

# **Human resources: update**

## **Workforce data**

**As at 31 July 2020**



**Document issued 16 November 2020**

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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS**  
**DATA AS OF 31-JUL-2020**

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

**Fixed-term appointments**

Professional and higher category staff	422	3	191	71	103	105	115	<b>1010</b>
National professional officers	15	0	244	77	47	82	47	<b>512</b>
General service staff	267	2	281	124	89	201	137	<b>1101</b>
<b>Total</b>	<b>704</b>	<b>5</b>	<b>716</b>	<b>272</b>	<b>239</b>	<b>388</b>	<b>299</b>	<b>2623</b>
Percentage of fixed-term appointments out of the total staff	27.9%	21.7%	28.8%	36.2%	37.2%	29.9%	47.6%	31.4%

**Continuing appointments**

Professional and higher category staff	708	11	230	68	149	97	73	<b>1336</b>
National professional officers	50	0	310	26	22	43	38	<b>489</b>
General service staff	421	4	812	230	121	297	196	<b>2081</b>
<b>Total</b>	<b>1179</b>	<b>15</b>	<b>1352</b>	<b>324</b>	<b>292</b>	<b>437</b>	<b>307</b>	<b>3906</b>
Percentage of continuing appointments out of the total staff	46.8%	65.2%	54.5%	43.1%	45.5%	33.7%	48.9%	46.8%

<b>Total number of staff holding long-term appointments</b>	<b>1883</b>	<b>20</b>	<b>2068</b>	<b>596</b>	<b>531</b>	<b>825</b>	<b>606</b>	<b>6529</b>
<b>Percentage of long-term appointments out of the total staff</b>	<b>74.8%</b>	<b>87.0%</b>	<b>83.3%</b>	<b>79.3%</b>	<b>82.7%</b>	<b>63.6%</b>	<b>96.5%</b>	<b>78.3%</b>

**Staff holding short-term appointments**

**Temporary appointments under SR 420.4**

Professional and higher category staff	467	2	157	44	34	127	5	<b>836</b>
National professional officers	2	0	108	73	25	138	2	<b>348</b>
General service staff	125	0	148	39	41	204	6	<b>563</b>
<b>Total</b>	<b>594</b>	<b>2</b>	<b>413</b>	<b>156</b>	<b>100</b>	<b>469</b>	<b>13</b>	<b>1747</b>

**Temporary appointments of 60 days or less**

Professional and higher category staff	8	1	0	0	5	1	0	<b>15</b>
National professional officers	0	0	0	0	0	1	0	<b>1</b>
General service staff	34	0	1	0	6	1	9	<b>51</b>
<b>Total</b>	<b>42</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>11</b>	<b>3</b>	<b>9</b>	<b>67</b>

<b>Total number of temporary appointments</b>	<b>636</b>	<b>3</b>	<b>414</b>	<b>156</b>	<b>111</b>	<b>472</b>	<b>22</b>	<b>1814</b>
<b>Percentage of temporary appointments out of the total staff</b>	<b>25.2%</b>	<b>13.0%</b>	<b>16.7%</b>	<b>20.7%</b>	<b>17.3%</b>	<b>36.4%</b>	<b>3.5%</b>	<b>21.7%</b>

<b>Total number of staff</b>	<b>2519</b>	<b>23</b>	<b>2482</b>	<b>752</b>	<b>642</b>	<b>1297</b>	<b>628</b>	<b>8343</b>
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<sup>a</sup> 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-2020**

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	1336	41.8%	489	36.2%	2081	54.8%	3906	46.8%
Fixed-Term	1010	31.6%	512	37.9%	1101	29.0%	2623	31.4%
Temporary	851	26.6%	349	25.9%	614	16.2%	1814	21.7%
Total	3197	100.0%	1350	100.0%	3796	100.0%	8343	100.0%

**TABLE 3. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER<sup>a</sup>**  
**DATA AS OF 31-JUL-2020**

**Professional and higher category staff**

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with Dec 2019		Comparison with July 2019	
	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	M	F
<b>Headquarters</b>	0	0	0	9	22	31	86	126	212	176	219	395	190	168	358	44	32	76	23	16	39	10	9	19	538	592	1130	47.6%	52.4%	48.8%	51.2%	49.2%	50.8%
<i>Special programmes and collaborative arrangements</i>	1	5	6	1	0	1	1	1	2	2	0	2	1	1	2	1	0	1	0	0	0	0	0	0	7	7	14	50.0%	50.0%	48.0%	52.0%	48.0%	52.0%
<b>Africa</b>	1	1	2	10	18	28	41	18	59	149	61	210	60	27	87	25	7	32	2	0	2	0	1	1	288	133	421	68.4%	31.6%	66.9%	33.1%	67.3%	32.7%
<b>South-East Asia</b>	0	0	0	2	0	2	6	3	9	24	11	35	38	33	71	16	3	19	2	0	2	0	1	1	88	51	139	63.3%	36.7%	63.7%	36.3%	65.4%	34.6%
<b>Europe</b>	0	0	0	8	11	19	26	34	60	36	41	77	35	35	70	10	15	25	0	0	0	1	0	1	116	136	252	46.0%	54.0%	46.9%	53.1%	46.2%	53.8%
<b>Eastern Mediterranean</b>	1	0	1	5	4	9	21	12	33	40	20	60	43	18	61	20	7	27	6	4	10	1	0	1	137	65	202	67.8%	32.2%	65.4%	34.6%	66.1%	33.9%
<b>Western Pacific</b>	0	0	0	0	4	4	17	26	43	32	39	71	26	24	50	10	7	17	2	0	2	1	0	1	88	100	188	46.8%	53.2%	50.0%	50.0%	50.3%	49.7%
<b>Total</b>	3	6	9	35	59	94	198	220	418	459	391	850	393	306	699	126	71	197	35	20	55	13	11	24	1262	1084	2346	53.8%	46.2%	54.2%	45.8%	54.4%	45.6%
<b>Percentage by grade</b>	33.3%	66.7%	100.0%	37.2%	62.8%	100.0%	47.4%	52.6%	100.0%	54.0%	46.0%	100.0%	56.2%	43.8%	100.0%	64.0%	36.0%	100.0%	63.6%	36.4%	100.0%	54.2%	45.8%	100.0%	53.8%	46.2%	100.0%						
<b>Percentage of total</b>			0.4%			4.0%			17.8%			36.2%			29.8%			8.4%			2.3%			1.0%			8.4%						100.0%

**National professional officers**

Region	A			B			C			D			Total			Percentage current year		Comparison with Dec 2019		Comparison with July 2019	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	M	F	M	F
<b>Headquarters<sup>b</sup></b>	3	20	23	8	16	24	9	8	17	0	1	1	20	45	65	30.8%	69.2%	32.3%	67.7%	33.3%	66.7%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Africa</b>	16	6	22	115	46	161	245	122	367	2	2	4	378	176	554	68.2%	31.8%	69.0%	31.0%	69.8%	30.2%
<b>South-East Asia</b>	16	6	22	18	20	38	23	18	41	2	0	2	59	44	103	57.3%	42.7%	61.3%	38.7%	61.6%	38.4%
<b>Europe</b>	1	3	4	20	37	57	1	7	8	0	0	0	22	47	69	31.9%	68.1%	33.3%	66.7%	31.7%	68.3%
<b>Eastern Mediterranean</b>	7	1	8	34	15	49	27	28	55	9	4	13	77	48	125	61.6%	38.4%	61.6%	38.4%	59.5%	40.5%
<b>Western Pacific</b>	1	7	8	13	22	35	20	19	39	0	3	3	34	51	85	40.0%	60.0%	39.3%	60.7%	42.4%	57.6%
<b>Total</b>	44	43	87	208	156	364	325	202	527	13	10	23	590	411	1001	58.9%	41.1%	60.1%	39.9%	60.6%	39.4%
<b>Percentage by grade</b>	50.6%	49.4%	100.0%	57.1%	42.9%	100.0%	61.7%	38.3%	100.0%	56.5%	43.5%	100.0%	58.9%	41.1%	100.0%						
<b>Percentage of total</b>			8.7%			36.4%			52.6%			2.3%			100.0%						

