

Human resources: annual report

Staffing profile

Report by the Secretariat

1. This report presents the Organization's staffing profile as at 31 December 2010. As the human resources annual reports have been available for more than 10 years, it also provides an analysis of some aspects of the evolution of the workforce. 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. All data presented in the tables and figures in this document refer to staff holding long-term contracts, unless otherwise specified.

Appointment categories

2. As at 31 December 2010, WHO had a total of 7154 staff members holding either a fixed-term or a continuing appointment (both referred to hereinafter as "long-term appointments"),¹ of whom 2402 (33.6%) were in the professional and higher categories, 909 (12.7%) were in the national professional officer category and 3843 (53.7%) in the general services category (see Table 1). The number of staff members holding long-term appointments has increased by 206 (3.0%) compared with the number reported in the staffing profile as at 31 December 2009.²

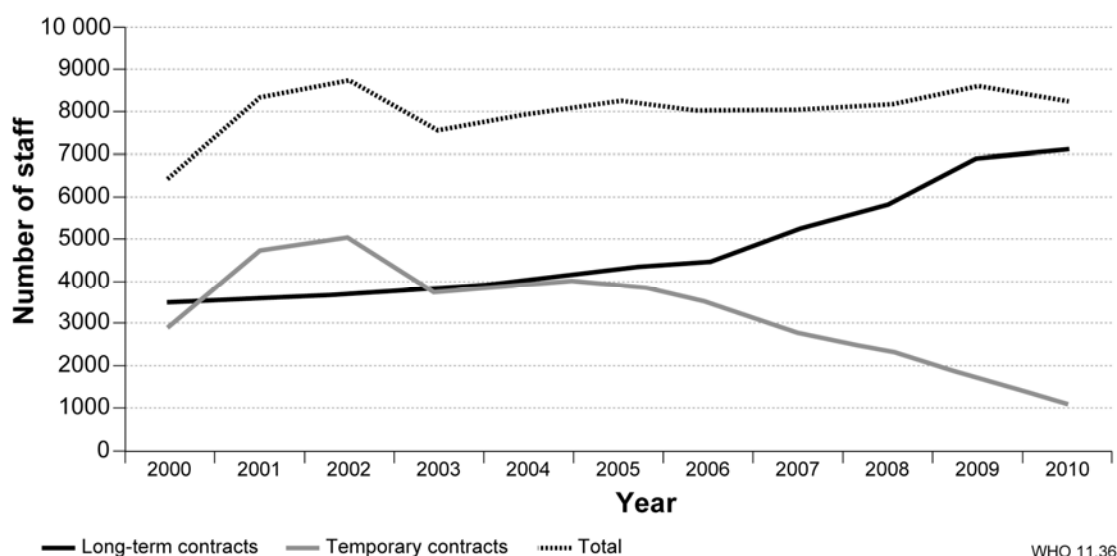
3. As at 31 December 2010, 1119 staff had temporary appointments (see Figure 1 and Table 1), a decrease of 34.6% compared with the number reported in the profile as at 31 December 2009. Temporary staff currently represent 13.5% of the total workforce compared with 45.7% reported for 2000³ – a 32.2% reduction. Over the same period, staff numbers for this type of appointment have decreased by 61.9%. If the figure for 2010 is compared with the peak figure of 5091 staff members with temporary appointments, recorded in 2002,⁴ the percentage decrease is 78.1%.

¹ 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.

² See document A63/40.

³ Document A54/28.

⁴ See document A56/38.

Figure 1. Number of staff by contract type

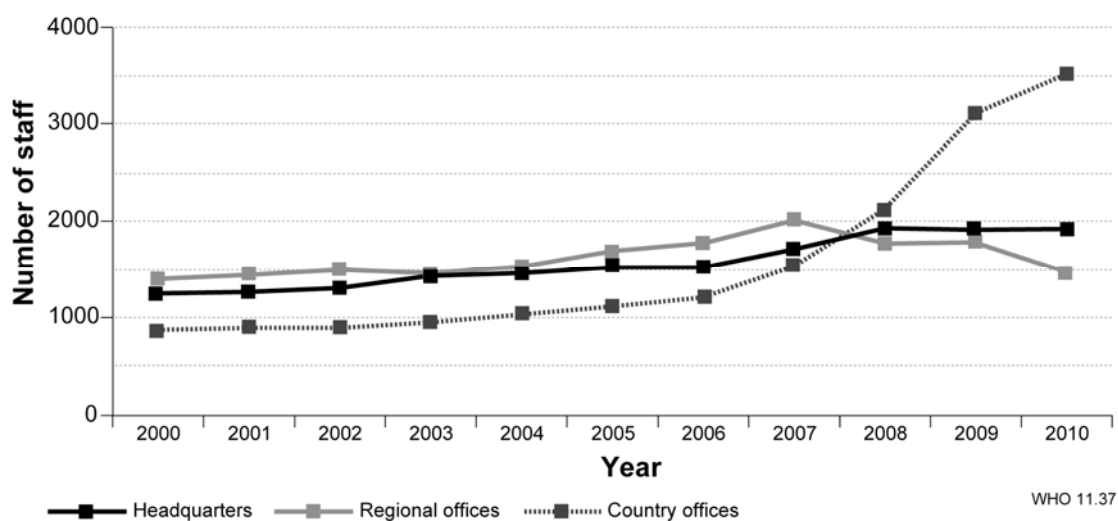
WHO 11.36

4. 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 since 2000 the proportion of staff by grade has changed most significantly at grades P.3 to P.5 (P.3: 11.1% to 15.2%; P.4: 27.2% to 36.3%; and P.5: 40.0% to 31.1%). These changes mean that 57.2% of staff members holding long-term appointments are at grade P.4 or below compared with 45.3% in 2000.

Staff category by organizational location and office type¹

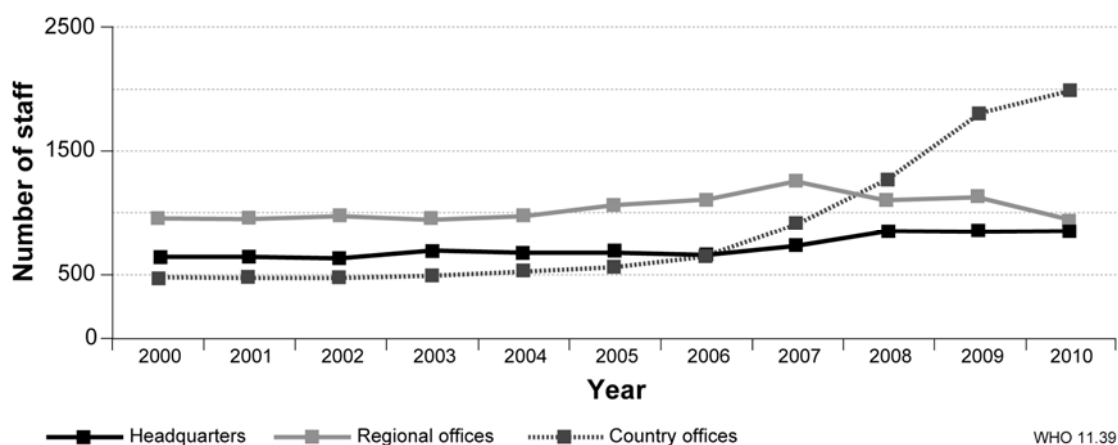
5. In 2000, 35.5% of staff members holding long-term appointments were assigned to headquarters, 39.9% to regional offices and 24.5% to country offices. In December 2010 the figures were 30.6%, 20.4% and 49.0% respectively, confirming a significant shift in the location of long-term staff towards the 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).

