

Human resources: update

Workforce data

As at 31 July 2024



Document issued 21 December 2024

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TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-JUL-2024

| Category | Headquarters | Global Shared Services | <i>Special programmes and collaborative arrangements^a</i> | Africa | South-East Asia | Europe | Eastern Mediterranean | Western Pacific | Total |
|--|--------------|------------------------|--|--------------|-----------------|--------------|-----------------------|-----------------|--------------|
| Staff holding long-term appointments | | | | | | | | | |
| Fixed-term appointments | | | | | | | | | |
| Professional and higher category staff | 727 | 27 | 12 | 344 | 101 | 184 | 191 | 162 | 1748 |
| National professional officers | 2 | 28 | 0 | 406 | 137 | 80 | 144 | 54 | 851 |
| General service staff | 285 | 150 | 5 | 534 | 195 | 133 | 275 | 167 | 1744 |
| Total | 1014 | 205 | 17 | 1284 | 433 | 397 | 610 | 383 | 4343 |
| Percentage of fixed-term appointments out of the total staff | 38.0% | 68.3% | 28.8% | 50.6% | 52.5% | 41.1% | 41.7% | 58.1% | 45.8% |
| Continuing appointments | | | | | | | | | |
| Professional and higher category staff | 581 | 7 | 16 | 193 | 50 | 122 | 81 | 53 | 1103 |
| National professional officers | 2 | 50 | 0 | 184 | 20 | 20 | 45 | 30 | 351 |
| General service staff | 300 | 33 | 4 | 505 | 178 | 97 | 239 | 155 | 1511 |
| Total | 883 | 90 | 20 | 882 | 248 | 239 | 365 | 238 | 2965 |
| Percentage of continuing appointments out of the total staff | 33.1% | 30.0% | 33.9% | 34.8% | 30.1% | 24.7% | 25.0% | 36.1% | 31.3% |
| Total number of staff holding long-term appointments | 1897 | 295 | 37 | 2166 | 681 | 636 | 975 | 621 | 7308 |
| Percentage of long-term appointments out of the total staff | 71.2% | 98.3% | 62.7% | 85.4% | 82.6% | 65.8% | 66.7% | 94.2% | 77.1% |
| Staff holding short-term appointments | | | | | | | | | |
| Temporary appointments under SR 420.4 | | | | | | | | | |
| Professional and higher category staff | 517 | 3 | 20 | 155 | 40 | 101 | 130 | 18 | 984 |
| National professional officers | 0 | 0 | 0 | 94 | 70 | 111 | 144 | 1 | 420 |
| General service staff | 127 | 2 | 2 | 109 | 32 | 113 | 202 | 11 | 598 |
| Total | 644 | 5 | 22 | 358 | 142 | 325 | 476 | 30 | 2002 |
| Temporary appointments of 60 days or less | | | | | | | | | |
| Professional and higher category staff | 81 | 0 | 0 | 0 | 0 | 3 | 3 | 1 | 88 |
| National professional officers | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| General service staff | 44 | 0 | 0 | 12 | 1 | 3 | 5 | 7 | 72 |
| Total | 125 | 0 | 0 | 12 | 1 | 6 | 11 | 8 | 163 |
| Total number of temporary appointments | 769 | 5 | 22 | 370 | 143 | 331 | 487 | 38 | 2165 |
| Percentage of temporary appointments out of the total staff | 28.8% | 1.7% | 37.3% | 14.6% | 17.4% | 34.2% | 33.3% | 5.8% | 22.9% |
| Total number of staff | 2666 | 300 | 59 | 2536 | 824 | 967 | 1462 | 659 | 9473 |

^a This column includes: the Alliance for Health Policy and Systems Research, the European Observatory on Health Systems and Policies and the Partnership for Maternal, Newborn and Child Health

Figure 1. Distribution of WHO Staff as of 31 July 2024, by major office

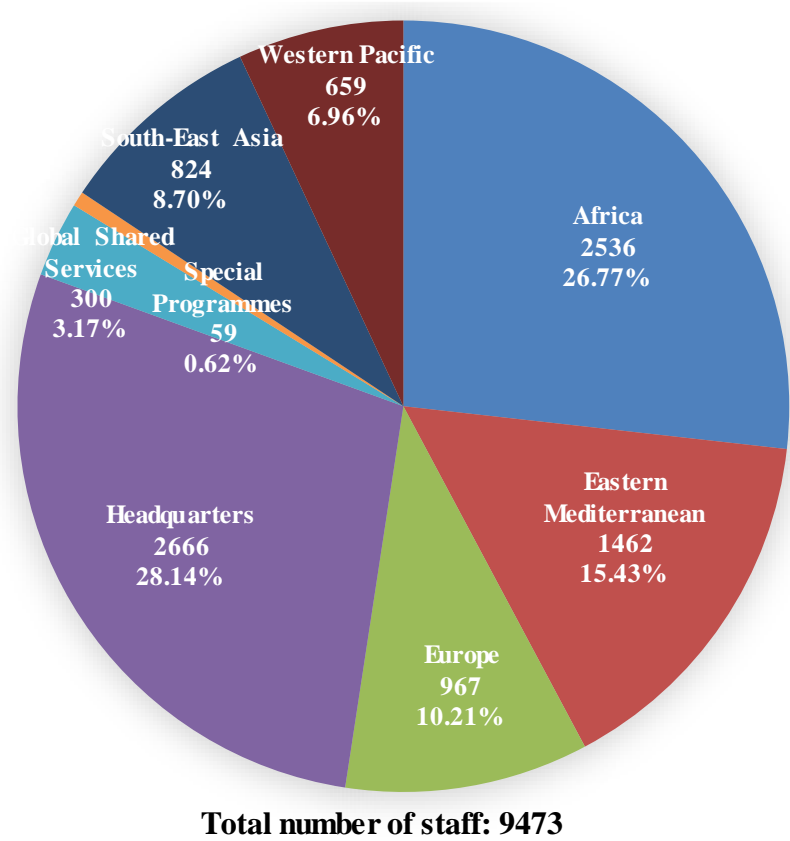
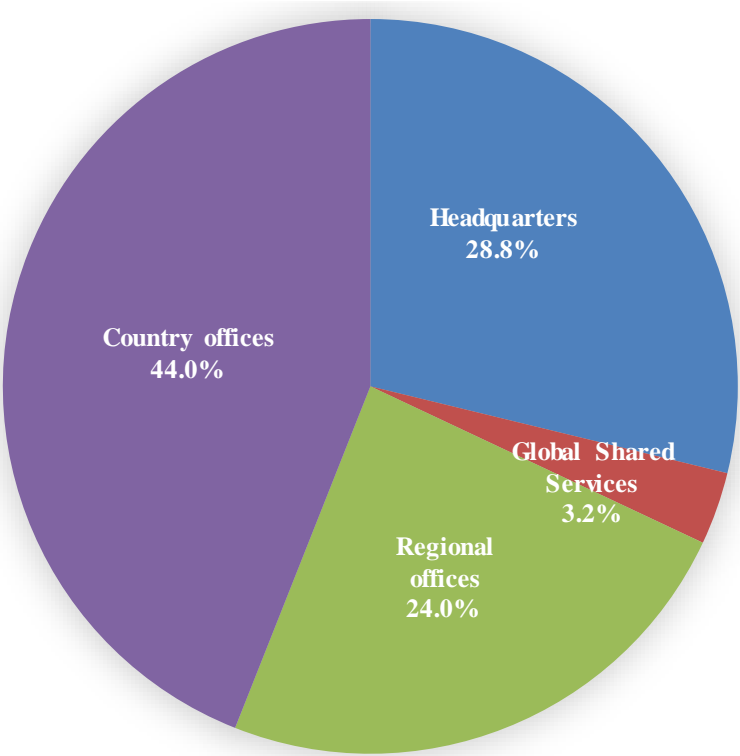


Figure 2. Distribution of WHO Staff as of 31 July 2024, by level



** Headquarters includes special programmes and collaborative arrangements*

TABLE 2. STAFF BY APPOINTMENT TYPE AND JOB CATEGORY, ALL LOCATIONS
DATA AS OF 31-JUL-2024

| 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 | 1103 | 28.1% | 351 | 21.6% | 1511 | 38.5% | 2965 | 31.3% |
| Fixed-Term | 1748 | 44.6% | 851 | 52.4% | 1744 | 44.4% | 4343 | 45.8% |
| Temporary | 1072 | 27.3% | 423 | 26.0% | 670 | 17.1% | 2165 | 22.9% |
| Total | 3923 | 100.0% | 1625 | 100.0% | 3925 | 100.0% | 9473 | 100.0% |

TABLE 3a - DISTRIBUTION OF STAFF BY JOB CATEGORY, APPOINTMENT TYPE AND GENDER, ALL LOCATIONS
DATA AS OF 31-JUL-2024

| Job Category | Appointment Type | Female | Male | Total | % Female | % Male |
|---|-------------------------|---------------|-------------|--------------|-----------------|---------------|
| Professional and higher graded staff | Continuing | 504 | 599 | 1103 | 45.7% | 54.3% |
| | Fixed-Term | 852 | 896 | 1748 | 48.7% | 51.3% |
| | Temporary | 563 | 509 | 1072 | 52.5% | 47.5% |
| | Total P | 1919 | 2004 | 3923 | 48.9% | 51.1% |
| National Professional Officer | Continuing | 157 | 194 | 351 | 44.7% | 55.3% |
| | Fixed-Term | 369 | 482 | 851 | 43.4% | 56.6% |
| | Temporary | 170 | 253 | 423 | 40.2% | 59.8% |
| | Total NPO | 696 | 929 | 1625 | 42.8% | 57.2% |
| General Service Staff | Continuing | 812 | 699 | 1511 | 53.7% | 46.3% |
| | Fixed-Term | 1007 | 737 | 1744 | 57.7% | 42.3% |
| | Temporary | 301 | 369 | 670 | 44.9% | 55.1% |
| | Total GS | 2120 | 1805 | 3925 | 54.0% | 46.0% |
| | Total | 4735 | 4738 | 9473 | 50.0% | 50.0% |

TABLE 3b - DISTRIBUTION OF STAFF BY JOB CATEGORY, GRADE, MAJOR OFFICE AND GENDER, ALL LOCATIONS
DATA AS OF 31-JUL-2024

| Job Category | Grade | Headquarters and Global Shared Services | | | | | Africa | | | | | South-East Asia | | | | | Europe | | | | | Eastern Mediterranean | | | | | 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 |
| P | UG3 | 0 | 1 | 1 | 0.0% | 100.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 1 | 1 | 0.0% | 100.0% |
| | UG2 | 0 | 2 | 2 | 0.0% | 100.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 2 | 2 | 0.0% | 100.0% |
| | UG1 | 5 | 4 | 9 | 55.6% | 44.4% | 1 | 0 | 1 | 100.0% | 0.0% | 1 | 0 | 1 | 100.0% | 0.0% | 0 | 1 | 1 | 0.0% | 100.0% | 1 | 0 | 1 | 100.0% | 0.0% | 0 | 1 | 1 | 0.0% | 100.0% | 8 | 6 | 14 | 57.1% | 42.9% |
| | D2 | 18 | 28 | 46 | 39.1% | 60.9% | 1 | 7 | 8 | 12.5% | 87.5% | 0 | 3 | 3 | 0.0% | 100.0% | 0 | 3 | 3 | 0.0% | 100.0% | 2 | 10 | 12 | 16.7% | 83.3% | 1 | 2 | 3 | 33.3% | 66.7% | 22 | 53 | 75 | 29.3% | 70.7% |
| | D1 | 11 | 23 | 34 | 32.4% | 67.6% | 4 | 18 | 22 | 18.2% | 81.8% | 3 | 9 | 12 | 25.0% | 75.0% | 8 | 12 | 20 | 40.0% | 60.0% | 7 | 12 | 19 | 36.8% | 63.2% | 7 | 9 | 16 | 43.8% | 56.3% | 40 | 83 | 123 | 32.5% | 67.5% |
| | P6 | 16 | 32 | 48 | 33.3% | 66.7% | 3 | 9 | 12 | 25.0% | 75.0% | 1 | 3 | 4 | 25.0% | 75.0% | 6 | 5 | 11 | 54.5% | 45.5% | 1 | 7 | 8 | 12.5% | 87.5% | 1 | 2 | 3 | 33.3% | 66.7% | 28 | 58 | 86 | 32.6% | 67.4% |
| | P5 | 245 | 218 | 463 | 52.9% | 47.1% | 33 | 68 | 101 | 32.7% | 67.3% | 32 | 42 | 74 | 43.2% | 56.8% | 38 | 41 | 79 | 48.1% | 51.9% | 30 | 50 | 80 | 37.5% | 62.5% | 27 | 25 | 52 | 51.9% | 48.1% | 405 | 444 | 849 | 47.7% | 52.3% |
| | P4 | 405 | 328 | 733 | 55.3% | 44.7% | 94 | 227 | 321 | 29.3% | 70.7% | 20 | 41 | 61 | 32.8% | 67.2% | 63 | 76 | 139 | 45.3% | 54.7% | 40 | 99 | 139 | 28.8% | 71.2% | 47 | 36 | 83 | 56.6% | 43.4% | 669 | 807 | 1476 | 45.3% | 54.7% |
| | P3 | 321 | 177 | 498 | 64.5% | 35.5% | 67 | 93 | 160 | 41.9% | 58.1% | 16 | 15 | 31 | 51.6% | 48.4% | 66 | 53 | 119 | 55.5% | 44.5% | 49 | 67 | 116 | 42.2% | 57.8% | 44 | 24 | 68 | 64.7% | 35.3% | 563 | 429 | 992 | 56.8% | 43.2% |
| | P2 | 80 | 49 | 129 | 62.0% | 38.0% | 36 | 30 | 66 | 54.5% | 45.5% | 2 | 3 | 5 | 40.0% | 60.0% | 30 | 22 | 52 | 57.7% | 42.3% | 14 | 13 | 27 | 51.9% | 48.1% | 7 | 1 | 8 | 87.5% | 12.5% | 169 | 118 | 287 | 58.9% | 41.1% |
| | P1 | 5 | 2 | 7 | 71.4% | 28.6% | 1 | 0 | 1 | 100.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 7 | 0 | 7 | 100.0% | 0.0% | 2 | 1 | 3 | 66.7% | 33.3% | 0 | 0 | 0 | 0.0% | 0.0% | 15 | 3 | 18 | 83.3% | 16.7% |
| | Total P | 1106 | 864 | 1970 | 56.1% | 43.9% | 240 | 452 | 692 | 34.7% | 65.3% | 75 | 116 | 191 | 39.3% | 60.7% | 218 | 213 | 431 | 50.6% | 49.4% | 146 | 259 | 405 | 36.0% | 64.0% | 134 | 100 | 234 | 57.3% | 42.7% | 1919 | 2004 | 3923 | 48.9% | 51.1% |
| NPO | NO-D | 0 | 1 | 1 | 0.0% | 100.0% | 5 | 10 | 15 | 33.3% | 66.7% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 5 | 14 | 19 | 26.3% | 73.7% | 6 | 0 | 6 | 100.0% | 0.0% | 16 | 25 | 41 | 39.0% | 61.0% |
| | NO-C | 16 | 9 | 25 | 64.0% | 36.0% | 143 | 269 | 412 | 34.7% | 65.3% | 26 | 33 | 59 | 44.1% | 55.9% | 13 | 3 | 16 | 81.3% | 18.8% | 38 | 73 | 111 | 34.2% | 65.8% | 15 | 19 | 34 | 44.1% | 55.9% | 251 | 406 | 657 | 38.2% | 61.8% |
| | NO-B | 21 | 7 | 28 | 75.0% | 25.0% | 63 | 154 | 217 | 29.0% | 71.0% | 52 | 49 | 101 | 51.5% | 48.5% | 108 | 74 | 182 | 59.3% | 40.7% | 59 | 96 | 155 | 38.1% | 61.9% | 23 | 16 | 39 | 59.0% | 41.0% | 326 | 396 | 722 | 45.2% | 54.8% |
| | NO-A | 23 | 5 | 28 | 82.1% | 17.9% | 17 | 23 | 40 | 42.5% | 57.5% | 29 | 38 | 67 | 43.3% | 56.7% | 9 | 4 | 13 | 69.2% | 30.8% | 20 | 31 | 51 | 39.2% | 60.8% | 5 | 1 | 6 | 83.3% | 16.7% | 103 | 102 | 205 | 50.2% | 49.8% |
| | Total NPO | 60 | 22 | 82 | 73.2% | 26.8% | 228 | 456 | 684 | 33.3% | 66.7% | 107 | 120 | 227 | 47.1% | 52.9% | 130 | 81 | 211 | 61.6% | 38.4% | 122 | 214 | 336 | 36.3% | 63.7% | 49 | 36 | 85 | 57.6% | 42.4% | 696 | 929 | 1625 | 42.8% | 57.2% |
| GS | G7 | 7 | 1 | 8 | 87.5% | 12.5% | 58 | 81 | 139 | 41.7% | 58.3% | 19 | 23 | 42 | 45.2% | 54.8% | 0 | 1 | 1 | 0.0% | 100.0% | 24 | 13 | 37 | 64.9% | 35.1% | 23 | 9 | 32 | 71.9% | 28.1% | 131 | 128 | 259 | 50.6% | 49.4% |
| | G6 | 213 | 44 | 257 | 82.9% | 17.1% | 141 | 109 | 250 | 56.4% | 43.6% | 43 | 30 | 73 | 58.9% | 41.1% | 62 | 21 | 83 | 74.7% | 25.3% | 93 | 77 | 170 | 54.7% | 45.3% | 63 | 20 | 83 | 75.9% | 24.1% | 615 | 301 | 916 | 67.1% | 32.9% |
| | G5 | 402 | 78 | 480 | 83.8% | 16.3% | 158 | 120 | 278 | 56.8% | 43.2% | 89 | 72 | 161 | 55.3% | 44.7% | 145 | 50 | 195 | 74.4% | 25.6% | 162 | 116 | 278 | 58.3% | 41.7% | 108 | 14 | 122 | 88.5% | 11.5% | 1064 | 450 | 1514 | 70.3% | 29.7% |
| | G4 | 122 | 48 | 170 | 71.8% | 28.2% | 15 | 33 | 48 | 31.3% | 68.8% | 28 | 25 | 53 | 52.8% | 47.2% | 18 | 7 | 25 | 72.0% | 28.0% | 30 | 41 | 71 | 42.3% | 57.7% | 46 | 5 | 51 | 90.2% | 9.8% | 259 | 159 | 418 | 62.0% | 38.0% |
| | G3 | 9 | 16 | 25 | 36.0% | 64.0% | 4 | 84 | 88 | 4.5% | 95.5% | 3 | 26 | 29 | 10.3% | 89.7% | 1 | 24 | 25 | 4.0% | 96.0% | 1 | 53 | 54 | 1.9% | 98.1% | 7 | 17 | 24 | 29.2% | 70.8% | 25 | 220 | 245 | 10.2% | 89.8% |
| | G2 | 1 | 0 | 1 | 100.0% | 0.0% | 3 | 340 | 343 | 0.9% | 99.1% | 0 | 44 | 44 | 0.0% | 100.0% | 2 | 24 | 26 | 7.7% | 92.3% | 1 | 91 | 92 | 1.1% | 98.9% | 0 | 21 | 21 | 0.0% | 100.0% | 7 | 520 | 527 | 1.3% | 98.7% |
| | G1 | 0 | 1 | 1 | 0.0% | 100.0% | 0 | 2 | 2 | 0.0% | 100.0% | 1 | 3 | 4 | 25.0% | 75.0% | 0 | 0 | 0 | 0.0% | 0.0% | 1 | 13 | 14 | 7.1% | 92.9% | 3 | 1 | 4 | 75.0% | 25.0% | 5 | 20 | 25 | 20.0% | 80.0% |
| | I2 | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% |
| | I1 | 0 | 0 | 0 | 0.0% | 0.0% | 6 | 6 | 12 | 50.0% | 50.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 5 | 0 | 5 | 100.0% | 0.0% | 2 | 1 | 3 | 66.7% | 33.3% | 13 | 7 | 20 | 65.0% | 35.0% |
| | T4 | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% |
| | T3 | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% |
| | T2 | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% |
| | T1 | 1 | 0 | 1 | 100.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 1 | 0 | 1 | 100.0% | 0.0% |
| | Total GS | 755 | 188 | 943 | 80.1% | 19.9% | 385 | 775 | 1160 | 33.2% | 66.8% | 183 | 223 | 406 | 45.1% | 54.9% | 228 | 127 | 355 | 64.2% | 35.8% | 317 | 404 | 721 | 44.0% | 56.0% | 252 | 88 | 340 | 74.1% | 25.9% | 2120 | 1805 | 3925 | 54.0% | 46.0% |
| | Total | 1921 | 1074 | 2995 | 64.1% | 35.9% | 853 | 1683 | 2536 | 33.6% | 66.4% | 365 | 459 | 824 | 44.3% | 55.7% | 576 | 421 | 997 | 57.8% | 42.2% | 585 | 877 | 1462 | 40.0% | 60.0% | 435 | 224 | 659 | 66.0% | 34.0% | 4735 | 4738 | 9473 | 50.0% | 50.0% |