**General service staff**

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with Dec 2019		Comparison with July 2019	
	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	M	F
<b>Headquarters</b>	1	0	1	1	0	1	14	2	16	24	71	95	63	292	355	38	174	212	1	7	8	142	546	688	20.6%	79.4%	20.6%	79.4%	20.5%	79.5%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	1	5	6	0	0	0	0	0	0	1	5	6	16.7%	83.3%	11.1%	88.9%	12.5%	87.5%
<b>Africa</b>	8	3	11	326	6	332	92	12	104	46	41	87	53	126	179	103	139	242	74	64	138	702	391	1093	64.2%	35.8%	64.8%	35.2%	64.9%	35.1%
<b>South-East Asia</b>	4	1	5	46	0	46	26	3	29	19	37	56	29	23	52	29	23	52	22	13	35	195	159	354	55.1%	44.9%	54.8%	45.2%	55.0%	45.0%
<b>Europe</b>	0	0	0	6	0	6	14	1	15	5	9	14	49	109	138	11	23	34	2	1	3	67	143	210	31.9%	68.1%	29.6%	70.4%	29.6%	70.4%
<b>Eastern Mediterranean</b>	11	1	12	70	1	71	52	1	53	24	38	62	45	120	165	33	71	104	14	17	31	249	249	498	50.0%	50.0%	50.4%	49.6%	50.7%	49.3%
<b>Western Pacific</b>	2	3	5	22	1	23	16	13	29	6	50	56	13	91	104	24	65	89	9	18	27	92	241	333	27.6%	72.4%	28.2%	71.8%	27.9%	72.1%
<b>Total</b>	26	8	34	471	8	479	214	32	246	124	246	370	253	825	1078	238	495	733	122	120	242	1448	1734	3182	45.5%	54.5%	45.7%	54.3%	45.8%	54.2%
<b>Percentage by grade</b>	76.5%	23.5%	100.0%	98.3%	1.7%	100.0%	87.0%	13.0%	100.0%	33.5%	66.5%	100.0%	23.5%	76.5%	100.0%	32.5%	67.5%	100.0%	50.4%	49.6%	100.0%	45.5%	54.5%	100.0%						
<b>Percentage of total</b>			1.1%			15.1%			7.7%			11.6%			33.9%			23.0%			7.6%			100.0%						

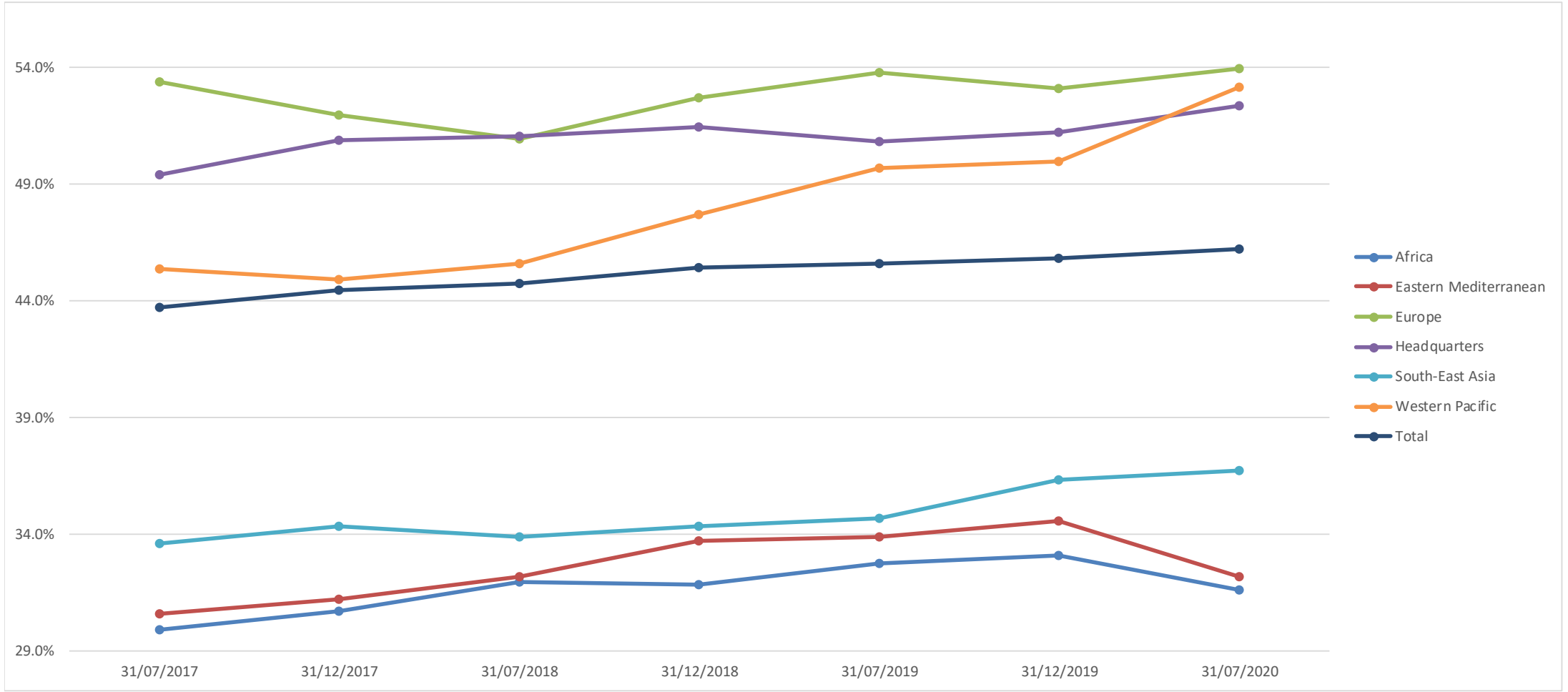
M - male, F - female, T - total

<sup>a</sup> Includes all staff in all positions (including those not counted for geographical distribution purposes)

<sup>b</sup> National professional officers appearing under Headquarters are located in offices outside Geneva (such as Addis Ababa, Kobe and Kuala Lumpur)

TABLE 3b. PERCENTAGE OF FEMALE STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE  
DATA FROM JULY 2017 TO JULY 2020

Professional and higher category staff



**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION**  
**DATA AS OF 31-JUL-2020**

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>Africa</b>	Seychelles		Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Guinea Kenya Malawi Nigeria Rwanda Senegal South Africa Uganda United Republic of Tanzania Zambia Zimbabwe
<b>The Americas</b>	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
<b>South-East Asia</b>			Bangladesh India Nepal Sri Lanka
<b>Europe</b>	Andorra Cyprus Lithuania Monaco Montenegro San Marino	Austria Czechia Greece Israel Poland Russian Federation Turkey	Azerbaijan Belgium Denmark France Ireland Italy Netherlands Republic of Moldova Serbia Switzerland Ukraine United Kingdom of Great Britain and Northern Ireland
<b>Eastern Mediterranean</b>	Kuwait Libya Qatar United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon Morocco Pakistan Sudan
<b>Western Pacific</b>	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<sup>a</sup>, BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2020

## Nationals of Member States in the African Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Algeria	1-9	0	0	0	0	0	1	1	4	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	1	0	2	2	2	0	0	0	0	0	0	0	6	2	8	
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	9	3	5	0	2	0	1	0	0	0	19	6	25	
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	1	0	0	0	0	0	0	0	0	0	1	0	1	
Cameroon	1-8	0	0	1	1	3	0	13	1	2	1	1	1	0	0	0	0	20	4	24	
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	1	0	3	0	1	0	0	0	0	0	0	0	5	0	5	
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	1	2	0	0	0	1	0	0	0	0	0	14	3	17	
Côte d'Ivoire	1-8	0	0	0	0	0	0	7	3	1	1	2	2	0	0	0	0	10	6	16	
Democratic Republic of the Congo	1-8	0	0	0	0	3	0	12	1	8	0	1	0	0	0	0	0	24	1	25	
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	
Eswatini	1-8	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	2	
Ethiopia	1-8	0	0	0	0	5	1	13	1	7	0	2	1	1	0	1	0	29	3	32	
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	7	3	1	0	0	0	0	0	0	8	10	18	
Guinea	1-8	0	0	1	0	0	3	3	0	1	1	0	0	0	0	0	0	5	4	9	
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	0	0	2	4	12	3	8	6	2	0	0	0	0	0	24	13	37	
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	1	1	4	0	2	0	0	0	0	0	8	1	9	
Mali	1-8	0	0	0	0	1	0	6	0	0	0	1	0	0	0	0	0	8	0	8	
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	1	1	0	2	0	11	4	6	0	3	0	0	0	0	0	23	5	28	
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	3	5	4	1	0	1	0	0	1	0	8	8	16	
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	3	3	4	2	0	0	0	0	1	6	8	14	
South Sudan	1-8	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	0	2	
Togo	1-8	0	0	0	0	2	0	4	2	0	0	0	0	0	0	0	0	6	2	8	
Uganda	1-8	0	0	0	0	3	0	15	6	11	7	2	0	0	0	0	0	31	13	44	
United Republic of Tanzania	1-8	0	0	0	1	1	1	2	3	1	1	0	0	0	1	0	0	4	7	11	
Zambia	1-8	0	0	0	0	0	1	2	2	2	1	1	0	0	0	0	0	5	4	9	
Zimbabwe	1-8	1	0	1	3	6	2	3	2	0	0	0	1	0	0	0	0	11	8	19	
Total - African Region		1	1	10	15	49	25	153	66	86	29	27	7	4	2	2	2	332	147	479	

<sup>a</sup>Counted 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, <sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-JUL-2020**

