

# **Human resources: update**

## **Workforce data**

**As at 31 December 2016**



**Document issued 28 February 2017**

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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS  
DATA AS OF 31-DEC-2016**

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	321	7	96	50	55	61	86	<b>676</b>
National professional officers	21	0	264	36	23	54	49	<b>447</b>
General service staff	189	4	257	89	28	170	142	<b>879</b>
<b>Total</b>	<b>531</b>	<b>11</b>	<b>617</b>	<b>175</b>	<b>106</b>	<b>285</b>	<b>277</b>	<b>2002</b>

**Continuing appointments**

Professional and higher category staff	733	20	247	84	128	104	86	<b>1402</b>
National professional officers	40	0	361	31	35	26	35	<b>528</b>
General service staff	522	7	933	246	146	321	198	<b>2373</b>
<b>Total</b>	<b>1295</b>	<b>27</b>	<b>1541</b>	<b>361</b>	<b>309</b>	<b>451</b>	<b>319</b>	<b>4303</b>

<b>Total number of staff holding long-term appointments</b>	<b>1826</b>	<b>38</b>	<b>2158</b>	<b>536</b>	<b>415</b>	<b>736</b>	<b>596</b>	<b>6305</b>
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**Staff holding short-term appointments**

**Temporary appointments under SR 420.4**

Professional and higher category staff	321	11	186	42	34	98	15	<b>707</b>
National professional officers	2	0	45	64	12	61	2	<b>186</b>
General service staff	105	3	282	79	34	169	20	<b>692</b>
<b>Total</b>	<b>428</b>	<b>14</b>	<b>513</b>	<b>185</b>	<b>80</b>	<b>328</b>	<b>37</b>	<b>1585</b>

**Temporary appointments of 60 days or less**

Professional and higher category staff	1	0	0	0	1	1	0	<b>3</b>
National professional officers	0	0	0	0	1	0	0	<b>1</b>
General service staff	13	0	1	0	3	1	4	<b>22</b>
<b>Total</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>26</b>

<b>Total number of temporary appointments</b>	<b>442</b>	<b>14</b>	<b>514</b>	<b>185</b>	<b>85</b>	<b>330</b>	<b>41</b>	<b>1611</b>
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<b>Total number of staff</b>	<b>2268</b>	<b>52</b>	<b>2672</b>	<b>721</b>	<b>500</b>	<b>1066</b>	<b>637</b>	<b>7916</b>
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<sup>a</sup> This column includes: the Alliance for Health Policy and Systems Research, the European Observatory on Health Systems and Policies and the Partnership for Maternal, Newborn and Child Health

**TABLE 2. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER<sup>a</sup>**  
**DATA AS OF 31-DEC-2016**

**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
Headquarters	0	0	0	11	26	37	76	113	189	163	205	368	203	140	343	54	23	77	23	6	29	8	3	11	538	516	1054	51.0%	49.0%
<i>Special programmes and collaborative arrangements</i>	2	5	7	1	1	2	2	2	4	3	3	6	1	2	3	3	0	3	0	2	2	0	0	0	12	15	27	44.4%	55.6%
Africa	1	0	1	9	13	22	31	12	43	109	42	151	64	19	83	31	10	41	1	0	1	0	1	1	246	97	343	71.7%	28.3%
South-East Asia	0	0	0	2	1	3	9	2	11	20	5	25	38	29	67	21	4	25	2	0	2	0	1	1	92	42	134	68.7%	31.3%
Europe	0	0	0	3	11	14	16	17	33	28	29	57	27	30	57	10	10	20	1	0	1	0	1	1	85	98	183	46.4%	53.6%
Eastern Mediterranean	2	1	3	4	3	7	19	11	30	40	11	51	26	16	42	21	7	28	2	1	3	1	0	1	115	50	165	69.7%	30.3%
Western Pacific	0	0	0	2	5	7	9	15	24	38	29	67	39	15	54	10	7	17	2	0	2	1	0	1	101	71	172	58.7%	41.3%
<b>Total</b>	<b>5</b>	<b>6</b>	<b>11</b>	<b>32</b>	<b>60</b>	<b>92</b>	<b>162</b>	<b>172</b>	<b>334</b>	<b>401</b>	<b>324</b>	<b>725</b>	<b>398</b>	<b>251</b>	<b>649</b>	<b>150</b>	<b>61</b>	<b>211</b>	<b>31</b>	<b>9</b>	<b>40</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>1189</b>	<b>889</b>	<b>2078</b>	<b>57.2%</b>	<b>42.8%</b>
<b>Percentage by grade</b>	45.5%	54.5%	100.0%	34.8%	65.2%	100.0%	48.5%	51.5%	100.0%	55.3%	44.7%	100.0%	61.3%	38.7%	100.0%	71.1%	28.9%	100.0%	77.5%	22.5%	100.0%	62.5%	37.5%	100.0%	57.2%	42.8%	100.0%		
<b>Percentage of total</b>			0.5%			4.4%			16.1%			34.9%			31.2%			10.2%			1.9%			0.8%			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
Headquarters <sup>b</sup>	5	12	17	14	14	28	7	8	15	0	1	1	26	35	61	42.6%	57.4%
<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%
Africa	17	5	22	136	42	178	279	137	416	6	3	9	438	187	625	70.1%	29.9%
South-East Asia	15	5	20	6	5	11	18	15	33	3	0	3	42	25	67	62.7%	37.3%
Europe	2	5	7	13	19	32	5	14	19	0	0	0	20	38	58	34.5%	65.5%
Eastern Mediterranean	3	2	5	27	20	47	15	7	22	4	2	6	49	31	80	61.3%	38.8%
Western Pacific	1	5	6	12	25	37	19	19	38	1	2	3	33	51	84	39.3%	60.7%
<b>Total</b>	<b>43</b>	<b>34</b>	<b>77</b>	<b>208</b>	<b>125</b>	<b>333</b>	<b>343</b>	<b>200</b>	<b>543</b>	<b>14</b>	<b>8</b>	<b>22</b>	<b>608</b>	<b>367</b>	<b>975</b>	<b>62.4%</b>	<b>37.6%</b>
<b>Percentage by grade</b>	55.8%	44.2%	100.0%	62.5%	37.5%	100.0%	63.2%	36.8%	100.0%	63.6%	36.4%	100.0%	62.4%	37.6%	100.0%		
<b>Percentage of total</b>			7.9%			34.2%			55.7%			2.3%			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
Headquarters	1	0	1	2	0	2	13	4	17	24	80	104	62	306	368	40	170	210	2	7	9	144	567	711	20.3%	79.7%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	1	1	1	8	9	0	1	1	0	0	0	1	10	11	9.1%	90.9%
Africa	12	5	17	409	7	416	82	15	97	54	58	112	52	126	178	95	126	221	79	70	149	783	407	1190	65.8%	34.2%
South-East Asia	4	1	5	50	0	50	31	7	38	19	32	51	40	64	104	27	23	50	22	15	37	193	142	335	57.6%	42.4%
Europe	0	0	0	7	0	7	13	0	13	3	5	8	23	90	113	10	20	30	1	2	3	57	117	174	32.8%	67.2%
Eastern Mediterranean	36	1	37	55	1	56	49	1	50	18	56	74	49	107	156	30	52	82	15	21	36	252	239	491	51.3%	48.7%
Western Pacific	1	4	5	26	0	26	18	9	27	6	51	57	13	93	106	25	63	88	9	22	31	98	242	340	28.8%	71.2%
<b>Total</b>	<b>54</b>	<b>11</b>	<b>65</b>	<b>549</b>	<b>8</b>	<b>557</b>	<b>206</b>	<b>36</b>	<b>242</b>	<b>124</b>	<b>283</b>	<b>407</b>	<b>240</b>	<b>794</b>	<b>1034</b>	<b>227</b>	<b>455</b>	<b>682</b>	<b>128</b>	<b>137</b>	<b>265</b>	<b>1528</b>	<b>1724</b>	<b>3252</b>	<b>47.0%</b>	<b>53.0%</b>
<b>Percentage by grade</b>	83.1%	16.9%	100.0%	98.6%	1.4%	100.0%	85.1%	14.9%	100.0%	30.5%	69.5%	100.0%	23.2%	76.8%	100.0%	33.3%	66.7%	100.0%	48.3%	51.7%	100.0%	47.0%	53.0%	100.0%		
<b>Percentage of total</b>			2.0%			17.1%			7.4%			12.5%			31.8%			21.0%			8.1%			100.0%		

