

Human resources: update

Workforce data

As at 31 July 2017



Document issued 04 October 2017

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The information is as of 31 July 2017 (unless otherwise stated) and does not include data from the PAHO region:

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TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-JUL-2017

Category	Headquarters	<i>Special programmes and collaborative arrangements^a</i>	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
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Staff holding long-term appointments

Fixed-term appointments

Professional and higher category staff	332	8	107	48	56	72	93	716
National professional officers	21	0	269	36	23	72	51	472
General service staff	195	4	252	80	36	181	143	891
Total	548	12	628	164	115	325	287	2079

Continuing appointments

Professional and higher category staff	737	20	244	86	137	98	79	1401
National professional officers	46	0	348	33	35	25	33	520
General service staff	503	6	913	252	143	307	196	2320
Total	1286	26	1505	371	315	430	308	4241

Total number of staff holding long-term appointments	1834	38	2133	535	430	755	595	6320
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Staff holding short-term appointments

Temporary appointments under SR 420.4

Professional and higher category staff	342	14	217	33	37	112	9	764
National professional officers	3	0	60	73	24	72	1	233
General service staff	117	3	234	70	35	184	22	665
Total	462	17	511	176	96	368	32	1662

Temporary appointments of 60 days or less

Professional and higher category staff	5	1	0	0	2	0	0	8
National professional officers	0	0	0	0	0	0	0	0
General service staff	28	0	0	0	4	1	6	39
Total	33	1	0	0	6	1	6	47

Total number of temporary appointments	495	18	511	176	102	369	38	1709
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Total number of staff	2329	56	2644	711	532	1124	633	8029
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^a This column includes: the Alliance for Health Policy and Systems Research, the European Observatory on Health Systems and Policies and the Partnership for Maternal, Newborn and Child Health

TABLE 2. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER^a
DATA AS OF 31-JUL-2017

Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			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	12	25	37	80	115	195	165	204	369	199	147	346	54	29	83	22	6	28	10	1	11	542	527	1069	50.7%	49.3%
<i>Special programmes and collaborative arrangements</i>	2	5	7	1	1	2	3	2	5	3	3	6	1	2	3	3	1	4	0	1	1	0	0	0	13	15	28	46.4%	53.6%
Africa	1	0	1	9	13	22	33	10	43	113	46	159	61	25	86	28	10	38	1	0	1	0	1	1	246	105	351	70.1%	29.9%
South-East Asia	0	0	0	2	1	3	7	2	9	24	7	31	36	29	65	18	5	23	2	0	2	0	1	1	89	45	134	66.4%	33.6%
Europe	0	0	0	3	11	14	19	19	38	26	30	56	29	30	59	12	12	24	1	0	1	0	1	1	90	103	193	46.6%	53.4%
Eastern Mediterranean	2	1	3	4	4	8	18	7	25	41	15	56	29	16	45	20	8	28	3	1	4	1	0	1	118	52	170	69.4%	30.6%
Western Pacific	0	0	0	1	4	5	10	19	29	35	33	68	36	15	51	9	7	16	2	0	2	1	0	1	94	78	172	54.7%	45.3%
Total	5	6	11	32	59	91	170	174	344	407	338	745	391	264	655	144	72	216	31	8	39	12	4	16	1192	925	2117	56.3%	43.7%
Percentage by grade	45.5%	54.5%	100.0%	35.2%	64.8%	100.0%	49.4%	50.6%	100.0%	54.6%	45.4%	100.0%	59.7%	40.3%	100.0%	66.7%	33.3%	100.0%	79.5%	20.5%	100.0%	75.0%	25.0%	100.0%	56.3%	43.7%	100.0%		
Percentage of total			0.5%			4.3%			16.2%			35.2%			30.9%			10.2%			1.8%			0.8%			100.0%		

National professional officers

Region	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Headquarters ^b	6	14	20	13	16	29	8	9	17	0	1	1	27	40	67	40.3%	59.7%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
Africa	18	5	23	138	44	182	276	128	404	5	3	8	437	180	617	70.8%	29.2%
South-East Asia	16	5	21	7	5	12	20	14	34	2	0	2	45	24	69	65.2%	34.8%
Europe	2	5	7	11	21	32	5	14	19	0	0	0	18	40	58	31.0%	69.0%
Eastern Mediterranean	3	2	5	28	16	44	23	16	39	6	3	9	60	37	97	61.9%	38.1%
Western Pacific	1	8	9	13	23	36	19	17	36	1	2	3	34	50	84	40.5%	59.5%
Total	46	39	85	210	125	335	351	198	549	14	9	23	621	371	992	62.6%	37.4%
Percentage by grade	54.1%	45.9%	100.0%	62.7%	37.3%	100.0%	63.9%	36.1%	100.0%	60.9%	39.1%	100.0%	62.6%	37.4%	100.0%		
Percentage of total			8.6%			33.8%			55.3%			2.3%			100.0%		

General service staff

Region	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	1	0	1	2	0	2	13	4	17	23	70	93	59	299	358	36	182	218	2	7	9	136	562	698	19.5%	80.5%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	1	1	1	8	9	0	0	0	0	0	0	1	9	10	10.0%	90.0%
Africa	11	5	16	394	7	401	86	15	101	56	55	111	48	125	173	93	125	218	75	70	145	763	402	1165	65.5%	34.5%
South-East Asia	3	1	4	49	0	49	27	6	33	23	35	58	41	61	102	26	23	49	22	15	37	191	141	332	57.5%	42.5%
Europe	0	0	0	5	0	5	14	0	14	3	6	9	23	94	117	12	19	31	1	2	3	58	121	179	32.4%	67.6%
Eastern Mediterranean	39	1	40	52	1	53	48	0	48	20	55	75	49	109	158	30	51	81	14	19	33	252	236	488	51.6%	48.4%
Western Pacific	2	4	6	26	1	27	18	9	27	6	46	52	14	96	110	24	63	87	9	21	30	99	240	339	29.2%	70.8%
Total	56	11	67	528	9	537	206	34	240	131	268	399	235	792	1027	221	463	684	123	134	257	1500	1711	3211	46.7%	53.3%
Percentage by grade	83.6%	16.4%	100.0%	98.3%	1.7%	100.0%	85.8%	14.2%	100.0%	32.8%	67.2%	100.0%	22.9%	77.1%	100.0%	32.3%	67.7%	100.0%	47.9%	52.1%	100.0%	46.7%	53.3%	100.0%		
Percentage of total			2.1%			16.7%			7.5%			12.4%			32.0%			21.3%			8.0%			100.0%		

M - male, F - female, T - total

^a Includes all staff in all positions (including those not counted for geographical distribution purposes)^b National professional officers appearing under Headquarters are located in offices outside Geneva (such as Addis Ababa, Kobe and Kuala Lumpur)

TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION
DATA AS OF 31-JUL-2017

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Seychelles South Sudan		Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Malawi Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize Bolivia (Plurinational State of) Cuba Dominica Dominican Republic Ecuador El Salvador Haiti Honduras Jamaica Panama Paraguay Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Brazil Mexico United States of America Venezuela (Bolivarian Republic of)	Canada
South-East Asia			Bangladesh India Nepal Sri Lanka
Europe	Andorra Cyprus Lithuania Luxembourg Monaco Montenegro San Marino	Austria Czechia Greece Israel Norway Poland Russian Federation	Belgium Denmark France Germany Ireland Italy Netherlands Serbia Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Libya Oman Qatar	Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon Morocco Pakistan Sudan
Western Pacific	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Marshall Islands Micronesia (Federated States of) Nauru Niue Palau Papua New Guinea Samoa Tokelau* Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia New Zealand Philippines

