



## Recursos humanos: informe anual

### Características del personal

#### Informe de la Secretaría

1. La información que sigue constituye una **descripción preliminar** de las características del personal de la Organización a **30 de septiembre de 2004**. En ella se ofrecen datos sobre la situación general de la dotación de personal por lugar principal de destino y grado, su distribución por sexo, la representación geográfica, los grupos de edad, la jubilación, las contrataciones externas, los funcionarios nacionales del cuadro orgánico y la distribución del personal por grandes grupos ocupacionales. El sexto informe anual sobre los recursos humanos, con los datos completos a 31 de diciembre de 2004, se presentará a la 58ª Asamblea Mundial de la Salud.

#### Categorías de los nombramientos

2. Al 30 de septiembre de 2004, la OMS disponía de un total de 3951 funcionarios de carrera/servicio o con nombramientos a plazo fijo de entre uno y cinco años (en adelante denominados conjuntamente funcionarios con contratos de larga duración).<sup>1</sup> De ellos, 1548 (39,2%) pertenecían a la categoría profesional, 2167 (54,8%) a la de servicios generales y 236 (6%) a la de funcionarios nacionales del cuadro orgánico (véase el cuadro 1).<sup>2</sup> El número de funcionarios con contratos de larga duración ha aumentado en 109 (2,8%), en comparación con el existente al 31 de diciembre de 2003 según consta en el informe anual de 2003.<sup>3</sup>

3. Además del personal con contratos de larga duración, al 30 de septiembre de 2004 había 4090 funcionarios temporales (1663 con contratos de corta duración y 2427 con contratos de duración limitada) (véase el cuadro 2).

#### Distribución por sexos

4. El porcentaje de mujeres en la categoría profesional ha aumentado desde el último informe anual (del 33,6% al 34,4%).

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<sup>1</sup> Esta cifra no incluye el personal de la OPS ni del CIIC.

<sup>2</sup> Disponible solamente en francés y en inglés. Se anexan en inglés la totalidad de los cuadros; el cuadro 12 se anexa también en francés (los cuadros restantes se facilitarán en francés a los interesados que los soliciten).

<sup>3</sup> Véase el documento A57/26.

5. El cuadro 3 muestra la distribución del personal con contratos de larga duración por ubicación orgánica, grado y sexo. Se observa que, de los 1548 funcionarios de la categoría profesional con nombramientos de larga duración, 1016 (65,6%) son hombres y 532 (34,4%) son mujeres. Así pues, aunque las mujeres son más numerosas que los hombres en los grados P.2 y P.3, su representación es del 37,8% en el grado P.4, del 28,5% en el grado P.5 y del 19,2% en el grado P.6/D.1. La proporción de mujeres en el grado D.2 ha aumentado desde el último informe anual hasta llegar a un 25%.

### **Representación geográfica**

6. En septiembre de 2004, 114 países estaban dentro de su margen conveniente de representación (habiendo alcanzado seis de ellos el límite superior del margen), 25 estaban sobrerrepresentados, 13 subrepresentados y 42 (entre ellos dos Miembros Asociados) no tenían representación alguna (véase el cuadro 4). En el cuadro 5 se detalla el nivel de representación de los países por región.

- Tres países que no estaban representados (Camboya, Kirguistán y Singapur) se encuentran ahora dentro de su margen conveniente de representación.
- Dos países que antes estaban dentro de su margen conveniente de representación (Haití y Lesotho) no están representados ahora.
- Tres países que estaban dentro de su margen conveniente de representación (Australia, Côte d'Ivoire y Sudán) están ahora representados en exceso.

7. En el cuadro 6 se presenta la distribución del personal por lugar de destino y región de nacionalidad.

### **Edad, antigüedad en el servicio y movimiento de personal**

8. Más de la mitad del personal de la categoría profesional (51%) tiene 50 años o más. En la categoría de servicios generales, el grupo de edad más numeroso es ahora el de 50 años o más (38%), mientras que en el caso de los funcionarios nacionales del cuadro orgánico lo integran los que están en la década de los 40 (49,2%) (véanse los cuadros 7 y 8).

9. El grupo más nutrido de funcionarios (41,8%) corresponde a quienes tienen menos de cinco años de servicio. La antigüedad media en el servicio es aproximadamente de ocho años para los funcionarios de la categoría profesional y de 13 años para los de la categoría de servicios generales (véase el cuadro 9).