M - male, F - female, T - total

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

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

**TABLE 3. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION**  
**DATA AS OF 31-DEC-2016**

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>Africa</b>	Seychelles		Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Malawi Nigeria Rwanda Senegal South Africa Togo Uganda Zambia Zimbabwe
<b>The Americas</b>	Antigua and Barbuda Bahamas Barbados Belize Bolivia (Plurinational State of) Cuba Dominica Dominican Republic Ecuador El Salvador 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 (Bolivarian Republic of)	Canada
<b>South-East Asia</b>			Bangladesh India Nepal Sri Lanka
<b>Europe</b>	Andorra Cyprus Lithuania Luxembourg Monaco Montenegro San Marino	Austria Greece Israel Norway Poland Russian Federation	Belgium Denmark France Germany Ireland Italy Netherlands Switzerland Ukraine United Kingdom of Great Britain and Northern Ireland
<b>Eastern Mediterranean</b>	Bahrain Kuwait Libya Oman Qatar United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon Morocco Pakistan Sudan
<b>Western Pacific</b>	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Marshall Islands Micronesia (Federated States of) Nauru Niue Palau Papua New Guinea Samoa Tokelau* Tuvalu Vanuatu	China Japan Republic of Korea 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-2016

## 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	0	0	0	0	0	0	0	0	1	4	5	
Angola	1-8	0	0	0	2	1	0	0	0	0	1	0	0	0	0	0	0	1	3	4	
Benin	1-8	0	0	1	0	0	0	2	0	2	0	0	0	0	0	0	0	5	0	5	
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	6	2	4	0	2	0	1	0	0	0	15	4	19	
Burundi	1-8	0	0	0	1	0	0	2	1	1	3	2	0	0	0	0	0	5	5	10	
Cabo Verde	1-8	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	2	2	
Cameroon	1-8	0	0	0	0	2	0	5	1	1	0	2	1	0	0	0	0	10	2	12	
Central African Republic	1-8	0	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	3	0	3	
Chad	1-8	0	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	3	0	3	
Comoros	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Congo	1-8	0	0	3	1	6	0	0	0	1	0	1	0	0	0	0	0	11	1	12	
Côte d'Ivoire	1-8	0	0	0	0	1	0	2	2	2	1	0	2	0	0	0	0	5	5	10	
Democratic Republic of the Congo	1-8	0	0	0	0	1	0	4	0	6	0	0	0	1	0	0	0	12	0	12	
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	2	0	1	0	0	0	0	0	0	0	3	1	4	
Ethiopia	1-8	0	0	0	0	2	1	9	3	7	1	3	1	0	0	0	0	21	6	27	
Gabon	1-8	0	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	2	1	3	
Gambia	1-8	0	0	0	0	0	0	6	0	2	0	0	0	0	0	0	0	8	0	8	
Ghana	1-8	0	0	0	0	0	1	3	6	5	1	1	0	0	0	1	0	10	8	18	
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	1	1	6	3	7	3	1	0	0	0	0	0	16	7	23	
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	0	0	0	2	1	2	0	1	0	0	0	0	0	0	1	5	6	
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	3	0	2	0	1	0	0	0	0	0	7	0	7	
Mauritania	1-8	0	0	0	0	1	0	1	0	1	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	0	0	0	0	0	0	0	0	0	1	0	1	
Namibia	1-8	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	1	1	2	
Niger	1-8	0	0	0	0	0	1	2	0	2	0	1	0	0	0	0	0	5	1	6	
Nigeria	1-8	0	0	0	0	2	0	8	2	7	0	2	0	0	0	0	0	19	2	21	
Rwanda	1-8	0	0	0	1	2	1	3	1	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	0	1	2	3	3	0	2	2	0	0	0	0	7	6	13	
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	
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	2	0	8	3	7	5	3	0	0	0	0	0	20	8	28	
United Republic of Tanzania	1-8	0	0	0	1	1	1	3	1	0	1	0	0	0	0	0	0	4	4	8	
Zambia	1-8	0	0	0	0	0	1	4	3	1	1	1	0	0	0	0	0	6	5	11	
Zimbabwe	1-8	1	0	1	3	4	1	3	1	3	0	1	1	0	0	0	0	13	6	19	
Total - African Region		1	0	9	13	34	16	110	45	86	22	31	10	2	0	1	1	274	107	381	

<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-2016****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	1	3	3	3	1	0	0	0	0	0	0	0	5	6	11
Bahamas	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Barbados	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Belize	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bolivia (Plurinational State of)	1-8	0	0	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	4	1	0	0	1	0	0	4	9	13
Canada	28-39	0	0	0	2	2	3	13	11	8	4	6	1	1	0	1	0	31	21	52
Chile	3-11	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	2	2	4
Colombia	3-10	0	0	0	0	0	0	0	1	3	1	1	0	0	0	0	0	4	2	6
Costa Rica	1-8	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Grenada	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
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	0	0	0	0	0	1	1	2
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	2	1	0	0	1	0	0	0	0	0	4	4	8
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	0	0	1	6	8	13	23	39	26	20	8	8	2	0	0	0	68	86	154
Uruguay	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Venezuela (Bolivarian Republic of)	6-14	0	0	1	0	1	0	0	0	1	1	0	0	0	0	0	0	3	1	4
Total - Region of the Americas		0	0	3	10	15	26	42	60	47	34	19	9	3	1	1	0	130	140	270

<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-2016****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	7	0	3	2	3	0	0	0	0	0	13	2	15
Bhutan	1-8	0	0	0	0	0	0	2	2	0	1	1	0	0	0	0	0	3	3	6
Democratic People's Republic of Korea	1-8	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0	3	0	3
India	7-14	0	0	2	2	13	7	32	8	22	16	8	2	1	0	0	1	78	36	114
Indonesia	3-11	0	0	0	0	1	1	0	0	1	0	1	0	0	0	0	0	3	1	4
Maldives	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Myanmar	1-8	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2	0	2
Nepal	1-8	0	0	1	0	1	0	3	0	6	1	2	0	1	0	0	0	14	1	15
Sri Lanka	1-8	0	0	1	0	1	1	2	2	3	3	2	0	0	0	0	0	9	6	15
Thailand	2-10	0	0	0	0	0	0	1	2	0	3	1	1	0	0	0	0	2	6	8
Timor-Leste	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Total - South-East Asia Region		0	0	4	2	16	9	48	14	38	27	21	3	2	0	0	1	129	56	185

