

# **Human resources: update**

## **Workforce data**

**As at 31 July 2022**



**Document issued 08 November 2022**

# Index of tables

The information is as of 31 July 2022 (unless otherwise stated):

Table 1	Number of staff holding long-term and temporary appointments
Table 2	Staff by appointment type and job category, all locations
Table 3a	Distribution of staff by job category, appointment type and gender, all locations
Table 3b	Distribution of staff by job category, grade, major office and gender, all locations
Table 3c	Distribution of staff holding long-term appointments by major office, grade and gender
Table 3d	Percentage of female staff holding long-term appointments by major office (data from July 2017 to July 2022)
Table 4	Summary of countries not within range by region
Table 5	Distribution of staff in positions counted for geographical representation, by country of origin
Table 6	Distribution of staff in positions not counted for geographical representation, by country of origin
Table 7	Staff holding long-term appointments by age, gender and major office
Table 8	Staff holding long-term appointments by age, gender and grade, all locations
Table 9	Retirement projections of staff reaching the mandatory age of separation of 65
Table 10	Staff holding long-term appointments by length of service
Table 11	Applications for posts in the professional and higher categories by gender and major office (data from 1 January to 31 July 2022)
Table 11b	Applications for posts in the professional and higher categories by geographic representation (data from 1 January to 31 July 2022)
Table 12	Appointments processed from 1 January to 31 July 2022
Table 13	Total staff holding long-term appointments in the professional and higher categories, by location of assignment and region of nationality
Table 14	Staff mobility: change in duty station (data from 1 January to 31 July 2022)
Table 15	Mobility ratio by major office (data from 1 January to 31 July 2022)
Table 16	Number of interns by major office, type of country and gender (data from 1 January to 31 July 2022)
Table 17	Number of interns by nationality and gender (data from 1 January to 31 July 2022)
Table 18	Number of applicants (interns) by nationality and gender (data from 1 January to 31 July 2022)
Table 19	Number of junior professional officers by major office and by donor countries (data from 1 January to 31 July 2022)
Table 20	Number of individuals holding other contractual arrangements, by major office (data from 1 January to 31 July 2022)
Table 21	Payroll costs by main payroll elements for P/D/UG staff (data from 1 January to 31 July 2022)
Table 22	Payroll costs by main payroll elements for G/NPO staff (data from 1 January to 31 July 2022)
Table 23	Data provided by PAHO on its distribution of fixed-term professional staff by nationality

**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS**  
**DATA AS OF 31-JUL-2022**

Category	Headquarters	Special programmes and collaborative arrangements <sup>a</sup>	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
----------	--------------	--	--------	-----------------	--------	-----------------------	-----------------	-------

**Staff holding long-term appointments**

**Fixed-term appointments**

Professional and higher category staff	596	10	268	83	131	156	110	<b>1354</b>
National professional officers	23	0	265	92	60	114	48	<b>602</b>
General service staff	357	4	341	146	98	244	142	<b>1332</b>
<b>Total</b>	<b>976</b>	<b>14</b>	<b>874</b>	<b>321</b>	<b>289</b>	<b>514</b>	<b>300</b>	<b>3288</b>
Percentage of fixed-term appointments out of the total staff	34.0%	23.7%	37.9%	41.9%	37.4%	37.6%	50.5%	37.7%

**Continuing appointments**

Professional and higher category staff	668	18	218	56	134	83	57	<b>1234</b>
National professional officers	49	0	247	23	22	50	35	<b>426</b>
General service staff	383	5	644	208	112	275	170	<b>1797</b>
<b>Total</b>	<b>1100</b>	<b>23</b>	<b>1109</b>	<b>287</b>	<b>268</b>	<b>408</b>	<b>262</b>	<b>3457</b>
Percentage of continuing appointments out of the total staff	38.4%	39.0%	48.1%	37.4%	34.7%	29.9%	44.1%	39.6%

<b>Total number of staff holding long-term appointments</b>	<b>2076</b>	<b>37</b>	<b>1983</b>	<b>608</b>	<b>557</b>	<b>922</b>	<b>562</b>	<b>6745</b>
<b>Percentage of long-term appointments out of the total staff</b>	<b>72.4%</b>	<b>62.7%</b>	<b>85.9%</b>	<b>79.3%</b>	<b>72.2%</b>	<b>67.5%</b>	<b>94.6%</b>	<b>77.2%</b>

**Staff holding short-term appointments**

**Temporary appointments under SR 420.4**

Professional and higher category staff	554	21	139	45	81	107	13	<b>960</b>
National professional officers	1	0	69	76	54	136	1	<b>337</b>
General service staff	114	1	117	38	72	198	9	<b>549</b>
<b>Total</b>	<b>669</b>	<b>22</b>	<b>325</b>	<b>159</b>	<b>207</b>	<b>441</b>	<b>23</b>	<b>1846</b>

**Temporary appointments of 60 days or less**

Professional and higher category staff	70	0	0	0	5	1	1	<b>77</b>
National professional officers	0	0	0	0	0	1	0	<b>1</b>
General service staff	52	0	0	0	3	1	8	<b>64</b>
<b>Total</b>	<b>122</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>3</b>	<b>9</b>	<b>142</b>

<b>Total number of temporary appointments</b>	<b>791</b>	<b>22</b>	<b>325</b>	<b>159</b>	<b>215</b>	<b>444</b>	<b>32</b>	<b>1988</b>
<b>Percentage of temporary appointments out of the total staff</b>	<b>27.6%</b>	<b>37.3%</b>	<b>14.1%</b>	<b>20.7%</b>	<b>27.8%</b>	<b>32.5%</b>	<b>5.4%</b>	<b>22.8%</b>

<b>Total number of staff</b>	<b>2867</b>	<b>59</b>	<b>2308</b>	<b>767</b>	<b>772</b>	<b>1366</b>	<b>594</b>	<b>8733</b>
------------------------------	-------------	-----------	-------------	------------	------------	-------------	------------	-------------

<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-2022**

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	1234	34.0%	426	31.2%	1797	48.0%	3457	39.6%
Fixed-Term	1354	37.4%	602	44.1%	1332	35.6%	3288	37.7%
Temporary	1037	28.6%	338	24.7%	613	16.4%	1988	22.8%
Total	3625	100.0%	1366	100.0%	3742	100.0%	8733	100.0%

**TABLE 3a - DISTRIBUTION OF STAFF BY JOB CATEGORY, APPOINTMENT TYPE AND GENDER, ALL LOCATIONS**  
**DATA AS OF 31-JUL-2022**

<b>Job Category</b>	<b>Appointment Type</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>% Female</b>	<b>% Male</b>
<b>Professional and higher graded staff</b>	<b>Continuing</b>	565	669	1234	45.8%	54.2%
	<b>Fixed-Term</b>	652	702	1354	48.2%	51.8%
	<b>Temporary</b>	536	501	1037	51.7%	48.3%
	<b>Total IP</b>	<b>1753</b>	<b>1872</b>	<b>3625</b>	<b>48.4%</b>	<b>51.6%</b>
<b>National Professional Officer</b>	<b>Continuing</b>	182	244	426	42.7%	57.3%
	<b>Fixed-Term</b>	265	337	602	44.0%	56.0%
	<b>Temporary</b>	114	224	338	33.7%	66.3%
	<b>Total NPO</b>	<b>561</b>	<b>805</b>	<b>1366</b>	<b>41.1%</b>	<b>58.9%</b>
<b>General Service Staff</b>	<b>Continuing</b>	965	832	1797	53.7%	46.3%
	<b>Fixed-Term</b>	788	544	1332	59.2%	40.8%
	<b>Temporary</b>	293	320	613	47.8%	52.2%
	<b>Total GS</b>	<b>2046</b>	<b>1696</b>	<b>3742</b>	<b>54.7%</b>	<b>45.3%</b>
	<b>Total</b>	<b>4360</b>	<b>4373</b>	<b>8733</b>	<b>49.9%</b>	<b>50.1%</b>

**TABLE 3b - DISTRIBUTION OF STAFF BY JOB CATEGORY, GRADE, MAJOR OFFICE AND GENDER, ALL LOCATIONS**  
**DATA AS OF 31-JUL-2022**