*Associate Member

TABLE 4a. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION^a, BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2017

Nationals of Member States in the African Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Algeria	1-9	0	0	0	0	0	1	1	3	0	0	0	0	0	0	0	0	1	4	5	
Angola	1-8	0	0	0	2	1	0	0	0	0	1	0	0	0	0	0	0	1	3	4	
Benin	1-8	0	0	1	0	0	0	2	0	2	0	0	0	0	0	0	0	5	0	5	
Botswana	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	
Burkina Faso	1-8	0	0	0	2	2	0	7	2	4	0	2	0	1	0	0	0	16	4	20	
Burundi	1-8	0	0	0	1	0	0	2	1	1	3	2	0	0	0	0	0	5	5	10	
Cabo Verde	1-8	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	
Cameroon	1-8	0	0	0	0	3	0	7	1	1	0	2	1	0	0	0	0	13	2	15	
Central African Republic	1-8	0	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	3	0	3	
Chad	1-8	0	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	3	0	3	
Comoros	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Congo	1-8	0	0	3	1	6	0	0	0	0	0	1	0	0	0	0	0	10	1	11	
Côte d'Ivoire	1-8	0	0	0	0	1	0	2	2	2	1	1	2	0	0	0	0	6	5	11	
Democratic Republic of the Congo	1-8	0	0	0	0	1	0	6	1	7	0	0	0	1	0	0	0	15	1	16	
Equatorial Guinea	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Eritrea	1-8	0	0	0	0	0	1	2	0	1	0	0	0	0	0	0	0	3	1	4	
Ethiopia	1-8	0	0	0	0	2	1	9	3	7	1	2	1	0	0	1	0	21	6	27	
Gabon	1-8	0	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	2	1	3	
Gambia	1-8	0	0	0	0	0	0	5	0	2	0	0	0	0	0	0	0	7	0	7	
Ghana	1-8	0	0	0	0	0	1	4	6	4	1	1	0	0	0	1	0	10	8	18	
Guinea	1-8	0	0	2	0	0	0	4	0	1	1	0	0	0	0	0	0	7	1	8	
Guinea-Bissau	1-8	0	0	0	0	0	0	0	1	0	0	0	2	0	0	0	0	0	3	3	
Kenya	1-8	0	0	1	0	2	1	6	3	6	4	1	0	0	0	0	0	16	8	24	
Lesotho	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Liberia	1-8	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Madagascar	1-8	0	0	0	0	0	2	1	3	0	1	0	0	0	0	0	0	1	6	7	
Malawi	1-8	0	0	0	0	1	0	4	0	2	0	2	0	0	0	0	0	9	0	9	
Mali	1-8	0	0	0	0	1	0	4	0	1	0	0	0	0	0	0	0	6	0	6	
Mauritania	1-8	0	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0	3	0	3	
Mauritius	1-8	0	0	0	0	2	1	1	0	0	0	1	0	0	0	0	0	4	1	5	
Mozambique	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Namibia	1-8	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	1	1	2	
Niger	1-8	0	0	0	0	0	1	2	0	2	0	1	0	0	0	0	0	5	1	6	
Nigeria	1-8	0	0	0	0	2	0	9	2	7	0	2	0	0	0	0	0	20	2	22	
Rwanda	1-8	0	0	0	1	2	1	2	1	7	0	0	0	0	0	0	0	11	3	14	
Sao Tome and Principe	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
Senegal	1-8	0	0	0	1	0	0	4	4	3	1	1	1	0	0	0	0	8	7	15	
Seychelles	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Sierra Leone	1-8	0	0	0	0	0	1	1	1	0	1	0	0	0	0	0	0	1	3	4	
South Africa	4-11	0	0	0	0	0	1	1	3	3	1	2	2	0	0	0	0	6	7	13	
South Sudan	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Swaziland	1-8	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	2	
Togo	1-8	0	0	0	0	3	0	4	2	2	0	0	0	0	0	0	0	9	2	11	
Uganda	1-8	0	0	0	0	2	0	9	5	7	5	3	0	0	0	0	0	21	10	31	
United Republic of Tanzania	1-8	0	0	0	1	1	1	3	1	0	1	0	1	0	0	0	0	4	5	9	
Zambia	1-8	0	0	0	0	0	1	4	3	1	1	1	0	0	0	0	0	6	5	11	
Zimbabwe	1-8	1	0	1	4	5	0	3	1	2	0	1	1	0	0	0	0	13	6	19	
Total - African Region		1	0	9	14	38	15	116	50	81	24	30	11	2	0	2	1	279	115	394	

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

TABLE 4b. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2017

Nationals of Member States in the Region of the Americas

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Antigua and Barbuda	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Argentina	4-12	0	0	0	0	1	3	3	3	0	0	1	0	0	0	0	0	5	6	11
Bahamas	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Barbados	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Belize	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bolivia (Plurinational State of)	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brazil	27-38	0	0	0	0	0	0	1	4	2	4	1	0	0	1	0	0	4	9	13
Canada	28-39	0	0	0	1	4	4	13	10	9	5	6	1	1	0	1	0	34	21	55
Chile	3-11	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	2	2	4
Colombia	3-10	0	0	0	0	0	0	0	1	3	1	1	0	0	0	0	0	4	2	6
Costa Rica	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Cuba	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dominica	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dominican Republic	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ecuador	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
El Salvador	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grenada	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Guatemala	1-8	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	2
Guyana	1-8	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	2
Haiti	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Honduras	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jamaica	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mexico	18-26	0	0	2	0	0	0	0	0	1	3	0	0	0	0	0	0	3	3	6
Nicaragua	1-8	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2
Panama	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paraguay	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Peru	1-9	0	0	0	1	0	2	2	0	0	0	1	0	0	0	0	0	3	3	6
Puerto Rico*	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saint Kitts and Nevis	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saint Lucia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saint Vincent and the Grenadines	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Suriname	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Trinidad and Tobago	1-8	0	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	2	1	3
United States of America	188-255	0	0	1	6	9	12	22	41	26	23	8	8	2	0	0	0	68	90	158
Uruguay	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Venezuela (Bolivarian Republic of)	6-14	0	0	1	0	1	0	0	1	1	1	0	0	0	0	0	0	3	2	5
Total - Region of the Americas		0	0	4	9	17	24	41	62	47	39	19	9	3	1	1	0	132	144	276

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

*Associate Member

TABLE 4c. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2017

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	1-8	0	0	0	0	0	0	7	0	3	2	2	0	0	0	0	0	12	2	14
Bhutan	1-8	0	0	0	0	0	0	2	2	0	1	1	0	0	0	0	0	3	3	6
Democratic People's Republic of Korea	1-8	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	0	2
India	7-14	0	0	2	2	12	6	30	9	26	16	6	3	1	0	0	1	77	37	114
Indonesia	3-11	0	0	0	0	1	2	0	0	1	0	1	0	0	0	0	0	3	2	5
Maldives	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Myanmar	1-8	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	1	2
Nepal	1-8	0	0	1	0	1	0	3	0	6	1	2	0	1	0	0	0	14	1	15
Sri Lanka	1-8	0	0	0	0	3	1	4	2	2	3	3	0	0	0	0	0	12	6	18
Thailand	2-10	0	0	0	0	0	1	1	2	0	3	1	1	0	0	0	0	2	7	9
Timor-Leste	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Total - South-East Asia Region		0	0	3	2	17	10	48	15	40	28	18	4	2	0	0	1	128	60	188