**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	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	2
Brazil	27-38	0	0	0	0	0	1	1	5	4	3	0	0	0	0	0	1	5	10	15
Canada	28-39	0	0	0	3	6	6	14	9	12	9	4	2	1	0	1	0	38	29	67
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	2	3	1	1	0	0	0	0	0	4	3	7
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	11	20	24	43	29	28	9	5	4	4	1	1	78	104	182
Uruguay	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2	2
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
<b>Total - Region of the Americas</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>21</b>	<b>33</b>	<b>44</b>	<b>66</b>	<b>52</b>	<b>47</b>	<b>16</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>143</b>	<b>170</b>	<b>313</b>

<sup>a</sup>Counted 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, <sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-JUL-2020**

**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	2	0	7	0	3	3	2	0	0	0	0	0	14	3	17
Bhutan	1-8	0	0	0	0	0	0	3	1	0	2	0	1	1	0	0	0	4	4	8
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	3	1	16	9	28	7	32	16	6	3	0	0	0	2	85	38	123
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	2	1	0	0	0	0	0	0	2	1	3
Myanmar	1-8	0	0	0	1	0	0	0	1	0	1	1	0	0	0	0	0	1	3	4
Nepal	1-8	0	0	0	0	2	0	5	3	4	2	2	0	1	0	0	0	14	5	19
Sri Lanka	1-8	0	0	0	0	2	1	4	2	3	4	2	0	1	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
<b>Total - South-East Asia Region</b>		<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>22</b>	<b>13</b>	<b>49</b>	<b>17</b>	<b>46</b>	<b>32</b>	<b>16</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>139</b>	<b>71</b>	<b>210</b>

<sup>a</sup>Counted 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,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2020

## 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	3	0	3	0	0	0	0	0	0	0	6	0	6	
Austria	8-15	0	0	0	0	0	0	0	1	1	1	1	1	0	0	0	0	2	3	5	
Azerbaijan	1-8	0	0	0	0	0	0	3	1	2	1	1	1	0	0	0	0	6	3	9	
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	7	7	5	4	4	1	0	1	0	18	17	35	
Bosnia and Herzegovina	1-8	0	0	0	1	1	1	1	2	1	0	0	0	0	0	0	0	3	4	7	
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	1	1	1	0	2	0	1	1	0	0	0	0	0	2	5	7	
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	2	3	2	3	2	4	0	0	0	0	0	0	7	11	18	
Estonia	1-8	0	0	0	0	0	0	0	2	0	2	1	0	0	0	0	0	1	4	5	
Finland	5-13	0	0	0	2	0	3	1	0	2	2	0	0	0	0	0	0	3	7	10	
France	50-68	0	0	2	1	8	18	23	17	19	13	4	4	1	2	0	1	57	56	113	
Georgia	1-8	0	0	0	0	1	2	1	1	0	0	0	1	0	1	0	0	2	5	7	
Germany	63-86	0	0	0	0	2	8	17	17	14	12	11	2	0	0	1	0	45	39	84	
Greece	6-14	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1	2	3	
Hungary	3-10	0	0	0	0	0	2	0	0	1	3	1	1	1	0	0	1	3	7	10	
Iceland	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Ireland	4-12	0	0	0	0	0	6	1	6	6	3	1	1	0	0	1	0	9	16	25	
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	1	0	6	7	3	8	15	14	3	2	2	0	1	0	31	31	62	
Kazakhstan	1-9	0	0	0	0	1	0	0	5	2	0	0	0	0	0	0	0	3	5	8	
Kyrgyzstan	1-8	0	0	0	1	0	0	1	3	0	0	0	0	0	0	0	0	1	4	5	
Latvia	1-8	0	0	0	1	1	0	0	1	0	1	0	0	0	0	0	0	1	3	4	
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	2	1	0	0	0	3	2	5	
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	2	1	4	4	6	5	1	3	3	0	0	0	17	14	31	
North Macedonia	1-8	0	0	0	0	0	0	1	2	0	1	0	0	0	0	0	0	1	3	4	
Norway	8-16	0	0	1	0	0	0	1	2	1	1	0	0	0	3	0	0	3	6	9	
Poland	9-16	0	0	0	0	0	0	2	1	0	3	0	0	0	0	0	0	2	4	6	
Portugal	5-12	0	0	0	0	0	0	1	3	0	1	1	0	0	0	0	0	2	4	6	
Republic of Moldova	1-8	0	0	0	0	2	3	2	1	2	1	0	1	1	0	0	0	7	6	13	
Romania	2-10	0	0	0	1	1	2	1	0	1	2	0	0	0	0	0	0	3	5	8	
Russian Federation	23-32	0	0	1	1	3	1	8	1	3	1	1	0	0	2	0	0	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	0	0	0	0	0	0	0	2	0	2	
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	5	7	5	9	1	1	1	1	0	0	15	24	39	
Sweden	9-17	0	0	0	0	0	4	1	5	1	1	0	2	0	0	0	0	2	12	14	
Switzerland	9-16	0	0	0	1	4	5	6	5	3	3	1	0	0	0	0	0	14	14	28	
Tajikistan	1-8	0	0	0	0	0	2	0	1	0	1	0	0	0	0	0	0	0	4	4	
Turkey	13-23	0	0	0	1	0	0	2	2	1	2	0	2	0	0	0	0	3	7	10	
Turkmenistan	1-8	0	0	0	0	0	1	0	1	1	1	0	0	0	1	0	0	1	4	5	
Ukraine	1-8	0	0	1	2	4	0	2	1	1	0	0	0	0	0	0	0	8	3	11	
United Kingdom of Great Britain and Northern Ireland	39-54	1	0	2	3	9	10	13	18	24	24	12	7	2	0	0	1	63	63	126	
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	10	20	60	87	111	138	133	127	45	37	13	10	4	3	377	422	799	

<sup>a</sup>Counted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

### Nationals of Member States in the Eastern Mediterranean Region

<sup>a</sup>Counted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

### Nationals of Member States in the Western Pacific Region

<sup>a</sup>Counted 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<sup>a</sup> COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2020

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	1	0	1	0	1	0	0	0	0	0	0	0	3	3
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	1	1	0	0	0	0	0	0	0	0	1	1	2
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	0	0	0	0	0	0	1	1
China	0	0	0	1	0	1	2	0	1	0	0	0	0	0	0	0	3	2	5
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	3	3	0	1	0	0	0	0	0	0	4	7	11
Germany	1	0	0	0	1	0	1	1	2	0	0	0	0	0	0	0	5	1	6
India	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Iraq	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Japan	0	0	0	0	1	2	3	1	0	0	0	0	0	0	0	0	4	3	7
Kenya	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	2	1	3
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	0	1	1	0	0	1	0	0	0	0	0	0	1	2	3
New Zealand	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Norway	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Others	0	0	1	0	2	0	2	0	1	1	1	0	0	0	0	0	7	1	8
Poland	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Portugal	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Republic of Korea	0	0	0	0	0	0	2	2	2	2	0	0	0	0	0	0	4	4	8
Russian Federation	0	0	0	1	1	4	1	0	0	1	0	0	0	0	0	0	2	6	8
Senegal	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Singapore	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	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
Togo	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	0	2	1	0	4	2	1	0	0	0	0	0	0	5	7	12
United States of America	0	0	0	0	0	0	9	8	3	9	0	1	0	0	0	0	12	18	30
<b>Total</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>9</b>	<b>14</b>	<b>39</b>	<b>27</b>	<b>12</b>	<b>18</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>69</b>	<b>134</b>

<sup>a</sup>Positions 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-2020**

