

# **Human resources: update**

## **Workforce data**

**As at 31 December 2015**



**Document issued 6 April 2016**

**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS  
DATA AS OF 31-DEC-2015**

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

**Fixed-term appointments**

Professional and higher category staff	281	6	113	46	53	61	87	<b>647</b>
National professional officers	25	0	293	30	21	53	46	<b>468</b>
General service staff	154	1	292	76	28	140	142	<b>833</b>
<b>Total</b>	<b>460</b>	<b>7</b>	<b>698</b>	<b>152</b>	<b>102</b>	<b>254</b>	<b>275</b>	<b>1948</b>

**Continuing appointments**

Professional and higher category staff	731	15	251	74	130	112	85	<b>1398</b>
National professional officers	40	0	309	27	43	27	35	<b>481</b>
General service staff	548	4	908	263	155	330	202	<b>2410</b>
<b>Total</b>	<b>1319</b>	<b>19</b>	<b>1468</b>	<b>364</b>	<b>328</b>	<b>469</b>	<b>322</b>	<b>4289</b>

<b>Total number of staff holding long-term appointments</b>	<b>1779</b>	<b>26</b>	<b>2166</b>	<b>516</b>	<b>430</b>	<b>723</b>	<b>597</b>	<b>6237</b>
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**Staff holding short-term appointments**

**Temporary appointments under SR 420.4**

Professional and higher category staff	308	15	106	31	29	87	14	<b>590</b>
National professional officers	2	0	42	62	15	41	6	<b>168</b>
General service staff	111	2	226	87	28	126	16	<b>596</b>
<b>Total</b>	<b>421</b>	<b>17</b>	<b>374</b>	<b>180</b>	<b>72</b>	<b>254</b>	<b>36</b>	<b>1354</b>

**Temporary appointments of 60 days or less**

Professional and higher category staff	3	0	0	3	0	0	1	<b>7</b>
National professional officers	0	0	0	0	0	0	0	<b>0</b>
General service staff	8	1	5	1	6	0	13	<b>34</b>
<b>Total</b>	<b>11</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>14</b>	<b>41</b>

<b>Total number of temporary appointments</b>	<b>432</b>	<b>18</b>	<b>379</b>	<b>184</b>	<b>78</b>	<b>254</b>	<b>50</b>	<b>1395</b>
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<b>Total number of staff</b>	<b>2211</b>	<b>44</b>	<b>2545</b>	<b>700</b>	<b>508</b>	<b>977</b>	<b>647</b>	<b>7632</b>
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<sup>a</sup> This column includes: the Secretariat of the Roll Back Malaria Partnership, the Secretariat of the Stop TB Partnership, the Partnership for Maternal, Newborn and Child Health, the Alliance for Health Policy and Systems Research, the Global Health Workforce Alliance and the United Nations System Standing Committee on Nutrition

**TABLE 2. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER<sup>a</sup>**  
**DATA AS OF 31-DEC-2015**

**Professional and higher category staff**

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
<b>Headquarters</b>	0	0	0	10	24	34	72	103	175	146	202	348	210	128	338	55	23	78	21	5	26	9	4	13	<b>523</b>	<b>489</b>	<b>1012</b>	<b>51.7%</b>	<b>48.3%</b>
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	5	5	4	2	6	3	3	6	2	0	2	0	2	2	0	0	0	<b>9</b>	<b>12</b>	<b>21</b>	<b>42.9%</b>	<b>57.1%</b>
<b>Africa</b>	0	0	0	10	13	23	32	17	49	125	45	170	61	14	75	36	10	46	0	0	0	0	1	1	<b>264</b>	<b>100</b>	<b>364</b>	<b>72.5%</b>	<b>27.5%</b>
<b>South-East Asia</b>	0	0	0	1	1	2	5	2	7	20	5	25	37	26	63	18	2	20	2	0	2	0	1	1	<b>83</b>	<b>37</b>	<b>120</b>	<b>69.2%</b>	<b>30.8%</b>
<b>Europe</b>	2	5	7	7	19	26	18	15	33	27	24	51	19	27	46	12	6	18	1	0	1	0	1	1	<b>86</b>	<b>97</b>	<b>183</b>	<b>47.0%</b>	<b>53.0%</b>
<b>Eastern Mediterranean</b>	2	1	3	5	3	8	14	13	27	43	14	57	26	18	44	21	7	28	4	1	5	1	0	1	<b>116</b>	<b>57</b>	<b>173</b>	<b>67.1%</b>	<b>32.9%</b>
<b>Western Pacific</b>	0	0	0	1	2	3	9	10	19	42	26	68	42	18	60	13	6	19	2	0	2	1	0	1	<b>110</b>	<b>62</b>	<b>172</b>	<b>64.0%</b>	<b>36.0%</b>
<b>Total</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>34</b>	<b>62</b>	<b>96</b>	<b>150</b>	<b>165</b>	<b>315</b>	<b>407</b>	<b>318</b>	<b>725</b>	<b>398</b>	<b>234</b>	<b>632</b>	<b>157</b>	<b>54</b>	<b>211</b>	<b>30</b>	<b>8</b>	<b>38</b>	<b>11</b>	<b>7</b>	<b>18</b>	<b>1191</b>	<b>854</b>	<b>2045</b>	<b>58.2%</b>	<b>41.8%</b>
<b>Percentage by grade</b>	40.0%	60.0%	100.0%	35.4%	64.6%	100.0%	47.6%	52.4%	100.0%	56.1%	43.9%	100.0%	63.0%	37.0%	100.0%	74.4%	25.6%	100.0%	78.9%	21.1%	100.0%	61.1%	38.9%	100.0%	58.2%	41.8%	100.0%		
<b>Percentage of total</b>			0.5%			4.7%			15.4%			35.5%			30.9%			10.3%			1.9%			0.9%			100.0%		

**National professional officers**

Region	A			B			C			D			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
<b>Headquarters<sup>b</sup></b>	5	9	14	19	17	36	5	9	14	0	1	1	<b>29</b>	<b>36</b>	<b>65</b>	<b>44.6%</b>	<b>55.4%</b>
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Africa</b>	16	7	23	134	42	176	258	135	393	7	3	10	<b>415</b>	<b>187</b>	<b>602</b>	<b>68.9%</b>	<b>31.1%</b>
<b>South-East Asia</b>	11	5	16	7	6	13	16	8	24	4	0	4	<b>38</b>	<b>19</b>	<b>57</b>	<b>66.7%</b>	<b>33.3%</b>
<b>Europe</b>	3	4	7	7	23	30	11	16	27	0	0	0	<b>21</b>	<b>43</b>	<b>64</b>	<b>32.8%</b>	<b>67.2%</b>
<b>Eastern Mediterranean</b>	3	3	6	29	19	48	12	8	20	5	1	6	<b>49</b>	<b>31</b>	<b>80</b>	<b>61.3%</b>	<b>38.8%</b>
<b>Western Pacific</b>	1	6	7	13	17	30	20	21	41	1	2	3	<b>35</b>	<b>46</b>	<b>81</b>	<b>43.2%</b>	<b>56.8%</b>
<b>Total</b>	<b>39</b>	<b>34</b>	<b>73</b>	<b>209</b>	<b>124</b>	<b>333</b>	<b>322</b>	<b>197</b>	<b>519</b>	<b>17</b>	<b>7</b>	<b>24</b>	<b>587</b>	<b>362</b>	<b>949</b>	<b>61.9%</b>	<b>38.1%</b>
<b>Percentage by grade</b>	53.4%	46.6%	100.0%	62.8%	37.2%	100.0%	62.0%	38.0%	100.0%	70.8%	29.2%	100.0%	61.9%	38.1%	100.0%		
<b>Percentage of total</b>			7.7%			35.1%			54.7%			2.5%			100.0%		