F - female, M - male, T - total

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

TABLE 3c. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER^a
DATA AS OF 31-JUL-2024

Professional and higher category staff

| Region | P1 | | | P2 | | | P3 | | | P4 | | | P5 | | | P6/D1 | | | D2 | | | UG | | | Total | | | Percentage current year | | Comparison with Dec 2023 | | Comparison with July 2023 | |
|--|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------------------------|-------|--------------------------|-------|---------------------------|-------|
| | 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 |
| Headquarters and Global Shared Services | 1 | 0 | 1 | 22 | 12 | 34 | 152 | 96 | 248 | 258 | 237 | 495 | 225 | 207 | 432 | 24 | 52 | 76 | 18 | 26 | 44 | 5 | 7 | 12 | 705 | 637 | 1342 | 52.5% | 47.5% | 52.7% | 47.3% | 52.4% | 47.6% |
| <i>Special programmes and collaborative arrangements</i> | 6 | 0 | 6 | 4 | 3 | 7 | 2 | 1 | 3 | 2 | 3 | 5 | 2 | 1 | 3 | 1 | 2 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 17 | 11 | 28 | 60.7% | 39.3% | 60.0% | 40.0% | 62.5% | 37.5% |
| Africa | 1 | 0 | 1 | 28 | 18 | 46 | 50 | 63 | 113 | 77 | 168 | 245 | 29 | 61 | 90 | 7 | 27 | 34 | 1 | 6 | 7 | 1 | 0 | 1 | 194 | 343 | 537 | 36.1% | 63.9% | 36.7% | 63.3% | 35.0% | 65.0% |
| South-East Asia | 0 | 0 | 0 | 2 | 2 | 4 | 6 | 3 | 9 | 14 | 31 | 45 | 32 | 41 | 73 | 4 | 12 | 16 | 0 | 3 | 3 | 1 | 0 | 1 | 59 | 92 | 151 | 39.1% | 60.9% | 39.9% | 60.1% | 38.6% | 61.4% |
| Europe | 0 | 0 | 0 | 12 | 11 | 23 | 43 | 35 | 78 | 49 | 51 | 100 | 35 | 39 | 74 | 14 | 15 | 29 | 0 | 1 | 1 | 0 | 1 | 1 | 153 | 153 | 306 | 50.0% | 50.0% | 49.5% | 50.5% | 50.4% | 49.6% |
| Eastern Mediterranean | 0 | 1 | 1 | 4 | 6 | 10 | 29 | 32 | 61 | 29 | 56 | 85 | 28 | 48 | 76 | 8 | 19 | 27 | 2 | 9 | 11 | 1 | 0 | 1 | 101 | 171 | 272 | 37.1% | 62.9% | 37.5% | 62.5% | 37.7% | 62.3% |
| Western Pacific | 0 | 0 | 0 | 7 | 1 | 8 | 39 | 21 | 60 | 46 | 29 | 75 | 27 | 24 | 51 | 8 | 10 | 18 | 0 | 2 | 2 | 0 | 1 | 1 | 127 | 88 | 215 | 59.1% | 40.9% | 59.5% | 40.5% | 60.7% | 39.3% |
| Total | 8 | 1 | 9 | 79 | 53 | 132 | 321 | 251 | 572 | 475 | 575 | 1050 | 378 | 421 | 799 | 66 | 137 | 203 | 21 | 48 | 69 | 8 | 9 | 17 | 1356 | 1495 | 2851 | 47.6% | 52.4% | 47.7% | 52.3% | 47.4% | 52.6% |
| Percentage by grade | 88.9% | 11.1% | 100.0% | 59.8% | 40.2% | 100.0% | 56.1% | 43.9% | 100.0% | 45.2% | 54.8% | 100.0% | 47.3% | 52.7% | 100.0% | 32.5% | 67.5% | 100.0% | 30.4% | 69.6% | 100.0% | 47.1% | 52.9% | 100.0% | 47.6% | 52.4% | 100.0% | | | | | | |
| Percentage of total | | | 0.3% | | | 4.6% | | | 20.1% | | | 36.8% | | | 28.0% | | | 7.1% | | | 2.4% | | | 0.6% | | | 100.0% | | | | | | |

National professional officers

| Region | A | | | B | | | C | | | D | | | Total | | | Percentage current year | | Comparison with Dec 2023 | | Comparison with July 2023 | |
|--|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------------------------|-------|--------------------------|-------|---------------------------|-------|
| | F | M | T | F | M | T | F | M | T | F | M | T | F | M | T | F | M | F | M | F | M |
| Headquarters and Global Shared Services ^b | 23 | 5 | 28 | 21 | 7 | 28 | 16 | 9 | 25 | 0 | 1 | 1 | 60 | 22 | 82 | 73.2% | 26.8% | 74.1% | 25.9% | 74.1% | 25.9% |
| <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% |
| Africa | 16 | 19 | 35 | 47 | 116 | 163 | 131 | 246 | 377 | 5 | 10 | 15 | 199 | 391 | 590 | 33.7% | 66.3% | 32.8% | 67.2% | 32.5% | 67.5% |
| South-East Asia | 15 | 9 | 24 | 39 | 40 | 79 | 25 | 29 | 54 | 0 | 0 | 0 | 79 | 78 | 157 | 50.3% | 49.7% | 48.7% | 51.3% | 46.9% | 53.1% |
| Europe | 4 | 2 | 6 | 48 | 31 | 79 | 13 | 2 | 15 | 0 | 0 | 0 | 65 | 35 | 100 | 65.0% | 35.0% | 61.4% | 38.6% | 59.5% | 40.5% |
| Eastern Mediterranean | 4 | 12 | 16 | 37 | 50 | 87 | 31 | 40 | 71 | 3 | 12 | 15 | 75 | 114 | 189 | 39.7% | 60.3% | 40.3% | 59.7% | 41.7% | 58.3% |
| Western Pacific | 5 | 1 | 6 | 22 | 16 | 38 | 15 | 19 | 34 | 6 | 0 | 6 | 48 | 36 | 84 | 57.1% | 42.9% | 60.5% | 39.5% | 60.3% | 39.7% |
| Total | 67 | 48 | 115 | 214 | 260 | 474 | 231 | 345 | 576 | 14 | 23 | 37 | 526 | 676 | 1202 | 43.8% | 56.2% | 42.9% | 57.1% | 42.3% | 57.7% |
| Percentage by grade | 58.3% | 41.7% | 100.0% | 45.1% | 54.9% | 100.0% | 40.1% | 59.9% | 100.0% | 37.8% | 62.2% | 100.0% | 43.8% | 56.2% | 100.0% | | | | | | |
| Percentage of total | | | 9.6% | | | 39.4% | | | 47.9% | | | 3.1% | | | 100.0% | | | | | | |

General service staff

| Region | G1 | | | G2 | | | G3 | | | G4 | | | G5 | | | G6 | | | G7 | | | Total | | | Percentage current year | | Comparison with Dec 2023 | | Comparison with July 2023 | |
|--|-------|-------|--------|------|-------|--------|------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------------------------|-------|--------------------------|-------|---------------------------|-------|
| | 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 |
| Headquarters and Global Shared Services | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 9 | 10 | 74 | 34 | 108 | 331 | 57 | 388 | 210 | 43 | 253 | 7 | 1 | 8 | 623 | 145 | 768 | 81.1% | 18.9% | 81.2% | 18.8% | 80.9% | 19.1% |
| <i>Special programmes and collaborative arrangements</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 8 | 0 | 1 | 1 | 0 | 0 | 0 | 8 | 1 | 9 | 88.9% | 11.1% | 88.9% | 11.1% | 88.9% | 11.1% |
| Africa | 0 | 1 | 1 | 2 | 296 | 298 | 4 | 84 | 88 | 14 | 22 | 36 | 145 | 108 | 253 | 136 | 94 | 230 | 56 | 77 | 133 | 357 | 682 | 1039 | 34.4% | 65.6% | 34.4% | 65.6% | 35.4% | 64.6% |
| South-East Asia | 1 | 3 | 4 | 0 | 40 | 40 | 3 | 26 | 29 | 25 | 20 | 45 | 84 | 60 | 144 | 41 | 28 | 69 | 19 | 23 | 42 | 173 | 200 | 373 | 46.4% | 53.6% | 46.1% | 53.9% | 45.9% | 54.1% |
| Europe | 0 | 0 | 0 | 0 | 4 | 4 | 0 | 16 | 16 | 5 | 4 | 9 | 94 | 30 | 124 | 57 | 19 | 76 | 0 | 1 | 1 | 156 | 74 | 230 | 67.8% | 32.2% | 67.4% | 32.6% | 68.2% | 31.8% |
| Eastern Mediterranean | 1 | 10 | 11 | 1 | 57 | 58 | 1 | 50 | 51 | 22 | 21 | 43 | 129 | 64 | 193 | 85 | 38 | 123 | 24 | 11 | 35 | 263 | 251 | 514 | 51.2% | 48.8% | 50.8% | 49.2% | 50.2% | 49.8% |
| Western Pacific | 3 | 1 | 4 | 0 | 21 | 21 | 5 | 15 | 20 | 42 | 4 | 46 | 103 | 13 | 116 | 63 | 20 | 83 | 23 | 9 | 32 | 239 | 83 | 322 | 74.2% | 25.8% | 73.9% | 26.1% | 73.1% | 26.9% |
| Total | 5 | 16 | 21 | 3 | 418 | 421 | 14 | 200 | 214 | 182 | 105 | 287 | 894 | 332 | 1226 | 592 | 243 | 835 | 129 | 122 | 251 | 1819 | 1436 | 3255 | 55.9% | 44.1% | 55.9% | 44.1% | 55.6% | 44.4% |
| Percentage by grade | 23.8% | 76.2% | 100.0% | 0.7% | 99.3% | 100.0% | 6.5% | 93.5% | 100.0% | 63.4% | 36.6% | 100.0% | 72.9% | 27.1% | 100.0% | 70.9% | 29.1% | 100.0% | 51.4% | 48.6% | 100.0% | 55.9% | 44.1% | 100.0% | | | | | | |
| Percentage of total | | | 0.6% | | | 12.9% | | | 6.6% | | | 8.8% | | | 37.7% | | | 25.7% | | | 7.7% | | | 100.0% | | | | | | |

F - female, M - male, T - total

^a Includes all staff in all positions (including those not counted for geographical distribution purposes)

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

TABLE 3d. PERCENTAGE OF FEMALE STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE
DATA FROM JULY 2017 TO JULY 2024

Professional and higher category staff

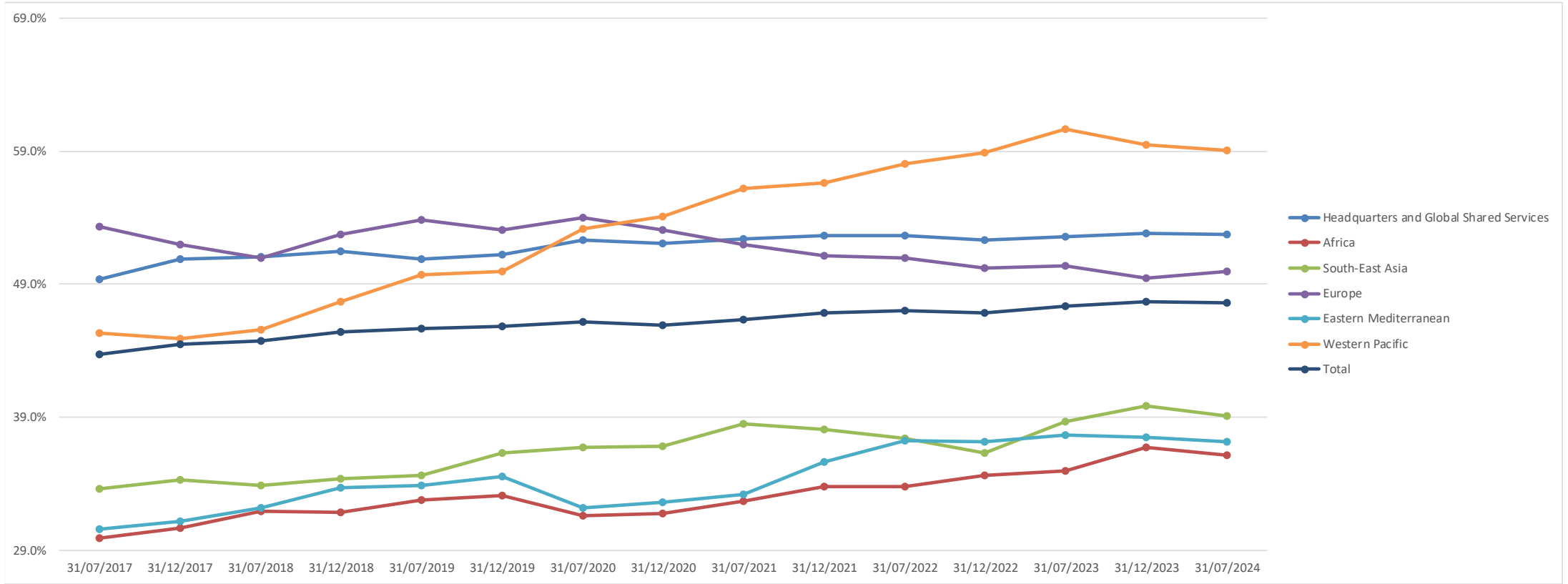


TABLE 3e. DISTRIBUTION OF IP STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE
COMPARISON DECEMBER 2023 VS JULY 2024