**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
<b>Headquarters</b>	0	3	3	37	60	97	168	224	392	254	240	494	78	64	142	1	1	2	<b>538</b>	<b>592</b>	<b>1130</b>
<i>Special programmes and collaborative arrangements</i>	0	0	0	1	2	3	2	3	5	3	2	5	1	0	1	0	0	0	<b>7</b>	<b>7</b>	<b>14</b>
<b>Africa</b>	0	1	1	19	15	34	81	31	112	139	67	206	49	18	67	0	1	1	<b>288</b>	<b>133</b>	<b>421</b>
<b>South-East Asia</b>	0	0	0	3	3	6	22	12	34	41	24	65	22	11	33	0	1	1	<b>88</b>	<b>51</b>	<b>139</b>
<b>Europe</b>	1	0	1	16	20	36	51	52	103	40	53	93	8	11	19	0	0	0	<b>116</b>	<b>136</b>	<b>252</b>
<b>Eastern Mediterranean</b>	0	0	0	6	6	12	42	21	63	65	32	97	24	6	30	0	0	0	<b>137</b>	<b>65</b>	<b>202</b>
<b>Western Pacific</b>	0	2	2	15	26	41	32	35	67	36	32	68	5	5	10	0	0	0	<b>88</b>	<b>100</b>	<b>188</b>
<b>Total</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>97</b>	<b>132</b>	<b>229</b>	<b>398</b>	<b>378</b>	<b>776</b>	<b>578</b>	<b>450</b>	<b>1028</b>	<b>187</b>	<b>115</b>	<b>302</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>1262</b>	<b>1084</b>	<b>2346</b>
<b>Percentage by bracket</b>	14.3%	85.7%	100.0%	42.4%	57.6%	100.0%	51.3%	48.7%	100.0%	56.2%	43.8%	100.0%	61.9%	38.1%	100.0%	25.0%	75.0%	100.0%	53.8%	46.2%	100.0%
<b>Percentage of total</b>			0.3%			9.8%			33.1%			43.8%			12.9%			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
<b>Headquarters</b>	0	0	0	7	23	30	12	17	29	1	5	6	0	0	0	0	0	0	<b>20</b>	<b>45</b>	<b>65</b>
<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	<b>0</b>	<b>0</b>	<b>0</b>
<b>Africa</b>	0	1	1	25	20	45	115	53	168	194	75	269	44	27	71	0	0	0	<b>378</b>	<b>176</b>	<b>554</b>
<b>South-East Asia</b>	1	0	1	9	10	19	22	21	43	23	10	33	4	3	7	0	0	0	<b>59</b>	<b>44</b>	<b>103</b>
<b>Europe</b>	1	2	3	5	10	15	11	22	33	5	11	16	0	2	2	0	0	0	<b>22</b>	<b>47</b>	<b>69</b>
<b>Eastern Mediterranean</b>	0	0	0	9	4	13	30	21	51	25	21	46	13	2	15	0	0	0	<b>77</b>	<b>48</b>	<b>125</b>
<b>Western Pacific</b>	1	1	2	6	18	24	11	18	29	15	13	28	1	1	2	0	0	0	<b>34</b>	<b>51</b>	<b>85</b>
<b>Total</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>61</b>	<b>85</b>	<b>146</b>	<b>201</b>	<b>152</b>	<b>353</b>	<b>263</b>	<b>135</b>	<b>398</b>	<b>62</b>	<b>35</b>	<b>97</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>590</b>	<b>411</b>	<b>1001</b>
<b>Percentage by bracket</b>	42.9%	57.1%	100.0%	41.8%	58.2%	100.0%	56.9%	43.1%	100.0%	66.1%	33.9%	100.0%	63.9%	36.1%	100.0%	0.0%	0.0%	0.0%	58.9%	41.1%	100.0%
<b>Percentage of total</b>			0.7%			14.6%			35.3%			39.8%			9.7%			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
<b>Headquarters</b>	2	5	7	29	106	135	47	219	266	59	182	241	5	34	39	0	0	0	<b>142</b>	<b>546</b>	<b>688</b>
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	2	2	1	3	4	0	0	0	0	0	0	0	0	0	<b>1</b>	<b>5</b>	<b>6</b>
<b>Africa</b>	2	2	4	67	50	117	226	159	385	333	153	486	74	27	101	0	0	0	<b>702</b>	<b>391</b>	<b>1093</b>
<b>South-East Asia</b>	1	5	6	23	44	67	79	69	148	75	35	110	17	6	23	0	0	0	<b>195</b>	<b>159</b>	<b>354</b>
<b>Europe</b>	2	5	7	11	33	44	25	54	79	27	42	69	2	9	11	0	0	0	<b>67</b>	<b>143</b>	<b>210</b>
<b>Eastern Mediterranean</b>	5	5	10	61	84	145	97	98	195	63	57	120	23	5	28	0	0	0	<b>249</b>	<b>249</b>	<b>498</b>
<b>Western Pacific</b>	2	10	12	15	73	88	38	89	127	30	62	92	7	7	14	0	0	0	<b>92</b>	<b>241</b>	<b>333</b>
<b>Total</b>	<b>14</b>	<b>32</b>	<b>46</b>	<b>206</b>	<b>392</b>	<b>598</b>	<b>513</b>	<b>691</b>	<b>1204</b>	<b>587</b>	<b>531</b>	<b>1118</b>	<b>128</b>	<b>88</b>	<b>216</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1448</b>	<b>1734</b>	<b>3182</b>
<b>Percentage by bracket</b>	30.4%	69.6%	100.0%	34.4%	65.6%	100.0%	42.6%	57.4%	100.0%	52.5%	47.5%	100.0%	59.3%	40.7%	100.0%	0.0%	0.0%	0.0%	45.5%	54.5%	100.0%
<b>Percentage of total</b>			1.4%			18.8%			37.8%			35.1%			6.8%			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-2020**

**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	0	0	10	4	14	2	4	6	1	3	4	13	11	24
D2	0	0	0	0	0	0	4	1	5	14	14	28	17	5	22	0	0	0	35	20	55
D1/P6	0	0	0	0	0	0	14	12	26	81	39	120	31	20	51	0	0	0	126	71	197
P5	0	0	0	2	6	8	105	85	190	199	162	361	87	53	140	0	0	0	393	306	699
P4	0	0	0	46	38	84	169	167	336	209	157	366	35	29	64	0	0	0	459	391	850
P3	0	0	0	38	73	111	91	88	179	55	56	111	14	3	17	0	0	0	198	220	418
P2	1	5	6	11	13	24	14	22	36	8	18	26	1	1	2	0	0	0	35	59	94
P1	0	1	1	0	2	2	1	3	4	2	0	2	0	0	0	0	0	0	3	6	9
<b>Total</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>97</b>	<b>132</b>	<b>229</b>	<b>398</b>	<b>378</b>	<b>776</b>	<b>578</b>	<b>450</b>	<b>1028</b>	<b>187</b>	<b>115</b>	<b>302</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>1262</b>	<b>1084</b>	<b>2346</b>
Percentage by bracket	14.3%	85.7%	100.0%	42.4%	57.6%	100.0%	51.3%	48.7%	100.0%	56.2%	43.8%	100.0%	61.9%	38.1%	100.0%	25.0%	75.0%	100.0%	53.8%	46.2%	100.0%
Percentage of total			0.3%			9.8%			33.1%			43.8%			12.9%			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	0	1	1	4	5	9	7	3	10	2	1	3	0	0	0	13	10	23
C	0	0	0	17	21	38	98	61	159	165	93	258	45	27	72	0	0	0	325	202	527
B	2	3	5	37	48	85	84	70	154	72	29	101	13	6	19	0	0	0	208	156	364
A	1	1	2	7	15	22	15	16	31	19	10	29	2	1	3	0	0	0	44	43	87
<b>Total</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>61</b>	<b>85</b>	<b>146</b>	<b>201</b>	<b>152</b>	<b>353</b>	<b>263</b>	<b>135</b>	<b>398</b>	<b>62</b>	<b>35</b>	<b>97</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>590</b>	<b>411</b>	<b>1001</b>
Percentage by bracket	42.9%	57.1%	100.0%	41.8%	58.2%	100.0%	56.9%	43.1%	100.0%	66.1%	33.9%	100.0%	63.9%	36.1%	100.0%	0.0%	0.0%	0.0%	58.9%	41.1%	100.0%
Percentage of total			0.7%			14.6%			35.3%			39.8%			9.7%			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	13	3	16	52	56	108	48	53	101	9	8	17	0	0	0	122	120	242
G6	2	2	4	56	85	141	95	199	294	77	184	261	8	25	33	0	0	0	238	495	733
G5	6	15	21	60	221	281	93	334	427	79	211	290	15	44	59	0	0	0	253	825	1078
G4	3	13	16	26	68	94	52	93	145	39	64	103	4	8	12	0	0	0	124	246	370
G3	1	1	2	12	13	25	68	3	71	114	14	128	19	1	20	0	0	0	214	32	246
G2	2	1	3	33	2	35	145	2	147	219	1	220	72	2	74	0	0	0	471	8	479
G1	0	0	0	6	0	6	8	4	12	11	4	15	1	0	1	0	0	0	26	8	34
<b>Total</b>	<b>14</b>	<b>32</b>	<b>46</b>	<b>206</b>	<b>392</b>	<b>598</b>	<b>513</b>	<b>691</b>	<b>1204</b>	<b>587</b>	<b>531</b>	<b>1118</b>	<b>128</b>	<b>88</b>	<b>216</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1448</b>	<b>1734</b>	<b>3182</b>
Percentage by bracket	30.4%	69.6%	100.0%	34.4%	65.6%	100.0%	42.6%	57.4%	100.0%	52.5%	47.5%	100.0%	59.3%	40.7%	100.0%	0.0%	0.0%	0.0%	45.5%	54.5%	100.0%
Percentage of total			1.4%			18.8%			37.8%			35.1%			6.8%			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-2020**

