

Human resources: update

Workforce data

As at 31 July 2018



Document issued 24 October 2018

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TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-JUL-2018

Category	Headquarters	Special programmes and collaborative arrangements ^a	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	361	7	149	54	69	76	97	813
National professional officers	16	0	247	45	28	59	46	441
General service staff	230	1	242	81	50	164	126	894
Total	607	8	638	180	147	299	269	2148

Continuing appointments

Professional and higher category staff	724	19	233	76	141	95	74	1362
National professional officers	48	0	339	31	33	38	38	527
General service staff	455	7	877	248	136	323	215	2261
Total	1227	26	1449	355	310	456	327	4150

Total number of staff holding long-term appointments	1834	34	2087	535	457	755	596	6298
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Staff holding short-term appointments

Temporary appointments under SR 420.4

Professional and higher category staff	366	15	153	34	33	136	11	748
National professional officers	2	0	69	66	30	81	2	250
General service staff	119	3	154	51	42	181	18	568
Total	487	18	376	151	105	398	31	1566

Temporary appointments of 60 days or less

Professional and higher category staff	1	0	0	2	4	5	0	12
National professional officers	0	0	0	0	0	1	0	1
General service staff	35	1	0	1	12	3	4	56
Total	36	1	0	3	16	9	4	69

Total number of temporary appointments	523	19	376	154	121	407	35	1635
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Total number of staff	2357	53	2463	689	578	1162	631	7933
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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-2018

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	11	25	36	72	111	183	177	219	396	194	148	342	51	30	81	18	11	29	8	10	18	531	554	1085	48.9%	51.1%
<i>Special programmes and collaborative arrangements</i>	1	5	6	1	1	2	5	1	6	3	2	5	1	1	2	2	2	4	0	1	1	0	0	0	13	13	26	50.0%	50.0%
Africa	1	0	1	12	19	31	41	15	56	118	55	173	61	23	84	26	9	35	1	0	1	0	1	1	260	122	382	68.1%	31.9%
South-East Asia	0	0	0	2	0	2	6	2	8	25	7	32	32	30	62	19	4	23	2	0	2	0	1	1	86	44	130	66.2%	33.8%
Europe	0	0	0	4	10	14	27	22	49	34	29	63	27	32	59	11	13	24	0	0	0	0	1	1	103	107	210	49.0%	51.0%
Eastern Mediterranean	2	1	3	4	5	9	17	7	24	39	16	55	32	15	47	19	10	29	2	1	3	1	0	1	116	55	171	67.8%	32.2%
Western Pacific	0	0	0	0	3	3	12	18	30	38	29	67	31	21	52	9	7	16	2	0	2	1	0	1	93	78	171	54.4%	45.6%
Total	4	6	10	34	63	97	180	176	356	434	357	791	378	270	648	137	75	212	25	13	38	10	13	23	1202	973	2175	55.3%	44.7%
Percentage by grade	40.0%	60.0%	100.0%	35.1%	64.9%	100.0%	50.6%	49.4%	100.0%	54.9%	45.1%	100.0%	58.3%	41.7%	100.0%	64.6%	35.4%	100.0%	65.8%	34.2%	100.0%	43.5%	56.5%	100.0%	55.3%	44.7%	100.0%		
Percentage of total			0.5%			4.5%			16.4%			36.4%			29.8%			9.7%			1.7%			1.1%			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	4	16	20	10	14	24	10	9	19	0	1	1	24	40	64	37.5%	62.5%
<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	17	5	22	125	40	165	269	124	393	4	2	6	415	171	586	70.8%	29.2%
South-East Asia	16	5	21	11	6	17	18	17	35	3	0	3	48	28	76	63.2%	36.8%
Europe	0	4	4	15	27	42	4	11	15	0	0	0	19	42	61	31.1%	68.9%
Eastern Mediterranean	3	2	5	28	14	42	20	18	38	9	3	12	60	37	97	61.9%	38.1%
Western Pacific	0	7	7	12	20	32	20	21	41	1	3	4	33	51	84	39.3%	60.7%
Total	40	39	79	201	121	322	341	200	541	17	9	26	599	369	968	61.9%	38.1%
Percentage by grade	50.6%	49.4%	100.0%	62.4%	37.6%	100.0%	63.0%	37.0%	100.0%	65.4%	34.6%	100.0%	61.9%	38.1%	100.0%		
Percentage of total			8.2%			33.3%			55.9%			2.7%			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	2	15	24	69	93	58	296	354	36	175	211	1	8	9	135	550	685	19.7%	80.3%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	1	1	1	6	7	0	0	0	0	0	0	1	7	8	12.5%	87.5%
Africa	9	5	14	360	7	367	88	13	101	48	46	94	48	124	172	101	130	231	74	66	140	728	391	1119	65.1%	34.9%
South-East Asia	4	1	5	45	0	45	27	6	33	19	35	54	43	63	106	26	25	51	21	14	35	185	144	329	56.2%	43.8%
Europe	0	0	0	5	0	5	14	0	14	3	10	13	23	95	118	10	23	33	2	1	3	57	129	186	30.6%	69.4%
Eastern Mediterranean	39	1	40	48	1	49	53	0	53	21	45	66	47	115	162	32	54	86	13	18	31	253	234	487	52.0%	48.0%
Western Pacific	2	4	6	25	1	26	17	11	28	6	49	55	13	95	108	24	66	90	10	18	28	97	244	341	28.4%	71.6%
Total	55	11	66	485	9	494	212	32	244	121	255	376	233	794	1027	229	473	702	121	125	246	1456	1699	3155	46.1%	53.9%
Percentage by grade	83.3%	16.7%	100.0%	98.2%	1.8%	100.0%	86.9%	13.1%	100.0%	32.2%	67.8%	100.0%	22.7%	77.3%	100.0%	32.6%	67.4%	100.0%	49.2%	50.8%	100.0%	46.1%	53.9%	100.0%		
Percentage of total			2.1%			15.7%			7.7%			11.9%			32.6%			22.3%			7.8%			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-2018

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Cabo Verde Seychelles		Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Bolivia (Plurinational State of) Cuba Dominica Dominican Republic Ecuador El Salvador Grenada 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 Republic of Moldova Serbia Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Libya Qatar United Arab Emirates	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* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia 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-2018

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	2	2	3	0	0	0	0	0	0	0	0	2	5	7
Angola	1-8	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	1	2	3
Benin	1-8	0	0	1	0	0	0	2	1	2	0	0	0	0	0	0	0	5	1	6
Botswana	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	2
Burkina Faso	1-8	0	0	0	2	2	1	8	2	4	0	2	0	1	0	0	0	17	5	22
Burundi	1-8	0	0	0	2	0	0	2	1	1	3	1	0	0	0	0	0	4	6	10
Cabo Verde	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cameroon	1-8	0	0	1	1	4	0	8	2	1	0	2	1	0	0	0	0	16	4	20
Central African Republic	1-8	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	2
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	4	2	6	0	1	0	0	0	1	0	0	0	0	0	12	2	14
Côte d'Ivoire	1-8	0	0	0	0	1	0	2	1	1	1	2	2	0	0	0	0	6	4	10
Democratic Republic of the Congo	1-8	0	0	0	0	2	0	7	1	8	0	0	0	0	0	0	0	17	1	18
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	1	0	1	2	0	1	0	0	0	0	0	0	0	3	2	5
Ethiopia	1-8	0	0	0	0	2	1	9	3	7	0	3	1	0	0	1	0	22	5	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	3	1	1	0	0	0	0	0	8	8	16
Guinea	1-8	0	0	2	0	0	0	4	0	0	1	0	0	0	0	0	0	6	1	7
Guinea-Bissau	1-8	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2
Kenya	1-8	0	0	1	0	3	3	8	3	7	4	2	0	0	0	0	0	21	10	31
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	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
Madagascar	1-8	0	0	0	0	0	1	1	3	0	1	0	0	0	0	0	0	1	5	6
Malawi	1-8	0	0	0	0	1	0	3	0	2	0	2	0	0	0	0	0	8	0	8
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	1	0	0	0	0	0	0	0	0	1	1	2
Namibia	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Niger	1-8	0	0	0	0	0	0	2	1	2	0	0	0	1	0	0	0	5	1	6
Nigeria	1-8	0	0	0	0	1	0	9	4	6	0	2	0	0	0	0	0	18	4	22
Rwanda	1-8	0	0	0	1	2	2	3	1	7	0	0	0	0	0	0	0	12	4	16
Sao Tome and Principe	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Senegal	1-8	0	0	0	1	0	0	5	4	4	1	1	1	0	0	0	0	10	7	17
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	0	2	4	2	2	2	1	0	0	0	1	6	8	14
South Sudan	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
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	3	2	1	0	0	0	0	0	0	0	7	2	9
Uganda	1-8	0	0	0	0	2	0	11	5	10	5	2	0	0	0	0	0	25	10	35
United Republic of Tanzania	1-8	0	0	0	2	1	1	3	1	1	1	0	1	0	0	0	0	5	6	11
Zambia	1-8	0	0	0	0	0	1	4	2	1	1	1	0	0	0	0	0	6	4	10
Zimbabwe	1-8	1	0	1	4	6	2	3	1	0	0	0	1	0	0	0	0	11	8	19
Total - African Region		1	0	12	18	41	19	126	55	80	23	28	9	2	1	1	2	291	127	418