Job Category	Grade	Africa					Eastern Mediterranean					Europe					Headquarters					South-East Asia					Western Pacific					Total				
		F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M
IP	UG3	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	1	1	0.0%	100.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	1	1	0.0%	100.0%
	UG2	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	3	1	4	75.0%	25.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	3	1	4	75.0%	25.0%
	UG1	1	0	1	100.0%	0.0%	0	1	1	0.0%	100.0%	0	1	1	0.0%	100.0%	7	7	14	50.0%	50.0%	1	0	1	100.0%	0.0%	0	1	1	0.0%	100.0%	9	10	19	47.4%	52.6%
	D2	1	4	5	20.0%	80.0%	4	8	12	33.3%	66.7%	0	2	2	0.0%	100.0%	16	25	41	39.0%	61.0%	0	3	3	0.0%	100.0%	1	1	2	50.0%	50.0%	22	43	65	33.8%	66.2%
	D1	6	19	25	24.0%	76.0%	10	12	22	45.5%	54.5%	9	10	19	47.4%	52.6%	14	18	32	43.8%	56.3%	2	9	11	18.2%	81.8%	6	8	14	42.9%	57.1%	47	76	123	38.2%	61.8%
	P6	2	6	8	25.0%	75.0%	2	6	8	25.0%	75.0%	6	4	10	60.0%	40.0%	16	30	46	34.8%	65.2%	2	7	9	22.2%	77.8%	2	3	5	40.0%	60.0%	30	56	86	34.9%	65.1%
	P5	26	63	89	29.2%	70.8%	32	46	78	41.0%	59.0%	41	39	80	51.3%	48.8%	217	227	444	48.9%	51.1%	33	38	71	46.5%	53.5%	25	20	45	55.6%	44.4%	374	433	807	46.3%	53.7%
	P4	80	217	297	26.9%	73.1%	29	85	114	25.4%	74.6%	53	64	117	45.3%	54.7%	382	309	691	55.3%	44.7%	15	41	56	26.8%	73.2%	36	29	65	55.4%	44.6%	595	745	1340	44.4%	55.6%
	P3	50	92	142	35.2%	64.8%	38	55	93	40.9%	59.1%	55	41	96	57.3%	42.7%	325	186	511	63.6%	36.4%	8	18	26	30.8%	69.2%	34	13	47	72.3%	27.7%	510	405	915	55.7%	44.3%
	P2	33	23	56	58.9%	41.1%	7	11	18	38.9%	61.1%	24	16	40	60.0%	40.0%	81	43	124	65.3%	34.7%	1	6	7	14.3%	85.7%	1	0	1	100.0%	0.0%	147	99	246	59.8%	40.2%
	P1	1	1	2	50.0%	50.0%	0	1	1	0.0%	100.0%	6	0	6	100.0%	0.0%	8	1	9	88.9%	11.1%	0	0	0	0.0%	0.0%	1	0	1	100.0%	0.0%	16	3	19	84.2%	15.8%
Total IP		200	425	625	32.0%	68.0%	122	225	347	35.2%	64.8%	194	177	371	52.3%	47.7%	1069	848	1917	55.8%	44.2%	62	122	184	33.7%	66.3%	106	75	181	58.6%	41.4%	1753	1872	3625	48.4%	51.6%
NPO	NO-D	1	2	3	33.3%	66.7%	8	14	22	36.4%	63.6%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	2	2	0.0%	100.0%	3	0	3	100.0%	0.0%	12	18	30	40.0%	60.0%
	NO-C	132	254	386	34.2%	65.8%	36	66	102	35.3%	64.7%	10	5	15	66.7%	33.3%	13	10	23	56.5%	43.5%	23	30	53	43.4%	56.6%	18	20	38	47.4%	52.6%	232	385	617	37.6%	62.4%
	NO-B	50	128	178	28.1%	71.9%	48	81	129	37.2%	62.8%	64	49	113	56.6%	43.4%	19	5	24	79.2%	20.8%	38	40	78	48.7%	51.3%	23	14	37	62.2%	37.8%	242	317	559	43.3%	56.7%
	NO-A	5	9	14	35.7%	64.3%	17	31	48	35.4%	64.6%	4	4	8	50.0%	50.0%	21	5	26	80.8%	19.2%	23	35	58	39.7%	60.3%	5	1	6	83.3%	16.7%	75	85	160	46.9%	53.1%
Total NPO		188	393	581	32.4%	67.6%	109	192	301	36.2%	63.8%	78	58	136	57.4%	42.6%	53	20	73	72.6%	27.4%	84	107	191	44.0%	56.0%	49	35	84	58.3%	41.7%	561	805	1366	41.1%	58.9%
GS	G7	62	75	137	45.3%	54.7%	22	17	39	56.4%	43.6%	0	1	1	0.0%	100.0%	7	1	8	87.5%	12.5%	16	25	41	39.0%	61.0%	19	6	25	76.0%	24.0%	126	125	251	50.2%	49.8%
	G6	132	84	216	61.1%	38.9%	88	56	144	61.1%	38.9%	52	16	68	76.5%	23.5%	194	41	235	82.6%	17.4%	30	32	62	48.4%	51.6%	59	23	82	72.0%	28.0%	555	252	807	68.8%	31.2%
	G5	132	87	219	60.3%	39.7%	166	114	280	59.3%	40.7%	124	35	159	78.0%	22.0%	385	74	459	83.9%	16.1%	89	57	146	61.0%	39.0%	95	13	108	88.0%	12.0%	991	380	1371	72.3%	27.7%
	G4	37	47	84	44.0%	56.0%	35	40	75	46.7%	53.3%	22	7	29	75.9%	24.1%	136	39	175	77.7%	22.3%	36	24	60	60.0%	40.0%	56	7	63	88.9%	11.1%	322	164	486	66.3%	33.7%
	G3	10	92	102	9.8%	90.2%	1	60	61	1.6%	98.4%	1	18	19	5.3%	94.7%	11	18	29	37.9%	62.1%	3	27	30	10.0%	90.0%	10	14	24	41.7%	58.3%	36	229	265	13.6%	86.4%
	G2	4	329	333	1.2%	98.8%	1	102	103	1.0%	99.0%	0	16	16	0.0%	100.0%	2	0	2	100.0%	0.0%	0	48	48	0.0%	100.0%	1	21	22	4.5%	95.5%	8	516	524	1.5%	98.5%
	G1	3	8	11	27.3%	72.7%	1	15	16	6.3%	93.8%	0	0	0	0.0%	0.0%	0	1	1	0.0%	100.0%	1	4	5	20.0%	80.0%	3	2	5	60.0%	40.0%	8	30	38	21.1%	78.9%
Total GS		380	722	1102	34.5%	65.5%	314	404	718	43.7%	56.3%	199	93	292	68.2%	31.8%	735	174	909	80.9%	19.1%	175	217	392	44.6%	55.4%	243	86	329	73.9%	26.1%	2046	1696	3742	54.7%	45.3%
Total		768	1540	2308	33.3%	66.7%	545	821	1366	39.9%	60.1%	471	328	799	58.9%	41.1%	1857	1042	2899	64.1%	35.9%	321	446	767	41.9%	58.1%	398	196	594	67.0%	33.0%	4360	4373	8733	49.9%	50.1%

F - female, M - male, T - total

**TABLE 3c. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER<sup>a</sup>**  
**DATA AS OF 31-JUL-2022**

**Professional and higher category staff**

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with Dec 2021		Comparison with July 2021	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	F	M	F	M
<b>Headquarters</b>	1	0	1	24	13	37	147	99	246	237	204	441	200	206	406	29	47	76	15	23	38	10	9	19	663	601	1264	52.5%	47.5%	52.6%	47.4%	52.3%	47.7%
<i>Special programmes and collaborative arrangements</i>	5	0	5	4	2	6	2	1	3	2	4	6	2	2	4	1	1	2	1	1	2	0	0	0	17	11	28	60.7%	39.3%	57.7%	42.3%	57.7%	42.3%
<b>Africa</b>	0	1	1	28	18	46	38	64	102	63	152	215	25	58	83	8	25	33	1	4	5	1	0	1	164	322	486	33.7%	66.3%	33.8%	66.2%	32.7%	67.3%
<b>South-East Asia</b>	0	0	0	0	2	2	3	6	9	11	23	34	33	37	70	4	16	20	0	3	3	1	0	1	52	87	139	37.4%	62.6%	38.1%	61.9%	38.5%	61.5%
<b>Europe</b>	0	0	0	11	9	20	36	29	65	39	42	81	36	36	72	13	13	26	0	0	0	0	1	1	135	130	265	50.9%	49.1%	51.2%	48.8%	52.0%	48.0%
<b>Eastern Mediterranean</b>	0	1	1	3	3	6	17	27	44	22	48	70	31	44	75	12	18	30	4	8	12	0	1	1	89	150	239	37.2%	62.8%	35.6%	64.4%	33.2%	66.8%
<b>Western Pacific</b>	0	0	0	1	0	1	27	12	39	36	26	62	25	20	45	7	10	17	1	1	2	0	1	1	97	70	167	58.1%	41.9%	56.6%	43.4%	56.2%	43.8%
<b>Total</b>	6	2	8	71	47	118	270	238	508	410	499	909	352	403	755	74	130	204	22	40	62	12	12	24	1217	1371	2588	47.0%	53.0%	46.8%	53.2%	46.4%	53.6%
<b>Percentage by grade</b>	75.0%	25.0%	100.0%	60.2%	39.8%	100.0%	53.1%	46.9%	100.0%	45.1%	54.9%	100.0%	46.6%	53.4%	100.0%	36.3%	63.7%	100.0%	35.5%	64.5%	100.0%	50.0%	50.0%	100.0%	47.0%	53.0%	100.0%						
<b>Percentage of total</b>			0.3%			4.6%			19.6%			35.1%			29.2%			7.9%			2.4%			0.9%			100.0%						

**National professional officers**

Region	A			B			C			D			Total			Percentage current year		Comparison with Dec 2021		Comparison with July 2021	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	F	M	F	M
<b>Headquarters<sup>b</sup></b>	21	5	26	19	5	24	13	9	22	0	0	0	53	19	72	73.6%	26.4%	73.9%	26.1%	71.4%	28.6%
<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>	4	8	12	38	100	138	126	233	359	1	2	3	169	343	512	33.0%	67.0%	31.4%	68.6%	31.7%	68.3%
<b>South-East Asia</b>	10	10	20	27	27	54	19	20	39	0	2	2	56	59	115	48.7%	51.3%	47.5%	52.5%	45.5%	54.5%
<b>Europe</b>	3	1	4	39	28	67	9	2	11	0	0	0	51	31	82	62.2%	37.8%	63.0%	37.0%	63.8%	36.3%
<b>Eastern Mediterranean</b>	5	10	15	30	38	68	29	36	65	5	11	16	69	95	164	42.1%	57.9%	40.8%	59.2%	39.7%	60.3%
<b>Western Pacific</b>	5	1	6	23	13	36	18	20	38	3	0	3	49	34	83	59.0%	41.0%	61.0%	39.0%	61.7%	38.3%
<b>Total</b>	48	35	83	176	211	387	214	320	534	9	15	24	447	581	1028	43.5%	56.5%	42.3%	57.7%	41.9%	58.1%
<b>Percentage by grade</b>	57.8%	42.2%	100.0%	45.5%	54.5%	100.0%	40.1%	59.9%	100.0%	37.5%	62.5%	100.0%	43.5%	56.5%	100.0%						
<b>Percentage of total</b>			8.1%			37.6%			51.9%			2.3%			100.0%						