<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-2016

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	3	0	0	0	1	0	0	0	6	0	6	
Austria	8-15	0	0	0	0	1	0	0	1	0	1	1	1	1	0	0	0	3	3	6	
Azerbaijan	1-8	0	0	0	0	1	0	2	2	2	0	0	1	0	0	0	0	5	3	8	
Belarus	1-8	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2	2	4	
Belgium	10-17	0	0	0	0	2	2	2	9	6	2	5	2	2	0	0	0	17	15	32	
Bosnia and Herzegovina	1-8	0	0	0	1	0	1	2	1	1	0	0	0	0	0	0	0	3	3	6	
Bulgaria	1-8	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	0	2	2	4	
Croatia	1-9	0	0	0	0	1	1	0	2	0	1	1	0	0	0	0	0	2	4	6	
Cyprus	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Czechia	4-11	0	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	3	1	4	
Denmark	7-14	0	0	0	0	2	4	2	1	6	2	0	0	0	0	0	0	10	7	17	
Estonia	1-8	0	0	0	0	0	0	0	0	1	2	0	0	0	0	0	0	1	2	3	
Finland	5-13	0	0	0	1	0	1	2	0	2	3	0	0	0	0	0	0	4	5	9	
France	50-68	0	0	3	3	9	12	21	10	23	15	3	5	2	2	0	1	61	48	109	
Georgia	1-8	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	1	2	3	
Germany	63-86	0	0	0	3	3	11	16	14	16	14	8	2	1	0	0	0	44	44	88	
Greece	6-14	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	1	2	3	
Hungary	3-10	0	0	0	0	0	2	1	0	0	3	2	0	0	0	0	1	3	6	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	0	0	5	1	4	5	3	1	1	0	0	0	0	7	13	20	
Israel	4-11	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Italy	40-55	0	0	0	0	5	7	6	11	14	8	5	1	2	0	0	1	32	28	60	
Kazakhstan	1-9	0	0	0	0	1	0	0	3	1	0	0	0	0	0	0	0	2	3	5	
Kyrgyzstan	1-8	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Luxembourg	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Malta	1-8	0	0	0	0	0	0	2	0	0	0	1	1	0	0	0	0	3	1	4	
Monaco	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Montenegro	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Netherlands	16-24	0	0	0	1	2	2	5	5	9	4	4	3	3	0	0	0	23	15	38	
Norway	8-16	0	0	1	0	0	0	0	2	1	1	0	2	0	0	0	0	2	5	7	
Poland	9-16	0	0	0	0	0	0	0	0	1	3	0	0	0	0	0	0	1	3	4	
Portugal	5-12	0	0	0	0	1	0	0	1	2	0	1	0	0	0	0	0	4	1	5	
Republic of Moldova	1-8	0	0	0	0	1	1	3	1	0	1	1	0	0	0	0	0	5	3	8	
Romania	2-10	0	0	0	1	0	0	1	2	1	1	0	0	0	0	0	0	2	4	6	
Russian Federation	23-32	0	0	1	3	2	0	2	0	2	4	0	0	0	0	1	0	8	7	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	1	0	0	4	0	1	0	0	0	0	2	5	7	
Slovakia	2-9	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	
Slovenia	1-8	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1	2	3	
Spain	28-39	0	0	1	2	4	1	3	6	5	7	1	0	1	1	0	0	15	17	32	
Sweden	9-17	0	0	0	0	0	4	1	3	2	1	1	1	0	0	1	0	5	9	14	
Switzerland	9-16	0	0	0	0	5	4	5	3	2	4	1	0	0	0	0	0	13	11	24	
Tajikistan	1-8	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	2	
The former Yugoslav Republic of Macedonia	1-8	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	1	2	3	
Turkey	13-23	0	0	1	1	0	0	1	3	4	2	0	2	0	0	0	0	6	8	14	
Turkmenistan	1-8	0	0	0	0	0	1	0	0	1	1	0	0	0	0	0	0	1	2	3	
Ukraine	1-8	0	0	0	0	4	0	2	2	1	0	0	0	0	0	0	0	7	2	9	
United Kingdom of Great Britain and Northern Ireland	39-54	1	0	1	3	4	12	12	11	28	20	8	4	4	0	1	0	59	50	109	
Uzbekistan	1-8	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Total - European Region		1	0	8	21	54	72	99	107	145	114	44	28	17	4	3	3	371	349	720	

<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-2016****Nationals of Member States in the Eastern Mediterranean Region**

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Afghanistan	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Bahrain	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	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	3	3	7	2	6	2	3	2	0	2	0	0	0	0	19	12	31
Iran (Islamic Republic of)	3-11	0	0	0	1	0	1	4	1	1	1	4	1	0	0	0	0	9	5	14
Iraq	1-8	0	0	0	0	0	1	1	0	3	0	0	0	0	0	1	0	5	1	6
Jordan	1-8	0	0	0	0	2	1	2	1	2	2	0	0	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	3	1	0	2	0	1	1	0	0	0	6	4	10
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	6	1	7	0	3	0	1	0	0	0	18	1	19
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	1	1	0	1	0	0	0	0	0	2	1	3
Sudan	1-8	0	0	0	0	1	0	6	4	2	0	1	0	0	0	0	0	10	4	14
Syrian Arab Republic	1-8	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	2	1	3
Tunisia	1-8	0	0	1	0	2	0	2	1	0	2	0	0	0	0	0	0	5	3	8
United Arab Emirates	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yemen	1-8	0	0	0	0	0	0	1	0	2	1	0	0	0	0	0	0	3	1	4
Total - Eastern Mediterranean Region		0	1	4	4	17	5	34	17	22	13	12	6	2	0	1	0	92	46	138

<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-2016****Nationals of Member States in the Western Pacific Region**

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Australia	20-28	0	0	0	2	2	6	14	10	6	7	6	1	2	1	1	0	31	27	58	
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	1	4	6	10	5	3	4	1	0	0	1	1	17	19	36	
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	1	3	7	4	6	10	5	2	0	2	0	1	0	22	19	41	
Kiribati	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lao People's Democratic Republic	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Malaysia	3-10	0	0	1	0	0	1	2	1	1	2	0	0	1	0	0	0	5	4	9	
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	2	1	4	1	0	0	0	0	0	0	0	2	6	8	
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	2	2	7	7	2	11	8	4	2	1	0	0	0	0	21	25	46	
Republic of Korea	19-27	0	0	0	0	2	2	2	4	3	1	1	0	0	0	1	0	9	7	16	
Samoa	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Singapore	4-11	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Solomon Islands	1-8	0	0	0	0	0	0	0	0	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	1	0	2	0	0	0	0	0	0	0	0	0	3	3	
Total - Western Pacific Region		0	0	3	5	16	31	36	51	37	26	17	4	5	1	4	1	118	119	237	

<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-2016**  
**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	0	0	3	0	0	0	0	0	0	0	0	0	3	3
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	2	1	0	0	0	1	0	0	0	0	2	2	4
Cameroon	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	2
Canada	0	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	2	3
China	0	0	0	1	1	1	0	0	1	0	0	0	0	0	0	0	2	2	4
Côte d'Ivoire	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Denmark	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Egypt	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	2
Ethiopia	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
France	0	0	0	1	2	1	2	5	2	1	0	0	0	0	0	0	6	8	14
Germany	1	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0	4	1	5
Ghana	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Iran (Islamic Republic of)	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Iraq	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Ireland	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Italy	0	0	0	0	1	0	1	0	0	0	1	0	0	0	0	0	3	0	3
Japan	0	0	0	1	0	0	2	3	2	0	0	0	0	0	0	0	4	4	8
Jordan	0	0	0	0	1	0	0	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
Lithuania	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	2
Netherlands	0	0	0	0	1	0	0	0	0	2	1	0	0	0	0	0	2	2	4
New Zealand	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Nigeria	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Norway	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	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	0	0	1	0	0	0	0	0	2	0	2
Poland	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Portugal	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Republic of Korea	0	0	0	0	0	0	2	0	1	1	0	0	0	0	0	0	3	1	4
Russian Federation	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	1	2	3
Senegal	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
South Africa	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Spain	0	1	0	0	0	0	2	2	0	0	1	0	0	0	0	0	3	3	6
Sri Lanka	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
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 of Great Britain and Northern Ireland	0	1	1	1	1	1	0	4	3	3	1	0	0	1	0	0	6	11	17
United States of America	1	0	0	0	1	2	7	8	9	5	0	0	0	0	0	0	18	15	33
<b>Total</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>5</b>	<b>10</b>	<b>13</b>	<b>32</b>	<b>30</b>	<b>23</b>	<b>15</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>75</b>	<b>72</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-2016**