^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-2018

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	0	3	3	3	1	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	1	0	1	1
Belize	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
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	0	4	3	3	0	0	0	1	0	1	3	9	12
Canada	28-39	0	0	0	1	4	5	12	6	12	8	4	1	1	1	1	0	34	22	56
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	0	1	0	0	0	0	0	0	0	0	0	1	0	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	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Haiti	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
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	0	3	0	0	0	0	0	0	2	3	5
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	1	1	0	0	0	0	0	0	0	0	0	1	2	3
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	2	0	0	1	0	0	1	0	0	0	0	0	3	1	4
United States of America	188-255	0	0	0	5	12	15	22	42	28	24	8	7	2	1	1	0	73	94	167
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	3	8	20	25	39	60	52	42	16	8	3	3	2	2	135	148	283

^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-2018

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	8	0	3	2	2	0	0	0	0	0	13	2	15
Bhutan	1-8	0	0	0	0	0	0	2	1	0	1	0	1	1	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	1	13	9	31	8	24	15	6	3	0	0	0	2	76	38	114
Indonesia	3-11	0	0	0	0	1	2	0	1	1	0	1	1	0	0	0	0	3	4	7
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	1	0	1	1	0	0	0	0	0	1	2	3
Nepal	1-8	0	0	0	0	1	0	4	1	5	1	2	0	0	0	0	0	12	2	14
Sri Lanka	1-8	0	0	0	0	2	1	5	2	2	3	3	0	0	0	0	0	12	6	18
Thailand	2-10	0	0	0	0	0	1	0	2	0	3	1	0	0	0	0	0	1	6	7
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	2	1	17	13	51	16	37	27	17	5	1	0	0	2	125	64	189

^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-2018

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	0	0	0	0	5	0	5
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	1	3	10	5	3	5	4	1	0	0	0	16	18	34
Bosnia and Herzegovina	1-8	0	0	0	1	1	1	1	1	1	0	0	0	0	0	0	0	3	3	6
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	3	5	2	3	2	2	0	0	0	0	0	0	8	10	18
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	0	0	3	2	1	2	2	0	0	0	0	0	0	4	6	10
France	50-68	0	0	3	2	9	13	25	14	22	14	4	5	1	2	0	1	64	51	115
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	4	10	17	17	13	14	10	2	0	0	1	0	45	45	90
Greece	6-14	0	0	0	1	0	0	1	1	1	1	0	0	0	0	0	0	2	3	5
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	1	4	1	4	5	3	1	1	0	0	1	0	9	12	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	5	2	11	16	11	5	1	1	0	1	1	30	29	59
Kazakhstan	1-9	0	0	0	0	1	0	0	3	2	0	0	0	0	0	0	0	3	3	6
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	0	0	0	0	0	0	0	0	1	1
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	0	1	1	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	1	2	4	3	8	4	3	3	2	0	0	0	18	13	31
Norway	8-16	0	0	0	0	0	0	1	2	1	1	0	2	0	0	0	0	2	5	7
Poland	9-16	0	0	0	0	0	0	2	0	0	4	0	0	0	0	0	0	2	4	6
Portugal	5-12	0	0	0	0	0	0	1	1	1	1	2	0	0	0	0	0	4	2	6
Republic of Moldova	1-8	0	0	0	0	2	1	2	1	2	1	1	0	0	0	0	0	7	3	10
Romania	2-10	0	0	0	2	0	0	1	0	1	2	0	0	0	0	0	0	2	4	6
Russian Federation	23-32	0	0	1	2	3	0	6	0	1	2	2	0	0	1	0	1	13	6	19
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	1	2	0	1	3	0	2	0	0	0	0	4	6	10
Slovakia	2-9	0	0	0	0	1	0	1	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	3	4	5	7	5	7	1	1	1	1	0	0	16	22	38
Sweden	9-17	0	0	0	0	0	2	1	4	1	1	0	1	0	0	0	0	2	8	10
Switzerland	9-16	0	0	0	0	4	4	5	3	3	3	1	0	0	0	0	0	13	10	23
Tajikistan	1-8	0	0	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0	4	4
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	2	2	4	2	0	2	0	0	0	0	8	7	15
Turkmenistan	1-8	0	0	0	0	0	1	0	1	1	1	0	1	0	0	0	0	1	4	5
Ukraine	1-8	0	0	0	0	3	0	2	1	1	0	0	0	0	0	0	0	6	1	7
United Kingdom of Great Britain and Northern Ireland	39-54	1	0	2	3	7	8	12	19	26	21	9	7	3	0	0	1	60	59	119
Uzbekistan	1-8	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	2
Total - European Region		1	0	9	18	57	71	112	123	135	117	49	36	11	5	3	5	377	375	752

^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-2018****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	7	4	6	3	4	3	0	2	0	0	0	0	19	15	34
Iran (Islamic Republic of)	3-11	0	0	0	0	0	2	3	1	2	1	4	1	0	0	0	0	9	5	14
Iraq	1-8	0	0	0	1	0	0	1	1	2	0	0	0	0	0	0	0	3	2	5
Jordan	1-8	0	0	0	0	2	1	2	2	2	2	0	0	0	0	0	0	6	5	11
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	2	1	2	1	2	0	0	0	0	5	6	11
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	0	0	2	0	1	1	0	0	0	6	3	9
Oman	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Pakistan	1-8	0	0	0	1	1	0	8	2	7	0	2	0	1	0	0	0	19	3	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	1	0	3	3
Somalia	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Sudan	1-8	0	0	0	0	1	0	5	5	3	0	0	0	0	0	0	0	9	5	14
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	0	1	2	1	0	2	0	0	0	0	0	0	3	4	7
United Arab Emirates	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yemen	1-8	0	0	0	0	0	1	1	0	2	1	0	0	0	0	0	0	3	2	5
Total - Eastern Mediterranean Region		0	1	3	4	15	9	34	20	23	13	9	7	2	1	1	1	87	56	143

