

# **Human resources: annual report**

## **Report by the Secretariat**

### **STAFFING PROFILE**

1. This report presents the Organization's staffing profile as at 31 July 2010;<sup>1</sup> as human resources annual reports have been available for more than 10 years, it also provides an analysis of some aspects of the evolution of the workforce. The data include details on: appointment categories; staff distribution by sex; geographical representation; age, grade, length of service and turnover of staff; and distribution of staff in professional and higher category posts across main occupational groups.
2. The final report containing complete data on the staffing profile as at 31 December 2010 will be submitted to the Sixty-fourth World Health Assembly.

### **Appointment categories**

3. As at 31 July 2010, WHO had a total of 7175 staff members holding a fixed-term or a continuing appointment (both referred to hereinafter as "long-term appointments"),<sup>2</sup> of whom 2410 (33.6%) were in the professional and higher categories, 892 (12.4%) were in the national professional officer category and 3873 (54.0%) in general services category (see Table 1). The number of staff members holding long-term appointments has increased by 227 (3.3%) compared with the number reported in the staffing profile as at 31 December 2009.<sup>3</sup>
4. As at 31 July 2010, 1624 staff were on temporary appointments (see Figure 1 and Table 1), a slight decrease compared with the number reported in the profile as at 31 December 2009. Temporary staff currently represent 18.5% of the total workforce compared with 45.7% reported for 2000.<sup>4</sup> This constitutes a 27.2% reduction in the proportion of that type of appointment and a decrease of 44.7% in the number of temporary staff during this period. If the figure for 2010 is compared with the 2002 peak

---

<sup>1</sup> The reference date has been changed from 30 September to facilitate earlier production of the report with final data.

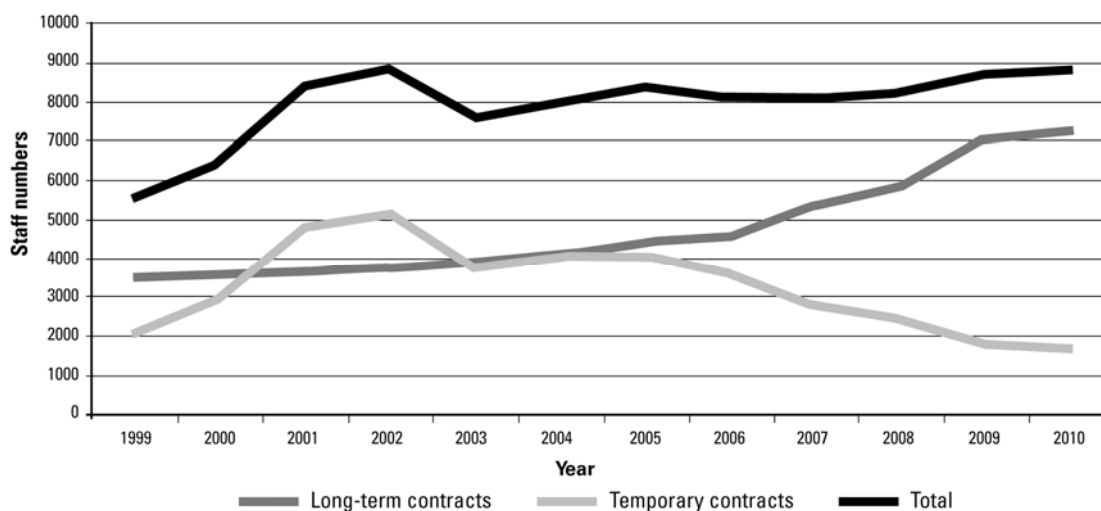
<sup>2</sup> This figure does not include staff members from PAHO, IARC or any agencies administered by WHO; it does include staff in special programmes and collaborative arrangements hosted by WHO.

<sup>3</sup> Document A63/40.

<sup>4</sup> Document A54/28.

figure of 5091 staff members with temporary appointments,<sup>1</sup> the percentage decrease in the staff employed on this type of appointment, is 68.1%.

**Figure 1. Number of staff by contract type**



5. Table 2 sets out the distribution of staff members holding long-term appointments by organizational location, grade and sex. Within the distribution for the professional and higher categories, it can be observed that the proportion of staff by grade has changed most significantly at grades P.3 to P.5 (P.3: 10.3% to 15.3%; P.4: 27.2% to 35.7%; and P.5: 40.0% to 31.5%). These changes mean that a total of 56.6% of staff holding long-term appointments are at grade P.4 or below compared with 45.3% in 2000.

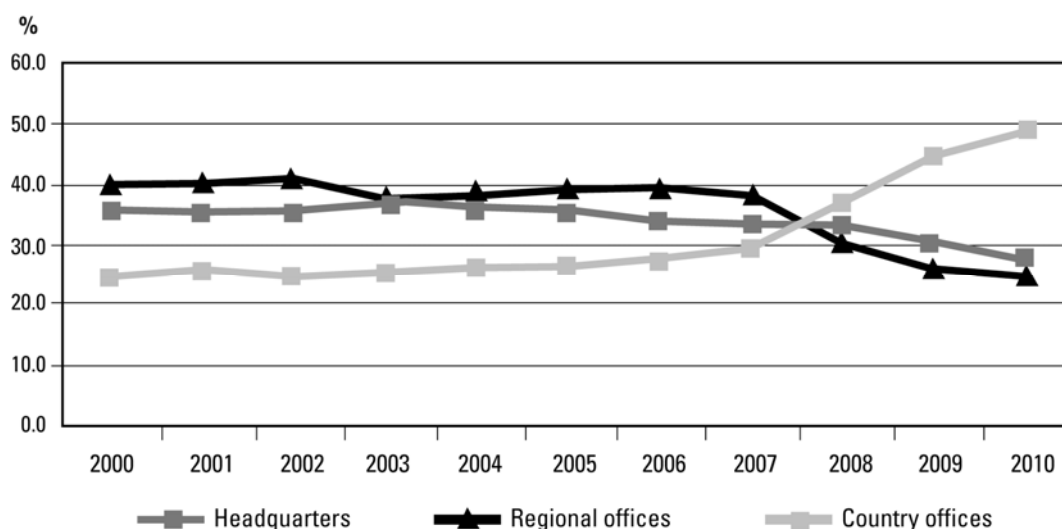
### Staff category by organizational location and office type<sup>2</sup>

6. In 2000, 35.5% of staff members holding long-term appointments were assigned to headquarters, 39.9% to regional offices and 24.5% to country offices. In July 2010 the figures were 26.8%, 24.5% and 48.7% respectively, confirming a significant shift in the location of long-term staff towards the country level. This reflects the more rational and strategic deployment of human resources throughout the Organization that is being undertaken in support of WHO's country operations (see Figure 2).

<sup>1</sup> See document A56/38.