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 2020	Staff due to retire															
			By 31 December 2020				By 31 December 2021				By 31 December 2022				By 31 December 2023			
			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
<b>Headquarters</b>	P	1130	2	1	3	0.3%	3	3	6	0.5%	0	29	29	2.6%	0	37	37	3.3%
	NPO	65	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	688	0	0	0	0.0%	1	0	1	0.1%	0	8	8	1.2%	0	8	8	1.2%
<i>Special programmes and collaborative arrangements</i>	P	14	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	0.0%
	GS	6	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
<b>Africa</b>	P	421	0	0	0	0.0%	0	0	0	0.0%	0	20	20	4.8%	0	18	18	4.3%
	NPO	554	0	0	0	0.0%	0	1	1	0.2%	0	15	15	2.7%	0	15	15	2.7%
	GS	1093	0	0	0	0.0%	0	0	0	0.0%	0	17	17	1.6%	0	25	25	2.3%
<b>South-East Asia</b>	P	139	0	1	1	0.7%	0	2	2	1.4%	0	5	5	3.6%	0	13	13	9.4%
	NPO	103	0	0	0	0.0%	0	1	1	1.0%	0	1	1	1.0%	0	2	2	1.9%
	GS	354	0	0	0	0.0%	0	0	0	0.0%	0	5	5	1.4%	0	4	4	1.1%
<b>Europe</b>	P	252	1	0	1	0.4%	0	0	0	0.0%	0	5	5	2.0%	0	8	8	3.2%
	NPO	69	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	210	0	0	0	0.0%	0	0	0	0.0%	0	1	1	0.5%	0	1	1	0.5%
<b>Eastern Mediterranean</b>	P	202	0	0	0	0.0%	1	0	1	0.5%	0	3	3	1.5%	0	9	9	4.5%
	NPO	125	0	1	1	0.8%	0	1	1	0.8%	0	3	3	2.4%	0	2	2	1.6%
	GS	498	0	0	0	0.0%	0	2	2	0.4%	0	2	2	0.4%	0	7	7	1.4%
<b>Western Pacific</b>	P	188	0	0	0	0.0%	0	0	0	0.0%	0	3	3	1.6%	0	2	2	1.1%
	NPO	85	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	1	1.2%
	GS	333	0	0	0	0.0%	0	0	0	0.0%	0	3	3	0.9%	0	3	3	0.9%
<b>Total</b>	P	2346	3	2	5	0.2%	4	5	9	0.4%	0	65	65	2.8%	0	87	87	3.7%
	NPO	1001	0	1	1	0.1%	0	3	3	0.3%	0	19	19	1.9%	0	20	20	2.0%
	GS	3182	0	0	0	0.0%	1	2	3	0.1%	0	36	36	1.1%	0	48	48	1.5%
	ALL	6529	3	3	6	0.1%	5	10	15	0.2%	0	120	120	1.8%	0	155	155	2.4%

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-2020**

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
<b>Headquarters</b>	308	7	158	473	173	12	115	300	387	45	246	678	177	1	105	283	52	0	27	79	20	0	19	39	13	0	18	31	1130	65	688	1883
<i>Special programmes and collaborative arrangements</i>	3	0	1	4	0	0	2	2	9	0	3	12	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	14	0	6	20
<b>Africa</b>	149	135	187	471	53	109	119	281	128	263	667	1058	59	30	56	145	22	14	27	63	7	1	24	32	3	2	13	18	421	554	1093	2068
<b>South-East Asia</b>	52	65	80	197	30	13	64	107	34	12	86	132	12	5	65	82	5	2	25	32	5	5	25	35	1	1	9	11	139	103	354	596
<b>Europe</b>	82	40	76	198	48	9	17	74	71	18	64	153	39	2	47	88	8	0	1	9	3	0	3	6	1	0	2	3	252	69	210	531
<b>Eastern Mediterranean</b>	89	61	127	277	29	37	105	171	55	13	152	220	17	8	79	104	8	2	12	22	3	2	17	22	1	2	6	9	202	125	498	825
<b>Western Pacific</b>	92	29	80	201	37	27	84	148	39	23	84	146	14	4	49	67	4	1	21	26	1	0	11	12	1	1	4	6	188	85	333	606
<b>Total</b>	<b>775</b>	<b>337</b>	<b>709</b>	<b>1821</b>	<b>370</b>	<b>207</b>	<b>506</b>	<b>1083</b>	<b>723</b>	<b>374</b>	<b>1302</b>	<b>2399</b>	<b>319</b>	<b>50</b>	<b>401</b>	<b>770</b>	<b>100</b>	<b>19</b>	<b>113</b>	<b>232</b>	<b>39</b>	<b>8</b>	<b>99</b>	<b>146</b>	<b>20</b>	<b>6</b>	<b>52</b>	<b>78</b>	<b>2346</b>	<b>1001</b>	<b>3182</b>	<b>6529</b>
<b>Percentage by bracket</b>	42.6%	18.5%	38.9%	100.0%	34.2%	19.1%	46.7%	100.0%	30.1%	15.6%	54.3%	100.0%	41.4%	6.5%	52.1%	100.0%	43.1%	8.2%	48.7%	100.0%	26.7%	5.5%	67.8%	100.0%	25.6%	7.7%	66.7%	100.0%	35.9%	15.3%	48.7%	100.0%
<b>Percentage of total</b>				27.9%				16.6%				36.7%				11.8%				3.6%				2.2%				1.2%				100.0%
<b>Percentage of total (Dec 2019)</b>				28.1%				16.7%				37.4%				11.3%				3.2%				2.4%				1.0%				100.0%
<b>Percentage of total (July 2019)</b>				28.1%				16.7%				38.3%				10.6%				2.9%				2.4%				1.0%				100.0%

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

**TABLE 11. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 JULY 2020**

Major Office*	2018				2019				2020 (up to 31 July)			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
<b>Headquarters</b>	15541	10218	25759	39.7%	12946	9045	21991	41.1%	20048	13470	33518	40.2%
<b>Africa</b>	20166	6085	26251	23.2%	20952	7042	27994	25.2%	12049	4097	16146	25.4%
<b>Eastern Mediterranean</b>	6141	2897	9038	32.1%	7768	2970	10738	27.7%	7502	3164	10666	29.7%
<b>Europe</b>	3896	2743	6639	41.3%	5295	3658	8953	40.9%	2698	1842	4540	40.6%
<b>South-East Asia</b>	2949	1234	4183	29.5%	4800	2256	7056	32.0%	4639	2016	6655	30.3%
<b>Western Pacific</b>	6727	3007	9734	30.9%	4327	2260	6587	34.3%	1259	782	2041	38.3%
<b>Total</b>	<b>55420</b>	<b>26184</b>	<b>81604</b>	<b>32.1%</b>	<b>56088</b>	<b>27231</b>	<b>83319</b>	<b>32.7%</b>	<b>48195</b>	<b>25371</b>	<b>73566</b>	<b>34.5%</b>

\* Positions advertised in that Major Office



TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 JULY 2020

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	20	11	55.0%	3	2	66.7%	26	15	57.7%	15	11	73.3%	64	39	60.9%
	NPO	3	2	66.7%	0	0	0.0%	0	0	0.0%	0	0	0.0%	3	2	66.7%
	GS	5	5	100.0%	0	0	0.0%	4	2	50.0%	10	9	90.0%	19	16	84.2%
<i>Special programmes and collaborative arrangements</i>	P	0	0	0.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%	1	1	100.0%
	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	11	6	54.5%	0	0	0.0%	4	0	0.0%	14	2	14.3%	29	8	27.6%
	NPO	10	5	50.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%	11	6	54.5%
	GS	9	5	55.6%	0	0	0.0%	0	0	0.0%	4	3	75.0%	13	8	61.5%
South-East Asia	P	4	2	50.0%	0	0	0.0%	0	0	0.0%	2	1	50.0%	6	3	50.0%
	NPO	9	6	66.7%	0	0	0.0%	0	0	0.0%	5	3	60.0%	14	9	64.3%
	GS	11	6	54.5%	0	0	0.0%	0	0	0.0%	5	3	60.0%	16	9	56.3%
Europe	P	6	5	83.3%	0	0	0.0%	3	2	66.7%	7	4	57.1%	16	11	68.8%
	NPO	5	4	80.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	5	4	80.0%
	GS	6	4	66.7%	0	0	0.0%	1	0	0.0%	10	4	40.0%	17	8	47.1%
Eastern Mediterranean	P	1	0	0.0%	1	1	100.0%	2	0	0.0%	7	1	14.3%	11	2	18.2%
	NPO	3	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	3	0	0.0%
	GS	5	3	60.0%	0	0	0.0%	1	1	100.0%	2	2	100.0%	8	6	75.0%
Western Pacific	P	10	7	70.0%	2	1	50.0%	2	1	50.0%	2	2	100.0%	16	11	68.8%
	NPO	4	2	50.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	4	2	50.0%
	GS	5	4	80.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%	6	5	83.3%
Total	P	52	31	59.6%	6	4	66.7%	37	18	48.6%	48	22	45.8%	143	75	52.4%
	NPO	34	19	55.9%	0	0	0.0%	0	0	0.0%	6	4	66.7%	40	23	57.5%
	GS	41	27	65.9%	0	0	0.0%	6	3	50.0%	32	22	68.8%	79	52	65.8%
	All	127	77	60.6%	6	4	66.7%	43	21	48.8%	86	48	55.8%	262	150	57.3%
Percentage of total		48.5%			2.3%			16.4%			32.8%			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-2020**