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

TABLE 4d. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2017

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	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	2
Andorra	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Armenia	1-8	0	0	0	0	0	0	2	0	3	0	0	0	1	0	0	0	6	0	6
Austria	8-15	0	0	0	0	0	0	1	1	0	1	1	1	1	0	0	0	3	3	6
Azerbaijan	1-8	0	0	0	0	1	0	2	2	1	0	1	1	0	0	0	0	5	3	8
Belarus	1-8	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2	2	4
Belgium	10-17	0	0	0	0	2	2	2	8	6	3	5	4	2	0	0	0	17	17	34
Bosnia and Herzegovina	1-8	0	0	0	1	0	1	1	1	1	0	0	0	0	0	0	0	2	3	5
Bulgaria	1-8	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	2	2	4
Croatia	1-9	0	0	0	0	1	1	0	2	0	1	1	0	0	0	0	0	2	4	6
Cyprus	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Czechia	4-11	0	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	2	1	3
Denmark	7-14	0	0	1	0	2	4	2	2	4	2	0	0	0	0	0	0	9	8	17
Estonia	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Finland	5-13	0	0	0	1	0	2	2	0	2	3	0	0	0	0	0	0	4	6	10
France	50-68	0	0	3	2	9	12	22	10	24	15	3	5	2	2	0	0	63	46	109
Georgia	1-8	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	1	2	3
Germany	63-86	0	0	0	2	5	13	16	14	17	15	8	2	1	0	0	0	47	46	93
Greece	6-14	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	1	2	3
Hungary	3-10	0	0	0	0	0	2	1	0	0	3	2	0	0	0	0	1	3	6	9
Iceland	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Ireland	4-12	0	0	0	0	0	5	1	4	5	3	1	1	0	0	1	0	8	13	21
Israel	4-11	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Italy	40-55	0	0	0	0	5	6	5	11	15	9	5	1	2	0	0	1	32	28	60
Kazakhstan	1-9	0	0	0	0	1	0	0	3	1	0	0	0	0	0	0	0	2	3	5
Kyrgyzstan	1-8	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Latvia	1-8	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2
Lithuania	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Luxembourg	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Malta	1-8	0	0	0	0	0	0	2	0	0	0	1	1	0	0	0	0	3	1	4
Monaco	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Montenegro	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Netherlands	16-24	0	0	0	1	2	2	5	4	8	5	3	3	2	0	0	0	20	15	35
Norway	8-16	0	0	0	0	0	0	0	2	1	1	0	2	0	0	0	0	1	5	6
Poland	9-16	0	0	0	0	0	0	1	0	1	3	0	0	0	0	0	0	2	3	5
Portugal	5-12	0	0	0	0	1	0	0	1	1	0	2	0	0	0	0	0	4	1	5
Republic of Moldova	1-8	0	0	0	0	1	1	2	1	1	1	1	0	0	0	0	0	5	3	8
Romania	2-10	0	0	0	2	0	0	1	1	1	1	0	0	0	0	0	0	2	4	6
Russian Federation	23-32	0	0	1	3	2	0	3	0	2	3	0	0	0	0	1	0	9	6	15
San Marino	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Serbia	1-8	0	0	0	0	1	0	2	0	1	3	0	2	0	0	0	0	4	5	9
Slovakia	2-9	0	0	0	0	2	0	0	0	0	1	0	0	0	0	0	0	2	1	3
Slovenia	1-8	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1	2	3
Spain	28-39	0	0	1	2	4	2	4	6	6	7	1	1	1	1	0	0	17	19	36
Sweden	9-17	0	0	0	0	0	4	1	3	1	1	0	1	0	0	1	0	3	9	12
Switzerland	9-16	0	0	0	0	5	3	6	3	2	4	1	0	0	0	0	0	14	10	24
Tajikistan	1-8	0	0	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0	3	3
The former Yugoslav Republic of Macedonia	1-8	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	1	2	3
Turkey	13-23	0	0	1	1	1	0	1	3	4	2	0	2	0	0	0	0	7	8	15
Turkmenistan	1-8	0	0	0	0	0	1	0	0	1	2	0	0	0	0	0	0	1	3	4
Ukraine	1-8	0	0	0	0	3	0	2	2	1	0	0	0	0	0	0	0	6	2	8
United Kingdom of Great Britain and Northern Ireland	39-54	1	0	1	3	5	12	12	14	28	22	9	7	4	0	1	0	61	58	119
Uzbekistan	1-8	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Total - European Region		1	0	8	19	56	75	103	107	144	121	45	35	16	4	4	2	377	363	740

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

TABLE 4e. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN**DATA AS OF 31-JUL-2017****Nationals of Member States in the Eastern Mediterranean Region**

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Afghanistan	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Bahrain	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	
Djibouti	1-8	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Egypt	1-9	0	1	2	2	8	4	5	3	4	2	0	2	0	0	0	0	19	14	33	
Iran (Islamic Republic of)	3-11	0	0	0	1	0	1	4	1	2	1	4	1	0	0	0	0	10	5	15	
Iraq	1-8	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	3	1	4	
Jordan	1-8	0	0	0	0	2	1	2	1	2	2	0	0	0	0	0	0	6	4	10	
Kuwait	3-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lebanon	1-8	0	0	0	0	1	0	2	3	1	2	1	2	0	0	0	0	5	7	12	
Libya	1-9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Morocco	1-8	0	0	0	0	2	0	3	1	0	2	0	1	1	0	0	0	6	4	10	
Oman	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Pakistan	1-8	0	0	0	0	1	0	7	1	9	0	3	0	1	0	0	0	21	1	22	
Qatar	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Saudi Arabia	9-16	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2	
Somalia	1-8	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	2	1	3	
Sudan	1-8	0	0	0	0	1	0	6	4	2	0	0	0	0	0	0	0	9	4	13	
Syrian Arab Republic	1-8	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	2	1	3	
Tunisia	1-8	0	0	1	0	1	1	2	1	0	2	0	0	0	0	0	0	4	4	8	
United Arab Emirates	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	
Yemen	1-8	0	0	0	0	0	0	1	0	3	1	0	0	0	0	0	0	4	1	5	
Total - Eastern Mediterranean Region		0	1	3	3	17	7	34	19	26	12	11	7	2	1	1	0	94	50	144	

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

TABLE 4f. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN**DATA AS OF 31-JUL-2017****Nationals of Member States in the Western Pacific Region**

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Australia	20-28	0	0	0	2	2	7	15	11	4	7	5	2	3	1	1	0	30	30	60
Brunei Darussalam	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cambodia	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
China	46-63	0	0	0	0	1	3	5	11	3	3	4	1	0	0	1	0	14	18	32
Cook Islands	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiji	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Japan	94-128	0	0	0	1	1	7	6	6	10	5	2	0	2	0	1	0	22	19	41
Kiribati	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lao People's Democratic Republic	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Malaysia	3-10	0	0	1	0	0	1	2	1	1	2	0	0	1	0	0	0	5	4	9
Marshall Islands	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Micronesia (Federated States of)	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mongolia	1-8	0	0	0	0	0	2	1	4	1	0	0	0	0	0	0	0	2	6	8
Nauru	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Zealand	2-10	0	0	0	1	1	0	3	2	1	2	2	1	0	0	0	0	7	6	13
Niue	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Palau	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Papua New Guinea	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Philippines	1-9	0	0	2	2	7	7	2	11	8	4	2	1	0	0	0	0	21	25	46
Republic of Korea	19-27	0	0	0	0	2	2	2	6	2	1	1	0	0	0	1	0	8	9	17
Samoa	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Singapore	4-11	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Solomon Islands	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Tokelau*	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tonga	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Tuvalu	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vanuatu	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Viet Nam	1-8	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	3	3
Total - Western Pacific Region		0	0	3	6	14	30	38	55	32	25	16	5	6	1	4	0	113	122	235