10. En el cuadro 10 se presentan datos sobre nombramientos de personal (funcionarios que se han incorporado en el periodo que llega hasta el 30 de septiembre de 2004). Se observa que, en la categoría profesional, 74 personas (43,2%) han sido contratadas del exterior, 53 (39,6%) tenían anteriormente contratos temporales y 22 (31,8%) han sido trasladadas de otros organismos.

11. Según las proyecciones actuales, aproximadamente un 16% del personal se jubilará en los próximos cinco años, y más de un 38% lo hará en los próximos 10 años (véase el cuadro 11).

## Grupos ocupacionales

12. El 47,1% de los cargos que ocupa el personal profesional pertenecen a la categoría «especialistas en odontología, nutrición, medicina, enfermería y veterinaria». Dentro de este grupo, el 92,1% son especialistas en medicina, y el 1,8% son enfermeras. El siguiente grupo ocupacional más numeroso corresponde a los especialistas en administración, que representan el 28,9% (véase el cuadro 12). En este grupo, un 16,8% corresponde a especialistas en informática, un 15% a especialistas en gestión financiera y un 14,8% a administrativos.

## CUADROS

13. Se enumeran a continuación los cuadros mencionados en el presente informe, para facilitar su consulta:

Cuadro 1	Número de funcionarios con contratos de larga duración, por grado y lugar principal de destino: 2001, 2003 y 2004
Cuadros 2a y 2b	Número de funcionarios con contratos de larga duración y temporales, al 30 de septiembre de 2004 y al 30 de septiembre de 2003
Cuadro 3	Distribución de los funcionarios por ubicación orgánica, grado y sexo, al 30 de septiembre de 2004
Cuadro 4	Resumen por regiones de los países no representados convenientemente, al 30 de septiembre de 2004
Cuadros 5a-f	Nivel de representación de los países al 30 de septiembre de 2004
Cuadro 6	Total de funcionarios de la categoría profesional, por lugar de destino y región de nacionalidad, al 30 de septiembre de 2004
Cuadro 7	Distribución de los funcionarios por edad, sexo y región, al 30 de septiembre de 2004
Cuadro 8	Distribución de los funcionarios (todos los lugares de destino) por grado y edad, al 30 de septiembre de 2004
Cuadro 9	Distribución de los funcionarios según la antigüedad en el servicio, al 30 de septiembre de 2004
Cuadro 10	Nombramientos durante el año 2004 (hasta el 30 de septiembre de 2004)
Cuadro 11	Previsiones de jubilación de funcionarios
Cuadro 12	Distribución de los puestos ocupados de las categorías profesional y superior entre los principales grupos ocupacionales

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

\* Associate Member.



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

## Professional staff

Location	20-29 years			30-39 years			40-49 years			50-59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	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 30 September 2003	New appointments		Conversion of tempo- rary contracts		Interagency transfers		Total number of ap- pointments	
			No. of staff	% of women	No. of staff	% of women	No. of staff	% of women	No. of staff	% of 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 30 September 2003	Staff due to retire							
			by 30 September 2004*		by 30 September 2006*		by 30 September 2008*		by 30 September 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
<b>Total</b>	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.

**TABLEAU 12. REPARTITION DES POSTES DE LA CATEGORIE PROFESSIONNELLE  
ET DE RANG SUPERIEUR SELON LES PRINCIPAUX GROUPES PROFESSIONNELS<sup>1</sup>**

**1 Professions scientifiques, techniques  
et administratives**

	Postes	%		Postes	%		
1.A	Spécialistes de l'administration	399	28,9	1.A	Spécialistes de l'administration		
1.B	Architectes, ingénieurs	23	1,7	1.A	Spécialistes de l'administration (en général)	20	5,0
1.C	Archivistes, conservateurs de musée, spécialistes de l'information et bibliothécaires	16	1,2	1.A.1	Spécialistes de la gestion financière	60	15,0
1.D	Artistes	1	0,1	1.A.2	Analystes de la gestion et des programmes	21	5,3
1.E	Economistes	21	1,5	1.A.3	Administrateurs de services de bâtiments	11	2,8
1.F	Spécialistes de l'enseignement	17	1,2	1.A.4	Administrateurs de services de conférences	4	1,0
1.G	Juristes	11	0,8	1.A.5	Spécialistes du traitement électronique de l'information	67	16,8
1.H	Biologistes	68	4,9	1.A.6	Spécialistes de l'administration du personnel	40	10,0
				1.A.7	Spécialistes des services d'impression	2	0,5
				1.A.8	Spécialistes de l'information	27	6,8
				1.A.9	Spécialistes des achats et marchés	9	2,3
				1.A.10	Spécialistes des activités de représentation et du protocole	26	6,5
				1.A.11	Administrateurs de la coopération technique	42	10,5
				1.A.12	Fonctionnaires d'administration	59	14,8
				1.A.21	Vérificateurs comptables	9	2,3
				1.A.22	Administrateurs des hôpitaux	1	0,3
				1.A.23	Spécialistes des dossiers et documents	1	0,3