**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
<b>Headquarters</b>	1	1	2	50	79	129	184	197	381	258	209	467	40	25	65	5	5	10	538	516	1054
<i>Special programmes and collaborative arrangements</i>	0	0	0	2	6	8	6	5	11	4	4	8	0	0	0	0	0	0	12	15	27
<b>Africa</b>	1	0	1	8	12	20	54	25	79	148	52	200	35	8	43	0	0	0	246	97	343
<b>South-East Asia</b>	0	0	0	3	2	5	26	13	39	52	23	75	10	3	13	1	1	2	92	42	134
<b>Europe</b>	0	0	0	11	11	22	36	39	75	31	40	71	7	7	14	0	1	1	85	98	183
<b>Eastern Mediterranean</b>	0	0	0	9	3	12	33	15	48	60	28	88	12	4	16	1	0	1	115	50	165
<b>Western Pacific</b>	0	1	1	11	22	33	36	29	65	42	16	58	10	3	13	2	0	2	101	71	172
<b>Total</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>94</b>	<b>135</b>	<b>229</b>	<b>375</b>	<b>323</b>	<b>698</b>	<b>595</b>	<b>372</b>	<b>967</b>	<b>114</b>	<b>50</b>	<b>164</b>	<b>9</b>	<b>7</b>	<b>16</b>	<b>1189</b>	<b>889</b>	<b>2078</b>
<b>Percentage by bracket</b>	50.0%	50.0%	100.0%	41.0%	59.0%	100.0%	53.7%	46.3%	100.0%	61.5%	38.5%	100.0%	69.5%	30.5%	100.0%	56.3%	43.8%	100.0%	57.2%	42.8%	100.0%
<b>Percentage of total</b>			0.2%			11.0%			33.6%			46.5%			7.9%			0.8%			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
<b>Headquarters</b>	0	0	0	17	23	40	8	11	19	1	1	2	0	0	0	0	0	0	26	35	61
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Africa</b>	1	0	1	56	25	81	157	59	216	199	92	291	24	11	35	1	0	1	438	187	625
<b>South-East Asia</b>	0	0	0	7	6	13	15	11	26	17	7	24	3	1	4	0	0	0	42	25	67
<b>Europe</b>	0	1	1	4	6	10	12	20	32	4	10	14	0	1	1	0	0	0	20	38	58
<b>Eastern Mediterranean</b>	0	0	0	8	3	11	14	12	26	24	16	40	3	0	3	0	0	0	49	31	80
<b>Western Pacific</b>	0	2	2	7	12	19	14	22	36	12	14	26	0	1	1	0	0	0	33	51	84
<b>Total</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>99</b>	<b>75</b>	<b>174</b>	<b>220</b>	<b>135</b>	<b>355</b>	<b>257</b>	<b>140</b>	<b>397</b>	<b>30</b>	<b>14</b>	<b>44</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>608</b>	<b>367</b>	<b>975</b>
<b>Percentage by bracket</b>	25.0%	75.0%	100.0%	56.9%	43.1%	100.0%	62.0%	38.0%	100.0%	64.7%	35.3%	100.0%	68.2%	31.8%	100.0%	100.0%	0.0%	100.0%	62.4%	37.6%	100.0%
<b>Percentage of total</b>			0.4%			17.8%			36.4%			40.7%			4.5%			0.1%			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
<b>Headquarters</b>	5	13	18	27	150	177	61	200	261	46	178	224	5	24	29	0	2	2	144	567	711
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	4	4	1	3	4	0	2	2	0	1	1	0	0	0	1	10	11
<b>Africa</b>	2	1	3	102	80	182	298	169	467	352	148	500	29	9	38	0	0	0	783	407	1190
<b>South-East Asia</b>	0	3	3	30	53	83	85	58	143	69	25	94	9	3	12	0	0	0	193	142	335
<b>Europe</b>	1	1	2	8	28	36	32	51	83	16	34	50	0	3	3	0	0	0	57	117	174
<b>Eastern Mediterranean</b>	13	17	30	67	81	148	86	85	171	74	53	127	12	3	15	0	0	0	252	239	491
<b>Western Pacific</b>	3	15	18	21	84	105	41	77	118	32	61	93	1	5	6	0	0	0	98	242	340
<b>Total</b>	<b>24</b>	<b>50</b>	<b>74</b>	<b>255</b>	<b>480</b>	<b>735</b>	<b>604</b>	<b>643</b>	<b>1247</b>	<b>589</b>	<b>501</b>	<b>1090</b>	<b>56</b>	<b>48</b>	<b>104</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1528</b>	<b>1724</b>	<b>3252</b>
<b>Percentage by bracket</b>	32.4%	67.6%	100.0%	34.7%	65.3%	100.0%	48.4%	51.6%	100.0%	54.0%	46.0%	100.0%	53.8%	46.2%	100.0%	0.0%	100.0%	100.0%	47.0%	53.0%	100.0%
<b>Percentage of total</b>			2.3%			22.6%			38.3%			33.5%			3.2%			0.1%			100.0%

M - male, F - female, T - total

**TABLE 7. STAFF BY AGE, GENDER AND GRADE, ALL LOCATIONS**  
**DATA AS OF 31-DEC-2016**

**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	1	0	1	5	1	6	2	2	4	2	3	5	10	6	16
D2	0	0	0	0	0	0	0	0	0	21	8	29	9	0	9	1	1	2	31	9	40
D1/P6	0	0	0	0	0	0	29	6	35	86	49	135	33	5	38	2	1	3	150	61	211
P5	0	0	0	7	6	13	96	80	176	245	142	387	46	21	67	4	2	6	398	251	649
P4	0	0	0	31	52	83	164	142	306	182	116	298	24	14	38	0	0	0	401	324	725
P3	1	2	3	39	57	96	72	67	139	50	40	90	0	6	6	0	0	0	162	172	334
P2	1	0	1	15	16	31	10	26	36	6	16	22	0	2	2	0	0	0	32	60	92
P1	0	0	0	2	4	6	3	2	5	0	0	0	0	0	0	0	0	0	5	6	11
<b>Total</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>94</b>	<b>135</b>	<b>229</b>	<b>375</b>	<b>323</b>	<b>698</b>	<b>595</b>	<b>372</b>	<b>967</b>	<b>114</b>	<b>50</b>	<b>164</b>	<b>9</b>	<b>7</b>	<b>16</b>	<b>1189</b>	<b>889</b>	<b>2078</b>
Percentage by bracket	50.0%	50.0%	100.0%	41.0%	59.0%	100.0%	53.7%	46.3%	100.0%	61.5%	38.5%	100.0%	69.5%	30.5%	100.0%	56.3%	43.8%	100.0%	57.2%	42.8%	100.0%
Percentage of total			0.2%			11.0%			33.6%			46.5%			7.9%			0.8%			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	1	1	2	3	3	6	8	4	12	2	0	2	0	0	0	14	8	22
C	0	0	0	35	21	56	112	68	180	172	100	272	23	11	34	1	0	1	343	200	543
B	1	2	3	52	38	90	87	51	138	65	31	96	3	3	6	0	0	0	208	125	333
A	0	1	1	11	15	26	18	13	31	12	5	17	2	0	2	0	0	0	43	34	77
<b>Total</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>99</b>	<b>75</b>	<b>174</b>	<b>220</b>	<b>135</b>	<b>355</b>	<b>257</b>	<b>140</b>	<b>397</b>	<b>30</b>	<b>14</b>	<b>44</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>608</b>	<b>367</b>	<b>975</b>
Percentage by bracket	25.0%	75.0%	100.0%	56.9%	43.1%	100.0%	62.0%	38.0%	100.0%	64.7%	35.3%	100.0%	68.2%	31.8%	100.0%	100.0%	0.0%	100.0%	62.4%	37.6%	100.0%
Percentage of total			0.4%			17.8%			36.4%			40.7%			4.5%			0.1%			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	0	0	0	25	19	44	55	55	110	46	60	106	2	3	5	0	0	0	128	137	265
G6	2	2	4	64	104	168	93	184	277	63	151	214	5	14	19	0	0	0	227	455	682
G5	13	30	43	54	249	303	88	286	374	75	209	284	10	18	28	0	2	2	240	794	1034
G4	3	15	18	31	96	127	56	103	159	31	60	91	3	9	12	0	0	0	124	283	407
G3	2	3	5	20	8	28	85	11	96	93	11	104	6	3	9	0	0	0	206	36	242
G2	0	0	0	45	2	47	209	1	210	265	4	269	30	1	31	0	0	0	549	8	557
G1	4	0	4	16	2	18	18	3	21	16	6	22	0	0	0	0	0	0	54	11	65
<b>Total</b>	<b>24</b>	<b>50</b>	<b>74</b>	<b>255</b>	<b>480</b>	<b>735</b>	<b>604</b>	<b>643</b>	<b>1247</b>	<b>589</b>	<b>501</b>	<b>1090</b>	<b>56</b>	<b>48</b>	<b>104</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1528</b>	<b>1724</b>	<b>3252</b>
Percentage by bracket	32.4%	67.6%	100.0%	34.7%	65.3%	100.0%	48.4%	51.6%	100.0%	54.0%	46.0%	100.0%	53.8%	46.2%	100.0%	0.0%	100.0%	100.0%	47.0%	53.0%	100.0%
Percentage of total			2.3%			22.6%			38.3%			33.5%			3.2%			0.1%			100.0%