¹ 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 by office type, 2000–2010

6. Between 2000 and 2010, the number of staff holding long-term contracts in the national professional officer category increased sevenfold, rising from 128 in 2000 to 909 in 2010. Figure 2 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 (69.0%) are located in the African Region.

7. In the general service category, staff numbers in country offices rose rapidly between 2006 and 2009, leveling off in 2010 (see Figure 3).

Figure 3. Number of staff in the general service category 2000–2010

Distribution of staff by sex

8. 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 40.0% in December 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 1990–2010

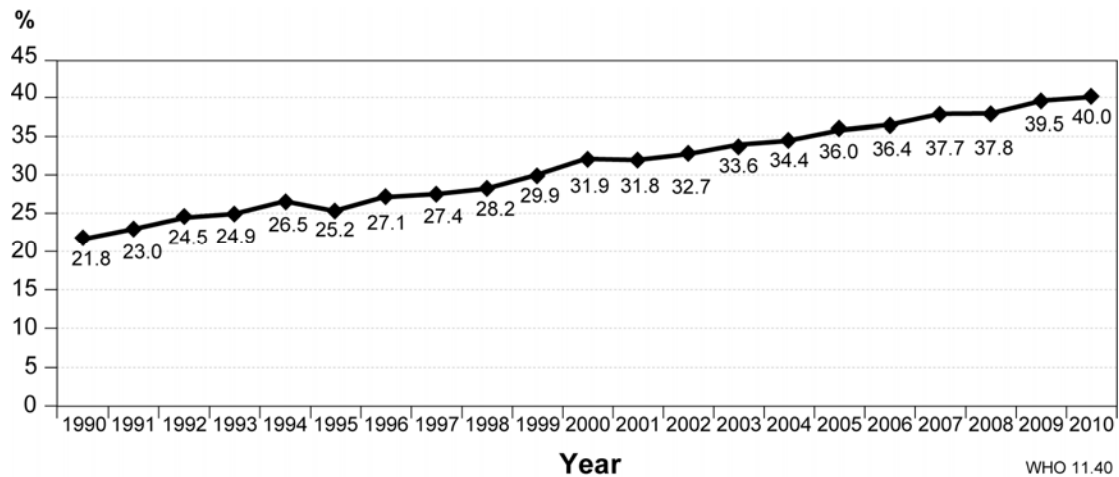
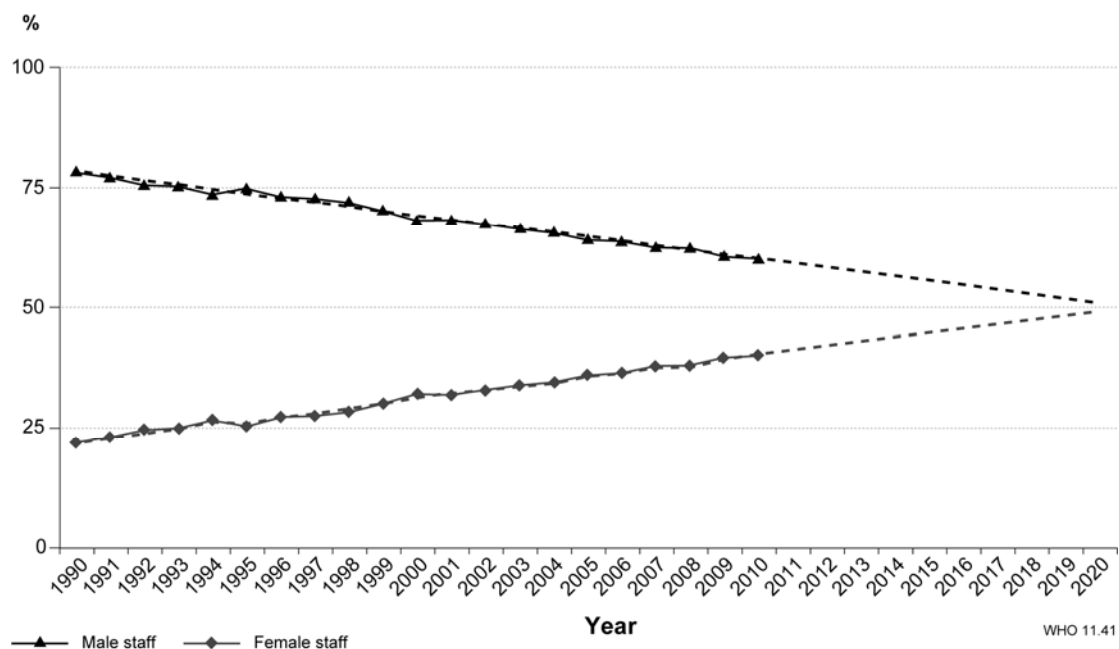


Figure 5. Projection of the movement towards gender parity in the professional and higher categories



9. As at 31 December 2010, 1441 (60.0%) of the 2402 staff members in the professional and higher categories on long-term appointments were men and 961 were women (40.0%).