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

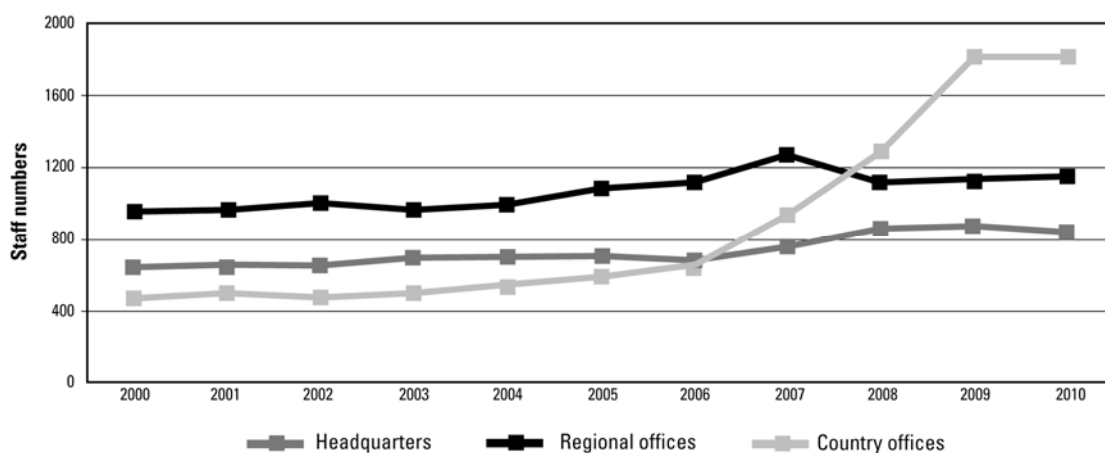
**Figure 2. Distribution of staff holding long-term contracts, by office type 2000–2010**



7. Between 2000 and 2010, the number of staff holding long-term contracts in the national professional officer category increased nearly sevenfold, rising from 128 in 2000 to 892 in 2010. Figure 4 indicates that, in this category, staff numbers at country office level increased gradually between 2000 and 2007; the substantial growth visible between 2008 and 2010 was linked to changes in appointment type. The vast majority of national professional officers (70.2%) are located in the African Region, while 10.5% are based in the European Region.

8. In the general service category, staff numbers rose rapidly between 2006 and 2009, levelling off in 2010 (see Figure 3).

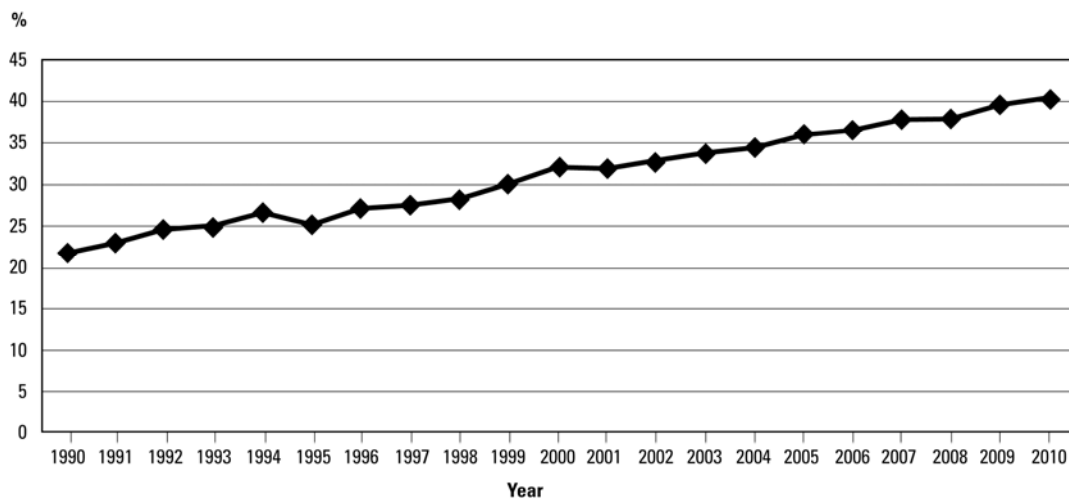
**Figure 3. Number of staff holding long-term contracts in the general service category 2000–2010**



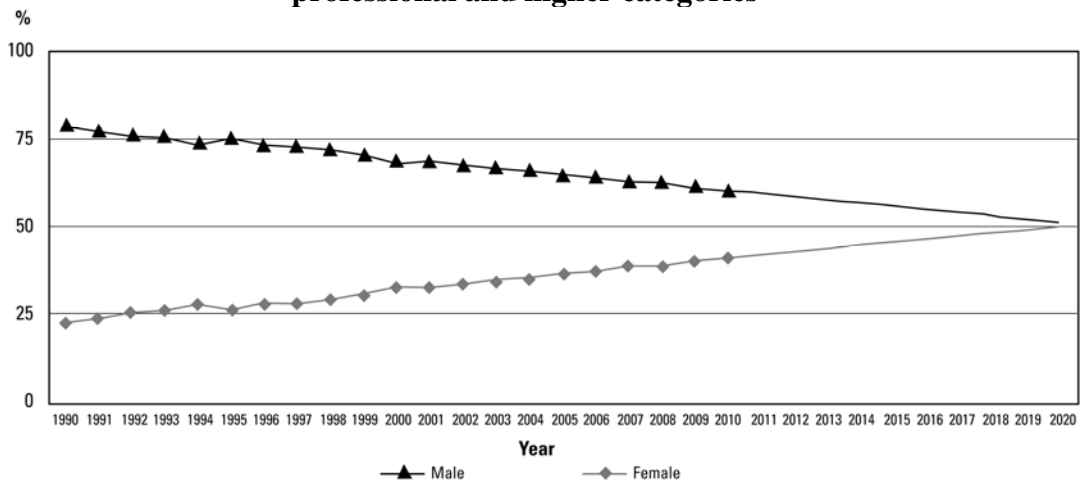
**Distribution of staff by sex**

9. The representation of women in the professional and higher categories has increased steadily over the past 10 years, rising from 31.9% in December 2000 to 40.2% in July 2010. Over the past 20 years, representation of women has almost doubled. Figure 4 illustrates the annual increases over that period, highlighting the redoubled efforts made to achieve the target of gender balance. If the current trend is maintained, gender parity in the Organization could be a realistic target for the next decade (see Figure 5).

**Figure 4. Percentage of women in the professional and higher categories, 1990–31 July 2010**



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



10. As at 31 July 2010, 1442 (59.8%) of the 2410 staff members in the professional and higher categories on long-term appointments were men and 968 were women (40.2%).