| Grade | 31/12/2023 | | | | | 31/07/2024 | | | | | Difference (female as a percentage of total) |
|-------------|------------|------|-------|------------|--------|------------|------|-------|------------|--------|--|
| | Female | Male | Total | Percentage | | Female | Male | Total | Percentage | | |
| | | | | Female | Male | | | | Female | Male | |
| UG3 | 0 | 1 | 1 | 0.0% | 100.0% | 0 | 1 | 1 | 0.0% | 100.0% | 0.0 |
| UG2 | 1 | 2 | 3 | 33.3% | 66.7% | 0 | 2 | 2 | 0.0% | 100.0% | -33.3 |
| UG1 | 8 | 6 | 14 | 57.1% | 42.9% | 8 | 6 | 14 | 57.1% | 42.9% | 0.0 |
| Subtotal UG | 9 | 9 | 18 | 50.0% | 50.0% | 8 | 9 | 17 | 47.1% | 52.9% | -2.9 |
| D2 | 21 | 43 | 64 | 32.8% | 67.2% | 21 | 48 | 69 | 30.4% | 69.6% | -2.4 |
| P6/D1 | 72 | 135 | 207 | 34.8% | 65.2% | 66 | 137 | 203 | 32.5% | 67.5% | -2.3 |
| Subtotal D | 93 | 178 | 271 | 34.3% | 65.7% | 87 | 185 | 272 | 32.0% | 68.0% | -2.3 |
| P5 | 382 | 429 | 811 | 47.1% | 52.9% | 378 | 421 | 799 | 47.3% | 52.7% | 0.2 |
| P4 | 470 | 563 | 1033 | 45.5% | 54.5% | 475 | 575 | 1050 | 45.2% | 54.8% | -0.3 |
| P3 | 315 | 242 | 557 | 56.6% | 43.4% | 321 | 251 | 572 | 56.1% | 43.9% | -0.5 |
| P2 | 73 | 54 | 127 | 57.5% | 42.5% | 79 | 53 | 132 | 59.8% | 40.2% | 2.3 |
| P1 | 6 | 2 | 8 | 75.0% | 25.0% | 8 | 1 | 9 | 88.9% | 11.1% | 13.9 |
| Subtotal P | 1246 | 1290 | 2536 | 49.1% | 50.9% | 1261 | 1301 | 2562 | 49.2% | 50.8% | 0.1 |
| Total | 1348 | 1477 | 2825 | 47.7% | 52.3% | 1356 | 1495 | 2851 | 47.6% | 52.4% | -0.1 |

| Gender Parity Policy targets by grade | | | | Difference % female actual vs target as of 31 July 2024 |
|--|-------|-------|-------|---|
| 2024 | 2025 | 2026 | 2027 | |
| | | | | |
| 50.0% | 50.0% | 50.0% | 50.0% | -50.0 |
| 47.7% | 50.0% | 50.0% | 50.0% | 9.4 |
| | | | | |
| 41.9% | 44.9% | 47.9% | 50.0% | -11.5 |
| 41.6% | 44.6% | 47.6% | 50.0% | -9.1 |
| | | | | |
| 49.0% | 50.0% | 50.0% | 50.0% | -1.7 |
| 48.0% | 49.5% | 50.0% | 50.0% | -2.8 |
| | | | | |

Figure 3a. Percentage of women in the professional and higher categories holding long-term appointments, split by major office

| Major office | As at July 2017 | As at Dec 2017 | As at July 2018 | As at Dec 2018 | As at July 2019 | As at Dec 2019 | As at July 2020 | As at Dec 2020 | As at July 2021 | As at Dec 2021 | As at July 2022 | As at Dec 2022 | As at July 2023 | As at Dec 2023 | As at July 2024 | Changes between July 2017 and July 2024 |
|-----------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|--|
| Africa | 29.9% | 30.7% | 31.9% | 31.8% | 32.7% | 33.1% | 31.6% | 31.8% | 32.7% | 33.8% | 33.7% | 34.6% | 35.0% | 36.7% | 36.1% | Increase of 6.2 percentage points |
| South-East Asia | 33.6% | 34.3% | 33.8% | 34.4% | 34.6% | 36.3% | 36.7% | 36.8% | 38.5% | 38.1% | 37.4% | 36.3% | 38.6% | 39.9% | 39.1% | Increase of 5.5 percentage points |
| Europe | 53.1% | 51.8% | 50.4% | 52.1% | 53.4% | 52.7% | 53.8% | 53.1% | 52.2% | 51.6% | 51.8% | 51.2% | 51.2% | 50.2% | 50.9% | Decrease of 2.2 percentage points |
| Eastern Mediterranean | 30.6% | 31.2% | 32.2% | 33.7% | 33.9% | 34.6% | 32.2% | 32.6% | 33.2% | 35.6% | 37.2% | 37.1% | 37.7% | 37.5% | 37.1% | Increase of 6.5 percentage points |
| Western Pacific | 45.3% | 44.9% | 45.6% | 47.7% | 49.7% | 50.0% | 53.2% | 54.1% | 56.2% | 56.6% | 58.1% | 58.9% | 60.7% | 59.5% | 59.1% | Increase of 13.8 percentage points |
| Headquarters | 49.4% | 50.9% | 51.1% | 51.6% | 50.9% | 51.3% | 52.4% | 52.0% | 52.3% | 52.6% | 52.5% | 52.1% | 52.4% | 52.7% | 52.5% | Increase of 3.1 percentage points |
| Total | 43.7% | 44.4% | 44.7% | 45.4% | 45.6% | 45.8% | 46.2% | 45.9% | 46.4% | 46.8% | 47.0% | 46.8% | 47.4% | 47.7% | 47.6% | Increase of 3.9 percentage points |

Figure 3b. Percentage of women at the P4 grade and above (long-term appointments), split by major office

| Major office | As at July 2017 | As at Dec 2017 | As at July 2018 | As at Dec 2018 | As at July 2019 | As at Dec 2019 | As at July 2020 | As at Dec 2020 | As at July 2021 | As at Dec 2021 | As at July 2022 | As at Dec 2022 | As at July 2023 | As at Dec 2023 | As at July 2024 | Changes between July 2017 and July 2024 |
|-----------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|--|
| Africa | 28.8% | 29.5% | 29.9% | 29.7% | 30.8% | 30.7% | 28.9% | 28.2% | 28.7% | 29.0% | 29.1% | 29.4% | 29.9% | 30.9% | 30.5% | Increase of 1.7 percentage points |
| South-East Asia | 34.4% | 35.7% | 35.0% | 35.5% | 35.3% | 36.5% | 37.5% | 37.4% | 38.9% | 37.7% | 38.3% | 37.0% | 38.5% | 39.4% | 37.0% | Increase of 2.6 percentage points |
| Europe | 51.4% | 50.3% | 50.3% | 51.9% | 51.5% | 50.6% | 51.7% | 50.8% | 48.9% | 48.4% | 48.7% | 47.6% | 48.2% | 46.5% | 47.9% | Decrease of 3.5 percentage points |
| Eastern Mediterranean | 29.9% | 30.1% | 31.1% | 31.7% | 32.6% | 33.1% | 30.8% | 31.7% | 31.6% | 34.3% | 36.7% | 36.5% | 35.7% | 35.8% | 34.0% | Increase of 4.1 percentage points |
| Western Pacific | 39.9% | 39.4% | 41.3% | 42.3% | 44.9% | 45.1% | 49.6% | 50.0% | 53.7% | 55.4% | 54.3% | 55.4% | 55.8% | 55.2% | 55.1% | Increase of 15.2 percentage points |
| Headquarters | 46.3% | 47.9% | 48.4% | 49.4% | 48.9% | 49.1% | 50.1% | 49.7% | 49.7% | 50.1% | 50.1% | 49.6% | 49.9% | 50.2% | 50.0% | Increase of 3.7 percentage points |
| Total | 41.1% | 41.9% | 42.5% | 43.4% | 43.5% | 43.5% | 43.8% | 43.5% | 43.7% | 44.2% | 44.5% | 44.1% | 44.5% | 44.7% | 44.3% | Increase of 3.2 percentage points |

Figure 3c. Percentage of women as heads of country offices, split by major office

| Major office | As at July 2017 | As at Dec 2017 | As at July 2018 | As at Dec 2018 | As at July 2019 | As at Dec 2019 | As at July 2020 | As at Dec 2020 | As at July 2021 | As at Dec 2021 | As at July 2022 | As at Dec 2022 | As at July 2023 | As at Dec 2023 | As at July 2024 | Changes between July 2017 and July 2024 |
|-----------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|--|
| Africa | 26.1% | 23.9% | 23.4% | 28.9% | 34.8% | 31.9% | 31.9% | 29.8% | 29.8% | 27.7% | 21.3% | 21.3% | 25.5% | 25.5% | 25.5% | Decrease of 0.6 percentage points |
| South-East Asia | 18.2% | 9.1% | 9.1% | 9.1% | 9.1% | 9.1% | 9.1% | 16.7% | 18.2% | 18.2% | 18.2% | 18.2% | 18.2% | 27.3% | 27.3% | Increase of 9.1 percentage points |
| Europe | 63.3% | 58.6% | 55.2% | 60.0% | 58.1% | 54.8% | 58.1% | 58.1% | 53.3% | 50.0% | 50.0% | 50.0% | 53.3% | 53.3% | 40.6% | Decrease of 22.7 percentage points |
| Eastern Mediterranean | 27.8% | 31.6% | 36.8% | 36.8% | 36.8% | 36.8% | 35.0% | 35.0% | 42.9% | 47.6% | 42.9% | 42.9% | 36.4% | 27.3% | 31.8% | Increase of 4 percentage points |
| Western Pacific | 26.7% | 33.3% | 33.3% | 26.7% | 40.0% | 40.0% | 40.0% | 35.7% | 46.7% | 50.0% | 60.0% | 60.0% | 53.3% | 46.7% | 46.7% | Increase of 20 percentage points |
| Total | 35.0% | 33.3% | 33.1% | 35.8% | 39.3% | 37.4% | 37.9% | 37.1% | 38.7% | 38.2% | 36.3% | 36.3% | 36.8% | 35.2% | 33.1% | Decrease of 1.9 percentage points |

Figure 3d. Percentage of women at the D1 and D2 grades (long-term appointments), split by major office

| Major office | As at July 2017 | As at Dec 2017 | As at July 2018 | As at Dec 2018 | As at July 2019 | As at Dec 2019 | As at July 2020 | As at Dec 2020 | As at July 2021 | As at Dec 2021 | As at July 2022 | As at Dec 2022 | As at July 2023 | As at Dec 2023 | As at July 2024 | Changes between July 2017 and July 2024 |
|-----------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|--|
| Africa | 31.6% | 31.6% | 25.0% | 25.0% | 27.3% | 25.0% | 23.1% | 23.1% | 30.0% | 29.0% | 23.3% | 20.0% | 13.8% | 15.4% | 17.2% | Decrease of 14.4 percentage points |
| South-East Asia | 14.3% | 12.5% | 11.1% | 7.1% | 7.7% | 6.7% | 7.7% | 7.1% | 13.3% | 14.3% | 14.3% | 17.6% | 13.3% | 18.8% | 20.0% | Increase of 5.7 percentage points |
| Europe | 50.0% | 45.5% | 64.3% | 60.0% | 60.0% | 56.3% | 66.7% | 58.8% | 50.0% | 44.4% | 41.2% | 38.9% | 38.1% | 40.0% | 40.0% | Decrease of 10 percentage points |
| Eastern Mediterranean | 25.0% | 23.1% | 26.3% | 32.0% | 32.0% | 30.8% | 25.8% | 25.8% | 34.4% | 37.5% | 41.2% | 40.6% | 39.4% | 35.5% | 30.0% | Increase of 5 percentage points |
| Western Pacific | 44.4% | 36.4% | 46.7% | 35.7% | 43.8% | 41.2% | 41.2% | 38.9% | 42.9% | 42.9% | 43.8% | 43.8% | 43.8% | 37.5% | 41.2% | Decrease of 3.2 percentage points |
| Headquarters | 26.6% | 31.3% | 35.4% | 37.3% | 38.1% | 40.6% | 45.6% | 42.3% | 38.7% | 41.3% | 41.7% | 40.5% | 41.0% | 40.5% | 36.4% | Increase of 9.8 percentage points |
| Total | 29.8% | 31.0% | 34.9% | 34.0% | 35.7% | 35.2% | 37.1% | 35.0% | 35.9% | 37.0% | 36.6% | 35.3% | 34.4% | 34.0% | 31.9% | Increase of 2.1 percentage points |

Figure 6. Comparison of numbers of senior management staff between July 2017 and July 2024, by major office

| Major office | P6/D1 | | | D2 | | | Ungraded | | | Total | | |
|-----------------------|-----------|-----------|--------------|-----------|-----------|--------------|-----------|-----------|--------------|-----------|-----------|--------------|
| | July 2017 | July 2024 | 2024 vs 2017 | July 2017 | July 2024 | 2024 vs 2017 | July 2017 | July 2024 | 2024 vs 2017 | July 2017 | July 2024 | 2024 vs 2017 |
| Africa | 41 | 34 | -17% | 1 | 8 | 700% | 1 | 1 | 0% | 43 | 43 | 0% |
| South-East Asia | 23 | 16 | -30% | 2 | 3 | 50% | 1 | 1 | 0% | 26 | 20 | -23% |
| Europe | 25 | 31 | 24% | 1 | 3 | 200% | 1 | 1 | 0% | 27 | 35 | 30% |
| Eastern Mediterranean | 28 | 27 | -4% | 4 | 12 | 200% | 1 | 1 | 0% | 33 | 40 | 21% |
| Western Pacific | 16 | 19 | 19% | 2 | 3 | 50% | 1 | 1 | 0% | 19 | 23 | 21% |
| Headquarters | 86 | 82 | -5% | 29 | 46 | 59% | 12 | 12 | 0% | 127 | 140 | 10% |
| Total | 219 | 209 | -5% | 39 | 75 | 92% | 17 | 17 | 0% | 275 | 301 | 9% |

TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION
DATA AS OF 31-JUL-2024

| Major Office | Unrepresented countries | Underrepresented countries | Overrepresented countries |
|------------------------------|--|--|---|
| Africa | Equatorial Guinea | | Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Malawi Mali Nigeria Rwanda Senegal South Africa Uganda United Republic of Tanzania Zimbabwe |
| The Americas | Antigua and Barbuda Bahamas Barbados Belize Cuba Ecuador El Salvador Grenada Jamaica Panama Paraguay Puerto Rico* Saint Kitts and Nevis Saint Vincent and the Grenadines Suriname | Brazil Dominican Republic Mexico Peru United States of America | Canada |
| South-East Asia | | | Bangladesh India Nepal Sri Lanka |
| Europe | Andorra Cyprus Faroe Islands* Iceland Monaco Montenegro San Marino | Austria Czechia Israel Lithuania Luxembourg Poland | Belgium Denmark France Ireland Italy Netherlands Republic of Moldova Spain Switzerland United Kingdom of Great Britain and Northern Ireland |
| Eastern Mediterranean | Kuwait Libya Oman Qatar United Arab Emirates | Saudi Arabia | Egypt Iran (Islamic Republic of) Jordan Lebanon Pakistan Sudan |
| Western Pacific | Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue Palau Papua New Guinea Samoa Solomon Islands Tokelau* Tuvalu Vanuatu | China Japan Republic of Korea Singapore | Australia Malaysia Mongolia Philippines |

*Associate Member

Figure 4. Distribution of WHO Member States as of 31 July 2024, as per Geographical Representation