M - male, F - female, T - total

**TABLE 8. STAFF RETIREMENT PROJECTIONS**  
**DATA AS OF 31-DEC-2016**

Region	Category	Total staff as at 31 December 2016	Staff due to retire													
			By 31 Dec 2017	% of total staff	By 31 Dec 2018	% of total staff	By 31 Dec 2019	% of total staff	Total Biennium 2018-2019	% of total staff	By 31 Dec 2020	% of total staff	By 31 Dec 2021	% of total staff	Total Biennium 2020-2021	% of total staff
<b>Headquarters</b>	P	1054	30	2.8%	35	3.3%	36	3.4%	<b>71</b>	<b>6.7%</b>	49	4.6%	41	3.9%	<b>90</b>	<b>8.5%</b>
	NPO	61	0	0.0%	0	0.0%	0	0.0%	<b>0</b>	<b>0.0%</b>	0	0.0%	1	1.6%	<b>1</b>	<b>1.6%</b>
	GS	711	19	2.7%	20	2.8%	17	2.4%	<b>37</b>	<b>5.2%</b>	17	2.4%	17	2.4%	<b>34</b>	<b>4.8%</b>
<i>Special programmes and collaborative arrangements</i>	P	27	0	0.0%	0	0.0%	1	3.7%	<b>1</b>	<b>3.7%</b>	0	0.0%	1	3.7%	<b>1</b>	<b>3.7%</b>
	NPO	0	0	0.0%	0	0.0%	0	0.0%	<b>0</b>	<b>0.0%</b>	0	0.0%	0	0.0%	<b>0</b>	<b>0.0%</b>
	GS	11	0	0.0%	1	9.1%	1	9.1%	<b>2</b>	<b>18.2%</b>	0	0.0%	0	0.0%	<b>0</b>	<b>0.0%</b>
<b>Africa</b>	P	343	12	3.5%	27	7.9%	24	7.0%	<b>51</b>	<b>14.9%</b>	18	5.2%	13	3.8%	<b>31</b>	<b>9.0%</b>
	NPO	625	15	2.4%	17	2.7%	20	3.2%	<b>37</b>	<b>5.9%</b>	24	3.8%	27	4.3%	<b>51</b>	<b>8.2%</b>
	GS	1190	21	1.8%	28	2.4%	37	3.1%	<b>65</b>	<b>5.5%</b>	39	3.3%	40	3.4%	<b>79</b>	<b>6.6%</b>
<b>South-East Asia</b>	P	134	5	3.7%	9	6.7%	5	3.7%	<b>14</b>	<b>10.4%</b>	12	9.0%	8	6.0%	<b>20</b>	<b>14.9%</b>
	NPO	67	3	4.5%	1	1.5%	2	3.0%	<b>3</b>	<b>4.5%</b>	4	6.0%	0	0.0%	<b>4</b>	<b>6.0%</b>
	GS	335	9	2.7%	8	2.4%	7	2.1%	<b>15</b>	<b>4.5%</b>	9	2.7%	9	2.7%	<b>18</b>	<b>5.4%</b>
<b>Europe</b>	P	183	8	4.4%	6	3.3%	3	1.6%	<b>9</b>	<b>4.9%</b>	8	4.4%	5	2.7%	<b>13</b>	<b>7.1%</b>
	NPO	58	1	1.7%	0	0.0%	0	0.0%	<b>0</b>	<b>0.0%</b>	1	1.7%	3	5.2%	<b>4</b>	<b>6.9%</b>
	GS	174	1	0.6%	2	1.1%	2	1.1%	<b>4</b>	<b>2.3%</b>	0	0.0%	5	2.9%	<b>5</b>	<b>2.9%</b>
<b>Eastern Mediterranean</b>	P	165	5	3.0%	8	4.8%	6	3.6%	<b>14</b>	<b>8.5%</b>	8	4.8%	6	3.6%	<b>14</b>	<b>8.5%</b>
	NPO	80	3	3.8%	0	0.0%	4	5.0%	<b>4</b>	<b>5.0%</b>	2	2.5%	3	3.8%	<b>5</b>	<b>6.3%</b>
	GS	491	7	1.4%	8	1.6%	10	2.0%	<b>18</b>	<b>3.7%</b>	11	2.2%	10	2.0%	<b>21</b>	<b>4.3%</b>
<b>Western Pacific</b>	P	172	6	3.5%	5	2.9%	2	1.2%	<b>7</b>	<b>4.1%</b>	5	2.9%	5	2.9%	<b>10</b>	<b>5.8%</b>
	NPO	84	1	1.2%	0	0.0%	0	0.0%	<b>0</b>	<b>0.0%</b>	1	1.2%	1	1.2%	<b>2</b>	<b>2.4%</b>
	GS	340	4	1.2%	4	1.2%	8	2.4%	<b>12</b>	<b>3.5%</b>	7	2.1%	7	2.1%	<b>14</b>	<b>4.1%</b>
<b>Total</b>	<b>P</b>	<b>2078</b>	<b>66</b>	<b>3.2%</b>	<b>90</b>	<b>4.3%</b>	<b>77</b>	<b>3.7%</b>	<b>167</b>	<b>8.0%</b>	<b>100</b>	<b>4.8%</b>	<b>79</b>	<b>3.8%</b>	<b>179</b>	<b>8.6%</b>
	<b>NPO</b>	<b>975</b>	<b>23</b>	<b>2.4%</b>	<b>18</b>	<b>1.8%</b>	<b>26</b>	<b>2.7%</b>	<b>44</b>	<b>4.5%</b>	<b>32</b>	<b>3.3%</b>	<b>35</b>	<b>3.6%</b>	<b>67</b>	<b>6.9%</b>
	<b>GS</b>	<b>3252</b>	<b>61</b>	<b>1.9%</b>	<b>71</b>	<b>2.2%</b>	<b>82</b>	<b>2.5%</b>	<b>153</b>	<b>4.7%</b>	<b>83</b>	<b>2.6%</b>	<b>88</b>	<b>2.7%</b>	<b>171</b>	<b>5.3%</b>
	<b>ALL</b>	<b>6305</b>	<b>150</b>	<b>2.4%</b>	<b>179</b>	<b>2.8%</b>	<b>185</b>	<b>2.9%</b>	<b>364</b>	<b>5.8%</b>	<b>215</b>	<b>3.4%</b>	<b>202</b>	<b>3.2%</b>	<b>417</b>	<b>6.6%</b>