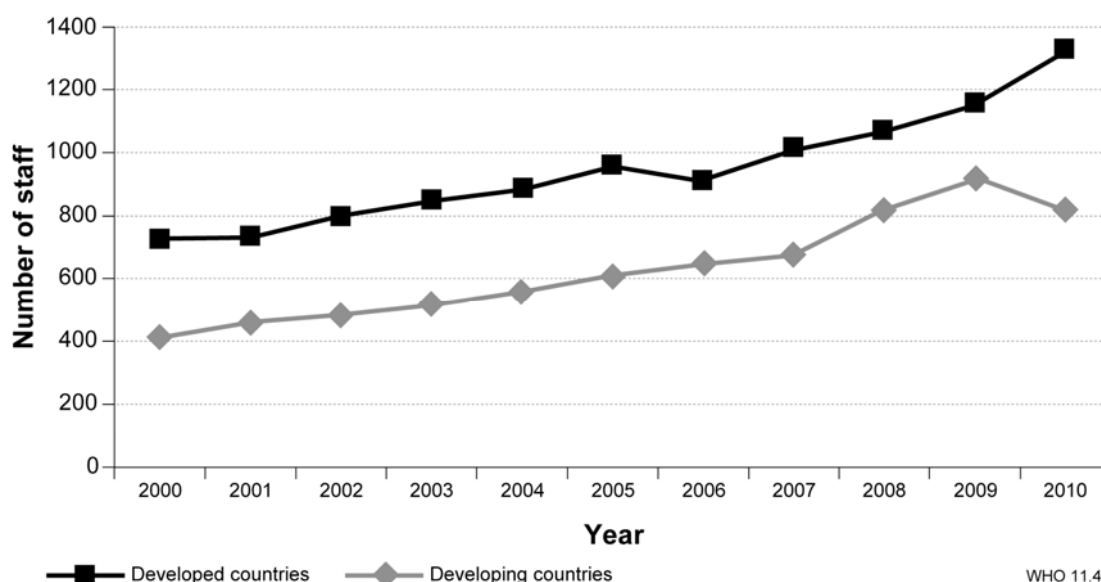
10. At the higher grades in the professional and higher categories men outnumber women (see Table 2), although the proportion of women has been steadily increasing over time. For example, in 2000, 34.7% of staff members at grade P.4 were women, while as at 31 December 2010, the percentage had increased to 41.3%. Over the same period, the percentage of women at grade P.5 rose from 24.6% to 34.2%. At the most senior levels the picture is more mixed. As at 31 December 2010, the proportion of women at P.6/D.1 was 20.7%, compared with 24.5% in 2000; however, at grade D.2 the percentage has risen from 9.8% in 2000 to 21.7%, with the number of female staff members growing by 250%. In addition, over the same period, an increase from 20.0% to 42.9% was recorded for women in ungraded posts.

11. In the national professional officer category, the percentage of women has remained relatively stable: as at 31 December 2010 it was 34.2%, compared with 30.5% in 2000. In the general service category, whereas women made up 57.9% of the category in December 2000, by the end of 2010 they represented 52.2%.

Geographical representation

12. 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).¹

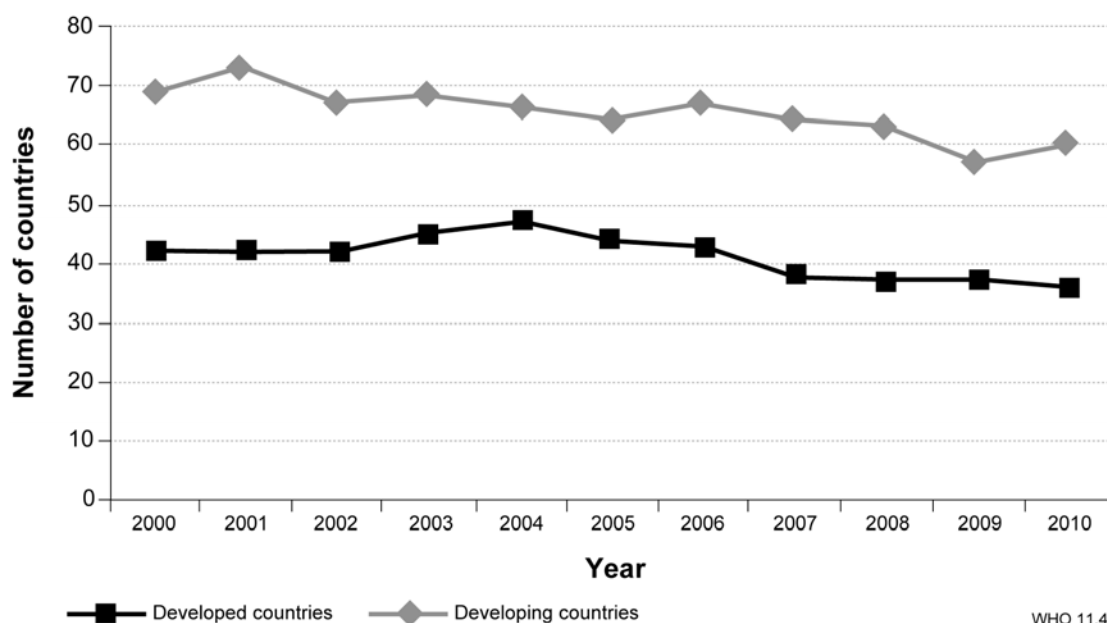
Figure 6. Number of staff in the professional and higher categories in posts counted for geographical representation 2000–2010



¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

13. 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. As a consequence, over the 10-year period 2000–2010 the number of developing countries within range decreased from 70 to 60.

Figure 7. Geographical representation of posts counted in the professional and higher categories: number of countries within range 2000–2010



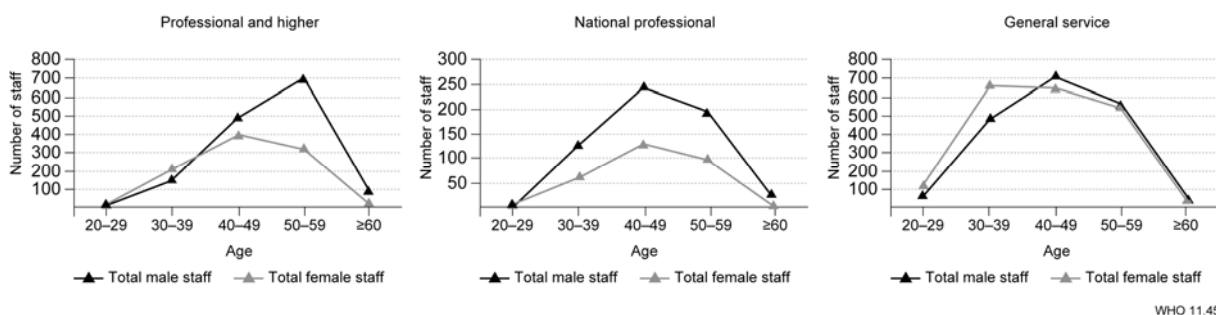
14. Tables 4a–f give details of the distribution of staff by country of origin and thus indicate the status of representation of Member States for each region (the data exclude staff members in posts funded by their country of nationality). The following changes have taken place since the last annual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

- four Member States that were previously within their desirable range of geographical representation (Democratic People's Republic of Korea, Jamaica, Paraguay and Suriname) are now unrepresented;
- one Member State that was underrepresented (Israel) is now within its desirable range of geographical representation;
- one Member State that was unrepresented (Lithuania) is now within its desirable range of geographical representation;
- three Member States that were previously overrepresented (Brazil, Russian Federation and Thailand) are now within their desirable range of geographical representation;
- one Member State that was previously within its desirable range of geographical representation (Germany) is now overrepresented.