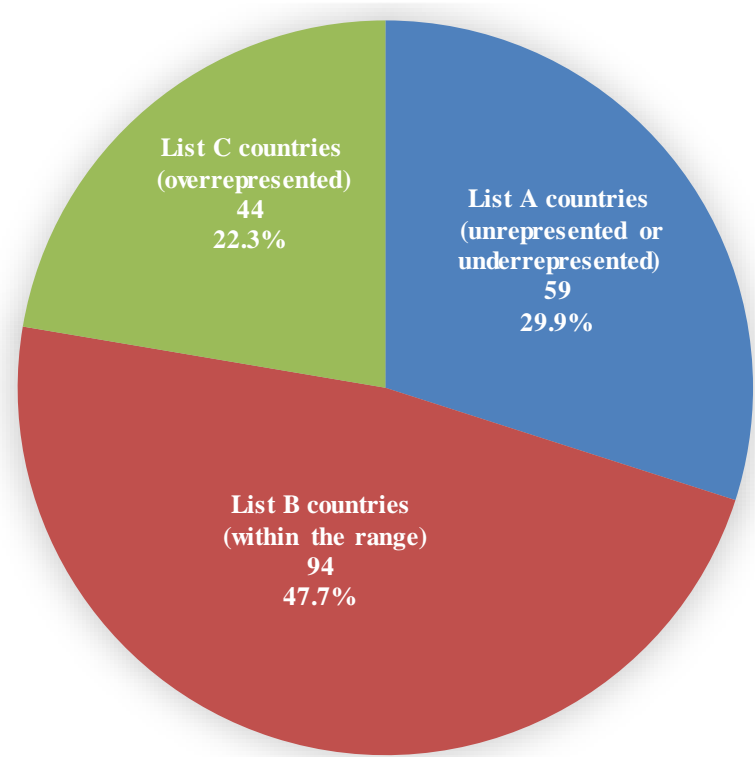


Figure 5. Geographical representation – Trends over time from July 2017 to July 2024

| Indicator | As at July 2017 | As at Dec 2017 | As at July 2018 | As at Dec 2018 | As at July 2019 | As at Dec 2019 | As at July 2020 | As at Dec 2020 | As at July 2021 | As at Dec 2021 | As at July 2022 | As at Dec 2022 | As at July 2023 | As at Dec 2023 | As at July 2024 | Changes between July 2017 and July 2024 |
|---|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|--|
| Percentage of Member States either unrepresented or underrepresented | 32.1% | 32.1% | 31.6% | 32.1% | 31.6% | 31.6% | 30.6% | 30.1% | 29.6% | 29.9% | 28.9% | 28.4% | 30.5% | 29.9% | 29.9% | Decrease of 2.2 percentage points |
| Percentage of staff in the professional and higher categories (including staff on temporary contracts) from low- and middle- | 49.7% | 49.7% | 50.4% | 50.1% | 50.4% | 51.3% | 51.4% | 51.8% | 51.4% | 51.4% | 51.5% | 52.4% | 52.9% | 53.7% | 53.1% | Increase of 3.4 percentage points |
| Percentage of staff in the professional and higher categories holding long-term appointments from low- and middle-income | 47.7% | 47.8% | 48.9% | 49.1% | 49.1% | 50.0% | 51.2% | 51.7% | 51.8% | 52.4% | 52.7% | 53.1% | 53.1% | 53.5% | 52.4% | Increase of 4.7 percentage points |
| Organization-wide, percentage of staff members at the D1 and D2 levels from low- and middle-income countries | 35.5% | 37.3% | 37.0% | 39.6% | 41.6% | 42.6% | 43.5% | 45.2% | 46.7% | 47.3% | 47.0% | 47.6% | 48.4% | 49.5% | 48.9% | Increase of 13.4 percentage points |
| Headquarters, percentage of staff members at the D1 and D2 levels from low- and middle-income countries | 15.6% | 17.2% | 20.0% | 23.9% | 23.8% | 25.0% | 29.4% | 32.4% | 29.3% | 29.3% | 29.2% | 28.4% | 32.1% | 34.2% | 29.9% | Increase of 14.3 percentage points |

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

DATA AS OF 31-JUL-2024

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 | 2-12 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 4 | 9 |
| Angola | 1-11 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Benin | 1-11 | 0 | 0 | 1 | 1 | 0 | 5 | 1 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 12 | 14 |
| Botswana | 1-11 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 1 | 3 |
| Burkina Faso | 1-11 | 0 | 0 | 3 | 0 | 1 | 3 | 3 | 7 | 1 | 4 | 0 | 3 | 0 | 1 | 0 | 0 | 8 | 18 | 26 |
| Burundi | 1-11 | 0 | 0 | 1 | 0 | 3 | 0 | 2 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 3 | 12 |
| Cabo Verde | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Cameroon | 1-11 | 0 | 0 | 2 | 2 | 1 | 4 | 1 | 13 | 1 | 4 | 2 | 1 | 0 | 0 | 0 | 0 | 7 | 24 | 31 |
| Central African Republic | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Chad | 1-11 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 5 | 6 |
| Comoros | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Congo | 1-11 | 0 | 0 | 3 | 5 | 2 | 9 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 16 | 21 |
| Côte d'Ivoire | 1-11 | 0 | 0 | 0 | 1 | 0 | 2 | 3 | 9 | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 4 | 15 | 19 |
| Democratic Republic of the Congo | 1-11 | 0 | 0 | 1 | 1 | 1 | 5 | 2 | 18 | 0 | 6 | 0 | 2 | 0 | 1 | 0 | 0 | 4 | 33 | 37 |
| Equatorial Guinea | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eritrea | 1-11 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 6 |
| Eswatini | 1-11 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Ethiopia | 1-11 | 0 | 0 | 1 | 0 | 2 | 3 | 5 | 18 | 1 | 6 | 0 | 3 | 0 | 0 | 0 | 1 | 9 | 31 | 40 |
| Gabon | 1-11 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 |
| Gambia | 1-11 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 4 | 7 |
| Ghana | 1-11 | 0 | 0 | 1 | 1 | 2 | 1 | 6 | 6 | 1 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 12 | 12 | 24 |
| Guinea | 1-11 | 0 | 0 | 0 | 1 | 3 | 2 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 8 | 11 |
| Guinea-Bissau | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Kenya | 1-11 | 0 | 0 | 2 | 0 | 9 | 3 | 5 | 15 | 7 | 6 | 1 | 3 | 0 | 0 | 0 | 0 | 24 | 27 | 51 |
| Lesotho | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Liberia | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Madagascar | 1-11 | 0 | 0 | 1 | 1 | 1 | 0 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 2 | 8 |
| Malawi | 1-11 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 4 | 1 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 10 | 12 |
| Mali | 1-11 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 7 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 11 | 13 |
| Mauritania | 1-11 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 4 | 5 |
| Mauritius | 1-11 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 |
| Mozambique | 1-11 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 6 |
| Namibia | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Niger | 1-11 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 8 | 10 |
| Nigeria | 3-13 | 0 | 0 | 3 | 2 | 3 | 7 | 1 | 17 | 5 | 8 | 0 | 3 | 0 | 0 | 0 | 1 | 12 | 38 | 50 |
| Rwanda | 1-11 | 0 | 0 | 0 | 0 | 3 | 4 | 4 | 8 | 0 | 3 | 0 | 3 | 0 | 1 | 0 | 0 | 7 | 19 | 26 |
| Sao Tome and Principe | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Senegal | 1-11 | 0 | 0 | 0 | 0 | 2 | 0 | 5 | 3 | 2 | 4 | 1 | 1 | 0 | 1 | 0 | 0 | 10 | 9 | 19 |
| Seychelles | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Sierra Leone | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 5 |
| South Africa | 4-14 | 1 | 0 | 0 | 0 | 4 | 0 | 2 | 2 | 5 | 2 | 1 | 2 | 1 | 0 | 0 | 0 | 14 | 6 | 20 |
| South Sudan | 1-11 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Togo | 1-11 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 8 |
| Uganda | 1-11 | 0 | 0 | 2 | 2 | 1 | 4 | 7 | 19 | 5 | 10 | 1 | 2 | 0 | 1 | 0 | 0 | 16 | 38 | 54 |
| United Republic of Tanzania | 1-11 | 0 | 0 | 0 | 1 | 2 | 0 | 2 | 3 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 6 | 12 |
| Zambia | 1-11 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 2 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 6 | 4 | 10 |
| Zimbabwe | 1-11 | 0 | 0 | 3 | 2 | 2 | 10 | 9 | 7 | 0 | 6 | 0 | 1 | 0 | 0 | 0 | 0 | 14 | 26 | 40 |
| Total - African Region | | 1 | 0 | 28 | 23 | 51 | 74 | 79 | 197 | 43 | 88 | 8 | 33 | 3 | 8 | 1 | 2 | 214 | 425 | 639 |

^aCounted 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, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2024
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 | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Argentina | 9-20 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 3 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 6 | 4 | 10 |
| Bahamas | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Barbados | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Belize | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Bolivia (Plurinational State of) | 1-11 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Brazil | 25-35 | 0 | 0 | 1 | 0 | 4 | 3 | 4 | 4 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 9 | 22 |
| Canada | 31-43 | 0 | 0 | 3 | 0 | 8 | 6 | 18 | 13 | 12 | 13 | 1 | 6 | 1 | 0 | 0 | 1 | 43 | 39 | 82 |
| Chile | 6-16 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 2 | 6 |
| Colombia | 4-14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 |
| Costa Rica | 2-12 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Cuba | 2-12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dominica | 1-11 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Dominican Republic | 2-12 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Ecuador | 2-12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| El Salvador | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grenada | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Guatemala | 1-12 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Guyana | 1-11 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Haiti | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Honduras | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Jamaica | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mexico | 15-26 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 7 |
| Nicaragua | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Panama | 2-12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Paraguay | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Peru | 3-13 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Puerto Rico* | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Saint Kitts and Nevis | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Saint Lucia | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 |
| Saint Vincent and the Grenadines | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suriname | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Trinidad and Tobago | 1-12 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 4 | 5 |
| United States of America | 225-305 | 0 | 0 | 2 | 0 | 26 | 10 | 38 | 26 | 43 | 32 | 3 | 6 | 5 | 5 | 1 | 0 | 118 | 79 | 197 |
| Uruguay | 2-12 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 2 |
| Venezuela (Bolivarian Republic of) | 3-13 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 5 |
| Total - Region of the Americas | | 0 | 0 | 6 | 2 | 47 | 24 | 71 | 51 | 69 | 52 | 4 | 13 | 8 | 6 | 1 | 2 | 206 | 150 | 356 |

^aCounted 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, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2024
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 | 1-11 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 8 | 1 | 2 | 1 | 3 | 0 | 0 | 1 | 0 | 3 | 14 | 17 |
| Bhutan | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 8 |
| Democratic People’s Republic of Korea | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 |
| India | 13-23 | 0 | 0 | 2 | 3 | 16 | 20 | 15 | 42 | 15 | 28 | 3 | 11 | 0 | 0 | 1 | 0 | 52 | 104 | 156 |
| Indonesia | 7-18 | 0 | 0 | 0 | 0 | 3 | 1 | 2 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 4 | 10 |
| Maldives | 1-11 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 3 |
| Myanmar | 1-11 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 |
| Nepal | 1-11 | 0 | 0 | 0 | 0 | 1 | 3 | 3 | 5 | 4 | 7 | 0 | 3 | 0 | 0 | 0 | 0 | 8 | 18 | 26 |
| Sri Lanka | 1-12 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 2 | 7 | 5 | 1 | 2 | 0 | 1 | 0 | 0 | 10 | 12 | 22 |
| Thailand | 5-15 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 5 | 1 | 6 |
| Timor-Leste | 1-11 | 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 | 3 | 3 | 23 | 28 | 24 | 63 | 35 | 48 | 6 | 21 | 0 | 2 | 2 | 0 | 93 | 165 | 258 |

^aCounted 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,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2024

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 | 1-11 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 | |
| Andorra | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Armenia | 1-11 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 8 | |
| Austria | 9-19 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 | |
| Azerbaijan | 1-11 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 | 1 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 6 | 9 | |
| Belarus | 1-12 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 5 | |
| Belgium | 11-21 | 0 | 0 | 1 | 0 | 3 | 3 | 2 | 7 | 8 | 7 | 2 | 4 | 1 | 2 | 0 | 1 | 17 | 24 | 41 | |
| Bosnia and Herzegovina | 1-11 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 6 | |
| Bulgaria | 1-12 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 | |
| Croatia | 2-12 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 2 | 6 | |
| Cyprus | 1-12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Czechia | 5-15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | |
| Denmark | 7-18 | 0 | 0 | 1 | 1 | 4 | 2 | 4 | 5 | 5 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 14 | 10 | 24 | |
| Estonia | 1-12 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 1 | 5 | |
| Faroe Islands* | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Finland | 6-16 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 2 | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 9 | 3 | 12 | |
| France | 48-66 | 0 | 0 | 1 | 3 | 20 | 13 | 28 | 22 | 13 | 16 | 1 | 8 | 2 | 0 | 0 | 1 | 65 | 63 | 128 | |
| Georgia | 1-11 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 7 | |
| Germany | 66-90 | 0 | 0 | 2 | 0 | 9 | 1 | 17 | 15 | 15 | 13 | 1 | 7 | 0 | 1 | 1 | 0 | 45 | 37 | 82 | |
| Greece | 5-15 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 6 | 9 | |
| Hungary | 4-14 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 3 | 2 | 1 | 2 | 0 | 1 | 0 | 0 | 7 | 6 | 13 | |
| Iceland | 1-12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Ireland | 6-16 | 0 | 0 | 0 | 0 | 4 | 0 | 5 | 1 | 2 | 4 | 1 | 1 | 0 | 2 | 0 | 1 | 12 | 9 | 21 | |
| Israel | 7-18 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | 3 | |
| Italy | 37-51 | 0 | 0 | 0 | 0 | 5 | 8 | 12 | 11 | 15 | 14 | 3 | 4 | 0 | 2 | 0 | 0 | 35 | 39 | 74 | |
| Kazakhstan | 2-13 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 5 | |
| Kyrgyzstan | 1-11 | 0 | 0 | 0 | 0 | 2 | 2 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | 8 | |
| Latvia | 1-12 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 | |
| Lithuania | 2-12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | |
| Luxembourg | 2-12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | |
| Malta | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 3 | 4 | |
| Monaco | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Montenegro | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Netherlands | 17-27 | 0 | 0 | 1 | 0 | 2 | 1 | 3 | 5 | 10 | 6 | 2 | 0 | 0 | 2 | 0 | 0 | 18 | 14 | 32 | |
| North Macedonia | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 | |
| Norway | 9-19 | 0 | 0 | 1 | 0 | 0 | 1 | 3 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 6 | 3 | 9 | |
| Poland | 11-21 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 | |
| Portugal | 5-15 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 1 | 2 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 6 | 7 | 13 | |
| Republic of Moldova | 1-11 | 0 | 0 | 0 | 0 | 2 | 2 | 2 | 2 | 1 | 3 | 1 | 0 | 0 | 1 | 0 | 0 | 6 | 8 | 14 | |
| Romania | 5-15 | 0 | 0 | 2 | 0 | 2 | 1 | 2 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 7 | 4 | 11 | |
| Russian Federation | 23-33 | 0 | 0 | 4 | 0 | 5 | 3 | 3 | 7 | 0 | 2 | 1 | 1 | 2 | 0 | 0 | 0 | 15 | 13 | 28 | |
| San Marino | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Serbia | 1-12 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 3 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 7 | 3 | 10 | |
| Slovakia | 3-13 | 0 | 0 | 0 | 0 | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 | |
| Slovenia | 2-12 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | |
| Spain | 26-36 | 0 | 0 | 2 | 0 | 7 | 3 | 11 | 6 | 8 | 8 | 1 | 1 | 1 | 0 | 0 | 0 | 30 | 18 | 48 | |
| Sweden | 11-21 | 0 | 0 | 1 | 0 | 2 | 0 | 4 | 2 | 4 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 12 | 5 | 17 | |
| Switzerland | 14-24 | 0 | 0 | 1 | 0 | 7 | 5 | 10 | 6 | 3 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 21 | 14 | 35 | |
| Tajikistan | 1-11 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 | |
| Türkiye | 11-21 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 4 | 4 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 9 | 6 | 15 | |
| Turkmenistan | 1-12 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 2 | 5 | |
| Ukraine | 1-12 | 0 | 0 | 1 | 0 | 3 | 2 | 1 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 7 | 12 | |
| United Kingdom of Great Britain and Northern Ireland | 48-67 | 0 | 1 | 1 | 3 | 14 | 9 | 20 | 24 | 23 | 28 | 7 | 11 | 0 | 4 | 0 | 1 | 65 | 81 | 146 | |
| Uzbekistan | 1-11 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 | |
| Total - European Region | | 0 | 1 | 24 | 11 | 107 | 66 | 166 | 144 | 141 | 140 | 33 | 47 | 8 | 19 | 1 | 4 | 480 | 432 | 912 | |

^aCounted 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,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2024

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 | 1-11 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 3 | 5 | |
| Bahrain | 1-12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | |
| Djibouti | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | |
| Egypt | 2-13 | 0 | 0 | 1 | 3 | 14 | 10 | 4 | 11 | 6 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 25 | 31 | 56 | |
| Iran (Islamic Republic of) | 5-16 | 0 | 0 | 0 | 0 | 2 | 1 | 2 | 2 | 3 | 5 | 1 | 2 | 0 | 0 | 0 | 0 | 8 | 10 | 18 | |
| Iraq | 2-13 | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 2 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 5 | 5 | 10 | |
| Jordan | 1-11 | 0 | 0 | 0 | 1 | 3 | 2 | 0 | 3 | 2 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 6 | 10 | 16 | |
| Kuwait | 4-14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Lebanon | 1-12 | 0 | 0 | 1 | 0 | 1 | 1 | 3 | 1 | 2 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 9 | 6 | 15 | |
| Libya | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Morocco | 1-12 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 2 | 2 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 5 | 7 | 12 | |
| Oman | 2-12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Pakistan | 2-12 | 0 | 0 | 1 | 1 | 2 | 7 | 2 | 8 | 1 | 14 | 0 | 2 | 0 | 1 | 0 | 0 | 6 | 33 | 39 | |
| Qatar | 4-14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Saudi Arabia | 15-25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 3 | |
| Somalia | 1-11 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | |
| Sudan | 1-11 | 0 | 0 | 0 | 1 | 1 | 2 | 5 | 4 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 13 | 22 | |
| Syrian Arab Republic | 1-11 | 0 | 0 | 0 | 2 | 1 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 4 | 7 | |
| Tunisia | 1-11 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 2 | 7 | |
| United Arab Emirates | 8-19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Yemen | 1-11 | 0 | 0 | 1 | 0 | 0 | 1 | 3 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | 5 | 10 | |
| Total - Eastern Mediterranean Region | | 0 | 0 | 5 | 8 | 28 | 30 | 25 | 41 | 25 | 44 | 7 | 8 | 1 | 3 | 1 | 0 | 92 | 134 | 226 | |