**General service staff**

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
<b>Headquarters</b>	1	0	1	2	0	2	13	4	17	25	84	109	61	292	353	42	168	210	2	8	10	<b>146</b>	<b>556</b>	<b>702</b>	<b>20.8%</b>	<b>79.2%</b>
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	1	1	0	2	2	0	2	2	0	0	0	<b>0</b>	<b>5</b>	<b>5</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Africa</b>	15	5	20	417	7	424	88	15	103	56	67	123	49	121	170	84	120	204	80	76	156	<b>789</b>	<b>411</b>	<b>1200</b>	<b>65.8%</b>	<b>34.3%</b>
<b>South-East Asia</b>	4	1	5	53	0	53	31	10	41	23	31	54	39	59	98	31	20	51	25	12	37	<b>206</b>	<b>133</b>	<b>339</b>	<b>60.8%</b>	<b>39.2%</b>
<b>Europe</b>	0	0	0	8	0	8	15	0	15	1	10	11	23	94	117	12	17	29	1	2	3	<b>60</b>	<b>123</b>	<b>183</b>	<b>32.8%</b>	<b>67.2%</b>
<b>Eastern Mediterranean</b>	34	1	35	47	1	48	49	1	50	18	58	76	45	104	149	30	47	77	13	22	35	<b>236</b>	<b>234</b>	<b>470</b>	<b>50.2%</b>	<b>49.8%</b>
<b>Western Pacific</b>	2	4	6	21	0	21	19	10	29	6	48	54	14	101	115	24	65	89	10	20	30	<b>96</b>	<b>248</b>	<b>344</b>	<b>27.9%</b>	<b>72.1%</b>
<b>Total</b>	<b>56</b>	<b>11</b>	<b>67</b>	<b>548</b>	<b>8</b>	<b>556</b>	<b>215</b>	<b>40</b>	<b>255</b>	<b>129</b>	<b>299</b>	<b>428</b>	<b>231</b>	<b>773</b>	<b>1004</b>	<b>223</b>	<b>439</b>	<b>662</b>	<b>131</b>	<b>140</b>	<b>271</b>	<b>1533</b>	<b>1710</b>	<b>3243</b>	<b>47.3%</b>	<b>52.7%</b>
<b>Percentage by grade</b>	83.6%	16.4%	100.0%	98.6%	1.4%	100.0%	84.3%	15.7%	100.0%	30.1%	69.9%	100.0%	23.0%	77.0%	100.0%	33.7%	66.3%	100.0%	48.3%	51.7%	100.0%	47.3%	52.7%	100.0%		
<b>Percentage of total</b>			2.1%			17.1%			7.9%			13.2%			31.0%			20.4%			8.4%			100.0%		

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

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

**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION**  
**DATA AS OF 31-DEC-2015**

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>Africa</b>	Seychelles		Burkina Faso Burundi Cameroon, Republic of Congo, Democratic Rep of the Congo, Republic of the Cote d'Ivoire Ethiopia Ghana Kenya Malawi Mali Nigeria Rwanda Senegal South Africa Tanzania, United Republic of Togo Uganda Zambia Zimbabwe
<b>The Americas</b>	Antigua and Barbuda Bahamas Barbados Belize Bolivia Cuba Dominica Dominican Republic Ecuador Grenada Haiti Honduras Jamaica Panama Paraguay Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Brazil Mexico United States of America Venezuela	Canada
<b>South-East Asia</b>			Bangladesh India Nepal Sri Lanka
<b>Europe</b>	Andorra Cyprus Luxembourg Monaco Montenegro San Marino	Austria Czech Republic Greece Israel Norway Poland Russian Federation Slovak Republic	Belgium Denmark France Germany Ireland Italy Netherlands Switzerland United Kingdom
<b>Eastern Mediterranean</b>	Bahrain Kuwait Libya Oman Qatar United Arab Emirates	Saudi Arabia	Egypt Iran Jordan Lebanon Morocco Pakistan Sudan Tunisia
<b>Western Pacific</b>	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Marshall Islands Micronesia (Federated States of) Nauru Niue Palau Papua New Guinea Samoa Tokelau* Tuvalu Vanuatu	China Japan Korea, Republic of Singapore	Australia New Zealand Philippines

\*Associate Member

TABLE 4a. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2015

## Nationals of Member States in the African Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Algeria	1-9	0	0	0	0	0	1	1	3	1	0	0	0	0	0	0	0	2	4	6
Angola	1-8	0	0	0	2	1	0	1	0	0	1	0	0	0	0	0	0	2	3	5
Benin	1-8	0	0	1	0	0	0	4	0	2	0	0	1	0	0	0	0	7	1	8
Botswana	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Burkina Faso	1-8	0	0	0	2	2	0	5	2	4	0	3	0	0	0	0	0	14	4	18
Burundi	1-8	0	0	0	1	0	0	2	1	2	3	2	0	0	0	0	0	6	5	11
Cameroon, Republic of	1-8	0	0	0	0	2	1	7	1	0	0	2	1	0	0	0	0	11	3	14
Cape Verde	1-8	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	2	2
Central African Republic	1-8	0	0	0	0	0	0	2	0	1	0	1	0	0	0	0	0	4	0	4
Chad	1-8	0	0	0	0	1	0	2	0	1	0	2	0	0	0	0	0	6	0	6
Comoros	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Congo, Democratic Rep of the	1-8	0	0	0	0	1	0	6	1	4	0	0	0	1	0	0	0	12	1	13
Congo, Republic of the	1-8	0	0	3	1	6	0	0	0	2	0	2	0	0	0	0	0	13	1	14
Cote d'Ivoire	1-8	0	0	0	0	0	0	2	2	2	1	0	2	0	0	0	0	4	5	9
Equatorial Guinea	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Eritrea	1-8	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0	0	3	1	4
Ethiopia	1-8	0	0	0	0	1	1	11	4	6	1	3	1	0	0	0	0	21	7	28
Gabon	1-8	0	0	0	0	0	2	0	0	2	0	0	0	0	0	0	0	2	2	4
Gambia	1-8	0	0	0	0	0	0	7	0	1	0	0	0	0	0	0	0	8	0	8
Ghana	1-8	0	0	0	0	0	1	3	5	4	1	2	0	0	0	1	0	10	7	17
Guinea	1-8	0	0	2	0	0	0	3	0	1	1	0	0	0	0	0	0	6	1	7
Guinea-Bissau	1-8	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2
Kenya	1-8	0	0	1	0	2	1	6	6	6	1	2	0	0	0	0	0	17	8	25
Lesotho	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Liberia	1-8	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Madagascar	1-8	0	0	1	0	0	2	1	2	0	1	0	0	0	0	0	0	2	5	7
Malawi	1-8	0	0	0	0	1	0	4	0	2	0	2	0	0	0	0	0	9	0	9
Mali	1-8	0	0	0	0	1	0	4	0	3	0	1	0	0	0	0	0	9	0	9
Mauritania	1-8	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	3
Mauritius	1-8	0	0	0	0	2	1	1	0	0	0	1	0	0	0	0	0	4	1	5
Mozambique	1-8	0	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	1	2	3
Namibia	1-8	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2
Niger	1-8	0	0	0	0	0	1	3	0	2	0	1	0	0	0	0	0	6	1	7
Nigeria	1-8	0	0	0	0	1	0	8	1	7	1	1	0	0	0	0	0	17	2	19
Rwanda	1-8	0	0	0	1	2	2	3	0	7	0	0	0	0	0	0	0	12	3	15
Sao Tome and Principe	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Senegal	1-8	0	0	0	1	0	0	4	4	4	1	1	1	0	0	0	0	9	7	16
Seychelles	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sierra Leone	1-8	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	1	2	3
South Africa	4-11	0	0	0	0	1	1	1	3	5	0	1	2	0	0	0	0	8	6	14
South Sudan	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Swaziland	1-8	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	2
Tanzania, United Republic of	1-8	0	0	0	1	2	2	3	1	0	1	0	0	0	0	0	1	5	6	11
Togo	1-8	0	0	0	0	2	0	4	2	2	0	0	0	0	0	0	0	8	2	10
Uganda	1-8	0	0	0	0	3	0	7	3	7	3	2	0	0	0	0	0	19	6	25
Zambia	1-8	0	0	0	0	0	1	3	4	1	0	1	0	0	0	0	0	5	5	10
Zimbabwe	1-8	0	0	1	3	5	1	3	1	4	0	1	1	0	0	0	0	14	6	20
Total - African Region		0	0	10	13	37	20	121	49	86	18	32	12	1	0	1	2	288	114	402

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

M - male, F - female

**TABLE 4b. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, <sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-DEC-2015**