Age, grade, length of service and turnover of staff

15. As at 31 December 2010, within the professional and higher categories, 52.2% of staff members were aged under 50 years. In the general service category, 69.0% of staff members were in this age group, while in the national professional officer category the proportion was 63.7% (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, 35.2% of staff members were aged between 40 and 49 years, constituting the largest group in that category. In the national professional officer category, the largest group of staff members, 41.4%, were aged between 40 and 49 years.

Figure 8. Number of staff by age and sex, by category



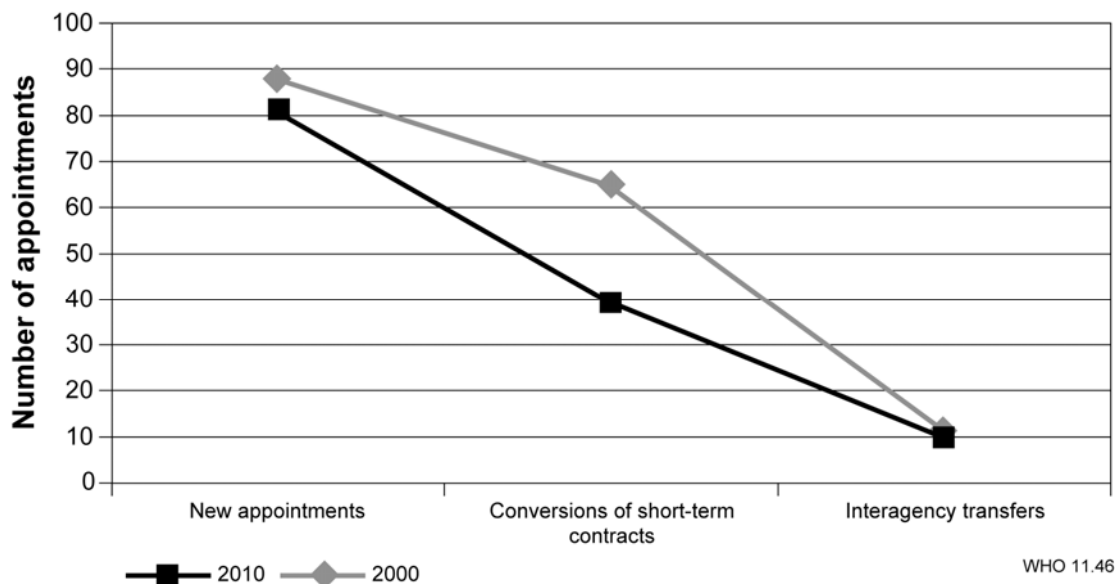
16. When the figures are analysed by sex, it can be seen that male staff in the professional and higher categories are generally older than their female colleagues. As they will therefore retire sooner, this offers an opportunity to improve the gender balance further.

17. 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, as at 31 December 2010 they represented 56.2%. These numbers reflect the marked increase in fixed-term recruitment during the past five years (see Table 7).

18. 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 those in the general service category.

19. Table 8 and Figure 9 provide data on staff appointments, including the appointments of staff members who commenced employment in the period 1 January 2010 to 31 December 2010. In the case of the professional and higher categories, 81 staff members (62.3%) were recruited externally, 39 appointments (30.0%) were conversions of existing temporary contracts and 10 staff members (7.7%) were appointed through interagency transfer.

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



20. Table 9 shows staff retirement projections over the next 10 years. According to current projections, 13.7% of the workforce is due to retire in the next five years (18.7% of staff in the professional and higher categories) and 30.3% in the next 10 years (39.3% of staff in the professional and higher categories) (see Table 9).

21. In previous human resources annual reports two additional tables were included under the headings that follow.

- **Total staff in the professional and higher categories by organizational location and region of nationality.** This has been discontinued as the data were not found to be useful.
- **Distribution of occupied posts in the professional and higher categories across the main occupational groups.** This has been omitted from the report this year as a new classification methodology is being applied and the coding of the positions has not yet been finalized. It is hoped that this table can be reintroduced when the staffing profile as at 31 December 2011 is being presented.

ACTION BY THE HEALTH ASSEMBLY

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

TABLES

23. 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 December 2010

Table 2 Distribution of staff by organizational location, grade and sex as at 31 December 2010

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

Table 4a-f Distribution of staff by country of origin as at 31 December 2010

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

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

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

Table 8 Appointments processed from 1 January 2010 to 31 December 2010

Table 9 Staff retirement projections

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

Category	Headquarters	Special programmes and collaborative arrangements	Africa	The Americas	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Staff with long-term appointments									
Professional and higher categories	1 032	186	416	93	130	186	169	190	2 402
National professional	39	0	627	2	47	95	46	53	909
General service	823	88	1 455	60	371	259	469	318	3 843
Total	1 894	274	2 498	155	548	540	684	561	7 154
Staff with temporary appointments									
Professional and higher categories	187	57	47	7	57	24	116	32	527
National professional	3	0	26	0	48	6	40	7	130
General service	116	18	62	14	109	25	64	54	462
Total	306	75	135	21	214	55	220	93	1 119
Total number of staff	2 200	349	2 633	176	762	595	904	654	8 273

**TABLE 2. DISTRIBUTION OF STAFF BY ORGANIZATIONAL LOCATION,
GRADE AND SEX AS AT 31 DECEMBER 2010**

Professional and higher categories

Location	P1			P2			P3			P4			P5			P6/D1			D2			Ungraded			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters	0	0	0	14	37	51	85	138	223	188	209	397	241	153	394	80	22	102	29	7	36	8	7	15	645	573	1 218	53.0	47.0
Africa	0	0	0	15	12	27	36	20	56	141	51	192	85	13	98	29	11	40	1	1	2	1	0	1	308	108	416	74.0	26.0
The Americas	1	0	1	1	3	4	4	4	8	40	19	59	12	6	18	2	0	2	0	0	0	0	1	1	60	33	93	64.5	35.5
South-East Asia	0	0	0	0	0	0	7	4	11	21	12	33	46	23	69	12	2	14	0	2	2	1	0	1	87	43	130	66.9	33.1
Europe	3	9	12	10	17	27	20	18	38	29	30	59	19	14	33	11	3	14	2	0	2	0	1	1	94	92	186	50.5	49.5
Eastern Mediterranean	2	1	3	4	5	9	11	9	20	39	12	51	33	20	53	24	5	29	3	0	3	1	0	1	117	52	169	69.2	30.8
Western Pacific	0	0	0	0	0	0	5	5	10	54	27	81	55	26	81	14	2	16	1	0	1	1	0	1	130	60	190	68.4	31.6
Total	6	10	16	44	74	118	168	198	366	512	360	872	491	255	746	172	45	217	36	10	46	12	9	21	1 441	961	2 402	60.0	40.0
Percentage by grade	37.5	62.5	100	37.3	62.7	100	45.9	54.1	100	58.7	41.3	100	65.8	34.2	100	79.3	20.7	100	78.3	21.7	100	57.1	42.9	100	60.0	40.0	100		
Percentage of total			0.7			4.9			15.2			36.3			31.1			9.0			0.9			0.9			100		