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.	%
<b>Headquarters</b>	103	9.0%	86	7.5%	526	<b>46.0%</b>	59	5.2%	233	20.4%	137	12.0%	<b>1144</b>	<b>100.0%</b>
<b>Africa</b>	355	<b>84.3%</b>	6	1.4%	25	5.9%	6	1.4%	21	5.0%	8	1.9%	<b>421</b>	<b>100.0%</b>
<b>South-East Asia</b>	3	2.2%	85	<b>61.2%</b>	23	16.5%	4	2.9%	11	7.9%	13	9.4%	<b>139</b>	<b>100.0%</b>
<b>Europe</b>	2	0.8%	8	3.2%	193	<b>76.6%</b>	7	2.8%	28	11.1%	14	5.6%	<b>252</b>	<b>100.0%</b>
<b>Eastern Mediterranean</b>	19	9.4%	10	5.0%	45	22.3%	97	<b>48.0%</b>	27	13.4%	4	2.0%	<b>202</b>	<b>100.0%</b>
<b>Western Pacific</b>	7	3.7%	16	8.5%	44	23.4%	0	0.0%	24	12.8%	97	<b>51.6%</b>	<b>188</b>	<b>100.0%</b>
<b>Total</b>	<b>489</b>	<b>20.8%</b>	<b>211</b>	<b>9.0%</b>	<b>856</b>	<b>36.5%</b>	<b>173</b>	<b>7.4%</b>	<b>344</b>	<b>14.7%</b>	<b>273</b>	<b>11.6%</b>	<b>2346</b>	<b>100.0%</b>
<b>Percentage of total (Dec 2019)</b>		20.5%		8.9%		36.8%		7.3%		14.8%		11.7%		
<b>Percentage of total (July 2019)</b>		20.2%		8.8%		37.0%		7.0%		15.2%		11.7%		

**TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION**  
**DATA FROM 1 JANUARY TO 31 JULY 2020**

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	1	4	5	38.5%	1	0	1	7.7%	0	0	0	0.0%	2	1	3	23.1%	4	0	4	30.8%	0	0	0	0.0%	8	5	13	100.0%
Africa	4	2	6	15.4%	17	10	27	69.2%	0	2	2	5.1%	1	0	1	2.6%	1	0	1	2.6%	0	2	2	5.1%	23	16	39	100.0%
South-East Asia	0	1	1	6.3%	0	0	0	0.0%	10	2	12	75.0%	1	1	2	12.5%	1	0	1	6.3%	0	0	0	0.0%	12	4	16	100.0%
Europe	6	5	11	57.9%	0	0	0	0.0%	0	0	0	0.0%	3	4	7	36.8%	1	0	1	5.3%	0	0	0	0.0%	10	9	19	100.0%
Eastern Mediterranean	1	1	2	10.0%	1	0	1	5.0%	0	0	0	0.0%	1	1	2	10.0%	10	5	15	75.0%	0	0	0	0.0%	13	7	20	100.0%
Western Pacific	3	0	3	25.0%	1	0	1	8.3%	0	0	0	0.0%	4	2	6	50.0%	0	0	0	0.0%	1	1	2	16.7%	9	3	12	100.0%
Total	15	13	28	23.5%	20	10	30	25.2%	10	4	14	11.8%	12	9	21	17.6%	17	5	22	18.5%	1	3	4	3.4%	75	44	119	100.0%
Totals from July 2019	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%

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

M - male, F - female, T - total

**TABLE 15. MOBILITY RATIO BY MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 JULY 2020**

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	1144	48.8%	13	1.1%	8	0.7%
Africa	421	17.9%	39	9.3%	12	2.9%
South-East Asia	139	5.9%	16	11.5%	4	2.9%
Europe	252	10.7%	19	7.5%	12	4.8%
Eastern Mediterranean	202	8.6%	20	9.9%	5	2.5%
Western Pacific	188	8.0%	12	6.4%	10	5.3%
<b>Total</b>	<b>2346</b>	<b>100.0%</b>	<b>119</b>	<b>5.1%</b>	<b>51</b>	<b>2.2%</b>
<b>Totals from July 2019</b>	2227	100.0%	153	6.9%	53	2.4%

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

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 2020**

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		3	23	26	88.5%	6	18	24	75.0%	9	41	50	82.0%
Africa	Country Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Regional Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Total	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
Eastern Mediterranean	Country Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Regional Office	0	2	2	100.0%	1	2	3	66.7%	1	4	5	80.0%
	Total	0	2	2	100.0%	1	2	3	66.7%	1	4	5	80.0%
Europe	Country Office	4	6	10	60.0%	0	3	3	100.0%	4	9	13	69.2%
	Regional Office	2	13	15	86.7%	0	2	2	100.0%	2	15	17	88.2%
	Total	6	19	25	76.0%	0	5	5	100.0%	6	24	30	80.0%
South-East Asia	Country Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Regional Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Total	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
Western Pacific	Country Office	0	4	4	100.0%	0	0	0	0.0%	0	4	4	100.0%
	Regional Office	2	0	2	0.0%	0	0	0	0.0%	2	0	2	0.0%
	Total	2	4	6	66.7%	0	0	0	0.0%	2	4	6	66.7%
Total	Country Office	4	10	14	71.4%	0	3	3	100.0%	4	13	17	76.5%
	Regional Office	4	15	19	78.9%	1	4	5	80.0%	5	19	24	79.2%
	Total	11	48	59	81.4%	7	25	32	78.1%	18	73	91	80.2%
Totals from July 2019		68	199	267	74.5%	29	71	100	71.0%	97	270	367	73.6%

**TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 JULY 2020**

Nationality	Male	Female	Total	% of total
Germany	0	12	12	13.2%
Canada	1	6	7	7.7%
China	0	5	5	5.5%
Republic of Korea	1	4	5	5.5%
United Kingdom of Great Britain and Northern Ireland	0	4	4	4.4%
United States of America	0	4	4	4.4%
Australia	2	1	3	3.3%
Egypt	1	2	3	3.3%
Lebanon	0	3	3	3.3%
Nigeria	1	2	3	3.3%
Bangladesh	1	1	2	2.2%
Denmark	0	2	2	2.2%
Ghana	0	2	2	2.2%
Italy	1	1	2	2.2%
Pakistan	1	1	2	2.2%
Romania	1	1	2	2.2%
Switzerland	0	2	2	2.2%
Zimbabwe	0	2	2	2.2%
Belgium	0	1	1	1.1%
Brazil	0	1	1	1.1%
Chad	0	1	1	1.1%
Colombia	0	1	1	1.1%
Ethiopia	1	0	1	1.1%
France	0	1	1	1.1%
Hungary	1	0	1	1.1%
India	0	1	1	1.1%
Iran (Islamic Republic of)	0	1	1	1.1%
Japan	1	0	1	1.1%
Kenya	1	0	1	1.1%
Malaysia	0	1	1	1.1%
Mexico	0	1	1	1.1%
Myanmar	0	1	1	1.1%
Nepal	1	0	1	1.1%
Netherlands	0	1	1	1.1%
New Zealand	1	0	1	1.1%
Philippines	0	1	1	1.1%
Portugal	1	0	1	1.1%
Saudi Arabia	0	1	1	1.1%
Singapore	1	0	1	1.1%
Spain	0	1	1	1.1%
Tajikistan	0	1	1	1.1%
Thailand	0	1	1	1.1%
United Republic of Tanzania	0	1	1	1.1%
Viet Nam	0	1	1	1.1%
<b>Total</b>	<b>18</b>	<b>73</b>	<b>91</b>	<b>100.0%</b>

**TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 JULY 2020**

Nationality	Male	Female	Total	% of total
India	671	781	1452	16.3%
Nigeria	596	399	995	11.1%
United States of America	132	551	683	7.7%
Kenya	194	180	374	4.2%
Canada	66	248	314	3.5%
China	70	236	306	3.4%
Pakistan	185	119	304	3.4%
United Kingdom of Great Britain and Northern Ireland	79	218	297	3.3%
Cameroon	149	62	211	2.4%
Italy	64	135	199	2.2%
Ghana	119	57	176	2.0%
Germany	41	129	170	1.9%
Egypt	55	114	169	1.9%
Iran (Islamic Republic of)	43	105	148	1.7%
France	35	107	142	1.6%
Spain	31	102	133	1.5%
Zimbabwe	43	86	129	1.4%
South Africa	35	76	111	1.2%
Australia	24	85	109	1.2%
Bangladesh	65	44	109	1.2%
Uganda	52	41	93	1.0%
Ethiopia	50	31	81	0.9%
Brazil	22	58	80	0.9%
United Republic of Tanzania	53	26	79	0.9%
Nepal	38	39	77	0.9%
Namibia	18	44	62	0.7%
Turkey	18	42	60	0.7%
Indonesia	10	45	55	0.6%
Malawi	35	20	55	0.6%
Switzerland	14	41	55	0.6%
Angola	37	15	52	0.6%
Democratic Republic of the Congo	37	15	52	0.6%
Portugal	14	35	49	0.5%
Zambia	26	23	49	0.5%
Rwanda	30	17	47	0.5%
Greece	13	33	46	0.5%
Lebanon	11	32	43	0.5%
Malaysia	10	30	40	0.4%
Belgium	9	30	39	0.4%
Republic of Korea	8	30	38	0.4%
Sudan	15	22	37	0.4%
Sweden	12	25	37	0.4%
Mexico	12	21	33	0.4%
Ireland	8	24	32	0.4%
Netherlands	4	27	31	0.3%
Congo	24	6	30	0.3%
Kazakhstan	8	22	30	0.3%
Russian Federation	7	23	30	0.3%
Syrian Arab Republic	24	6	30	0.3%
Ukraine	11	17	28	0.3%
Colombia	7	20	27	0.3%
Thailand	8	19	27	0.3%
Afghanistan	18	7	25	0.3%
Jordan	12	13	25	0.3%
Philippines	10	15	25	0.3%
Yemen	19	6	25	0.3%
Austria	9	15	24	0.3%
Others	14	10	24	0.3%
Saudi Arabia	10	14	24	0.3%
Sri Lanka	7	17	24	0.3%
Côte d'Ivoire	16	6	22	0.2%
Singapore	6	16	22	0.2%
Viet Nam	5	16	21	0.2%
Japan	8	12	20	0.2%
Morocco	10	9	19	0.2%
Tunisia	4	14	18	0.2%
Romania	5	12	17	0.2%
Somalia	12	4	16	0.2%
Hungary	3	11	14	0.2%
Burkina Faso	10	3	13	0.1%
Finland	2	11	13	0.1%
Myanmar	5	8	13	0.1%
Sierra Leone	9	4	13	0.1%
Botswana	3	9	12	0.1%
Burundi	7	5	12	0.1%
Norway	2	10	12	0.1%
Senegal	9	3	12	0.1%
Azerbaijan	4	7	11	0.1%
Chad	8	3	11	0.1%
Guinea	9	2	11	0.1%
New Zealand	3	8	11	0.1%
Poland	2	9	11	0.1%

Nationality	Male	Female	Total	% of total
Algeria	5	5	10	0.1%
Argentina	1	9	10	0.1%
Bulgaria	5	5	10	0.1%
Czechia	2	8	10	0.1%
Peru	4	6	10	0.1%
South Sudan	8	2	10	0.1%
Togo	7	3	10	0.1%
Albania	3	6	9	0.1%
Denmark	1	8	9	0.1%
Gambia	8	1	9	0.1%
Mozambique	6	3	9	0.1%
Benin	6	2	8	0.1%
Iraq	5	3	8	0.1%
Kyrgyzstan	2	6	8	0.1%
Lithuania	2	6	8	0.1%
Mali	7	1	8	0.1%
Serbia	0	8	8	0.1%
Armenia	1	6	7	0.1%
Belarus	0	7	7	0.1%
Ecuador	0	7	7	0.1%
Israel	2	5	7	0.1%
Chile	2	4	6	0.1%
Croatia	2	4	6	0.1%
Georgia	1	5	6	0.1%
Liberia	3	3	6	0.1%
Slovakia	0	6	6	0.1%
Bosnia and Herzegovina	2	3	5	0.1%
Cyprus	2	3	5	0.1%
Eswatini	3	2	5	0.1%
Honduras	2	3	5	0.1%
Mongolia	0	5	5	0.1%
Oman	1	4	5	0.1%
Venezuela (Bolivarian Republic of)	4	1	5	0.1%
Eritrea	1	3	4	0.0%
Haiti	4	0	4	0.0%
Lesotho	2	2	4	0.0%
Luxembourg	1	3	4	0.0%
Mauritania	3	1	4	0.0%
Mauritius	1	3	4	0.0%
Nicaragua	0	4	4	0.0%
North Macedonia	3	1	4	0.0%
Trinidad and Tobago	2	2	4	0.0%
Uzbekistan	4	0	4	0.0%
Costa Rica	1	2	3	0.0%
Gabon	2	1	3	0.0%
Guyana	1	2	3	0.0%
Jamaica	0	3	3	0.0%
Madagascar	0	3	3	0.0%
Tajikistan	3	0	3	0.0%
Bolivia (Plurinational State of)	1	1	2	0.0%
Cambodia	2	0	2	0.0%
Central African Republic	1	1	2	0.0%
Estonia	1	1	2	0.0%
Lao People's Democratic Republic	0	2	2	0.0%
Latvia	1	1	2	0.0%
Maldives	0	2	2	0.0%
Malta	0	2	2	0.0%
Montenegro	1	1	2	0.0%
Puerto Rico	1	1	2	0.0%
Republic of Moldova	1	1	2	0.0%
Seychelles	0	2	2	0.0%
Antigua and Barbuda	0	1	1	0.0%
Bahamas	0	1	1	0.0%
Bahrain	0	1	1	0.0%
Belize	1	0	1	0.0%
Bhutan	0	1	1	0.0%
Comoros	0	1	1	0.0%
Cuba	1	0	1	0.0%
Dominica	0	1	1	0.0%
Dominican Republic	0	1	1	0.0%
Equatorial Guinea	1	0	1	0.0%
Fiji	0	1	1	0.0%
Grenada	0	1	1	0.0%
Kiribati	0	1	1	0.0%
Kuwait	0	1	1	0.0%
Libya	1	0	1	0.0%
Niger	1	0	1	0.0%
Panama	1	0	1	0.0%
Saint Lucia	0	1	1	0.0%
Saint Vincent and the Grenadines	0	1	1	0.0%
Sao Tome and Principe	0	1	1	0.0%
Slovenia	0	1	1	0.0%
United Arab Emirates	0	1	1	0.0%
<b>Total</b>	<b>3723</b>	<b>5203</b>	<b>8926</b>	<b>100.0%</b>

**TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES**  
**DATA FROM 1 JANUARY TO 31 JULY 2020**

Donor countries	Major office						Total
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
<b>Canada</b>	1	0	0	0	0	0	<b>1</b>
<b>France</b>	1	0	0	0	0	0	<b>1</b>
<b>Germany</b>	6	0	0	0	0	0	<b>6</b>
<b>Italy</b>	3	0	0	1	0	0	<b>4</b>
<b>Japan</b>	3	0	2	0	0	5	<b>10</b>
<b>Kuwait</b>	0	0	0	1	0	0	<b>1</b>
<b>Luxembourg</b>	1	0	0	0	0	0	<b>1</b>
<b>Netherlands</b>	3	1	0	0	1	0	<b>5</b>
<b>Norway</b>	1	0	0	0	0	0	<b>1</b>
<b>Republic of Korea</b>	3	0	0	0	0	0	<b>3</b>
<b>Sweden</b>	0	1	0	0	1	0	<b>2</b>
<b>Switzerland</b>	3	0	0	0	0	0	<b>3</b>
<b>Total</b>	<b>25</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>38</b>