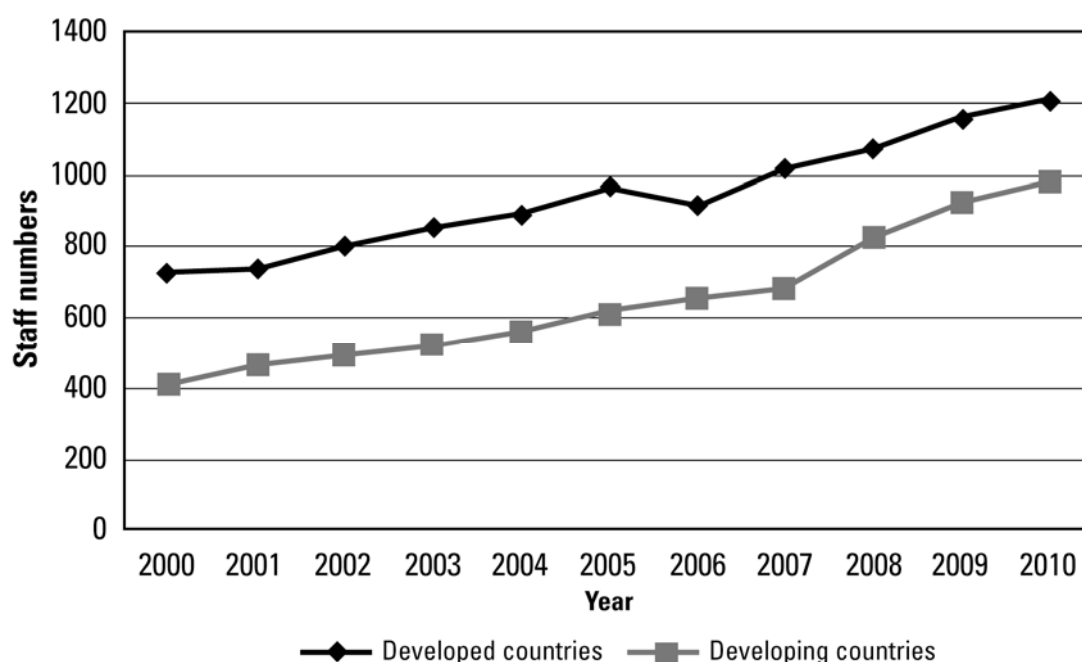
11. At the higher grades in this category men outnumber women (see Table 2), although the number of women in these grades has been steadily increasing over time. For example, in 2000, 34.7% of staff members at grade P.4 were women, while as at 31 July 2010, the percentage had increased to 42.3%. Over the same period, the percentage of women at grade P.5 rose from 24.6% to 33.3%. At the most senior levels the picture is more mixed. As at 31 July 2010, the proportion of women at P.6/D.1 was 21.0%, compared with 24.5% in 2000; however, at grade D.2 the percentage had risen from 9.8% to 24.4%, with an increase from 20.0% to 38.1% recorded for women in ungraded posts.

12. In the national professional officer category, the percentage of women has remained relatively stable: in July 2010 it was 33.9%, compared with 30.5% in 2000. In the general service category, whereas women made up 57.9% of the category in December 2000, they now represent 52.2%.

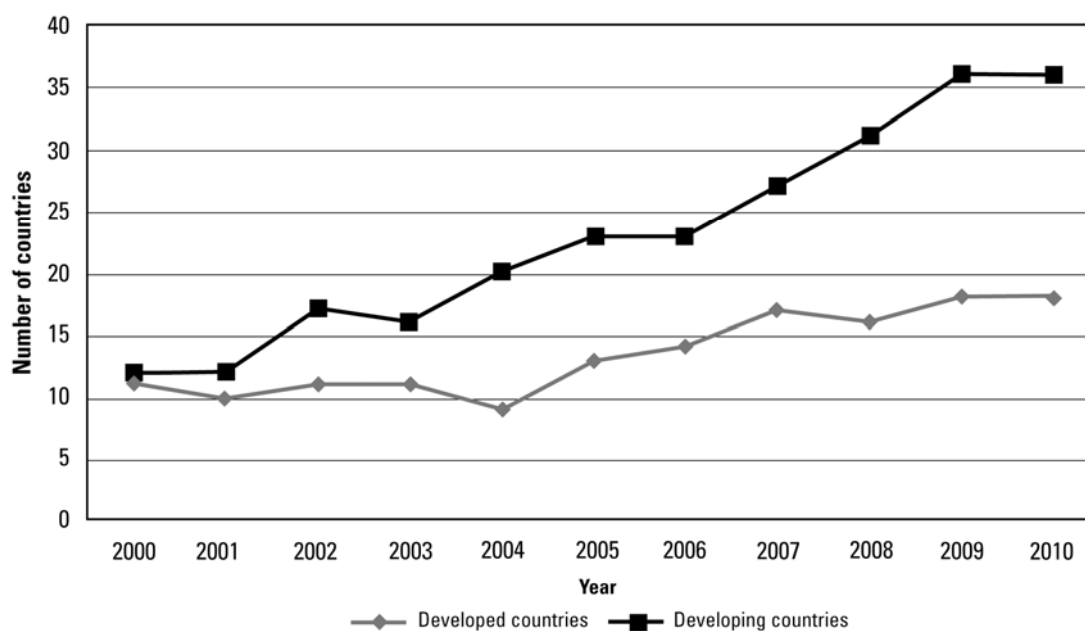
### Geographical representation

13. As part of WHO's activities to achieve greater diversity in the workforce, targeted efforts to improve geographical representation have continued. Statistics have been analysed to generate diversity profiles, and the latter have been applied in the context of the Organization's future staffing needs in order to highlight new sources of talent and identify both gaps in the planning of activities and priority groups for attention (see Figure 6).

**Figure 6. Number of staff in the professional and higher categories in posts counted for geographical representation 200–2010**



14. It can be seen from Figure 7 that efforts to increase the number of nationals of developing countries recruited to positions in the professional and higher categories have resulted in an increase in the number of developing countries that are overrepresented in relation to their desirable range.

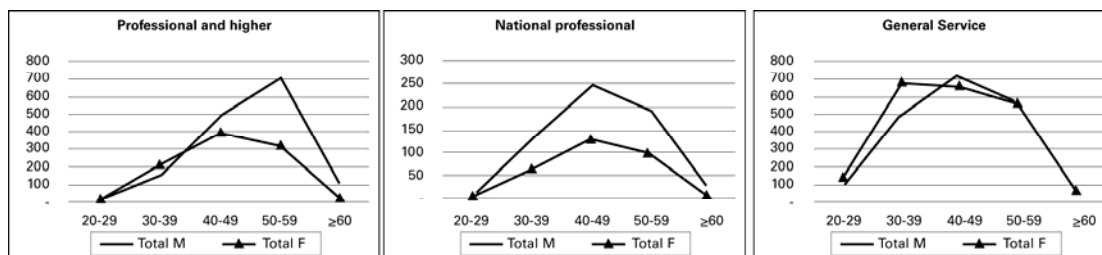
**Figure 7. Number of countries overrepresented in WHO 2000–2010**

15. Tables 4a–f give details of the status of representation of Member States for each region (the data exclude staff members in posts funded by their country of nationality). The following changes have taken place since the last annual report as at 31 December 2009:

- two Member States that were previously unrepresented (Lithuania and Suriname) are now within their desirable range of geographical representation;
- one Member State that was underrepresented (Israel) is now within its desirable range of geographical representation;
- three Member States that were previously overrepresented (Brazil, Colombia and Thailand) are now within their desirable range of geographical representation;
- two Member States that were previously within their desirable range of geographical representation (Germany and Iran (Islamic Republic of)) are now overrepresented.

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

16. As at 31 July 2010, within the professional and higher categories, 52.7% of staff members were aged under 50 years. In the general service category, 69.8% of staff members were in this age group, while in the national professional officer category the proportion was 64.0% (see Figure 8). In the professional and higher categories, the largest number of staff members were aged between 50 and 59 years (42.4%). In the general service category, 42.0% of staff members were aged between 40 and 49 years, constituting the largest group of staff members in this category. In the national professional officer category, 35.2% of staff members were aged between 40 and 49 years – the largest group for this category (see Tables 5 and 6).