**Nationals of Member States in the Region of the Americas**

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Antigua and Barbuda	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Argentina	4-12	0	0	0	0	0	3	3	3	1	0	0	0	0	0	0	0	4	6	10	
Bahamas	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Barbados	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Belize	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Bolivia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Brazil	27-38	0	0	0	0	0	1	1	3	2	3	1	0	0	1	0	0	4	8	12	
Canada	28-39	0	1	0	2	1	3	12	9	8	4	6	2	1	0	1	0	29	21	50	
Chile	3-11	0	0	0	0	0	0	0	0	1	2	0	0	0	0	0	0	1	2	3	
Colombia	3-10	0	0	0	0	0	0	0	1	4	1	1	0	0	0	0	0	5	2	7	
Costa Rica	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
Cuba	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Dominica	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Dominican Republic	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Ecuador	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
El Salvador	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Grenada	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Guatemala	1-8	0	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0	2	1	3	
Guyana	1-8	0	0	0	0	1	1	0	0	0	0	0	1	0	0	0	0	1	2	3	
Haiti	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Honduras	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Jamaica	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mexico	18-26	0	0	1	0	0	1	0	0	1	2	0	0	0	0	0	0	2	3	5	
Nicaragua	1-8	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2	
Panama	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Paraguay	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Peru	1-9	0	0	0	1	1	2	3	1	0	0	1	0	0	0	0	0	5	4	9	
Puerto Rico*	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Saint Kitts and Nevis	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Saint Lucia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Saint Vincent and the Grenadines	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Suriname	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Trinidad and Tobago	1-8	0	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	2	1	3	
United States of America	188-255	1	0	1	7	5	11	25	38	30	16	8	7	2	0	1	0	73	79	152	
Uruguay	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
Venezuela	6-14	0	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	2	1	3	
Total - Region of the Americas		1	1	3	11	9	24	44	58	50	29	19	10	3	1	2	0	131	134	265	

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

M - male, F - female

\*Associate Member

**TABLE 4c. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, <sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-DEC-2015**

**Nationals of Member States in the South-East Asia Region**

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Bangladesh	1-8	0	0	0	0	0	0	5	0	3	2	3	0	0	0	0	0	0	11	2	13
Bhutan	1-8	0	0	0	0	0	0	2	1	1	1	1	0	0	0	0	0	0	4	2	6
India	7-14	0	0	2	3	9	6	31	6	23	17	6	1	1	0	0	1	72	34	106	
Indonesia	3-11	0	0	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	2	1	3
Korea, Dem. People's Rep. Of	1-8	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	3	0	3
Maldives	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2
Myanmar	1-8	0	0	0	0	0	0	1	0	0	1	2	0	0	0	0	0	0	3	1	4
Nepal	1-8	0	0	0	0	1	0	3	0	5	1	2	0	1	0	0	0	0	12	1	13
Sri Lanka	1-8	0	0	1	0	1	1	1	2	4	3	2	0	0	0	0	0	0	9	6	15
Thailand	2-10	0	0	0	0	0	1	1	1	0	3	2	1	0	0	0	0	0	3	6	9
Timor-Leste	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
Total - South-East Asia Region		0	0	3	3	11	9	45	10	40	29	20	2	2	0	0	1	121	54	175	

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

M - male, F - female

TABLE 4d. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2015

## Nationals of Member States in the European Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Albania	1-8	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2	
Andorra	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Armenia	1-8	0	0	0	0	0	0	2	0	2	0	0	0	1	0	0	0	5	0	5	
Austria	8-15	0	0	0	0	1	0	0	1	0	1	1	0	1	0	0	0	3	2	5	
Azerbaijan	1-8	0	0	0	0	1	0	2	1	2	1	0	0	0	0	0	0	5	2	7	
Belarus	1-8	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	1	2	3	
Belgium	10-17	0	0	0	0	2	1	3	10	7	2	6	2	2	0	0	0	20	15	35	
Bosnia and Herzegovina	1-8	0	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	2	2	4	
Bulgaria	1-8	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2	1	3	
Croatia	1-9	0	0	0	0	1	1	0	2	0	1	1	0	0	0	0	0	2	4	6	
Cyprus	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Czech Republic	4-11	0	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	2	1	3	
Denmark	7-14	0	0	0	3	3	3	2	1	6	1	1	0	0	0	0	0	12	8	20	
Estonia	1-8	0	0	0	0	0	0	0	0	1	2	1	0	0	0	0	0	2	2	4	
Finland	5-13	0	0	0	1	0	1	3	0	1	3	0	0	0	0	0	0	4	5	9	
Former Yugoslav Rep. Macedonia	1-8	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	2	
France	50-68	0	0	2	4	8	10	19	11	23	14	5	5	1	2	0	1	58	47	105	
Georgia	1-8	0	0	0	0	0	0	2	0	0	1	0	0	0	1	0	0	2	2	4	
Germany	63-86	1	0	0	2	4	10	15	15	18	14	7	2	1	0	0	0	46	43	89	
Greece	6-14	0	0	0	0	0	1	1	0	0	1	1	0	0	0	0	0	2	2	4	
Hungary	3-10	0	0	0	0	0	2	1	0	1	2	2	0	0	0	0	1	4	5	9	
Iceland	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Ireland	4-12	0	0	0	1	0	3	0	4	4	3	0	0	0	0	0	0	4	11	15	
Israel	4-11	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Italy	40-55	0	0	1	0	5	5	8	10	14	7	6	1	4	0	0	1	38	24	62	
Kazakhstan	1-9	0	0	0	0	1	0	1	3	0	0	0	0	0	0	0	0	2	3	5	
Kyrgyzstan	1-8	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Latvia	1-8	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2	
Lithuania	1-8	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	2	
Luxembourg	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Malta	1-8	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0	0	2	1	3	
Moldova,Republic of	1-8	0	0	0	0	1	1	3	1	0	1	1	0	0	0	0	0	5	3	8	
Monaco	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Montenegro	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Netherlands	16-24	0	0	0	1	2	3	5	4	11	2	3	2	3	0	1	0	25	12	37	
Norway	8-16	0	0	0	0	0	0	0	3	1	1	0	2	0	0	0	0	1	6	7	
Poland	9-16	0	1	0	0	0	0	0	0	1	3	0	0	0	0	0	0	1	4	5	
Portugal	5-12	0	0	0	0	1	0	2	1	2	0	1	0	0	0	0	0	6	1	7	
Romania	2-10	0	0	0	1	0	0	1	2	0	1	0	0	0	0	0	0	1	4	5	
Russian Federation	23-32	0	0	0	3	2	1	2	0	2	4	0	0	0	0	1	0	7	8	15	
San Marino	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Serbia	1-8	0	0	0	0	1	0	0	0	0	4	0	1	0	0	0	0	1	5	6	
Slovak Republic	2-9	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Slovenia	1-8	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2	
Spain	28-39	0	1	2	2	6	1	3	4	3	7	3	0	1	1	0	0	18	16	34	
Sweden	9-17	0	0	0	0	0	4	1	3	2	1	1	0	0	0	1	0	5	8	13	
Switzerland	9-16	0	0	0	1	7	3	2	4	2	3	1	0	0	0	0	0	12	11	23	
Tajikistan	1-8	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	2	
Turkey	13-23	0	0	0	1	0	0	2	2	3	2	1	2	0	0	0	0	6	7	13	
Turkmenistan	1-8	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	1	2	3	
Ukraine	1-8	0	0	0	0	3	0	0	2	1	0	0	0	0	0	0	0	4	2	6	
United Kingdom	39-54	1	1	4	3	4	12	11	9	28	23	7	2	2	0	1	0	58	50	108	
Uzbekistan	1-8	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Total - European Region		2	4	10	24	57	66	96	101	139	110	50	21	16	4	4	3	374	333	707	

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

M - male, F - female

**TABLE 4e. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN****DATA AS OF 31-DEC-2015****Nationals of Member States in the Eastern Mediterranean Region**