**General service staff**

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with Dec 2021		Comparison with July 2021	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	F	M	F	M
<b>Headquarters</b>	0	1	1	0	0	0	4	12	16	85	29	114	312	61	373	188	40	228	7	1	8	596	144	740	80.5%	19.5%	80.4%	19.6%	79.8%	20.2%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	7	0	7	1	1	2	0	0	0	8	1	9	88.9%	11.1%	87.5%	12.5%	85.7%	14.3%
<b>Africa</b>	3	7	10	3	282	285	10	91	101	34	28	62	119	76	195	129	71	200	61	71	132	359	626	985	36.4%	63.6%	36.5%	63.5%	36.9%	63.1%
<b>South-East Asia</b>	1	4	5	0	44	44	2	27	29	30	19	49	83	48	131	29	27	56	15	25	40	160	194	354	45.2%	54.8%	45.5%	54.5%	45.4%	54.6%
<b>Europe</b>	0	0	0	0	6	6	1	16	17	7	6	13	83	25	108	51	14	65	0	1	1	142	68	210	67.6%	32.4%	67.0%	33.0%	67.6%	32.4%
<b>Eastern Mediterranean</b>	1	11	12	1	66	67	1	57	58	27	20	47	128	58	186	79	34	113	22	14	36	259	260	519	49.9%	50.1%	50.2%	49.8%	50.2%	49.8%
<b>Western Pacific</b>	3	2	5	1	21	22	9	14	23	48	6	54	90	11	101	59	23	82	19	6	25	229	83	312	73.4%	26.6%	71.9%	28.1%	72.1%	27.9%
<b>Total</b>	8	25	33	5	419	424	27	217	244	231	108	339	822	279	1101	536	210	746	124	118	242	1753	1376	3129	56.0%	44.0%	55.8%	44.2%	55.6%	44.4%
<b>Percentage by grade</b>	24.2%	75.8%	100.0%	1.2%	98.8%	100.0%	11.1%	88.9%	100.0%	68.1%	31.9%	100.0%	74.7%	25.3%	100.0%	71.8%	28.2%	100.0%	51.2%	48.8%	100.0%	56.0%	44.0%	100.0%						
<b>Percentage of total</b>			1.1%			13.6%			7.8%			10.8%			35.2%			23.8%			7.7%			100.0%						

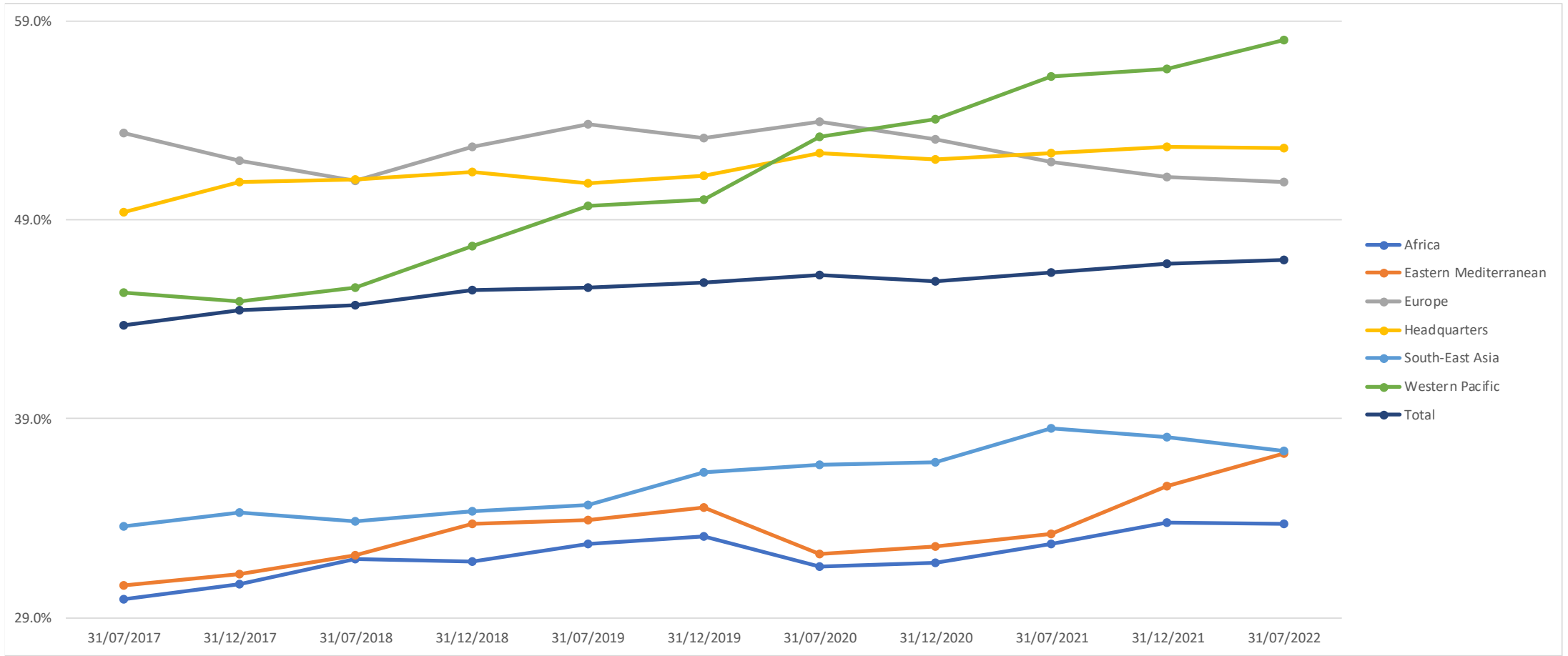
F - female, M - male, T - total

<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 3d. PERCENTAGE OF FEMALE STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE  
DATA FROM JULY 2017 TO JULY 2022

Professional and higher category staff





**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION**  
**DATA AS OF 31-JUL-2022**

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>Africa</b>	Seychelles		Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Guinea Kenya Malawi Mali Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
<b>The Americas</b>	Antigua and Barbuda Bahamas Barbados Belize Cuba Dominica Ecuador El Salvador Grenada Jamaica Panama Paraguay Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Brazil Mexico United States of America	Canada
<b>South-East Asia</b>			Bangladesh India Nepal Sri Lanka
<b>Europe</b>	Andorra Cyprus Faroe Islands* Monaco Montenegro San Marino	Austria Czechia Israel Poland Türkiye	Belgium Denmark France Ireland Italy Netherlands Republic of Moldova Serbia Spain 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) Iraq Jordan Lebanon Morocco Pakistan Sudan
<b>Western Pacific</b>	Brunei Darussalam Cambodia 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 Viet Nam

\*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-2022

## 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			
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	
Algeria	1-9	0	0	0	0	1	1	2	1	2	1	0	0	0	0	0	0	5	3	8	
Angola	1-8	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	2	
Benin	1-8	0	0	1	2	0	3	2	4	0	2	0	0	0	0	0	0	3	11	14	
Botswana	1-8	0	0	0	1	0	0	0	1	0	0	0	0	1	0	1	0	2	2	4	
Burkina Faso	1-8	0	0	3	0	1	4	3	8	1	5	0	2	0	1	0	0	8	20	28	
Burundi	1-8	0	0	1	0	2	0	2	2	3	0	0	1	0	0	0	0	8	3	11	
Cabo Verde	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Cameroon	1-8	0	0	1	1	1	3	0	13	1	2	1	1	0	0	0	0	4	20	24	
Central African Republic	1-8	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	2	
Chad	1-8	0	0	0	0	0	2	0	4	0	0	0	0	0	0	0	0	0	6	6	
Comoros	1-8	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Congo	1-8	0	0	2	4	2	10	0	1	0	0	0	1	0	0	0	0	4	16	20	
Côte d'Ivoire	1-8	0	0	0	0	0	1	3	7	1	2	1	1	0	0	0	0	5	11	16	
Democratic Republic of the Congo	1-8	0	0	1	2	1	4	1	15	0	7	0	1	0	1	0	0	3	30	33	
Equatorial Guinea	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Eritrea	1-8	0	0	1	1	1	0	0	2	0	1	0	0	0	0	0	0	2	4	6	
Eswatini	1-8	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1	2	
Ethiopia	1-8	0	0	0	0	0	6	4	15	1	7	0	2	0	1	0	1	5	32	37	
Gabon	1-8	0	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	1	2	3	
Gambia	1-8	0	0	0	0	0	0	0	1	0	3	0	0	0	0	0	0	0	4	4	
Ghana	1-8	0	0	1	0	2	0	7	4	1	3	1	0	1	0	0	0	13	7	20	
Guinea	1-8	0	0	0	1	3	1	0	5	1	1	0	0	0	0	0	0	4	8	12	
Guinea-Bissau	1-8	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	2	1	3	
Kenya	1-8	0	0	3	0	4	0	5	12	5	7	1	1	0	1	0	0	18	21	39	
Lesotho	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Liberia	1-8	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	2	
Madagascar	1-8	0	0	1	0	1	0	3	1	1	0	0	0	0	0	0	0	6	1	7	
Malawi	1-8	0	0	0	0	0	2	2	3	0	3	0	1	0	0	0	0	2	9	11	
Mali	1-8	0	0	0	0	0	1	0	6	0	1	0	1	0	0	0	0	0	9	9	
Mauritania	1-8	0	0	0	0	0	1	0	2	1	0	0	1	0	0	0	0	1	4	5	
Mauritius	1-8	0	0	0	0	1	1	0	2	0	0	0	1	0	0	0	0	1	4	5	
Mozambique	1-8	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0	1	3	4	
Namibia	1-8	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Niger	1-8	0	0	0	0	0	1	1	2	0	2	0	0	0	1	0	0	1	6	7	
Nigeria	1-8	0	0	1	4	1	2	3	14	1	6	0	3	0	0	0	1	6	30	36	
Rwanda	1-8	0	0	0	0	2	3	4	5	0	5	0	2	0	0	0	0	6	15	21	
Sao Tome and Principe	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Senegal	1-8	0	0	2	0	0	0	4	3	2	3	1	1	0	0	0	1	9	8	17	
Seychelles	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Sierra Leone	1-8	0	0	0	0	1	0	2	1	1	0	0	0	0	0	0	0	4	1	5	
South Africa	4-11	0	0	0	0	1	0	2	1	6	3	1	2	1	0	1	0	12	6	18	
South Sudan	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
Togo	1-8	0	0	0	0	0	2	2	4	0	1	0	0	0	0	0	0	2	7	9	
Uganda	1-8	0	0	2	2	0	4	5	16	7	10	0	2	0	0	0	0	14	34	48	
United Republic of Tanzania	1-8	0	0	1	0	1	0	2	3	3	1	0	1	0	0	0	0	7	5	12	
Zambia	1-8	0	0	0	0	1	0	2	2	0	2	1	1	0	0	0	0	4	5	9	
Zimbabwe	1-8	0	1	2	2	3	10	5	4	0	4	1	1	0	0	0	0	11	22	33	
Total - African Region		0	1	25	21	31	65	69	173	38	85	9	29	3	5	2	3	177	382	559	

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

F - female, M - male

**TABLE 5b. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, <sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-JUL-2022**

