Palau                            | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   | 0                      | 0  | 0        |    |   |   |       |
| Papua New Guinea                 | 1-8     |                        |   |    |   |    |   |    |   |    |   |       |   | 0                      | 0  | 0        |    |   |   |       |
| Philippines                      | 3-12    |                        | 3 | 1  | 5 | 7  | 2 | 3  | 1 | 1  | 1 |       |   | 11                     | 13 | 24       |    |   |   |       |
| Republic of Korea                | 15-21   |                        |   |    | 1 | 1  |   | 5  |   |    |   |       | 1 | 7                      | 1  | 8        |    |   |   |       |
| Samoa                            | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   | 0                      | 0  | 0        |    |   |   |       |
| Singapore                        | 3-10    |                        |   |    |   | 1  |   |    |   |    |   |       |   | 1                      | 0  | 1        |    |   |   |       |
| Solomon Islands                  | 1-7     |                        |   |    |   |    |   | 1  |   |    |   |       |   | 1                      | 0  | 1        |    |   |   |       |
| Tokelau*                         | 1-7     |                        |   |    |   |    |   |    |   |    |   |       |   | 0                      | 0  | 0        |    |   |   |       |

| Country                               | Range | Staff by grade and sex |   |    |   |    |    |    |    |    |    |       |   | All professional staff |   |          |   |    |    |       |
|---------------------------------------|-------|------------------------|---|----|---|----|----|----|----|----|----|-------|---|------------------------|---|----------|---|----|----|-------|
|                                       |       | P1                     |   | P2 |   | P3 |    | P4 |    | P5 |    | P6/D1 |   | D2                     |   | Ungraded |   | M  | F  | Total |
|                                       |       | M                      | F | M  | F | M  | F  | M  | F  | M  | F  | M     | F | M                      | F | M        | F |    |    |       |
| Tonga                                 | 1-7   |                        |   |    |   |    |    |    |    |    |    |       |   |                        |   |          | 0 | 0  | 0  |       |
| Tuvalu                                | 1-7   |                        |   |    |   |    |    |    |    |    |    |       |   |                        |   |          | 0 | 0  | 0  |       |
| Vanuatu                               | 1-7   |                        |   |    |   |    |    |    |    |    |    |       |   |                        |   |          | 0 | 0  | 0  |       |
| Viet Nam                              | 3-12  |                        |   |    |   |    | 1  | 1  |    |    |    |       |   |                        |   |          | 1 | 1  | 2  |       |
| <b>Total – Western Pacific Region</b> |       | 0                      | 0 | 3  | 1 | 9  | 16 | 22 | 14 | 39 | 12 | 8     | 6 | 7                      | 1 | 3        | 0 | 91 | 50 | 141   |

\* Associate Member.

M – male, F – female.

**TABLE 6. TOTAL PROFESSIONAL STAFF BY LOCATION OF ASSIGNMENT  
AND REGION OF NATIONALITY AS AT 30 SEPTEMBER 2004**

**By location of assignment**

| Location of assignment | Region of nationality |      |              |      |                 |      |        |      |                       |      |                 |      |       |       |
|------------------------|-----------------------|------|--------------|------|-----------------|------|--------|------|-----------------------|------|-----------------|------|-------|-------|
|                        | Africa                |      | The Americas |      | South-East Asia |      | Europe |      | Eastern Mediterranean |      | Western Pacific |      | Total |       |
|                        | No.                   | %    | No.          | %    | No.             | %    | No.    | %    | No.                   | %    | No.             | %    | No.   | %     |
| Headquarters           | 70                    | 9.1  | 163          | 21.2 | 36              | 4.7  | 386    | 50.3 | 24                    | 3.1  | 89              | 11.6 | 768   | 100.0 |
| Africa                 | 205                   | 83.0 | 18           | 7.3  | 1               | 0.4  | 19     | 7.7  | 3                     | 1.2  | 1               | 0.4  | 247   | 100.0 |
| The Americas           | 1                     | 0.9  | 100          | 87.7 | 1               | 0.9  | 12     | 10.5 | 0                     | 0.0  | 0               | 0.0  | 114   | 100.0 |
| South-East Asia        | 1                     | 0.9  | 21           | 19.6 | 45              | 42.1 | 35     | 32.7 | 1                     | 0.9  | 4               | 3.7  | 107   | 100.0 |
| Europe                 | 0                     | 0.0  | 10           | 10.9 | 2               | 2.2  | 75     | 81.5 | 1                     | 1.1  | 4               | 4.3  | 92    | 100.0 |
| Eastern Mediterranean  | 2                     | 1.9  | 16           | 15.1 | 2               | 1.9  | 11     | 10.4 | 73                    | 68.9 | 2               | 1.9  | 106   | 100.0 |
| Western Pacific        | 1                     | 0.9  | 20           | 17.5 | 6               | 5.3  | 38     | 33.3 | 0                     | 0.6  | 49              | 43.0 | 114   | 100.0 |
| <b>Total</b>           | 280                   | 18.1 | 348          | 22.5 | 93              | 6.0  | 576    | 37.2 | 102                   | 6.6  | 149             | 9.6  | 1 548 | 100.0 |