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Afghanistan	1-8	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	1	1	2
Bahrain	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Djibouti	1-8	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Egypt	1-9	0	1	4	3	6	2	5	2	2	3	0	0	0	0	0	0	17	11	28
Iran	3-11	0	0	0	1	0	1	5	1	2	2	2	1	0	0	0	0	9	6	15
Iraq	1-8	0	0	0	0	0	1	0	0	3	0	0	0	0	0	1	0	4	1	5
Jordan	1-8	0	0	0	0	2	0	2	1	1	2	1	1	0	0	0	0	6	4	10
Kuwait	3-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lebanon	1-8	0	0	0	0	1	0	2	3	1	2	1	2	0	0	0	0	5	7	12
Libya	1-9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Morocco	1-8	0	0	0	0	2	0	2	2	0	2	0	0	1	0	0	0	5	4	9
Oman	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pakistan	1-8	0	0	0	0	1	0	7	1	8	0	3	0	1	0	0	0	20	1	21
Qatar	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saudi Arabia	9-16	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2
Somalia	1-8	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	0	2	2	4
Sudan	1-8	0	0	0	0	1	1	6	3	1	0	1	0	0	0	0	0	9	4	13
Syrian Arab Republic	1-8	0	0	0	0	0	0	1	1	1	0	1	0	0	0	0	0	3	1	4
Tunisia	1-8	0	0	1	0	2	0	2	1	0	2	1	0	0	0	0	0	6	3	9
United Arab Emirates	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yemen	1-8	0	0	0	0	0	0	2	0	1	1	0	0	1	0	0	0	4	1	5
<b>Total - Eastern Mediterranean Region</b>		<b>0</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>16</b>	<b>5</b>	<b>34</b>	<b>19</b>	<b>21</b>	<b>15</b>	<b>12</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>92</b>	<b>48</b>	<b>140</b>

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

M - male, F - female

**TABLE 4f. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN****DATA AS OF 31-DEC-2015****Nationals of Member States in the Western Pacific Region**

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Australia	20-28	0	0	0	1	2	4	10	7	6	7	7	2	2	0	0	0	27	21	48
Brunei Darussalam	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cambodia	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
China	46-63	0	0	0	0	2	4	6	10	6	2	5	1	0	0	0	1	19	18	37
Cook Islands	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiji	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Japan	94-128	0	0	0	2	2	4	3	5	10	4	1	0	2	0	1	0	19	15	34
Kiribati	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Korea, Republic of	19-27	0	0	0	0	0	1	1	4	3	1	2	0	0	0	1	0	7	6	13
Lao People's Democratic Republic	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Malaysia	3-10	0	0	1	0	0	2	2	1	1	2	0	0	1	0	0	0	5	5	10
Marshall Islands	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Micronesia (Federated States of)	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mongolia	1-8	0	0	0	0	0	1	1	4	1	0	0	0	0	0	0	0	2	5	7
Nauru	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Zealand	2-10	0	0	0	0	1	1	3	2	1	3	2	1	0	0	0	0	7	7	14
Niue	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Palau	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Papua New Guinea	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Philippines	1-9	0	0	1	0	6	6	5	10	4	3	2	1	0	0	0	0	18	20	38
Samoa	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Singapore	4-11	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	2
Solomon Islands	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Tokelau*	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tonga	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Tuvalu	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vanuatu	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Viet Nam	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
<b>Total - Western Pacific Region</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>13</b>	<b>24</b>	<b>33</b>	<b>45</b>	<b>34</b>	<b>23</b>	<b>19</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>108</b>	<b>101</b>	<b>209</b>

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

M - male, F - female

\*Associate Member



TABLE 5. DISTRIBUTION OF STAFF IN POSITIONS **NOT**<sup>a</sup> COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2015

Nationals of Member States of all regions

Country	Staff by grade and sex																		
	P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Algeria	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Australia	0	0	0	0	0	1	1	3	1	0	0	0	0	0	0	0	2	4	6
Bahrain	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Belarus	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Belgium	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	2	1	3
Bulgaria	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Cameroon, Republic of	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Canada	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
China	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	1	2	3
Colombia	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Congo, Democratic Rep of the	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Cote d'Ivoire	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Czech Republic	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Egypt	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	2
Ethiopia	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
France	0	0	0	1	2	1	2	6	3	0	0	0	0	0	0	0	7	8	15
Germany	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	4	0	4
India	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Iraq	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Ireland	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Japan	0	0	0	0	1	0	2	4	2	0	0	0	0	0	0	0	5	4	9
Jordan	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Kenya	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Korea, Republic of	0	0	0	0	0	0	1	1	3	0	0	0	0	0	0	0	4	1	5
Latvia	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Lebanon	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Malaysia	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Mali	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1
Netherlands	0	0	0	0	0	0	0	1	0	2	1	0	0	0	0	0	1	3	4
New Zealand	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Nigeria	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Norway	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Others	1	0	0	0	1	1	1	0	1	0	0	0	0	0	0	0	4	1	5
Pakistan	0	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	3	0	3
Philippines	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Portugal	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Russian Federation	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	1	2	3
Senegal	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	0	1	2	3
Sierra Leone	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Singapore	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Spain	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	1	2	3
Sweden	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Switzerland	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Tunisia	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Ukraine	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
United Kingdom	0	0	0	1	1	1	0	4	2	3	0	0	0	1	0	0	3	10	13
United States of America	0	0	0	0	0	3	8	11	8	2	2	0	0	0	0	0	18	16	34
<b>Total</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>17</b>	<b>34</b>	<b>36</b>	<b>28</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>77</b>	<b>70</b>	<b>147</b>

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

M - male, F - female

TABLE 6. STAFF BY AGE, GENDER AND MAJOR OFFICE  
DATA AS OF 31-DEC-2015

## Professional and higher category staff

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	0	1	1	44	79	123	179	195	374	245	194	439	54	15	69	1	5	6	523	489	1012
Special programmes and collaborative arrangements	0	0	0	1	1	2	4	6	10	3	5	8	1	0	1	0	0	0	9	12	21
Africa	1	0	1	8	14	22	64	24	88	160	55	215	31	7	38	0	0	0	264	100	364
South-East Asia	0	0	0	2	1	3	25	12	37	45	21	66	11	2	13	0	1	1	83	37	120
Europe	0	1	1	13	20	33	38	33	71	29	38	67	6	4	10	0	1	1	86	97	183
Eastern Mediterranean	0	0	0	11	4	15	34	18	52	58	28	86	12	7	19	1	0	1	116	57	173
Western Pacific	0	1	1	13	17	30	37	24	61	45	17	62	14	3	17	1	0	1	110	62	172
<b>Total</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>92</b>	<b>136</b>	<b>228</b>	<b>381</b>	<b>312</b>	<b>693</b>	<b>585</b>	<b>358</b>	<b>943</b>	<b>129</b>	<b>38</b>	<b>167</b>	<b>3</b>	<b>7</b>	<b>10</b>	<b>1191</b>	<b>854</b>	<b>2045</b>
Percentage by bracket	25.0%	75.0%	100.0%	40.4%	59.6%	100.0%	55.0%	45.0%	100.0%	62.0%	38.0%	100.0%	77.2%	22.8%	100.0%	30.0%	70.0%	100.0%	58.2%	41.8%	100.0%
Percentage of total			0.2%			11.1%			33.9%			46.1%			8.2%			0.5%			100.0%

## National professional officers

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	0	0	0	21	25	46	7	11	18	1	0	1	0	0	0	0	0	0	29	36	65
Special programmes and collaborative arrangements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Africa	0	0	0	50	28	78	162	55	217	178	94	272	25	10	35	0	0	0	415	187	602
South-East Asia	0	0	0	5	6	11	11	7	18	19	5	24	3	1	4	0	0	0	38	19	57
Europe	2	0	2	2	6	8	10	22	32	6	14	20	1	1	2	0	0	0	21	43	64
Eastern Mediterranean	0	0	0	7	6	13	15	11	26	23	14	37	4	0	4	0	0	0	49	31	80
Western Pacific	1	1	2	8	9	17	13	19	32	13	15	28	0	2	2	0	0	0	35	46	81
<b>Total</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>93</b>	<b>80</b>	<b>173</b>	<b>218</b>	<b>125</b>	<b>343</b>	<b>240</b>	<b>142</b>	<b>382</b>	<b>33</b>	<b>14</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>587</b>	<b>362</b>	<b>949</b>
Percentage by bracket	75.0%	25.0%	100.0%	53.8%	46.2%	100.0%	63.6%	36.4%	100.0%	62.8%	37.2%	100.0%	70.2%	29.8%	100.0%	0.0%	0.0%	0.0%	61.9%	38.1%	100.0%
Percentage of total			0.4%			18.2%			36.1%			40.3%			5.0%			0.0%			100.0%