**Figure 8. Number of staff holding long-term contracts by age and sex, by category**

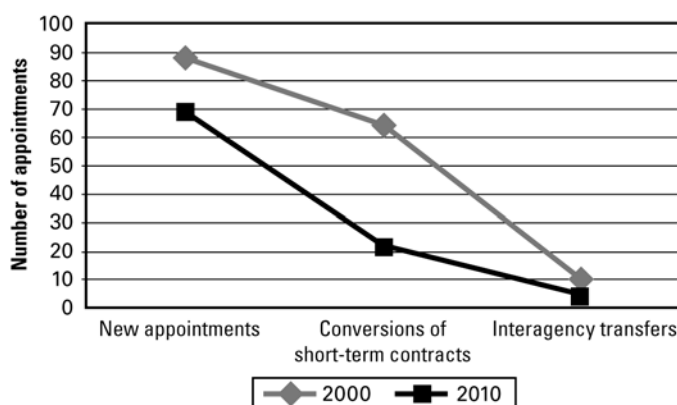
17. According to current projections, 13.6% of the workforce is due to retire in the next five years (18.5% of staff in the professional and higher categories) and 27.2% in the next 10 years (35.6% of staff in the professional and higher categories) (see Table 9).

18. When the figures are analysed by sex, it can be seen that male staff in the professional and higher categories are older than women. As a consequence, they will retire before their female colleagues, which will offer an opportunity to improve the gender balance further.

19. In 2000 staff members with less than five years of service represented 29.9% of the total number of staff holding long-term appointments; by contrast, in 2010 they represent 57.7%. These numbers reflect the marked increase in fixed-term recruitment during the past five years (see Table 7).

20. In 2000, the average length of service was 11.5 years (8.8 years for staff in the professional and higher categories and 13.7 years for general service staff). Since 2005, the average length of service has remained stable at about seven years for staff in the professional and higher categories, and about eight years for staff in the general service category.

21. Table 8 and Figure 9 provide data on staff appointments, including those of staff members who commenced employment in the period 1 January 2010 to 31 July 2010. In the case of the professional and higher categories, 66 staff members (69.5%) were recruited externally, 25 appointments (26.3%) were conversions of existing temporary contracts and 4 staff members (4.2%) were appointed through interagency transfer.

**Figure 9. Appointments and posts in the professional and higher categories by source of recruitment**

22. Table 9 shows staff retirement projections over the next 10 years.

### **ACTION BY THE EXECUTIVE BOARD**

23. The Board is invited to note the report.

### **TABLES**

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

Table 1 Number of staff holding long-term and temporary appointments as at 31 July 2010

Table 2 Distribution of staff holding long-term appointments by organizational location, grade and sex as at 31 July 2010

Table 3 Summary of countries not within range by region as at 31 July 2010

Table 4a-f Status of representation of countries as at 31 July 2010

Table 5 Staff by age, sex and location as at 31 July 2010

Table 6 Staff by grade and age (all locations) as at 31 July 2010

Table 7 Staff by length of service as at 31 July 2010

Table 8 Appointments during year 2010 (up to 31 July 2010)

Table 9 Staff retirement projections



**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS  
AS AT 31 JULY 2010**

Category	Headquarters	Special programmes and collaborative arrangements	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
<b>Long-term appointments</b>									
Professional staff	1 043	190	418	87	129	177	174	192	2 410
National professional staff	34	0	626	3	45	94	40	50	892
General service staff	830	95	1 474	59	372	266	470	307	3 873
<b>Total</b>	<b>1 907</b>	<b>285</b>	<b>2 518</b>	<b>149</b>	<b>546</b>	<b>537</b>	<b>684</b>	<b>549</b>	<b>7 175</b>
<b>Temporary appointments</b>									
Professional staff	291	202	58	11	67	25	136	40	830
National professional staff	4	0	23	0	54	9	47	8	145
General service staff	266	27	97	6	101	29	68	55	649
<b>Total</b>	<b>561</b>	<b>229</b>	<b>178</b>	<b>17</b>	<b>222</b>	<b>63</b>	<b>251</b>	<b>103</b>	<b>1 624</b>
<b>Total number of staff</b>	<b>2 468</b>	<b>514</b>	<b>2 696</b>	<b>166</b>	<b>768</b>	<b>600</b>	<b>935</b>	<b>652</b>	<b>8 799</b>

TABLE 2. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY ORGANIZATIONAL LOCATION, GRADE AND SEX AS AT 31 JULY 2010

## 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	15	36	51	87	140	227	185	211	396	246	153	399	85	24	109	28	8	36	9	6	15	655	578	1233	53.1	46.9
Africa	0	0	0	17	14	31	36	21	57	137	50	187	88	13	101	28	11	39	1	1	2	1	0	1	308	110	418	73.7	26.3
The Americas	0	0	0	1	5	6	5	2	7	36	19	55	11	5	16	2	0	2	0	0	0	0	1	1	55	32	87	63.2	36.8
South-East Asia	0	0	0	0	0	0	5	5	10	21	10	31	47	23	70	13	2	15	2	0	2	1	0	1	89	40	129	69.0	31.0
Europe	3	9	12	7	17	24	19	17	36	29	28	57	21	14	35	9	1	10	1	1	2	0	1	1	89	88	177	50.3	49.7
Eastern Mediterranean	1	2	3	4	5	9	12	10	22	38	15	53	36	19	55	24	5	29	1	1	2	1	0	1	117	57	174	67.2	32.8
Western Pacific	0	0	0	0	0	0	6	3	9	51	31	82	58	26	84	12	3	15	1	0	1	1	0	1	129	63	192	67.2	32.8
<b>Total</b>	4	11	15	44	77	121	170	198	368	497	364	861	507	253	760	173	46	219	34	11	45	13	8	21	1442	968	2410	59.8	40.2
<b>Percentage by grade</b>	26.7	73.3	100.0	36.4	63.6	100.0	46.2	53.8	100.0	57.7	42.3	100.0	66.7	33.3	100.0	79.0	21.0	100.0	75.6	24.4	100.0	61.9	38.1	100.0	59.8	40.2	100.0		
<b>Percentage of total</b>			0.6			5.0			15.3			35.7			31.5			9.1			1.9			0.9			100.0		

## 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
Headquarters*	0	1	1	10	9	19	9	5	14	0	0	0	19	15	34	55.9	44.1
Africa	11	5	16	160	41	201	279	125	404	4	1	5	454	172	626	72.5	27.5
The Americas	0	0	0	0	1	1	1	1	2	0	0	0	1	2	3	33.3	66.7
South-East Asia	4	2	6	5	6	11	22	5	27	1	0	1	32	13	45	71.1	28.9
Europe	7	7	14	26	36	62	11	7	18	0	0	0	44	50	94	46.8	53.2
Eastern Mediterranean	0	0	0	18	13	31	4	4	8	1	0	1	23	17	40	57.5	42.5
Western Pacific	2	4	6	9	14	23	6	13	19	0	2	2	17	33	50	34.0	66.0
<b>Total</b>	24	19	43	228	120	348	332	160	492	6	3	9	590	302	892	66.1	33.9
<b>Percentage by grade</b>	55.8	44.2	100.0	65.5	34.5	100.0	67.5	32.5	100.0	66.7	33.3	100.0	66.1	33.9	100.0		
<b>Percentage of total</b>			4.8			39.0			55.2			1.0			100.0		

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

## 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	1	1	2	23	12	35	41	150	191	83	334	417	70	188	258	8	14	22	226	699	925	24.4	75.6		
Africa	45	19	64	521	9	530	103	21	124	57	106	163	68	155	223	91	109	200	87	83	170	972	502	1474	65.9	34.1		
The Americas	0	0	0	0	0	0	0	0	0	2	9	11	4	13	17	5	21	26	0	5	5	11	48	59	18.6	81.4		
South-East Asia	9	1	10	59	0	59	34	8	42	32	43	75	46	48	94	32	16	48	30	14	44	242	130	372	65.1	34.9		
Europe	0	0	0	19	0	19	18	11	29	8	34	42	23	117	140	11	19	30	2	4	6	81	185	266	30.5	69.5		
Eastern Mediterranean	33	2	35	49	1	50	46	3	49	22	65	87	38	102	140	34	39	73	10	26	36	232	238	470	49.4	50.6		
Western Pacific	3	5	8	19	0	19	22	9	31	10	57	67	5	84	89	21	44	65	7	21	28	87	220	307	28.3	71.7		
<b>Total</b>	90	27	117	668	11	679	246	64	310	172	464	636	267	853	1120	264	436	700	144	167	311	1851	2022	3873	47.8	52.2		
<b>Percentage by grade</b>	76.9	23.1	100.0	98.4	1.6	100.0	79.4	20.6	100.0	27.0	73.0	100.0	23.8	76.2	100.0	37.7	62.3	100.0	46.3	53.7	100.0	47.8	52.2	100.0				
<b>Percentage of total</b>			3.0			17.5			8.0			16.4			28.9			18.1			8.0			100.0				

M – male, F – female, T – total.