^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-2018****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	5	12	13	5	7	4	2	3	1	1	0	27	30	57
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	0	1	0	0	0	0	0	0	0	0	1	0	1
China	46-63	0	0	0	0	1	3	6	10	4	4	4	1	0	0	1	0	16	18	34
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	6	5	2	7	6	2	0	2	0	0	1	17	16	33
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	1	0	3	2	1	1	2	0	0	1	0	0	0	5	7	12
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	1	2	3	2	1	0	1	0	0	8	7	15
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	3	10	8	5	2	1	0	0	0	0	22	25	47
Republic of Korea	19-27	0	0	0	0	1	2	2	3	3	2	1	2	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	0	0	0	0	0	0	0	0	0	0	0	0
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	7	13	29	36	46	33	30	15	7	6	2	3	1	109	122	231

^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-2018

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	
Australia	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
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	1	0	0	0	0	0	0	0	0	3	1	4	
Canada	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	2	3	
China	0	0	0	1	1	1	1	4	0	1	0	0	0	0	0	0	2	7	9	
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	4	1	1	0	0	0	0	0	0	5	10	15	
Germany	1	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	3	1	4	
India	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	0	2	
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	0	0	0	0	0	0	1	0	1	
Japan	0	0	1	0	0	2	3	3	0	0	0	0	0	0	0	0	4	5	9	
Jordan	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Kenya	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	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	0	0	0	0	0	0	0	0	0	0	1	1	
Netherlands	0	0	0	0	1	0	0	0	0	3	1	0	0	0	0	0	2	3	5	
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	1	0	0	0	1	0	0	0	0	0	0	0	2	0	2	
Norway	0	0	0	0	1	0	0	3	0	0	0	0	0	1	0	0	1	4	5	
Others	1	0	0	0	2	0	1	0	1	1	0	0	0	0	0	0	5	1	6	
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	1	0	4	2	1	1	0	0	0	0	0	0	6	3	9	
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	
Sweden	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
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	0	2	4	3	2	0	0	0	0	0	0	7	8	15	
United States of America	0	0	0	0	2	0	9	9	8	7	0	1	0	0	0	0	19	17	36	
Total	2	5	2	7	17	10	36	37	18	18	3	3	0	1	0	0	78	81	159	

^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-2018

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	2	2	49	66	115	176	218	394	256	228	484	46	38	84	4	2	6	531	554	1085
<i>Special programmes and collaborative arrangements</i>	0	0	0	3	6	9	6	3	9	3	4	7	1	0	1	0	0	0	13	13	26
Africa	1	0	1	17	22	39	63	32	95	142	58	200	36	9	45	1	1	2	260	122	382
South-East Asia	0	0	0	4	1	5	25	12	37	46	26	72	10	4	14	1	1	2	86	44	130
Europe	0	0	0	14	14	28	50	42	92	34	44	78	5	6	11	0	1	1	103	107	210
Eastern Mediterranean	0	0	0	6	4	10	38	16	54	64	29	93	8	6	14	0	0	0	116	55	171
Western Pacific	0	0	0	15	24	39	35	28	63	37	22	59	5	4	9	1	0	1	93	78	171
Total	1	2	3	108	137	245	393	351	744	582	411	993	111	67	178	7	5	12	1202	973	2175
Percentage by bracket	33.3%	66.7%	100.0%	44.1%	55.9%	100.0%	52.8%	47.2%	100.0%	58.6%	41.4%	100.0%	62.4%	37.6%	100.0%	58.3%	41.7%	100.0%	55.3%	44.7%	100.0%
Percentage of total			0.1%			11.3%			34.2%			45.7%			8.2%			0.6%			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	15	21	36	7	15	22	2	2	4	0	0	0	0	0	0	24	40	64
<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	0	0
Africa	0	1	1	43	19	62	138	54	192	205	83	288	27	14	41	2	0	2	415	171	586
South-East Asia	0	0	0	5	5	10	18	13	31	21	9	30	4	1	5	0	0	0	48	28	76
Europe	0	1	1	4	5	9	10	27	37	5	9	14	0	0	0	0	0	0	19	42	61
Eastern Mediterranean	0	0	0	9	3	12	17	15	32	26	19	45	7	0	7	1	0	1	60	37	97
Western Pacific	0	1	1	6	15	21	13	22	35	14	11	25	0	2	2	0	0	0	33	51	84
Total	0	5	5	82	68	150	203	146	349	273	133	406	38	17	55	3	0	3	599	369	968
Percentage by bracket	0.0%	100.0%	100.0%	54.7%	45.3%	100.0%	58.2%	41.8%	100.0%	67.2%	32.8%	100.0%	69.1%	30.9%	100.0%	100.0%	0.0%	100.0%	61.9%	38.1%	100.0%
Percentage of total			0.5%			15.5%			36.1%			41.9%			5.7%			0.3%			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	4	9	13	23	143	166	55	205	260	50	174	224	3	18	21	0	1	1	135	550	685
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	1	1	1	3	4	0	2	2	0	1	1	0	0	0	1	7	8
Africa	4	2	6	77	64	141	268	164	432	335	148	483	43	13	56	1	0	1	728	391	1119
South-East Asia	1	3	4	27	45	72	80	62	142	64	33	97	13	1	14	0	0	0	185	144	329
Europe	1	2	3	5	34	39	31	52	83	19	37	56	1	4	5	0	0	0	57	129	186
Eastern Mediterranean	6	9	15	70	79	149	92	93	185	68	53	121	15	0	15	2	0	2	253	234	487
Western Pacific	2	15	17	20	84	104	38	81	119	32	60	92	5	4	9	0	0	0	97	244	341
Total	18	40	58	222	450	672	565	660	1225	568	507	1075	80	41	121	3	1	4	1456	1699	3155
Percentage by bracket	31.0%	69.0%	100.0%	33.0%	67.0%	100.0%	46.1%	53.9%	100.0%	52.8%	47.2%	100.0%	66.1%	33.9%	100.0%	75.0%	25.0%	100.0%	46.1%	53.9%	100.0%
Percentage of total			1.8%			21.3%			38.8%			34.1%			3.8%			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-2018

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	1	2	7	7	14	0	2	2	2	3	5	10	13	23
D2	0	0	0	0	0	0	1	3	4	17	9	26	7	0	7	0	1	1	25	13	38
D1/P6	0	0	0	0	0	0	21	14	35	90	51	141	24	10	34	2	0	2	137	75	212
P5	0	0	0	4	8	12	102	81	183	222	152	374	47	28	75	3	1	4	378	270	648
P4	0	0	0	44	50	94	176	153	329	187	132	319	27	22	49	0	0	0	434	357	791
P3	1	1	2	43	58	101	78	71	149	52	43	95	6	3	9	0	0	0	180	176	356
P2	0	1	1	16	17	33	12	26	38	6	17	23	0	2	2	0	0	0	34	63	97
P1	0	0	0	1	4	5	2	2	4	1	0	1	0	0	0	0	0	0	4	6	10
Total	1	2	3	108	137	245	393	351	744	582	411	993	111	67	178	7	5	12	1202	973	2175
Percentage by bracket	33.3%	66.7%	100.0%	44.1%	55.9%	100.0%	52.8%	47.2%	100.0%	58.6%	41.4%	100.0%	62.4%	37.6%	100.0%	58.3%	41.7%	100.0%	55.3%	44.7%	100.0%
Percentage of total			0.1%			11.3%			34.2%			45.7%			8.2%			0.6%			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	0	1	4	6	10	10	3	13	2	0	2	0	0	0	17	9	26
C	0	0	0	30	19	49	103	68	171	178	97	275	27	16	43	3	0	3	341	200	541
B	0	2	2	45	33	78	81	58	139	67	27	94	8	1	9	0	0	0	201	121	322
A	0	3	3	6	16	22	15	14	29	18	6	24	1	0	1	0	0	0	40	39	79
Total	0	5	5	82	68	150	203	146	349	273	133	406	38	17	55	3	0	3	599	369	968
Percentage by bracket	0.0%	100.0%	100.0%	54.7%	45.3%	100.0%	58.2%	41.8%	100.0%	67.2%	32.8%	100.0%	69.1%	30.9%	100.0%	100.0%	0.0%	100.0%	61.9%	38.1%	100.0%
Percentage of total			0.5%			15.5%			36.1%			41.9%			5.7%			0.3%			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	16	14	30	57	49	106	44	59	103	4	3	7	0	0	0	121	125	246
G6	1	2	3	58	107	165	90	192	282	74	157	231	5	15	20	1	0	1	229	473	702
G5	11	22	33	54	236	290	91	306	397	71	213	284	5	16	21	1	1	2	233	794	1027
G4	3	13	16	27	80	107	54	98	152	33	59	92	4	5	9	0	0	0	121	255	376
G3	1	2	3	13	10	23	81	9	90	107	10	117	10	1	11	0	0	0	212	32	244
G2	1	1	2	34	3	37	174	1	175	224	4	228	51	0	51	1	0	1	485	9	494
G1	1	0	1	20	0	20	18	5	23	15	5	20	1	1	2	0	0	0	55	11	66
Total	18	40	58	222	450	672	565	660	1225	568	507	1075	80	41	121	3	1	4	1456	1699	3155
Percentage by bracket	31.0%	69.0%	100.0%	33.0%	67.0%	100.0%	46.1%	53.9%	100.0%	52.8%	47.2%	100.0%	66.1%	33.9%	100.0%	75.0%	25.0%	100.0%	46.1%	53.9%	100.0%
Percentage of total			1.8%			21.3%			38.8%			34.1%			3.8%			0.1%			100.0%