## General service staff

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	3	10	13	30	153	183	64	189	253	43	173	216	6	30	36	0	1	1	146	556	702
Special programmes and collaborative arrangements	0	0	0	0	2	2	0	0	0	0	3	3	0	0	0	0	0	0	0	5	5
Africa	3	2	5	97	86	183	316	174	490	341	139	480	32	10	42	0	0	0	789	411	1200
South-East Asia	0	5	5	34	51	85	89	50	139	73	25	98	10	2	12	0	0	0	206	133	339
Europe	1	0	1	8	35	43	36	49	85	14	36	50	1	3	4	0	0	0	60	123	183
Eastern Mediterranean	14	22	36	63	79	142	78	77	155	75	51	126	6	5	11	0	0	0	236	234	470
Western Pacific	3	21	24	22	83	105	39	78	117	29	63	92	3	3	6	0	0	0	96	248	344
<b>Total</b>	<b>24</b>	<b>60</b>	<b>84</b>	<b>254</b>	<b>489</b>	<b>743</b>	<b>622</b>	<b>617</b>	<b>1239</b>	<b>575</b>	<b>490</b>	<b>1065</b>	<b>58</b>	<b>53</b>	<b>111</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1533</b>	<b>1710</b>	<b>3243</b>
Percentage by bracket	28.6%	71.4%	100.0%	34.2%	65.8%	100.0%	50.2%	49.8%	100.0%	54.0%	46.0%	100.0%	52.3%	47.7%	100.0%	0.0%	100.0%	100.0%	47.3%	52.7%	100.0%
Percentage of total			2.6%			22.9%			38.2%			32.8%			3.4%			0.0%			100.0%

M - male, F - female, T - total

**TABLE 7. STAFF BY AGE, GENDER AND GRADE, ALL LOCATIONS**  
**DATA AS OF 31-DEC-2015**

**Professional and higher category staff**

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	0	0	0	6	1	7	3	3	6	2	3	5	11	7	18
D2	0	0	0	0	0	0	0	0	0	21	7	28	9	0	9	0	1	1	30	8	38
D1/P6	0	0	0	0	0	0	28	7	35	96	43	139	33	4	37	0	0	0	157	54	211
P5	0	0	0	8	6	14	103	73	176	234	135	369	52	17	69	1	3	4	398	234	632
P4	0	0	0	39	52	91	159	137	296	181	122	303	28	7	35	0	0	0	407	318	725
P3	0	2	2	29	56	85	76	65	141	41	35	76	4	7	11	0	0	0	150	165	315
P2	1	1	2	14	18	32	13	28	41	6	15	21	0	0	0	0	0	0	34	62	96
P1	0	0	0	2	4	6	2	2	4	0	0	0	0	0	0	0	0	0	4	6	10
<b>Total</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>92</b>	<b>136</b>	<b>228</b>	<b>381</b>	<b>312</b>	<b>693</b>	<b>585</b>	<b>358</b>	<b>943</b>	<b>129</b>	<b>38</b>	<b>167</b>	<b>3</b>	<b>7</b>	<b>10</b>	<b>1191</b>	<b>854</b>	<b>2045</b>
Percentage by bracket	25.0%	75.0%	100.0%	40.4%	59.6%	100.0%	55.0%	45.0%	100.0%	62.0%	38.0%	100.0%	77.2%	22.8%	100.0%	30.0%	70.0%	100.0%	58.2%	41.8%	100.0%
Percentage of total			0.2%			11.1%			33.9%			46.1%			8.2%			0.5%			100.0%

**National professional officers**

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
D	0	0	0	2	2	4	4	1	5	9	4	13	2	0	2	0	0	0	17	7	24
C	0	0	0	28	24	52	110	70	180	158	94	252	26	9	35	0	0	0	322	197	519
B	1	0	1	53	40	93	89	44	133	62	36	98	4	4	8	0	0	0	209	124	333
A	2	1	3	10	14	24	15	10	25	11	8	19	1	1	2	0	0	0	39	34	73
<b>Total</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>93</b>	<b>80</b>	<b>173</b>	<b>218</b>	<b>125</b>	<b>343</b>	<b>240</b>	<b>142</b>	<b>382</b>	<b>33</b>	<b>14</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>587</b>	<b>362</b>	<b>949</b>
Percentage by bracket	75.0%	25.0%	100.0%	53.8%	46.2%	100.0%	63.6%	36.4%	100.0%	62.8%	37.2%	100.0%	70.2%	29.8%	100.0%	0.0%	0.0%	0.0%	61.9%	38.1%	100.0%
Percentage of total			0.4%			18.2%			36.1%			40.3%			5.0%			0.0%			100.0%

**General service staff**

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
G7	2	0	2	21	17	38	54	56	110	51	62	113	3	5	8	0	0	0	131	140	271
G6	4	3	7	59	99	158	99	177	276	57	146	203	4	14	18	0	0	0	223	439	662
G5	7	30	37	55	249	304	90	275	365	74	196	270	5	22	27	0	1	1	231	773	1004
G4	4	24	28	35	107	142	55	94	149	28	65	93	7	9	16	0	0	0	129	299	428
G3	2	3	5	24	12	36	91	12	103	92	11	103	6	2	8	0	0	0	215	40	255
G2	3	0	3	44	3	47	211	0	211	257	4	261	33	1	34	0	0	0	548	8	556
G1	2	0	2	16	2	18	22	3	25	16	6	22	0	0	0	0	0	0	56	11	67
<b>Total</b>	<b>24</b>	<b>60</b>	<b>84</b>	<b>254</b>	<b>489</b>	<b>743</b>	<b>622</b>	<b>617</b>	<b>1239</b>	<b>575</b>	<b>490</b>	<b>1065</b>	<b>58</b>	<b>53</b>	<b>111</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1533</b>	<b>1710</b>	<b>3243</b>
Percentage by bracket	28.6%	71.4%	100.0%	34.2%	65.8%	100.0%	50.2%	49.8%	100.0%	54.0%	46.0%	100.0%	52.3%	47.7%	100.0%	0.0%	100.0%	100.0%	47.3%	52.7%	100.0%
Percentage of total			2.6%			22.9%			38.2%			32.8%			3.4%			0.0%			100.0%

M - male, F - female, T - total

**TABLE 8. STAFF RETIREMENT PROJECTIONS**  
**DATA AS OF 31-DEC-2015**

Region	Category	Total staff as at 31 December 2015	Staff due to retire									
			By 31 December 2017 (2 years)	% of total staff	By 31 December 2018 (3 years)	% of total staff	By 31 December 2019 (4 years)	% of total staff	Total Next Biennium (2018-2019)	% of total staff	By 31 December 2020 (5 years)	% of total staff
Headquarters	P	1012	59	5.8%	35	3.5%	35	3.5%	70	6.9%	49	4.8%
	NPO	65	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	GS	702	45	6.4%	20	2.8%	17	2.4%	37	5.3%	18	2.6%
Special programmes and collaborative arrangements	P	21	1	4.8%	1	4.8%	1	4.8%	2	9.5%	2	9.5%
	NPO	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	GS	5	0	0.0%	1	20.0%	0	0.0%	1	20.0%	0	0.0%
Africa	P	364	35	9.6%	29	8.0%	27	7.4%	56	15.4%	22	6.0%
	NPO	602	33	5.5%	17	2.8%	20	3.3%	37	6.1%	24	4.0%
	GS	1200	51	4.3%	31	2.6%	39	3.3%	70	5.8%	39	3.3%
South-East Asia	P	120	12	10.0%	11	9.2%	3	2.5%	14	11.7%	13	10.8%
	NPO	57	5	8.8%	1	1.8%	3	5.3%	4	7.0%	4	7.0%
	GS	339	20	5.9%	8	2.4%	7	2.1%	15	4.4%	10	2.9%
Europe	P	183	9	4.9%	6	3.3%	3	1.6%	9	4.9%	7	3.8%
	NPO	64	2	3.1%	0	0.0%	0	0.0%	0	0.0%	3	4.7%
	GS	183	6	3.3%	2	1.1%	3	1.6%	5	2.7%	1	0.5%
Eastern Mediterranean	P	173	16	9.2%	11	6.4%	6	3.5%	17	9.8%	8	4.6%
	NPO	80	4	5.0%	1	1.3%	4	5.0%	5	6.3%	2	2.5%
	GS	470	17	3.6%	8	1.7%	10	2.1%	18	3.8%	10	2.1%
Western Pacific	P	172	13	7.6%	7	4.1%	3	1.7%	10	5.8%	5	2.9%
	NPO	81	3	3.7%	0	0.0%	0	0.0%	0	0.0%	1	1.2%
	GS	344	7	2.0%	4	1.2%	8	2.3%	12	3.5%	9	2.6%
Total	P	2045	145	7.1%	100	4.9%	78	3.8%	178	8.7%	106	5.2%
	NPO	949	47	5.0%	19	2.0%	27	2.8%	46	4.8%	34	3.6%
	GS	3243	146	4.5%	74	2.3%	84	2.6%	158	4.9%	87	2.7%
	ALL	6237	338	5.4%	193	3.1%	189	3.0%	382	6.1%	227	3.6%