National professional

Location	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters ¹	0	1	1	9	14	23	10	5	15	0	0	0	19	20	39	48.7	51.3
Africa	12	4	16	158	39	197	279	129	408	5	1	6	454	173	627	72.4	27.6
The Americas	0	0	0	0	1	1	1	0	1	0	0	0	1	1	2	50.0	50.0
South-East Asia	5	2	7	5	6	11	22	6	28	1	0	1	33	14	47	70.2	29.8
Europe	7	7	14	26	38	64	10	7	17	0	0	0	43	52	95	45.3	54.7
Eastern Mediterranean	0	0	0	22	13	35	5	5	10	1	0	1	28	18	46	60.9	39.1
Western Pacific	2	4	6	12	14	26	6	13	19	0	2	2	20	33	53	37.7	62.3
Total	26	18	44	232	125	357	333	165	498	7	3	10	598	311	909	65.8	34.2
Percentage by grade	59.1	40.9	100	65.0	35.0	100	66.9	33.1	100	70.0	30.0	100	65.8	34.2	100		
Percentage of total			4.8			39.3			54.8			1.1			100		

¹ National professional officers accounted for under headquarters are located in offices outside Geneva (e.g. Addis Ababa, Kobe and Kuala Lumpur).

General service

Location	G1			G2			G3			G4			G5			G6			G7			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters	0	0	0	1	1	2	23	11	34	40	146	186	78	332	410	73	186	259	7	13	20	222	689	911	24.4	75.6
Africa	43	17	60	513	9	522	103	21	124	58	107	165	67	149	216	92	114	206	80	82	162	956	499	1 455	65.7	34.3
The Americas	0	0	0	0	0	0	0	0	0	1	10	11	4	14	18	5	21	26	0	5	5	10	50	60	16.7	83.3
South-East Asia	9	1	10	65	0	65	33	8	41	32	39	71	45	49	94	31	15	46	29	15	44	244	127	371	65.8	34.2
Europe	0	0	0	19	0	19	18	12	30	8	35	43	23	112	135	11	16	27	1	4	5	80	179	259	30.9	69.1
Eastern Mediterranean	33	2	35	51	1	52	49	3	52	24	63	87	35	102	137	31	37	68	11	27	38	234	235	469	49.9	50.1
Western Pacific	3	5	8	20	0	20	24	9	33	9	54	63	5	90	95	22	46	68	7	24	31	90	228	318	28.3	71.7
Total	88	25	113	669	11	680	250	64	314	172	454	626	257	848	1105	265	435	700	135	170	305	1 836	2 007	3 843	47.8	52.2
Percentage by grade	77.9	22.1	100	98.4	1.6	100	79.6	20.4	100	27.5	72.5	100	23.3	76.7	100	37.9	62.1	100	44.3	55.7	100	47.8	52.2	100		
Percentage of total			2.9			17.7			8.2			16.3			28.8			18.2			7.9			100		

M – male, F – female, T – total.

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

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

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

* Associate Member.

TABLE 4a. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 DECEMBER 2010

Nationals of Member States in the 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			2	1	1	3	4		1							8	4	12	
Angola	1-8			1		2	1	1		1				1			6	1	7	
Benin	1-8					9		2		1							11	1	12	
Botswana	1-8		1				1			1							1	2	3	
Burkina Faso	1-8			1	2	1	3	3	6								11	5	16	
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		4		5		4		1		1						15	0	15	
Côte d'Ivoire	1-8				3		3	1	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		3										4	0	4	
Ethiopia	2-12			2	1		8	4	7	1		1					16	8	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	1	5	4	4	1	1	1		1			12	8	20	
Guinea	1-8		1				4		3	1	1						9	1	10	
Guinea-Bissau	1-8						1	1		1	1						2	2	4	
Kenya	1-10				1		4	8	4	2	2						10	11	21	
Lesotho	1-8																0	0	0	

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			
Liberia	1-8			1		1				1							1	2	3	
Madagascar	1-8			1	2	1	2	1	3	2							5	7	12	
Malawi	1-8			1		3	1	6									10	1	11	
Mali	1-8			1		9	1	5		1		1					16	2	18	
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							2				1	1				1	3	4	
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			5		8		1					14	1	15	
Sao Tome and Principe	1-7							1									1	0	1	
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						7	7	14	
Swaziland	1-7																0	0	0	
Togo	1-8					2		5	1	5		2					14	1	14	
Uganda	1-8			1		1		9	5	8	1	2	1				21	7	28	
United Republic of Tanzania	1-10					1	2	6	3	1	1	1	1				9	7	16	
Zambia	1-8				1		2	3	4	4	1	1					8	8	16	
Zimbabwe	1-8			1	3	3		3	1	4	1	1		1			13	5	18	
Total		0	0	15	13	39	19	147	64	120	22	33	13	3	2	2	0	359	133	492

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.

TABLE 4b. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 DECEMBER 2010

Nationals of Member States in the 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	6	3	1		1				1		8	7	15	
Bahamas	1-7																0	0	0	
Barbados	1-7																0	0	0	
Belize	1-7							1									0	1	1	
Bolivia (Plurinational State of)	1-8					2		1		1							0	4	4	
Brazil	21-29					2	6	6	4	4	6						16	12	28	
Canada	19-26		1	1	2	1	6	14	9	13	5	3	2	2			34	25	59	
Chile	2-9			1		1		2		2							1	5	6	
Colombia	3-10	1			1		1	4	1	3	1						8	4	12	
Costa Rica	1-8							3									3	0	3	
Cuba	1-8					1		6		1							8	0	8	
Dominica	1-7														1		0	1	1	
Dominican Republic	1-8							1									1	0	1	
Ecuador	1-8					1		2	2								3	2	5	
El Salvador	1-8							1	2								1	2	3	
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	0	
Jamaica	1-8																0	0	0	
Mexico	11-17					1	1	1	3	3	2	1		1			7	6	13	

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					
Nicaragua	1-8					1	2										1	2	3	
Panama	1-8					1											1	0	1	
Paraguay	1-8																0	0	0	
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	6	15	29	33	40	25	12	5	2		1	93	83	176	
Uruguay	1-8				1	1		1									1	1	2	
Venezuela (Bolivarian Republic of)	2-9			1				1	1	3	1						5	2	7	
Total		2	1	5	8	13	35	88	67	74	43	24	8	5	0	1	2	212	164	376

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

* Associate Member.

M – male, F – female.