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

**TABLE 9. STAFF RETIREMENT PROJECTIONS BY GENDER, ALL LOCATIONS**  
**DATA AS OF 31-DEC-2016**

Category	Staff due to retire											
	2017				Biennium 2018-2019				Biennium 2020-2021			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
<b>P</b>	49	17	66	25.8%	108	59	167	35.3%	112	67	179	37.4%
<b>NPO</b>	13	10	23	43.5%	31	13	44	29.5%	39	28	67	41.8%
<b>GS</b>	31	30	61	49.2%	81	72	153	47.1%	92	79	171	46.2%
<b>ALL</b>	<b>93</b>	<b>57</b>	<b>150</b>	<b>38.0%</b>	<b>220</b>	<b>144</b>	<b>364</b>	<b>39.6%</b>	<b>243</b>	<b>174</b>	<b>417</b>	<b>41.7%</b>

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

TABLE 10. STAFF BY LENGTH OF SERVICE  
 DATA AS OF 31-DEC-2016

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	298	19	173	490	327	42	212	581	270	0	194	464	93	0	58	151	41	0	15	56	17	0	40	57	8	0	19	27	1054	61	711	1826
Special programmes and collaborative arrangements	7	0	2	9	11	0	5	16	6	0	3	9	2	0	0	2	1	0	0	1	0	0	1	1	0	0	0	0	27	0	11	38
Africa	74	186	175	435	111	325	559	995	97	73	358	528	46	36	30	112	8	1	34	43	7	4	20	31	0	0	14	14	343	625	1190	2158
South-East Asia	40	32	66	138	43	13	85	141	25	12	91	128	14	3	40	57	9	4	27	40	0	3	17	20	3	0	9	12	134	67	335	536
Europe	49	23	24	96	56	23	62	141	61	12	76	149	16	0	6	22	1	0	3	4	0	0	3	3	0	0	0	0	183	58	174	415
Eastern Mediterranean	52	40	137	229	54	19	136	209	35	6	150	191	11	8	22	41	10	3	22	35	1	2	15	18	2	2	9	13	165	80	491	736
Western Pacific	79	45	114	238	50	25	102	177	25	9	66	100	13	1	31	45	3	2	15	20	2	2	10	14	0	0	2	2	172	84	340	596
Total	599	345	691	1635	652	447	1161	2260	519	112	938	1569	195	48	187	430	73	10	116	199	27	11	106	144	13	2	53	68	2078	975	3252	6305
Percentage by bracket	36.6%	21.1%	42.3%	100.0%	28.8%	19.8%	51.4%	100.0%	33.1%	7.1%	59.8%	100.0%	45.3%	11.2%	43.5%	100.0%	36.7%	5.0%	58.3%	100.0%	18.8%	7.6%	73.6%	100.0%	19.1%	2.9%	77.9%	100.0%	33.0%	15.5%	51.6%	100.0%
Percentage of total	25.9%				35.8%				24.9%				6.8%				3.2%				2.3%				1.1%				100.0%			

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

**TABLE 11. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE  
DATA FROM 1 JANUARY TO 31 DECEMBER 2016**

Major Office*	2014				2015				2016			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
<b>Headquarters</b>	22229	16995	39224	43.3%	13518	9509	23027	41.3%	22394	14559	36953	39.4%
<b>Africa</b>	11097	3605	14702	24.5%	3812	2169	5981	36.3%	14211	3894	18105	21.5%
<b>Eastern Mediterranean</b>	8035	3395	11430	29.7%	4377	2142	6519	32.9%	7169	2946	10115	29.1%
<b>Europe</b>	3047	2089	5136	40.7%	4061	2670	6731	39.7%	3922	2880	6802	42.3%
<b>South-East Asia</b>	5071	2896	7967	36.3%	4721	2011	6732	29.9%	5993	2795	8788	31.8%
<b>Western Pacific</b>	3949	2074	6023	34.4%	4949	2641	7590	34.8%	4045	2234	6279	35.6%
<b>Total</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>	<b>57734</b>	<b>29308</b>	<b>87042</b>	<b>33.7%</b>

\* Positions advertised in that Major Office



TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2016

Major Office	Category	Total staff as at 31 December 2016	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	1054	41	52.6%	15	36.6%	28	35.9%	11	39.3%	9	11.5%	4	44.4%	78	30	38.5%
	NPO	61	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%
	GS	711	33	64.7%	26	78.8%	17	33.3%	16	94.1%	1	2.0%	1	100.0%	51	43	84.3%
<i>Special programmes and collaborative arrangements</i>	P	27	3	75.0%	1	33.3%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	4	1	25.0%
	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	11	0	0.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	0	0.0%	1	1	100.0%
Africa	P	343	14	70.0%	5	35.7%	4	20.0%	0	0.0%	2	10.0%	1	50.0%	20	6	30.0%
	NPO	625	52	96.3%	9	17.3%	0	0.0%	0	0.0%	2	3.7%	1	50.0%	54	10	18.5%
	GS	1190	42	77.8%	13	31.0%	12	22.2%	2	16.7%	0	0.0%	0	0.0%	54	15	27.8%
South-East Asia	P	134	8	53.3%	3	37.5%	4	26.7%	1	25.0%	3	20.0%	1	33.3%	15	5	33.3%
	NPO	67	10	76.9%	5	50.0%	3	23.1%	2	66.7%	0	0.0%	0	0.0%	13	7	53.8%
	GS	335	3	15.0%	1	33.3%	17	85.0%	12	70.6%	0	0.0%	0	0.0%	20	13	65.0%
Europe	P	183	9	64.3%	4	44.4%	2	14.3%	2	100.0%	3	21.4%	1	33.3%	14	7	50.0%
	NPO	58	6	85.7%	1	16.7%	1	14.3%	1	100.0%	0	0.0%	0	0.0%	7	2	28.6%
	GS	174	6	60.0%	6	100.0%	4	40.0%	2	50.0%	0	0.0%	0	0.0%	10	8	80.0%
Eastern Mediterranean	P	165	9	50.0%	2	22.2%	6	33.3%	1	16.7%	3	16.7%	2	66.7%	18	5	27.8%
	NPO	80	5	71.4%	1	20.0%	1	14.3%	1	100.0%	1	14.3%	0	0.0%	7	2	28.6%
	GS	491	32	64.0%	12	37.5%	18	36.0%	10	55.6%	0	0.0%	0	0.0%	50	22	44.0%
Western Pacific	P	172	13	54.2%	6	46.2%	11	45.8%	8	72.7%	0	0.0%	0	0.0%	24	14	58.3%
	NPO	84	6	60.0%	4	66.7%	4	40.0%	2	50.0%	0	0.0%	0	0.0%	10	6	60.0%
	GS	340	16	69.6%	9	56.3%	6	26.1%	4	66.7%	1	4.3%	0	0.0%	23	13	56.5%
Total	P	2078	97	56.1%	36	37.1%	56	32.4%	23	41.1%	20	11.6%	9	45.0%	173	68	39.3%
	NPO	975	79	86.8%	20	25.3%	9	9.9%	6	66.7%	3	3.3%	1	33.3%	91	27	29.7%
	GS	3252	132	63.2%	67	50.8%	75	35.9%	47	62.7%	2	1.0%	1	50.0%	209	115	55.0%
	All	6305	308	65.1%	123	39.9%	140	29.6%	76	54.3%	25	5.3%	11	44.0%	473	210	44.4%

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

**TABLE 13. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES, BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY**  
**DATA AS OF 31-DEC-2016**