**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 31 JULY 2010**

Region	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>Africa</b>	Lesotho Seychelles Swaziland		Algeria Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Gambia Ghana Guinea Kenya Madagascar Malawi Mali Niger Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
<b>The Americas</b>	Antigua and Barbuda Bahamas Barbados Grenada Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname		Canada Peru

\* Associate Member.

Region	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>South-East Asia</b>			India Sri Lanka
<b>Europe</b>	Andorra Bosnia and Herzegovina Cyprus Iceland Luxembourg Monaco Montenegro San Marino The former Yugoslav Republic of Macedonia		Belgium Denmark France Germany Ireland Italy Netherlands Russian Federation Spain Sweden Switzerland United Kingdom of Great Britain and Northern Ireland
<b>Eastern Mediterranean</b>	Kuwait Oman Qatar United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon Pakistan Sudan Tunisia
<b>Western Pacific</b>	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Micronesia (Federated States of) Nauru Niue Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia New Zealand Philippines

\* Associate Member.

**TABLE 4a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 JULY 2010**

**African Region**

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D.1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Algeria	2-10			1	2	2	2	4		1					8	4	12			
Angola	1-8			1		2	1	1		1				1	6	1	7			
Benin	1-8					8		2			1				10	1	11			
Botswana	1-8		1				1				1				1	2	3			
Burkina Faso	1-8			1	2	2	3	7		1					12	6	18			
Burundi	1-8					2	3	4	2	2					8	5	13			
Cameroon	1-8			1	1	4	1	5	2	1	1	2	1		13	6	19			
Cape Verde	1-7											1			0	1	1			
Central African Republic	1-8					2		1		1					4	0	4			
Chad	1-8			1	2	1		2							5	1	6			
Comoros	1-7							1							1	0	1			
Congo	1-8			5		5		4		1		1			16	0	16			
Côte d'Ivoire	1-8					3	3	4	1		2				10	4	14			
Democratic Republic of the Congo	2-12					2		15	1	4		1		2	24	1	25			
Equatorial Guinea	1-7							1		1					2	0	2			
Eritrea	1-8			1	1	4									5	1	6			
Ethiopia	2-12				2	1	1	7	4	7	1		1		15	9	24			
Gabon	1-8					2		1		1					2	2	4			
Gambia	1-8			1				6	1			1			8	1	9			
Ghana	1-8				1	1		5	4	5	1		1		11	8	19			
Guinea	1-8			1				4		2	1	1			8	1	9			
Guinea-Bissau	1-8							1	1		1	1			2	2	4			
Kenya	1-10					1		4	7	3	2	2			9	10	19			

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D.1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Lesotho	1-8																0	0	0		
Liberia	1-8				1		1				1						1	2	3		
Madagascar	1-8			1	2	1	2	1	3	1							4	7	11		
Malawi	1-8				1		3	1	6								10	1	11		
Mali	1-8				1		10	1	5		1		1				17	2	19		
Mauritania	1-8			2			3		2		1						8	0	8		
Mauritius	1-8			1		1	1	2		1		1					6	1	7		
Mozambique	1-8						1	2	1		1	1					3	3	6		
Namibia	1-8						1	1	1								2	1	3		
Niger	1-8					2		2	1	3		1					6	3	9		
Nigeria	4-14			1		3	1	9		7	2	3					23	3	26		
Rwanda	1-8				1			4		9		1					14	1	15		
Sao Tome and Principe	1-7			1				1									2	0	2		
Senegal	1-8							4	3	5	2	1	1		1		10	7	17		
Seychelles	1-7																0	0	0		
Sierra Leone	1-8					1		1	1	1	1						2	3	5		
South Africa	4-11					1		1	3	6	3				1		7	8	15		
Swaziland	1-7																0	0	0		
Togo	1-8					2		5	1	5		2					14	1	15		
Uganda	1-8					1		6	5	8	1	2	1				17	7	24		
United Republic of Tanzania	1-10					2		6	3	1	2	1	2				8	9	17		
Zambia	1-8				1		2	3	4	5	1	1					9	8	17		
Zimbabwe	1-8				1	3	3	2	1	4	1	2					12	5	17		
<b>Total – African Region</b>		0	0	16	14	36	22	143	62	122	23	34	14	2	2	2	2	1	355	138	493

M – male, F – female.

**TABLE 4b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 JULY 2010**

**Region of the Americas**

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Antigua and Barbuda	1-7																	0	0	0
Argentina	9-16				1	2	6	3	1	1		1				1		8	8	16
Bahamas	1-7																	0	0	0
Barbados	1-7																	0	0	0
Belize	1-7							1										0	1	1
Bolivia (Plurinational State of)	1-8				1		2		1		1							0	5	5
Brazil	21-29					3	6	6	4	4	6							16	13	29
Canada	19-26		1	1	2	1	6	14	9	13	5	3	2	2				32	25	59
Chile	2-9				1		1		2		1							1	4	5
Colombia	3-10				1		1	3	1	3	1							6	4	10
Costa Rica	1-8				1			2										2	1	3
Cuba	1-8					1		5		1								7	0	7
Dominica	1-7															1		0	1	1
Dominican Republic	1-8					1		1										2	0	2
Ecuador	1-8					1		2	2									3	2	5
El Salvador	1-8							1	2	1								2	2	4
Grenada	1-7																	0	0	0
Guatemala	1-8							1		4								5	0	5
Guyana	1-7					1	1			1								1	2	3
Haiti	1-8									1								1	0	1
Honduras	1-8							2		1								3	0	3
Jamaica	1-8								1									0	1	1
Mexico	11-17					1	2	1	4	4	2			1				7	8	15
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									1								1	0	1
Paraguay	1-8							1										1	0	1
Peru	2-10					1	2	7	1			1						9	3	12
Puerto Rico*	1-8																	0	0	0
Saint Kitts and Nevis	1-7																	0	0	0
Saint Lucia	1-7																	0	0	0
Saint Vincent and the Grenadines	1-7																	0	0	0
Suriname	1-7																	0	0	0
Trinidad and Tobago	1-8					1	1				1	1						2	2	4
United States of America	142-193	1		2	5	5	16	26	32	42	24	11	5	2	1			89	83	172
Uruguay	1-8					1		1										1	1	2
Venezuela (Bolivarian Republic of)	2-9			1				1		3	1							4	2	6
<b>Total – Region of the Americas</b>		1	1	5	10	13	38	80	68	79	42	22	8	5	1	0	2	205	170	375

\* Associate Member.