TABLE 4c. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 DECEMBER 2010

Nationals of Member States in the South-East Asia Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Bangladesh	4-14					2		6		3	1	2							13	1	14
Bhutan	1-8							1		2	1	1							4	1	5
Democratic People's Republic of Korea	1-8																		0	0	1
India	27-38			1	2	17	6	28	12	15	14	5	1		1		1		66	37	103
Indonesia	7-14					2				4	2		1	1					5	5	10
Maldives	1-7										1	1							1	1	2
Myanmar	2-10							1	1		3	3							4	4	8
Nepal	1-8							2		3		3							8	0	8
Sri Lanka	1-8			2		1		1		4	3	2							9	4	13
Thailand	4-12					1		1	1		5	2				1			4	7	11
Timor-Leste	1-7									1									1	0	1
Total		0	0	3	2	19	10	40	14	32	30	19	2	1	1	1	1	1	115	60	175

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.

TABLE 4d. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 DECEMBER 2010
Nationals of Member States in the European Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Albania	1-8					1				1								0	2	2
Andorra	1-7																	0	0	0
Armenia	1-8								1				1					2	0	2
Austria	7-14			1	2			3	1		1		1					4	5	9
Azerbaijan	1-8					1		2	1		1							3	2	5
Belarus	1-8							1	1									1	1	2
Belgium	9-15			1	1	1	2	4	6	10	1	5		2				23	10	33
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			2	2	3	1	5		2				1		12	5	17
Estonia	1-8								1			1						1	1	2
Finland	4-11					1		2	1	1	3							3	5	8
France	42-58			1	6	11	15	20	13	25	15	9	4	1		1	1	68	54	122
Georgia	1-8							1			1			1				1	2	3
Germany	63-86	1	1		2	5	10	17	15	19	10	4	2		1		1	46	42	88
Greece	4-11					1		1	2	1		2						4	3	7
Hungary	1-8					1		2	1	1	1	1				1		4	4	8
Iceland	1-7																	0	0	0
Ireland	3-9			1	1			6	1	2	4	2	1		1			8	11	19
Israel	3-10								1	1	1							1	2	3
Italy	34-47	1			2	6	5	11	6	15	6	10		5			1	48	20	68
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												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					
Luxembourg	1-8																0	0	0	
Malta	1-7						1		1			1					2	1	3	
Monaco	1-7																0	0	0	
Montenegro	1-7																0	0	0	
Netherlands	13-20				2	1	3	6	4	14	5	8	2	1			30	16	46	
Norway	5-12					2		1	3		1		1				1	7	8	
Poland	4-11		1					1		3	2						4	3	7	
Portugal	4-10							3	1								1	3	4	
Republic of Moldova	1-8					1	1		2	1							2	3	5	
Romania	1-8					1			3								1	3	4	
Russian Federation	12-19			1	4	2	1	4	1	3	3						10	9	19	
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	4	4	4	2	1	1	1		14	15	29	
Sweden	8-14				1		5	2	3	2	4			1			5	13	18	
Switzerland	9-16			2	1	7	6	5	4	4	4						18	15	33	
Tajikistan	1-8					1		2									0	3	3	
The former Yugoslav Republic of Macedonia	1-8																0	0	0	
Turkey	5-12							3	1	2	2	1	1				6	4	10	
Turkmenistan	1-8			1			1		1								1	2	3	
Ukraine	2-10					2	1	1	1								3	2	5	
United Kingdom of Great Britain and Northern Ireland	37-51	1	2	3	3	6	10	17	13	15	16	8	3	4	2	1	55	49	104	
Uzbekistan	1-10									1							0	1	1	
Total		3	7	12	28	54	80	113	111	137	88	56	15	18	5	2	5	395	339	734

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.

TABLE 4e. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 DECEMBER 2010

Nationals of Member States in the Eastern Mediterranean 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					
Afghanistan	1-8					2			1			1						3	1	4
Bahrain	1-7									1								0	1	1
Djibouti	1-7					1				1		1						3	0	3
Egypt	3-12		1	2	2	2	2	7	3	1	4							12	12	24
Iran (Islamic Republic of)	4-12				1	1		4	1	3	1		1					8	4	12
Iraq	2-9									3						1		4	0	4
Jordan	1-8					1		3	1	2	2		1	1				7	4	11
Kuwait	1-8																	0	0	0
Lebanon	1-8					3		2	2	2	3		1					7	6	13
Libyan Arab Jamahiriya	1-8											1						1	0	1
Morocco	1-10					1	1	1	1			2						4	2	6
Oman	1-8																	0	0	0
Pakistan	5-14					1		6	1	12		3						22	1	23
Qatar	1-7																	0	0	0
Saudi Arabia	5-11								1	1	1					1		2	2	4
Somalia	1-8								2	1		1				1		3	2	5
Sudan	1-10					2		5	2	4		4						15	2	17
Syrian Arab Republic	1-8							1	1	2		1						4	1	5
Tunisia	1-8					2		2	1	1	2	2						7	3	10
United Arab Emirates	2-8																	0	0	0
Yemen	1-8							3						1				4	0	4
Total		0	1	2	3	15	3	34	17	34	14	16	3	2	0	3	0	106	41	147

¹ Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.

TABLE 4f. DISTRIBUTION OF STAFF BY COUNTRY OF ORIGIN¹ AS AT 31 DECEMBER 2010

Nationals of Member States in the 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	2	9	6	6	9	5		1			22	20	42	
Brunei Darussalam	1-7																0	0	0	
Cambodia	1-8							1		1							2	0	2	
China	40-55				1	1	4	5	6	6	3	4			1	1	17	15	32	
Cook Islands	1-7																0	0	0	
Fiji	1-7							1	1	1							2	1	3	
Japan	121-166				2	3	3	6	7	10	5	1		1	1		22	17	39	
Kiribati	1-7																0	0	0	
Lao People's Democratic Republic	1-8																0	0	0	
Malaysia	3-9					1		2	2	4	4			1			7	7	14	
Marshall Islands	1-7				1												1	0	1	
Micronesia (Federated States of)	1-7																0	0	0	
Mongolia	1-8							1	4	1	1						2	5	7	
Nauru	1-7																0	0	0	
New Zealand	2-9					2	1	2	1	3	4	1		1			9	6	15	
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	8	6	11	3	1	1	1	1		20	23	43	
Republic of Korea	15-21					1	1	1	2	2	1	1			1		6	4	10	
Samoa	1-7																0	0	0	
Singapore	3-10																0	0	0	
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		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F					
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	2	1	2	2									4	4	8	
Total		0	1	4	7	15	22	35	42	40	28	13	1	5	0	3	1	115	102	217

¹Language positions, together with the posts of seconded staff and staff working in partnerships, are not counted for the purposes of geographical representation.

M – male, F – female.

* Associate Member.