M - male, F - female, T - total

**TABLE 8. RETIREMENT PROJECTIONS OF STAFF REACHING THE MANDATORY AGE OF SEPARATION OF 65
DATA AS OF 31-JUL-2018**

Note: As of 01 January 2019, staff recruited prior to January 2014 who are recorded in the table as having their retirement age at 60 or 62 may decide to continue working until they reach the age of 65

Region	Category	Total staff as at 31 July 2018	Staff due to retire											
			By 31 December 2019				By 31 December 2020				By 31 December 2021			
			Age 60/62	Age 65	Total	% of total staff	Age 60/62	Age 65	Total	% of total staff	Age 60/62	Age 65	Total	% of total staff
Headquarters	P	1085	34	2	36	3.3%	45	1	46	4.2%	43	1	44	4.1%
	NPO	64	0	0	0	0.0%	0	0	0	0.0%	1	0	1	1.6%
	GS	685	15	0	15	2.2%	14	0	14	2.0%	15	0	15	2.2%
<i>Special programmes and collaborative arrangements</i>	P	26	2	0	2	7.7%	0	0	0	0.0%	1	0	1	3.8%
	NPO	0	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	8	1	0	1	12.5%	0	0	0	0.0%	0	0	0	0.0%
Africa	P	382	21	1	22	5.8%	15	0	15	3.9%	14	0	14	3.7%
	NPO	586	17	0	17	2.9%	23	1	24	4.1%	25	1	26	4.4%
	GS	1119	32	1	33	2.9%	36	0	36	3.2%	34	0	34	3.0%
South-East Asia	P	130	4	0	4	3.1%	13	1	14	10.8%	5	0	5	3.8%
	NPO	76	2	0	2	2.6%	3	0	3	3.9%	0	0	0	0.0%
	GS	329	7	0	7	2.1%	8	0	8	2.4%	9	0	9	2.7%
Europe	P	210	5	0	5	2.4%	7	0	7	3.3%	4	0	4	1.9%
	NPO	61	0	0	0	0.0%	0	0	0	0.0%	3	0	3	4.9%
	GS	186	2	0	2	1.1%	0	0	0	0.0%	5	0	5	2.7%
Eastern Mediterranean	P	171	5	0	5	2.9%	8	0	8	4.7%	8	0	8	4.7%
	NPO	97	3	1	4	4.1%	2	1	3	3.1%	3	1	4	4.1%
	GS	487	10	0	10	2.1%	8	2	10	2.1%	8	1	9	1.8%
Western Pacific	P	171	2	0	2	1.2%	3	0	3	1.8%	3	0	3	1.8%
	NPO	84	0	0	0	0.0%	1	0	1	1.2%	1	0	1	1.2%
	GS	341	8	0	8	2.3%	6	0	6	1.8%	6	0	6	1.8%
Total	P	2175	73	3	76	3.5%	91	2	93	4.3%	78	1	79	3.6%
	NPO	968	22	1	23	2.4%	29	2	31	3.2%	33	2	35	3.6%
	GS	3155	75	1	76	2.4%	72	2	74	2.3%	77	1	78	2.5%
	ALL	6298	170	5	175	2.8%	192	6	198	3.1%	188	4	192	3.0%

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

TABLE 9. IMPLEMENTATION OF THE EXTENSION OF THE MANDATORY AGE OF SEPARATION TO 65 FOR STAFF DUE TO RETIRE IN 2019
DATA AS OF 31-JUL-2018

Note: a questionnaire was sent to 170 staff members reaching their age of retirement under the UNJSPF rules in 2019 to ask them when they plan to retire (34.7% responded to the questionnaire)

By job category

Job Category		Retirement from WHO						
		at age 65 (responded to the survey)	at age 65 (not responded to the survey)	Total at age 65	at a specified date between 60 and 65	on the current end date of the appointment, at age 60	on the current end date of the appointment, at age 62	Total at age 60 or at age 62 (in 2019)
Professional and higher category staff	%	35.6%	58.9%	94.5%	2.7%	1.4%	1.4%	2.7%
	Value	26	43	69	2	1	1	2
National professional officers	%	22.7%	63.6%	86.4%	0.0%	0.0%	13.6%	13.6%
	Value	5	14	19	0	0	3	3
General service staff	%	17.3%	72.0%	89.3%	5.3%	2.7%	2.7%	5.3%
	Value	13	54	67	4	2	2	4
Total	%	25.9%	65.3%	91.2%	3.5%	1.8%	3.5%	5.3%
	Value	44	111	155	6	3	6	9

By major office

Major Office		Retirement from WHO						
		at age 65 (responded to the survey)	at age 65 (not responded to the survey)	Total at age 65	at a specified date between 60 and 65	on the current end date of the appointment, at age 60	on the current end date of the appointment, at age 62	Total at age 60 or at age 62 (in 2019)
Africa	%	14.3%	77.1%	91.4%	2.9%	1.4%	4.3%	5.7%
	Value	10	54	64	2	1	3	4
Eastern Mediterranean	%	11.1%	77.8%	88.9%	5.6%	5.6%	0.0%	5.6%
	Value	2	14	16	1	1	0	1
Europe	%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%
	Value	0	8	8	0	0	0	0
Headquarters	%	41.2%	54.9%	96.1%	0.0%	2.0%	2.0%	3.9%
	Value	21	28	49	0	1	1	2
South-East Asia	%	61.5%	15.4%	76.9%	15.4%	0.0%	7.7%	7.7%
	Value	8	2	10	2	0	1	1
Western Pacific	%	30.0%	50.0%	80.0%	10.0%	0.0%	10.0%	10.0%
	Value	3	5	8	1	0	1	1
Total	%	25.9%	65.3%	91.2%	3.5%	1.8%	3.5%	5.3%
	Value	44	111	155	6	3	6	9

By gender

Gender		Retirement from WHO						
		at age 65 (responded to the survey)	at age 65 (not responded to the survey)	Total at age 65	at a specified date between 60 and 65	on the current end date of the appointment, at age 60	on the current end date of the appointment, at age 62	Total at age 60 or at age 62 (in 2019)
Male	%	22.5%	67.6%	90.2%	3.9%	1.0%	4.9%	5.9%
	Value	23	69	92	4	1	5	6
Female	%	30.9%	61.8%	92.6%	2.9%	2.9%	1.5%	4.4%
	Value	21	42	63	2	2	1	3
Total	%	25.9%	65.3%	91.2%	3.5%	1.8%	3.5%	5.3%
	Value	44	111	155	6	3	6	9