**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		
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	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	3	0	1	3	0	1	1	0	0	0	0	0	5	4	9
Bahamas	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Barbados	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Belize	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bolivia (Plurinational State of)	1-8	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0	2
Brazil	27-38	0	0	1	0	3	1	4	2	4	3	0	0	0	0	1	0	13	6	19
Canada	28-39	0	0	2	0	9	7	10	13	12	13	1	4	0	2	0	1	34	40	74
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	1	0	2	0	2	3	0	0	0	0	0	0	5	3	8
Costa Rica	1-8	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
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	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2
Guyana	1-8	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	2
Haiti	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Honduras	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
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	0	0	0	0	0	3	1	0	0	0	0	0	0	4	1	5
Nicaragua	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	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	0	2	0	0	1	0	0	0	0	0	0	0	0	2	1	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	0	2	1	0	0	0	0	0	0	0	0	1	1	3	4
United States of America	188-255	0	0	3	0	22	12	33	23	37	27	4	8	5	5	1	1	105	76	181
Uruguay	1-8	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2	0	2
Venezuela (Bolivarian Republic of)	6-14	0	0	0	1	0	1	1	0	2	1	0	0	0	0	0	0	3	3	6
Total - Region of the Americas		0	0	8	2	43	24	56	44	63	51	6	12	6	7	2	3	184	143	327

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

F - female, M - male

\*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-2022**

**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			
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	
Bangladesh	1-8	0	0	0	0	0	3	0	7	2	2	0	3	0	0	0	0	2	15	17	
Bhutan	1-8	0	0	0	0	0	0	1	2	2	1	1	0	0	1	0	0	4	4	8	
Democratic People’s Republic of Korea	1-8	0	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	3	3	
India	7-14	0	0	1	3	13	18	10	33	17	29	4	9	1	0	2	0	48	92	140	
Indonesia	3-11	0	0	0	0	3	0	2	1	1	1	1	1	0	0	0	0	7	3	10	
Maldives	1-8	0	0	0	0	0	0	0	0	1	2	0	0	0	0	0	0	1	2	3	
Myanmar	1-8	0	0	1	0	0	1	1	0	2	0	0	0	0	0	0	0	4	1	5	
Nepal	1-8	0	0	0	0	1	3	3	4	3	5	0	3	0	1	0	0	7	16	23	
Sri Lanka	1-8	0	0	0	0	1	1	1	4	7	3	0	2	0	2	0	0	9	12	21	
Thailand	2-10	0	0	0	0	1	0	1	0	2	0	0	1	0	0	0	0	4	1	5	
Timor-Leste	1-8	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Total - South-East Asia Region		0	0	2	3	19	26	19	53	37	44	6	20	1	4	2	0	86	150	236	

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

F - female, M - male

TABLE 5d. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2022

## 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		
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Albania	1-8	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	0	4	0	4
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	2	0	0	3	0	3	0	0	0	0	0	0	2	6	8
Austria	8-15	0	0	0	0	0	0	1	0	1	2	1	1	0	0	0	0	3	3	6
Azerbaijan	1-8	0	0	0	0	0	0	1	2	1	2	1	1	0	0	0	0	3	5	8
Belarus	1-8	0	0	0	0	0	0	2	0	0	2	0	0	0	0	0	0	2	2	4
Belgium	10-17	0	0	0	0	1	2	6	5	6	6	4	3	0	1	0	1	17	18	35
Bosnia and Herzegovina	1-8	0	0	1	0	0	1	3	1	0	1	0	0	0	0	0	0	4	3	7
Bulgaria	1-8	0	0	1	0	0	2	1	1	0	0	0	0	0	0	0	0	2	3	5
Croatia	1-9	0	0	1	0	1	1	2	0	1	0	0	1	0	0	0	0	5	2	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	0	1	0	1	0	0	0	0	0	0	0	2	2
Denmark	7-14	0	0	1	1	2	2	3	4	5	1	0	1	0	0	0	0	11	9	20
Estonia	1-8	0	0	0	0	0	0	2	0	2	0	0	1	0	0	0	0	4	1	5
Faroe Islands*	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Finland	5-13	0	0	1	0	1	0	1	1	2	2	2	0	0	0	0	0	7	3	10
France	50-68	0	0	1	2	17	10	23	24	11	18	2	6	2	0	1	0	57	60	117
Georgia	1-8	0	0	0	0	2	1	0	1	0	0	1	0	0	0	0	0	3	2	5
Germany	63-86	0	0	1	0	8	2	15	13	12	15	1	10	0	0	1	0	38	40	78
Greece	6-14	0	0	0	0	0	1	1	0	1	4	0	0	0	0	0	0	2	5	7
Hungary	3-10	0	0	0	0	1	1	0	0	2	1	1	1	0	1	1	0	5	4	9
Iceland	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Ireland	4-12	0	0	0	0	3	1	7	1	2	6	1	1	0	2	0	1	13	12	25
Israel	4-11	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Italy	40-55	0	0	0	0	3	10	12	8	15	13	3	3	0	2	0	0	33	36	69
Kazakhstan	1-9	0	0	0	0	0	0	5	0	0	2	0	0	0	0	0	0	5	2	7
Kyrgyzstan	1-8	0	0	1	0	2	0	2	1	1	0	0	0	0	0	0	0	6	1	7
Latvia	1-8	0	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0	3	0	3
Lithuania	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Luxembourg	1-8	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Malta	1-8	0	0	0	0	0	0	0	1	0	1	1	0	0	1	0	0	1	3	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	0	2	3	3	5	6	6	3	1	0	2	0	0	15	17	32
North Macedonia	1-8	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	3	1	4
Norway	8-16	0	0	0	0	0	1	2	1	1	1	0	0	2	0	0	0	5	3	8
Poland	9-16	0	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0	3	0	3
Portugal	5-12	0	0	0	0	0	0	2	0	1	1	0	1	0	1	0	0	3	3	6
Republic of Moldova	1-8	0	0	0	0	2	3	1	2	1	2	1	0	0	1	0	0	5	8	13
Romania	2-10	0	0	2	0	2	1	1	0	1	1	0	1	0	0	0	0	6	3	9
Russian Federation	23-32	0	0	1	1	4	3	2	7	0	3	1	1	2	0	0	0	10	15	25
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	3	1	2	0	0	0	0	0	7	3	10
Slovakia	2-9	0	0	0	0	2	2	1	0	0	0	0	0	0	0	0	0	3	2	5
Slovenia	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Spain	28-39	0	0	3	1	6	3	9	5	8	8	1	0	1	0	0	0	28	17	45
Sweden	9-17	0	0	0	0	5	0	2	2	4	2	2	0	0	0	0	0	13	4	17
Switzerland	9-16	0	0	2	0	7	6	10	7	4	3	0	0	0	1	0	0	23	17	40
Tajikistan	1-8	0	0	0	0	2	1	1	0	1	0	0	0	0	0	0	0	4	1	5
Türkiye	13-23	0	0	0	1	0	0	1	2	4	1	2	0	0	0	0	0	7	4	11
Turkmenistan	1-8	0	0	0	0	1	0	1	0	1	0	0	1	1	0	0	0	4	1	5
Ukraine	1-8	0	0	1	0	1	2	1	3	0	1	0	0	0	0	0	0	3	6	9
United Kingdom of Great Britain and Northern Ireland	39-54	0	1	2	4	15	9	20	18	27	24	7	12	0	2	1	0	72	70	142
Uzbekistan	1-8	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	2	1	3
<b>Total - European Region</b>		<b>0</b>	<b>1</b>	<b>22</b>	<b>10</b>	<b>95</b>	<b>69</b>	<b>151</b>	<b>123</b>	<b>132</b>	<b>135</b>	<b>37</b>	<b>46</b>	<b>8</b>	<b>14</b>	<b>4</b>	<b>2</b>	<b>449</b>	<b>400</b>	<b>849</b>

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

F - female, M - male

\*Associate Member

**TABLE 5e. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-JUL-2022**

**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		
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Afghanistan	1-8	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	1	1	2
Bahrain	1-8	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	2	0	2
Djibouti	1-8	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2
Egypt	1-9	0	0	1	3	5	5	5	11	5	7	2	0	0	0	0	0	18	26	44
Iran (Islamic Republic of)	3-11	0	0	0	0	2	0	2	2	3	5	1	2	0	0	0	0	8	9	17
Iraq	1-8	0	0	1	1	1	2	0	1	1	1	0	0	0	1	0	0	3	6	9
Jordan	1-8	0	0	0	0	3	1	1	3	1	3	1	0	0	0	0	0	6	7	13
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	2	1	2	1	3	1	2	2	0	0	0	0	9	5	14
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	0	1	2	3	2	1	0	1	0	0	0	1	4	7	11
Oman	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Pakistan	1-8	0	0	1	0	1	7	2	5	0	13	0	3	0	1	0	0	4	29	33
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	0	1	0	1	0	0	0	1	0	3	0	3
Somalia	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Sudan	1-8	0	0	0	0	0	1	5	5	2	5	0	0	0	0	0	0	7	11	18
Syrian Arab Republic	1-8	0	0	0	0	2	0	0	1	1	1	0	0	0	0	0	0	3	2	5
Tunisia	1-8	0	0	0	1	0	0	2	1	2	2	0	0	0	0	0	0	4	4	8
United Arab Emirates	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yemen	1-8	0	0	1	0	1	0	2	2	0	1	1	0	0	0	0	0	5	3	8
<b>Total - Eastern Mediterranean Region</b>		<b>0</b>	<b>0</b>	<b>4</b>	<b>5</b>	<b>17</b>	<b>20</b>	<b>23</b>	<b>36</b>	<b>22</b>	<b>40</b>	<b>8</b>	<b>9</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>77</b>	<b>114</b>	<b>191</b>

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

F - female, M - male

TABLE 5f. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2022

## 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		
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Australia	20-28	0	0	1	0	8	5	14	6	15	10	2	3	0	3	0	0	40	27	67
Brunei Darussalam	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cambodia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
China	46-63	1	0	0	0	13	1	7	4	9	3	2	1	0	1	0	1	32	11	43
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	1	2	0	0	1	1	0	0	0	0	0	0	2	3	5
Japan	94-128	0	0	0	0	6	0	10	5	9	6	0	2	0	2	1	1	26	16	42
Kiribati	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lao People's Democratic Republic	1-8	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	2
Malaysia	3-10	0	0	2	0	4	5	6	3	1	1	0	0	0	0	0	0	13	9	22
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	3	1	6	1	0	1	0	0	0	0	0	0	9	3	12
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	2	0	1	3	3	2	0	2	1	0	0	0	7	7	14
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	1	4	11	4	9	6	7	8	1	2	0	1	0	0	29	25	54
Republic of Korea	19-27	0	0	0	0	2	3	1	2	5	1	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	0	1	0	0	0	0	0	0	0	0	0	1	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	3	1	3	1	0	0	1	0	0	0	0	0	7	2	9
Total - Western Pacific Region		1	0	4	4	53	23	58	32	50	33	7	12	1	7	1	2	175	113	288