**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	81	7.6%	72	6.8%	499	46.9%	49	4.6%	222	20.8%	142	13.3%	1065	100.0%
Africa	290	84.5%	7	2.0%	20	5.8%	8	2.3%	13	3.8%	5	1.5%	343	100.0%
South-East Asia	6	4.5%	76	56.7%	24	17.9%	6	4.5%	12	9.0%	10	7.5%	134	100.0%
Europe	1	0.5%	4	2.0%	166	83.4%	4	2.0%	18	9.0%	6	3.0%	199	100.0%
Eastern Mediterranean	10	6.1%	8	4.8%	44	26.7%	83	50.3%	16	9.7%	4	2.4%	165	100.0%
Western Pacific	2	1.2%	19	11.0%	33	19.2%	3	1.7%	25	14.5%	90	52.3%	172	100.0%
Total	390	18.8%	186	9.0%	786	37.8%	153	7.4%	306	14.7%	257	12.4%	2078	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	81	20.8%	72	38.7%	499	63.5%	49	32.0%	222	72.5%	142	55.3%	1065	51.3%
Africa	290	74.4%	7	3.8%	20	2.5%	8	5.2%	13	4.2%	5	1.9%	343	16.5%
South-East Asia	6	1.5%	76	40.9%	24	3.1%	6	3.9%	12	3.9%	10	3.9%	134	6.4%
Europe	1	0.3%	4	2.2%	166	21.1%	4	2.6%	18	5.9%	6	2.3%	199	9.6%
Eastern Mediterranean	10	2.6%	8	4.3%	44	5.6%	83	54.2%	16	5.2%	4	1.6%	165	7.9%
Western Pacific	2	0.5%	19	10.2%	33	4.2%	3	2.0%	25	8.2%	90	35.0%	172	8.3%
Total	390	100.0%	186	100.0%	786	100.0%	153	100.0%	306	100.0%	257	100.0%	2078	100.0%

**TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2016**

Major Office leaving	Major Office joining																											
	Headquarters				Africa				South-East Asia				Europe				Eastern Mediterranean				Western Pacific				Total			
	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%
Headquarters	2	0	2	9.1%	3	2	5	22.7%	2	1	3	13.6%	4	4	8	36.4%	2	0	2	9.1%	1	1	2	9.1%	14	8	22	100.0%
Africa	3	1	4	8.5%	24	11	35	74.5%	3	1	4	8.5%	0	0	0	0.0%	2	0	2	4.3%	2	0	2	4.3%	34	13	47	100.0%
South-East Asia	2	0	2	9.1%	1	0	1	4.5%	13	3	16	72.7%	0	1	1	4.5%	0	1	1	4.5%	0	1	1	4.5%	16	6	22	100.0%
Europe	3	2	5	20.8%	0	0	0	0.0%	0	1	1	4.2%	10	8	18	75.0%	0	0	0	0.0%	0	0	0	0.0%	13	11	24	100.0%
Eastern Mediterranean	3	4	7	46.7%	0	0	0	0.0%	1	1	2	13.3%	0	1	1	6.7%	5	0	5	33.3%	0	0	0	0.0%	9	6	15	100.0%
Western Pacific	2	1	3	9.4%	2	1	3	9.4%	0	2	2	6.3%	1	2	3	9.4%	2	0	2	6.3%	8	11	19	59.4%	15	17	32	100.0%
Total	15	8	23	14.2%	30	14	44	27.2%	19	9	28	17.3%	15	16	31	19.1%	11	1	12	7.4%	11	13	24	14.8%	101	61	162	100.0%

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

M - male, F - female, T - total

**TABLE 15. MOBILITY RATIO BY MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2016**

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
Headquarters	1054	51.4%	22	2.1%	20	1.9%
Africa	343	16.7%	47	13.7%	12	3.5%
South-East Asia	134	6.5%	22	16.4%	6	4.5%
Europe	183	8.9%	24	13.1%	6	3.3%
Eastern Mediterranean	165	8.0%	15	9.1%	10	6.1%
Western Pacific	172	8.4%	32	18.6%	13	7.6%
<b>Total</b>	<b>2051</b>	<b>100.0%</b>	<b>162</b>	<b>7.9%</b>	<b>67</b>	<b>3.3%</b>

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

M - male, F - female, T - total

**TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, TYPE OF COUNTRY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2016**

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		116	360	476	75.6%	32	60	92	65.2%	148	420	568	73.9%
Africa	Country Office	1	3	4	75.0%	1	6	7	85.7%	2	9	11	81.8%
	Regional Office	1	1	2	50.0%	3	2	5	40.0%	4	3	7	42.9%
	Total	2	4	6	66.7%	4	8	12	66.7%	6	12	18	66.7%
Eastern Mediterranean	Country Office	3	2	5	40.0%	3	7	10	70.0%	6	9	15	60.0%
	Regional Office	7	4	11	36.4%	8	23	31	74.2%	15	27	42	64.3%
	Total	10	6	16	37.5%	11	30	41	73.2%	21	36	57	63.2%
Europe	Country Office	10	17	27	63.0%	1	1	2	50.0%	11	18	29	62.1%
	Regional Office	17	66	83	79.5%	2	10	12	83.3%	19	76	95	80.0%
	Total	27	83	110	75.5%	3	11	14	78.6%	30	94	124	75.8%
South-East Asia	Country Office	0	2	2	100.0%	0	1	1	100.0%	0	3	3	100.0%
	Regional Office	0	5	5	100.0%	5	6	11	54.5%	5	11	16	68.8%
	Total	0	7	7	100.0%	5	7	12	58.3%	5	14	19	73.7%
Western Pacific	Country Office	11	25	36	69.4%	2	16	18	88.9%	13	41	54	75.9%
	Regional Office	14	53	67	79.1%	11	9	20	45.0%	25	62	87	71.3%
	Total	25	78	103	75.7%	13	25	38	65.8%	38	103	141	73.0%
Total	Country Office	25	49	74	66.2%	7	31	38	81.6%	32	80	112	71.4%
	Regional Office	39	129	168	76.8%	29	50	79	63.3%	68	179	247	72.5%
	Total	180	538	718	74.9%	68	141	209	67.5%	248	679	927	73.2%

TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER  
DATA FROM 1 JANUARY TO 31 DECEMBER 2016

