

Human resources: update

Workforce data

As at 31 July 2019



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TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-JUL-2019

Category	Headquarters	Special programmes and collaborative arrangements ^a	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Staff holding long-term appointments								
Fixed-term appointments								
Professional and higher category staff	379	5	163	57	85	89	102	880
National professional officers	11	0	236	58	36	74	46	461
General service staff	236	1	256	94	71	190	130	978
Total	626	6	655	209	192	353	278	2319
Percentage of fixed-term appointments out of the total staff	26.1%	11.1%	26.7%	29.9%	30.8%	28.3%	43.8%	28.6%
Continuing appointments								
Professional and higher category staff	715	20	225	70	151	91	75	1347
National professional officers	52	0	323	28	27	42	39	511
General service staff	436	7	842	239	128	305	207	2164
Total	1203	27	1390	337	306	438	321	4022
Percentage of continuing appointments out of the total staff	50.1%	50.0%	56.7%	48.3%	49.1%	35.2%	50.6%	49.6%
Total number of staff holding long-term appointments	1829	33	2045	546	498	791	599	6341
Percentage of long-term appointments out of the total staff	76.2%	61.1%	83.5%	78.2%	79.9%	63.5%	94.3%	78.2%
Staff holding short-term appointments								
Temporary appointments under SR 420.4								
Professional and higher category staff	397	18	153	44	41	137	6	796
National professional officers	1	0	85	57	27	110	7	287
General service staff	125	2	159	50	46	206	13	601
Total	523	20	397	151	114	453	26	1684
Temporary appointments of 60 days or less								
Professional and higher category staff	10	0	0	1	3	0	2	16
National professional officers	0	0	0	0	0	1	1	2
General service staff	38	1	8	0	8	1	7	63
Total	48	1	8	1	11	2	10	81
Total number of temporary appointments	571	21	405	152	125	455	36	1765
Percentage of temporary appointments out of the total staff	23.8%	38.9%	16.5%	21.8%	20.1%	36.5%	5.7%	21.8%
Total number of staff	2400	54	2450	698	623	1246	635	8106

^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. STAFF BY APPOINTMENT TYPE AND JOB CATEGORY, ALL LOCATIONS
DATA AS OF 31-JUL-2019

Appointment Type	Professional and higher category staff		National professional officers		General service staff		Total	
	Number of staff	%	Number of staff	%	Number of staff	%	Number of staff	%
Continuing	1347	44.3%	511	40.5%	2164	56.9%	4022	49.6%
Fixed-Term	880	29.0%	461	36.6%	978	25.7%	2319	28.6%
Temporary	812	26.7%	289	22.9%	664	17.4%	1765	21.8%
Total	3039	100.0%	1261	100.0%	3806	100.0%	8106	100.0%

TABLE 3. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER^a
DATA AS OF 31-JUL-2019

Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with previous year	
	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	M	F
Headquarters	0	0	0	11	16	27	83	116	199	173	214	387	192	158	350	50	30	80	18	12	30	11	10	21	538	556	1094	49.2%	50.8%	48.9%	51.1%
<i>Special programmes and collaborative arrangements</i>	1	5	6	1	2	3	4	1	5	3	2	5	1	1	2	1	1	2	1	1	2	0	0	0	12	13	25	48.0%	52.0%	50.0%	50.0%
Africa	1	0	1	11	19	30	45	17	62	125	57	182	56	26	82	22	7	29	1	0	1	0	1	1	261	127	388	67.3%	32.7%	68.1%	31.9%
South-East Asia	0	0	0	1	0	1	5	2	7	24	12	36	34	26	60	17	3	20	2	0	2	0	1	1	83	44	127	65.4%	34.6%	66.2%	33.8%
Europe	0	0	0	6	10	16	24	31	55	37	32	69	30	39	69	12	14	26	0	0	0	0	1	1	109	127	236	46.2%	53.8%	49.0%	51.0%
Eastern Mediterranean	2	0	2	4	3	7	18	12	30	39	20	59	37	15	52	17	9	26	1	2	3	1	0	1	119	61	180	66.1%	33.9%	67.8%	32.2%
Western Pacific	0	0	0	0	3	3	13	23	36	36	32	68	29	23	52	8	7	15	2	0	2	1	0	1	89	88	177	50.3%	49.7%	54.4%	45.6%
Total	4	5	9	34	53	87	192	202	394	437	369	806	379	288	667	127	71	198	25	15	40	13	13	26	1211	1016	2227	54.4%	45.6%	55.3%	44.7%
Percentage by grade	44.4%	55.6%	100.0%	39.1%	60.9%	100.0%	48.7%	51.3%	100.0%	54.2%	45.8%	100.0%	56.8%	43.2%	100.0%	64.1%	35.9%	100.0%	62.5%	37.5%	100.0%	50.0%	50.0%	100.0%	54.4%	45.6%	100.0%				
Percentage of total			0.4%			3.9%			17.7%			36.2%			30.0%			8.9%			1.8%			1.2%			100.0%				

National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with previous year	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	M	F
Headquarters^b	3	19	22	9	15	24	9	7	16	0	1	1	21	42	63	33.3%	66.7%	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%	0.0%	0.0%
Africa	16	6	22	116	41	157	254	120	374	4	2	6	390	169	559	69.8%	30.2%	70.8%	29.2%
South-East Asia	17	5	22	16	12	28	17	16	33	3	0	3	53	33	86	61.6%	38.4%	63.2%	36.8%
Europe	0	3	3	17	31	48	3	9	12	0	0	0	20	43	63	31.7%	68.3%	31.1%	68.9%
Eastern Mediterranean	6	1	7	30	18	48	24	24	48	9	4	13	69	47	116	59.5%	40.5%	61.9%	38.1%
Western Pacific	2	6	8	14	20	34	20	20	40	0	3	3	36	49	85	42.4%	57.6%	39.3%	60.7%
Total	44	40	84	202	137	339	327	196	523	16	10	26	589	383	972	60.6%	39.4%	61.9%	38.1%
Percentage by grade	52.4%	47.6%	100.0%	59.6%	40.4%	100.0%	62.5%	37.5%	100.0%	61.5%	38.5%	100.0%	60.6%	39.4%	100.0%				
Percentage of total			8.6%			34.9%			53.8%			2.7%			100.0%				

General service staff

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with previous year	
	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	M	F
Headquarters	1	0	1	1	0	1	14	2	16	23	69	92	61	286	347	37	170	207	1	7	8	138	534	672	20.5%	79.5%	19.7%	80.3%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	1	1	1	5	6	0	1	1	0	0	0	1	7	8	12.5%	87.5%	12.5%	87.5%
Africa	9	4	13	337	6	343	91	12	103	49	44	93	52	121	173	105	134	239	70	64	134	713	385	1098	64.9%	35.1%	65.1%	34.9%
South-East Asia	4	1	5	42	0	42	26	3	29	15	32	47	47	74	121	27	24	51	22	16	38	183	150	333	55.0%	45.0%	56.2%	43.8%
Europe	0	0	0	4	0	4	14	0	14	4	11	15	26	104	130	9	24	33	2	1	3	59	140	199	29.6%	70.4%	30.6%	69.4%
Eastern Mediterranean	11	1	12	70	1	71	52	1	53	21	40	61	47	116	163	36	69	105	14	16	30	251	244	495	50.7%	49.3%	52.0%	48.0%
Western Pacific	2	3	5	21	1	22	15	12	27	6	47	53	16	96	112	24	66	90	10	18	28	94	243	337	27.9%	72.1%	28.4%	71.6%
Total	27	9	36	475	8	483	212	30	242	118	244	362	250	802	1052	238	488	726	119	122	241	1439	1703	3142	45.8%	54.2%	46.1%	53.9%
Percentage by grade	75.0%	25.0%	100.0%	98.3%	1.7%	100.0%	87.6%	12.4%	100.0%	32.6%	67.4%	100.0%	23.8%	76.2%	100.0%	32.8%	67.2%	100.0%	49.4%	50.6%	100.0%	45.8%	54.2%	100.0%				
Percentage of total			1.1%			15.4%			7.7%			11.5%			33.5%			23.1%			7.7%			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 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION
DATA AS OF 31-JUL-2019