**By region of nationality**

| Location of assignment | Region of nationality |       |              |       |                 |       |        |       |                       |       |                 |       |       |       |
|------------------------|-----------------------|-------|--------------|-------|-----------------|-------|--------|-------|-----------------------|-------|-----------------|-------|-------|-------|
|                        | Africa                |       | The Americas |       | South-East Asia |       | Europe |       | Eastern Mediterranean |       | Western Pacific |       | Total |       |
|                        | No.                   | %     | No.          | %     | No.             | %     | No.    | %     | No.                   | %     | No.             | %     | No.   | %     |
| Headquarters           | 70                    | 25.0  | 163          | 46.8  | 36              | 38.7  | 386    | 67.0  | 24                    | 23.5  | 89              | 59.7  | 768   | 49.6  |
| Africa                 | 205                   | 73.2  | 18           | 5.2   | 1               | 1.1   | 19     | 3.3   | 3                     | 3.1   | 1               | 0.7   | 247   | 16.0  |
| The Americas           | 1                     | 0.4   | 100          | 28.7  | 1               | 1.1   | 12     | 2.1   | 0                     | 0.0   | 0               | 0.0   | 114   | 7.4   |
| South-East Asia        | 1                     | 0.4   | 21           | 6.0   | 45              | 48.4  | 35     | 6.1   | 1                     | 1.0   | 4               | 2.7   | 107   | 6.9   |
| Europe                 | 0                     | 0.0   | 10           | 3.8   | 2               | 2.2   | 75     | 13.0  | 1                     | 1.0   | 4               | 2.7   | 92    | 5.9   |
| Eastern Mediterranean  | 2                     | 1.0   | 16           | 4.6   | 2               | 2.3   | 11     | 1.9   | 73                    | 71.7  | 2               | 1.3   | 106   | 6.8   |
| Western Pacific        | 1                     | 0.4   | 20           | 5.7   | 6               | 6.5   | 38     | 6.6   | 0                     | 0.0   | 49              | 32.9  | 114   | 7.4   |
| <b>Total</b>           | 280                   | 100.4 | 348          | 100.9 | 93              | 100.1 | 576    | 100.0 | 102                   | 100.2 | 149             | 100.0 | 1 548 | 100.0 |

TABLE 7. STAFF BY AGE, SEX AND LOCATION AS AT 30 SEPTEMBER 2003

## Professional staff

| Location                     | 20-29 years |      |       | 30-39 years |      |       | 40-49 years |      |       | 50-59 years |      |       | ≥60 years |      |       | Total |      |       |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|------|-------|
|                              | M           | F    | T     | M           | F    | T     | M           | F    | T     | M           | F    | T     | M         | F    | T     | M     | F    | T     |
| Headquarters                 | 6           | 7    | 13    | 49          | 69   | 118   | 163         | 113  | 276   | 226         | 114  | 340   | 17        | 4    | 21    | 461   | 307  | 768   |
| Africa                       | 0           | 0    | 0     | 10          | 13   | 23    | 59          | 23   | 82    | 106         | 29   | 135   | 7         | 0    | 7     | 182   | 65   | 247   |
| The Americas                 | 0           | 0    | 0     | 3           | 4    | 7     | 20          | 17   | 37    | 46          | 20   | 66    | 0         | 4    | 4     | 69    | 45   | 114   |
| South-East Asia              | 0           | 1    | 1     | 7           | 6    | 13    | 19          | 6    | 25    | 38          | 18   | 56    | 9         | 3    | 12    | 73    | 34   | 107   |
| Europe                       | 2           | 1    | 3     | 7           | 4    | 11    | 21          | 16   | 37    | 28          | 9    | 37    | 3         | 1    | 4     | 61    | 31   | 92    |
| Eastern Mediterranean        | 0           | 0    | 0     | 6           | 5    | 11    | 25          | 13   | 38    | 42          | 9    | 51    | 6         | 0    | 6     | 79    | 27   | 106   |
| Western Pacific              | 1           | 0    | 1     | 10          | 5    | 15    | 37          | 8    | 45    | 40          | 9    | 49    | 3         | 1    | 4     | 91    | 23   | 114   |
| <b>Total</b>                 | 9           | 9    | 18    | 92          | 106  | 198   | 344         | 196  | 540   | 526         | 208  | 734   | 45        | 13   | 58    | 1 016 | 532  | 1 548 |
| <b>Percentage by bracket</b> | 50.0        | 50.0 | 100.0 | 46.5        | 53.5 | 100.0 | 63.7        | 36.3 | 100.0 | 71.7        | 28.3 | 100.0 | 77.6      | 22.4 | 100.0 | 65.6  | 34.4 | 100.0 |
| <b>Percentage of total</b>   |             |      | 1.2   |             |      | 12.8  |             |      | 34.9  |             |      | 47.4  |           |      | 3.7   |       |      | 100.0 |