1.I	Médecins, dentistes, nutritionnistes, infirmiers et vétérinaires	649	47,9	1.I	Médecins, dentistes, nutritionnistes, infirmiers et vétérinaires		
1.J	Spécialistes des sciences physiques	6	0,4	1.I	Médecins (en général)	2	0,3
1.K	Spécialistes des ventes et de la commercialisation	1	0,1	1.I.1	Dentistes	2	0,3
1.L	Spécialistes des sciences sociales	52	4,1	1.I.2	Diététiciens, nutritionnistes	11	1,7
1.M	Statisticiens et mathématiciens	18	1,3	1.I.3	Médecins et chirurgiens	598	92,1
1.N	Spécialistes des transports	1	0,1	1.I.4	Infirmiers(ères)	12	1,8
1.O	Rédacteurs, traducteurs, interprètes	59	4,9	1.I.5	Opticiens	2	0,3
1.P	Personnels des professions scientifiques, techniques et administratives pour lesquels il n'existe pas de code de catégorie d'emploi	6	0,2	1.I.6	Pharmaciens	5	0,8
1.R	Spécialistes des sciences de l'environnement	15	1,0	1.I.8	Vétérinaires	9	1,4
1.S	Spécialistes des secours	14	0,7	1.I.10	Spécialistes de laboratoires de santé	8	1,2
1.T	Spécialistes des communications électroniques	2	0,1				

Postes %

1.I.3	Médecins et chirurgiens	598	92,1	1.I.3	Médecins et chirurgiens		
1.I.3	Médecins	56	9,4	1.I.3.A	Administrateurs de services de restauration	0	0,0
1.I.3.B	Epidémiologistes	100	16,7	1.I.3.B	Epidémiologistes	100	16,7
1.I.3.D	Médecins généralistes	4	0,7	1.I.3.D	Médecins généralistes	4	0,7
1.I.3.E	Hématologistes	8	1,3	1.I.3.E	Hématologistes	8	1,3
1.I.3.F	Neurologistes	1	0,2	1.I.3.F	Neurologistes	1	0,2
1.I.3.G	Spécialistes de santé de la famille	37	6,2	1.I.3.G	Spécialistes de santé de la famille	37	6,2
1.I.3.H	Ophtalmologistes	4	0,7	1.I.3.H	Ophtalmologistes	4	0,7
1.I.3.I	Immunologistes	10	1,7	1.I.3.I	Immunologistes	10	1,7
1.I.3.K	Spécialistes des maladies non transmissibles	16	2,7	1.I.3.K	Spécialistes des maladies non transmissibles	16	2,7
1.I.3.L	Gériatres	1	0,2	1.I.3.L	Gériatres	1	0,2
1.I.3.M	Spécialistes de la santé mentale	11	1,8	1.I.3.M	Spécialistes de la santé mentale	11	1,8
1.I.3.N	Spécialistes de la santé publique	194	32,4	1.I.3.N	Spécialistes de la santé publique	194	32,4
1.I.3.O	Radiologues	1	0,2	1.I.3.O	Radiologues	1	0,2
1.I.3.Q	Spécialistes de médecine traditionnelle	3	0,5	1.I.3.Q	Spécialistes de médecine traditionnelle	3	0,5
1.I.3.S	Spécialistes des maladies transmissibles	145	24,2	1.I.3.S	Spécialistes des maladies transmissibles	145	24,2
1.I.3.T	Médecins du travail	7	1,2	1.I.3.T	Médecins du travail	7	1,2

<sup>1</sup> Uniquement les postes occupés ; il est fait référence aux qualifications exigées pour l'emploi et non aux compétences du titulaire.  
Le codage suit le Classement commun des groupes professionnels, qui sert de référence à l'intérieur du système des Nations Unies.