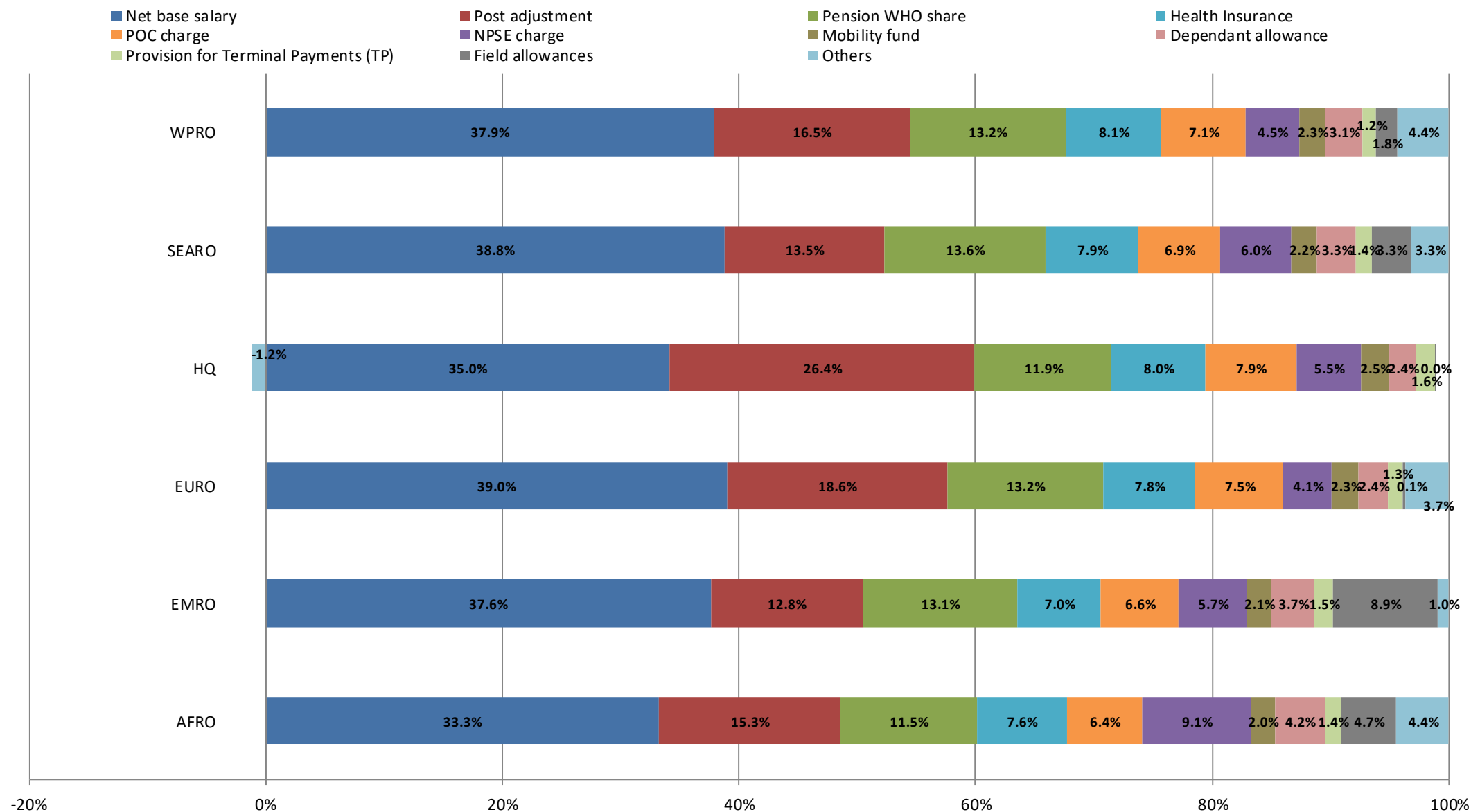
**TABLE 20. NUMBER OF INDIVIDUALS HOLDING OTHER CONTRACTUAL ARRANGEMENTS, BY MAJOR OFFICE  
DATA FROM 1 JANUARY TO 31 JULY 2020**

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements <sup>a</sup>
	Number of individuals holding other contractual arrangements	Estimate of full-time equivalents <sup>b</sup>	Number of individuals holding other contractual arrangements	Estimate of full-time equivalents <sup>b</sup>	Number of individuals holding other contractual arrangements
<b>Headquarters</b>	1183	245	1228	589	0
<b>Africa</b>	317	31	593	357	2115
<b>South-East Asia</b>	211	25	141	50	1597
<b>Europe</b>	704	56	503	151	24
<b>Eastern Mediterranean</b>	534	67	299	89	202
<b>Western Pacific</b>	138	17	357	157	135
<b>Total</b>	<b>3087</b>	<b>440</b>	<b>3121</b>	<b>1393</b>	<b>4073</b>
<b>Totals from July 2019</b>	3775	520	3337	1407	3606

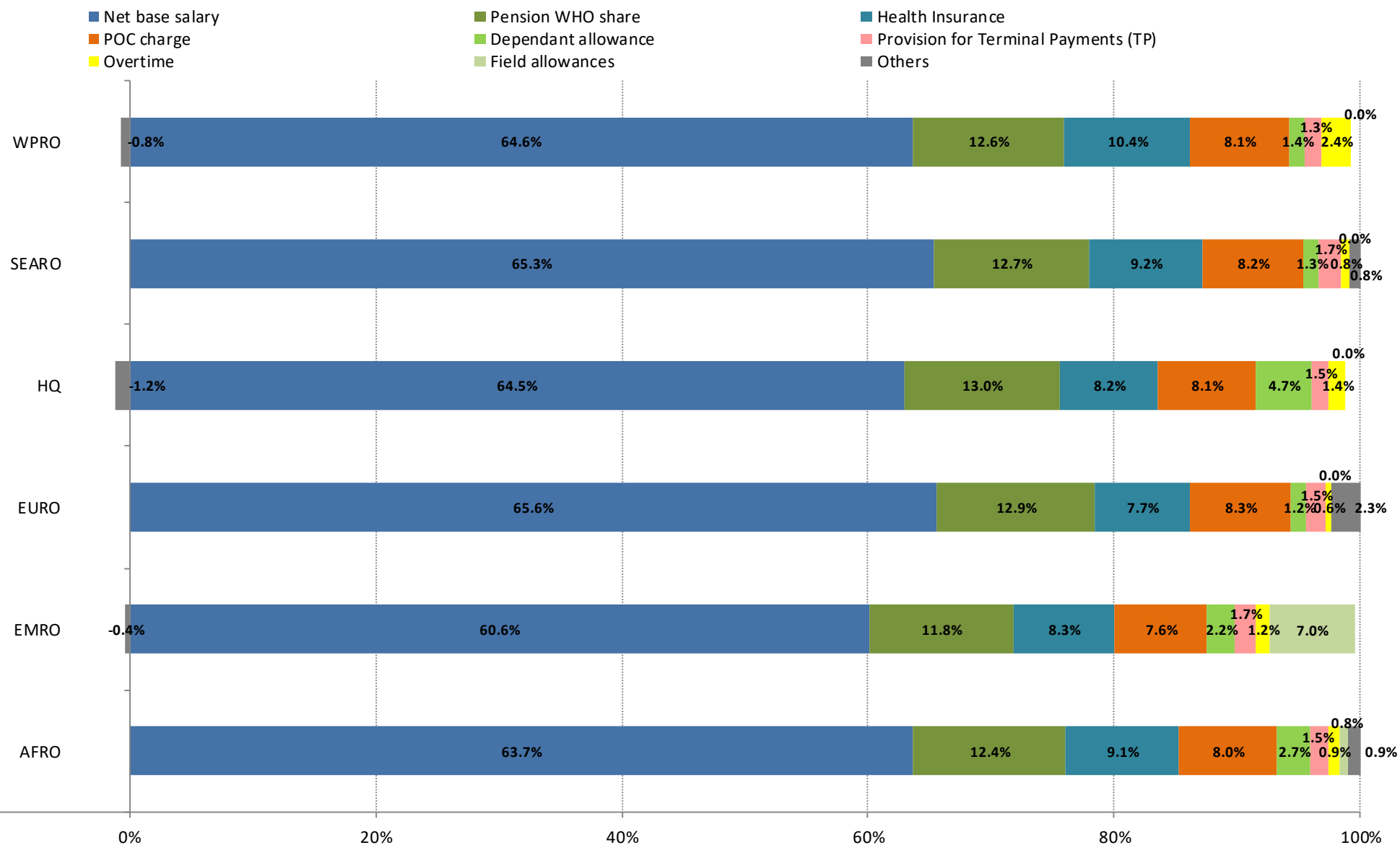
<sup>a</sup>Shows the number of SSA holders, not the number of SSA contracts issued

<sup>b</sup>Estimated 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 30 JUNE 2020**



**TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF**  
**DATA FROM 1 JANUARY TO 30 JUNE 2020**



**TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY**  
**DATA AS OF 31-JUL-2020**

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=51818-spba14-12-e-human-resources-management&category\\_slug=spba14-en&Itemid=270&lang=en](https://www.paho.org/hq/index.php?option=com_docman&view=download&alias=51818-spba14-12-e-human-resources-management&category_slug=spba14-en&Itemid=270&lang=en)

Nationality	Total
Argentina	22
Austria	1
Barbados	2
Belgium	1
Belize	5
Bhutan	1
Bolivia (Plurinational State of)	3
Brazil	48
Burkina Faso	1
Canada	9
Chile	12
Colombia	42
Costa Rica	9
Cuba	9
Democratic Republic of the Congo	1
Dominica	1
Dominican Republic	4
Ecuador	13
El Salvador	9
France	10
Germany	1
Ghana	1
Guatemala	11
Guyana	1
Haiti	3
Honduras	6
India	1
Ireland	1
Italy	9
Jamaica	9
Japan	1
Malta	1
Mexico	13
Netherlands	6
Nicaragua	9
Panama	4
Paraguay	5
Peru	21
Philippines	3
Portugal	1
Rwanda	2
Saint Vincent and the Grenadines	4
Singapore	2
Spain	32
Suriname	2
Switzerland	1
Trinidad and Tobago	6
Turkey	1
United Kingdom of Great Britain and Northern Ireland	12
United States of America	64
Uruguay	5
Uzbekistan	1
Venezuela (Bolivarian Republic of)	8
<b>Total</b>	<b>450</b>