TABLE 10. STAFF BY LENGTH OF SERVICE
DATA AS OF 31-JUL-2018

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	336	12	188	536	175	29	113	317	383	23	237	643	128	0	89	217	33	0	17	50	20	0	28	48	10	0	13	23	1085	64	685	1834
Special programmes and collaborative arrangements	6	0	1	7	5	0	2	7	12	0	4	16	1	0	1	2	1	0	0	1	1	0	0	1	0	0	0	0	26	0	8	34
Africa	122	162	179	463	53	147	139	339	134	238	696	1068	55	35	42	132	9	1	29	39	7	3	22	32	2	0	12	14	382	586	1119	2087
South-East Asia	49	42	61	152	30	9	60	99	25	11	110	146	16	5	52	73	4	4	19	27	4	4	21	29	2	1	6	9	130	76	329	535
Europe	59	26	46	131	46	17	32	95	77	14	86	177	22	4	15	41	5	0	3	8	1	0	3	4	0	0	1	1	210	61	186	457
Eastern Mediterranean	73	46	140	259	28	30	99	157	44	8	175	227	13	7	37	57	11	2	12	25	1	3	18	22	1	1	6	8	171	97	487	755
Western Pacific	83	34	91	208	37	29	93	159	35	16	90	141	11	1	39	51	3	2	12	17	2	2	12	16	0	0	4	4	171	84	341	596
Total	728	322	706	1756	374	261	538	1173	710	310	1398	2418	246	52	275	573	66	9	92	167	36	12	104	152	15	2	42	59	2175	968	3155	6298
Percentage by bracket	41.5%	18.3%	40.2%	100.0%	31.9%	22.3%	45.9%	100.0%	29.4%	12.8%	57.8%	100.0%	42.9%	9.1%	48.0%	100.0%	39.5%	5.4%	55.1%	100.0%	23.7%	7.9%	68.4%	100.0%	25.4%	3.4%	71.2%	100.0%	34.5%	15.4%	50.1%	100.0%
Percentage of total	27.9%				18.6%				38.4%				9.1%				2.7%				2.4%				0.9%				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 2018

Major Office*	2016				2017				2018 (up to 31 July)			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters	22394	14559	36953	39.4%	18419	11032	29451	37.5%	7328	5158	12486	41.3%
Africa	14211	3894	18105	21.5%	15274	5236	20510	25.5%	10568	3315	13883	23.9%
Eastern Mediterranean	7169	2946	10115	29.1%	6459	2876	9335	30.8%	3827	1929	5756	33.5%
Europe	3922	2880	6802	42.3%	5705	3643	9348	39.0%	2166	1457	3623	40.2%
South-East Asia	5993	2795	8788	31.8%	3866	2200	6066	36.3%	1803	849	2652	32.0%
Western Pacific	4045	2234	6279	35.6%	3601	1609	5210	30.9%	4339	1891	6230	30.4%
Total	57734	29308	87042	33.7%	53324	26596	79920	33.3%	30031	14599	44630	32.7%

* Positions advertised in that Major Office

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 JULY 2018

Major Office	Category	Total staff as at 31 December 2017	External appointments			Conversion of temporary			Interagency transfers			Total		
			No. of staff	No. of women	% of women	No. of staff	No. of women	% of women	No. of staff	No. of women	% of women	No. of staff	No. of women	% of women
Headquarters	P	1085	13	6	46.2%	9	4	44.4%	3	1	33.3%	25	11	44.0%
	NPO	64	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
	GS	685	17	15	88.2%	10	7	70.0%	0	0	0.0%	27	22	81.5%
<i>Special programmes and collaborative arrangements</i>	P	26	0	0	0.0%	1	0	0.0%	0	0	0.0%	1	0	0.0%
	NPO	0	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
	GS	8	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
Africa	P	382	17	8	47.1%	7	4	57.1%	0	0	0.0%	24	12	50.0%
	NPO	586	14	4	28.6%	0	0	0.0%	0	0	0.0%	14	4	28.6%
	GS	1119	21	8	38.1%	7	5	71.4%	0	0	0.0%	28	13	46.4%
South-East Asia	P	130	1	0	0.0%	1	0	0.0%	1	0	0.0%	3	0	0.0%
	NPO	76	7	2	28.6%	1	1	100.0%	0	0	0.0%	8	3	37.5%
	GS	329	4	2	50.0%	3	1	33.3%	0	0	0.0%	7	3	42.9%
Europe	P	210	7	4	57.1%	4	1	25.0%	0	0	0.0%	11	5	45.5%
	NPO	61	6	4	66.7%	2	1	50.0%	0	0	0.0%	8	5	62.5%
	GS	186	6	6	100.0%	9	7	77.8%	0	0	0.0%	15	13	86.7%
Eastern Mediterranean	P	171	3	1	33.3%	4	2	50.0%	3	2	66.7%	10	5	50.0%
	NPO	97	3	1	33.3%	3	2	66.7%	0	0	0.0%	6	3	50.0%
	GS	487	3	2	66.7%	7	2	28.6%	0	0	0.0%	10	4	40.0%
Western Pacific	P	171	10	7	70.0%	3	0	0.0%	5	3	60.0%	18	10	55.6%
	NPO	84	3	3	100.0%	0	0	0.0%	0	0	0.0%	3	3	100.0%
	GS	341	9	7	77.8%	5	4	80.0%	0	0	0.0%	14	11	78.6%
Total	P	2175	51	26	51.0%	29	11	37.9%	12	6	50.0%	92	43	46.7%
	NPO	968	33	14	42.4%	6	4	66.7%	0	0	0.0%	39	18	46.2%
	GS	3155	60	40	66.7%	41	26	63.4%	0	0	0.0%	101	66	65.3%
	All	6298	144	80	55.6%	76	41	53.9%	12	6	50.0%	232	127	54.7%

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-2018

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	90	8.2%	76	6.9%	508	46.4%	56	5.1%	222	20.3%	143	13.1%	1095	100.0%
Africa	317	83.0%	6	1.6%	26	6.8%	7	1.8%	21	5.5%	5	1.3%	382	100.0%
South-East Asia	4	3.1%	76	58.5%	27	20.8%	4	3.1%	10	7.7%	9	6.9%	130	100.0%
Europe	2	0.9%	6	2.7%	181	80.1%	6	2.7%	22	9.7%	9	4.0%	226	100.0%
Eastern Mediterranean	13	7.6%	7	4.1%	43	25.1%	79	46.2%	24	14.0%	5	2.9%	171	100.0%
Western Pacific	2	1.2%	20	11.7%	34	19.9%	3	1.8%	23	13.5%	89	52.0%	171	100.0%
Total	428	19.7%	191	8.8%	819	37.7%	155	7.1%	322	14.8%	260	12.0%	2175	100.0%

TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 JULY 2018

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	0	0	0	0.0%	0	0	0	0.0%	1	0	1	5.9%	5	3	8	47.1%	1	2	3	17.6%	2	3	5	29.4%	9	8	17	100.0%
Africa	3	4	7	14.6%	26	8	34	70.8%	1	0	1	2.1%	2	0	2	4.2%	0	1	1	2.1%	0	3	3	6.3%	32	16	48	100.0%
South-East Asia	0	1	1	7.1%	2	0	2	14.3%	5	2	7	50.0%	0	0	0	0.0%	2	1	3	21.4%	0	1	1	7.1%	9	5	14	100.0%
Europe	3	2	5	23.8%	0	0	0	0.0%	0	0	0	0.0%	6	4	10	47.6%	3	0	3	14.3%	1	2	3	14.3%	13	8	21	100.0%
Eastern Mediterranean	3	2	5	20.8%	1	0	1	4.2%	1	0	1	4.2%	1	2	3	12.5%	9	4	13	54.2%	1	0	1	4.2%	16	8	24	100.0%
Western Pacific	2	0	2	12.5%	0	0	0	0.0%	0	2	2	12.5%	2	1	3	18.8%	0	1	1	6.3%	4	4	8	50.0%	8	8	16	100.0%
Total	11	9	20	14.3%	29	8	37	26.4%	8	4	12	8.6%	16	10	26	18.6%	15	9	24	17.1%	8	13	21	15.0%	87	53	140	100.0%