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

F - female, M - male

\*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-2022**

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		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Australia	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	2	1	3
Belarus	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	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	1	3	0	0	0	0	0	0	0	0	1	3	4
Canada	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2	0	2
China	0	0	1	0	1	0	2	0	0	2	0	0	0	0	0	0	4	2	6
Denmark	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
France	0	0	1	0	3	0	3	5	0	0	0	0	0	0	0	0	7	5	12
Germany	2	0	0	1	0	1	1	1	1	1	0	0	0	0	0	0	4	4	8
India	0	0	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0	4	4
Iraq	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Ireland	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2
Japan	0	0	0	0	2	0	2	3	0	0	0	0	0	0	0	0	4	3	7
Kenya	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	2	3
Lebanon	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Lithuania	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Morocco	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Netherlands	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
New Zealand	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Nigeria	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	0	0	0	0	0	1	0	0	0	1	0	1
Others	0	0	0	0	0	2	0	2	1	1	0	1	0	0	0	0	1	6	7
Pakistan	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Poland	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Republic of Korea	0	0	0	0	0	1	3	2	1	4	0	0	0	0	0	0	4	7	11
Russian Federation	0	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	4
Senegal	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Spain	1	0	0	0	0	0	1	2	0	0	0	1	0	0	0	0	2	3	5
Sweden	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	2	1	3
Switzerland	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
Togo	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Ukraine	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
United Kingdom of Great Britain and Northern Ireland	2	0	1	1	1	1	4	0	1	1	0	0	0	0	0	0	9	3	12
United States of America	0	0	0	0	0	1	11	6	4	4	0	0	0	0	0	0	15	11	26
Total	5	0	6	2	12	11	34	38	10	15	1	2	1	1	0	0	69	69	138

<sup>a</sup>Positions **NOT** counted for geographical distribution are: language positions, seconded staff and staff working in special programmes and collaborative arrangements (partnerships)

F - female, M - male

**TABLE 7. STAFF HOLDING LONG-TERM APPOINTMENTS BY AGE, GENDER AND MAJOR OFFICE**  
**DATA AS OF 31-JUL-2022**

**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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>Headquarters</b>	1	1	2	72	43	115	243	189	432	263	264	527	81	104	185	3	0	3	<b>663</b>	<b>601</b>	<b>1264</b>
<i>Special programmes and collaborative arrangements</i>	1	0	1	2	2	4	7	2	9	7	5	12	0	2	2	0	0	0	17	11	28
<b>Africa</b>	1	1	2	21	21	42	47	92	139	68	147	215	26	61	87	1	0	1	<b>164</b>	<b>322</b>	<b>486</b>
<b>South-East Asia</b>	0	0	0	2	5	7	14	20	34	25	36	61	10	26	36	1	0	1	<b>52</b>	<b>87</b>	<b>139</b>
<b>Europe</b>	1	0	1	16	18	34	45	51	96	56	47	103	17	14	31	0	0	0	<b>135</b>	<b>130</b>	<b>265</b>
<b>Eastern Mediterranean</b>	0	1	1	13	11	24	27	46	73	38	63	101	11	29	40	0	0	0	<b>89</b>	<b>150</b>	<b>239</b>
<b>Western Pacific</b>	0	0	0	22	11	33	34	18	52	38	32	70	3	9	12	0	0	0	<b>97</b>	<b>70</b>	<b>167</b>
<b>Total</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>148</b>	<b>111</b>	<b>259</b>	<b>417</b>	<b>418</b>	<b>835</b>	<b>495</b>	<b>594</b>	<b>1089</b>	<b>148</b>	<b>245</b>	<b>393</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>1217</b>	<b>1371</b>	<b>2588</b>
<b>Percentage by bracket</b>	57.1%	42.9%	100.0%	57.1%	42.9%	100.0%	49.9%	50.1%	100.0%	45.5%	54.5%	100.0%	37.7%	62.3%	100.0%	100.0%	0.0%	100.0%	47.0%	53.0%	100.0%
<b>Percentage of total</b>			0.3%			10.0%			32.3%			42.1%			15.2%			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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>Headquarters</b>	0	0	0	17	4	21	27	14	41	9	1	10	0	0	0	0	0	0	<b>53</b>	<b>19</b>	<b>72</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	0	0	0
<b>Africa</b>	0	0	0	12	21	33	59	101	160	70	169	239	28	52	80	0	0	0	<b>169</b>	<b>343</b>	<b>512</b>
<b>South-East Asia</b>	1	1	2	15	9	24	25	26	51	13	20	33	2	3	5	0	0	0	<b>56</b>	<b>59</b>	<b>115</b>
<b>Europe</b>	0	1	1	14	5	19	17	13	30	17	11	28	3	1	4	0	0	0	<b>51</b>	<b>31</b>	<b>82</b>
<b>Eastern Mediterranean</b>	1	0	1	6	11	17	33	40	73	20	29	49	9	15	24	0	0	0	<b>69</b>	<b>95</b>	<b>164</b>
<b>Western Pacific</b>	0	1	1	15	6	21	20	10	30	10	13	23	4	4	8	0	0	0	<b>49</b>	<b>34</b>	<b>83</b>
<b>Total</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>79</b>	<b>56</b>	<b>135</b>	<b>181</b>	<b>204</b>	<b>385</b>	<b>139</b>	<b>243</b>	<b>382</b>	<b>46</b>	<b>75</b>	<b>121</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>447</b>	<b>581</b>	<b>1028</b>
<b>Percentage by bracket</b>	40.0%	60.0%	100.0%	58.5%	41.5%	100.0%	47.0%	53.0%	100.0%	36.4%	63.6%	100.0%	38.0%	62.0%	100.0%	0.0%	0.0%	0.0%	43.5%	56.5%	100.0%
<b>Percentage of total</b>			0.5%			13.1%			37.5%			37.2%			11.8%			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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>Headquarters</b>	17	2	19	112	30	142	221	39	260	181	61	242	65	12	77	0	0	0	<b>596</b>	<b>144</b>	<b>740</b>
<i>Special programmes and collaborative arrangements</i>	2	0	2	1	0	1	4	0	4	1	1	2	0	0	0	0	0	0	8	1	9
<b>Africa</b>	2	2	4	37	73	110	137	192	329	134	273	407	49	86	135	0	0	0	<b>359</b>	<b>626</b>	<b>985</b>
<b>South-East Asia</b>	4	3	7	35	18	53	79	72	151	37	72	109	5	29	34	0	0	0	<b>160</b>	<b>194</b>	<b>354</b>
<b>Europe</b>	2	0	2	30	11	41	47	24	71	50	28	78	13	5	18	0	0	0	<b>142</b>	<b>68</b>	<b>210</b>
<b>Eastern Mediterranean</b>	6	1	7	72	64	136	106	90	196	67	75	142	8	30	38	0	0	0	<b>259</b>	<b>260</b>	<b>519</b>
<b>Western Pacific</b>	7	1	8	63	14	77	84	33	117	58	28	86	17	7	24	0	0	0	<b>229</b>	<b>83</b>	<b>312</b>
<b>Total</b>	<b>40</b>	<b>9</b>	<b>49</b>	<b>350</b>	<b>210</b>	<b>560</b>	<b>678</b>	<b>450</b>	<b>1128</b>	<b>528</b>	<b>538</b>	<b>1066</b>	<b>157</b>	<b>169</b>	<b>326</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1753</b>	<b>1376</b>	<b>3129</b>
<b>Percentage by bracket</b>	81.6%	18.4%	100.0%	62.5%	37.5%	100.0%	60.1%	39.9%	100.0%	49.5%	50.5%	100.0%	48.2%	51.8%	100.0%	0.0%	0.0%	0.0%	56.0%	44.0%	100.0%
<b>Percentage of total</b>			1.6%			17.9%			36.0%			34.1%			10.4%			0.0%			100.0%