P - professional and higher category staff, NPO - national professional officers, GS - general service staff

TABLE 9. STAFF BY LENGTH OF SERVICE  
DATA AS OF 31-DEC-2015

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	240	21	138	399	413	44	289	746	208	0	148	356	86	0	41	127	41	0	27	68	18	0	39	57	6	0	20	26	1012	65	702	1779
Special programmes and collaborative arrangements	4	0	1	5	15	0	2	17	1	0	0	1	0	0	0	0	1	0	0	1	0	0	2	2	0	0	0	0	21	0	5	26
Africa	71	142	138	351	155	375	839	1369	80	49	121	250	42	29	36	107	11	2	31	44	5	4	19	28	0	1	16	17	364	602	1200	2166
South-East Asia	29	25	62	116	51	13	100	164	24	10	77	111	8	2	37	47	5	4	41	50	0	2	13	15	3	1	9	13	120	57	339	516
Europe	47	21	22	90	74	29	85	188	44	14	63	121	14	0	5	19	2	0	3	5	2	0	5	7	0	0	0	0	183	64	183	430
Eastern Mediterranean	50	41	110	201	64	22	173	259	33	10	112	155	17	2	19	38	6	2	29	37	2	2	17	21	1	1	10	12	173	80	470	723
Western Pacific	76	41	115	232	59	33	107	199	22	2	59	83	10	1	33	44	4	2	18	24	1	2	7	10	0	0	5	5	172	81	344	597
Total	517	291	586	1394	831	516	1595	2942	412	85	580	1077	177	34	171	382	70	10	149	229	28	10	102	140	10	3	60	73	2045	949	3243	6237
Percentage by bracket	37.1%	20.9%	42.0%	100.0%	28.2%	17.5%	54.2%	100.0%	38.3%	7.9%	53.9%	100.0%	46.3%	8.9%	44.8%	100.0%	30.6%	4.4%	65.1%	100.0%	20.0%	7.1%	72.9%	100.0%	13.7%	4.1%	82.2%	100.0%	32.8%	15.2%	52.0%	100.0%
Percentage of total				22.4%				47.2%				17.3%				6.1%				3.7%				2.2%				1.2%				100.0%

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

**TABLE 10. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2015**

Major Office*	2013				2014				2015			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
<b>Headquarters</b>	21457	14791	36248	40.8%	22229	16995	39224	43.3%	13518	9509	23027	41.3%
<b>Africa</b>	15415	4773	20188	23.6%	11097	3605	14702	24.5%	3812	2169	5981	36.3%
<b>Eastern Mediterranean</b>	9868	3984	13852	28.8%	8035	3395	11430	29.7%	4377	2142	6519	32.9%
<b>Europe</b>	3847	2425	6272	38.7%	3047	2089	5136	40.7%	4061	2670	6731	39.7%
<b>South-East Asia</b>	7614	3214	10828	29.7%	5071	2896	7967	36.3%	4721	2011	6732	29.9%
<b>Western Pacific</b>	6236	2877	9113	31.6%	3949	2074	6023	34.4%	4949	2641	7590	34.8%
<b>Total</b>	<b>64437</b>	<b>32064</b>	<b>96501</b>	<b>33.2%</b>	<b>53428</b>	<b>31054</b>	<b>84482</b>	<b>36.8%</b>	<b>35438</b>	<b>21142</b>	<b>56580</b>	<b>37.4%</b>

\* Positions advertised in that Major Office

TABLE 11. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2015

Major Office	Category	Total staff as at 31 December 2015	External appointments				Conversion of temporary contracts				Interagency transfers				Total		
			No. of staff	% of total recruitment	No. of women	% of women	No. of staff	% of total recruitment	No. of women	% of women	No. of staff	% of total recruitment	No. of women	% of women	No. of staff	No. of women	% of women
Headquarters	P	1012	31	43.1%	13	41.9%	23	31.9%	8	34.8%	18	25.0%	6	33.3%	72	27	37.5%
	NPO	65	5	100.0%	4	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	4	80.0%
	GS	702	30	56.6%	24	80.0%	22	41.5%	18	81.8%	1	1.9%	0	0.0%	53	42	79.2%
<i>Special programmes and collaborative arrangements</i>	P	21	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%
	NPO	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%
	GS	5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%
Africa	P	364	5	38.5%	2	40.0%	7	53.8%	1	14.3%	1	7.7%	1	100.0%	13	4	30.8%
	NPO	602	35	87.5%	10	28.6%	3	7.5%	0	0.0%	2	5.0%	0	0.0%	40	10	25.0%
	GS	1200	25	80.6%	8	32.0%	5	16.1%	2	40.0%	1	3.2%	0	0.0%	31	10	32.3%
South-East Asia	P	120	8	72.7%	3	37.5%	2	18.2%	1	50.0%	1	9.1%	0	0.0%	11	4	36.4%
	NPO	57	5	50.0%	1	20.0%	5	50.0%	1	20.0%	0	0.0%	0	0.0%	10	2	20.0%
	GS	339	8	44.4%	7	87.5%	10	55.6%	7	70.0%	0	0.0%	0	0.0%	18	14	77.8%
Europe	P	183	4	50.0%	2	50.0%	3	37.5%	1	33.3%	1	12.5%	1	100.0%	8	4	50.0%
	NPO	64	3	75.0%	3	100.0%	1	25.0%	1	100.0%	0	0.0%	0	0.0%	4	4	100.0%
	GS	183	4	66.7%	2	50.0%	2	33.3%	2	100.0%	0	0.0%	0	0.0%	6	4	66.7%
Eastern Mediterranean	P	173	8	50.0%	3	37.5%	4	25.0%	1	25.0%	4	25.0%	0	0.0%	16	4	25.0%
	NPO	80	6	66.7%	4	66.7%	3	33.3%	2	66.7%	0	0.0%	0	0.0%	9	6	66.7%
	GS	470	20	60.6%	8	40.0%	13	39.4%	7	53.8%	0	0.0%	0	0.0%	33	15	45.5%
Western Pacific	P	172	11	47.8%	5	45.5%	10	43.5%	6	60.0%	2	8.7%	0	0.0%	23	11	47.8%
	NPO	81	11	68.8%	7	63.6%	4	25.0%	2	50.0%	1	6.3%	0	0.0%	16	9	56.3%
	GS	344	16	66.7%	8	50.0%	8	33.3%	6	75.0%	0	0.0%	0	0.0%	24	14	58.3%
Total	P	2045	67	46.9%	28	41.8%	49	34.3%	18	36.7%	27	18.9%	8	29.6%	143	54	37.8%
	NPO	949	65	77.4%	29	44.6%	16	19.0%	6	37.5%	3	3.6%	0	0.0%	84	35	41.7%
	GS	3243	103	62.4%	57	55.3%	60	36.4%	42	70.0%	2	1.2%	0	0.0%	165	99	60.0%
	All	6237	235	59.9%	114	48.5%	125	31.9%	66	52.8%	32	8.2%	8	25.0%	392	188	48.0%

P - professional and higher category staff, NPO - national professional officers, GS - general service staff, T - total

**TABLE 12. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES, BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY**  
**DATA AS OF 31-DEC-2015**