^aCounted 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,^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2024
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 | 26-36 | 0 | 0 | 2 | 1 | 7 | 4 | 17 | 7 | 17 | 9 | 2 | 2 | 0 | 3 | 0 | 0 | 45 | 26 | 71 |
| Brunei Darussalam | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cambodia | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| China | 157-214 | 1 | 0 | 1 | 0 | 11 | 1 | 11 | 5 | 8 | 3 | 2 | 1 | 0 | 1 | 1 | 0 | 35 | 11 | 46 |
| Cook Islands | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fiji | 1-11 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 5 |
| Japan | 85-116 | 0 | 0 | 0 | 0 | 6 | 1 | 15 | 5 | 9 | 6 | 0 | 2 | 0 | 2 | 1 | 0 | 31 | 16 | 47 |
| Kiribati | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lao People's Democratic Republic | 1-11 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Malaysia | 5-15 | 0 | 0 | 2 | 0 | 4 | 5 | 6 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 8 | 21 |
| Marshall Islands | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Micronesia (Federated States of) | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mongolia | 1-11 | 0 | 0 | 0 | 0 | 3 | 0 | 4 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 3 | 12 |
| Nauru | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| New Zealand | 4-15 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 5 | 7 | 12 |
| Niue | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Palau | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Papua New Guinea | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Philippines | 3-14 | 0 | 0 | 1 | 2 | 17 | 6 | 9 | 7 | 6 | 6 | 2 | 2 | 0 | 3 | 0 | 0 | 35 | 26 | 61 |
| Republic of Korea | 30-42 | 0 | 0 | 1 | 0 | 3 | 1 | 1 | 2 | 5 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 10 | 6 | 16 |
| Samoa | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Singapore | 7-17 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Solomon Islands | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Tokelau* | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Tonga | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 1 | 2 |
| Tuvalu | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Vanuatu | 1-11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Viet Nam | 2-12 | 0 | 0 | 0 | 0 | 2 | 1 | 3 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 | 2 | 8 |
| Total - Western Pacific Region | | 1 | 0 | 7 | 3 | 54 | 21 | 69 | 37 | 53 | 30 | 7 | 10 | 1 | 9 | 2 | 1 | 194 | 111 | 305 |

^aCounted 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^a COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2024
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 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 1 | 4 |
| 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 |
| Cambodia | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Cameroon | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Canada | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| China | 0 | 0 | 1 | 0 | 1 | 0 | 3 | 1 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 4 | 10 |
| Colombia | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| France | 0 | 0 | 1 | 0 | 3 | 0 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 5 | 14 |
| Germany | 3 | 0 | 0 | 2 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 4 | 9 |
| Guinea-Bissau | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 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 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Japan | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 5 |
| Kenya | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| 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 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 |
| New Zealand | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Nigeria | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Others | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 5 | 6 |
| Republic of Korea | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 4 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 8 | 15 |
| Russian Federation | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Saudi Arabia | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 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 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 4 | 6 |
| Sweden | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Switzerland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Syrian Arab Republic | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 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 | 1 | 0 | 2 | 1 | 1 | 1 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 3 | 11 |
| United States of America | 1 | 0 | 0 | 0 | 1 | 1 | 13 | 7 | 4 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 19 | 14 | 33 |
| Total | 6 | 0 | 6 | 3 | 11 | 8 | 41 | 42 | 12 | 19 | 1 | 5 | 0 | 1 | 0 | 0 | 77 | 78 | 155 |

^aPositions **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-2024

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 |
| Headquarters and Global Shared Services | 0 | 0 | 0 | 83 | 38 | 121 | 254 | 193 | 447 | 280 | 286 | 566 | 88 | 119 | 207 | 0 | 1 | 1 | 705 | 637 | 1342 |
| <i>Special programmes and collaborative arrangements</i> | 0 | 0 | 0 | 4 | 1 | 5 | 8 | 4 | 12 | 3 | 5 | 8 | 2 | 1 | 3 | 0 | 0 | 0 | 17 | 11 | 28 |
| Africa | 0 | 0 | 0 | 25 | 23 | 48 | 61 | 97 | 158 | 71 | 149 | 220 | 35 | 73 | 108 | 2 | 1 | 3 | 194 | 343 | 537 |
| South-East Asia | 1 | 0 | 1 | 4 | 4 | 8 | 15 | 21 | 36 | 29 | 50 | 79 | 10 | 17 | 27 | 0 | 0 | 0 | 59 | 92 | 151 |
| Europe | 1 | 0 | 1 | 19 | 25 | 44 | 47 | 58 | 105 | 65 | 53 | 118 | 21 | 17 | 38 | 0 | 0 | 0 | 153 | 153 | 306 |
| Eastern Mediterranean | 0 | 0 | 0 | 14 | 18 | 32 | 37 | 46 | 83 | 39 | 75 | 114 | 11 | 32 | 43 | 0 | 0 | 0 | 101 | 171 | 272 |
| Western Pacific | 2 | 0 | 2 | 34 | 11 | 45 | 48 | 29 | 77 | 36 | 27 | 63 | 7 | 21 | 28 | 0 | 0 | 0 | 127 | 88 | 215 |
| Total | 4 | 0 | 4 | 183 | 120 | 303 | 470 | 448 | 918 | 523 | 645 | 1168 | 174 | 280 | 454 | 2 | 2 | 4 | 1356 | 1495 | 2851 |
| Percentage by bracket | 100.0% | 0.0% | 100.0% | 60.4% | 39.6% | 100.0% | 51.2% | 48.8% | 100.0% | 44.8% | 55.2% | 100.0% | 38.3% | 61.7% | 100.0% | 50.0% | 50.0% | 100.0% | 47.6% | 52.4% | 100.0% |
| Percentage of total | | | 0.1% | | | 10.6% | | | 32.2% | | | 41.0% | | | 15.9% | | | 0.1% | | | 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 |
| Headquarters and Global Shared Services | 0 | 0 | 0 | 9 | 3 | 12 | 39 | 16 | 55 | 12 | 3 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 60 | 22 | 82 |
| <i>Special programmes and collaborative arrangements</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Africa | 3 | 0 | 3 | 35 | 38 | 73 | 69 | 128 | 197 | 63 | 164 | 227 | 29 | 61 | 90 | 0 | 0 | 0 | 199 | 391 | 590 |
| South-East Asia | 0 | 0 | 0 | 22 | 12 | 34 | 31 | 29 | 60 | 23 | 29 | 52 | 3 | 8 | 11 | 0 | 0 | 0 | 79 | 78 | 157 |
| Europe | 4 | 0 | 4 | 12 | 6 | 18 | 26 | 13 | 39 | 18 | 14 | 32 | 5 | 2 | 7 | 0 | 0 | 0 | 65 | 35 | 100 |
| Eastern Mediterranean | 1 | 0 | 1 | 15 | 18 | 33 | 28 | 47 | 75 | 22 | 35 | 57 | 9 | 14 | 23 | 0 | 0 | 0 | 75 | 114 | 189 |
| Western Pacific | 2 | 0 | 2 | 11 | 9 | 20 | 16 | 9 | 25 | 12 | 10 | 22 | 7 | 8 | 15 | 0 | 0 | 0 | 48 | 36 | 84 |
| Total | 10 | 0 | 10 | 104 | 86 | 190 | 209 | 242 | 451 | 150 | 255 | 405 | 53 | 93 | 146 | 0 | 0 | 0 | 526 | 676 | 1202 |
| Percentage by bracket | 100.0% | 0.0% | 100.0% | 54.7% | 45.3% | 100.0% | 46.3% | 53.7% | 100.0% | 37.0% | 63.0% | 100.0% | 36.3% | 63.7% | 100.0% | 0.0% | 0.0% | 0.0% | 43.8% | 56.2% | 100.0% |
| Percentage of total | | | 0.8% | | | 15.8% | | | 37.5% | | | 33.7% | | | 12.1% | | | 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 |
| Headquarters and Global Shared Services | 9 | 1 | 10 | 122 | 31 | 153 | 227 | 34 | 261 | 206 | 64 | 270 | 59 | 15 | 74 | 0 | 0 | 0 | 623 | 145 | 768 |
| <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 |
| Africa | 3 | 1 | 4 | 52 | 111 | 163 | 130 | 214 | 344 | 130 | 251 | 381 | 42 | 105 | 147 | 0 | 0 | 0 | 357 | 682 | 1039 |
| South-East Asia | 5 | 4 | 9 | 34 | 19 | 53 | 93 | 70 | 163 | 37 | 75 | 112 | 4 | 32 | 36 | 0 | 0 | 0 | 173 | 200 | 373 |
| Europe | 2 | 0 | 2 | 40 | 17 | 57 | 53 | 27 | 80 | 48 | 26 | 74 | 13 | 4 | 17 | 0 | 0 | 0 | 156 | 74 | 230 |
| Eastern Mediterranean | 5 | 3 | 8 | 64 | 54 | 118 | 109 | 92 | 201 | 64 | 73 | 137 | 21 | 29 | 50 | 0 | 0 | 0 | 263 | 251 | 514 |
| Western Pacific | 2 | 2 | 4 | 67 | 11 | 78 | 84 | 30 | 114 | 69 | 29 | 98 | 17 | 11 | 28 | 0 | 0 | 0 | 239 | 83 | 322 |
| Total | 28 | 11 | 39 | 380 | 243 | 623 | 700 | 467 | 1167 | 555 | 519 | 1074 | 156 | 196 | 352 | 0 | 0 | 0 | 1819 | 1436 | 3255 |
| Percentage by bracket | 71.8% | 28.2% | 100.0% | 61.0% | 39.0% | 100.0% | 60.0% | 40.0% | 100.0% | 51.7% | 48.3% | 100.0% | 44.3% | 55.7% | 100.0% | 0.0% | 0.0% | 0.0% | 55.9% | 44.1% | 100.0% |
| Percentage of total | | | 1.2% | | | 19.1% | | | 35.9% | | | 33.0% | | | 10.8% | | | 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-2024

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 | 6 | 7 | 13 | 0 | 2 | 2 | 1 | 0 | 1 | 8 | 9 | 17 |
| D2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 | 9 | 23 | 32 | 9 | 22 | 31 | 1 | 1 | 2 | 21 | 48 | 69 |
| D1/P6 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 14 | 20 | 39 | 66 | 105 | 21 | 56 | 77 | 0 | 1 | 1 | 66 | 137 | 203 |
| P5 | 0 | 0 | 0 | 7 | 6 | 13 | 104 | 107 | 211 | 195 | 211 | 406 | 72 | 97 | 169 | 0 | 0 | 0 | 378 | 421 | 799 |
| P4 | 0 | 0 | 0 | 69 | 32 | 101 | 190 | 213 | 403 | 169 | 244 | 413 | 47 | 86 | 133 | 0 | 0 | 0 | 475 | 575 | 1050 |
| P3 | 0 | 0 | 0 | 78 | 61 | 139 | 139 | 90 | 229 | 85 | 84 | 169 | 19 | 16 | 35 | 0 | 0 | 0 | 321 | 251 | 572 |
| P2 | 4 | 0 | 4 | 24 | 21 | 45 | 26 | 21 | 47 | 19 | 10 | 29 | 6 | 1 | 7 | 0 | 0 | 0 | 79 | 53 | 132 |
| P1 | 0 | 0 | 0 | 5 | 0 | 5 | 2 | 1 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 1 | 9 |
| Total | 4 | 0 | 4 | 183 | 120 | 303 | 470 | 448 | 918 | 523 | 645 | 1168 | 174 | 280 | 454 | 2 | 2 | 4 | 1356 | 1495 | 2851 |
| Percentage by bracket | 100.0% | 0.0% | 100.0% | 60.4% | 39.6% | 100.0% | 51.2% | 48.8% | 100.0% | 44.8% | 55.2% | 100.0% | 38.3% | 61.7% | 100.0% | 50.0% | 50.0% | 100.0% | 47.6% | 52.4% | 100.0% |
| Percentage of total | | | 0.1% | | | 10.6% | | | 32.2% | | | 41.0% | | | 15.9% | | | 0.1% | | | 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 | 2 | 1 | 3 | 5 | 9 | 14 | 3 | 9 | 12 | 4 | 4 | 8 | 0 | 0 | 0 | 14 | 23 | 37 |
| C | 0 | 0 | 0 | 28 | 23 | 51 | 80 | 108 | 188 | 87 | 148 | 235 | 36 | 66 | 102 | 0 | 0 | 0 | 231 | 345 | 576 |
| B | 7 | 0 | 7 | 61 | 56 | 117 | 90 | 103 | 193 | 46 | 84 | 130 | 10 | 17 | 27 | 0 | 0 | 0 | 214 | 260 | 474 |
| A | 3 | 0 | 3 | 13 | 6 | 19 | 34 | 22 | 56 | 14 | 14 | 28 | 3 | 6 | 9 | 0 | 0 | 0 | 67 | 48 | 115 |
| Total | 10 | 0 | 10 | 104 | 86 | 190 | 209 | 242 | 451 | 150 | 255 | 405 | 53 | 93 | 146 | 0 | 0 | 0 | 526 | 676 | 1202 |
| Percentage by bracket | 100.0% | 0.0% | 100.0% | 54.7% | 45.3% | 100.0% | 46.3% | 53.7% | 100.0% | 37.0% | 63.0% | 100.0% | 36.3% | 63.7% | 100.0% | 0.0% | 0.0% | 0.0% | 43.8% | 56.2% | 100.0% |
| Percentage of total | | | 0.8% | | | 15.8% | | | 37.5% | | | 33.7% | | | 12.1% | | | 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 | 0 | 0 | 0 | 9 | 22 | 31 | 47 | 45 | 92 | 56 | 41 | 97 | 17 | 14 | 31 | 0 | 0 | 0 | 129 | 122 | 251 |
| G6 | 1 | 1 | 2 | 82 | 51 | 133 | 252 | 105 | 357 | 203 | 69 | 272 | 54 | 17 | 71 | 0 | 0 | 0 | 592 | 243 | 835 |
| G5 | 20 | 6 | 26 | 241 | 104 | 345 | 328 | 113 | 441 | 240 | 80 | 320 | 65 | 29 | 94 | 0 | 0 | 0 | 894 | 332 | 1226 |
| G4 | 7 | 2 | 9 | 43 | 17 | 60 | 69 | 35 | 104 | 47 | 41 | 88 | 16 | 10 | 26 | 0 | 0 | 0 | 182 | 105 | 287 |
| G3 | 0 | 0 | 0 | 5 | 16 | 21 | 2 | 43 | 45 | 5 | 99 | 104 | 2 | 42 | 44 | 0 | 0 | 0 | 14 | 200 | 214 |
| G2 | 0 | 2 | 2 | 0 | 29 | 29 | 1 | 121 | 122 | 1 | 185 | 186 | 1 | 81 | 82 | 0 | 0 | 0 | 3 | 418 | 421 |
| G1 | 0 | 0 | 0 | 0 | 4 | 4 | 1 | 5 | 6 | 3 | 4 | 7 | 1 | 3 | 4 | 0 | 0 | 0 | 5 | 16 | 21 |
| Total | 28 | 11 | 39 | 380 | 243 | 623 | 700 | 467 | 1167 | 555 | 519 | 1074 | 156 | 196 | 352 | 0 | 0 | 0 | 1819 | 1436 | 3255 |
| Percentage by bracket | 71.8% | 28.2% | 100.0% | 61.0% | 39.0% | 100.0% | 60.0% | 40.0% | 100.0% | 51.7% | 48.3% | 100.0% | 44.3% | 55.7% | 100.0% | 0.0% | 0.0% | 0.0% | 55.9% | 44.1% | 100.0% |
| Percentage of total | | | 1.2% | | | 19.1% | | | 35.9% | | | 33.0% | | | 10.8% | | | 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-2024**