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 Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados 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 Monaco Montenegro San Marino	Austria Czechia Greece Israel Poland Russian Federation Turkey	Belgium Denmark France Ireland Italy Netherlands Republic of Moldova Serbia Switzerland Ukraine United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Libya Qatar Somalia United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon Morocco Pakistan Sudan
Western Pacific	Brunei Darussalam Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue Palau Papua New Guinea Samoa Solomon Islands Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia Mongolia New Zealand Philippines

*Associate Member

TABLE 5a. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION^a, BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2019

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	1	3	1	0	0	0	0	0	0	0	2	5	7
Angola	1-8	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Benin	1-8	0	0	1	0	0	0	2	2	2	0	0	0	0	0	0	0	5	2	7
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	2	1	3	1	0	0	0	0	0	4	7	11
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	10	2	1	0	1	1	0	0	0	0	17	4	21
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	2	0	1	0	0	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	2	8	0	1	0	0	0	1	0	0	0	0	0	13	2	15
Côte d'Ivoire	1-8	0	0	0	0	0	0	5	2	1	1	2	2	0	0	0	0	8	5	13
Democratic Republic of the Congo	1-8	0	0	0	0	2	0	9	1	8	0	0	0	0	0	0	0	19	1	20
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	1	1	0	1	2	0	1	0	0	0	0	0	0	0	4	2	6
Ethiopia	1-8	0	0	0	0	4	1	10	2	7	0	2	1	0	0	1	0	24	4	28
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	4	0	2	0	0	0	0	0	0	0	6	0	6
Ghana	1-8	0	0	0	0	0	2	5	6	2	1	0	0	0	0	0	0	7	9	16
Guinea	1-8	0	0	1	0	0	1	3	0	1	1	0	0	0	0	0	0	5	2	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	4	4	8	2	8	6	2	0	0	0	0	0	23	12	35
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	1	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	5	0	1	0	0	0	0	0	0	0	7	0	7
Mauritania	1-8	0	0	0	0	2	0	1	0	0	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	1	0	0	0	2	1	3
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	1	0	2	0	10	4	6	0	3	0	0	0	0	0	22	4	26
Rwanda	1-8	0	0	0	0	1	3	3	2	6	0	1	0	0	0	0	0	11	5	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	4	4	4	0	0	1	0	0	1	0	9	6	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	2	0	1	0	0	0	0	0	0	1	4	5
South Africa	4-11	0	0	0	0	0	0	1	4	2	4	2	1	0	0	0	1	5	10	15
South Sudan	1-8	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	0	2
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	2	0	3	2	0	0	0	0	0	0	0	0	5	2	7
Uganda	1-8	0	0	0	0	3	0	14	6	11	6	2	0	0	0	0	0	30	12	42
United Republic of Tanzania	1-8	0	0	0	2	1	1	2	3	0	1	0	0	0	1	0	0	3	8	11
Zambia	1-8	0	0	0	0	0	1	3	2	1	1	1	0	0	0	0	0	5	4	9
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	11	17	48	23	134	61	79	26	25	8	3	2	2	2	303	139	442

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

M - male, F - female

TABLE 5b. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2019

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	1	0	0	0	0	5	7	12
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	1	0	0	0	0	0	1	0	1
Bolivia (Plurinational State of)	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Brazil	27-38	0	0	0	0	0	1	0	4	4	3	0	0	0	1	0	1	4	10	14
Canada	28-39	0	0	0	1	7	5	12	7	13	7	4	1	1	0	1	0	38	21	59
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	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
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	1	1	0	0	0	0	0	3	0	0	0	0	0	0	1	4	5
Nicaragua	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
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	0	0	0	0	0	0	0	1	0	3	0	3
United States of America	188-255	0	0	0	3	10	18	28	42	29	27	10	6	2	3	1	1	80	100	180
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	2	6	21	30	45	61	53	44	17	8	3	4	3	2	144	155	299

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

M - male, F - female

*Associate Member

TABLE 5c. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2019

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	3	2	0	0	0	0	0	13	3	16
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	15	8	27	8	27	16	5	3	0	0	0	2	76	38	114
Indonesia	3-11	0	0	0	0	0	2	1	1	1	1	1	1	0	0	0	0	3	5	8
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	5	3	4	1	3	0	0	0	0	0	13	4	17
Sri Lanka	1-8	0	0	0	0	2	1	5	2	2	4	3	0	0	0	0	0	12	7	19
Thailand	2-10	0	0	0	0	0	1	0	2	0	2	1	0	0	0	0	0	1	5	6
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	18	12	49	18	39	30	17	5	1	0	0	2	126	68	194

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

M - male, F - female

TABLE 5d. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2019

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	3	0	0	0	0	0	0	0	3	3	
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	0	0	0	0	2	3	5	
Azerbaijan	1-8	0	0	0	0	0	0	3	1	1	1	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	3	1	2	9	4	4	5	3	1	0	0	0	15	17	32	
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	2	1	1	1	0	0	0	0	0	0	0	0	3	2	5	
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	1	0	2	0	0	0	0	0	0	0	3	0	3	
Denmark	7-14	0	0	1	1	3	3	2	4	2	3	0	0	0	0	0	0	8	11	19	
Estonia	1-8	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	1	2	
Finland	5-13	0	0	0	0	0	3	1	1	2	2	0	0	0	0	0	0	3	6	9	
France	50-68	0	0	3	1	8	17	24	16	22	13	4	5	1	2	0	1	62	55	117	
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	0	3	9	18	16	13	12	10	2	0	0	1	0	45	39	84	
Greece	6-14	0	0	0	0	0	1	0	1	1	1	0	0	0	0	0	0	1	3	4	
Hungary	3-10	0	0	0	0	0	1	1	0	0	3	2	0	0	0	0	1	3	5	8	
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	5	1	4	5	4	1	1	0	0	1	0	9	14	23	
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	6	5	4	10	16	11	3	2	1	0	1	1	31	29	60	
Kazakhstan	1-9	0	0	0	0	1	0	0	4	2	0	0	0	0	0	0	0	3	4	7	
Kyrgyzstan	1-8	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	1	3	4	
Latvia	1-8	0	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	1	2	3	
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	1	0	0	0	0	0	0	0	1	0	1	
Malta	1-8	0	0	0	0	0	0	1	0	1	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	1	1	1	2	4	4	7	5	2	2	3	0	0	0	18	14	32	
Norway	8-16	0	0	1	0	0	0	1	2	1	1	0	2	0	0	0	0	3	5	8	
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	1	1	1	1	1	1	0	0	0	0	0	3	3	6	
Republic of Moldova	1-8	0	0	0	0	2	2	2	1	2	1	1	0	0	0	0	0	7	4	11	
Romania	2-10	0	0	0	2	1	1	1	0	1	2	0	0	0	0	0	0	3	5	8	
Russian Federation	23-32	0	0	1	1	3	1	7	0	3	2	2	0	0	1	0	1	16	6	22	
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	1	1	1	4	0	1	0	0	0	0	3	7	10	
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	0	2	3	4	4	7	7	8	1	1	1	1	0	0	16	23	39	
Sweden	9-17	0	0	0	0	0	2	1	5	1	1	0	2	0	0	0	0	2	10	12	
Switzerland	9-16	0	0	0	1	4	5	6	4	3	3	1	0	0	0	0	0	14	13	27	
Tajikistan	1-8	0	0	0	1	0	2	0	0	0	1	0	0	0	0	0	0	0	4	4	
The former Yugoslav Republic of Macedonia	1-8	0	0	0	0	0	0	1	2	0	1	0	0	0	0	0	0	1	3	4	
Turkey	13-23	0	0	1	1	0	0	2	3	1	2	0	2	0	0	0	0	4	8	12	
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	1	1	4	0	2	1	1	0	0	0	0	0	0	0	8	2	10	
United Kingdom of Great Britain and Northern Ireland	39-54	1	0	2	2	6	10	12	19	25	21	10	7	2	0	0	1	58	60	118	
Uzbekistan	1-8	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2	
Total - European Region		1	0	11	15	58	81	112	130	134	122	47	35	10	5	3	5	376	393	769	