TABLE 5. STAFF BY AGE, SEX AND ORGANIZATIONAL LOCATION AS AT 31 DECEMBER 2010
Professional and higher categories

Location	20–29 years			30–39 years			40–49 years			50–59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	1	9	10	87	147	234	234	233	467	293	173	466	30	11	41	645	573	1218
Africa	0	1	1	18	9	27	85	42	127	179	51	230	26	5	31	308	108	416
The Americas	0	0	0	3	1	4	18	13	31	31	18	49	8	1	9	60	33	93
South-East Asia	0	0	0	4	5	9	22	14	36	54	17	71	7	7	14	87	43	130
Europe	3	3	6	15	28	43	36	44	80	32	15	47	8	2	10	94	92	186
Eastern Mediterranean	0	0	0	6	5	11	40	25	65	60	21	81	11	1	12	117	52	169
Western Pacific	1	1	2	18	5	23	47	30	77	52	23	75	12	1	13	130	60	190
Total	5	14	19	151	200	351	482	401	883	701	318	1 019	102	28	130	1 441	961	2 402
Percentage by bracket	26	74	100	43	57	100	55	45	100	69	31	100	78	22	100	60	40	100
Percentage of total	0.8			14.6			36.8			42.4			5.4			100.0		

National professional

Location	20–29 years			30–39 years			40–49 years			50–59 years			≥60 years			Total		
Headquarters	1	2	3	17	14	31	1	3	4	0	1	1	0	0	0	19	20	39
Africa	1	0	1	73	25	98	209	74	283	147	67	214	24	7	31	454	173	627
The Americas	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	1	1	2
South-East Asia	0	1	1	3	4	7	7	3	10	21	6	27	2	0	2	33	14	47
Europe	0	1	1	17	19	36	15	21	36	11	11	22	0	0	0	43	52	95
Eastern Mediterranean	0	0	0	7	4	11	10	8	18	10	6	16	1	0	1	28	18	46
Western Pacific	0	0	0	7	6	13	7	18	25	6	9	15	0	0	0	20	33	53
Total	2	4	6	124	72	196	249	127	376	196	101	297	27	7	34	598	311	909
Percentage by bracket	33	67	100	63	37	100	66	34	100	66	34	100	79	21	100	66	34	100
Percentage of total	0.7			21.6			41.4			32.7			3.7			100.0		

General service

Location	20–29 years			30–39 years			40–49 years			50–59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	19	28	47	67	209	276	70	215	285	59	220	279	7	17	24	222	689	911
Africa	9	19	28	208	172	380	415	181	596	298	123	421	26	4	30	956	499	1455
The Americas	0	1	1	3	3	6	6	10	16	1	33	34	0	3	3	10	50	60
South-East Asia	8	5	13	61	50	111	83	36	119	87	33	120	5	3	8	244	127	371
Europe	3	11	14	26	64	90	36	57	93	15	43	58	0	4	4	80	179	259
Eastern Mediterranean	13	26	39	79	85	164	77	78	155	60	45	105	5	1	6	234	235	469
Western Pacific	7	16	23	24	83	107	27	63	90	32	63	95	0	3	3	90	228	318
Total	59	106	165	468	666	1 134	714	640	1 354	552	560	1 112	43	35	78	1 836	2 007	3 843
Percentage by bracket	36	64	100	41	59	100	53	47	100	50	50	100	55	45	100	48	52	100
Percentage of total	4.3			29.5			35.2			28.9			2.0			100.0		

M – male, F – female, T – total.

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

Professional and higher categories

Grade	20–29 years			30–39 years			40–49 years			50–59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	1	1	2	5	6	11	6	2	8	12	9	21
D2	0	0	0	0	0	0	7	1	8	25	7	32	4	2	6	36	10	46
D1/P6	0	0	0	3	0	3	24	16	40	121	26	147	24	3	27	172	45	217
P5	0	0	0	16	11	27	137	102	239	291	129	420	46	13	59	490	255	745
P4	1	0	1	58	65	123	237	186	423	197	105	302	20	4	24	513	360	873
P3	2	3	5	52	85	137	62	69	131	51	37	88	1	4	5	168	198	366
P2	0	9	9	21	32	53	11	25	36	11	8	19	1	0	1	44	74	118
P1	2	2	4	1	7	8	3	1	4	0	0	0	0	0	0	6	10	16
Total	5	14	19	151	200	351	482	401	883	701	318	1 019	102	28	130	1 441	961	2 402
Percentage by bracket	26	74	100	43	57	100	55	45	100	69	31	100	78	22	100	60	40	100
Percentage of total	0.8			14.6			36.8			42.4			5.4			100.0		

National professional

Grade	20–29 years			30–39 years			40–49 years			50–59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
A	0	0	0	9	7	16	13	4	17	4	6	10	0	1	1	26	18	44
B	2	4	6	72	41	113	92	40	132	61	37	98	5	3	8	232	125	357
C	0	0	0	43	24	67	140	80	220	128	58	186	22	3	25	333	165	498
D	0	0	0	0	0	0	4	3	7	3	0	3	0	0	0	7	3	10
Total	2	4	6	124	72	196	249	127	376	196	101	297	27	7	34	598	311	909
Percentage by bracket	33	67	100	63	37	100	66	34	100	66	34	100	79	21	100	66	34	100
Percentage of total	0.7			21.6			41.4			32.7			3.7			100.0		

General service

Grade	20–29 years			30–39 years			40–49 years			50–59 years			≥60 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	0	1	1	35	31	66	50	48	98	47	84	131	3	5	8	135	169	304
G6	15	7	22	92	106	198	102	159	261	53	151	204	2	10	12	264	433	697
G5	16	39	55	78	293	371	92	275	367	65	230	295	6	12	18	257	849	1106
G4	11	45	56	50	208	258	59	120	179	49	75	124	4	8	12	173	456	629
G3	7	12	19	55	16	71	93	27	120	88	9	97	7	0	7	250	64	314
G2	4	2	6	128	4	132	289	1	290	228	4	232	20	0	20	669	11	680
G1	6	0	6	30	8	38	29	10	39	22	7	29	1	0	1	88	25	113
Total	59	106	165	468	666	1 134	714	640	1 354	552	560	1 112	43	35	78	1 836	2 007	3 843
Percentage by bracket	36	64	100	41	59	100	53	47	100	50	50	100	55	45	100	48	52	100
Percentage of total	4.3			29.5			35.2			28.9			2.0			100.0		

M–male, F–female, T–total.