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

*Associate Member

TABLE 5. DISTRIBUTION OF STAFF IN POSITIONS **NOT**^a COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2017

Nationals of Member States of all regions

Country	Staff by grade and sex																			
	P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Algeria	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
Australia	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	2	
Belarus	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Belgium	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	2	1	3	
Cameroon	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	3	0	3	
Canada	0	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	2	3	
China	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	1	2	3	
Denmark	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Egypt	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	2	
Ethiopia	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
France	0	0	0	3	2	2	2	5	0	1	0	0	0	0	0	0	4	11	15	
Germany	1	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0	4	1	5	
India	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Iraq	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Ireland	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
Italy	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2	0	2	
Japan	0	0	1	0	0	1	0	3	2	0	0	0	0	0	0	0	3	4	7	
Jordan	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Lebanon	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
Lithuania	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	2	
Netherlands	0	0	0	0	1	0	0	0	0	1	1	0	0	0	0	0	2	1	3	
New Zealand	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
Nigeria	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
Norway	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	
Others	1	0	0	0	1	0	1	0	1	1	0	0	0	0	0	0	4	1	5	
Pakistan	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Poland	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Republic of Korea	0	0	0	0	0	0	3	0	2	1	0	0	0	0	0	0	5	1	6	
Russian Federation	0	0	0	0	1	1	1	0	0	1	0	0	0	0	0	0	2	2	4	
Senegal	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
South Africa	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	
Spain	0	1	0	0	0	0	2	2	0	0	1	1	0	0	0	0	3	4	7	
Switzerland	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Ukraine	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
United Kingdom of Great Britain and Northern Ireland	0	1	1	1	1	1	1	4	3	3	1	0	0	0	0	0	7	10	17	
United States of America	1	0	0	0	1	2	5	9	10	5	0	0	0	0	0	0	17	16	33	
Total	3	5	2	6	11	13	27	30	21	15	5	1	0	1	0	0	69	71	140	

^aPositions **NOT** counted for geographical distribution are: language positions, seconded staff and staff working in special programmes and collaborative arrangements (partnerships)

M - male, F - female

TABLE 6. STAFF BY AGE, GENDER AND MAJOR OFFICE
DATA AS OF 31-JUL-2017

Professional and higher category staff

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	0	1	1	53	77	130	184	203	387	251	212	463	49	32	81	5	2	7	542	527	1069
<i>Special programmes and collaborative arrangements</i>	0	0	0	3	6	9	6	4	10	3	5	8	1	0	1	0	0	0	<i>13</i>	<i>15</i>	<i>28</i>
Africa	0	0	0	15	10	25	50	30	80	143	52	195	37	11	48	1	2	3	246	105	351
South-East Asia	0	0	0	4	3	7	24	14	38	53	22	75	7	5	12	1	1	2	89	45	134
Europe	0	0	0	10	11	21	39	42	81	35	41	76	6	8	14	0	1	1	90	103	193
Eastern Mediterranean	0	0	0	8	3	11	36	16	52	60	30	90	13	3	16	1	0	1	118	52	170
Western Pacific	0	0	0	13	26	39	30	32	62	41	15	56	8	5	13	2	0	2	94	78	172
Total	0	1	1	106	136	242	369	341	710	586	377	963	121	64	185	10	6	16	1192	925	2117
Percentage by bracket	0.0%	100.0%	100.0%	43.8%	56.2%	100.0%	52.0%	48.0%	100.0%	60.9%	39.1%	100.0%	65.4%	34.6%	100.0%	62.5%	37.5%	100.0%	56.3%	43.7%	100.0%
Percentage of total			0.0%			11.4%			33.5%			45.5%			8.7%			0.8%			100.0%

National professional officers

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	0	2	2	18	25	43	8	12	20	1	1	2	0	0	0	0	0	0	27	40	67
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<i>0</i>	<i>0</i>	<i>0</i>
Africa	1	1	2	52	21	73	155	60	215	204	90	294	24	8	32	1	0	1	437	180	617
South-East Asia	0	0	0	6	6	12	16	11	27	21	7	28	2	0	2	0	0	0	45	24	69
Europe	0	1	1	3	5	8	12	24	36	3	9	12	0	1	1	0	0	0	18	40	58
Eastern Mediterranean	0	0	0	11	2	13	17	16	33	26	19	45	6	0	6	0	0	0	60	37	97
Western Pacific	0	3	3	8	14	22	15	20	35	11	13	24	0	0	0	0	0	0	34	50	84
Total	1	7	8	98	73	171	223	143	366	266	139	405	32	9	41	1	0	1	621	371	992
Percentage by bracket	12.5%	87.5%	100.0%	57.3%	42.7%	100.0%	60.9%	39.1%	100.0%	65.7%	34.3%	100.0%	78.0%	22.0%	100.0%	100.0%	0.0%	100.0%	62.6%	37.4%	100.0%
Percentage of total			0.8%			17.2%			36.9%			40.8%			4.1%			0.1%			100.0%

General service staff

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	3	11	14	22	144	166	58	206	264	51	178	229	2	21	23	0	2	2	136	562	698
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	4	4	1	3	4	0	1	1	0	1	1	0	0	0	<i>1</i>	<i>9</i>	<i>10</i>
Africa	4	1	5	88	74	162	290	165	455	349	149	498	32	13	45	0	0	0	763	402	1165
South-East Asia	0	2	2	28	51	79	83	60	143	68	26	94	12	2	14	0	0	0	191	141	332
Europe	1	2	3	6	27	33	34	52	86	17	36	53	0	4	4	0	0	0	58	121	179
Eastern Mediterranean	12	14	26	66	84	150	88	85	173	71	50	121	15	3	18	0	0	0	252	236	488
Western Pacific	2	16	18	22	82	104	39	73	112	32	62	94	4	7	11	0	0	0	99	240	339
Total	22	46	68	232	466	698	593	644	1237	588	502	1090	65	51	116	0	2	2	1500	1711	3211
Percentage by bracket	32.4%	67.6%	100.0%	33.2%	66.8%	100.0%	47.9%	52.1%	100.0%	53.9%	46.1%	100.0%	56.0%	44.0%	100.0%	0.0%	100.0%	100.0%	46.7%	53.3%	100.0%
Percentage of total			2.1%			21.7%			38.5%			33.9%			3.6%			0.1%			100.0%

M - male, F - female, T - total

TABLE 7. STAFF BY AGE, GENDER AND GRADE, ALL LOCATIONS
DATA AS OF 31-JUL-2017

Professional and higher category staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	1	0	1	6	1	7	3	0	3	2	3	5	12	4	16
D2	0	0	0	0	0	0	0	0	0	19	7	26	10	0	10	2	1	3	31	8	39
D1/P6	0	0	0	0	0	0	28	10	38	84	53	137	29	8	37	3	1	4	144	72	216
P5	0	0	0	8	8	16	92	85	177	237	146	383	51	25	76	3	0	3	391	264	655
P4	0	0	0	35	49	84	162	153	315	185	114	299	25	22	47	0	0	0	407	338	745
P3	0	1	1	45	58	103	72	67	139	50	41	91	3	6	9	0	1	1	170	174	344
P2	0	0	0	16	17	33	11	24	35	5	15	20	0	3	3	0	0	0	32	59	91
P1	0	0	0	2	4	6	3	2	5	0	0	0	0	0	0	0	0	0	5	6	11
Total	0	1	1	106	136	242	369	341	710	586	377	963	121	64	185	10	6	16	1192	925	2117
Percentage by bracket	0.0%	100.0%	100.0%	43.8%	56.2%	100.0%	52.0%	48.0%	100.0%	60.9%	39.1%	100.0%	65.4%	34.6%	100.0%	62.5%	37.5%	100.0%	56.3%	43.7%	100.0%
Percentage of total			0.0%			11.4%			33.5%			45.5%			8.7%			0.8%			100.0%