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

M - male, F - female

TABLE 5e. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2019

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	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Egypt	1-9	0	0	3	1	6	4	9	4	3	4	0	2	0	0	0	0	21	15	36	
Iran (Islamic Republic of)	3-11	0	0	0	0	0	2	3	1	2	2	3	1	0	0	0	0	8	6	14	
Iraq	1-8	0	0	0	1	1	0	1	1	2	0	0	0	0	0	0	0	4	2	6	
Jordan	1-8	0	0	0	0	3	1	1	2	3	2	0	0	0	0	0	0	7	5	12	
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	1	2	2	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	0	0	0	1	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	2	0	5	2	8	0	1	0	1	0	0	0	17	3	20	
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	0	0	0	0	0	0	0	0	0	0	0	0	
Sudan	1-8	0	0	0	0	1	0	4	5	3	0	0	0	0	0	0	0	8	5	13	
Syrian Arab Republic	1-8	0	0	0	0	0	2	0	0	1	0	1	0	0	0	0	0	2	2	4	
Tunisia	1-8	0	0	1	0	0	1	1	1	1	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	0	1	2	2	1	0	0	0	0	0	0	3	3	6	
Total - Eastern Mediterranean Region		0	0	4	3	16	11	31	22	26	15	7	6	1	1	2	1	87	59	146	

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

M - male, F - female

TABLE 5f. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2019

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	3	6	10	15	6	7	3	2	3	1	1	0	26	33	59	
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	1	0	0	0	0	0	0	0	2	0	2	
China	46-63	0	0	0	0	1	5	4	9	4	6	3	1	1	0	1	0	14	21	35	
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	0	1	8	5	2	6	6	2	0	1	0	1	1	16	17	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Malaysia	3-10	0	0	0	1	1	2	2	2	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	1	1	1	6	1	0	0	0	0	0	0	0	3	7	10	
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	0	1	1	3	1	3	3	2	0	0	1	0	0	9	6	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	3	2	6	12	3	7	9	6	1	1	0	0	0	0	22	28	50	
Republic of Korea	19-27	0	0	0	0	2	1	3	3	3	2	1	2	0	0	0	0	9	8	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	0	0	0	0	0	0	0	0	0	0	0	
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	0	0	3	0	0	0	1	0	0	0	0	0	4	4	
Total - Western Pacific Region		0	0	3	5	17	36	33	48	35	33	12	7	6	2	3	1	109	132	241	

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

M - male, F - female

*Associate Member

TABLE 6. DISTRIBUTION OF STAFF IN POSITIONS **NOT**^a COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2019

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	0	1	0	0	0	0	0	0	0	1	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	0	0	0	0	0	0	0	1	0	0	0	0	0	2	2
China	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	3	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	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Ethiopia	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
France	0	0	0	1	1	2	2	3	0	1	0	0	0	0	0	0	3	7	10
Germany	1	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	4	1	5
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
Japan	0	0	0	1	1	2	2	1	0	0	0	0	0	0	0	0	3	4	7
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	2	1	0	0	0	0	0	2	2	4
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	1	0	0	0	0	0	1	0	0	1	2	3
Others	1	0	0	0	2	0	2	0	1	1	0	0	0	0	0	0	6	1	7
Pakistan	0	0	0	0	0	0	0	0	0	0	0	0	1	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	2	2	1	2	0	0	0	0	0	0	4	4	8
Russian Federation	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	2	1	3
Senegal	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Spain	0	1	0	0	0	0	2	2	0	0	1	0	0	0	0	0	3	3	6
Sweden	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2	2
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	2	0	1	3	2	1	0	0	0	0	0	0	6	6	12
United States of America	0	0	0	0	2	0	10	11	5	9	0	1	0	0	0	0	17	21	38
Total	2	5	1	6	14	9	33	29	13	18	2	2	1	1	0	0	66	70	136

^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 7. STAFF BY AGE, GENDER AND MAJOR OFFICE
DATA AS OF 31-JUL-2019

Professional and higher category staff

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 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	44	53	97	165	218	383	262	233	495	66	49	115	1	1	2	538	556	1094
<i>Special programmes and collaborative arrangements</i>	0	0	0	2	5	7	5	4	9	4	4	8	1	0	1	0	0	0	12	13	25
Africa	1	0	1	19	16	35	75	34	109	131	64	195	35	13	48	0	0	0	261	127	388
South-East Asia	0	0	0	3	2	5	25	8	33	37	27	64	18	6	24	0	1	1	83	44	127
Europe	1	0	1	16	19	35	44	47	91	41	47	88	7	13	20	0	1	1	109	127	236
Eastern Mediterranean	0	0	0	7	6	13	38	20	58	60	30	90	14	5	19	0	0	0	119	61	180
Western Pacific	0	1	1	11	22	33	34	32	66	39	29	68	5	4	9	0	0	0	89	88	177
Total	2	3	5	102	123	225	386	363	749	574	434	1008	146	90	236	1	3	4	1211	1016	2227
Percentage by bracket	40.0%	60.0%	100.0%	45.3%	54.7%	100.0%	51.5%	48.5%	100.0%	56.9%	43.1%	100.0%	61.9%	38.1%	100.0%	25.0%	75.0%	100.0%	54.4%	45.6%	100.0%
Percentage of total			0.2%			10.1%			33.6%			45.3%			10.6%			0.2%			100.0%

National professional officers

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 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	0	0	12	21	33	8	18	26	1	3	4	0	0	0	0	0	0	21	42	63
<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	34	19	53	120	52	172	202	80	282	34	17	51	0	0	0	390	169	559
South-East Asia	0	0	0	6	7	13	21	14	35	23	10	33	3	2	5	0	0	0	53	33	86
Europe	0	0	0	5	7	12	10	26	36	5	8	13	0	2	2	0	0	0	20	43	63
Eastern Mediterranean	0	0	0	10	7	17	23	19	42	25	20	45	11	1	12	0	0	0	69	47	116
Western Pacific	2	2	4	7	15	22	12	18	30	14	12	26	1	2	3	0	0	0	36	49	85
Total	2	3	5	74	76	150	194	147	341	270	133	403	49	24	73	0	0	0	589	383	972
Percentage by bracket	40.0%	60.0%	100.0%	49.3%	50.7%	100.0%	56.9%	43.1%	100.0%	67.0%	33.0%	100.0%	67.1%	32.9%	100.0%	0.0%	0.0%	0.0%	60.6%	39.4%	100.0%
Percentage of total			0.5%			15.4%			35.1%			41.5%			7.5%			0.0%			100.0%