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

M - male, F - female, T - total

TABLE 15. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2018

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	1085	50.5%	17	1.6%	17	1.6%
Africa	382	17.8%	48	12.6%	14	3.7%
South-East Asia	130	6.0%	14	10.8%	7	5.4%
Europe	210	9.8%	21	10.0%	11	5.2%
Eastern Mediterranean	171	8.0%	24	14.0%	11	6.4%
Western Pacific	171	8.0%	16	9.4%	8	4.7%
Total	2149	100.0%	140	6.5%	68	3.2%

This table excludes The Americas region (1 staff from AFRO and 1 staff from HQ moved to PAHO, 1 staff from PAHO 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 2018

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		65	203	268	75.7%	23	36	59	61.0%	88	239	327	73.1%
Africa	Country Office	1	6	7	85.7%	1	7	8	87.5%	2	13	15	86.7%
	Regional Office	0	1	1	100.0%	3	4	7	57.1%	3	5	8	62.5%
	Total	1	7	8	87.5%	4	11	15	73.3%	5	18	23	78.3%
Eastern Mediterranean	Country Office	0	5	5	100.0%	4	10	14	71.4%	4	15	19	78.9%
	Regional Office	4	6	10	60.0%	2	16	18	88.9%	6	22	28	78.6%
	Total	4	11	15	73.3%	6	26	32	81.3%	10	37	47	78.7%
Europe	Country Office	4	16	20	80.0%	2	2	4	50.0%	6	18	24	75.0%
	Regional Office	6	33	39	84.6%	2	1	3	33.3%	8	34	42	81.0%
	Total	10	49	59	83.1%	4	3	7	42.9%	14	52	66	78.8%
South-East Asia	Country Office	2	1	3	33.3%	0	4	4	100.0%	2	5	7	71.4%
	Regional Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Total	2	1	3	33.3%	0	4	4	100.0%	2	5	7	71.4%
Western Pacific	Country Office	3	14	17	82.4%	0	5	5	100.0%	3	19	22	86.4%
	Regional Office	12	8	20	40.0%	2	6	8	75.0%	14	14	28	50.0%
	Total	15	22	37	59.5%	2	11	13	84.6%	17	33	50	66.0%
Total	Country Office	10	42	52	80.8%	7	28	35	80.0%	17	70	87	80.5%
	Regional Office	22	48	70	68.6%	9	27	36	75.0%	31	75	106	70.8%
	Total	97	293	390	75.1%	39	91	130	70.0%	136	384	520	73.8%

TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2018

Nationality	Male	Female	Total	% of total
United States of America	18	77	95	18.3%
United Kingdom of Great Britain and Northern Ireland	11	31	42	8.1%
Australia	12	23	35	6.7%
Canada	2	30	32	6.2%
Germany	11	17	28	5.4%
China	5	18	23	4.4%
France	6	16	22	4.2%
Italy	5	17	22	4.2%
Egypt	1	15	16	3.1%
India	6	5	11	2.1%
Republic of Korea	5	6	11	2.1%
Japan	5	5	10	1.9%
Sweden	4	5	9	1.7%
Netherlands	1	7	8	1.5%
Nepal	3	4	7	1.3%
Spain	2	5	7	1.3%
Brazil	4	2	6	1.2%
Congo	3	3	6	1.2%
Ireland	0	6	6	1.2%
Nigeria	2	4	6	1.2%
Philippines	2	4	6	1.2%
Portugal	3	3	6	1.2%
Sudan	1	5	6	1.2%
Ghana	3	2	5	1.0%
Switzerland	0	5	5	1.0%
Turkey	1	4	5	1.0%
Austria	0	4	4	0.8%
Pakistan	3	1	4	0.8%
Colombia	1	2	3	0.6%
Ethiopia	2	1	3	0.6%
Finland	0	3	3	0.6%
Iran (Islamic Republic of)	1	2	3	0.6%
Kenya	0	3	3	0.6%
Mexico	1	2	3	0.6%
Singapore	2	1	3	0.6%
South Africa	0	3	3	0.6%
Uganda	1	2	3	0.6%
Bangladesh	1	1	2	0.4%
Burkina Faso	1	1	2	0.4%
Costa Rica	1	1	2	0.4%
Czechia	0	2	2	0.4%
Eritrea	0	2	2	0.4%
Greece	0	2	2	0.4%
Jordan	0	2	2	0.4%
Latvia	0	2	2	0.4%
Malaysia	2	0	2	0.4%
Myanmar	0	2	2	0.4%
New Zealand	0	2	2	0.4%
Norway	0	2	2	0.4%
Russian Federation	0	2	2	0.4%
Zimbabwe	0	2	2	0.4%
Argentina	0	1	1	0.2%
Bolivia (Plurinational State of)	0	1	1	0.2%
Bulgaria	0	1	1	0.2%
Cameroon	1	0	1	0.2%
Chile	0	1	1	0.2%
Côte d'Ivoire	0	1	1	0.2%
Denmark	0	1	1	0.2%
Djibouti	0	1	1	0.2%
Estonia	1	0	1	0.2%
Gambia	0	1	1	0.2%
Hungary	0	1	1	0.2%
Indonesia	0	1	1	0.2%
Iraq	0	1	1	0.2%
Kazakhstan	0	1	1	0.2%
Malawi	1	0	1	0.2%
Mauritania	0	1	1	0.2%
Papua New Guinea	0	1	1	0.2%
Poland	0	1	1	0.2%
Rwanda	0	1	1	0.2%
Thailand	0	1	1	0.2%
Ukraine	1	0	1	0.2%
United Arab Emirates	0	1	1	0.2%
Total	136	384	520	100.0%

TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER
DATA FROM 15 MARCH TO 31 JULY 2018^a

^aData available only as of 15 March 2018, date when all applications were centralized through WHO on-line application system