M – male, F – female.



**TABLE 4c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 JULY 2010**

**South-East Asia Region**

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Bangladesh	4-14					1		6		3	1	2					12	1	13		
Bhutan	1-8				1		1		1	1	1						3	2	5		
Democratic People's Republic of Korea	1-8											1					1	0	1		
India	27-38			1	2	16	5	27	12	14	13	5	1		1		63	35	98		
Indonesia	7-14					2				4	3		1	1			5	6	11		
Maldives	1-7										1	1					1	1	2		
Myanmar	2-10							1	2		3	3		1			5	5	10		
Nepal	1-8							1		3		4					8	0	8		
Sri Lanka	1-8			2		1		1		4	3	1	1				8	5	13		
Thailand	4-12							1	1	1	5	3			1		6	6	12		
Timor-Leste	1-7									1							1	0	1		
<b>Total – Region of the Americas</b>		0	0	3	2	17	9	38	15	31	30	21	3	2	1	1	1	1	113	61	174

M – male, F – female.

TABLE 4d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 JULY 2010

## 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							0	1	1	
Andorra	1-7																0	0	0	
Armenia	1-8									1							1	0	1	
Austria	7-14			1	2			3	1		1		1				4	5	9	
Azerbaijan	1-8					1		2	2								3	2	5	
Belarus	1-8							1	1								1	1	2	
Belgium	9-15				1	1	2	2	6	11	1	5		2			21	10	31	
Bosnia and Herzegovina	1-8																0	0	0	
Bulgaria	1-8					1	1	1	1		2						2	4	6	
Croatia	1-8					1	1		3			1					2	4	6	
Cyprus	1-7																0	0	0	
Czech Republic	2-9							1	2	1							2	2	4	
Denmark	6-12		1		1	2	2	3	1	5		3			1		13	6	19	
Estonia	1-8							1				1					1	1	2	
Finland	4-11					1		2	2	1	3						3	6	9	
France	42-58			1	5	10	14	19	12	25	14	9	5	1		1	66	50	116	
Georgia	1-8							1		1				1			1	2	3	
Germany	63-86	1	1		2	5	10	17	16	22	12	4	1		1		49	43	92	
Greece	4-11					1		1	1	2		1					4	2	6	
Hungary	1-8					1		1	1	1	1	1				1	3	4	7	
Iceland	1-7																0	0	0	
Ireland	3-9			1	1		6	1	3	4	2	1		1			8	12	20	
Israel	3-10							1		1	1						1	2	3	
Italy	34-47	1			2	7	5	12	5	15	6	11		5			51	18	69	
Kazakhstan	1-8					2			2								2	2	4	
Kyrgyzstan	1-8							1									0	1	1	
Latvia	1-8							1	1	1							1	2	3	
Lithuania	1-8		1														0	1	1	

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
Luxembourg	1-8																	0	0	0
Malta	1-7							1		1								2	0	2
Monaco	1-7																	0	0	0
Montenegro	1-7																	0	0	0
Netherlands	13-20				2	1	4	7	4	14	5	7	2	1				30	17	47
Norway	5-12						2	2	3		1	1						3	6	9
Poland	4-11		1					1		3	2							4	3	7
Portugal	4-10								3	2								2	3	5
Republic of Moldova	1-8					1	1		2									1	3	4
Romania	1-8					1			3									1	3	4
Russian Federation	12-19			1	3	2	1	5	1	5	3	1			1			15	8	23
San Marino	1-7																	0	0	0
Serbia	1-8				1	1		2	2		1							3	4	7
Slovakia	1-8					1												1	0	1
Slovenia	1-8										1							0	1	1
Spain	18-26		1	1	2	2	2	4	5	5	3	1	1		1			13	15	28
Sweden	8-14				1		5	2	3	2	4			1				5	13	18
Switzerland	9-16			2	1	7	6	5	4	5	4							19	15	34
Tajikistan	1-8						1		1									0	2	2
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	5-12							3	1	2	3	1	1					6	5	11
Turkmenistan	1-8			1			1		1									1	2	3
Ukraine	2-10					2	1	1										3	1	4
United Kingdom of Great Britain and Northern Ireland	37-51	1	2	2	3	6	9	17	13	18	17	6	2	4	2			54	48	102
Uzbekistan	1-10										1							0	1	1
<b>Total – European Region</b>		3	7	10	27	54	77	113	111	149	90	55	12	16	5	2	2	402	331	733

M – male, F – female.

TABLE 4e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 JULY 2010

## Eastern Mediterranean Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Afghanistan	1-8					2		1				1						3	1	4
Bahrain	1-7									1		1						0	2	2
Djibouti	1-7					1				1		1						3	0	3
Egypt	3-12		2	2	2	2	3	8	2	1	5							13	14	27
Iran (Islamic Republic of)	4-12					1		4	2	4	1		1					9	4	13
Iraq	2-9									3					1			4	0	4
Jordan	1-8					1		3	2	2	1		1	1				7	4	11
Kuwait	1-8																	0	0	0
Lebanon	1-8					3		2	2	1	3		1					6	6	12
Libyan Arab Jamahiriya	1-8											1						1	0	1
Morocco	1-10					1	1	1	1	1		2						4	2	6
Oman	1-8																	0	0	0
Pakistan	5-14					2		5	1	14		2						23	1	24
Qatar	1-7																	0	0	0
Saudi Arabia	5-11							1	1	1					1			2	2	4
Somalia	1-8								2	2		2			1			5	2	7
Sudan	1-10					3		4	2	6		4						17	2	19
Syrian Arab Republic	1-8							1	1	2		1						4	1	5
Tunisia	1-8					2	1	2	1	2	2	4						10	4	14
United Arab Emirates	2-8																	0	0	0
Yemen	1-8					3								1				4	0	4
<b>Total – Eastern Mediterranean Region</b>		0	2	2	2	17	5	33	18	40	14	18	4	2	0	3	0	115	45	160

M – male, F – female.

**TABLE 4f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 31 JULY 2010**

**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		2	1	1	10	6	8	8	5		1			25	18	43	
Brunei Darussalam	1-7																0	0	0	
Cambodia	1-8									1							1	0	1	
China	40-55					1	4	5	6	7	2	3			1	1	17	13	30	
Cook Islands	1-7																0	0	0	
Fiji	1-7							1	1	1							2	1	3	
Japan	121-166					2	3	3	6	8	12	6	1		1		23	19	42	
Kiribati	1-7																0	0	0	
Lao People's Democratic Republic	1-8																0	0	0	
Malaysia	3-9			1		1		2	2	4	4		1	1			8	8	16	
Marshall Islands	1-7			1													1	0	1	
Micronesia (Federated States of)	1-7																0	0	0	
Mongolia	1-8							1	3	1	1						2	4	6	
Nauru	1-7																0	0	0	
New Zealand	2-9					2		2		3	4	1		1			9	4	13	
Niue	1-7																0	0	0	
Palau	1-7																0	0	0	
Papua New Guinea	1-8																0	0	0	
Philippines	3-12			3	2	6	7	6	11	3	1	1	2	1			20	23	43	
Republic of Korea	15-21					1	1	2	3	3	1	1			1		8	5	13	
Samoa	1-7																0	0	0	
Singapore	3-10								1								0	1	1	
Solomon Islands	1-7									1							1	0	1	

Country	Range	Staff by grade and sex											All professional staff						
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Tokelau*	1-7														0	0	0		
Tonga	1-7														0	0	0		
Tuvalu	1-7														0	0	0		
Vanuatu	1-7														0	0	0		
Viet Nam	3-12			1	1	1	2	2							4	3	7		
<b>Total – Western Pacific Region</b>		0	1	5	6	15	18	36	43	46	27	12	3	4	0	3	1	121 99 220	

\* Associate Member.