F - female, M - male, T - total



**TABLE 8. STAFF HOLDING LONG-TERM APPOINTMENTS BY AGE, GENDER AND GRADE, ALL LOCATIONS**  
**DATA AS OF 31-JUL-2022**

**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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
Ungraded	0	0	0	0	0	0	1	0	1	4	10	14	3	2	5	4	0	4	12	12	24
D2	0	0	0	0	0	0	1	5	6	13	12	25	8	23	31	0	0	0	22	40	62
D1/P6	0	0	0	0	0	0	11	10	21	42	78	120	20	42	62	1	0	1	74	130	204
P5	0	0	0	5	5	10	96	105	201	187	191	378	64	102	166	0	0	0	352	403	755
P4	0	0	0	39	39	78	176	172	348	155	229	384	40	59	99	0	0	0	410	499	909
P3	0	2	2	87	49	136	99	109	208	72	62	134	12	16	28	0	0	0	270	238	508
P2	3	1	4	14	18	32	32	16	48	21	11	32	1	1	2	0	0	0	71	47	118
P1	1	0	1	3	0	3	1	1	2	1	1	2	0	0	0	0	0	0	6	2	8
<b>Total</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>148</b>	<b>111</b>	<b>259</b>	<b>417</b>	<b>418</b>	<b>835</b>	<b>495</b>	<b>594</b>	<b>1089</b>	<b>148</b>	<b>245</b>	<b>393</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>1217</b>	<b>1371</b>	<b>2588</b>
Percentage by bracket	57.1%	42.9%	100.0%	57.1%	42.9%	100.0%	49.9%	50.1%	100.0%	45.5%	54.5%	100.0%	37.7%	62.3%	100.0%	100.0%	0.0%	100.0%	47.0%	53.0%	100.0%
Percentage of total			0.3%			10.0%			32.3%			42.1%			15.2%			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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
D	0	0	0	0	1	1	4	4	8	3	8	11	2	2	4	0	0	0	9	15	24
C	0	0	0	20	12	32	73	100	173	87	148	235	34	60	94	0	0	0	214	320	534
B	2	2	4	47	35	82	81	84	165	37	81	118	9	9	18	0	0	0	176	211	387
A	0	1	1	12	8	20	23	16	39	12	6	18	1	4	5	0	0	0	48	35	83
<b>Total</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>79</b>	<b>56</b>	<b>135</b>	<b>181</b>	<b>204</b>	<b>385</b>	<b>139</b>	<b>243</b>	<b>382</b>	<b>46</b>	<b>75</b>	<b>121</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>447</b>	<b>581</b>	<b>1028</b>
Percentage by bracket	40.0%	60.0%	100.0%	58.5%	41.5%	100.0%	47.0%	53.0%	100.0%	36.4%	63.6%	100.0%	38.0%	62.0%	100.0%	0.0%	0.0%	0.0%	43.5%	56.5%	100.0%
Percentage of total			0.5%			13.1%			37.5%			37.2%			11.8%			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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
G7	1	0	1	7	14	21	45	48	93	55	44	99	16	12	28	0	0	0	124	118	242
G6	2	0	2	70	43	113	231	86	317	178	67	245	55	14	69	0	0	0	536	210	746
G5	22	4	26	203	84	287	310	90	400	223	75	298	64	26	90	0	0	0	822	279	1101
G4	13	4	17	63	18	81	82	37	119	56	37	93	17	12	29	0	0	0	231	108	339
G3	1	1	2	7	12	19	6	61	67	10	109	119	3	34	37	0	0	0	27	217	244
G2	1	0	1	0	33	33	1	120	121	1	201	202	2	65	67	0	0	0	5	419	424
G1	0	0	0	0	6	6	3	8	11	5	5	10	0	6	6	0	0	0	8	25	33
<b>Total</b>	<b>40</b>	<b>9</b>	<b>49</b>	<b>350</b>	<b>210</b>	<b>560</b>	<b>678</b>	<b>450</b>	<b>1128</b>	<b>528</b>	<b>538</b>	<b>1066</b>	<b>157</b>	<b>169</b>	<b>326</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1753</b>	<b>1376</b>	<b>3129</b>
Percentage by bracket	81.6%	18.4%	100.0%	62.5%	37.5%	100.0%	60.1%	39.9%	100.0%	49.5%	50.5%	100.0%	48.2%	51.8%	100.0%	0.0%	0.0%	0.0%	56.0%	44.0%	100.0%
Percentage of total			1.6%			17.9%			36.0%			34.1%			10.4%			0.0%			100.0%

F - female, M - male, T - total

**TABLE 9. RETIREMENT PROJECTIONS OF STAFF REACHING THE MANDATORY AGE OF SEPARATION OF 65  
DATA AS OF 31-JUL-2022**

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 fixed-term staff as at 31 July 2022	Staff due to retire															
			By 31 December 2022				By 31 December 2023				By 31 December 2024				By 31 December 2025			
			Age 62	Age 65	Total	% of total staff	Age 62	Age 65	Total	% of total staff	Age 62	Age 65	Total	% of total staff	Age 62	Age 65	Total	% of total staff
<b>Headquarters</b>	P	1264	2	12	14	1.1%	0	28	28	2.2%	0	34	34	2.7%	0	44	44	3.5%
	NPO	72	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	740	0	3	3	0.4%	0	8	8	1.1%	1	11	12	1.6%	0	13	13	1.8%
<i>Special programmes and collaborative arrangements</i>	P	28	0	1	1	3.6%	0	0	0	0.0%	0	1	1	3.6%	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	9	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
<b>Africa</b>	P	486	0	7	7	1.4%	0	16	16	3.3%	0	15	15	3.1%	1	17	18	3.7%
	NPO	512	0	6	6	1.2%	0	10	10	2.0%	1	19	20	3.9%	0	16	16	3.1%
	GS	985	0	5	5	0.5%	0	14	14	1.4%	0	25	25	2.5%	0	37	37	3.8%
<b>South-East Asia</b>	P	139	0	2	2	1.4%	0	7	7	5.0%	1	7	8	5.8%	0	11	11	7.9%
	NPO	115	0	1	1	0.9%	0	0	0	0.0%	0	1	1	0.9%	0	3	3	2.6%
	GS	354	0	3	3	0.8%	0	4	4	1.1%	0	5	5	1.4%	0	7	7	2.0%
<b>Europe</b>	P	265	0	2	2	0.8%	0	7	7	2.6%	0	4	4	1.5%	0	3	3	1.1%
	NPO	82	0	0	0	0.0%	0	0	0	0.0%	0	1	1	1.2%	0	0	0	0.0%
	GS	210	0	0	0	0.0%	0	1	1	0.5%	1	1	2	1.0%	0	5	5	2.4%
<b>Eastern Mediterranean</b>	P	239	0	3	3	1.3%	0	6	6	2.5%	0	10	10	4.2%	0	6	6	2.5%
	NPO	164	0	2	2	1.2%	0	2	2	1.2%	0	5	5	3.0%	0	5	5	3.0%
	GS	519	0	0	0	0.0%	0	5	5	1.0%	0	10	10	1.9%	0	12	12	2.3%
<b>Western Pacific</b>	P	167	0	0	0	0.0%	0	3	3	1.8%	0	1	1	0.6%	0	3	3	1.8%
	NPO	83	0	0	0	0.0%	0	1	1	1.2%	0	0	0	0.0%	0	2	2	2.4%
	GS	312	0	1	1	0.3%	0	1	1	0.3%	0	4	4	1.3%	0	3	3	1.0%
<b>Total</b>	P	2588	2	27	29	1.1%	0	67	67	2.6%	1	72	73	2.8%	1	84	85	3.3%
	NPO	1028	0	9	9	0.9%	0	13	13	1.3%	1	26	27	2.6%	0	26	26	2.5%
	GS	3129	0	12	12	0.4%	0	33	33	1.1%	2	56	58	1.9%	0	77	77	2.5%
	<b>ALL</b>	<b>6745</b>	<b>2</b>	<b>48</b>	<b>50</b>	<b>0.7%</b>	<b>0</b>	<b>113</b>	<b>113</b>	<b>1.7%</b>	<b>4</b>	<b>154</b>	<b>158</b>	<b>2.3%</b>	<b>1</b>	<b>187</b>	<b>188</b>	<b>2.8%</b>

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

TABLE 10. STAFF HOLDING LONG-TERM APPOINTMENTS BY LENGTH OF SERVICE  
DATA AS OF 31-JUL-2022

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	359	7	187	553	254	14	161	429	208	50	107	365	331	1	199	531	74	0	50	124	27	0	9	36	11	0	27	38	1264	72	740	2076
Special programmes and collaborative arrangements	6	0	3	9	4	0	1	5	8	0	3	11	8	0	2	10	2	0	0	2	0	0	0	0	0	0	0	0	28	0	9	37
Africa	182	112	199	493	87	135	132	354	57	174	181	412	114	69	403	586	33	19	27	79	7	1	20	28	6	2	23	31	486	512	985	1983
South-East Asia	47	68	79	194	36	23	59	118	20	7	60	87	25	10	90	125	6	3	34	43	3	1	14	18	2	3	18	23	139	115	354	608
Europe	83	44	69	196	54	15	31	100	41	11	32	84	70	12	69	151	14	0	6	20	2	0	2	4	1	0	1	2	265	82	210	557
Eastern Mediterranean	104	66	119	289	55	43	123	221	33	26	90	149	34	15	146	195	7	9	17	33	5	3	12	20	1	2	12	15	239	164	519	922
Western Pacific	74	26	62	162	40	25	77	142	23	19	67	109	21	10	67	98	6	1	26	33	1	1	9	11	2	1	4	7	167	83	312	562
Total	855	323	718	1896	530	255	584	1369	390	287	540	1217	603	117	976	1696	142	32	160	334	45	6	66	117	23	8	85	116	2588	1028	3129	6745
Percentage by bracket	45.1%	17.0%	37.9%	100.0%	38.7%	18.6%	42.7%	100.0%	32.0%	23.6%	44.4%	100.0%	35.6%	6.9%	57.5%	100.0%	42.5%	9.6%	47.9%	100.0%	38.5%	5.1%	56.4%	100.0%	19.8%	6.9%	73.3%	100.0%	38.4%	15.2%	46.4%	100.0%
Percentage of total				28.1%				20.3%				18.0%				25.1%				5.0%				1.7%				1.7%				100.0%
Percentage of total (Dec 2021)				26.7%				19.9%				26.8%				18.6%				4.4%				2.1%				1.5%				100.0%
Percentage of total (July 2021)				27.3%				18.7%				31.7%				14.6%				4.1%				2.1%				1.5%				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 2022**

Major Office*	2019				2020				2021				2022 (up to 31 July)			
	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female
<b>Headquarters</b>	9045	12946	21991	41.1%	23124	34057	57181	40.4%	18535	27039	45574	40.7%	7961	12393	20354	39.1%
<b>Africa</b>	7042	20952	27994	25.2%	6519	18458	24977	26.1%	4968	12795	17763	28.0%	5856	20145	26001	22.5%
<b>Eastern Mediterranean</b>	2970	7768	10738	27.7%	4675	10470	15145	30.9%	4020	11057	15077	26.7%	3812	8146	11958	31.9%
<b>Europe</b>	3658	5295	8953	40.9%	3036	4176	7212	42.1%	2513	3671	6184	40.6%	779	1267	2046	38.1%
<b>South-East Asia</b>	2256	4800	7056	32.0%	2696	6839	9535	28.3%	3541	6432	9973	35.5%	2126	3679	5805	36.6%
<b>Western Pacific</b>	2260	4327	6587	34.3%	1534	2336	3870	39.6%	2654	6486	9140	29.0%	1640	3786	5426	30.2%
<b>Total</b>	<b>27231</b>	<b>56088</b>	<b>83319</b>	<b>32.7%</b>	<b>41584</b>	<b>76336</b>	<b>117920</b>	<b>35.3%</b>	<b>36231</b>	<b>67480</b>	<b>103711</b>	<b>34.9%</b>	<b>22174</b>	<b>49416</b>	<b>71590</b>	<b>31.0%</b>

\* Positions advertised in that Major Office

**TABLE 11b. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GEOGRAPHIC REPRESENTATION**  
**DATA FROM 1 JANUARY TO 31 JULY 2022**