**By location of assignment**

Location of assignment	Region of nationality													
	Africa		South-East Asia		Europe		Eastern Mediterranean		The Americas		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	88	8.5%	68	6.6%	482	46.7%	47	4.5%	207	20.0%	141	13.6%	1033	100.0%
Africa	303	83.2%	7	1.9%	24	6.6%	8	2.2%	20	5.5%	2	0.5%	364	100.0%
South-East Asia	4	3.3%	71	59.2%	24	20.0%	3	2.5%	10	8.3%	8	6.7%	120	100.0%
Europe	0	0.0%	2	1.1%	152	83.1%	2	1.1%	22	12.0%	5	2.7%	183	100.0%
Eastern Mediterranean	12	6.9%	8	4.6%	48	27.7%	85	49.1%	17	9.8%	3	1.7%	173	100.0%
Western Pacific	3	1.7%	19	11.0%	43	25.0%	4	2.3%	25	14.5%	78	45.3%	172	100.0%
Total	410	20.0%	175	8.6%	773	37.8%	149	7.3%	301	14.7%	237	11.6%	2045	100.0%

**By region of nationality**

Location of assignment	Region of nationality													
	Africa		South-East Asia		Europe		Eastern Mediterranean		The Americas		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Headquarters	88	21.5%	68	38.9%	482	62.4%	47	31.5%	207	68.8%	141	59.5%	1033	50.5%
Africa	303	73.9%	7	4.0%	24	3.1%	8	5.4%	20	6.6%	2	0.8%	364	17.8%
South-East Asia	4	1.0%	71	40.6%	24	3.1%	3	2.0%	10	3.3%	8	3.4%	120	5.9%
Europe	0	0.0%	2	1.1%	152	19.7%	2	1.3%	22	7.3%	5	2.1%	183	8.9%
Eastern Mediterranean	12	2.9%	8	4.6%	48	6.2%	85	57.0%	17	5.6%	3	1.3%	173	8.5%
Western Pacific	3	0.7%	19	10.9%	43	5.6%	4	2.7%	25	8.3%	78	32.9%	172	8.4%
Total	410	100.0%	175	100.0%	773	100.0%	149	100.0%	301	100.0%	237	100.0%	2045	100.0%



**Table 13 - STAFF MOBILITY: CHANGE IN DUTY STATION**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2015**

Major Office leaving	Major Office joining																											
	Headquarters				Africa				South-East Asia				Europe				Eastern Mediterranean				Western Pacific				Total			
	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%
Headquarters	3	4	7	29.2%	1	0	1	4.2%	3	3	6	25.0%	1	1	2	8.3%	3	1	4	16.7%	2	2	4	16.7%	13	11	24	100.0%
Africa	3	1	4	7.5%	23	15	38	71.7%	0	0	0	0.0%	0	0	0	0.0%	10	0	10	18.9%	1	0	1	1.9%	37	16	53	100.0%
South-East Asia	4	2	6	19.4%	0	0	0	0.0%	12	6	18	58.1%	1	1	2	6.5%	1	1	2	6.5%	1	2	3	9.7%	19	12	31	100.0%
Europe	6	1	7	33.3%	1	0	1	4.8%	0	0	0	0.0%	7	3	10	47.6%	2	0	2	9.5%	1	0	1	4.8%	17	4	21	100.0%
Eastern Mediterranean	1	1	2	9.5%	1	1	2	9.5%	1	0	1	4.8%	0	0	0	0.0%	11	4	15	71.4%	1	0	1	4.8%	15	6	21	100.0%
Western Pacific	2	4	6	18.8%	0	1	1	3.1%	3	3	6	18.8%	0	0	0	0.0%	3	2	5	15.6%	12	2	14	43.8%	20	12	32	100.0%
Total	19	13	32	17.6%	26	17	43	23.6%	19	12	31	17.0%	9	5	14	7.7%	30	8	38	20.9%	18	6	24	13.2%	121	61	182	100.0%

This table excludes The Americas region (5 staff from PAHO moved to HQ, 1 staff moved to SEARO and 1 staff moved to WPRO, 1 staff from SEARO moved to PAHO)

M - male, F - female, T - total

**Table 14 - MOBILITY RATIO BY MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2015**

Major Office leaving	Total Professional and higher category staff	% of Professional and higher category staff	Total number of changes	% of Professional and higher category staff who has moved	Total number of changes between regions	% of Professional and higher category staff who has moved between regions
<b>Headquarters</b>	1012	50.0%	24	2.4%	17	1.7%
<b>Africa</b>	364	18.0%	53	14.6%	15	4.1%
<b>South-East Asia</b>	120	5.9%	31	25.8%	13	10.8%
<b>Europe</b>	183	9.0%	21	11.5%	11	6.0%
<b>Eastern Mediterranean</b>	173	8.5%	21	12.1%	6	3.5%
<b>Western Pacific</b>	172	8.5%	32	18.6%	18	10.5%
<b>Total</b>	<b>2024</b>	<b>100.0%</b>	<b>182</b>	<b>9.0%</b>	<b>80</b>	<b>4.0%</b>

This table excludes The Americas region (5 staff from PAHO moved to HQ, 1 staff moved to SEARO and 1 staff moved to WPRO, 1 staff from SEARO moved to PAHO)

M - male, F - female, T - total

**TABLE 15. NUMBER OF INTERNS BY MAJOR OFFICE, TYPE OF COUNTRY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2015**

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		116	363	479	75.8%	23	63	86	73.3%	139	426	565	75.4%
Africa	Country Office	1	2	3	66.7%	2	5	7	71.4%	3	7	10	70.0%
	Regional Office	0	1	1	100.0%	2	2	4	50.0%	2	3	5	60.0%
	Total	1	3	4	75.0%	4	7	11	63.6%	5	10	15	66.7%
Eastern Mediterranean	Country Office	2	0	2	0.0%	0	6	6	100.0%	2	6	8	75.0%
	Regional Office	0	3	3	100.0%	10	23	33	69.7%	10	26	36	72.2%
	Total	2	3	5	60.0%	10	29	39	74.4%	12	32	44	72.7%
Europe	Country Office	5	24	29	82.8%	1	2	3	66.7%	6	26	32	81.3%
	Regional Office	28	57	85	67.1%	2	6	8	75.0%	30	63	93	67.7%
	Total	33	81	114	71.1%	3	8	11	72.7%	36	89	125	71.2%
South-East Asia	Country Office	1	3	4	75.0%	0	0	0	0.0%	1	3	4	75.0%
	Regional Office	1	4	5	80.0%	2	4	6	66.7%	3	8	11	72.7%
	Total	2	7	9	77.8%	2	4	6	66.7%	4	11	15	73.3%
Western Pacific	Country Office	6	21	27	77.8%	2	9	11	81.8%	8	30	38	78.9%
	Regional Office	10	36	46	78.3%	1	6	7	85.7%	11	42	53	79.2%
	Total	16	57	73	78.1%	3	15	18	83.3%	19	72	91	79.1%
Total	Country Office	15	50	65	76.9%	5	22	27	81.5%	20	72	92	78.3%
	Regional Office	39	101	140	72.1%	17	41	58	70.7%	56	142	198	71.7%
	Total	170	514	684	75.1%	45	126	171	73.7%	215	640	855	74.9%