## National professional officers

| Location                     | 20-29 years |   |     | 30-39 years |      |       | 40-49 years |      |       | 50-59 years |      |       | ≥60 years |      |       | Total |      |       |
|------------------------------|-------------|---|-----|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|------|-------|
|                              | M           | F | T   | M           | F    | T     | M           | F    | T     | M           | F    | T     | M         | F    | T     | M     | F    | T     |
| Africa                       | 0           | 1 | 1   | 16          | 8    | 24    | 54          | 30   | 84    | 48          | 21   | 69    | 2         | 1    | 3     | 120   | 61   | 181   |
| The Americas                 | 0           | 0 | 0   | 0           | 0    | 0     | 1           | 1    | 2     | 0           | 0    | 0     | 0         | 0    | 0     | 1     | 1    | 2     |
| South-East Asia              | 0           | 0 | 0   | 1           | 0    | 1     | 16          | 1    | 17    | 11          | 0    | 11    | 0         | 0    | 0     | 28    | 1    | 29    |
| Europe                       | 1           | 0 | 1   | 3           | 6    | 9     | 6           | 7    | 13    | 1           | 0    | 1     | 0         | 0    | 0     | 11    | 13   | 24    |
| <b>Total</b>                 | 1           | 1 | 2   | 20          | 14   | 34    | 77          | 39   | 116   | 60          | 21   | 81    | 2         | 1    | 3     | 160   | 76   | 236   |
| <b>Percentage by bracket</b> |             |   |     | 58.8        | 41.2 | 100.0 | 66.4        | 33.6 | 100.0 | 74.1        | 25.9 | 100.0 | 66.7      | 33.3 | 100.0 | 67.8  | 32.2 | 100.0 |
| <b>Percentage of total</b>   |             |   | 0.8 |             |      | 14.4  |             |      | 49.2  |             |      | 34.3  |           |      | 1.3   |       |      | 100.0 |

M – male, F – female, T – total.

### General service staff

| Location                     | 20-29 years |      |       | 30-39 years |      |       | 40-49 years |      |       | 50-59 years |      |       | ≥60 years |      |       | Total |       |       |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|-------|-------|
|                              | M           | F    | T     | M           | F    | T     | M           | F    | T     | M           | F    | T     | M         | F    | T     | M     | F     | T     |
| Headquarters                 | 4           | 16   | 20    | 37          | 88   | 125   | 61          | 188  | 249   | 65          | 225  | 290   | 0         | 5    | 5     | 167   | 522   | 689   |
| Africa                       | 2           | 3    | 5     | 24          | 30   | 54    | 114         | 90   | 204   | 129         | 58   | 187   | 3         | 0    | 3     | 272   | 181   | 453   |
| The Americas                 | 1           | 1    | 2     | 5           | 12   | 17    | 4           | 27   | 31    | 3           | 35   | 38    | 0         | 1    | 1     | 13    | 76    | 89    |
| South-East Asia              | 8           | 7    | 15    | 39          | 24   | 63    | 78          | 33   | 111   | 94          | 23   | 117   | 1         | 1    | 2     | 220   | 88    | 308   |
| Europe                       | 1           | 7    | 8     | 10          | 31   | 41    | 8           | 33   | 41    | 8           | 43   | 51    | 1         | 2    | 3     | 28    | 116   | 144   |
| Eastern Mediterranean        | 7           | 10   | 17    | 25          | 42   | 67    | 53          | 47   | 100   | 29          | 31   | 60    | 1         | 0    | 1     | 115   | 130   | 245   |
| Western Pacific              | 3           | 15   | 18    | 15          | 40   | 55    | 26          | 60   | 86    | 30          | 50   | 80    | 0         | 0    | 0     | 74    | 165   | 239   |
| <b>Total</b>                 | 26          | 59   | 85    | 155         | 267  | 422   | 344         | 478  | 822   | 358         | 465  | 823   | 6         | 9    | 15    | 889   | 1 278 | 2 167 |
| <b>Percentage by bracket</b> | 30.6        | 69.4 | 100.0 | 36.7        | 63.3 | 100.0 | 41.8        | 58.2 | 100.0 | 43.5        | 56.5 | 100.0 | 40.0      | 60.0 | 100.0 | 41.0  | 59.0  | 100.0 |
| <b>Percentage of total</b>   |             |      | 3.9   |             |      | 19.5  |             |      | 37.9  |             |      | 38.0  |           |      | 0.7   |       |       | 100.0 |

M – male, F – female, T – total.