Geographic Representation	2019		2020		2021		2022 (up to 31 July)	
	Total	%	Total	%	Total	%	Total	%
<b>Unrepresented countries</b>	849	1.0%	1157	1.0%	834	0.8%	609	0.9%
<b>Underrepresented countries</b>	8166	9.8%	11718	9.9%	9072	8.7%	4342	6.1%
<b>Countries within the range</b>	13326	16.0%	17106	14.5%	14826	14.3%	9348	13.1%
<b>Overrepresented countries</b>	60978	73.2%	87939	74.6%	78979	76.2%	57291	80.0%
<b>Total</b>	<b>83319</b>	<b>100.0%</b>	<b>117920</b>	<b>100.0%</b>	<b>103711</b>	<b>100.0%</b>	<b>71590</b>	<b>100.0%</b>

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 JULY 2022

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	19	9	47.4%	10	8	80.0%	39	25	64.1%	30	15	50.0%	98	57	58.2%
	NPO	0	0	0.0%	0	0	0.0%	13	8	61.5%	0	0	0.0%	13	8	61.5%
	GS	21	17	81.0%	3	3	100.0%	9	6	66.7%	11	10	90.9%	44	36	81.8%
<i>Special programmes and collaborative arrangements</i>	P	1	1	100.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	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%	1	1	100.0%	1	1	100.0%
Africa	P	5	3	60.0%	4	0	0.0%	1	1	100.0%	6	2	33.3%	16	6	37.5%
	NPO	15	7	46.7%	0	0	0.0%	0	0	0.0%	26	8	30.8%	41	15	36.6%
	GS	58	8	13.8%	0	0	0.0%	0	0	0.0%	23	2	8.7%	81	10	12.3%
South-East Asia	P	8	2	25.0%	0	0	0.0%	0	0	0.0%	4	2	50.0%	12	4	33.3%
	NPO	4	2	50.0%	0	0	0.0%	0	0	0.0%	2	0	0.0%	6	2	33.3%
	GS	7	4	57.1%	0	0	0.0%	7	5	71.4%	0	0	0.0%	14	9	64.3%
Europe	P	4	3	75.0%	2	0	0.0%	0	0	0.0%	5	3	60.0%	11	6	54.5%
	NPO	2	1	50.0%	1	1	100.0%	0	0	0.0%	0	0	0.0%	3	2	66.7%
	GS	3	3	100.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%	4	4	100.0%
Eastern Mediterranean	P	10	4	40.0%	3	2	66.7%	5	2	40.0%	7	3	42.9%	25	11	44.0%
	NPO	3	1	33.3%	0	0	0.0%	7	5	71.4%	2	0	0.0%	12	6	50.0%
	GS	16	8	50.0%	0	0	0.0%	4	1	25.0%	3	1	33.3%	23	10	43.5%
Western Pacific	P	9	6	66.7%	4	4	100.0%	0	0	0.0%	1	1	100.0%	14	11	78.6%
	NPO	2	1	50.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%	3	2	66.7%
	GS	7	6	85.7%	0	0	0.0%	0	0	0.0%	0	0	0.0%	7	6	85.7%
Total	P	56	28	50.0%	23	14	60.9%	45	28	62.2%	53	26	49.1%	177	96	54.2%
	NPO	26	12	46.2%	1	1	100.0%	20	13	65.0%	31	9	29.0%	78	35	44.9%
	GS	112	46	41.1%	3	3	100.0%	20	12	60.0%	39	15	38.5%	174	76	43.7%
	All	194	86	44.3%	27	18	66.7%	85	53	62.4%	123	50	40.7%	429	207	48.3%
Percentage of total		45.2%			6.3%			19.8%			28.7%			100.0%		

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

**TABLE 13. TOTAL STAFF HOLDING LONG-TERM APPOINTMENTS IN THE PROFESSIONAL AND HIGHER CATEGORIES  
BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY  
DATA AS OF 31-JUL-2022**

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>	129	10.0%	107	8.3%	582	<b>45.0%</b>	66	5.1%	237	18.3%	171	13.2%	<b>1292</b>	<b>100.0%</b>
<b>Africa</b>	401	<b>82.5%</b>	8	1.6%	31	6.4%	7	1.4%	31	6.4%	8	1.6%	<b>486</b>	<b>100.0%</b>
<b>South-East Asia</b>	2	1.4%	90	<b>64.7%</b>	14	10.1%	3	2.2%	13	9.4%	17	12.2%	<b>139</b>	<b>100.0%</b>
<b>Europe</b>	5	1.9%	7	2.6%	199	<b>75.1%</b>	8	3.0%	30	11.3%	16	6.0%	<b>265</b>	<b>100.0%</b>
<b>Eastern Mediterranean</b>	26	10.9%	13	5.4%	45	18.8%	117	<b>49.0%</b>	29	12.1%	9	3.8%	<b>239</b>	<b>100.0%</b>
<b>Western Pacific</b>	6	3.6%	15	9.0%	35	21.0%	1	0.6%	15	9.0%	95	<b>56.9%</b>	<b>167</b>	<b>100.0%</b>
<b>Total</b>	<b>569</b>	<b>22.0%</b>	<b>240</b>	<b>9.3%</b>	<b>906</b>	<b>35.0%</b>	<b>202</b>	<b>7.8%</b>	<b>355</b>	<b>13.7%</b>	<b>316</b>	<b>12.2%</b>	<b>2588</b>	<b>100.0%</b>
<b>Percentage of total (Dec 2021)</b>		22.1%		9.0%		35.9%		7.7%		13.6%		11.7%		
<b>Percentage of total (July 2021)</b>		22.1%		8.6%		35.8%		7.7%		14.1%		11.8%		

**TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION**  
**DATA FROM 1 JANUARY TO 31 JULY 2022**

Major Office leaving	Major Office joining																											
	Headquarters				Africa				South-East Asia				Europe				Eastern Mediterranean				Western Pacific				Total			
	F	M	T	%	F	M	T	%	F	M	T	%	F	M	T	%	F	M	T	%	F	M	T	%	F	M	T	%
Headquarters	6	2	8	40.0%	0	2	2	10.0%	0	1	1	5.0%	2	1	3	15.0%	3	0	3	15.0%	3	0	3	15.0%	14	6	20	100.0%
Africa	1	1	2	4.9%	9	23	32	78.0%	1	0	1	2.4%	1	1	2	4.9%	2	2	4	9.8%	0	0	0	0.0%	14	27	41	100.0%
South-East Asia	1	5	6	30.0%	1	1	2	10.0%	4	4	8	40.0%	1	2	3	15.0%	0	0	0	0.0%	0	1	1	5.0%	7	13	20	100.0%
Europe	2	3	5	35.7%	0	0	0	0.0%	1	0	1	7.1%	3	5	8	57.1%	0	0	0	0.0%	0	0	0	0.0%	6	8	14	100.0%
Eastern Mediterranean	0	2	2	10.0%	0	0	0	0.0%	1	2	3	15.0%	0	1	1	5.0%	4	9	13	65.0%	1	0	1	5.0%	6	14	20	100.0%
Western Pacific	4	4	8	29.6%	0	0	0	0.0%	1	1	2	7.4%	1	1	2	7.4%	1	0	1	3.7%	9	5	14	51.9%	16	11	27	100.0%
Total	14	17	31	21.8%	10	26	36	25.4%	8	8	16	11.3%	8	11	19	13.4%	10	11	21	14.8%	13	6	19	13.4%	63	79	142	100.0%
Totals from December 2021	12	23	35	15.6%	21	47	68	30.2%	9	15	24	10.7%	15	23	38	16.9%	10	21	31	13.8%	19	10	29	12.9%	86	139	225	100.0%

This table excludes The Americas region (1 staff from WPRO moved to PAHO; 4 staff moved from PAHO: 1 to AFRO, 1 to HQ and 2 to WPRO)

F - female, M - male, T - total

**TABLE 15. MOBILITY RATIO BY MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 JULY 2022**

Major Office leaving	Total Professional and higher category staff	% of Professional and higher category staff	Total number of moves	% of Professional and higher category staff who have moved	Total number of moves between major offices	% of total moves between major offices	% of Professional and higher category staff who have moved between major offices
Headquarters	1292	49.9%	20	1.5%	12	60.0%	0.9%
Africa	486	18.8%	41	8.4%	9	22.0%	1.9%
South-East Asia	139	5.4%	20	14.4%	12	60.0%	8.6%
Europe	265	10.2%	14	5.3%	6	42.9%	2.3%
Eastern Mediterranean	239	9.2%	20	8.4%	7	35.0%	2.9%
Western Pacific	167	6.5%	27	16.2%	13	48.1%	7.8%
Total	2588	100.0%	142	5.5%	59	41.5%	2.3%
Totals from December 2021	2539	100.0%	225	8.9%	86	38.2%	3.4%

This table excludes The Americas region (1 staff from WPRO moved to PAHO; 4 staff moved from PAHO: 1 to AFRO, 1 to HQ and 2 to WPRO)

**TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, TYPE OF COUNTRY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 JULY 2022**

**Intentionally left blank due to the suspension of the Global Internship Programme in 2022**

		Developed countries				Developing countries				Total			
Major Office	Office Type	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female
Headquarters		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
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	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%
Europe	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%
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	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%
Total	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%
Totals from 2021		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%



**TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER  
DATA FROM 1 JANUARY TO 31 JULY 2022**

**Intentionally left blank due to the suspension of the Global Internship Programme in 2022**

**TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER  
DATA FROM 1 JANUARY TO 31 JULY 2022**

**Intentionally left blank due to the suspension of the Global Internship Programme in 2022**

**TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES**  
**DATA FROM 1 JANUARY TO 31 JULY 2022**

Donor countries	Major office						Total
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
Belgium	2	0	0	0	0	0	2
China	5	0	0	0	0	0	5
Finland	1	1	0	0	0	0	2
France	4	0	0	0	0	0	4
Germany	5	0	0	3	0	0	8
Italy	5	0	0	0	0	0	5
Japan	7	0	0	0	0	1	8
Netherlands	1	1	0	0	1	0	3
Republic of Korea	2	0	0	0	0	0	2
Sweden	1	2	0	0	0	0	3
Switzerland	2	0	0	0	0	0	2
<b>Total</b>	<b>35</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>44</b>

**TABLE 20. NUMBER OF INDIVIDUALS HOLDING OTHER CONTRACTUAL ARRANGEMENTS, BY MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 JULY 2022**