National professional officers

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
D	0	0	0	1	1	2	5	5	10	7	3	10	1	0	1	0	0	0	14	9	23
C	0	0	0	35	20	55	112	68	180	181	103	284	22	7	29	1	0	1	351	198	549
B	1	3	4	51	35	86	89	57	146	62	28	90	7	2	9	0	0	0	210	125	335
A	0	4	4	11	17	28	17	13	30	16	5	21	2	0	2	0	0	0	46	39	85
Total	1	7	8	98	73	171	223	143	366	266	139	405	32	9	41	1	0	1	621	371	992
Percentage by bracket	12.5%	87.5%	100.0%	57.3%	42.7%	100.0%	60.9%	39.1%	100.0%	65.7%	34.3%	100.0%	78.0%	22.0%	100.0%	100.0%	0.0%	100.0%	62.6%	37.4%	100.0%
Percentage of total			0.8%			17.2%			36.9%			40.8%			4.1%			0.1%			100.0%

General service staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	0	0	0	20	17	37	57	56	113	43	57	100	3	4	7	0	0	0	123	134	257
G6	1	2	3	56	109	165	92	180	272	67	156	223	5	16	21	0	0	0	221	463	684
G5	11	27	38	52	237	289	89	292	381	76	213	289	7	22	29	0	1	1	235	792	1027
G4	4	13	17	32	92	124	58	101	159	33	56	89	4	6	10	0	0	0	131	268	399
G3	1	3	4	14	7	21	85	11	96	96	11	107	10	1	11	0	1	1	206	34	240
G2	1	1	2	40	2	42	194	1	195	258	4	262	35	1	36	0	0	0	528	9	537
G1	4	0	4	18	2	20	18	3	21	15	5	20	1	1	2	0	0	0	56	11	67
Total	22	46	68	232	466	698	593	644	1237	588	502	1090	65	51	116	0	2	2	1500	1711	3211
Percentage by bracket	32.4%	67.6%	100.0%	33.2%	66.8%	100.0%	47.9%	52.1%	100.0%	53.9%	46.1%	100.0%	56.0%	44.0%	100.0%	0.0%	100.0%	100.0%	46.7%	53.3%	100.0%
Percentage of total			2.1%			21.7%			38.5%			33.9%			3.6%			0.1%			100.0%

M - male, F - female, T - total

TABLE 8. STAFF RETIREMENT PROJECTIONS
DATA AS OF 31-JUL-2017

Region	Category	Total staff as at 31 July 2017	Staff due to retire																	
			By 31 Dec 2018	% of total staff	By 31 Dec 2019	% of total staff	Total Biennium 2018-2019	% of total staff	By 31 Dec 2020	% of total staff	By 31 Dec 2021	% of total staff	Total Biennium 2020-2021	% of total staff	By 31 Dec 2022	% of total staff	By 31 Dec 2023	% of total staff	Total Biennium 2022-2023	% of total staff
Headquarters	P	1069	33	3.1%	36	3.4%	69	6.5%	48	4.5%	42	3.9%	90	8.4%	50	4.7%	47	4.4%	97	9.1%
	NPO	67	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.5%	1	1.5%	0	0.0%	0	0.0%	0	0.0%
	GS	698	16	2.3%	18	2.6%	34	4.9%	17	2.4%	17	2.4%	34	4.9%	26	3.7%	27	3.9%	53	7.6%
Special programmes and collaborative arrangements	P	28	0	0.0%	1	3.6%	1	3.6%	0	0.0%	1	3.6%	1	3.6%	0	0.0%	0	0.0%	0	0.0%
	NPO	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	GS	10	0	0.0%	1	10.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Africa	P	351	27	7.7%	24	6.8%	51	14.5%	17	4.8%	13	3.7%	30	8.5%	18	5.1%	17	4.8%	35	10.0%
	NPO	617	17	2.8%	20	3.2%	37	6.0%	24	3.9%	27	4.4%	51	8.3%	23	3.7%	30	4.9%	53	8.6%
	GS	1165	26	2.2%	37	3.2%	63	5.4%	38	3.3%	36	3.1%	74	6.4%	53	4.5%	39	3.3%	92	7.9%
South-East Asia	P	134	8	6.0%	5	3.7%	13	9.7%	14	10.4%	7	5.2%	21	15.7%	8	6.0%	10	7.5%	18	13.4%
	NPO	69	1	1.4%	2	2.9%	3	4.3%	4	5.8%	0	0.0%	4	5.8%	5	7.2%	1	1.4%	6	8.7%
	GS	332	8	2.4%	7	2.1%	15	4.5%	8	2.4%	9	2.7%	17	5.1%	7	2.1%	13	3.9%	20	6.0%
Europe	P	193	6	3.1%	3	1.6%	9	4.7%	8	4.1%	5	2.6%	13	6.7%	5	2.6%	10	5.2%	15	7.8%
	NPO	58	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	5.2%	3	5.2%	1	1.7%	2	3.4%	3	5.2%
	GS	179	2	1.1%	2	1.1%	4	2.2%	0	0.0%	5	2.8%	5	2.8%	4	2.2%	9	5.0%	13	7.3%
Eastern Mediterranean	P	170	9	5.3%	7	4.1%	16	9.4%	7	4.1%	6	3.5%	13	7.6%	7	4.1%	17	10.0%	24	14.1%
	NPO	97	0	0.0%	4	4.1%	4	4.1%	3	3.1%	4	4.1%	7	7.2%	4	4.1%	4	4.1%	8	8.2%
	GS	488	7	1.4%	10	2.0%	17	3.5%	10	2.0%	9	1.8%	19	3.9%	18	3.7%	9	1.8%	27	5.5%
Western Pacific	P	172	5	2.9%	2	1.2%	7	4.1%	4	2.3%	5	2.9%	9	5.2%	4	2.3%	4	2.3%	8	4.7%
	NPO	84	0	0.0%	0	0.0%	0	0.0%	1	1.2%	1	1.2%	2	2.4%	3	3.6%	3	3.6%	6	7.1%
	GS	339	4	1.2%	8	2.4%	12	3.5%	7	2.1%	6	1.8%	13	3.8%	6	1.8%	12	3.5%	18	5.3%
Total	P	2117	88	4.2%	78	3.7%	166	7.8%	98	4.6%	79	3.7%	177	8.4%	92	4.3%	105	5.0%	197	9.3%
	NPO	992	18	1.8%	26	2.6%	44	4.4%	32	3.2%	36	3.6%	68	6.9%	36	3.6%	40	4.0%	76	7.7%
	GS	3211	63	2.0%	83	2.6%	146	4.5%	80	2.5%	82	2.6%	162	5.0%	114	3.6%	109	3.4%	223	6.9%
	ALL	6320	169	2.7%	187	3.0%	356	5.6%	210	3.3%	197	3.1%	407	6.4%	242	3.8%	254	4.0%	496	7.8%

P - professional and higher category staff, NPO - national professional officers, GS - general service staff

TABLE 9. STAFF RETIREMENT PROJECTIONS BY GENDER, ALL LOCATIONS
DATA AS OF 31-JUL-2017

Category	Staff due to retire											
	Biennium 2018-2019				Biennium 2020-2021				Biennium 2022-2023			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
P	107	59	166	35.5%	110	67	177	37.9%	128	69	197	35.0%
NPO	31	13	44	29.5%	41	27	68	39.7%	52	24	76	31.6%
GS	77	69	146	47.3%	87	75	162	46.3%	115	108	223	48.4%
ALL	215	141	356	39.6%	238	169	407	41.5%	295	201	496	40.5%