Nationality	Male	Female	Total	% of total
Nigeria	778	432	1210	25.8%
India	137	248	385	8.2%
United States of America	83	261	344	7.3%
China	45	129	174	3.7%
Kenya	68	73	141	3.0%
Pakistan	81	57	138	2.9%
United Kingdom of Great Britain and Northern Ireland	26	107	133	2.8%
Canada	32	100	132	2.8%
Australia	34	92	126	2.7%
Germany	19	79	98	2.1%
Egypt	42	55	97	2.1%
Italy	38	53	91	1.9%
Ghana	45	39	84	1.8%
Cameroon	50	30	80	1.7%
Spain	22	46	68	1.5%
Zimbabwe	15	39	54	1.2%
France	18	35	53	1.1%
Sudan	27	22	49	1.0%
Uganda	25	21	46	1.0%
Bangladesh	24	19	43	0.9%
South Africa	11	26	37	0.8%
Republic of Korea	9	25	34	0.7%
Japan	9	23	32	0.7%
Ethiopia	22	9	31	0.7%
Nepal	12	19	31	0.7%
Côte d'Ivoire	24	6	30	0.6%
Switzerland	7	23	30	0.6%
Turkey	10	20	30	0.6%
Brazil	6	20	26	0.6%
Iran (Islamic Republic of)	7	19	26	0.6%
Philippines	9	16	25	0.5%
Democratic Republic of the Congo	15	8	23	0.5%
Mexico	10	12	22	0.5%
Syrian Arab Republic	10	10	20	0.4%
Netherlands	5	14	19	0.4%
Russian Federation	6	13	19	0.4%
Rwanda	16	3	19	0.4%
Zambia	6	12	18	0.4%
Colombia	4	13	17	0.4%
Greece	3	14	17	0.4%
Indonesia	2	15	17	0.4%
Portugal	4	13	17	0.4%
Belgium	4	12	16	0.3%
Congo	12	3	15	0.3%
United Republic of Tanzania	8	7	15	0.3%
Chad	13	1	14	0.3%
Jordan	5	9	14	0.3%
Singapore	5	9	14	0.3%
Tunisia	4	10	14	0.3%
Yemen	10	4	14	0.3%
Denmark	2	11	13	0.3%
Norway	3	10	13	0.3%
Saudi Arabia	5	8	13	0.3%
Iraq	7	5	12	0.3%
Ireland	3	9	12	0.3%
Senegal	8	4	12	0.3%
Sweden	5	7	12	0.3%
Benin	10	1	11	0.2%
Lebanon	5	6	11	0.2%
Others	4	7	11	0.2%
Peru	3	8	11	0.2%
Algeria	5	5	10	0.2%
Botswana	3	7	10	0.2%
Poland	1	9	10	0.2%
Morocco	4	5	9	0.2%
Myanmar	4	5	9	0.2%
Viet Nam	2	7	9	0.2%
Austria	2	6	8	0.2%
Burkina Faso	6	2	8	0.2%
Finland	0	8	8	0.2%
Malawi	7	1	8	0.2%
Romania	1	7	8	0.2%
Sierra Leone	1	7	8	0.2%
Kazakhstan	1	6	7	0.1%
Malaysia	1	6	7	0.1%
New Zealand	1	6	7	0.1%
Somalia	2	5	7	0.1%

Nationality	Male	Female	Total	% of total
Bulgaria	0	6	6	0.1%
Burundi	4	2	6	0.1%
Costa Rica	1	5	6	0.1%
Guinea	5	1	6	0.1%
Haiti	4	2	6	0.1%
South Sudan	3	3	6	0.1%
Sri Lanka	3	3	6	0.1%
Togo	5	1	6	0.1%
Ukraine	1	5	6	0.1%
Argentina	1	4	5	0.1%
Chile	2	3	5	0.1%
Gambia	3	2	5	0.1%
Guyana	1	4	5	0.1%
Israel	4	1	5	0.1%
Liberia	4	1	5	0.1%
Libya	1	4	5	0.1%
Mozambique	1	4	5	0.1%
Trinidad and Tobago	0	5	5	0.1%
Afghanistan	3	1	4	0.1%
Czechia	0	4	4	0.1%
Kuwait	3	1	4	0.1%
Latvia	2	2	4	0.1%
Uzbekistan	3	1	4	0.1%
Venezuela (Bolivarian Republic of)	3	1	4	0.1%
Azerbaijan	1	2	3	0.1%
Croatia	1	2	3	0.1%
Ecuador	1	2	3	0.1%
El Salvador	0	3	3	0.1%
Eritrea	1	2	3	0.1%
Honduras	1	2	3	0.1%
Jamaica	0	3	3	0.1%
Lesotho	0	3	3	0.1%
Mali	2	1	3	0.1%
Mauritius	0	3	3	0.1%
Mongolia	0	3	3	0.1%
Tajikistan	1	2	3	0.1%
Armenia	1	1	2	0.0%
Bahamas	1	1	2	0.0%
Bahrain	1	1	2	0.0%
Belarus	0	2	2	0.0%
Dominica	0	2	2	0.0%
Fiji	2	0	2	0.0%
Gabon	1	1	2	0.0%
Hungary	1	1	2	0.0%
Lithuania	0	2	2	0.0%
Madagascar	2	0	2	0.0%
Mauritania	2	0	2	0.0%
Namibia	0	2	2	0.0%
Nicaragua	1	1	2	0.0%
Slovakia	0	2	2	0.0%
Slovenia	0	2	2	0.0%
Swaziland	1	1	2	0.0%
Uruguay	0	2	2	0.0%
Albania	0	1	1	0.0%
Angola	1	0	1	0.0%
Barbados	0	1	1	0.0%
Bhutan	0	1	1	0.0%
Bolivia (Plurinational State of)	0	1	1	0.0%
Cabo Verde	1	0	1	0.0%
Central African Republic	1	0	1	0.0%
Cuba	0	1	1	0.0%
Cyprus	0	1	1	0.0%
Djibouti	1	0	1	0.0%
Dominican Republic	0	1	1	0.0%
Equatorial Guinea	1	0	1	0.0%
Georgia	0	1	1	0.0%
Grenada	0	1	1	0.0%
Kyrgyzstan	0	1	1	0.0%
Maldives	0	1	1	0.0%
Malta	0	1	1	0.0%
Niger	1	0	1	0.0%
Oman	0	1	1	0.0%
Papua New Guinea	0	1	1	0.0%
Puerto Rico	0	1	1	0.0%
Qatar	0	1	1	0.0%
Saint Lucia	1	0	1	0.0%
Serbia	1	0	1	0.0%
Thailand	0	1	1	0.0%
The former Yugoslav Republic of Macedonia	1	0	1	0.0%
Tonga	1	0	1	0.0%
United Arab Emirates	1	0	1	0.0%
Vanuatu	0	1	1	0.0%
Total	2062	2626	4688	100.0%

TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 JULY 2018

Donor countries	Major office						Total
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
Belgium	0	1	0	0	0	0	1
Canada	1	1	0	0	0	0	2
Finland	1	0	0	1	0	0	2
Germany	8	0	0	1	0	0	9
Italy	2	0	0	1	0	0	3
Japan	3	1	2	1	1	2	10
Netherlands	4	1	0	0	0	1	6
Norway	1	0	0	0	0	0	1
Sweden	0	0	0	0	1	1	2
Switzerland	1	0	0	0	0	0	1
Total	21	4	2	4	2	4	37

TABLE 20. NUMBER OF INDIVIDUALS HOLDING NON-STAFF CONTRACTS, BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2018

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	1039	190	981	348	0
Africa	255	31	345	90	1308
South-East Asia	334	53	73	21	1430
Europe	906	66	290	79	37
Eastern Mediterranean	344	52	288	67	173
Western Pacific	166	22	176	59	114
Total	3044	413	2153	665	3062

^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 21. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF
DATA FROM 1 JANUARY TO 31 JULY 2018