**TABLE 16. NUMBER OF INTERNS BY NATIONALITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2015**

Nationality	Male	Female	Total	% of total
United States of America	32	128	160	18.7%
United Kingdom	26	56	82	9.6%
Canada	12	59	71	8.3%
Korea, Republic of	15	33	48	5.6%
Australia	16	30	46	5.4%
Germany	14	30	44	5.1%
China	7	28	35	4.1%
Egypt	8	25	33	3.9%
France	8	20	28	3.3%
Italy	3	19	22	2.6%
Japan	6	15	21	2.5%
Netherlands	5	13	18	2.1%
Switzerland	4	13	17	2.0%
India	4	12	16	1.9%
Nigeria	5	9	14	1.6%
Sweden	3	9	12	1.4%
Spain	4	8	12	1.4%
Denmark	2	6	8	0.9%
Brazil	2	6	8	0.9%
Norway	1	7	8	0.9%
Philippines	3	5	8	0.9%
Greece	2	5	7	0.8%
Portugal	4	3	7	0.8%
Finland	2	4	6	0.7%
Mexico	0	5	5	0.6%
Turkey	0	5	5	0.6%
Belgium	2	3	5	0.6%
Poland	0	5	5	0.6%
Austria	0	5	5	0.6%
Lithuania	2	3	5	0.6%
Colombia	1	3	4	0.5%
Cote d'Ivoire	2	2	4	0.5%
Uganda	2	2	4	0.5%
Pakistan	0	4	4	0.5%
Romania	0	3	3	0.4%
Tunisia	1	2	3	0.4%
Zimbabwe	0	3	3	0.4%
Ireland	0	3	3	0.4%
Iran	1	2	3	0.4%
Indonesia	0	3	3	0.4%
Jordan	0	3	3	0.4%
Kenya	0	3	3	0.4%
Russian Federation	0	3	3	0.4%
New Zealand	1	2	3	0.4%
Chile	0	2	2	0.2%
Estonia	0	2	2	0.2%
Singapore	1	1	2	0.2%
Sierra Leone	1	1	2	0.2%
Sudan	0	2	2	0.2%
Rwanda	0	2	2	0.2%
Congo, Republic of the	0	2	2	0.2%
Myanmar	1	1	2	0.2%
Mongolia	0	2	2	0.2%
Slovenia	0	2	2	0.2%
Slovak Republic	0	1	1	0.1%
Bangladesh	0	1	1	0.1%
Ukraine	0	1	1	0.1%
Yemen	1	0	1	0.1%
Serbia	1	0	1	0.1%
Saudi Arabia	0	1	1	0.1%
Moldova, Republic of	0	1	1	0.1%
Uruguay	0	1	1	0.1%
Bosnia and Herzegovina	0	1	1	0.1%
Belarus	1	0	1	0.1%
Lebanon	1	0	1	0.1%
Senegal	0	1	1	0.1%
Hungary	0	1	1	0.1%
Benin	1	0	1	0.1%
Thailand	0	1	1	0.1%
Korea, Dem. People's Rep. Of	0	1	1	0.1%
Turkmenistan	0	1	1	0.1%
Congo, Democratic Rep of the	1	0	1	0.1%
Morocco	1	0	1	0.1%
Ecuador	1	0	1	0.1%
Malaysia	0	1	1	0.1%
Bulgaria	1	0	1	0.1%
Ghana	0	1	1	0.1%
Mali	1	0	1	0.1%
Viet Nam	1	0	1	0.1%
Burkina Faso	0	1	1	0.1%
Nepal	0	1	1	0.1%
Tanzania, United Republic of	1	0	1	0.1%
<b>Total</b>	<b>215</b>	<b>640</b>	<b>855</b>	<b>100.0%</b>

**TABLE 17. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2015**

Donor countries	Major office						Total
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
<b>Denmark</b>	0	1	0	0	0	0	<b>1</b>
<b>Finland</b>	0	0	0	0	2	0	<b>2</b>
<b>France</b>	2	0	0	0	0	0	<b>2</b>
<b>Germany</b>	3	0	0	2	0	0	<b>5</b>
<b>Italy</b>	1	0	0	0	0	0	<b>1</b>
<b>Japan</b>	5	0	0	1	0	1	<b>7</b>
<b>Luxembourg</b>	0	0	0	1	0	0	<b>1</b>
<b>Netherlands</b>	2	1	0	0	0	1	<b>4</b>
<b>Norway</b>	1	0	1	0	0	0	<b>2</b>
<b>Sweden</b>	1	1	0	0	0	0	<b>2</b>
<b>Switzerland</b>	1	0	0	0	0	1	<b>2</b>
<b>Total</b>	<b>16</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>29</b>

**TABLE 18. NUMBER OF INDIVIDUALS HOLDING NON-STAFF CONTRACTS, BY MAJOR OFFICE<sup>a</sup>**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2015**

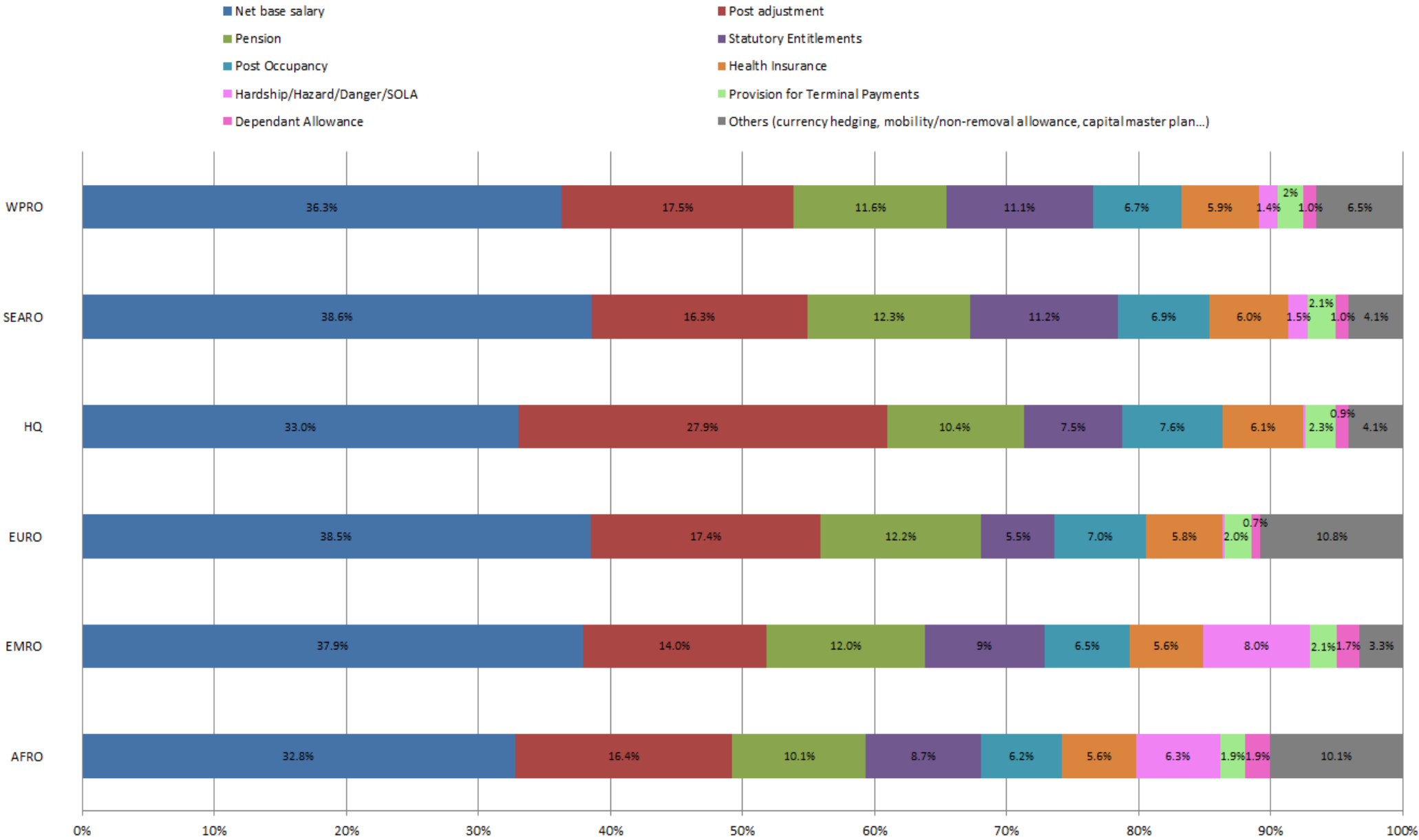
Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements <sup>c</sup>
	Number of individuals holding non-staff contracts	Estimate of full-time equivalents <sup>b</sup>	Number of individuals holding non-staff contracts	Estimate of full-time equivalents <sup>b</sup>	Number of individuals holding non-staff contracts
<b>Headquarters</b>	2667	599	1632	242	0
<b>Africa</b>	1771	116	740	53	1633
<b>South-East Asia</b>	513	72	24	3	1507
<b>Europe</b>	1151	83	161	25	42
<b>Eastern Mediterranean</b>	973	75	145	18	310
<b>Western Pacific</b>	633	52	262	42	93
<b>Total</b>	<b>7708</b>	<b>998</b>	<b>2964</b>	<b>383</b>	<b>3585</b>

<sup>a</sup>Data for the region of The Americas are not available

<sup>b</sup>Estimated by dividing the total cost by the WHO Consultant Band B maximum daily rate of US\$ 540 and then dividing by 240 working days, which is assumed to be the amount of days worked by one full-time equivalent

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

TABLE 19. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF  
DATA FROM 1 JANUARY TO 31 DECEMBER 2015



**TABLE 20. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2015**