P - professional and higher category staff, NPO - national professional officers, GS - general service staff

TABLE 10. STAFF BY LENGTH OF SERVICE
DATA AS OF 31-JUL-2017

Major Office	Under 5 years				5-9 years				10-14 years				15-19 years				20-24 years				25-29 years				≥ 30 years				All			
	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T	P	NPO	GS	T
Headquarters	313	20	178	511	223	46	141	410	363	1	244	608	97	0	68	165	46	0	13	59	18	0	37	55	9	0	17	26	1069	67	698	1834
Special programmes and collaborative arrangements	7	0	2	9	10	0	4	14	8	0	4	12	2	0	0	2	1	0	0	1	0	0	0	0	0	0	0	0	28	0	10	38
Africa	83	187	175	445	70	275	264	609	132	111	623	866	51	40	39	130	7	1	26	34	8	3	23	34	0	0	15	15	351	617	1165	2133
South-East Asia	46	35	58	139	31	11	72	114	30	10	105	145	16	6	43	65	4	2	28	34	4	5	18	27	3	0	8	11	134	69	332	535
Europe	51	21	32	104	47	15	45	107	74	22	88	184	20	0	8	28	1	0	3	4	0	0	3	3	0	0	0	0	193	58	179	430
Eastern Mediterranean	62	48	135	245	39	29	108	176	41	6	177	224	16	7	25	48	10	2	18	30	1	3	18	22	1	2	7	10	170	97	488	755
Western Pacific	82	45	104	231	44	23	86	153	32	11	86	129	10	1	37	48	2	2	13	17	2	2	12	16	0	0	1	1	172	84	339	595
Total	644	356	684	1684	464	399	720	1583	680	161	1327	2168	212	54	220	486	71	7	101	179	33	13	111	157	13	2	48	63	2117	992	3211	6320
Percentage by bracket	38.2%	21.1%	40.6%	100.0%	29.3%	25.2%	45.5%	100.0%	31.4%	7.4%	61.2%	100.0%	43.6%	11.1%	45.3%	100.0%	39.7%	3.9%	56.4%	100.0%	21.0%	8.3%	70.7%	100.0%	20.6%	3.2%	76.2%	100.0%	33.5%	15.7%	50.8%	100.0%
Percentage of total				26.6%				25.0%				34.3%				7.7%				2.8%				2.5%				1.0%				100.0%

P - Professional and higher category staff, NPO - National professional officers, GS - General service staff, T - total

TABLE 11. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2017

Major Office*	2015				2016				2017 (up to 31 July)			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters	13518	9509	23027	41.3%	22394	14559	36953	39.4%	10655	6007	16662	36.1%
Africa	3812	2169	5981	36.3%	14211	3894	18105	21.5%	8464	2689	11153	24.1%
Eastern Mediterranean	4377	2142	6519	32.9%	7169	2946	10115	29.1%	3256	1606	4862	33.0%
Europe	4061	2670	6731	39.7%	3922	2880	6802	42.3%	4299	2754	7053	39.0%
South-East Asia	4721	2011	6732	29.9%	5993	2795	8788	31.8%	1000	642	1642	39.1%
Western Pacific	4949	2641	7590	34.8%	4045	2234	6279	35.6%	2408	1075	3483	30.9%
Total	35438	21142	56580	37.4%	57734	29308	87042	33.7%	30082	14773	44855	32.9%

* Positions advertised in that Major Office

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 JULY 2017

Major Office	Category	Total staff as at 31 July 2017	External appointments				Conversion of temporary contracts				Interagency transfers				Total		
			No. of staff	% of total recruitment	No. of women	% of women	No. of staff	% of total recruitment	No. of women	% of women	No. of staff	% of total recruitment	No. of women	% of women	No. of staff	No. of women	% of women
Headquarters	P	1069	25	55.6%	15	60.0%	14	31.1%	9	64.3%	6	13.3%	4	66.7%	45	28	62.2%
	NPO	67	2	100.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2	100.0%
	GS	698	10	58.8%	10	100.0%	7	41.2%	6	85.7%	0	0.0%	0	0.0%	17	16	94.1%
<i>Special programmes and collaborative arrangements</i>	P	28	1	50.0%	1	100.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	2	1	50.0%
	NPO	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%
	GS	10	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%
Africa	P	351	17	73.9%	5	29.4%	4	17.4%	2	50.0%	2	8.7%	0	0.0%	23	7	30.4%
	NPO	617	17	81.0%	4	23.5%	4	19.0%	0	0.0%	0	0.0%	0	0.0%	21	4	19.0%
	GS	1165	16	88.9%	4	25.0%	2	11.1%	0	0.0%	0	0.0%	0	0.0%	18	4	22.2%
South-East Asia	P	134	1	16.7%	1	100.0%	4	66.7%	1	25.0%	1	16.7%	1	100.0%	6	3	50.0%
	NPO	69	4	80.0%	1	25.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	5	1	20.0%
	GS	332	2	50.0%	1	50.0%	2	50.0%	1	50.0%	0	0.0%	0	0.0%	4	2	50.0%
Europe	P	193	4	36.4%	2	50.0%	6	54.5%	2	33.3%	1	9.1%	0	0.0%	11	4	36.4%
	NPO	58	1	50.0%	1	100.0%	0	0.0%	0	0.0%	1	50.0%	1	100.0%	2	2	100.0%
	GS	179	3	37.5%	2	66.7%	5	62.5%	4	80.0%	0	0.0%	0	0.0%	8	6	75.0%
Eastern Mediterranean	P	170	7	43.8%	1	14.3%	5	31.3%	2	40.0%	4	25.0%	2	50.0%	16	5	31.3%
	NPO	97	15	78.9%	5	33.3%	4	21.1%	2	50.0%	0	0.0%	0	0.0%	19	7	36.8%
	GS	488	11	73.3%	3	27.3%	4	26.7%	2	50.0%	0	0.0%	0	0.0%	15	5	33.3%
Western Pacific	P	172	7	77.8%	5	71.4%	2	22.2%	2	100.0%	0	0.0%	0	0.0%	9	7	77.8%
	NPO	84	4	100.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	1	25.0%
	GS	339	5	55.6%	4	80.0%	4	44.4%	3	75.0%	0	0.0%	0	0.0%	9	7	77.8%
Total	P	2117	62	55.4%	30	48.4%	36	32.1%	18	50.0%	14	12.5%	7	50.0%	112	55	49.1%
	NPO	992	43	81.1%	14	32.6%	9	17.0%	2	22.2%	1	1.9%	1	100.0%	53	17	32.1%
	GS	3211	47	66.2%	24	51.1%	24	33.8%	16	66.7%	0	0.0%	0	0.0%	71	40	56.3%
	All	6320	152	64.4%	68	44.7%	69	29.2%	36	52.2%	15	6.4%	8	53.3%	236	112	47.5%

P - professional and higher category staff, NPO - national professional officers, GS - general service staff, T - total

TABLE 13. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES, BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY
DATA AS OF 31-JUL-2017

By location of assignment

Location of assignment	Region of nationality													
	Africa		South-East Asia		Europe		Eastern Mediterranean		The Americas		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	83	7.7%	74	6.8%	511	47.3%	53	4.9%	223	20.6%	137	12.7%	1081	100.0%
Africa	299	85.2%	6	1.7%	19	5.4%	7	2.0%	16	4.6%	4	1.1%	351	100.0%
South-East Asia	6	4.5%	75	56.0%	27	20.1%	5	3.7%	10	7.5%	11	8.2%	134	100.0%
Europe	0	0.0%	4	1.9%	173	82.8%	5	2.4%	20	9.6%	7	3.3%	209	100.0%
Eastern Mediterranean	12	7.1%	8	4.7%	45	26.5%	83	48.8%	19	11.2%	3	1.8%	170	100.0%
Western Pacific	2	1.2%	22	12.8%	30	17.4%	2	1.2%	24	14.0%	92	53.5%	172	100.0%
Total	402	19.0%	189	8.9%	805	38.0%	155	7.3%	312	14.7%	254	12.0%	2117	100.0%