Major Office	Agreement for Performance of Work			Consultants			Special Services Agreements <sup>a</sup>
	Cumulative data January-July 2022	Estimate of full-time equivalents <sup>b</sup>	Data as of 31 July 2022	Cumulative data January-July 2022	Estimate of full-time equivalents <sup>b</sup>	Data as of 31 July 2022	Cumulative data January-July 2022
<b>Headquarters</b>	894	302	363	1755	1203	1301	0
<b>Africa</b>	243	82	69	840	414	509	2503
<b>South-East Asia</b>	118	48	53	174	90	94	1680
<b>Europe</b>	908	235	361	783	483	482	35
<b>Eastern Mediterranean</b>	652	319	455	425	248	278	251
<b>Western Pacific</b>	147	66	58	476	291	303	132
<b>Total</b>	<b>2962</b>	<b>1052</b>	<b>1359</b>	<b>4453</b>	<b>2730</b>	<b>2967</b>	<b>4601</b>
<b>Totals from July 2021</b>	4129	774	1780	3840	1839	2445	4187

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

<sup>b</sup>Estimated by (average duration of contracts in days / total calendar days) \* cumulative number of individuals

TABLE 21. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF  
DATA FROM 1 JANUARY TO 30 JUNE 2022

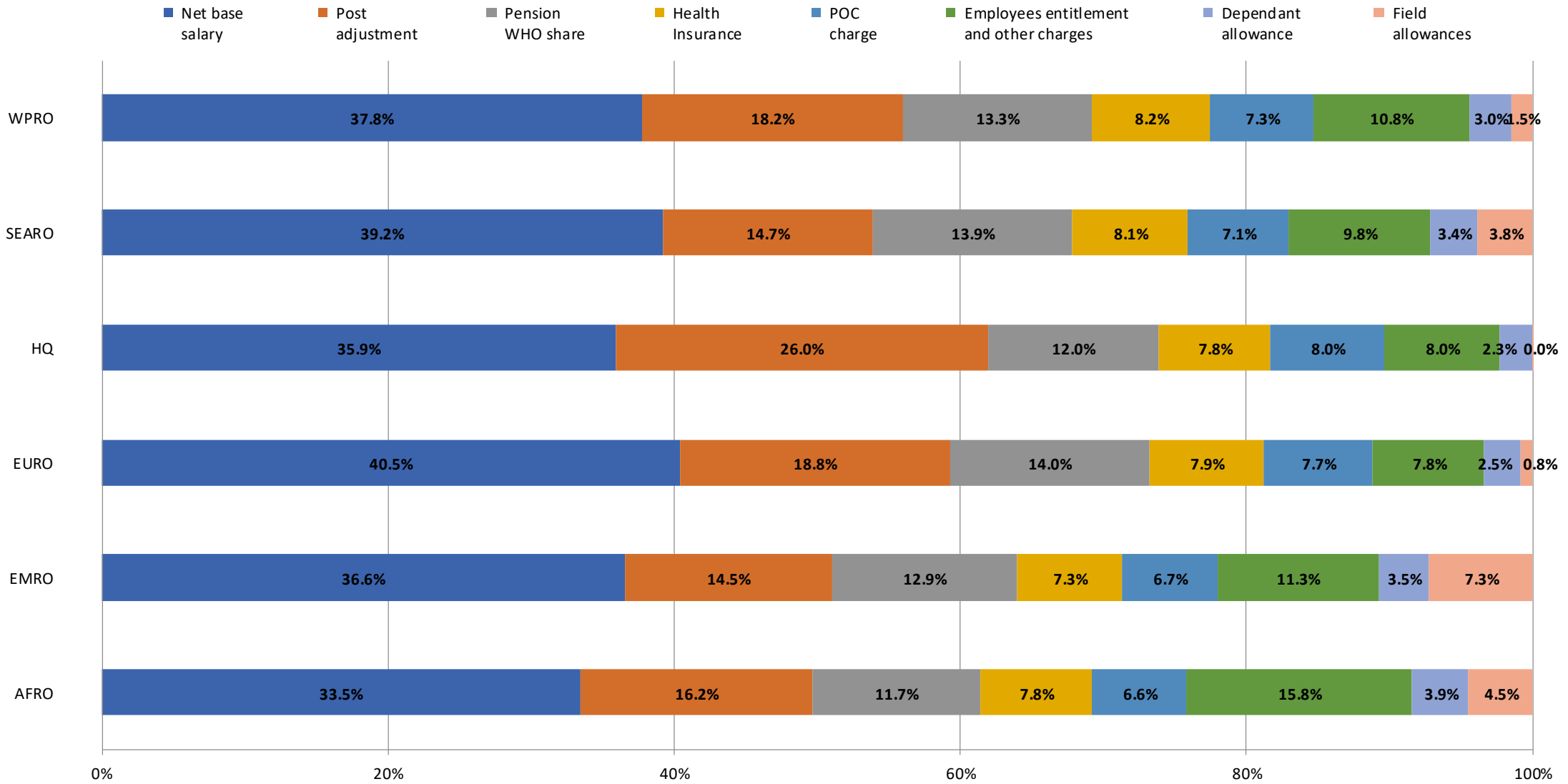
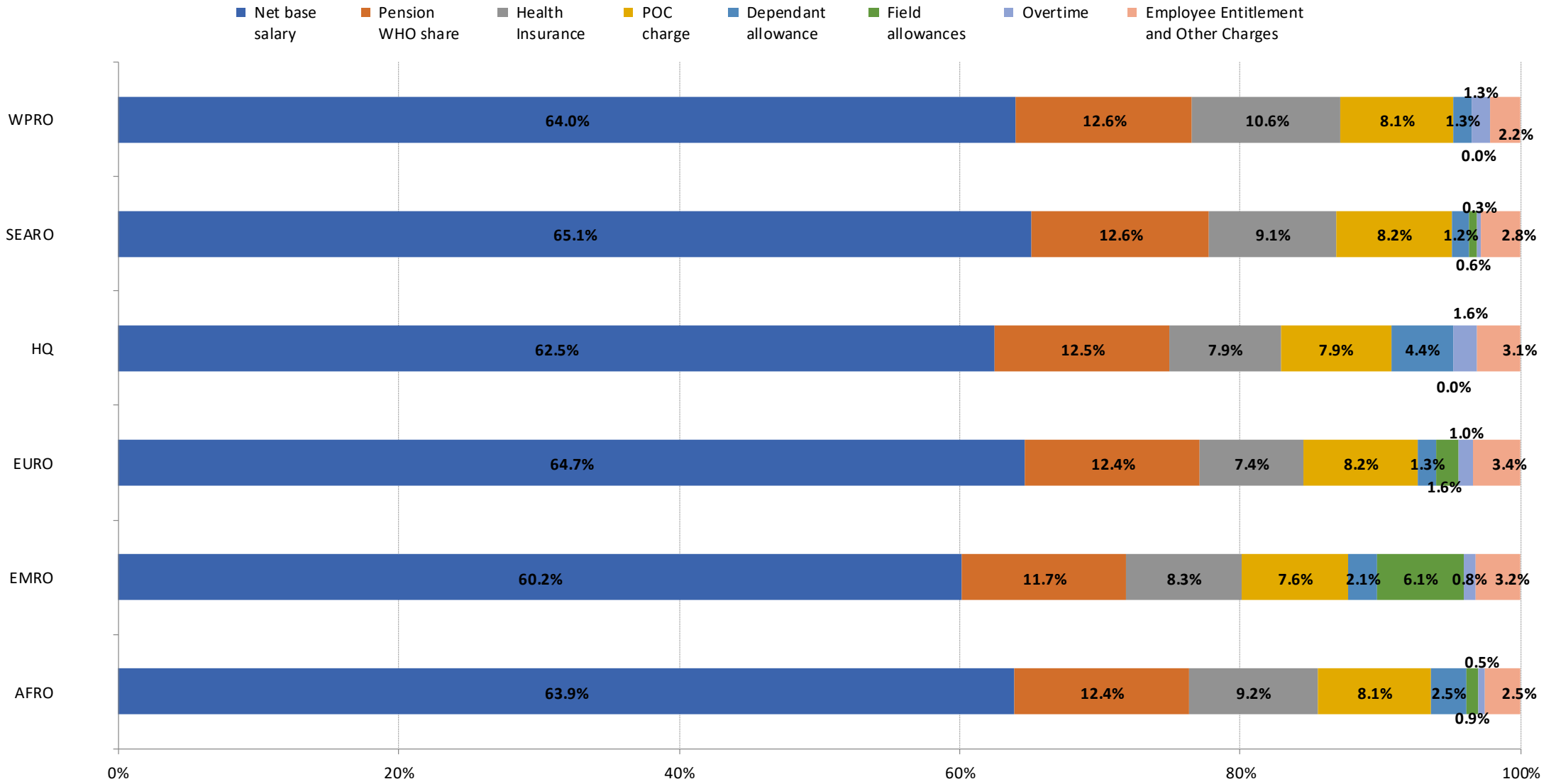


TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF  
DATA FROM 1 JANUARY TO 30 JUNE 2022



**TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY**  
**DATA AS OF 31-JUL-2022**

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/en/governing-bodies/executive-committee/170th-session-executive-committee>

Nationality	Total
Argentina	23
Austria	1
Barbados	3
Belgium	4
Belize	6
Bhutan	1
Bolivia (Plurinational State of)	4
Brazil	45
Canada	9
Chile	13
Colombia	41
Costa Rica	9
Côte d'Ivoire	1
Cuba	8
Democratic Republic of the Congo	1
Dominica	1
Dominican Republic	3
Ecuador	14
El Salvador	10
Finland	1
France	11
Germany	1
Guatemala	11
Guyana	1
Haiti	3
Honduras	5
India	1
Ireland	1
Italy	5
Jamaica	8
Malta	1
Mexico	10
Netherlands	4
Nicaragua	8
Panama	2
Paraguay	3
Peru	22
Philippines	3
Portugal	1
Rwanda	1
Saint Lucia	1
Saint Vincent and the Grenadines	4
Singapore	2
Spain	31
Suriname	2
Switzerland	1
Trinidad and Tobago	4
Turkey	1
Uganda	1
United Kingdom of Great Britain and Northern Ireland	9
United States of America	60
Uruguay	5
Uzbekistan	1
Venezuela (Bolivarian Republic of)	6
<b>Total</b>	<b>428</b>