**TABLE 8. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 30 SEPTEMBER 2004****Professional staff**

| Grade                        | 20-29 years |      |       | 30-39 years |      |       | 40-49 years |      |       | 50-59 years |      |       | ≥60 years |      |       | Total |      |       |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|------|-------|
|                              | M           | F    | T     | M           | F    | T     | M           | F    | T     | M           | F    | T     | M         | F    | T     | M     | F    | T     |
| Ungraded                     | 0           | 0    | 0     | 0           | 0    | 0     | 4           | 2    | 6     | 5           | 2    | 7     | 5         | 1    | 6     | 17    | 5    | 22    |
| D2                           | 0           | 0    | 0     | 0           | 0    | 0     | 10          | 2    | 12    | 19          | 10   | 29    | 7         | 0    | 7     | 33    | 12   | 45    |
| D1/P6                        | 0           | 0    | 0     | 1           | 0    | 1     | 29          | 7    | 36    | 104         | 25   | 129   | 13        | 3    | 16    | 147   | 35   | 182   |
| P5                           | 0           | 0    | 0     | 14          | 13   | 27    | 154         | 71   | 225   | 234         | 77   | 311   | 14        | 5    | 19    | 416   | 166  | 582   |
| P4                           | 1           | 0    | 1     | 35          | 31   | 66    | 108         | 76   | 184   | 122         | 54   | 176   | 5         | 4    | 9     | 271   | 165  | 436   |
| P3                           | 6           | 2    | 8     | 28          | 38   | 66    | 25          | 28   | 53    | 29          | 28   | 57    | 1         | 0    | 1     | 89    | 96   | 185   |
| P2                           | 2           | 7    | 9     | 14          | 24   | 38    | 14          | 10   | 24    | 13          | 12   | 25    | 0         | 0    | 0     | 43    | 53   | 96    |
| P1                           | 0           | 0    | 0     | 0           | 0    | 0     | 0           | 0    | 0     | 0           | 0    | 0     | 0         | 0    | 0     | 0     | 0    | 0     |
| <b>Total</b>                 | 9           | 9    | 18    | 92          | 106  | 198   | 344         | 196  | 540   | 526         | 208  | 734   | 45        | 13   | 58    | 1 016 | 532  | 1 548 |
| <b>Percentage by bracket</b> | 50.0        | 50.0 | 100.0 | 46.5        | 53.5 | 100.0 | 63.7        | 36.3 | 100.0 | 71.7        | 28.3 | 100.0 | 77.6      | 22.4 | 100.0 | 77.6  | 34.4 | 100.0 |
| <b>Percentage of total</b>   | 1.2         |      |       | 12.8        |      |       | 34.9        |      |       | 47.4        |      |       | 3.7       |      |       | 100.0 |      |       |

**National professional officers**

| Grade                        | 20-29 years |      |       | 30-39 years |      |       | 40-49 years |      |       | 50-59 years |      |       | ≥60 years |      |       | Total |      |       |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|------|-------|
|                              | M           | F    | T     | M           | F    | T     | M           | F    | T     | M           | F    | T     | M         | F    | T     | M     | F    | T     |
| A                            | 0           | 0    | 0     | 0           | 0    | 0     | 3           | 1    | 4     | 4           | 0    | 4     | 0         | 0    | 0     | 7     | 1    | 8     |
| B                            | 1           | 1    | 2     | 11          | 6    | 17    | 30          | 17   | 47    | 14          | 4    | 18    | 2         | 0    | 2     | 58    | 28   | 86    |
| C                            | 0           | 0    | 0     | 9           | 8    | 17    | 43          | 20   | 63    | 42          | 17   | 59    | 0         | 1    | 1     | 94    | 46   | 140   |
| D                            | 0           | 0    | 0     | 0           | 0    | 0     | 1           | 1    | 2     | 0           | 0    | 0     | 0         | 0    | 0     | 1     | 1    | 2     |
| <b>Total</b>                 | 1           | 1    | 2     | 20          | 14   | 34    | 77          | 39   | 116   | 60          | 21   | 81    | 2         | 1    | 3     | 160   | 76   | 236   |
| <b>Percentage by bracket</b> | 50.0        | 50.0 | 100.0 | 58.8        | 41.2 | 100.0 | 66.4        | 33.6 | 100.0 | 74.1        | 25.9 | 100.0 | 66.7      | 33.3 | 100.0 | 67.8  | 32.2 | 100.0 |
| <b>Percentage of total</b>   | 0.8         |      |       | 14.4        |      |       | 49.2        |      |       | 34.3        |      |       | 1.3       |      |       | 100.0 |      |       |

M – male, F – female, T – total.

**General service staff**

| Grade                        | 20-29 years |      |       | 30-39 years |      |       | 40-49 years |      |       | 50-59 years |      |       | ≥60 years |      |       | Total |       |       |
|------------------------------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-------------|------|-------|-----------|------|-------|-------|-------|-------|
|                              | M           | F    | T     | M           | F    | T     | M           | F    | T     | M           | F    | T     | M         | F    | T     | M     | F     | T     |
| G7                           | 0           | 0    | 0     | 7           | 15   | 22    | 38          | 46   | 84    | 52          | 75   | 127   | 2         | 0    | 2     | 99    | 136   | 235   |
| G6                           | 3           | 6    | 9     | 30          | 41   | 71    | 51          | 126  | 177   | 40          | 136  | 176   | 0         | 4    | 4     | 124   | 313   | 437   |
| G5                           | 8           | 21   | 29    | 31          | 114  | 145   | 44          | 184  | 228   | 66          | 175  | 241   | 0         | 3    | 3     | 149   | 497   | 646   |
| G4                           | 5           | 25   | 30    | 27          | 89   | 116   | 51          | 106  | 157   | 48          | 71   | 119   | 0         | 2    | 2     | 131   | 293   | 424   |
| G3                           | 6           | 6    | 12    | 24          | 8    | 32    | 67          | 10   | 77    | 66          | 7    | 73    | 1         | 0    | 1     | 164   | 31    | 195   |
| G2                           | 3           | 0    | 3     | 27          | 0    | 27    | 66          | 3    | 69    | 48          | 1    | 49    | 3         | 0    | 3     | 147   | 4     | 151   |
| G1                           | 1           | 1    | 2     | 9           | 0    | 9     | 27          | 3    | 30    | 38          | 0    | 38    | 0         | 0    | 0     | 75    | 4     | 79    |
| <b>Total</b>                 | 26          | 59   | 85    | 155         | 267  | 422   | 344         | 478  | 822   | 358         | 465  | 823   | 6         | 9    | 15    | 889   | 1 278 | 2 167 |
| <b>Percentage by bracket</b> | 30.6        | 59.4 | 100.0 | 36.7        | 63.3 | 100.0 | 41.8        | 58.2 | 100.0 | 43.5        | 56.5 | 100.0 | 40.0      | 60.0 | 100.0 | 41.0  | 59.0  | 100.0 |
| <b>Percentage of total</b>   |             |      | 3.9   |             |      | 19.5  |             |      | 37.9  |             |      | 38.0  |           |      | 0.7   |       |       | 100.0 |