Nationality	Male	Female	Total	% of total
United States of America	46	136	182	19.6%
Australia	20	52	72	7.8%
United Kingdom of Great Britain and Northern Ireland	22	47	69	7.4%
Canada	16	50	66	7.1%
Germany	13	30	43	4.6%
China	12	29	41	4.4%
Republic of Korea	8	31	39	4.2%
Japan	15	19	34	3.7%
Egypt	7	22	29	3.1%
India	10	17	27	2.9%
France	5	21	26	2.8%
Italy	2	15	17	1.8%
Nigeria	7	10	17	1.8%
Netherlands	3	13	16	1.7%
Switzerland	2	11	13	1.4%
Philippines	6	6	12	1.3%
New Zealand	2	8	10	1.1%
Denmark	2	7	9	1.0%
Ireland	3	6	9	1.0%
Poland	0	8	8	0.9%
Austria	0	7	7	0.8%
Malaysia	0	7	7	0.8%
Romania	1	6	7	0.8%
Finland	2	4	6	0.6%
Norway	1	5	6	0.6%
Russian Federation	1	5	6	0.6%
Singapore	2	4	6	0.6%
Sweden	2	4	6	0.6%
Uganda	2	4	6	0.6%
Brazil	1	4	5	0.5%
Mexico	0	5	5	0.5%
Pakistan	0	5	5	0.5%
Spain	0	5	5	0.5%
Cameroon	0	4	4	0.4%
Czechia	0	4	4	0.4%
Indonesia	2	2	4	0.4%
Lebanon	1	3	4	0.4%
Nepal	1	3	4	0.4%
Sudan	1	3	4	0.4%
Algeria	2	1	3	0.3%
Colombia	3	0	3	0.3%
Estonia	1	2	3	0.3%
Greece	1	2	3	0.3%
Mongolia	0	3	3	0.3%
Portugal	0	3	3	0.3%
Rwanda	0	3	3	0.3%
Syrian Arab Republic	1	2	3	0.3%
Turkey	2	1	3	0.3%
Ukraine	0	3	3	0.3%
Belgium	0	2	2	0.2%
Burkina Faso	1	1	2	0.2%
Chile	0	2	2	0.2%
Congo	2	0	2	0.2%
Costa Rica	1	1	2	0.2%
Georgia	1	1	2	0.2%
Ghana	0	2	2	0.2%
Hungary	1	1	2	0.2%
Jordan	1	1	2	0.2%
Kenya	0	2	2	0.2%
Malawi	0	2	2	0.2%
Others	1	1	2	0.2%
Serbia	0	2	2	0.2%
South Africa	1	1	2	0.2%
Uzbekistan	0	2	2	0.2%
Viet Nam	0	2	2	0.2%
Zambia	0	2	2	0.2%
Afghanistan	0	1	1	0.1%
Albania	1	0	1	0.1%
Bosnia and Herzegovina	1	0	1	0.1%
Cabo Verde	1	0	1	0.1%
Côte d'Ivoire	1	0	1	0.1%
El Salvador	1	0	1	0.1%
Eritrea	0	1	1	0.1%
Gabon	1	0	1	0.1%
Gambia	1	0	1	0.1%
Guatemala	0	1	1	0.1%
Haiti	0	1	1	0.1%
Iceland	0	1	1	0.1%
Iran (Islamic Republic of)	0	1	1	0.1%
Kuwait	0	1	1	0.1%
Myanmar	0	1	1	0.1%
Saudi Arabia	1	0	1	0.1%
Slovakia	0	1	1	0.1%
Slovenia	1	0	1	0.1%
Thailand	0	1	1	0.1%
Togo	1	0	1	0.1%
Tunisia	1	0	1	0.1%
Venezuela (Bolivarian Republic of)	0	1	1	0.1%
Zimbabwe	0	1	1	0.1%
<b>Total</b>	<b>248</b>	<b>679</b>	<b>927</b>	<b>100.0%</b>

**TABLE 18. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2016**

Donor countries	Major office						
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
<b>Belgium</b>	0	1	0	0	0	0	<b>1</b>
<b>Finland</b>	1	0	1	0	0	1	<b>3</b>
<b>France</b>	1	0	0	0	0	0	<b>1</b>
<b>Germany</b>	7	0	0	1	0	0	<b>8</b>
<b>Italy</b>	1	0	0	0	0	0	<b>1</b>
<b>Japan</b>	5	0	1	1	0	0	<b>7</b>
<b>Luxembourg</b>	0	0	0	1	0	0	<b>1</b>
<b>Netherlands</b>	3	1	1	0	0	1	<b>6</b>
<b>Norway</b>	3	0	0	0	0	0	<b>3</b>
<b>Sweden</b>	1	1	0	0	0	1	<b>3</b>
<b>Switzerland</b>	0	0	0	0	0	1	<b>1</b>
<b>United Kingdom of Great Britain and Northern Ireland</b>	2	1	0	0	1	0	<b>4</b>
<b>Total</b>	<b>24</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>39</b>

**TABLE 19. NUMBER OF INDIVIDUALS HOLDING NON-STAFF CONTRACTS, BY MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2016**

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements <sup>a</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>	1452	160	1369	305	0
<b>Africa</b>	653	50	625	137	1838
<b>South-East Asia</b>	579	53	31	5	1443
<b>Europe</b>	1253	61	204	38	34
<b>Eastern Mediterranean</b>	522	40	386	41	185
<b>Western Pacific</b>	475	37	218	43	84
<b>Total</b>	<b>4934</b>	<b>400</b>	<b>2833</b>	<b>570</b>	<b>3584</b>

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

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

TABLE 20. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF  
DATA FROM 1 JANUARY TO 31 DECEMBER 2016

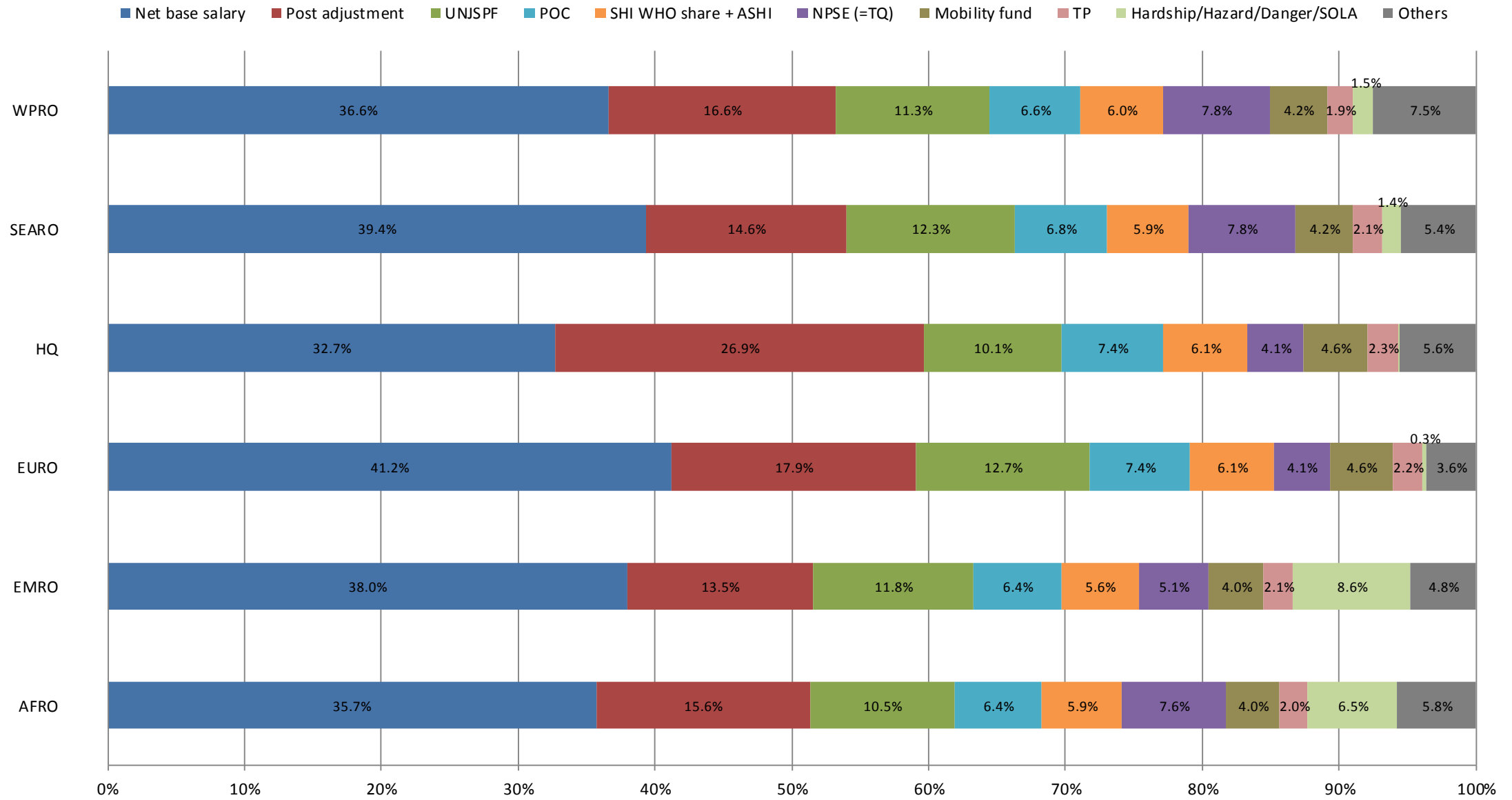




TABLE 21. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF  
DATA FROM 1 JANUARY TO 31 DECEMBER 2016