M – male, F – female.

**TABLE 5. STAFF BY AGE, SEX AND LOCATION AS AT 31 JULY 2010**

**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	1	9	10	93	155	248	247	228	475	285	176	461	29	10	39	655	578	1 233
Africa	0	1	1	16	10	26	85	45	130	188	52	240	19	2	21	308	110	418
The Americas	0	0	0	3	1	4	16	14	30	27	16	43	9	1	10	55	32	87
South-East Asia	0	0	0	2	7	9	24	11	35	53	18	71	9	5	14	88	41	129
Europe	2	3	5	13	28	41	36	38	74	33	17	50	5	2	7	89	88	177
Eastern Mediterranean	0	0	0	6	5	11	40	29	69	60	20	80	12	2	14	118	56	174
Western Pacific	0	0	0	16	6	22	47	31	78	54	24	78	12	2	14	129	63	192
<b>Total</b>	3	13	16	149	212	361	495	396	891	700	323	1 023	95	24	119	1 442	968	2 410
<b>Percentage by bracket</b>	18.8	81.2	100.0	41.3	58.7	100.0	55.6	44.4	100.0	68.4	31.6	100.0	79.8	20.2	100.0	59.8	40.2	100.0
<b>Percentage of total</b>	0.7			15.0			37.0			42.4			4.9			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
Headquarters	0	2	2	18	10	28	1	2	3	0	1	1	0	0	0	19	15	34
Africa	1	0	1	79	23	102	202	76	278	153	67	220	19	6	25	454	172	626
The Americas	0	0	0	0	0	0	0	0	0	1	2	3	0	0	0	1	2	3
South-East Asia	0	1	1	2	3	5	9	4	13	19	5	24	2	0	2	32	13	45
Europe	0	1	1	18	19	37	16	19	35	10	11	21	0	0	0	44	50	94
Eastern Mediterranean	0	0	0	4	3	7	9	9	18	9	5	14	1	0	1	23	17	40
Western Pacific	0	0	0	6	6	12	8	20	28	3	7	10	0	0	0	17	33	50
<b>Total</b>	1	4	5	127	64	191	245	130	375	195	98	293	22	6	28	590	302	892
<b>Percentage by bracket</b>	20.0	80.0	100.0	66.5	33.5	100.0	65.3	34.7	100.0	66.5	33.5	100.0	78.5	21.5	100.0	66.1	33.9	100.0
<b>Percentage of total</b>	0.6			21.4			42.0			32.8			3.1			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	21	34	55	69	213	282	72	211	283	61	220	281	3	21	24	226	699	925
Africa	11	24	35	225	166	391	417	188	605	298	120	418	21	4	25	972	502	1 474
The Americas	0	1	1	4	3	7	6	12	18	1	27	28	0	5	5	11	48	59
South-East Asia	9	7	16	61	52	113	83	36	119	85	32	117	4	3	7	242	130	372
Europe	3	11	14	28	67	95	35	57	92	15	47	62	0	3	3	81	185	266
Eastern Mediterranean	13	27	40	79	89	168	79	77	156	57	44	101	4	1	5	232	238	470
Western Pacific	7	18	25	23	76	99	26	63	89	31	69	91	0	3	3	87	220	307
<b>Total</b>	64	122	186	489	666	1 155	718	644	1362	548	550	1 098	32	40	72	1 851	2022	3 873
<b>Percentage by bracket</b>	34.4	65.6	100.0	42.3	57.7	100.0	52.7	47.3	100.0	49.9	50.1	100.0	44.4	55.6	100.0	47.8	52.2	100.0
<b>Percentage of total</b>			4.8			29.8			35.2			28.4			1.9			100.0

M – male, F – female, T – total.



**TABLE 6. STAFF BY GRADE AND AGE (ALL LOCATIONS) AS AT 31 JULY 2010**

**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	1	0	1	7	6	13	5	2	7	13	8	21
D2	0	0	0	0	0	0	8	1	9	24	8	32	2	2	4	34	11	45
D1/P6	0	0	0	3	1	4	22	14	36	122	26	148	26	5	31	173	46	219
P5	0	0	0	13	15	28	155	94	249	295	134	429	44	10	54	507	253	760
P4	0	0	0	58	70	128	234	187	421	190	104	294	15	3	18	497	364	861
P3	1	2	3	53	87	140	65	70	135	50	37	87	1	2	3	170	198	368
P2	0	9	9	21	32	53	9	29	38	12	7	19	2	0	2	44	77	121
P1	2	2	4	1	7	8	1	1	2	0	1	1	0	0	0	4	11	15
<b>Total</b>	3	13	16	149	212	361	495	396	891	700	323	1 023	95	24	119	1 442	968	2 410
<b>Percentage by bracket</b>	18.8	81.2	100.0	41.3	58.7	100.0	55.6	44.4	100.0	68.4	31.6	100.0	79.8	20.2	100.0	59.8	40.2	100.0
<b>Percentage of total</b>	0.7			15.0			37.0			42.4			4.9			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	9	7	16	11	5	16	4	6	10	0	1	1	24	19	43
B	1	4	5	72	37	109	89	41	130	62	36	98	4	2	6	228	120	348
C	0	0	0	46	20	66	142	81	223	126	56	182	18	3	21	332	160	492
D	0	0	0	0	0	0	3	3	6	3	0	3	0	0	0	6	3	9
<b>Total</b>	1	4	5	127	64	191	245	130	375	195	98	293	22	6	28	590	302	892
<b>Percentage by bracket</b>	20.0	80.0	100.0	66.5	33.5	100.0	65.3	34.7	100.0	66.5	33.5	100.0	78.5	21.5	100.0	66.1	33.9	100.0
<b>Percentage of total</b>	0.6			21.4			42.0			32.8			3.1			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	2	1	3	37	30	67	54	48	102	50	86	136	1	2	3	144	167	311	
G6	14	7	21	94	106	200	102	162	264	54	149	203	0	12	12	264	436	700	
G5	19	50	69	87	294	381	91	274	365	64	222	286	6	13	19	267	853	1 120	
G4	11	46	57	52	209	261	58	124	182	49	72	121	2	13	15	172	464	636	
G3	5	13	18	54	15	69	97	26	123	84	10	94	6	0	6	246	64	310	
G2	4	3	7	137	3	140	284	1	285	228	4	232	15	0	15	668	11	679	
G1	9	2	11	28	9	37	32	9	41	19	7	26	2	0	2	90	27	117	
<b>Total</b>	64	122	186	489	666	1 155	718	644	1 362	548	550	1098	32	40	72	1 851	2 022	3 873	
<b>Percentage by bracket</b>	34.4	65.6	100.0	42.3	57.7	100.0	52.7	47.3	100.0	49.9	50.1	100.0	44.4	55.6	100.0	47.8	52.2	100.0	
<b>Percentage of total</b>			4.8			29.8			35.2			28.4			1.9				100.0

M – male, F – female, T – total.