M – male, F – female, T – total.

TABLE 9. STAFF BY LENGTH OF SERVICE AS AT 30 SEPTEMBER 2004

| Location                     | Under 5 years |      |      |       | 5-9 years |     |      |      | 10-14 years |     |      |      | 15-19 years |     |      |      | 20-24 years |     |      |     | 25-29 years |     |      |     | ≥30 years |     |      |     | All   |     |       |       |
|------------------------------|---------------|------|------|-------|-----------|-----|------|------|-------------|-----|------|------|-------------|-----|------|------|-------------|-----|------|-----|-------------|-----|------|-----|-----------|-----|------|-----|-------|-----|-------|-------|
|                              | P             | NPO  | GS   | T     | P         | NPO | GS   | T    | P           | NPO | GS   | T    | P           | NPO | GS   | T    | P           | NPO | GS   | T   | P           | NPO | GS   | T   | P         | NPO | GS   | T   | P     | NPO | GS    | T     |
| Headquarters                 | 387           | 0    | 228  | 615   | 137       | 0   | 70   | 207  | 109         | 0   | 115  | 224  | 84          | 0   | 100  | 184  | 31          | 0   | 71   | 102 | 13          | 0   | 44   | 57  | 7         | 0   | 61   | 68  | 768   | 0   | 689   | 1 457 |
| Africa                       | 125           | 122  | 101  | 348   | 45        | 49  | 69   | 163  | 36          | 10  | 86   | 132  | 18          | 0   | 76   | 94   | 12          | 0   | 74   | 86  | 8           | 0   | 34   | 42  | 3         | 0   | 13   | 16  | 247   | 181 | 453   | 881   |
| The Americas                 | 64            | 1    | 41   | 106   | 33        | 0   | 18   | 51   | 10          | 0   | 12   | 22   | 6           | 1   | 8    | 15   | 0           | 0   | 6    | 6   | 0           | 0   | 3    | 3   | 1         | 0   | 1    | 2   | 114   | 2   | 89    | 205   |
| South-East Asia              | 51            | 18   | 64   | 133   | 29        | 3   | 53   | 85   | 16          | 0   | 84   | 100  | 6           | 4   | 36   | 46   | 4           | 3   | 44   | 51  | 0           | 1   | 11   | 12  | 1         | 0   | 16   | 17  | 107   | 29  | 308   | 444   |
| Europe                       | 47            | 24   | 69   | 140   | 16        | 0   | 19   | 35   | 15          | 0   | 19   | 34   | 9           | 0   | 9    | 18   | 5           | 0   | 14   | 19  | 0           | 0   | 9    | 9   | 0         | 0   | 5    | 5   | 92    | 24  | 144   | 260   |
| Eastern Mediterranean        | 51            | 0    | 117  | 168   | 29        | 0   | 22   | 51   | 13          | 0   | 38   | 51   | 8           | 0   | 36   | 44   | 4           | 0   | 15   | 19  | 0           | 0   | 12   | 12  | 1         | 0   | 3    | 6   | 106   | 0   | 245   | 351   |
| Western Pacific              | 65            | 0    | 76   | 141   | 25        | 0   | 45   | 70   | 13          | 0   | 33   | 46   | 5           | 0   | 39   | 44   | 4           | 0   | 28   | 32  | 2           | 0   | 14   | 16  | 0         | 0   | 4    | 4   | 114   | 0   | 239   | 353   |
| <b>Total</b>                 | 790           | 165  | 696  | 1 651 | 314       | 52  | 296  | 662  | 212         | 10  | 387  | 609  | 136         | 5   | 304  | 445  | 60          | 3   | 252  | 315 | 23          | 1   | 127  | 151 | 13        | 0   | 105  | 118 | 1 548 | 236 | 2 167 | 1 951 |
| <b>Percentage by bracket</b> | 47.8          | 10.0 | 42.2 | 100   | 47.4      | 7.9 | 44.7 | 100  | 34.8        | 1.6 | 63.5 | 100  | 30.6        | 1.1 | 68.3 | 100  | 19.0        | 10  | 80.0 | 100 | 15.2        | 0.7 | 84.1 | 100 | 11.0      | 0.0 | 89.0 | 100 | 39.2  | 6.0 | 54.8  | 100   |
| <b>Percentage of total</b>   |               |      |      | 41.8  |           |     |      | 16.8 |             |     |      | 15.4 |             |     |      | 11.3 |             |     |      | 8.0 |             |     |      | 3.8 |           |     |      | 3.0 |       |     |       | 100.0 |