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 2024 | Staff due to retire | | | | | | | | | | | | | | | |
|--|----------|---|---------------------|--------|-------|---------------------|---------------------|--------|-------|---------------------|---------------------|--------|-------|---------------------|---------------------|--------|-------|---------------------|
| | | | By 31 December 2024 | | | | By 31 December 2025 | | | | By 31 December 2026 | | | | By 31 December 2027 | | | |
| | | | 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 |
| Headquarters and Global Shared Services | P | 1342 | 0 | 18 | 18 | 1.3% | 0 | 33 | 33 | 2.5% | 0 | 47 | 47 | 3.5% | 0 | 32 | 32 | 2.4% |
| | NPO | 82 | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% |
| | GS | 768 | 0 | 4 | 4 | 0.5% | 0 | 9 | 9 | 1.2% | 0 | 21 | 21 | 2.7% | 0 | 16 | 16 | 2.1% |
| <i>Special programmes and collaborative arrangements</i> | P | 28 | 0 | 1 | 1 | 3.6% | 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 | 9 | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% |
| Africa | P | 537 | 0 | 5 | 5 | 0.9% | 1 | 17 | 18 | 3.4% | 0 | 18 | 18 | 3.4% | 0 | 22 | 22 | 4.1% |
| | NPO | 590 | 0 | 11 | 11 | 1.9% | 0 | 15 | 15 | 2.5% | 0 | 13 | 13 | 2.2% | 0 | 17 | 17 | 2.9% |
| | GS | 1039 | 0 | 11 | 11 | 1.1% | 0 | 28 | 28 | 2.7% | 0 | 12 | 12 | 1.2% | 0 | 30 | 30 | 2.9% |
| South-East Asia | P | 151 | 0 | 3 | 3 | 2.0% | 0 | 9 | 9 | 6.0% | 0 | 4 | 4 | 2.6% | 0 | 6 | 6 | 4.0% |
| | NPO | 157 | 0 | 1 | 1 | 0.6% | 0 | 1 | 1 | 0.6% | 0 | 0 | 0 | 0.0% | 0 | 2 | 2 | 1.3% |
| | GS | 373 | 0 | 3 | 3 | 0.8% | 0 | 5 | 5 | 1.3% | 0 | 6 | 6 | 1.6% | 0 | 9 | 9 | 2.4% |
| Europe | P | 306 | 0 | 0 | 0 | 0.0% | 0 | 6 | 6 | 2.0% | 0 | 7 | 7 | 2.3% | 0 | 9 | 9 | 2.9% |
| | NPO | 100 | 0 | 1 | 1 | 1.0% | 0 | 0 | 0 | 0.0% | 0 | 2 | 2 | 2.0% | 0 | 1 | 1 | 1.0% |
| | GS | 230 | 0 | 0 | 0 | 0.0% | 0 | 4 | 4 | 1.7% | 0 | 4 | 4 | 1.7% | 0 | 5 | 5 | 2.2% |
| Eastern Mediterranean | P | 272 | 0 | 4 | 4 | 1.5% | 0 | 6 | 6 | 2.2% | 0 | 9 | 9 | 3.3% | 0 | 11 | 11 | 4.0% |
| | NPO | 189 | 0 | 2 | 2 | 1.1% | 0 | 6 | 6 | 3.2% | 0 | 5 | 5 | 2.6% | 0 | 1 | 1 | 0.5% |
| | GS | 514 | 0 | 1 | 1 | 0.2% | 0 | 10 | 10 | 1.9% | 0 | 5 | 5 | 1.0% | 0 | 10 | 10 | 1.9% |
| Western Pacific | P | 215 | 0 | 2 | 2 | 0.9% | 0 | 3 | 3 | 1.4% | 0 | 2 | 2 | 0.9% | 0 | 7 | 7 | 3.3% |
| | NPO | 84 | 0 | 0 | 0 | 0.0% | 0 | 2 | 2 | 2.4% | 0 | 3 | 3 | 3.6% | 0 | 3 | 3 | 3.6% |
| | GS | 322 | 0 | 3 | 3 | 0.9% | 0 | 3 | 3 | 0.9% | 0 | 6 | 6 | 1.9% | 0 | 9 | 9 | 2.8% |
| Total | P | 2851 | 0 | 33 | 33 | 1.2% | 1 | 74 | 75 | 2.6% | 0 | 87 | 87 | 3.1% | 0 | 87 | 87 | 3.1% |
| | NPO | 1202 | 0 | 15 | 15 | 1.2% | 0 | 24 | 24 | 2.0% | 0 | 23 | 23 | 1.9% | 0 | 24 | 24 | 2.0% |
| | GS | 3255 | 0 | 22 | 22 | 0.7% | 0 | 59 | 59 | 1.8% | 0 | 54 | 54 | 1.7% | 0 | 79 | 79 | 2.4% |
| | ALL | 7308 | 0 | 70 | 70 | 1.0% | 1 | 157 | 158 | 2.2% | 0 | 164 | 164 | 2.2% | 0 | 190 | 190 | 2.6% |

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

TABLE 10. STAFF HOLDING LONG-TERM APPOINTMENTS BY LENGTH OF SERVICE
 DATA AS OF 31-JUL-2024

| 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 and Global Shared Services | 419 | 8 | 205 | 632 | 280 | 10 | 174 | 464 | 162 | 21 | 80 | 263 | 324 | 42 | 213 | 579 | 117 | 1 | 63 | 181 | 29 | 0 | 17 | 46 | 11 | 0 | 16 | 27 | 1342 | 82 | 768 | 2192 |
| Special programmes and collaborative arrangements | 8 | 0 | 4 | 12 | 5 | 0 | 1 | 6 | 3 | 0 | 1 | 4 | 10 | 0 | 3 | 13 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 28 | 0 | 9 | 37 |
| Africa | 193 | 246 | 334 | 773 | 123 | 101 | 153 | 377 | 50 | 81 | 78 | 209 | 122 | 139 | 405 | 666 | 37 | 18 | 32 | 87 | 6 | 4 | 16 | 26 | 6 | 1 | 21 | 28 | 537 | 590 | 1039 | 2166 |
| South-East Asia | 61 | 95 | 105 | 261 | 36 | 35 | 68 | 139 | 18 | 9 | 50 | 77 | 26 | 9 | 79 | 114 | 7 | 4 | 37 | 48 | 3 | 2 | 16 | 21 | 0 | 3 | 18 | 21 | 151 | 157 | 373 | 681 |
| Europe | 107 | 51 | 79 | 237 | 67 | 26 | 47 | 140 | 38 | 4 | 15 | 57 | 59 | 18 | 60 | 137 | 27 | 1 | 27 | 55 | 5 | 0 | 0 | 5 | 3 | 0 | 2 | 5 | 306 | 100 | 230 | 636 |
| Eastern Mediterranean | 112 | 82 | 105 | 299 | 70 | 49 | 140 | 259 | 25 | 28 | 74 | 127 | 51 | 17 | 124 | 192 | 9 | 11 | 50 | 70 | 3 | 0 | 8 | 11 | 2 | 2 | 13 | 17 | 272 | 189 | 514 | 975 |
| Western Pacific | 113 | 26 | 69 | 208 | 41 | 20 | 61 | 122 | 19 | 18 | 74 | 111 | 31 | 17 | 67 | 115 | 8 | 2 | 34 | 44 | 1 | 1 | 11 | 13 | 2 | 0 | 6 | 8 | 215 | 84 | 322 | 621 |
| Total | 1013 | 508 | 901 | 2422 | 622 | 241 | 644 | 1507 | 315 | 161 | 372 | 848 | 623 | 242 | 951 | 1816 | 206 | 37 | 243 | 486 | 48 | 7 | 68 | 123 | 24 | 6 | 76 | 106 | 2851 | 1202 | 3255 | 7308 |
| Percentage by bracket | 41.8% | 21.0% | 37.2% | 100.0% | 41.3% | 16.0% | 42.7% | 100.0% | 37.1% | 19.0% | 43.9% | 100.0% | 34.3% | 13.3% | 52.4% | 100.0% | 42.4% | 7.6% | 50.0% | 100.0% | 39.0% | 5.7% | 55.3% | 100.0% | 22.6% | 5.7% | 71.7% | 100.0% | 39.0% | 16.4% | 44.5% | 100.0% |
| Percentage of total | | | | 33.1% | | | | 20.6% | | | | 11.6% | | | | 24.8% | | | | 6.7% | | | | 1.7% | | | | 1.5% | | | | 100.0% |
| Percentage of total (Dec 2023) | | | | 33.2% | | | | 20.1% | | | | 11.9% | | | | 25.6% | | | | 6.0% | | | | 1.7% | | | | 1.5% | | | | 100.0% |
| Percentage of total (July 2023) | | | | 31.8% | | | | 19.9% | | | | 13.0% | | | | 26.1% | | | | 5.8% | | | | 1.7% | | | | 1.6% | | | | 100.0% |

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

TABLE 11a. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2024

| Major Office* | 2021 | | | | 2022 | | | | 2023 | | | | 2024 (up to 31 July) | | | |
|--|--------------|--------------|---------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|---------------|--------------|----------------------|---------------|---------------|--------------|
| | Female | Male | Total | % Female | Female | Male | Total | % Female | Female | Male | Total | % Female | Female | Male | Total | % Female |
| Headquarters and Global Shared Services | 18535 | 27039 | 45574 | 40.7% | 16606 | 26682 | 43288 | 38.4% | 12765 | 17871 | 30636 | 41.7% | 9848 | 16037 | 25885 | 38.0% |
| Africa | 4968 | 12795 | 17763 | 28.0% | 10155 | 33258 | 43413 | 23.4% | 7011 | 19777 | 26788 | 26.2% | 13622 | 33437 | 47059 | 28.9% |
| Eastern Mediterranean | 4020 | 11057 | 15077 | 26.7% | 6346 | 13674 | 20020 | 31.7% | 3931 | 8508 | 12439 | 31.6% | 7518 | 18062 | 25580 | 29.4% |
| Europe | 2513 | 3671 | 6184 | 40.6% | 2155 | 3901 | 6056 | 35.6% | 6533 | 9493 | 16026 | 40.8% | 8101 | 11348 | 19449 | 41.7% |
| South-East Asia | 3541 | 6432 | 9973 | 35.5% | 2575 | 4665 | 7240 | 35.6% | 3537 | 6100 | 9637 | 36.7% | 4085 | 8530 | 12615 | 32.4% |
| Western Pacific | 2654 | 6486 | 9140 | 29.0% | 2742 | 6369 | 9111 | 30.1% | 5248 | 10257 | 15505 | 33.8% | 5629 | 12685 | 18314 | 30.7% |
| Total | 36231 | 67480 | 103711 | 34.9% | 40579 | 88549 | 129128 | 31.4% | 39025 | 72006 | 111031 | 35.1% | 48803 | 100099 | 148902 | 32.8% |

* 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 2024

| Geographic Representation | 2021 | | 2022 | | 2023 | | 2024 (up to 31 July) | |
|-----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------------|---------------|
| | Total | % | Total | % | Total | % | Total | % |
| Unrepresented countries | 834 | 0.8% | 776 | 0.6% | 718 | 0.6% | 1327 | 0.9% |
| Underrepresented countries | 9072 | 8.7% | 3133 | 2.4% | 2215 | 2.0% | 8565 | 5.8% |
| Countries within the range | 14826 | 14.3% | 21625 | 16.7% | 20002 | 18.0% | 27781 | 18.7% |
| Overrepresented countries | 78979 | 76.2% | 103594 | 80.2% | 88096 | 79.3% | 111229 | 74.7% |
| Total | 103711 | 100.0% | 129128 | 100.0% | 111031 | 100.0% | 148902 | 100.0% |

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 JULY 2024

| 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 and Global Shared Services | P | 14 | 5 | 35.7% | 6 | 3 | 50.0% | 23 | 14 | 60.9% | 8 | 5 | 62.5% | 51 | 27 | 52.9% |
| | NPO | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 1 | 1 | 100.0% | 1 | 0 | 0.0% | 2 | 1 | 50.0% |
| | GS | 12 | 8 | 66.7% | 1 | 1 | 100.0% | 2 | 2 | 100.0% | 6 | 5 | 83.3% | 21 | 16 | 76.2% |
| <i>Special programmes and collaborative arrangements</i> | P | 0 | 0 | 0.0% | 1 | 0 | 0.0% | 1 | 0 | 0.0% | 1 | 1 | 100.0% | 3 | 1 | 33.3% |
| | 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 | 9 | 2 | 22.2% | 3 | 0 | 0.0% | 0 | 0 | 0.0% | 5 | 2 | 40.0% | 17 | 4 | 23.5% |
| | NPO | 21 | 8 | 38.1% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 1 | 1 | 100.0% | 22 | 9 | 40.9% |
| | GS | 33 | 16 | 48.5% | 1 | 0 | 0.0% | 2 | 2 | 100.0% | 7 | 1 | 14.3% | 43 | 19 | 44.2% |
| South-East Asia | P | 4 | 0 | 0.0% | 1 | 0 | 0.0% | 6 | 2 | 33.3% | 4 | 3 | 75.0% | 15 | 5 | 33.3% |
| | NPO | 6 | 4 | 66.7% | 1 | 1 | 100.0% | 1 | 0 | 0.0% | 2 | 1 | 50.0% | 10 | 6 | 60.0% |
| | GS | 6 | 3 | 50.0% | 1 | 1 | 100.0% | 9 | 7 | 77.8% | 4 | 2 | 50.0% | 20 | 13 | 65.0% |
| Europe | P | 14 | 8 | 57.1% | 1 | 0 | 0.0% | 8 | 3 | 37.5% | 11 | 7 | 63.6% | 34 | 18 | 52.9% |
| | NPO | 12 | 10 | 83.3% | 0 | 0 | 0.0% | 1 | 1 | 100.0% | 5 | 3 | 60.0% | 18 | 14 | 77.8% |
| | GS | 14 | 11 | 78.6% | 1 | 0 | 0.0% | 3 | 1 | 33.3% | 3 | 3 | 100.0% | 21 | 15 | 71.4% |
| Eastern Mediterranean | P | 4 | 1 | 25.0% | 2 | 0 | 0.0% | 5 | 3 | 60.0% | 7 | 1 | 14.3% | 18 | 5 | 27.8% |
| | NPO | 8 | 3 | 37.5% | 0 | 0 | 0.0% | 6 | 4 | 66.7% | 6 | 3 | 50.0% | 20 | 10 | 50.0% |
| | GS | 10 | 6 | 60.0% | 0 | 0 | 0.0% | 4 | 3 | 75.0% | 8 | 3 | 37.5% | 22 | 12 | 54.5% |
| Western Pacific | P | 11 | 6 | 54.5% | 0 | 0 | 0.0% | 9 | 4 | 44.4% | 3 | 1 | 33.3% | 23 | 11 | 47.8% |
| | NPO | 4 | 0 | 0.0% | 0 | 0 | 0.0% | 1 | 1 | 100.0% | 0 | 0 | 0.0% | 5 | 1 | 20.0% |
| | GS | 5 | 5 | 100.0% | 0 | 0 | 0.0% | 5 | 5 | 100.0% | 2 | 2 | 100.0% | 12 | 12 | 100.0% |
| Total | P | 56 | 22 | 39.3% | 14 | 3 | 21.4% | 52 | 26 | 50.0% | 39 | 20 | 51.3% | 161 | 71 | 44.1% |
| | NPO | 51 | 25 | 49.0% | 1 | 1 | 100.0% | 10 | 7 | 70.0% | 15 | 8 | 53.3% | 77 | 41 | 53.2% |
| | GS | 80 | 49 | 61.3% | 4 | 2 | 50.0% | 25 | 20 | 80.0% | 30 | 16 | 53.3% | 139 | 87 | 62.6% |
| | All | 187 | 96 | 51.3% | 19 | 6 | 31.6% | 87 | 53 | 60.9% | 84 | 44 | 52.4% | 377 | 199 | 52.8% |
| Percentage of total | | 49.6% | | | 5.0% | | | 23.1% | | | 22.3% | | | 100.0% | | |

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

**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-2024

By location of assignment

| Location of assignment | Region of nationality | | | | | | | | | | | | | |
|---|-----------------------|--------------|--------------|--------------|-----------------|-------------|------------|--------------|-----------------------|-------------|-----------------|--------------|-------------|---------------|
| | Africa | | The Americas | | South-East Asia | | Europe | | Eastern Mediterranean | | Western Pacific | | Total | |
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Headquarters and Global Shared Services | 139 | 10.1% | 261 | 19.1% | 113 | 8.2% | 607 | 44.3% | 67 | 4.9% | 183 | 13.4% | 1370 | 100.0% |
| Africa | 446 | 83.1% | 30 | 5.6% | 9 | 1.7% | 34 | 6.3% | 11 | 2.0% | 7 | 1.3% | 537 | 100.0% |
| South-East Asia | 7 | 4.6% | 14 | 9.3% | 93 | 61.6% | 15 | 9.9% | 5 | 3.3% | 17 | 11.3% | 151 | 100.0% |
| Europe | 12 | 3.9% | 35 | 11.4% | 6 | 2.0% | 219 | 71.6% | 15 | 4.9% | 19 | 6.2% | 306 | 100.0% |
| Eastern Mediterranean | 31 | 11.4% | 26 | 9.6% | 18 | 6.6% | 51 | 18.8% | 135 | 49.6% | 11 | 4.0% | 272 | 100.0% |
| Western Pacific | 13 | 6.0% | 27 | 12.6% | 23 | 10.7% | 41 | 19.1% | 6 | 2.8% | 105 | 48.8% | 215 | 100.0% |
| Total | 648 | 22.7% | 393 | 13.8% | 262 | 9.2% | 967 | 33.9% | 239 | 8.4% | 342 | 12.0% | 2851 | 100.0% |
| Percentage of total (Dec 2023) | | 22.9% | | 13.6% | | 8.9% | | 34.1% | | 8.5% | | 12.0% | | |
| Percentage of total (July 2023) | | 22.2% | | 13.7% | | 9.1% | | 34.4% | | 8.6% | | 12.1% | | |

TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 JULY 2024

| Major Office leaving | Major Office joining | | | | | | | | | | | | | | | | | | | |
|---|----------------------|----|----|-------|--------|----|----|-------|-----------------|----|----|-------|--------|----|----|-------|-----------------------|----|----|-------|
| | Headquarters | | | | Africa | | | | South-East Asia | | | | Europe | | | | Eastern Mediterranean | | | |
| | F | M | T | % | F | M | T | % | F | M | T | % | F | M | T | % | F | M | T | % |
| Headquarters and Global Shared Services | 0 | 2 | 2 | 16.7% | 0 | 1 | 1 | 8.3% | 2 | 0 | 2 | 16.7% | 1 | 2 | 3 | 25.0% | 2 | 0 | 2 | 16.7% |
| Africa | 2 | 0 | 2 | 3.4% | 16 | 31 | 47 | 79.7% | 0 | 3 | 3 | 5.1% | 1 | 0 | 1 | 1.7% | 1 | 1 | 2 | 3.4% |
| South-East Asia | 1 | 0 | 1 | 5.9% | 1 | 0 | 1 | 5.9% | 1 | 6 | 7 | 41.2% | 0 | 0 | 0 | 0.0% | 1 | 2 | 3 | 17.6% |
| Europe | 3 | 2 | 5 | 17.9% | 2 | 0 | 2 | 7.1% | 0 | 0 | 0 | 0.0% | 12 | 7 | 19 | 67.9% | 0 | 0 | 0 | 0.0% |
| Eastern Mediterranean | 2 | 1 | 3 | 10.3% | 0 | 1 | 1 | 3.4% | 1 | 2 | 3 | 10.3% | 1 | 4 | 5 | 17.2% | 4 | 12 | 16 | 55.2% |
| Western Pacific | 2 | 0 | 2 | 14.3% | 1 | 0 | 1 | 7.1% | 1 | 3 | 4 | 28.6% | 0 | 1 | 1 | 7.1% | 0 | 0 | 0 | 0.0% |
| Total | 10 | 5 | 15 | 9.4% | 20 | 33 | 53 | 33.3% | 5 | 14 | 19 | 11.9% | 15 | 14 | 29 | 18.2% | 8 | 15 | 23 | 14.5% |
| Totals from December 2023 | 19 | 16 | 35 | 16.2% | 39 | 50 | 89 | 41.2% | 7 | 6 | 13 | 6.0% | 11 | 20 | 31 | 14.4% | 4 | 16 | 20 | 9.3% |

This table excludes The Americas region (2 staff moved to PAHO: 1 from HQ and 1 from SEARO)

F - female, M - male, T - total

TABLE 15. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2024

| 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 and Global Shared Services | 1370 | 48.1% | 12 | 0.9% | 10 | 83.3% | 0.7% |
| Africa | 537 | 18.8% | 59 | 11.0% | 12 | 20.3% | 2.2% |
| South-East Asia | 151 | 5.3% | 17 | 11.3% | 10 | 58.8% | 6.6% |
| Europe | 306 | 10.7% | 28 | 9.2% | 9 | 32.1% | 2.9% |
| Eastern Mediterranean | 272 | 9.5% | 29 | 10.7% | 13 | 44.8% | 4.8% |
| Western Pacific | 215 | 7.5% | 14 | 6.5% | 8 | 57.1% | 3.7% |
| Total | 2851 | 100.0% | 159 | 5.6% | 62 | 39.0% | 2.2% |
| Totals from December 2023 | 2825 | 100.0% | 216 | 7.6% | 89 | 41.2% | 3.2% |

This table excludes The Americas region (2 staff moved to PAHO: 1 from HQ and 1 from SEARO)

TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, DIVERSITY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2024

| | | High Income countries | | | | Low Income countries and Middle Income countries | | | | Total | | | |
|---|-----------------|-----------------------|----------|-----------|---------------|---|----------|-----------|---------------|-----------|-----------|-----------|--------------|
| Major Office | Office Type | Female | Male | Total | % Female | Female | Male | Total | % Female | Female | Male | Total | % Female |
| Headquarters and Global Shared Services | | 10 | 2 | 12 | 83.3% | 27 | 4 | 31 | 87.1% | 37 | 6 | 43 | 86.0% |
| Africa | Country Office | 0 | 0 | 0 | 0.0% | 4 | 1 | 5 | 80.0% | 4 | 1 | 5 | 80.0% |
| | Regional Office | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% |
| | Total | 0 | 0 | 0 | 0.0% | 4 | 1 | 5 | 80.0% | 4 | 1 | 5 | 80.0% |
| Eastern Mediterranean | Country Office | 0 | 1 | 1 | 0.0% | 2 | 0 | 2 | 100.0% | 2 | 1 | 3 | 66.7% |
| | Regional Office | 0 | 1 | 1 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 1 | 1 | 0.0% |
| | Total | 0 | 2 | 2 | 0.0% | 2 | 0 | 2 | 100.0% | 2 | 2 | 4 | 50.0% |
| 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% | 1 | 1 | 2 | 50.0% | 1 | 1 | 2 | 50.0% |
| | Total | 0 | 0 | 0 | 0.0% | 1 | 1 | 2 | 50.0% | 1 | 1 | 2 | 50.0% |
| 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 | 3 | 0 | 3 | 100.0% | 1 | 1 | 2 | 50.0% | 4 | 1 | 5 | 80.0% |
| | Regional Office | 4 | 0 | 4 | 100.0% | 1 | 0 | 1 | 100.0% | 5 | 0 | 5 | 100.0% |
| | Total | 7 | 0 | 7 | 100.0% | 2 | 1 | 3 | 66.7% | 9 | 1 | 10 | 90.0% |
| Total | Country Office | 3 | 1 | 4 | 75.0% | 7 | 2 | 9 | 77.8% | 10 | 3 | 13 | 76.9% |
| | Regional Office | 4 | 1 | 5 | 80.0% | 2 | 1 | 3 | 66.7% | 6 | 2 | 8 | 75.0% |
| | Total | 17 | 4 | 21 | 81.0% | 36 | 7 | 43 | 83.7% | 53 | 11 | 64 | 82.8% |
| Totals from 2023 | | 7 | 5 | 12 | 58.3% | 16 | 6 | 22 | 72.7% | 23 | 11 | 34 | 67.6% |

Figure 7. Interns by major office and country classification, from 1 January to 31 July 2024

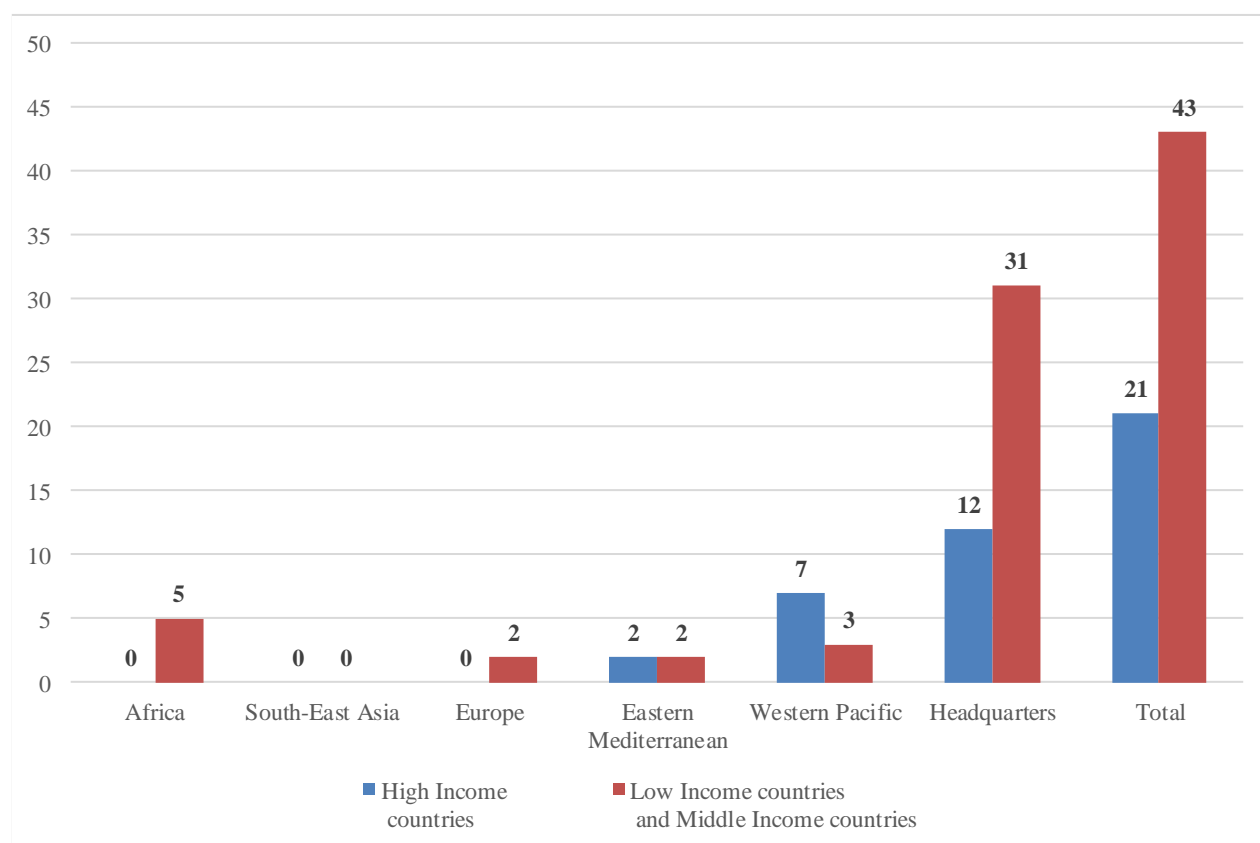


TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2024

| Nationality | Female | Male | Total | % of total |
|--|---------------|-------------|--------------|-------------------|
| India | 4 | 0 | 4 | 6.3% |
| Nigeria | 3 | 1 | 4 | 6.3% |
| Canada | 3 | 0 | 3 | 4.7% |
| Kazakhstan | 3 | 0 | 3 | 4.7% |
| Nepal | 1 | 2 | 3 | 4.7% |
| United States of America | 1 | 2 | 3 | 4.7% |
| Algeria | 2 | 0 | 2 | 3.1% |
| Australia | 2 | 0 | 2 | 3.1% |
| Egypt | 2 | 0 | 2 | 3.1% |
| Germany | 1 | 1 | 2 | 3.1% |
| Indonesia | 2 | 0 | 2 | 3.1% |
| Kenya | 2 | 0 | 2 | 3.1% |
| Pakistan | 2 | 0 | 2 | 3.1% |
| Republic of Korea | 2 | 0 | 2 | 3.1% |
| Sudan | 2 | 0 | 2 | 3.1% |
| United Kingdom of Great Britain and Northern Ireland | 2 | 0 | 2 | 3.1% |
| Bahrain | 0 | 1 | 1 | 1.6% |
| Brazil | 1 | 0 | 1 | 1.6% |
| Cameroon | 1 | 0 | 1 | 1.6% |
| China | 1 | 0 | 1 | 1.6% |
| Ethiopia | 1 | 0 | 1 | 1.6% |
| France | 1 | 0 | 1 | 1.6% |
| Gambia | 0 | 1 | 1 | 1.6% |
| Greece | 1 | 0 | 1 | 1.6% |
| Ireland | 1 | 0 | 1 | 1.6% |
| Italy | 1 | 0 | 1 | 1.6% |
| Lebanon | 1 | 0 | 1 | 1.6% |
| Malaysia | 1 | 0 | 1 | 1.6% |
| Mexico | 1 | 0 | 1 | 1.6% |
| Morocco | 1 | 0 | 1 | 1.6% |
| Mozambique | 1 | 0 | 1 | 1.6% |
| Peru | 1 | 0 | 1 | 1.6% |
| Poland | 1 | 0 | 1 | 1.6% |
| Portugal | 1 | 0 | 1 | 1.6% |
| Rwanda | 0 | 1 | 1 | 1.6% |
| Senegal | 0 | 1 | 1 | 1.6% |
| Syrian Arab Republic | 0 | 1 | 1 | 1.6% |
| Uganda | 1 | 0 | 1 | 1.6% |
| United Republic of Tanzania | 1 | 0 | 1 | 1.6% |
| Viet Nam | 1 | 0 | 1 | 1.6% |
| Total | 53 | 11 | 64 | 100.0% |

TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2024

| Nationality | Female | Male | Total | % of total |
|--|--------|------|-------|------------|
| India | 781 | 708 | 1489 | 14.0% |
| Nigeria | 578 | 712 | 1290 | 12.1% |
| Pakistan | 386 | 467 | 853 | 8.0% |
| United States of America | 469 | 112 | 581 | 5.5% |
| Kenya | 173 | 189 | 362 | 3.4% |
| China | 230 | 78 | 308 | 2.9% |
| Canada | 189 | 54 | 243 | 2.3% |
| Egypt | 109 | 131 | 240 | 2.3% |
| Ghana | 102 | 133 | 235 | 2.2% |
| Ethiopia | 87 | 147 | 234 | 2.2% |
| Italy | 153 | 72 | 225 | 2.1% |
| United Republic of Tanzania | 88 | 119 | 207 | 1.9% |
| United Kingdom of Great Britain and Northern Ireland | 134 | 59 | 193 | 1.8% |
| Cameroon | 83 | 86 | 169 | 1.6% |
| Uganda | 79 | 84 | 163 | 1.5% |
| Sudan | 74 | 80 | 154 | 1.4% |
| Jordan | 86 | 57 | 143 | 1.3% |
| Rwanda | 38 | 84 | 122 | 1.1% |
| Nepal | 57 | 64 | 121 | 1.1% |
| Indonesia | 81 | 28 | 109 | 1.0% |
| Germany | 76 | 28 | 104 | 1.0% |
| South Africa | 64 | 37 | 101 | 0.9% |
| Spain | 73 | 28 | 101 | 0.9% |
| Sri Lanka | 61 | 40 | 101 | 0.9% |
| Bangladesh | 36 | 62 | 98 | 0.9% |
| Zimbabwe | 57 | 35 | 92 | 0.9% |
| Australia | 68 | 16 | 84 | 0.8% |
| Iran (Islamic Republic of) | 44 | 34 | 78 | 0.7% |
| Philippines | 52 | 24 | 76 | 0.7% |
| Democratic Republic of the Congo | 14 | 61 | 75 | 0.7% |
| France | 56 | 14 | 70 | 0.7% |
| Malawi | 36 | 32 | 68 | 0.6% |
| Türkiye | 42 | 26 | 68 | 0.6% |
| Zambia | 31 | 35 | 66 | 0.6% |
| Algeria | 23 | 36 | 59 | 0.6% |
| Morocco | 30 | 29 | 59 | 0.6% |
| Republic of Korea | 48 | 8 | 56 | 0.5% |
| Somalia | 13 | 41 | 54 | 0.5% |
| Afghanistan | 15 | 36 | 51 | 0.5% |
| Syrian Arab Republic | 21 | 28 | 49 | 0.5% |
| Brazil | 34 | 14 | 48 | 0.5% |
| Yemen | 13 | 35 | 48 | 0.5% |
| Mexico | 31 | 15 | 46 | 0.4% |
| Tunisia | 28 | 18 | 46 | 0.4% |
| Portugal | 30 | 11 | 41 | 0.4% |
| Ireland | 35 | 3 | 38 | 0.4% |
| Lebanon | 25 | 11 | 36 | 0.3% |
| Kazakhstan | 29 | 6 | 35 | 0.3% |
| Burkina Faso | 11 | 23 | 34 | 0.3% |
| Senegal | 14 | 19 | 33 | 0.3% |
| Switzerland | 24 | 9 | 33 | 0.3% |
| Côte d'Ivoire | 6 | 26 | 32 | 0.3% |
| Others | 14 | 16 | 30 | 0.3% |
| Colombia | 17 | 12 | 29 | 0.3% |
| Iraq | 7 | 22 | 29 | 0.3% |
| Malaysia | 22 | 7 | 29 | 0.3% |
| Benin | 7 | 21 | 28 | 0.3% |
| Botswana | 23 | 5 | 28 | 0.3% |
| Burundi | 10 | 18 | 28 | 0.3% |
| Netherlands | 23 | 5 | 28 | 0.3% |
| Myanmar | 13 | 14 | 27 | 0.3% |
| Russian Federation | 20 | 7 | 27 | 0.3% |
| Saudi Arabia | 16 | 11 | 27 | 0.3% |
| Belgium | 20 | 6 | 26 | 0.2% |
| Namibia | 18 | 8 | 26 | 0.2% |
| Peru | 19 | 7 | 26 | 0.2% |
| Viet Nam | 17 | 9 | 26 | 0.2% |
| Chad | 3 | 22 | 25 | 0.2% |
| South Sudan | 6 | 19 | 25 | 0.2% |
| Sweden | 16 | 8 | 24 | 0.2% |
| Austria | 15 | 8 | 23 | 0.2% |
| Bahrain | 17 | 6 | 23 | 0.2% |
| Japan | 21 | 1 | 22 | 0.2% |
| Sierra Leone | 5 | 16 | 21 | 0.2% |
| Greece | 14 | 6 | 20 | 0.2% |
| Liberia | 8 | 12 | 20 | 0.2% |
| Ukraine | 17 | 3 | 20 | 0.2% |
| Uzbekistan | 6 | 14 | 20 | 0.2% |
| Congo | 6 | 13 | 19 | 0.2% |
| Gambia | 9 | 9 | 18 | 0.2% |
| Guinea | 6 | 12 | 18 | 0.2% |
| Poland | 16 | 1 | 17 | 0.2% |
| Lesotho | 11 | 5 | 16 | 0.2% |
| Mali | 0 | 16 | 16 | 0.2% |
| Thailand | 12 | 4 | 16 | 0.2% |