General service staff

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	2	4	6	25	124	149	52	204	256	54	175	229	5	27	32	0	0	0	138	534	672
<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	3	0	3	74	59	133	245	161	406	339	147	486	52	18	70	0	0	0	713	385	1098
South-East Asia	1	3	4	26	44	70	73	64	137	73	35	108	10	4	14	0	0	0	183	150	333
Europe	1	5	6	8	32	40	25	57	82	23	40	63	2	6	8	0	0	0	59	140	199
Eastern Mediterranean	7	10	17	66	86	152	95	94	189	65	50	115	18	4	22	0	0	0	251	244	495
Western Pacific	3	10	13	16	83	99	37	84	121	33	59	92	5	7	12	0	0	0	94	243	337
Total	17	32	49	215	429	644	528	667	1195	587	508	1095	92	67	159	0	0	0	1439	1703	3142
Percentage by bracket	34.7%	65.3%	100.0%	33.4%	66.6%	100.0%	44.2%	55.8%	100.0%	53.6%	46.4%	100.0%	57.9%	42.1%	100.0%	0.0%	0.0%	0.0%	45.8%	54.2%	100.0%
Percentage of total			1.6%			20.5%			38.0%			34.9%			5.1%			0.0%			100.0%

M - male, F - female, T - total

TABLE 8. STAFF BY AGE, GENDER AND GRADE, ALL LOCATIONS
DATA AS OF 31-JUL-2019

Professional and higher category staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 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	0	1	1	11	5	16	1	5	6	1	2	3	13	13	26
D2	0	0	0	0	0	0	1	0	1	15	13	28	9	1	10	0	1	1	25	15	40
D1/P6	0	0	0	0	0	0	14	7	21	87	49	136	26	15	41	0	0	0	127	71	198
P5	0	0	0	4	7	11	91	82	173	217	155	372	67	44	111	0	0	0	379	288	667
P4	1	0	1	41	37	78	177	164	341	187	147	334	31	21	52	0	0	0	437	369	806
P3	0	2	2	42	64	106	88	84	172	51	48	99	11	4	15	0	0	0	192	202	394
P2	1	1	2	14	11	25	13	24	37	5	17	22	1	0	1	0	0	0	34	53	87
P1	0	0	0	1	4	5	2	1	3	1	0	1	0	0	0	0	0	0	4	5	9
Total	2	3	5	102	123	225	386	363	749	574	434	1008	146	90	236	1	3	4	1211	1016	2227
Percentage by bracket	40.0%	60.0%	100.0%	45.3%	54.7%	100.0%	51.5%	48.5%	100.0%	56.9%	43.1%	100.0%	61.9%	38.1%	100.0%	25.0%	75.0%	100.0%	54.4%	45.6%	100.0%
Percentage of total			0.2%			10.1%			33.6%			45.3%			10.6%			0.2%			100.0%

National professional officers

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 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	8	4	12	3	0	3	0	0	0	16	10	26
C	0	0	0	24	19	43	96	63	159	175	95	270	32	19	51	0	0	0	327	196	523
B	0	2	2	41	42	83	82	63	145	66	26	92	13	4	17	0	0	0	202	137	339
A	2	1	3	8	15	23	12	15	27	21	8	29	1	1	2	0	0	0	44	40	84
Total	2	3	5	74	76	150	194	147	341	270	133	403	49	24	73	0	0	0	589	383	972
Percentage by bracket	40.0%	60.0%	100.0%	49.3%	50.7%	100.0%	56.9%	43.1%	100.0%	67.0%	33.0%	100.0%	67.1%	32.9%	100.0%	0.0%	0.0%	0.0%	60.6%	39.4%	100.0%
Percentage of total			0.5%			15.4%			35.1%			41.5%			7.5%			0.0%			100.0%

General service staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 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	14	7	21	56	52	108	46	56	102	3	7	10	0	0	0	119	122	241
G6	3	3	6	63	96	159	87	196	283	75	171	246	10	22	32	0	0	0	238	488	726
G5	8	15	23	60	238	298	94	318	412	79	201	280	9	30	39	0	0	0	250	802	1052
G4	3	11	14	24	75	99	49	91	140	39	61	100	3	6	9	0	0	0	118	244	362
G3	1	2	3	12	10	22	77	5	82	109	12	121	13	1	14	0	0	0	212	30	242
G2	2	1	3	36	3	39	156	1	157	228	2	230	53	1	54	0	0	0	475	8	483
G1	0	0	0	6	0	6	9	4	13	11	5	16	1	0	1	0	0	0	27	9	36
Total	17	32	49	215	429	644	528	667	1195	587	508	1095	92	67	159	0	0	0	1439	1703	3142
Percentage by bracket	34.7%	65.3%	100.0%	33.4%	66.6%	100.0%	44.2%	55.8%	100.0%	53.6%	46.4%	100.0%	57.9%	42.1%	100.0%	0.0%	0.0%	0.0%	45.8%	54.2%	100.0%
Percentage of total			1.6%			20.5%			38.0%			34.9%			5.1%			0.0%			100.0%

M - male, F - female, T - total

**TABLE 9. RETIREMENT PROJECTIONS OF STAFF REACHING THE MANDATORY AGE OF SEPARATION OF 65
DATA AS OF 31-JUL-2019**

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 2019	Staff due to retire															
			By 31 December 2019				By 31 December 2020				By 31 December 2021				By 31 December 2022			
			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	Age 60/62	Age 65	Total	% of total staff
Headquarters	P	1094	1	3	4	0.4%	2	2	4	0.4%	0	1	1	0.1%	0	35	35	3.2%
	NPO	63	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	672	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	9	9	1.3%
<i>Special programmes and collaborative arrangements</i>	P	25	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	1	4.0%
	NPO	0	0	0	0	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	1	1	12.5%
Africa	P	388	1	0	1	0.3%	1	0	1	0.3%	0	0	0	0.0%	0	19	19	4.9%
	NPO	559	0	0	0	0.0%	0	1	1	0.2%	0	1	1	0.2%	0	15	15	2.7%
	GS	1098	1	1	2	0.2%	1	0	1	0.1%	0	0	0	0.0%	1	20	21	1.9%
South-East Asia	P	127	0	0	0	0.0%	0	1	1	0.8%	0	1	1	0.8%	0	4	4	3.1%
	NPO	86	0	0	0	0.0%	0	0	0	0.0%	0	1	1	1.2%	0	1	1	1.2%
	GS	333	0	0	0	0.0%	0	0	0	0.0%	1	0	1	0.3%	0	5	5	1.5%
Europe	P	236	1	0	1	0.4%	2	0	2	0.8%	0	0	0	0.0%	0	4	4	1.7%
	NPO	63	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	199	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	2	2	1.0%
Eastern Mediterranean	P	180	0	0	0	0.0%	0	0	0	0.0%	1	0	1	0.6%	0	3	3	1.7%
	NPO	116	0	1	1	0.9%	0	1	1	0.9%	0	1	1	0.9%	0	3	3	2.6%
	GS	495	0	0	0	0.0%	0	2	2	0.4%	0	2	2	0.4%	0	2	2	0.4%
Western Pacific	P	177	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	3	3	1.7%
	NPO	85	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	1	1.2%
	GS	337	0	0	0	0.0%	1	0	1	0.3%	0	0	0	0.0%	0	4	4	1.2%
Total	P	2227	3	3	6	0.3%	5	3	8	0.4%	1	2	3	0.1%	0	69	69	3.1%
	NPO	972	0	1	1	0.1%	0	2	2	0.2%	0	3	3	0.3%	0	20	20	2.1%
	GS	3142	1	1	2	0.1%	2	2	4	0.1%	1	2	3	0.1%	1	43	44	1.4%
	ALL	6341	4	5	9	0.1%	7	7	14	0.2%	2	7	9	0.1%	1	132	133	2.1%