By region of nationality

Location of assignment	Region of nationality													
	Africa		South-East Asia		Europe		Eastern Mediterranean		The Americas		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	83	20.6%	74	39.2%	511	63.5%	53	34.2%	223	71.5%	137	53.9%	1081	51.1%
Africa	299	74.4%	6	3.2%	19	2.4%	7	4.5%	16	5.1%	4	1.6%	351	16.6%
South-East Asia	6	1.5%	75	39.7%	27	3.4%	5	3.2%	10	3.2%	11	4.3%	134	6.3%
Europe	0	0.0%	4	2.1%	173	21.5%	5	3.2%	20	6.4%	7	2.8%	209	9.9%
Eastern Mediterranean	12	3.0%	8	4.2%	45	5.6%	83	53.5%	19	6.1%	3	1.2%	170	8.0%
Western Pacific	2	0.5%	22	11.6%	30	3.7%	2	1.3%	24	7.7%	92	36.2%	172	8.1%
Total	402	100.0%	189	100.0%	805	100.0%	155	100.0%	312	100.0%	254	100.0%	2117	100.0%

TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 JULY 2017

Major Office leaving	Major Office joining																											
	Headquarters				Africa				South-East Asia				Europe				Eastern Mediterranean				Western Pacific				Total			
	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%
Headquarters	3	2	5	25.0%	1	2	3	15.0%	0	2	2	10.0%	1	3	4	20.0%	1	1	2	10.0%	2	2	4	20.0%	8	12	20	100.0%
Africa	5	4	9	13.0%	43	11	54	78.3%	0	2	2	2.9%	0	0	0	0.0%	3	0	3	4.3%	1	0	1	1.4%	52	17	69	100.0%
South-East Asia	1	1	2	14.3%	1	1	2	14.3%	6	2	8	57.1%	0	1	1	7.1%	0	0	0	0.0%	1	0	1	7.1%	9	5	14	100.0%
Europe	4	3	7	28.0%	2	0	2	8.0%	0	0	0	0.0%	10	4	14	56.0%	1	1	2	8.0%	0	0	0	0.0%	17	8	25	100.0%
Eastern Mediterranean	5	2	7	38.9%	0	0	0	0.0%	0	0	0	0.0%	1	0	1	5.6%	7	3	10	55.6%	0	0	0	0.0%	13	5	18	100.0%
Western Pacific	3	2	5	26.3%	0	0	0	0.0%	1	0	1	5.3%	0	0	0	0.0%	0	0	0	0.0%	8	5	13	68.4%	12	7	19	100.0%
Total	21	14	35	21.2%	47	14	61	37.0%	7	6	13	7.9%	12	8	20	12.1%	12	5	17	10.3%	12	7	19	11.5%	111	54	165	100.0%

This table excludes The Americas region (1 staff from WPRO moved to PAHO)

M - male, F - female, T - total

TABLE 15. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2017

Major Office leaving	Total Professional and higher category staff	% of Professional and higher category staff	Total number of changes	% of Professional and higher category staff who has moved	Total number of changes between regions	% of Professional and higher category staff who has moved between regions
Headquarters	1069	51.2%	20	1.9%	15	1.4%
Africa	351	16.8%	69	19.7%	15	4.3%
South-East Asia	134	6.4%	14	10.4%	6	4.5%
Europe	193	9.2%	25	13.0%	11	5.7%
Eastern Mediterranean	170	8.1%	18	10.6%	8	4.7%
Western Pacific	172	8.2%	19	11.0%	6	3.5%
Total	2089	100.0%	165	7.9%	61	2.9%

This table excludes The Americas region (1 staff from PAHO moved to HQ and 1 staff moved to SEARO)

M - male, F - female, T - total

TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, TYPE OF COUNTRY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2017

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		70	249	319	78.1%	26	53	79	67.1%	96	302	398	75.9%
Africa	Country Office	0	3	3	100.0%	2	7	9	77.8%	2	10	12	83.3%
	Regional Office	1	3	4	75.0%	1	9	10	90.0%	2	12	14	85.7%
	Total	1	6	7	85.7%	3	16	19	84.2%	4	22	26	84.6%
Eastern Mediterranean	Country Office	4	0	4	0.0%	1	6	7	85.7%	5	6	11	54.5%
	Regional Office	3	6	9	66.7%	3	5	8	62.5%	6	11	17	64.7%
	Total	7	6	13	46.2%	4	11	15	73.3%	11	17	28	60.7%
Europe	Country Office	5	10	15	66.7%	1	3	4	75.0%	6	13	19	68.4%
	Regional Office	6	36	42	85.7%	3	4	7	57.1%	9	40	49	81.6%
	Total	11	46	57	80.7%	4	7	11	63.6%	15	53	68	77.9%
South-East Asia	Country Office	0	2	2	100.0%	0	2	2	100.0%	0	4	4	100.0%
	Regional Office	0	1	1	100.0%	0	1	1	100.0%	0	2	2	100.0%
	Total	0	3	3	100.0%	0	3	3	100.0%	0	6	6	100.0%
Western Pacific	Country Office	7	14	21	66.7%	1	6	7	85.7%	8	20	28	71.4%
	Regional Office	7	20	27	74.1%	2	2	4	50.0%	9	22	31	71.0%
	Total	14	34	48	70.8%	3	8	11	72.7%	17	42	59	71.2%
Total	Country Office	16	29	45	64.4%	5	24	29	82.8%	21	53	74	71.6%
	Regional Office	17	66	83	79.5%	9	21	30	70.0%	26	87	113	77.0%
	Total	103	344	447	77.0%	40	98	138	71.0%	143	442	585	75.6%

TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2017

Nationality	Male	Female	Total	% of total
United States of America	32	87	119	20.3%
Canada	4	41	45	7.7%
Australia	13	20	33	5.6%
United Kingdom of Great Britain and Northern Ireland	10	23	33	5.6%
France	7	24	31	5.3%
China	8	22	30	5.1%
Republic of Korea	4	18	22	3.8%
Germany	7	13	20	3.4%
Japan	4	14	18	3.1%
India	3	12	15	2.6%
Italy	2	13	15	2.6%
Switzerland	5	8	13	2.2%
Netherlands	3	9	12	2.1%
Egypt	5	5	10	1.7%
Nigeria	4	6	10	1.7%
Ireland	1	7	8	1.4%
New Zealand	0	7	7	1.2%
Congo	0	6	6	1.0%
Finland	1	5	6	1.0%
Russian Federation	1	4	5	0.9%
Singapore	1	4	5	0.9%
Sudan	2	3	5	0.9%
Sweden	0	5	5	0.9%
Belgium	0	4	4	0.7%
Philippines	2	2	4	0.7%
Romania	0	4	4	0.7%
Zimbabwe	1	3	4	0.7%
Austria	2	1	3	0.5%
Chile	1	2	3	0.5%
Denmark	0	3	3	0.5%
Hungary	0	3	3	0.5%
Pakistan	0	3	3	0.5%
Portugal	1	2	3	0.5%
Rwanda	1	2	3	0.5%
Spain	1	2	3	0.5%
Uganda	0	3	3	0.5%
United Republic of Tanzania	1	2	3	0.5%
Argentina	0	2	2	0.3%
Brazil	0	2	2	0.3%
Cameroon	1	1	2	0.3%
Colombia	0	2	2	0.3%
Georgia	0	2	2	0.3%
Greece	1	1	2	0.3%
Kenya	2	0	2	0.3%
Lithuania	0	2	2	0.3%
Malawi	0	2	2	0.3%
Malaysia	1	1	2	0.3%
Mexico	0	2	2	0.3%
Norway	0	2	2	0.3%
Poland	0	2	2	0.3%
Senegal	0	2	2	0.3%
South Africa	0	2	2	0.3%
Ukraine	1	1	2	0.3%
Viet Nam	0	2	2	0.3%
Albania	0	1	1	0.2%
Algeria	0	1	1	0.2%
Benin	1	0	1	0.2%
Bolivia (Plurinational State of)	0	1	1	0.2%
Bosnia and Herzegovina	1	0	1	0.2%
Burundi	1	0	1	0.2%
Côte d'Ivoire	0	1	1	0.2%
Cyprus	0	1	1	0.2%
Djibouti	0	1	1	0.2%
Ecuador	0	1	1	0.2%
Eritrea	0	1	1	0.2%
Estonia	0	1	1	0.2%
Ethiopia	1	0	1	0.2%
Fiji	1	0	1	0.2%
Ghana	0	1	1	0.2%
Guinea	1	0	1	0.2%
Indonesia	0	1	1	0.2%
Israel	0	1	1	0.2%
Jamaica	0	1	1	0.2%
Kazakhstan	0	1	1	0.2%
Lesotho	0	1	1	0.2%
Madagascar	0	1	1	0.2%
Morocco	0	1	1	0.2%
Mozambique	0	1	1	0.2%
Myanmar	0	1	1	0.2%
Nepal	0	1	1	0.2%
Peru	1	0	1	0.2%
Saudi Arabia	0	1	1	0.2%
Sri Lanka	1	0	1	0.2%
Thailand	1	0	1	0.2%
Turkey	1	0	1	0.2%
Zambia	0	1	1	0.2%
Total	143	442	585	100.0%

TABLE 18. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 JULY 2017

Donor countries	Major office						
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Belgium	0	1	0	0	0	0	1
Finland	2	0	0	0	0	1	3
France	1	0	0	0	0	0	1
Germany	7	0	0	2	0	0	9
Italy	2	0	0	0	0	0	2
Japan	5	0	1	1	1	0	8
Luxembourg	0	0	0	1	0	0	1
Netherlands	3	1	1	0	0	1	6
Norway	3	0	0	0	0	0	3
Sweden	1	1	0	0	0	1	3
Switzerland	1	0	0	0	0	1	2
United Kingdom of Great Britain and Northern Ireland	2	1	0	0	1	0	4
Total	27	4	2	4	2	4	43

TABLE 19. NUMBER OF INDIVIDUALS HOLDING NON-STAFF CONTRACTS, BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2017

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements ^a
	Number of individuals holding non-staff contracts	Estimate of full-time equivalents ^b	Number of individuals holding non-staff contracts	Estimate of full-time equivalents ^b	Number of individuals holding non-staff contracts
Headquarters	1130	216	1012	401	0
Africa	521	50	335	90	927
South-East Asia	368	55	55	11	1408
Europe	1088	72	237	77	25
Eastern Mediterranean	365	46	288	61	167
Western Pacific	264	40	152	53	99
Total	3736	480	2079	693	2626

^aShows the number of SSA holders, not the number of SSA contracts issued

^bEstimated by dividing the total cost by the WHO Consultant Band B maximum daily rate of US\$ 540 and then dividing by 140 working days, which is assumed to be the amount of days worked by one full-time equivalent

TABLE 20. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF
DATA FROM 1 JANUARY TO 31 JULY 2017

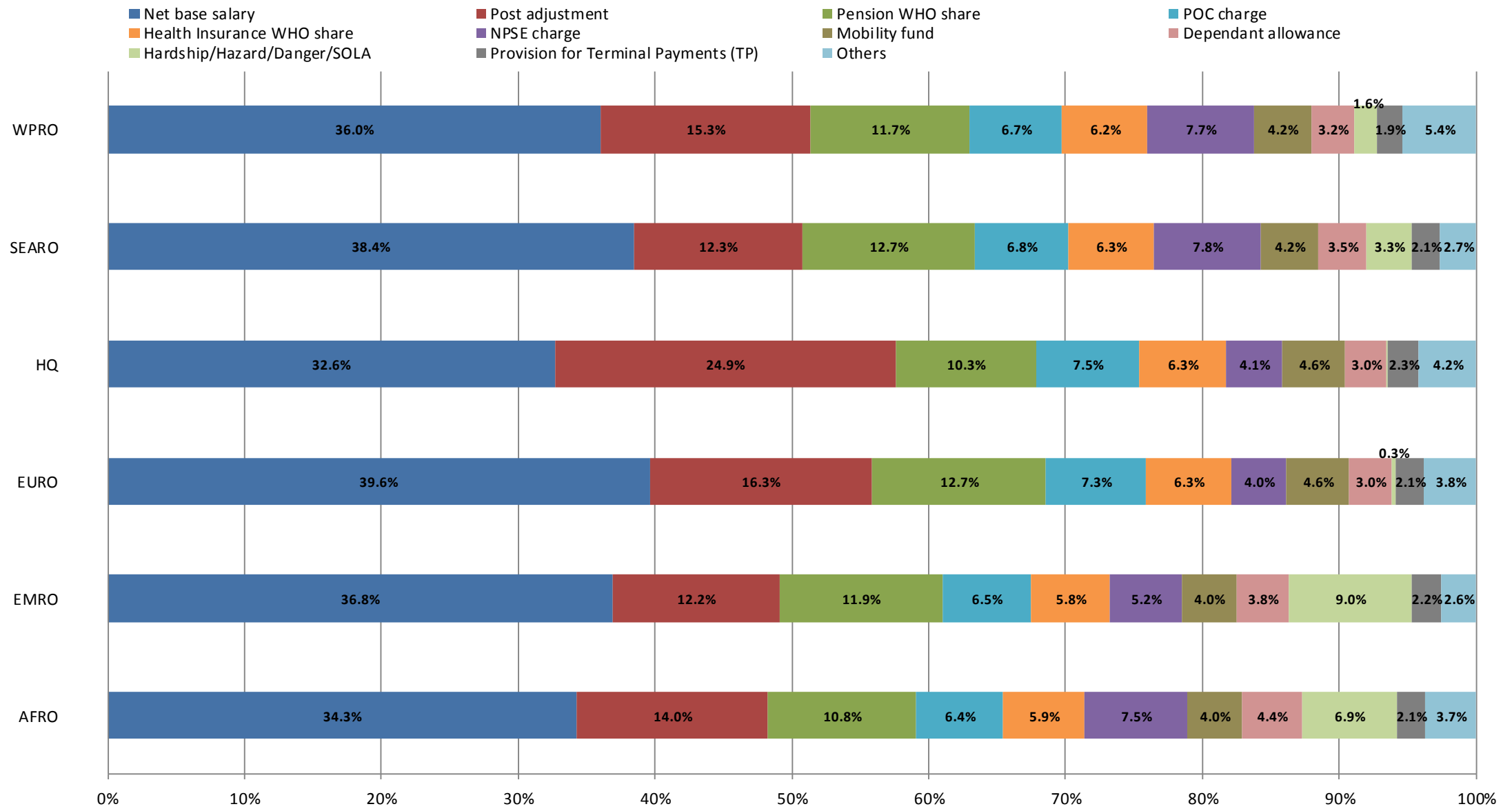


TABLE 21. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA FROM 1 JANUARY TO 31 JULY 2017