| Nationality | Female | Male | Total | % of total |
|---------------------------------------|-------------|-------------|--------------|---------------|
| Argentina | 13 | 2 | 15 | 0.1% |
| Albania | 13 | 1 | 14 | 0.1% |
| Madagascar | 10 | 4 | 14 | 0.1% |
| Togo | 2 | 12 | 14 | 0.1% |
| Azerbaijan | 8 | 5 | 13 | 0.1% |
| Finland | 10 | 2 | 12 | 0.1% |
| Romania | 11 | 1 | 12 | 0.1% |
| Ecuador | 7 | 4 | 11 | 0.1% |
| Libya | 2 | 9 | 11 | 0.1% |
| Mongolia | 9 | 2 | 11 | 0.1% |
| Norway | 8 | 3 | 11 | 0.1% |
| Singapore | 8 | 3 | 11 | 0.1% |
| Angola | 5 | 5 | 10 | 0.1% |
| Eswatini | 8 | 2 | 10 | 0.1% |
| Fiji | 7 | 3 | 10 | 0.1% |
| Georgia | 9 | 1 | 10 | 0.1% |
| Haiti | 5 | 5 | 10 | 0.1% |
| Mauritania | 2 | 8 | 10 | 0.1% |
| Niger | 2 | 8 | 10 | 0.1% |
| Chile | 6 | 3 | 9 | 0.1% |
| Denmark | 5 | 3 | 8 | 0.1% |
| Dominican Republic | 3 | 4 | 7 | 0.1% |
| Kyrgyzstan | 6 | 1 | 7 | 0.1% |
| Mozambique | 3 | 4 | 7 | 0.1% |
| New Zealand | 7 | 0 | 7 | 0.1% |
| Nicaragua | 6 | 1 | 7 | 0.1% |
| North Macedonia | 5 | 2 | 7 | 0.1% |
| Armenia | 5 | 1 | 6 | 0.1% |
| Costa Rica | 4 | 2 | 6 | 0.1% |
| Djibouti | 1 | 5 | 6 | 0.1% |
| Bhutan | 3 | 2 | 5 | 0.0% |
| Cambodia | 1 | 4 | 5 | 0.0% |
| Comoros | 4 | 1 | 5 | 0.0% |
| Kuwait | 1 | 4 | 5 | 0.0% |
| Mauritius | 4 | 1 | 5 | 0.0% |
| Oman | 4 | 1 | 5 | 0.0% |
| Republic of Moldova | 2 | 3 | 5 | 0.0% |
| Serbia | 4 | 1 | 5 | 0.0% |
| Uruguay | 4 | 1 | 5 | 0.0% |
| Venezuela (Bolivarian Republic of) | 1 | 4 | 5 | 0.0% |
| Bulgaria | 3 | 1 | 4 | 0.0% |
| Cyprus | 3 | 1 | 4 | 0.0% |
| Czechia | 4 | 0 | 4 | 0.0% |
| Gabon | 1 | 3 | 4 | 0.0% |
| Hungary | 4 | 0 | 4 | 0.0% |
| Israel | 2 | 2 | 4 | 0.0% |
| Jamaica | 3 | 1 | 4 | 0.0% |
| Lao People's Democratic Republic | 2 | 2 | 4 | 0.0% |
| Slovenia | 4 | 0 | 4 | 0.0% |
| United Arab Emirates | 3 | 1 | 4 | 0.0% |
| Croatia | 2 | 1 | 3 | 0.0% |
| Eritrea | 2 | 1 | 3 | 0.0% |
| Guatemala | 3 | 0 | 3 | 0.0% |
| Latvia | 2 | 1 | 3 | 0.0% |
| Luxembourg | 2 | 1 | 3 | 0.0% |
| Qatar | 2 | 1 | 3 | 0.0% |
| Slovakia | 3 | 0 | 3 | 0.0% |
| Trinidad and Tobago | 3 | 0 | 3 | 0.0% |
| Barbados | 1 | 1 | 2 | 0.0% |
| Bolivia (Plurinational State of) | 0 | 2 | 2 | 0.0% |
| Central African Republic | 0 | 2 | 2 | 0.0% |
| Cuba | 0 | 2 | 2 | 0.0% |
| Estonia | 1 | 1 | 2 | 0.0% |
| Guinea-Bissau | 0 | 2 | 2 | 0.0% |
| Guyana | 1 | 1 | 2 | 0.0% |
| Panama | 2 | 0 | 2 | 0.0% |
| Papua New Guinea | 1 | 1 | 2 | 0.0% |
| Saint Lucia | 2 | 0 | 2 | 0.0% |
| Sao Tome and Principe | 2 | 0 | 2 | 0.0% |
| Antigua and Barbuda | 1 | 0 | 1 | 0.0% |
| Belize | 1 | 0 | 1 | 0.0% |
| Bosnia and Herzegovina | 1 | 0 | 1 | 0.0% |
| Cabo Verde | 0 | 1 | 1 | 0.0% |
| Democratic People's Republic of Korea | 1 | 0 | 1 | 0.0% |
| Dominica | 1 | 0 | 1 | 0.0% |
| El Salvador | 0 | 1 | 1 | 0.0% |
| Equatorial Guinea | 0 | 1 | 1 | 0.0% |
| Grenada | 1 | 0 | 1 | 0.0% |
| Honduras | 0 | 1 | 1 | 0.0% |
| Kiribati | 1 | 0 | 1 | 0.0% |
| Lithuania | 1 | 0 | 1 | 0.0% |
| Palau | 0 | 1 | 1 | 0.0% |
| Seychelles | 1 | 0 | 1 | 0.0% |
| Tajikistan | 0 | 1 | 1 | 0.0% |
| Timor-Leste | 1 | 0 | 1 | 0.0% |
| Turkmenistan | 1 | 0 | 1 | 0.0% |
| Total | 5838 | 4809 | 10647 | 100.0% |

TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 JULY 2024

| Donor countries | Major office | | | | | | |
|--|--|--------|-----------------|--------|--------------------------|-----------------|-------|
| | Headquarters and Global Shared Services | Africa | South-East Asia | Europe | Eastern Mediterranean | Western Pacific | Total |
| Australia | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Belgium | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Canada | 2 | 1 | 0 | 0 | 0 | 0 | 3 |
| China | 6 | 0 | 0 | 0 | 0 | 1 | 7 |
| Finland | 1 | 0 | 0 | 0 | 1 | 0 | 2 |
| France | 4 | 0 | 0 | 1 | 0 | 1 | 6 |
| Germany | 8 | 0 | 1 | 1 | 2 | 0 | 12 |
| Italy | 4 | 0 | 0 | 1 | 0 | 0 | 5 |
| Japan | 10 | 0 | 0 | 1 | 1 | 1 | 13 |
| Luxembourg | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Netherlands | 1 | 0 | 1 | 0 | 2 | 0 | 4 |
| Republic of Korea | 4 | 0 | 0 | 0 | 0 | 0 | 4 |
| Sweden | 1 | 2 | 0 | 0 | 1 | 0 | 4 |
| Switzerland | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| United Kingdom of Great Britain and Northern Ireland | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Total | 46 | 4 | 2 | 4 | 7 | 3 | 66 |

**TABLE 20. NUMBER OF AFFILIATES BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2024**

| Major Office | Agreement for Performance of Work | | Consultants | | Special Services Agreements ^a |
|---|-----------------------------------|--|-----------------------------------|--|--|
| | Cumulative data January-July 2024 | Estimate of full-time equivalents ^b | Cumulative data January-July 2024 | Estimate of full-time equivalents ^b | Cumulative data January-July 2024 |
| Headquarters and Global Shared Services | 476 | 132 | 1830 | 1226 | 0 |
| Africa | 30 | 12 | 691 | 301 | 2776 |
| South-East Asia | 49 | 17 | 220 | 113 | 1607 |
| Europe | 582 | 148 | 814 | 460 | 34 |
| Eastern Mediterranean | 335 | 175 | 280 | 151 | 235 |
| Western Pacific | 67 | 32 | 293 | 196 | 159 |
| Total | 1539 | 517 | 4128 | 2448 | 4811 |
| Totals from July 2023 | 2722 | 1077 | 5043 | 3353 | 5169 |

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

^bEstimated 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 31 JULY 2024

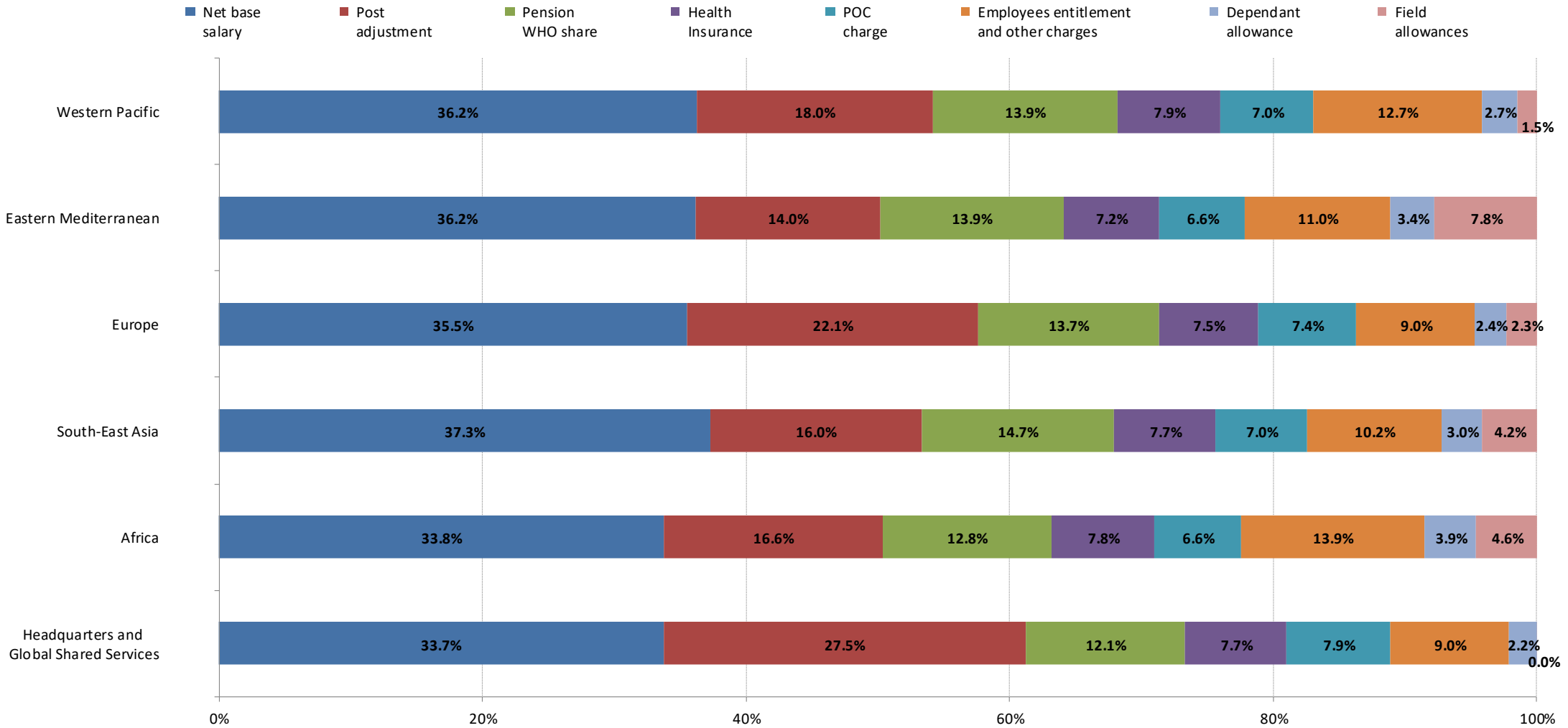


TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
 DATA FROM 1 JANUARY TO 31 JULY 2024

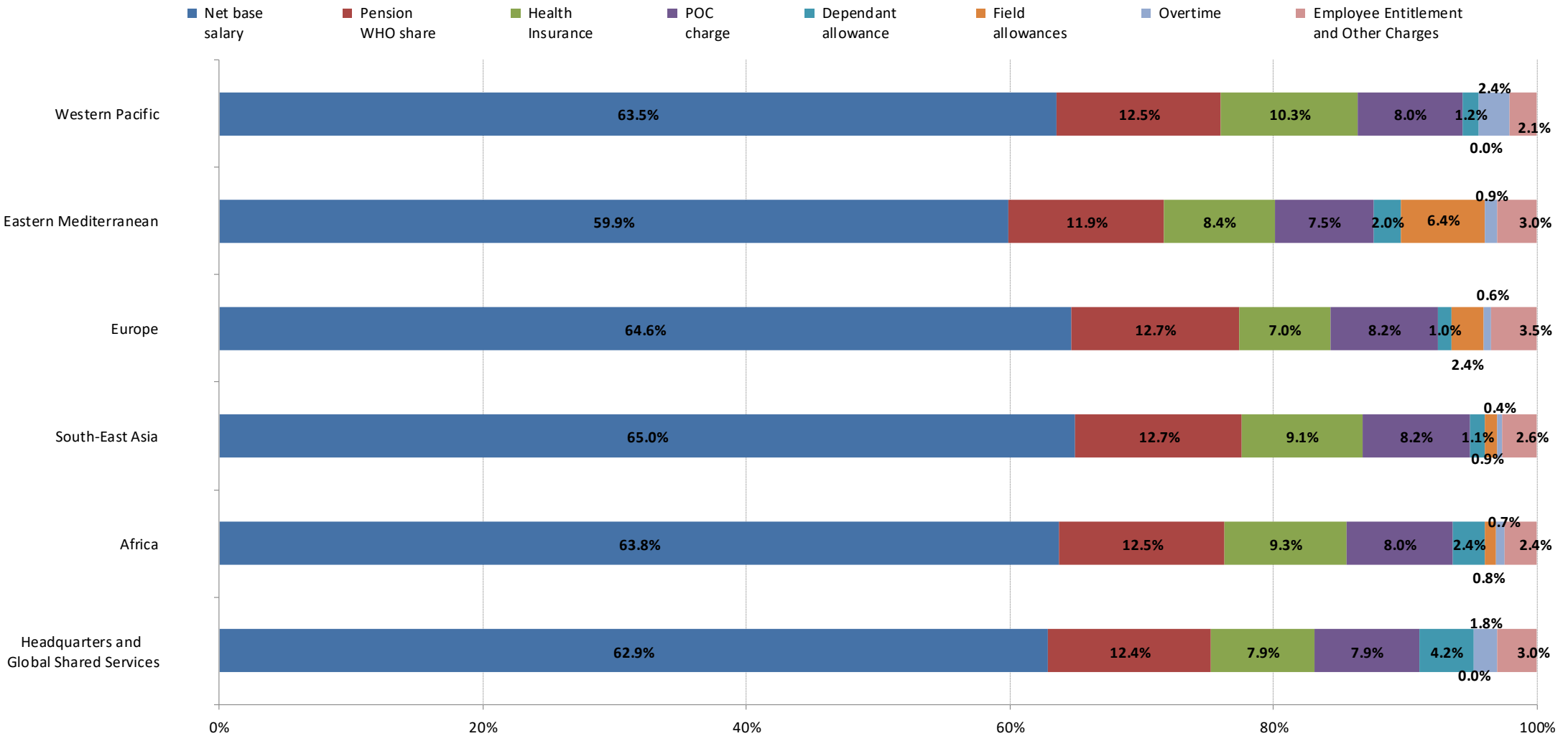


TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY
DATA AS OF 31-JUL-2024

1. Those staff are not WHO staff
2. WHO provides for 30% of the PAHO budget, through the Regional Office for the Americas
3. PAHO positions are not counted for WHO Geographical Representation purposes
4. Further information available at: <https://www.paho.org/en/documents/ce17428-human-resources-management-pan-american-sanitary-bureau>

| Nationality | Total |
|--|------------|
| Algeria | 1 |
| Antigua and Barbuda | 1 |
| Argentina | 24 |
| Australia | 1 |
| Austria | 1 |
| Barbados | 3 |
| Belgium | 2 |
| Belize | 4 |
| Bhutan | 1 |
| Bolivia (Plurinational State of) | 6 |
| Brazil | 49 |
| Cameroon | 1 |
| Canada | 11 |
| Chile | 11 |
| Colombia | 41 |
| Costa Rica | 11 |
| Côte d'Ivoire | 2 |
| Cuba | 10 |
| Democratic Republic of the Congo | 1 |
| Dominican Republic | 2 |
| Ecuador | 15 |
| El Salvador | 10 |
| Finland | 1 |
| France | 12 |
| Germany | 1 |
| Greece | 1 |
| Guatemala | 13 |
| Guyana | 1 |
| Haiti | 4 |
| Honduras | 3 |
| India | 1 |
| Ireland | 1 |
| Italy | 5 |
| Jamaica | 8 |
| Liberia | 1 |
| Mexico | 12 |
| Mozambique | 1 |
| Netherlands | 2 |
| Nicaragua | 7 |
| Panama | 3 |
| Paraguay | 2 |
| Peru | 24 |
| Philippines | 3 |
| Rwanda | 1 |
| Saint Lucia | 1 |
| Saint Vincent and the Grenadines | 4 |
| Singapore | 1 |
| Spain | 31 |
| Sri Lanka | 1 |
| Suriname | 2 |
| Switzerland | 1 |
| Togo | 1 |
| Trinidad and Tobago | 4 |
| Turkey | 1 |
| Uganda | 1 |
| United Kingdom of Great Britain and Northern Ireland | 7 |
| United States of America | 61 |
| Uruguay | 5 |
| Uzbekistan | 1 |
| Venezuela (Bolivarian Republic of) | 9 |
| Total | 446 |