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

TABLE 10. STAFF BY LENGTH OF SERVICE
DATA AS OF 31-JUL-2019

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	314	3	168	485	171	22	100	293	385	37	254	676	147	1	89	237	47	0	24	71	18	0	27	45	12	0	10	22	1094	63	672	1829
<i>Special programmes and collaborative arrangements</i>	5	0	1	6	5	0	1	6	12	0	4	16	1	0	2	3	1	0	0	1	1	0	0	1	0	0	0	0	25	0	8	33
Africa	132	147	182	461	46	116	118	280	135	255	687	1077	57	35	48	140	10	3	27	40	7	2	23	32	1	1	13	15	388	559	1098	2045
South-East Asia	48	51	67	166	26	9	59	94	31	12	99	142	13	5	54	72	4	3	22	29	4	5	27	36	1	1	5	7	127	86	333	546
Europe	71	32	62	165	47	8	22	77	75	20	80	175	32	3	30	65	9	0	0	9	2	0	3	5	0	0	2	2	236	63	199	498
Eastern Mediterranean	83	60	150	293	29	35	91	155	43	8	151	202	14	7	73	94	8	2	10	20	1	1	15	17	2	3	5	10	180	116	495	791
Western Pacific	87	33	84	204	36	25	92	153	35	23	82	140	13	2	48	63	3	1	13	17	2	1	14	17	1	0	4	5	177	85	337	599
Total	740	326	714	1780	360	215	483	1058	716	355	1357	2428	277	53	344	674	82	9	96	187	35	9	109	153	17	5	39	61	2227	972	3142	6341
Percentage by bracket	41.6%	18.3%	40.1%	100.0%	34.0%	20.3%	45.7%	100.0%	29.5%	14.6%	55.9%	100.0%	41.1%	7.9%	51.0%	100.0%	43.9%	4.8%	51.3%	100.0%	22.9%	5.9%	71.2%	100.0%	27.9%	8.2%	63.9%	100.0%	35.1%	15.3%	49.6%	100.0%
Percentage of total				28.1%				16.7%				38.3%				10.6%				2.9%				2.4%				1.0%				100.0%
Percentage of total (last year)				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 2019

Major Office*	2017				2018				2019 (up to 31 July)			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters	18419	11032	29451	37.5%	15541	10218	25759	39.7%	5714	3979	9693	41.1%
Africa	15274	5236	20510	25.5%	20166	6085	26251	23.2%	14369	4851	19220	25.2%
Eastern Mediterranean	6459	2876	9335	30.8%	6141	2897	9038	32.1%	4938	1737	6675	26.0%
Europe	5705	3643	9348	39.0%	3896	2743	6639	41.3%	4334	3039	7373	41.2%
South-East Asia	3866	2200	6066	36.3%	2949	1234	4183	29.5%	2374	1039	3413	30.4%
Western Pacific	3601	1609	5210	30.9%	6727	3007	9734	30.9%	1729	904	2633	34.3%
Total	53324	26596	79920	33.3%	55420	26184	81604	32.1%	33458	15549	49007	31.7%

* Positions advertised in that Major Office

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 JULY 2019

Major Office	Category	External appointments			Interagency transfers			Internal appointments			Conversion of temporary contracts			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	No. of staff	No. of women	% of women
Headquarters	P	9	4	44.4%	6	3	50.0%	15	10	66.7%	8	4	50.0%	38	21	55.3%
	NPO	0	0	0.0%	0	0	0.0%	5	4	80.0%	0	0	0.0%	5	4	80.0%
	GS	5	3	60.0%	0	0	0.0%	3	2	66.7%	2	2	100.0%	10	7	70.0%
<i>Special programmes and collaborative arrangements</i>	P	0	0	0.0%	0	0	0.0%	0	0	0.0%	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%
	GS	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
Africa	P	12	4	33.3%	0	0	0.0%	1	0	0.0%	6	2	33.3%	19	6	31.6%
	NPO	14	5	35.7%	0	0	0.0%	1	0	0.0%	1	1	100.0%	16	6	37.5%
	GS	28	8	28.6%	0	0	0.0%	1	1	100.0%	4	0	0.0%	33	9	27.3%
South-East Asia	P	6	4	66.7%	0	0	0.0%	0	0	0.0%	0	0	0.0%	6	4	66.7%
	NPO	9	4	44.4%	0	0	0.0%	0	0	0.0%	4	3	75.0%	13	7	53.8%
	GS	2	0	0.0%	0	0	0.0%	0	0	0.0%	8	4	50.0%	10	4	40.0%
Europe	P	6	3	50.0%	1	0	0.0%	6	5	83.3%	5	2	40.0%	18	10	55.6%
	NPO	6	4	66.7%	0	0	0.0%	0	0	0.0%	1	1	100.0%	7	5	71.4%
	GS	11	10	90.9%	0	0	0.0%	0	0	0.0%	6	4	66.7%	17	14	82.4%
Eastern Mediterranean	P	4	2	50.0%	0	0	0.0%	0	0	0.0%	10	3	30.0%	14	5	35.7%
	NPO	10	5	50.0%	0	0	0.0%	0	0	0.0%	6	2	33.3%	16	7	43.8%
	GS	16	10	62.5%	0	0	0.0%	1	1	100.0%	11	8	72.7%	28	19	67.9%
Western Pacific	P	8	6	75.0%	3	2	66.7%	2	2	100.0%	4	2	50.0%	17	12	70.6%
	NPO	3	1	33.3%	0	0	0.0%	0	0	0.0%	0	0	0.0%	3	1	33.3%
	GS	7	6	85.7%	0	0	0.0%	0	0	0.0%	4	3	75.0%	11	9	81.8%
Total	P	45	23	51.1%	10	5	50.0%	24	17	70.8%	33	13	39.4%	112	58	51.8%
	NPO	42	19	45.2%	0	0	0.0%	6	4	66.7%	12	7	58.3%	60	30	50.0%
	GS	69	37	53.6%	0	0	0.0%	5	4	80.0%	35	21	60.0%	109	62	56.9%
	All	156	79	50.6%	10	5	50.0%	35	25	71.4%	80	41	51.3%	281	150	53.4%
Percentage of total		55.5%			3.6%			12.5%			28.5%			100.0%		

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-2019

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	97	8.7%	83	7.4%	515	46.0%	56	5.0%	229	20.5%	139	12.4%	1119	100.0%
Africa	327	84.3%	5	1.3%	24	6.2%	6	1.5%	21	5.4%	5	1.3%	388	100.0%
South-East Asia	2	1.6%	75	59.1%	25	19.7%	4	3.1%	10	7.9%	11	8.7%	127	100.0%
Europe	1	0.4%	7	3.0%	179	75.8%	7	3.0%	26	11.0%	16	6.8%	236	100.0%
Eastern Mediterranean	18	10.0%	7	3.9%	41	22.8%	84	46.7%	28	15.6%	2	1.1%	180	100.0%
Western Pacific	5	2.8%	19	10.7%	40	22.6%	0	0.0%	25	14.1%	88	49.7%	177	100.0%
Total	450	20.2%	196	8.8%	824	37.0%	157	7.0%	339	15.2%	261	11.7%	2227	100.0%
Percentage of total (last year)		19.7%		8.8%		37.7%		7.1%		14.8%		12.0%		

TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 JULY 2019

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	2	1	3	21.4%	1	1	2	14.3%	0	1	1	7.1%	1	1	2	14.3%	0	1	1	7.1%	3	2	5	35.7%	7	7	14	100.0%
Africa	2	1	3	5.9%	21	21	42	82.4%	0	0	0	0.0%	2	0	2	3.9%	2	1	3	5.9%	0	1	1	2.0%	27	24	51	100.0%
South-East Asia	1	2	3	18.8%	1	1	2	12.5%	4	3	7	43.8%	0	1	1	6.3%	2	0	2	12.5%	1	0	1	6.3%	9	7	16	100.0%
Europe	2	1	3	12.5%	0	0	0	0.0%	0	1	1	4.2%	13	5	18	75.0%	0	0	0	0.0%	0	2	2	8.3%	15	9	24	100.0%
Eastern Mediterranean	5	0	5	20.8%	0	0	0	0.0%	2	0	2	8.3%	1	1	2	8.3%	8	6	14	58.3%	0	1	1	4.2%	16	8	24	100.0%
Western Pacific	2	2	4	16.7%	2	0	2	8.3%	1	0	1	4.2%	1	0	1	4.2%	0	0	0	0.0%	10	6	16	66.7%	16	8	24	100.0%
Total	14	7	21	13.7%	25	23	48	31.4%	7	5	12	7.8%	18	8	26	17.0%	12	8	20	13.1%	14	12	26	17.0%	90	63	153	100.0%
Totals from last year	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 WPRO moved to PAHO and 1 staff from PAHO moved to EURO)

M - male, F - female, T - total

TABLE 15. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2019

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 major offices	% of Professional and higher category staff who has moved between major offices
Headquarters	1119	50.2%	14	1.3%	11	1.0%
Africa	388	17.4%	51	13.1%	9	2.3%
South-East Asia	127	5.7%	16	12.6%	9	7.1%
Europe	236	10.6%	24	10.2%	6	2.5%
Eastern Mediterranean	180	8.1%	24	13.3%	10	5.6%
Western Pacific	177	7.9%	24	13.6%	8	4.5%
Total	2227	100.0%	153	6.9%	53	2.4%
Totals from last year	2149	100.0%	140	6.5%	68	3.2%

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

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 2019

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		39	108	147	73.5%	16	39	55	70.9%	55	147	202	72.8%
Africa	Country Office	0	0	0	0.0%	1	2	3	66.7%	1	2	3	66.7%
	Regional Office	1	5	6	83.3%	1	2	3	66.7%	2	7	9	77.8%
	Total	1	5	6	83.3%	2	4	6	66.7%	3	9	12	75.0%
Eastern Mediterranean	Country Office	0	1	1	100.0%	1	2	3	66.7%	1	3	4	75.0%
	Regional Office	4	8	12	66.7%	3	6	9	66.7%	7	14	21	66.7%
	Total	4	9	13	69.2%	4	8	12	66.7%	8	17	25	68.0%
Europe	Country Office	6	18	24	75.0%	0	3	3	100.0%	6	21	27	77.8%
	Regional Office	11	33	44	75.0%	2	3	5	60.0%	13	36	49	73.5%
	Total	17	51	68	75.0%	2	6	8	75.0%	19	57	76	75.0%
South-East Asia	Country Office	0	1	1	100.0%	0	3	3	100.0%	0	4	4	100.0%
	Regional Office	0	3	3	100.0%	1	3	4	75.0%	1	6	7	85.7%
	Total	0	4	4	100.0%	1	6	7	85.7%	1	10	11	90.9%
Western Pacific	Country Office	1	7	8	87.5%	2	4	6	66.7%	3	11	14	78.6%
	Regional Office	6	15	21	71.4%	2	4	6	66.7%	8	19	27	70.4%
	Total	7	22	29	75.9%	4	8	12	66.7%	11	30	41	73.2%
Total	Country Office	7	27	34	79.4%	4	14	18	77.8%	11	41	52	78.8%
	Regional Office	22	64	86	74.4%	9	18	27	66.7%	31	82	113	72.6%
	Total	68	199	267	74.5%	29	71	100	71.0%	97	270	367	73.6%
Totals from last year		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 2019

Nationality	Male	Female	Total	% of total
United States of America	18	49	67	18.3%
United Kingdom of Great Britain and Northern Ireland	8	25	33	9.0%
Canada	5	23	28	7.6%
China	4	22	26	7.1%
Australia	4	15	19	5.2%
Germany	2	10	12	3.3%
France	1	10	11	3.0%
India	3	8	11	3.0%
Japan	5	6	11	3.0%
Italy	4	6	10	2.7%
Republic of Korea	2	7	9	2.5%
Switzerland	2	6	8	2.2%
Nigeria	6	1	7	1.9%
Egypt	1	4	5	1.4%
Pakistan	1	4	5	1.4%
Spain	2	3	5	1.4%
Ireland	3	1	4	1.1%
Kenya	0	4	4	1.1%
New Zealand	0	4	4	1.1%
Brazil	2	1	3	0.8%
Ethiopia	1	2	3	0.8%
Ghana	2	1	3	0.8%
Greece	2	1	3	0.8%
Netherlands	0	3	3	0.8%
Philippines	2	1	3	0.8%
Poland	0	3	3	0.8%
Sri Lanka	0	3	3	0.8%
Belgium	1	1	2	0.5%
Burkina Faso	2	0	2	0.5%
Cameroon	1	1	2	0.5%
Congo	1	1	2	0.5%
Denmark	0	2	2	0.5%
Estonia	0	2	2	0.5%
Hungary	0	2	2	0.5%
Lebanon	1	1	2	0.5%
Mexico	0	2	2	0.5%
Myanmar	1	1	2	0.5%
Nepal	0	2	2	0.5%
Norway	1	1	2	0.5%
Portugal	0	2	2	0.5%
Russian Federation	0	2	2	0.5%
Singapore	1	1	2	0.5%
South Africa	0	2	2	0.5%
Sudan	1	1	2	0.5%
Sweden	1	1	2	0.5%
Syrian Arab Republic	0	2	2	0.5%
Turkey	0	2	2	0.5%
Yemen	2	0	2	0.5%
Zimbabwe	0	2	2	0.5%
Algeria	0	1	1	0.3%
Argentina	1	0	1	0.3%
Austria	1	0	1	0.3%
Bulgaria	0	1	1	0.3%
Colombia	0	1	1	0.3%
Costa Rica	0	1	1	0.3%
Indonesia	0	1	1	0.3%
Iran (Islamic Republic of)	1	0	1	0.3%
Jamaica	0	1	1	0.3%
Latvia	0	1	1	0.3%
Lithuania	0	1	1	0.3%
Malaysia	0	1	1	0.3%
Morocco	0	1	1	0.3%
Saint Lucia	1	0	1	0.3%
Senegal	0	1	1	0.3%
Tajikistan	0	1	1	0.3%
Thailand	0	1	1	0.3%
Ukraine	0	1	1	0.3%
United Republic of Tanzania	0	1	1	0.3%
Zambia	0	1	1	0.3%
Total	97	270	367	100.0%

TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2019

Nationality	Male	Female	Total	% of total
Nigeria	258	110	368	14.1%
United States of America	92	238	330	12.7%
India	93	124	217	8.3%
United Kingdom of Great Britain and Northern Ireland	32	86	118	4.5%
Canada	27	86	113	4.3%
China	20	83	103	4.0%
Kenya	36	39	75	2.9%
Germany	17	57	74	2.8%
Australia	17	45	62	2.4%
Spain	14	42	56	2.2%
Italy	18	37	55	2.1%
Egypt	16	31	47	1.8%
France	8	39	47	1.8%
Ghana	33	13	46	1.8%
Pakistan	25	18	43	1.7%
Uganda	16	16	32	1.2%
Brazil	12	18	30	1.2%
Democratic Republic of the Congo	20	7	27	1.0%
Cameroon	19	7	26	1.0%
Sudan	13	13	26	1.0%
Republic of Korea	3	21	24	0.9%
South Africa	6	16	22	0.8%
Turkey	3	18	21	0.8%
Zimbabwe	9	12	21	0.8%
Ethiopia	9	9	18	0.7%
Iran (Islamic Republic of)	5	13	18	0.7%
Nepal	6	12	18	0.7%
Philippines	6	12	18	0.7%
Saudi Arabia	5	12	17	0.7%
Bangladesh	9	7	16	0.6%
Japan	4	12	16	0.6%
Netherlands	3	13	16	0.6%
Switzerland	2	13	15	0.6%
Côte d'Ivoire	10	4	14	0.5%
Sweden	4	10	14	0.5%
Belgium	5	8	13	0.5%
Colombia	2	11	13	0.5%
Lebanon	2	11	13	0.5%
Mexico	4	9	13	0.5%
Portugal	3	10	13	0.5%
Ireland	6	6	12	0.5%
United Republic of Tanzania	8	3	11	0.4%
Zambia	5	6	11	0.4%
Congo	8	2	10	0.4%
Greece	2	8	10	0.4%
Indonesia	4	6	10	0.4%
Denmark	1	8	9	0.3%
Guinea	9	0	9	0.3%
Peru	3	6	9	0.3%
Russian Federation	1	8	9	0.3%
Syrian Arab Republic	5	4	9	0.3%
Argentina	1	7	8	0.3%
Azerbaijan	5	3	8	0.3%
Rwanda	5	3	8	0.3%
Burkina Faso	5	2	7	0.3%
Gambia	7	0	7	0.3%
Singapore	3	4	7	0.3%
Austria	3	3	6	0.2%
Finland	1	5	6	0.2%
Haiti	4	2	6	0.2%
Romania	2	4	6	0.2%
Ukraine	3	3	6	0.2%
Benin	3	2	5	0.2%
Chile	2	3	5	0.2%
Hungary	0	5	5	0.2%
Iraq	2	3	5	0.2%
Malawi	4	1	5	0.2%
Malaysia	1	4	5	0.2%

Nationality	Male	Female	Total	% of total
Morocco	0	5	5	0.2%
Namibia	2	3	5	0.2%
New Zealand	1	4	5	0.2%
Sierra Leone	3	2	5	0.2%
South Sudan	4	1	5	0.2%
Thailand	0	5	5	0.2%
Tunisia	1	4	5	0.2%
Viet Nam	1	4	5	0.2%
Afghanistan	4	0	4	0.2%
Bulgaria	2	2	4	0.2%
Jordan	2	2	4	0.2%
Norway	0	4	4	0.2%
Sri Lanka	1	3	4	0.2%
Yemen	3	1	4	0.2%
Albania	1	2	3	0.1%
Algeria	1	2	3	0.1%
Burundi	3	0	3	0.1%
Chad	3	0	3	0.1%
Czechia	0	3	3	0.1%
Ecuador	0	3	3	0.1%
Kyrgyzstan	1	2	3	0.1%
Lithuania	1	2	3	0.1%
Mauritius	0	3	3	0.1%
Others	3	0	3	0.1%
Poland	2	1	3	0.1%
Slovakia	0	3	3	0.1%
Somalia	0	3	3	0.1%
Swaziland	2	1	3	0.1%
Togo	3	0	3	0.1%
Armenia	1	1	2	0.1%
Bahrain	1	1	2	0.1%
Costa Rica	1	1	2	0.1%
Fiji	1	1	2	0.1%
Israel	0	2	2	0.1%
Jamaica	0	2	2	0.1%
Kazakhstan	1	1	2	0.1%
Liberia	1	1	2	0.1%
Malta	0	2	2	0.1%
Mongolia	0	2	2	0.1%
Myanmar	0	2	2	0.1%
Senegal	1	1	2	0.1%
Slovenia	0	2	2	0.1%
Angola	1	0	1	0.0%
Barbados	0	1	1	0.0%
Belarus	0	1	1	0.0%
Comoros	1	0	1	0.0%
Croatia	0	1	1	0.0%
Cyprus	0	1	1	0.0%
Eritrea	0	1	1	0.0%
Estonia	0	1	1	0.0%
Georgia	0	1	1	0.0%
Guatemala	0	1	1	0.0%
Guyana	0	1	1	0.0%
Honduras	0	1	1	0.0%
Kuwait	0	1	1	0.0%
Latvia	0	1	1	0.0%
Lesotho	0	1	1	0.0%
Mali	1	0	1	0.0%
Mozambique	1	0	1	0.0%
Niger	1	0	1	0.0%
Oman	0	1	1	0.0%
Paraguay	0	1	1	0.0%
Puerto Rico	0	1	1	0.0%
Qatar	0	1	1	0.0%
Serbia	0	1	1	0.0%
The former Yugoslav Republic of Macedonia	1	0	1	0.0%
Trinidad and Tobago	0	1	1	0.0%
Uruguay	0	1	1	0.0%
Total	1046	1557	2603	100.0%

TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 JULY 2019

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	7	0	0	0	0	0	7
Italy	2	0	0	2	0	0	4
Japan	3	1	2	0	1	4	11
Kuwait	0	0	0	1	0	0	1
Luxembourg	1	0	0	0	0	0	1
Netherlands	3	0	0	0	0	0	3
Norway	2	0	0	0	0	0	2
Republic of Korea	2	0	0	0	0	0	2
Sweden	0	1	0	1	1	0	3
Switzerland	1	0	0	0	0	0	1
Total	23	4	2	5	2	4	40

**TABLE 20. NUMBER OF INDIVIDUALS HOLDING OTHER CONTRACTUAL ARRANGEMENTS, BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2019**

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements ^a
	Number of individuals holding other contractual arrangements	Estimate of full-time equivalents ^b	Number of individuals holding other contractual arrangements	Estimate of full-time equivalents ^b	Number of individuals holding other contractual arrangements
Headquarters	1231	233	1229	536	0
Africa	510	48	837	446	1795
South-East Asia	409	64	112	53	1486
Europe	1018	79	378	123	26
Eastern Mediterranean	440	73	424	107	175
Western Pacific	167	22	357	142	124
Total	3775	520	3337	1407	3606
Totals from last year	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 2019