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



**TABLE10. APPOINTMENTS DURING YEAR 2004 (UP TO 30 SEPTEMBER 2004)**

| Location              | Category | Total staff at<br>30 September<br>2003 | New appointments |               | Conversion of<br>temporary contracts |               | Interagency transfers |               | Total number of<br>appointments |               |
|-----------------------|----------|--|------------------|---------------|--------------------------------------|---------------|-----------------------|---------------|---------------------------------|---------------|
|                       |          |  | No. of<br>staff  | % of<br>women | No. of<br>staff                      | % of<br>women | No. of<br>staff       | % of<br>women | No. of<br>staff                 | % of<br>women |
| Headquarters          | P        | 768                                    | 40               | 50.0          | 21                                   | 61.9          | 11                    | 45.5          | 72                              | 52.8          |
|                       | NPO      | 0                                      | 0                | 0.0           | 0                                    | 0.0           | 0                     | 0.0           | 0                               | 0.0           |
|                       | GS       | 689                                    | 5                | 80.0          | 23                                   | 82.6          | 1                     | 100.0         | 29                              | 82.8          |
| Africa                | P        | 247                                    | 9                | 33.3          | 11                                   | 18.2          | 1                     | 0.0           | 21                              | 23.8          |
|                       | NPO      | 181                                    | 8                | 37.5          | 4                                    | 50            | 0                     | 0.0           | 12                              | 41.7          |
|                       | GS       | 453                                    | 4                | 25.0          | 10                                   | 50.0          | 0                     | 0.0           | 14                              | 42.9          |
| The Americas          | P        | 114                                    | 1                | 0.0           | 4                                    | 0.0           | 9                     | 22.2          | 14                              | 14.3          |
|                       | NPO      | 2                                      | 0                | 0.0           | 0                                    | 0.0           | 0                     | 0.0           | 0                               | 0.0           |
|                       | GS       | 89                                     | 0                | 0.0           | 1                                    | 100.0         | 1                     | 0.0           | 2                               | 50.0          |
| South-East Asia       | P        | 107                                    | 5                | 40.0          | 2                                    | 50.0          | 1                     | 0.0           | 8                               | 37.5          |
|                       | NPO      | 29                                     | 7                | 14.3          | 0                                    | 0.0           | 0                     | 0.0           | 7                               | 14.3          |
|                       | GS       | 308                                    | 0                | 0.0           | 6                                    | 33.3          | 0                     | 0.0           | 6                               | 33.3          |
| Europe                | P        | 92                                     | 9                | 55.6          | 9                                    | 44.4          | 0                     | 0.0           | 18                              | 50.0          |
|                       | NPO      | 24                                     | 0                | 0.0           | 0                                    | 0.0           | 0                     | 0.0           | 0                               | 0.0           |
|                       | GS       | 144                                    | 5                | 80.0          | 14                                   | 71.4          | 0                     | 0.0           | 19                              | 73.7          |
| Eastern Mediterranean | P        | 106                                    | 0                | 0.0           | 3                                    | 33.3          | 0                     | 0.0           | 3                               | 33.3          |
|                       | NPO      | 0                                      | 0                | 0.0           | 0                                    | 0.0           | 0                     | 0.0           | 0                               | 0.0           |
|                       | GS       | 245                                    | 6                | 33.3          | 20                                   | 25.5          | 0                     | 0.0           | 26                              | 26.9          |
| Western Pacific       | P        | 114                                    | 10               | 20.0          | 3                                    | 0.0           | 0                     | 0.0           | 13                              | 15.4          |
|                       | NPO      | 0                                      | 0                | 0.0           | 0                                    | 0.0           | 0                     | 0.0           | 0                               | 0.0           |
|                       | GS       | 239                                    | 2                | 100.0         | 10                                   | 70.0          | 0                     | 0.0           | 12                              | 75.0          |
| <b>Total</b>          | P        | 1 548                                  | 74               | 43.2          | 53                                   | 39.6          | 22                    | 31.8          | 149                             | 40.2          |
|                       | NPO      | 236                                    | 15               | 26.7          | 4                                    | 50.0          | 0                     | 0.0           | 19                              | 31.6          |
|                       | GS       | 2 167                                  | 22               | 59.1          | 84                                   | 58.3          | 2                     | 50.0          | 108                             | 58.3          |
|                       | All      | 3 951                                  | 111              | 44.1          | 141                                  | 51.0          | 24                    | 33.3          | 276                             | 46.7          |