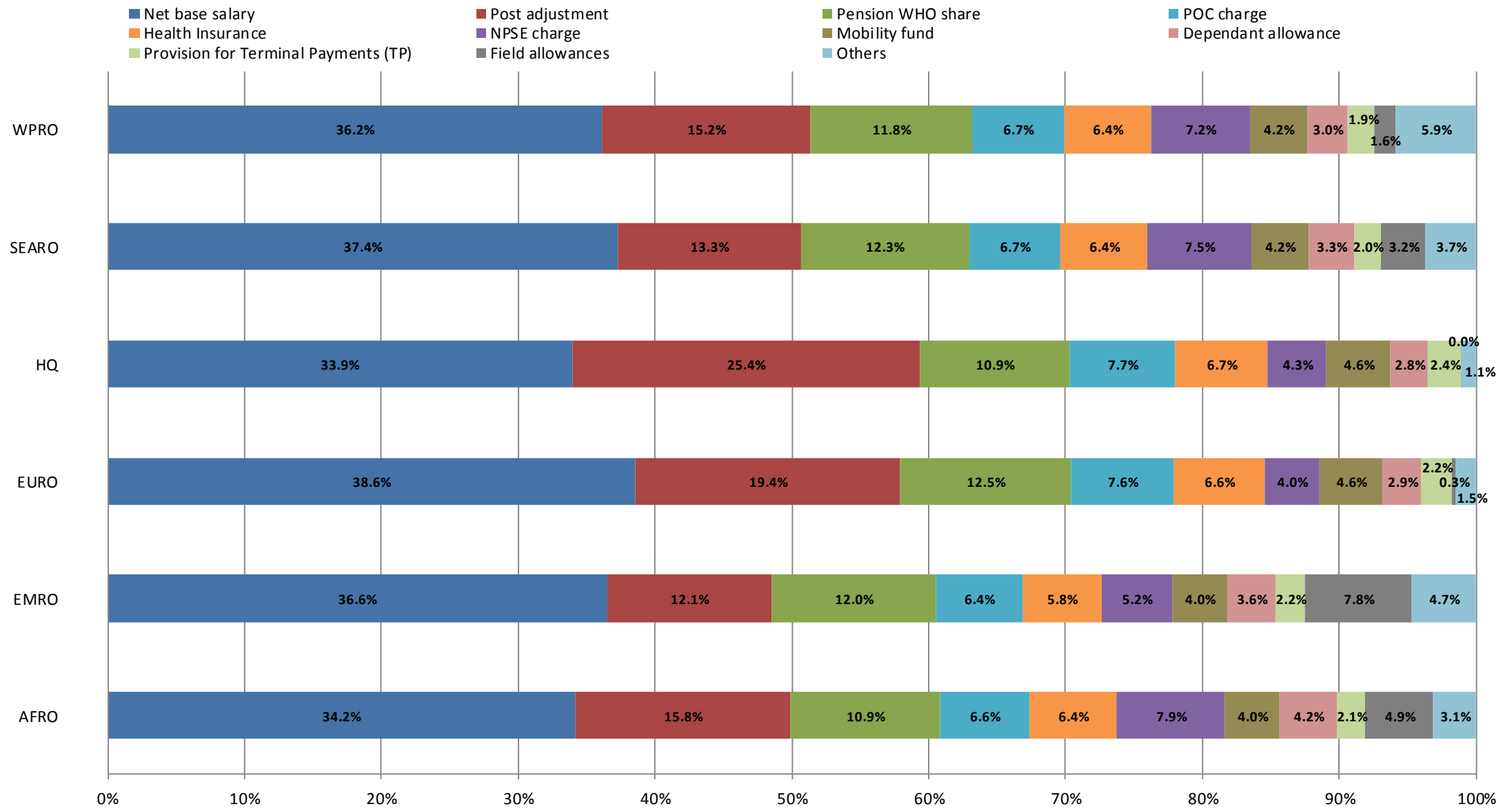


TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA FROM 1 JANUARY TO 31 JULY 2018

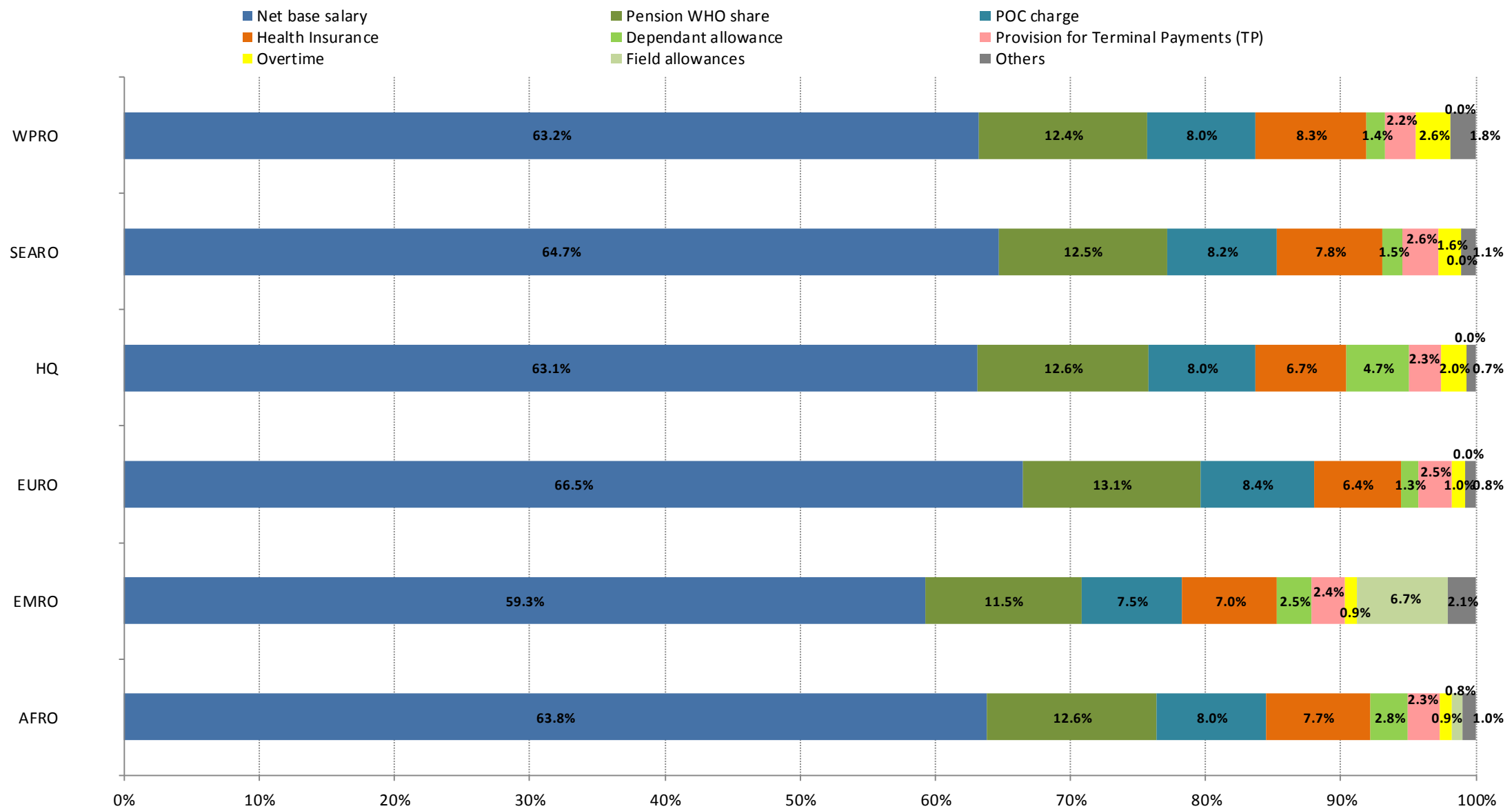


TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY
DATA AS OF 31-JUL-2018

1. Those staff are not WHO staff
2. WHO provides for 30% of the PAHO budget, through AMRO
3. PAHO positions are not counted for WHO Geographical Representation purposes

Nationality	Total
Argentina	23
Australia	1
Austria	1
Barbados	2
Belgium	2
Belize	6
Bolivia (Plurinational State of)	3
Brazil	44
Canada	14
Chile	11
Colombia	40
Costa Rica	8
Cuba	10
Democratic Republic of the Congo	1
Denmark	2
Dominica	1
Dominican Republic	4
Ecuador	12
El Salvador	9
Equatorial Guinea	1
France	8
Germany	1
Ghana	1
Grenada	1
Guatemala	12
Guyana	1
Haiti	3
Honduras	6
India	1
Ireland	1
Italy	10
Jamaica	7
Japan	1
Malta	1
Mexico	14
Netherlands	8
Nicaragua	12
Panama	4
Paraguay	5
Peru	19
Philippines	3
Portugal	1
Rwanda	1
Saint Vincent and the Grenadines	4
Spain	37
Suriname	3
Switzerland	1
Trinidad and Tobago	5
United Kingdom of Great Britain and Northern Ireland	10
United States of America	64
Uruguay	6
Uzbekistan	1
Venezuela (Bolivarian Republic of)	7
Total	454