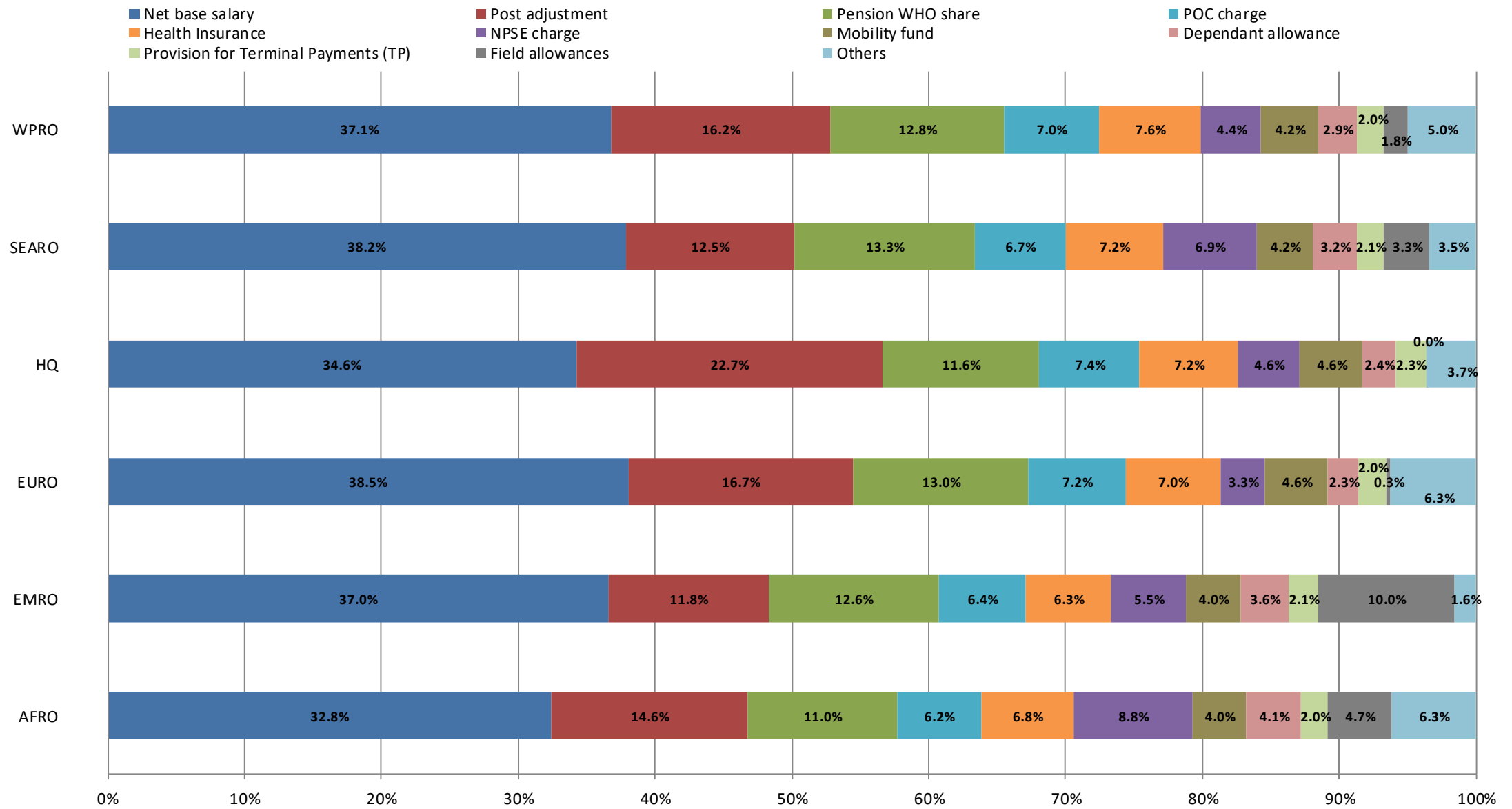


TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA FROM 1 JANUARY TO 31 JULY 2019

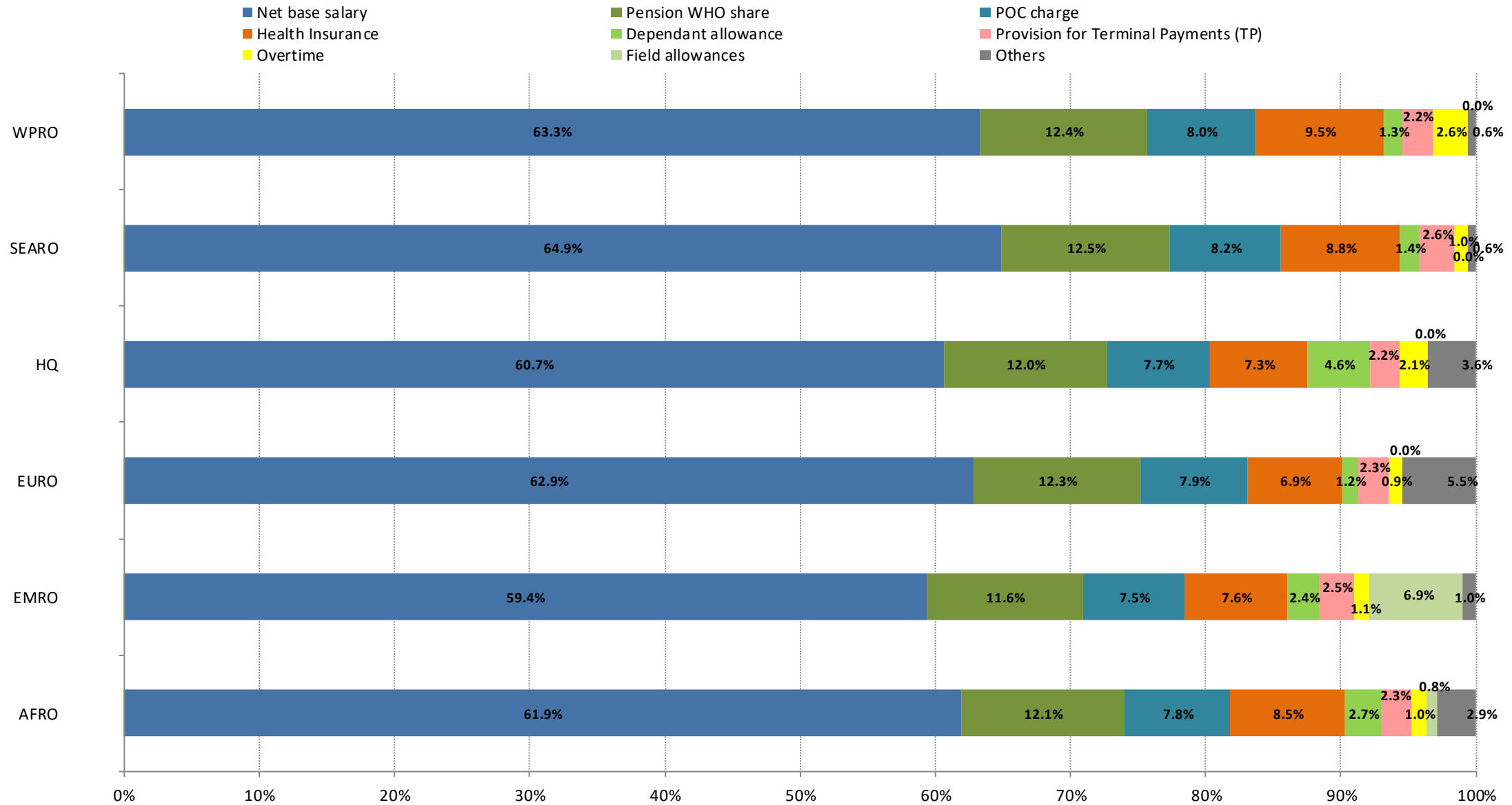


TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY
DATA AS OF 31-JUL-2019

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
4. Further information available at:

https://www.paho.org/hq/index.php?option=com_docman&view=download&alias=47765-spa13-e-hr-management&category_slug=spa13-en&Itemid=270&lang=en

Nationality	Total
Argentina	22
Australia	1
Austria	1
Barbados	2
Belgium	2
Belize	5
Bhutan	1
Bolivia (Plurinational State of)	3
Brazil	45
Canada	14
Chile	11
Colombia	40
Costa Rica	8
Cuba	9
Democratic Republic of the Congo	1
Denmark	1
Dominica	1
Dominican Republic	4
Ecuador	12
El Salvador	9
Equatorial Guinea	1
France	10
Germany	1
Ghana	1
Grenada	1
Guatemala	12
Guyana	1
Haiti	3
Honduras	6
India	1
Ireland	1
Italy	10
Jamaica	8
Japan	1
Malta	1
Mexico	13
Netherlands	7
Nicaragua	13
Panama	4
Paraguay	5
Peru	20
Philippines	3
Portugal	1
Rwanda	1
Saint Vincent and the Grenadines	4
Singapore	1
Spain	35
Suriname	3
Switzerland	1
Trinidad and Tobago	5
United Kingdom of Great Britain and Northern Ireland	12
United States of America	65
Uruguay	6
Uzbekistan	1
Venezuela (Bolivarian Republic of)	8
Total	458