TABLE 7. STAFF BY LENGTH OF SERVICE AS AT 31 DECEMBER 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	645	39	448	1 132	304	0	208	512	132	0	64	196	65	0	41	106	48	0	82	130	21	0	53	74	3	0	15	18	1 218	39	911	2 168
Africa	198	487	1065	1750	111	74	174	359	68	58	47	173	18	0	62	80	10	6	54	70	7	2	33	42	4	0	20	24	416	627	1455	2498
The Americas	25	0	10	35	25	1	9	35	25	0	14	39	7	0	4	11	9	0	6	15	1	1	5	7	1	0	12	13	93	2	60	155
South-East Asia	59	26	109	194	37	13	91	141	22	2	46	70	6	1	62	69	1	2	23	26	5	3	35	43	0	0	5	5	130	47	371	548
Europe	103	68	132	303	49	27	87	163	14	0	11	25	12	0	11	23	5	0	10	15	3	0	3	6	0	0	5	5	186	95	259	540
Eastern Mediterranean	82	25	212	319	42	13	149	204	29	3	25	57	5	1	34	40	7	0	26	33	4	1	18	23	0	3	5	8	169	46	469	684
Western Pacific	111	41	136	288	37	3	72	112	23	0	42	65	12	2	24	38	3	4	19	26	3	1	18	22	1	2	7	10	190	53	318	561
Total	1223	686	2112	4021	605	131	790	1526	313	63	249	625	125	4	238	367	83	12	220	315	44	8	165	217	9	5	69	83	2402	909	3843	7154
Percentage by bracket	30.4	17.1	52.5	100	39.6	8.6	51.8	100	50.1	10.1	39.8	100	34.1	1.1	64.9	100	26.3	3.8	69.8	100	20.3	3.7	76.0	100	10.8	6.0	83.1	100	33.6	12.7	53.7	100.0
Percentage of total				56.2				21.3				8.7				5.1				4.4				3.0								100.0

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

TABLE 8. APPOINTMENTS PROCESSED FROM 1 JANUARY 2010 TO 31 DECEMBER 2010

Location	Category	Total staff at 31 December 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	1218	46	75.4	43.5	8	13.1	37.5%	7	11.5	42.9	61	42.6%
	NPO	39	5	100.0	40.0	0	0.0	0.0	0	0.0	0.0	5	40.0
	GS	911	15	62.5	66.7	9	37.5	77.8	0	0.0	0.0	24	70.8
Africa	P	416	9	75.0	11.1	3	25.0	33.3	0	0.0	0.0	12	16.7
	NPO	627	26	96.3	46.2	1	3.7	0.0	0	0.0	0.0	27	44.4
	GS	1455	27	90.0	40.7	3	10.0	33.3	0	0.0	0.0	30	40.0
The Americas	P	93	2	100.0	100	0	1.0	100.0	0	0.0	0.0	2	100.0
	NPO	2	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
	GS	60	1	100	0.0	0	0.0	100.0	0	0.0	0.0	1	0.0
South-East Asia	P	130	0	0.0	0.0	6	100.0	33.3	0	0.0	0.0	6	33.3
	NPO	47	1	0.0	100.0	5	83.3	60.0	0	0.0	0.0	6	66.7
	GS	371	10	90.9	100.0	1	9.1	100.0	0	0.0	0.0	11	100.0
Europe	P	186	10	50.0	60.0	9	45.0	44.4	1	5.0	100.0	20	55.0
	NPO	95	3	33.3	66.7	6	66.7	83.3	0	0.0	0.0	9	77.8
	GS	259	3	42.9	66.7	4	57.1	0.0	0	0.0	0.0	7	71.4
Eastern Mediterranean	P	169	5	55.6	40.0	2	22.2	100.0	2	22.2	50.0	9	55.6
	NPO	46	5	100.0	20.0	0	0.0	0.0	0	0.0	0.0	5	20.0
	GS	469	15	100.0	6.7	0	0.0	0.0	0	0.0	0.0	15	6.7
Western Pacific	P	190	9	45.0	44.4	11	55.0	18.2	0	0.0	0.0	20	40.0
	NPO	53	8	88.9	37.5	1	11.1	0.0	0	0.0	0.0	9	33.3
	GS	318	17	63.0	70.6	10	37.0	10.0	0	0.0	0.0	27	48.1
Total	P	2402	81	62.3	43.2	39	30.0	35.9	10	7.7	70.0	130	43.1
	NPO	909	48	78.7	43.8	13	21.3	61.5	0	0.0	0.0	61	47.5
	GS	3843	88	76.5	52.3	27	23.5	48.1	0	0.0	0.0	115	51.3
	All	7154	217	70.9	47.0	79	25.8	44.3	10	3.3	70.0	306	47.1

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

TABLE 9. STAFF RETIREMENT PROJECTIONS¹

Location	Category	Total staff at 31 December 2010	Staff due to retire							
			by 31 December 2011		by 31 December 2013		by 31 December 2015		by 31 December 2020	
			No.	%	No.	%	No.	%	No.	%
Headquarters	P	1 218	30	2.5	111	9.1	192	15.8	408	33.5
	NPO	39	0	0.0	0	0.0	1	0.0	1	2.6
	GS	911	16	1.8	56	6.1	113	12.4	263	28.9
Africa	P	416	10	2.4	62	14.9	111	26.7	225	54.1
	NPO	627	10	1.6	42	6.7	81	12.9	187	29.8
	GS	1 455	19	1.3	79	5.4	149	10.2	352	24.2
The Americas	P	93	5	0.0	9	9.7	22	23.7	45	48.4
	NPO	2	0	0.0	0	0.0	0	0.0	2	100.0
	GS	60	5	8.3	8	13.3	12	20.0	32	53.3
South-East Asia	P	130	6	4.6	21	16.2	34	26.2	71	54.6
	NPO	47	1	2.1	5	10.6	11	23.4	21	44.7
	GS	371	13	3.5	31	8.4	60	16.2	111	29.9
Europe	P	186	4	2.2	14	7.5	23	12.4	45	24.2
	NPO	95	0	0.0	3	0.0	5	0.0	14	14.7
	GS	259	2	0.8	13	5.0	24	9.3	51	19.7
Eastern Mediterranean	P	169	10	5.9	18	10.7	35	20.7	79	46.7
	NPO	46	1	2.2	3	6.5	6	13.0	14	30.4
	GS	469	4	0.8	15	4.1	30	7.4	87	18.6
Western Pacific	P	190	5	2.6	19	10.0	31	16.3	71	37.4
	NPO	53	1	0.0	4	0.0	4	0.0	10	18.9
	GS	315	10	3.2	19	6.0	36	11.4	80	25.4
Total	P	2 402	70	2.9	254	10.6	448	18.7	944	39.3
	NPO	909	13	1.4	57	6.3	108	11.9	249	27.4
	GS	3 840	69	1.8	221	5.8	424	11.0	976	25.4
	All	7 151	152	2.1	532	7.4	980	13.7	2 169	30.3

¹Figures are cumulative. For example, the total number of staff in the professional and higher categories due to retire by 31 December 2013 (254) includes those due to retire by 31 December 2011 (70).

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