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

TABLE 11. STAFF RETIREMENT PROJECTIONS

| Location              | Category | Total staff at<br>30 September 2003 | Staff due to retire      |     |                          |      |                          |      |                          |      |
|-----------------------|----------|-------------------------------------|--------------------------|-----|--------------------------|------|--------------------------|------|--------------------------|------|
|                       |          |                                     | by 30 September<br>2004* |     | by 30 September<br>2006* |      | by 30 September<br>2008* |      | by 30 September<br>2013* |      |
|                       |          |                                     | No.                      | %   | No.                      | %    | No.                      | %    | No.                      | %    |
| Headquarters          | P        | 768                                 | 24                       | 3.1 | 83                       | 10.8 | 153                      | 19.9 | 322                      | 41.9 |
|                       | NPO      | 0                                   | 0                        | 0.0 | 0                        | 0.0  | 0                        | 0.0  | 0                        | 0.0  |
|                       | GS       | 689                                 | 15                       | 2.2 | 51                       | 7.4  | 105                      | 15.2 | 267                      | 38.8 |
| Africa                | P        | 247                                 | 10                       | 4.0 | 39                       | 12.1 | 49                       | 19.8 | 123                      | 49.8 |
|                       | NPO      | 181                                 | 1                        | 0.6 | 3                        | 1.7  | 16                       | 8.8  | 56                       | 30.9 |
|                       | GS       | 453                                 | 15                       | 3.3 | 35                       | 7.7  | 67                       | 14.8 | 176                      | 38.9 |
| The Americas          | P        | 114                                 | 5                        | 4.4 | 12                       | 10.5 | 37                       | 23.7 | 55                       | 48.2 |
|                       | NPO      | 2                                   | 0                        | 0.0 | 0                        | 0.0  | 0                        | 0.0  | 0                        | 0.0  |
|                       | GS       | 89                                  | 4                        | 4.5 | 8                        | 9.0  | 15                       | 16.9 | 38                       | 42.7 |
| South-East Asia       | P        | 107                                 | 6                        | 5.6 | 20                       | 18.7 | 31                       | 29.0 | 58                       | 54.2 |
|                       | NPO      | 29                                  | 0                        | 0.0 | 1                        | 3.4  | 3                        | 10.3 | 10                       | 34.5 |
|                       | GS       | 308                                 | 5                        | 1.6 | 22                       | 7.1  | 45                       | 14.6 | 106                      | 34.4 |
| Europe                | P        | 92                                  | 4                        | 4.3 | 7                        | 7.6  | 12                       | 13.0 | 39                       | 42.4 |
|                       | NPO      | 24                                  | 0                        | 0.0 | 0                        | 0.0  | 0                        | 0.0  | 1                        | 4.2  |
|                       | GS       | 144                                 | 4                        | 2.8 | 11                       | 7.6  | 21                       | 14.6 | 45                       | 31.3 |
| Eastern Mediterranean | P        | 106                                 | 2                        | 1.9 | 11                       | 10.4 | 18                       | 17.0 | 47                       | 44.3 |
|                       | NPO      | 0                                   | 0                        | 0.0 | 0                        | 0.0  | 0                        | 0.0  | 0                        | 0.0  |
|                       | GS       | 245                                 | 3                        | 1.2 | 11                       | 4.5  | 21                       | 8.6  | 54                       | 22.0 |
| Western Pacific       | P        | 114                                 | 3                        | 2.6 | 8                        | 7.0  | 19                       | 16.7 | 45                       | 39.5 |
|                       | NPO      | 0                                   | 0                        | 0.0 | 0                        | 0.0  | 0                        | 0.0  | 0                        | 0.0  |
|                       | GS       | 239                                 | 2                        | 0.8 | 11                       | 4.6  | 27                       | 11.3 | 70                       | 29.3 |
| Total                 | P        | 1 548                               | 54                       | 3.5 | 171                      | 11.0 | 309                      | 20.0 | 689                      | 44.5 |
|                       | NPO      | 236                                 | 1                        | 0.4 | 4                        | 1.7  | 19                       | 8.1  | 67                       | 28.4 |
|                       | GS       | 2 167                               | 48                       | 2.2 | 149                      | 6.9  | 301                      | 13.9 | 756                      | 34.9 |
|                       | All      | 3 951                               | 103                      | 2.6 | 324                      | 8.2  | 629                      | 15.9 | 1 512                    | 38.3 |

\* Cumulative figures.