**TABLE 7. STAFF BY LENGTH OF SERVICE AS AT 31 JULY 2010**

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	668	34	468	1170	300	0	205	505	122	0	53	175	69	0	55	124	49	0	74	123	22	0	51	73	3	0	19	22	1233	34	925	2192
Africa	202	489	1127	1818	113	77	124	314	60	51	53	164	20	1	61	82	10	7	49	66	8	1	38	47	5	0	22	27	418	626	1474	2518
The Americas	20	0	9	29	27	0	13	40	22	0	13	35	5	0	5	10	9	3	5	17	2	0	5	7	2	0	9	11	87	3	59	149
South-East Asia	59	24	120	203	37	13	83	133	21	2	41	64	6	1	68	75	1	2	25	28	5	3	31	39	0	0	4	4	129	45	372	546
Europe	100	66	140	306	45	28	81	154	12	0	13	25	12	0	10	22	5	0	10	15	3	0	5	8	0	0	7	7	177	94	266	537
Eastern Mediterranean	87	27	225	339	39	7	143	189	33	1	21	55	4	1	36	41	6	1	26	33	4	0	13	17	1	3	6	10	174	40	470	684
Western Pacific	111	38	126	275	43	3	71	117	20	0	41	61	10	2	22	34	3	3	24	30	3	2	17	22	2	2	6	10	192	50	307	549
<b>Total</b>	1247	678	2215	4140	604	128	720	1452	290	54	235	579	126	5	257	388	83	16	213	312	47	6	160	213	13	5	73	91	2410	892	3873	7175
<b>Percentage by bracket</b>	30.1	16.4	53.5	100.0	41.6	8.8	49.6	100.0	50.1	9.3	40.6	100.0	32.5	1.3	66.2	100.0	26.6	5.1	68.3	100.0	22.1	2.8	75.1	100.0	14.3	5.5	80.2	100.0	33.6	12.4	54.0	100.0
<b>Percentage of total</b>				57.7				20.2				8.1				5.4				4.3				3.0				1.3				100.0

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

TABLE 8. APPOINTMENTS PROCESSED DURING YEAR 2010 (UP TO 31 JULY 2010)

Location	Category	Total staff at 31 July 2010	External appointments			Conversion of temporary contracts			Interagency transfers			Total	
			No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of total recruitment	% of women	No. of staff	% of women
Headquarters	P	1 233	39	68.4	41.0	14	24.6	35.7	4	7.0	25.0	57	38.6
	NPO	34	4	100.0	25.0	0	0.0	0.0	0	0.0	0.0	4	25.0
	GS	925	14	60.9	64.3	9	39.1	77.8	0	0.0	0.0	23	69.6
Africa	P	418	4	80.0	25.0	1	20.0	0.0	0	0.0	0.0	5	20.0
	NPO	626	12	92.3	50.0	1	7.7	100.0	0	0.0	0.0	13	53.8
	GS	1 474	15	88.2	26.7	2	11.8	50.0	0	0.0	0.0	17	29.4
The Americas	P	87	2	100.0	100.0	0	1.0	100.0	0	0.0	0.0	2	100.0
	NPO	3	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	59	1	100.0	0.0	0	0.0	100.0	0	0.0	0.0	1	0.0
South-East Asia	P	129	0	0.0	0.0	1	100.0	100.0	0	0.0	0.0	1	100.0
	NPO	45	0	0.0	0.0	1	0.0	100.0	0	0.0	0.0	1	100.0
	GS	372	6	75.0	0.0	2	25.0	50.0	0	0.0	0.0	8	12.5
Europe	P	177	8	72.7	37.5	3	27.3	33.3	0	0.0	0.0	11	36.4
	NPO	94	3	42.9	66.7	4	57.1	0.0	0	0.0	0.0	7	28.6
	GS	266	2	40.0	100.0	3	60.0	0.0	0	0.0	0.0	5	80.0
Eastern Mediterranean	P	174	5	71.4	40.0	2	28.6	50.0	0	0.0	0.0	7	57.1
	NPO	40	4	100.0	25.0	0	0.0	0.0	0	0.0	0.0	4	25.0
	GS	470	7	100.0	0.0	0	0.0	0.0	0	0.0	0.0	7	0.0
Western Pacific	P	192	8	66.7	62.5	4	33.3	50.0	0	0.0	0.0	12	58.3
	NPO	50	5	83.3	60.0	1	16.7	0.0	0	0.0	0.0	6	50.0
	GS	307	7	53.8	85.7	6	46.2	16.7	0	0.0	0.0	13	53.8
Total	P	2 410	66	69.5	40.9	25	26.3	36.0	4	4.2	25.0	95	38.9
	NPO	892	28	80.0	42.9	7	20.0	28.6	0	0.0	0.0	35	40.0
	GS	3 873	52	70.3	40.4	22	29.7	54.5	0	0.0	0.0	74	44.6
	All	7 175	146	71.6	24.0	54	26.5	22.2	4	2.0	50.0	204	24.0

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

**TABLE 9. STAFF RETIREMENT PROJECTIONS<sup>a</sup>**

Location	Category	Total staff as at 31 July 2010	Staff due to retire							
			By 31 July 2011		By 31 July 2013		By 31 July 2015		By 31 July 2020	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	1 233	33	2.7	112	9.1	193	15.7	371	30.1
	NPO	34	0	0.0	0	0.0	1	0.0	1	2.9
	GS	925	20	2.2	64	6.9	114	12.3	249	26.9
Africa	P	418	18	4.3	58	13.9	107	25.6	205	49.0
	NPO	626	11	1.8	41	6.5	77	12.3	156	24.9
	GS	1 474	22	1.5	81	5.5	152	10.3	311	21.1
The Americas	P	87	9	0.0	15	17.2	20	23.0	37	42.5
	NPO	3	0	0.0	0	0.0	0	0.0	3	100.0
	GS	59	4	6.8	9	15.3	14	23.7	29	49.2
South-East Asia	P	129	8	6.2	23	17.8	35	27.1	61	47.3
	NPO	45	1	2.2	4	8.9	9	20.0	17	37.8
	GS	372	8	2.2	30	8.1	54	14.5	98	26.3
Europe	P	177	3	1.7	14	7.9	24	13.6	41	23.2
	NPO	94	0	0.0	2	0.0	5	0.0	10	10.6
	GS	266	7	2.6	15	5.6	28	10.5	52	19.5
Eastern Mediterranean	P	174	13	7.5	21	12.1	34	19.5	73	42.0
	NPO	40	1	2.5	2	5.0	5	12.5	12	30.0
	GS	470	7	0.8	19	4.1	32	7.4	75	16.0
Western Pacific	P	192	6	3.1	21	10.9	33	17.2	70	36.5
	NPO	50	1	0.0	3	0.0	4	0.0	9	18.0
	GS	307	6	2.0	16	5.2	36	11.7	72	23.5
<b>Total</b>	P	2 410	90	3.7	264	11.0	446	18.5	858	35.6
	NPO	892	14	1.6	52	5.8	101	11.3	208	23.3
	GS	3873	74	1.9	234	6.0	430	11.1	886	22.9
	All	7 175	178	2.5	550	7.7	977	13.6	1 952	27.2

<sup>a</sup> Figures are cumulative. For example, the total number of staff in the professional and higher categories due to retire by 31 July 2013 (264) includes those due to retire by 31 July 2011 (90).  
P – Professional and higher categories, NPO – national professional officer, GS – general service.