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

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

| <b>1 Professional, managerial and technical work</b> |   |     |      | Posts  | %  |     |      |         |                              | Posts | %    |  |
|--|---|-----|------|--------|--|-----|------|---------|------------------------------|-------|------|--|
| 1.A  | Administrative specialists  | 399 | 28.9 | 1.A    | Administrative specialists                                     |     |      |         |                              |       |      |  |
| 1.B  | Architects, engineers   | 23  | 1.7  | 1.A    | Administrative (general)                                       | 20  | 5.0  |         |                              |       |      |  |
| 1.C  | Archivists, curators, information specialists and librarians                      | 16  | 1.2  | 1.A.1  | Financial management specialists                               | 60  | 15.0 |         |                              |       |      |  |
| 1.D  | Artists   | 1   | 0.1  | 1.A.2  | Management and programme analysts                              | 21  | 5.3  |         |                              |       |      |  |
| 1.E  | Economists  | 21  | 1.5  | 1.A.3  | Building service administrators                                | 11  | 2.8  |         |                              |       |      |  |
| 1.F  | Education specialists   | 17  | 1.2  | 1.A.4  | Meetings services administrators                               | 4   | 1.0  |         |                              |       |      |  |
| 1.G  | Jurists   | 11  | 0.8  | 1.A.5  | Computer information systems specialists                       | 67  | 16.8 |         |                              |       |      |  |
| 1.H  | Life scientists   | 68  | 4.9  | 1.A.6  | Personnel management   | 40  | 10.0 |         |                              |       |      |  |
|  |   |     |      | 1.A.7  | Printing services  | 2   | 0.5  |         |                              |       |      |  |
|  |   |     |      | 1.A.8  | Public information   | 27  | 6.8  |         |                              |       |      |  |
|  |   |     |      | 1.A.9  | Purchasing and contracting                                     | 9   | 2.3  |         |                              |       |      |  |
|  |   |     |      | 1.A.10 | Representation and protocol                                    | 26  | 6.5  |         |                              |       |      |  |
|  |   |     |      | 1.A.11 | Technical cooperation  | 42  | 10.5 |         |                              |       |      |  |
|  |   |     |      | 1.A.12 | Administrative officers  | 59  | 14.8 |         |                              |       |      |  |
|  |   |     |      | 1.A.21 | Auditors   | 9   | 2.3  |         |                              |       |      |  |
|  |   |     |      | 1.A.22 | Hospital administrators  | 1   | 0.3  |         |                              |       |      |  |
|  |   |     |      | 1.A.23 | Records and documents  | 1   | 0.3  |         |                              |       |      |  |
| 1.I  | Dental, nutrition, medical, nursing and veterinary specialists                    | 649 | 47.9 | 1.I    | Dental, nutrition, medical, nursing and veterinary specialists |     |      |         |                              |       |      |  |
| 1.J  | Physical scientists   | 6   | 0.4  | 1.I    | Medical specialists (general)                                  | 2   | 0.3  |         |                              |       |      |  |
| 1.K  | Sales and marketing specialists   | 1   | 0.1  | 1.I.1  | Dentists   | 2   | 0.3  |         |                              |       |      |  |
| 1.L  | Social scientists   | 52  | 4.1  | 1.I.2  | Dieticians, nutritionists                                      | 11  | 1.7  |         |                              |       |      |  |
| 1.M  | Statisticians and mathematicians  | 18  | 1.3  | 1.I.3  | Medical specialists  | 598 | 92.1 | 1.I.3   | Medical specialists          |       |      |  |
| 1.N  | Transportation specialists  | 1   | 0.1  | 1.I.4  | Nurses   | 12  | 1.8  | 1.I.3   | Medical specialists          | 56    | 9.4  |  |
| 1.O  | Writers, translators, interpreters  | 59  | 4.9  | 1.I.5  | Opticians  | 2   | 0.3  | 1.I.3.A | Food services administrators | 0     | 0.0  |  |
| 1.P  | Professionals, managerial and technical specialists for whom no job family exists | 6   | 0.2  | 1.I.6  | Pharmacists  | 5   | 0.8  | 1.I.3.B | Epidemiologists              | 100   | 16.7 |  |
| 1.R  | Environmental specialists   | 15  | 1.0  | 1.I.8  | Veterinarians  | 9   | 1.4  | 1.I.3.D | General practitioners        | 4     | 0.7  |  |
| 1.S  | Relief specialists  | 14  | 0.7  | 1.I.10 | Health laboratory specialists                                  | 8   | 1.2  | 1.I.3.E | Haematologists               | 8     | 1.3  |  |
| 1.T  | Electronic communications specialists   | 2   | 0.1  |        |  |     |      | 1.I.3.F | Neurologists                 | 1     | 0.2  |  |
|  |   |     |      |        |  |     |      | 1.I.3.G | Family health                | 37    | 6.2  |  |
|  |   |     |      |        |  |     |      | 1.I.3.H | Ophthalmologists             | 4     | 0.7  |  |
|  |   |     |      |        |  |     |      | 1.I.3.I | Immunologists                | 10    | 1.7  |  |
|  |   |     |      |        |  |     |      | 1.I.3.K | Noncommunicable diseases     | 16    | 2.7  |  |
|  |   |     |      |        |  |     |      | 1.I.3.L | Geriatricians                | 1     | 0.2  |  |
|  |   |     |      |        |  |     |      | 1.I.3.M | Mental health                | 11    | 1.8  |  |
|  |   |     |      |        |  |     |      | 1.I.3.N | Public health                | 194   | 32.4 |  |
|  |   |     |      |        |  |     |      | 1.I.3.O | Radiologists                 | 1     | 0.2  |  |
|  |   |     |      |        |  |     |      | 1.I.3.Q | Traditional medicine         | 3     | 0.5  |  |
|  |   |     |      |        |  |     |      | 1.I.3.S | Communicable diseases        | 145   | 24.2 |  |
|  |   |     |      |        |  |     |      | 1.I.3.T | Occupational health          | 7     | 1.2  |  |

<sup>1</sup> Occupied posts only; refers to the requirements of the job, not the skills of the incumbent.  
Coding follows the Common Classification of Occupational Groups, the occupational reference work of the United Nations system.